

ZEAL

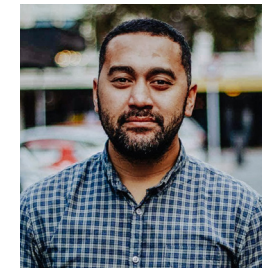


2020 ANNUAL REPORT

1 July 2019 - 30 June 2020



CEO'S REPORT



KIA ORANA,

In a year where we are experiencing a once in a generation global pandemic, rangatahi are amongst the most vulnerable to the pandemic's societal impacts. Though many rangatahi display high levels of resiliency and strength, a number are experiencing heightened anxiety and mental distress, a product of major uncertainty for both personal wellbeing, whānau and our wider global community.

In amongst the instability, Zeal has remained a stable presence for many rangatahi feeling isolated and disconnected. During lockdown, Zeal mobilised, moving programming online and connecting with young people where they were.

Instead of young people coming to community in one of our physical spaces, we took community to young people across multiple online platforms. Once lockdown lifted, we saw a surge of rangatahi fill our centres, craving physical community and connection – a safe, inclusive space to share both challenging experiences and hope for what is ahead, both individually and collectively.

Zeal continues to be a beacon of hope for many rangatahi and communities seeking stability and

support. We see a big need for cohesive support for rangatahi across both physical and digital spaces and this will be a focus for us looking forward. I'm proud of how responsive our team has been in providing the care and support our rangatahi need during these challenging times.

I'd like to take this opportunity to acknowledge the service of outgoing Chairperson, Bruce Pilbrow who has served Zeal diligently for the last nine years - thank you for your selfless commitment to our mission.

I'd also like to acknowledge our new Chairperson, Amanda Pilbrow who will lead us in our governance space into our promising future. Thank you to our partners, board, staff and volunteers for the continued commitment you show towards our mission of making transformative spaces and experiences accessible to all young people in Aotearoa.

We are grateful to journey with such a passionate group of people and we look forward to continuing to journey with you to enable the care and support for rangatahi we all dream of right across Aotearoa.

Ngā mihi,

JESSE BOYCE

CHAIRPERSON'S REPORT



NAU MAI, NAU MAI,

What a year this has been with many firsts for Zeal, its staff, rangatahi, and board of directors alike. Due to the creative style, leadership, and Zeal culture, we have pivoted and adjusted as needs have presented themselves.

Indeed, COVID-19 has introduced various challenges, but it has certainly highlighted some incredible strengths within Zeal – we use every resource available to bring positive outcomes for our people. 2020 and COVID-19 have been a valuable and welcome reminder of why we are here and what we creatively bring to the table in order to connect with those who need and love Zeal. Both in and out of lockdowns, Zeal centres have adjusted accordingly, and in-line with restrictions.

Our initiatives include things like: school holiday programmes, beginning/end of term celebrations, Creative Programmes, Photography courses and exhibitions, COVID-19 food packs,

online support and care across multiple online platforms. Also raves, acoustic sessions, hip hop, cooking on a budget, open mic, sound engineering, musicians lounges - the list goes on. Each one enabled much needed connection, belonging, and hope as key outcomes.

The board of directors have had a few meaningful additions and shifts of their own this year. Bruce Pilbrow, chairperson for the last nine and a half effective years, decided to hand on the baton. Bruce supported Zeal through three CEO's during his volunteer tenure. The board extends our thanks for his enthusiasm, humour, leadership, decisiveness, and the many unseen hours that he put in.

Sarah van't Hof also resigned from the board, to concentrate her energies on Kids for Kids Charity, National Young Leaders Days, and Beaut Entertainment. Sarah imparted a wealth of experience, generosity, and professionalism.

The board has had equally some fabulous gains, as Helen van Orton came to the board as our contractual Vodafone Foundation representative. Believing in Zeal and what we do, Helen stayed on outside her requirements, of which we are extremely appreciative. Helen's board experience and management skills add a richness to Zeal's board.

Jon Chapman-Smith, 'designer of new beginnings and good fortune' (aka Fuman), brings a bundle of multi-disciplined creative thought and practice. Equally, Glynis Sandland joined the Zeal board. Glynis exudes wisdom and experience in the vulnerable rangatahi sector and strategic leadership, describing herself as an 'expert problem solver'.

Murray Thatcher and Greg Eden continue their valuable service on the board. Their combined experience and knowledge of Zeal continue to inspire me. As the incoming Chairperson, having

served on the board for three years, I look forward to bringing my experience in people management, pastoral care, inclusive culture and decisiveness to the role.

Zeal's board recognises the ongoing need for meaningful connection, providing hope, shared values around hauora, and the creative opportunity encompassed within Zeal and the rangatahi we serve in Aotearoa.

Manaaki, tēnā koe,

AMANDA PILBROW

BELONGING SURVEY 2019

OUR IMPACT

Direct quotes from some of our young people:

"A place where young people can connect, learn new things and openly express themselves."

"Exactly as you'd need, but nothing you'd expect."

"My safe haven."

MEASURING IMPACT:

To measure impact, our annual Belonging Survey done in July 2019, gives a profile of the young people who come through Zeal - who they are, their feelings, their lifestyle and aspirations, as well as insights into how they feel about the support we offer them.

"I feel supported and cared for at Zeal." - 93% strongly agreed or agreed.

Zeal provides a 'home away from home' for young people and so we asked them to rate how they felt about the support we offer.

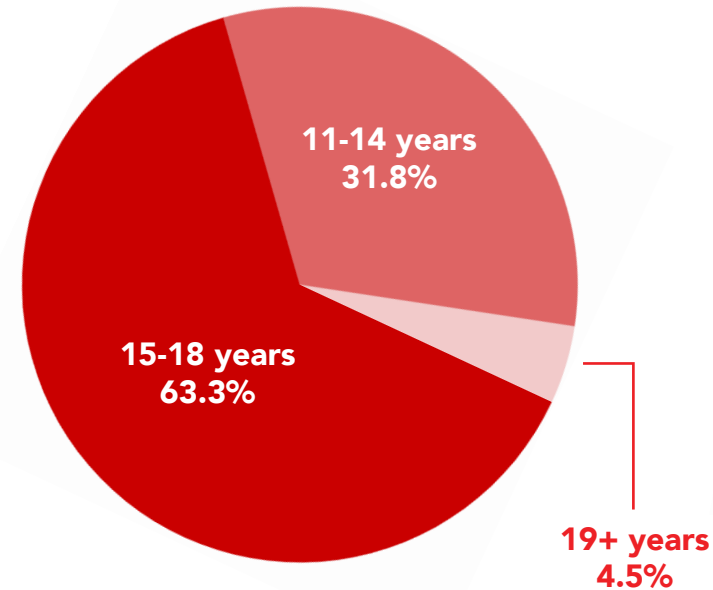
"I feel I can approach staff if I have a problem" - 85% agreed.

Our staff are our biggest asset and we pride ourselves on the quality of our care, support, assistance and walking alongside young people.

"Have you changed for the better since coming to Zeal?" - 67% of our young people report positive changes since joining.

We aim to be change-makers in people's lives - transforming young people from passive consumers to active contributors.

AGE RANGE:



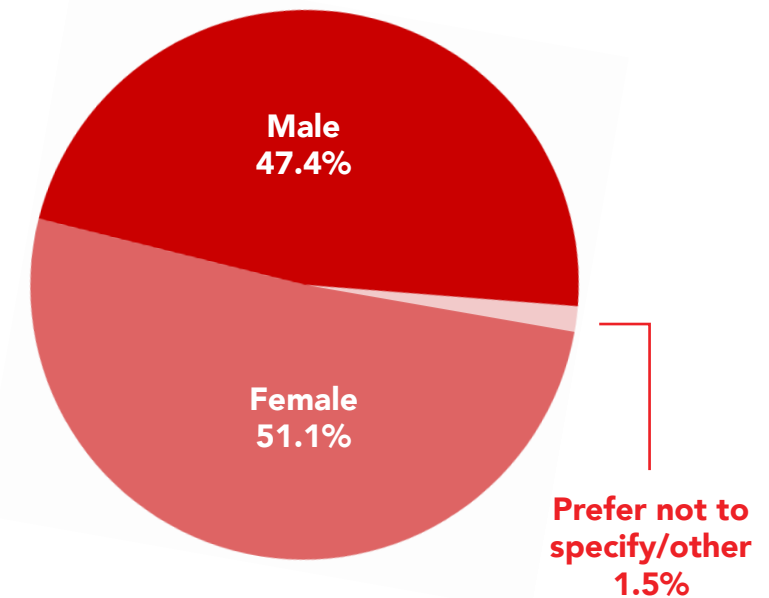
MEASURING MENTAL HEALTH:

Feeling sad, anxious or a sense of hopelessness are recognised aspects of many young people's lives in New Zealand. To measure the prevalence of these issues amongst our young people, we asked them the following questions:

"How often do you feel anxious?" - 49% feel anxious for more than once a week or on most days.

25% of our young people report feeling anxious most days. Almost a quarter of the young people indicated that they would like to talk to a staff member about these feelings.

GENDER IDENTITY:



OUR IMPACT

Direct quotes from some of our young people:

"Zeal is a truly incredible place, a space where you can grow and call home."

"A real family that is always wanting to grow and strive to be better."

"A youth focused environment with countless opportunities"

"Zeal is your second family."

"How often do you feel sad or down?" - 46% feel sad more than once a week or on most days.

18% of our young people report feeling sad most days or more. Over a quarter of the young people indicated that they would like to talk to a staff member about these feelings.

WHAT WE OFFER

WHAT WE DO

Zeal is strengths-based and holistic in our approach, aligning with leading youth development model The Circle of Mana.

Youth care programmes

We provide safe spaces for young people to explore themes of identity, belonging and connection. We do this through strength-based activities, workshops and mentoring, all aimed at contributing to a young person's mental health and wellbeing.

Youth creative experiences

We provide low-cost programmes, workshops, showcases and events in the creative arts. These are aimed at giving young people the opportunity to discover their passions, build their confidence, gain new skills and realise their potential, enabling them to thrive.

Innovative projects

We incubate innovative youth care and empowerment projects including our Online Crisis Intervention project and social enterprise businesses such as a container cafés.

OUR MISSION STATEMENT

We are a youth organisation committed to the transformation of young people's lives in Aotearoa. Our mission is to make transformative spaces and experiences accessible to all young people in Aotearoa.

OUR VISION

Every young person in Aotearoa living into the fullness of their identity and infinite self-worth and value, connected to healthy, safe communities and deep relationships.



HAWKE'S BAY

HIGHLIGHTS

Zeal Hawke's Bay experienced a significant year of impact. We had many young people deepening their connection to their self-worth, identity and belonging throughout our events, Creative and Dance programmes.

One of the major highlights for the year was moving into a newly fitted out space / dance studio to operate our programmes out of. This quickly became a space of connection for many young people from the wider Hawke's Bay area.

Another highlight included increasing our presence at a local level, in Tamatea and Flaxmere particularly, where we were able to spend intentional time with rangatahi during school holidays.

We also delivered many of the region's significant events for young people, including Versus and Battle in the Bay. These events, and our programmes, have enabled us to connect more deeply into our local communities.

LOOKING AHEAD

- After five high impact years, Zeal has withdrawn from the Hawke's Bay (as of June 2020) and transitioned our youth service delivery to be delivered under the banner of former Zeal Hawke's Bay Manager, Olivia Morrell's local dance academy, Rezpect.
- A large portion of the impact Zeal has enabled over the last five years in the Hawke's Bay has been delivered through Rezpect Dance Academy.
- Thank you to all the great partners we have had in the Hawke's Bay over a number of years who have supported our work - it has been hugely appreciated! We at Zeal could certainly not have made such an impact across the Hawke's Bay without this support.

OUR IMPACT

9
events run

1,302
performers
at events

3,219
attendees at
events

5,190
young people at
workshops and
activities

OUR IMPACT

9

events run

57

creative workshops
and activities
delivered

1,616

attendees at
events

213

young people at
workshops and
activities

27

volunteers at
events

525

young people at
Afternoon Hangs

20

performers at
events



HAMILTON

COVID-19 ACTIONS HIGHLIGHTS



Though COVID-19 was a major disruption to our standard programming, it also served as a major stimulant for innovation in our centre and team, which was also a highlight for our year. Lockdown meant young people weren't able to access our physical centre, so our team pivoted our care and support of young people to online / digital spaces. This included reaching young people in the gaming community through a Zeal Minecraft server – we had many young people experiencing connection through this channel during this uncertain time.

In our work, we continually meet young people who are yet to find purpose or have little idea of what they want to study or do for work. To address these needs, we developed a series of Identity Workshops. Using psychology-based strengths-finding and personality profiling tools, we are able to help young people to realise their innate strengths.

We then help identify potential future employment or study pathways based on their strengths and interests. At the end, we support

LOOKING AHEAD

- Increasing the value of our Creative Programming by adding work-readiness components to the content. This will allow young people to discover and build competency in their areas of passion, while also connecting these skills to practical training and employment pathways.
- Reinvigorating the Afternoon Hangs programme, injecting new life into it and building even more connection and community through creating a safe, inclusive vibe and space.
- Strengthening local partnerships to increase cohesion across the youth and community sector, providing more comprehensive care and support services for young people.

young people in developing CVs, job interview skills, and completing job applications.

The end of 2019 saw 15 of our young people transition from High School into further study. Our Identity Workshops were crucial in helping them understand their strengths and improving their self-esteem for these transitions.

This year we have incorporated Identity Workshops into our Creative Programmes and Afternoon Hangs, ensuring that every young

person gets the opportunity to discover their strengths or purpose.

Our Creative Programmes gained significant traction this year. We launched three new programmes; Graphic Design, Hip Hop Dance, and Film. Our Barista Programme is most popular, which indicates that young people are looking for 'real life' skills which can help them transition into employment.

MICHAEL JOHNSON
Hamilton Manager

MEET BARRY:

Barry is a 16 year old male who has been known to Zeal for a couple of years now. He has recently become isolated from family and experiences difficulties at home, so he has been living on the streets and from couch to couch. Barry is isolated from other forms of community as he doesn't go to school and doesn't receive support from any other organisation.

Within an hour of first meeting Barry, we were able to support him to stay at a friend's house, get a food grant, get a grant for a birth certificate, and to start his application for a Youth Payment. We were able to support him in partnership with another organisation to help him navigate this difficult time in his life.

Barry, like all of us, is a work in progress and we're hopeful for more positive outcomes in his future. It has been humbling to be able to provide Barry with genuine support.

OUR IMPACT

15

events run

2,414

attendees at events

152

volunteers at events

48

performers at events

56

creative workshops and activities delivered

533

young people at workshops and activities

1,498

young people at Afternoon Hangs



KĀPITI

COVID-19 ACTIONS

Due to COVID-19, we moved a lot of our initiatives online and intentionally created safe spaces to continue supporting our young people. We used multiple platforms such as text, Messenger and Zoom so we could meet our young people wherever they were. It was important to us that they knew they were not alone and that we were there to support and help them navigate this unprecedented time. Even though it has been a year of two very different halves, there is still a lot to celebrate!

Our community of young people have been an incredible source of encouragement and inspiration. We know the last 12 months has

been a rocky and unstable path for many, yet we see them rising to meet these challenges and its been a privilege to support and journey with them.

HIGHLIGHTS

Our Afternoon Hangs continue to be a vital component for connection and youth development, and we regularly have new young people finding belonging and support, while older young people are transitioning into work or tertiary study. Our kaitiaki and events teams offer another avenue for personal growth and opportunities to feed into Zeal and the

LOOKING AHEAD

- Recruiting student reps for local colleges, who will be a bridge between Zeal Kāpiti and the colleges, increasing our engagement and creating opportunities for Zeal to be a positive influence.
- Increasing our Barista Course capacity even further, with the addition of a coffee machine within our facility.
- Exploring opportunities to run our Photography and Graphic Design Creative Programmes for NCEA credits within our local colleges.
- Developing programmes to help students transition to work or tertiary study, by increasing self awareness, identity, and exploring strengths and weaknesses.

wider community. Another key vehicle is our Creative Programmes - Live Sound, Photography, Graphic Design and Sound Recording. Over the last year, we've seen a steady rise in demand for our Barista Courses. Our Zeal coffee machine in the Te Raukura ki Kāpiti allows us to work with three colleges so we have the capacity to offer 3 – 4 Barista Courses per term now.

Our events and Live Sound crews have been busy utilising our new stage trailer for the Coastlands 50th, Kāpiti Food Festival, three KCDC Acoustic in the Park night events, along with Zeal, school and private events. The portability of the trailer means we can greatly

extend our event presence in the community. During the holidays, our teams ran a 'Street Carnival' held here at Zeal Kāpiti. There was a mix of carnival games, live music, sausage sizzles, Mr Whippy and heaps of prizes which attracted a wide range of ages and families. We received a lot positive feedback regarding the way our young people interacted and made everyone feel welcome.

We also invited our local primary schools to visit, and had an amazing response with five schools and 250 year 8 students coming in for the first time. The energy, enthusiasm and positive feedback we received was incredible.

MEET DANIEL:

Daniel first came to Zeal through a Live Sound course and eventually joined our tech team, soon becoming a regular at Afternoon Hangs and finding a sense of belonging and purpose.

Daniel has been working closely with our events coordinator and recently became a paid contractor with Zeal to help run events and the private hires of our sound gear and stage trailer.

We are so encouraged by Daniel's journey and love that his involvement with Zeal has led to paid employment, as well as opened the door for more opportunities in the Live Sound and event industry.



Our goal was to remove the barrier of Zeal being an unknown space and allow them to experience what Zeal is and has to offer first-hand. So many of the year 8 students said they would be coming in 2020, so it was an incredibly encouraging way to finish 2019!

HAMISH CAMPBELL
Kāpiti Manager

OUR IMPACT

22

events run

11,438

attendees at events

200

volunteers at events

211

performers at events

84

creative workshops and activities delivered

1,032

young people at workshops and activities

2,372

young people at Afternoon Hangs and in-school visits



TARANAKI

COVID-19 ACTIONS



During lockdown, we were able to continue mentoring the young people who needed our support through phone calls, text, messenger and Zoom calls, both individually and in groups. It was great to continue those connections and help young people navigate through this time. It is a privilege to be a trusted voice and listening ear in their lives.

During lockdown, we became aware that a number of our young people were lacking essential supplies such as food and sanitary items. We teamed up with Foodbank, The Salvation Army, Marcel's and other generous

donors to deliver 14 care packages during Level 3 & 4 which were much appreciated.

HIGHLIGHTS

Never in our wildest dreams would we have envisaged that our crew would be calling one of the most iconic and fit-for-purpose buildings their home! The Mayfair, located in the heart of New Plymouth's CBD, provides us with what we need and more - a commercial kitchen, on-site cafe, large auditorium, several lounges, design suite and break-out rooms. This wouldn't have

LOOKING AHEAD

- We are excited about the potential our new state-of-the-art space brings and the ability we have to host many more in-house events. This will give us real scope for employment in Live Sound, Lighting, MC, DJ and Barista roles.
- We will expand the range of Creative Programmes to include Graphic Design and many more art forms.
- We also plan on setting up a recording studio...watch this space!

MEET TAELYM:

Taelym (18) was first introduced to Zeal Taranaki in May 2019 - at this point he was self harming and significantly struggling with social anxiety and depression. He quickly became part of the Zeal whānau, actively contributing as a vocalist.

Fast forward just over 12 months, he has been accepted by Praxis to intern with Zeal studying towards a Diploma in Youth Work. Recently his Grandparents approached us before his performance at our event. Their exact words were "He wouldn't even be alive if it wasn't for you."

We cannot express just how proud we are of him and how far he has come. Nobody would have thought they would see this day, based on where he was at when he was first introduced to us.



been possible if it wasn't for the generosity of our landlord Jeremy Thomson and the incredible backing of New Plymouth District Council. The doors for opportunity and youth development have flung wide open with this space.

As our key partnerships have grown, we have been able to expand our team and invite one of our key volunteers, Rebecca Sherning, onto our staff team. We have also been able to appoint Christina Galley as Programmes Coordinator. The talented Christina is a qualified and registered teacher, a professional photographer and also holds a degree in design.

Our young crew hosted so many events over the past 12 months and they have drawn in such large crowds and diverse audiences - enabling us to reach far more local rangatahi. These events have included dance battles, skate comps, acoustic lounges, a Mayoral showcase, and a whole range of gigs and in-school showcases.

The two stand out events would be our first rave of the year, Zeal Royale Rumble. It attracted around 500 young people and we could not be prouder of our Event Management students for pulling off such an amazing drug and alcohol free event to such a large crowd.

The other is our annual Empowering Young Leaders event - as the entire country was in lockdown, we had to organise and host this online. Again, a team of Event Management students put this together alongside our MC's, speakers and performers - all under 18. Not only did they pull off a phenomenal event, which drew amazing feedback, but they did it all online, taking this inspirational showcase to a far wider pool of students.

LUKE GALLEY
Taranaki Manager

OUR IMPACT

5

events run

547

attendees at
events

16

volunteers at
events

9

performers at
events

42

creative workshops
and activities
delivered

356

young people at
workshops and
activities

921

young people at
Afternoon Hangs



WELLINGTON

COVID-19 ACTIONS



COVID-19 was a very challenging time for our Wellington youth space and its young people, so it was essential we remained available. We quickly moved all our programming and engagement online to continue support and care to the young people we serve.

To combat boredom and anxiety, we created online engagement opportunities with competitions, tutorials, and ran creative workshops as alternate ways to connect to a healthy, active community and continue engaging their passions during lockdown.

We took our "Afternoon Hangs" online, ran group and 1-1 Zoom mentoring sessions and shared inspirational content on Instagram. By doing this, we were able to regularly check in and offer a listening ear to help our young people get through this difficult time. We also sent out letters and care packages to our young people to help keep up morale, as well as supporting their whānau with food packages. It certainly was a busy time!

When we re-opened our doors during Level 2, we were overwhelmed with the amount of new

LOOKING AHEAD

- We have big dreams for the next 12 months - we are hoping to grow our staff team to ensure we can give our young people the highest levels of care and support.
- We are looking to run extensive work-readiness and mentoring programmes that help us to support young people who are disengaging from school and need a helping hand to get in to work.
- We are also looking to re-launch Wellington's Street Youth Work team. We are so excited to see these programmes get off the ground and believe they will make an incredible difference in the lives of the young people we seek to serve.

HIGHLIGHTS

Our events have taken on a new life - we have changed to running four main events a year, at

young people walking through our doors looking for safety and connection. Our team have been busy ever since, supporting them and helping to weave them into a loving and safe community. We are so grateful for the growth we have seen this year, and it's a great privilege to journey alongside these young people.

MEET ALEX:

Alex is a transgender male who attends an all-girls school. We first met Alex after his school recommended Zeal could be a safe place and somewhere he could find community and belonging. Naturally, this is a difficult situation for Alex and was greatly affecting his mental health and general wellbeing. Alex's family were struggling with his gender transition, which meant he was feeling very isolated and didn't know where to turn for support.

One of our youth workers was able to connect with Alex and give him a safe space and time to express how he was feeling, where he disclosed to her that he was feeling depressed most days and was experiencing high levels of anxiety. In the height of Alex's distress, he disclosed that he had strong feelings of suicide ideation and wanted to end his life. Our youth worker was able to comfort Alex in this vulnerable moment and help him understand that there was hope for his future. We connected him with a great counsellor and even attended the first few sessions with him while he built enough courage to go by himself.

We were then able to weave him into our whanau. Alex quickly became a part of Zeal, made friendships with young people who supported him, completed our Barista Programme, and came along to our annual Zeal camp. We were also able to connect Alex and his family with CAMS who are providing ongoing mental health support, as well as supporting him to rebuild healthy relationships with his family.

I believe that Zeal helped Alex connect with the right support systems just in time, while at the same time helping him discover his own sense of belonging and inherit worth. We have loved being able to support Alex through this process.

the end of every term and this has been a huge success. Our wonderful Gateway students have been a driving force in this, along with our young performers lighting up our stages and over 200 young people engaging.

Another highlight is our incredible Rainbow mentoring group. We have a beautiful Rainbow community and wanted to ensure we were providing a safe and supportive environment for them, as they are a special part of Zeal Wellington and we value them extremely highly. It's a space with a supportive environment where

they can come, ask questions, find support, and make healthy friendships.

Afternoon Hangs has been another highlight - since re-opening after COVID-19, we have over 150 young people attend per week. It has become slightly crazy, but it's an environment full of love and healthy community and we look forward to fostering deeper relationships with all of these young people.

BRITNEY MARSH
Wellington Manager

OUR IMPACT

36

events run

4,314

attendees at events

171

volunteers at events

167

performers at events

169

creative workshops and activities delivered

558

young people at workshops and activities

4,863

young people at Afternoon Hangs

2,484

street youth work engagements



WEST AUCKLAND

COVID-19 ACTIONS



Like every other not-for-profit and youth organisation, our operations went into high alert during the lockdown periods, knowing the potential negative effects that could come from extreme isolation for the young people who access our services regularly.

To maintain connection and to provide support, we moved all of our operations online - this included two daily "Insta-live" sessions that were focused around maintaining a balanced holistic sense of wellbeing, numerous daily posts on all of our social media platforms that gave tips

on how to overcome the negative effects of lockdown, and regular Zoom catch ups in a one on one and group setting. During the second lockdown, we saw an opportunity to fund over 100 food parcels for families experiencing hardship throughout Auckland.

Though lockdown was tough and COVID-19 has changed our norm, we have been able to not only hold space, but also thrive in building relationships and keeping youth engaged in community services.

LOOKING AHEAD

- We have had a lot of talks with schools to deliver Mentoring Programmes, this would increase our reach exponentially and provide a huge increase in the support we are able to provide the young people who engage with our services.
- We are wanting to expand into a number of social entrepreneurship ventures with young people. These could include a barbershop and a café being set up within our centre, with a focus on activating more spaces for connection with youth.
- We hope to get back into delivering more events post-covid and to increase our support for whānau who have been affected by the pandemic.

HIGHLIGHTS

Highlights from the past 12 months include taking van loads of young people to serve at the Hawke's Bay Zeal centre, the revitalization of our recording studios space, the development of a number of Pacific theatre works and we've also seen numerous community groups activating a wide range of youth initiatives. Other highlights include afternoon programmes and Gateway Courses operating at full capacity, the growth in our social media and the general vibe of the Zeal West centre continuing to be one of high energy, inclusivity and creativity.

MEET DEVON:

Devon (name changed) is a young person who journeyed with Zeal for a number of years between 2013 - 2016. Devon suffers from severe fetal alcohol disorder and when he came to us he had fallen out of education at primary school, which meant he wasn't on the radar of any government agencies and wasn't eligible for support.

Though we tried to provide as much support as we could, his parents were not cooperative and we weren't able to keep him from connecting with the wrong crowd. He began stealing cars and got involved in a number of aggravated robberies which saw him spend some time in youth-prison and he then transitioned into Mt Eden. Whilst he was locked away, his mum and dad passed away from meth overdoses, his story is one of the saddest I have heard.

However, over the last two months Devon has resurfaced. He is now 18 years old, living with his sister and working full time. He has asked to volunteer at Zeal and frequently comes in to work with some of the young people - a complete 180 degree turn around from the trajectory that was set for him.



We ended 2019 having completed a ton of events, youth camps, programmes and journeying with hundreds of West Auckland youth. Even though 2020 brought a global pandemic that hampered our operations and momentum, the resiliency of our team and entire organisation has made it possible to continue connecting with young people, providing support and encouraging their creative and holistic growth throughout this time.

HADLEIGH POUESI

West Auckland Manager



LOOKING AHEAD

- We will rebrand our Live For Tomorrow project to leverage the established Zeal brand for getting project cut-through in our local communities.
- We will sharpen the focus of who our project primarily benefits ie. we want to primarily serve and support our young people here in Aotearoa struggling with distress online.
- We will strengthen the sustainability of the project in both its impact and ongoing viability.

LIVE FOR TOMORROW

HIGHLIGHTS

The last year for our Live For Tomorrow project has been fast-paced, a year in full start-up mode. Our Live For Tomorrow team pursued many opportunities and addressed multiple challenges, all in service of caring for young people around the world who are posting online in distress.

Within the team, Live For Tomorrow Chat has often been talked about as a marketplace where there is demand — the online users

we're reaching out to, and there is supply — the volunteers who are there to help. In this exchange, the conversation with the young person online in distress, remains the heart of our work.

Our Live For Tomorrow work in the last year reached out to more than 5,000 young people and talked with over 1,800 them in over 55 different countries.

OUR IMPACT

5,931
young people
reached out to

55
countries
reached

1,836
conversations



LOOKING AHEAD

- We are working with creative and brand partners to reinvigorate the café's look and feel, increasing the café's connection to both Zeal and the Wellington community.
- We hope to see more young people reengaging in work opportunities through our Barista Course within the Stories Café.
- We look forward to reopening the café to the public in early 2021, with a sharpened focus on providing great care and support to young people while serving great coffee in Aotearoa's coffee capital.

STORIES ESPRESSO BAR

HIGHLIGHTS

Stories Espresso Bar is our first social enterprise café. It provides training, work experience and employment to young people who are struggling with unemployment or feelings of poor self-worth. Stories gives them an opportunity to gain their first real employment experience.

After completing Zeal's Barista and Hospitality pathway, our young people are equipped with real-world work skills, first-time work experience and are then connected into long-term

employment within the café or hospitality sector. Stories is a leader in this industry and we train our young people to meet these high standards.

COVID-19 has caused a few challenges for Stories, as its doors have remained closed since the Level 1 lockdown. However, this social enterprise aims to create an ongoing revenue stream to fund the training component of the business, so we will be back for 2021!

OUR IMPACT

42
young people trained and
given work experience

THANKS!

Zeal is not-for-profit and relies on the generous support of partners and donors to do our work. This year we want to say a huge and special thanks to everyone that's helped us on our mission:

Adobe Project Grant, Anglican Social Service and Community Development Board, Ann Sinclair Charitable Trust, ANZ Staff Foundation, Ara Taiohi Youth Week, Auckland Council, Bluesky Community Trust, Creative Communities Scheme Auckland, Creative Communities Scheme Napier, Creative Communities Scheme New Plymouth, Creative Communities Scheme Waikato, Creative Communities Scheme Wellington, Creative NZ Emergency Response Fund, David Ellison Charitable Trust, DV Bryant Trust, Eastern and Central Community Trust, First Light Community Foundation, Foundation North, Four Winds Foundation, Frimley Foundation, Gift Trust, Glenice and John Gallagher Foundation, Hamilton City Council, Hastings District Council, Hawke's Bay Foundation, Henderson-Massey Local Board, IHC Foundation, John Illott Charitable Trust, Joyce Fisher Charitable Trust, Kāpiti Coast District Council, KiwiSport, Len Reynolds Trust, Lion Foundation, Lottery Grants

Board, Manor Group No2 Charitable Trust, Milestone Foundation, Ministry of Youth Development, Momentum Waikato, MSD COVID-19 Community Awareness Preparedness Grant Fund, Napier City Council, New Plymouth District Council, Nikau Foundation, Norah Howell Charitable Trust, North and South Trust, One Foundation, Oranga Tamariki, Police Managers Guild Trust, Pub Charity, Rano Community Trust, Sky City Hamilton Community Trust, Southern Trust, Tasman Smith Charitable Trust, The Trusts Community Foundation, Trust Waikato, TSB Community Trust, Vavasour Trust, Vodafone New Zealand Foundation, Waikanae Lions Club, Waitākere Ranges Local Board, Warehouse Neighbourhood Partnership, Wel Energy Trust, Wellington Children's Foundation, Wellington City Council, Wellington Community Trust, Whau Local Board, Wilberforce Foundation and Wilks Charitable Trust.



Our vision at Zeal is that all young people live in the fullness of their identity, infinite self-worth and value, connected to healthy, safe communities and deep relationships.

KOHA

Our work is made possible as a result of incredible humans all across the country. Zeal is a not-for-profit charity and relies on the generous support of partners and donors to enable us to do our work. Every dollar helps and all donations are tax-deductible.

If you would like to support us in our mission and help enable transformation in the lives of young people, particularly those who are experiencing distress and disconnection, then head to our site to make a contribution:

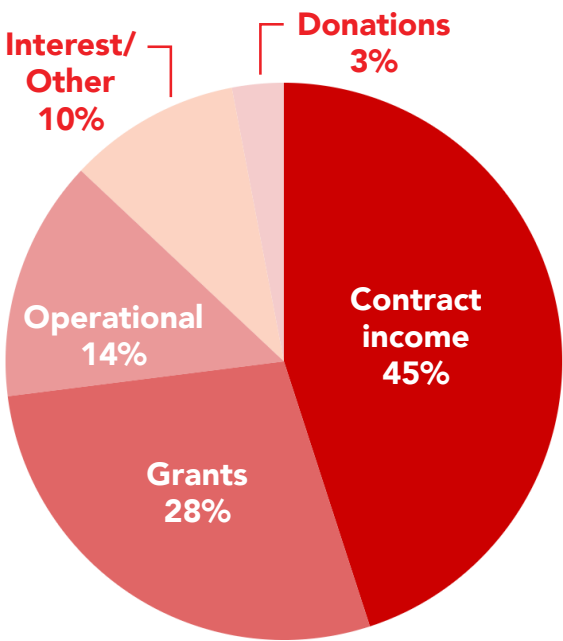
[ZEAL.NZ/DONATE](https://zeal.nz/donate)

FINANCES

PROFIT AND LOSS ACCOUNT:

	2020	2019
REVENUE	\$	\$
Donations	92,922	192,142
Grants	857,177	1,304,848
Contract income	1,416,203	1,208,317
Operational	442,958	556,211
Interest/Other	316,712	4,789
Total	3,125,972	3,266,307
EXPENSES	\$	\$
Volunteer/employee costs	2,184,574	2,053,545
Operational	721,208	817,532
Depreciation	289,524	320,834
Other expenses	104,545	359,417
Total	3,299,851	3,551,328
SURPLUS/(DEFICIT)	-173,879	-285,021

INCOME SOURCES:



BALANCE SHEET:

	2020	2019
ASSETS	\$	\$
Current assets		
Bank accounts/cash	666,972	521,981
Debtors/prepayments	29,987	75,984
Total current assets	696,959	597,965
Non-current assets		
Property/plant/equipment	1,900,426	2,124,882
Total assets	2,597,385	2,722,847
LIABILITIES	\$	\$
Current liabilities		
Creditors/accrued expenses	53,483	150,088
Employee costs payable	95,183	141,742
Unused donations/grants with conditions	399,437	207,856
Other	0	0
Total current liabilities	548,103	499,686
Non-current liabilities		
Loans	-	-
Total liabilities	548,103	499,686
NET ASSETS	2,049,282	2,223,161

ACCUMULATED FUNDS	\$	\$
Accumulated funds (or deficits)	2,049,282	2,223,161
TOTAL TRUST FUNDS	2,049,282	2,223,161



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