

# 2023 Annual Report

July 2022 - June 2023



**ZEAL**

# CEO Report



It's young people who have brought hope and life, many showing their generosity and kindness ... It's this side of young people that is really prevalent in our neighbourhoods."

## Kia orana,

The rangatahi of Aotearoa deserve a huge mihi for the resilience, grace and aroha they have had for their families and communities during the last 12 months. The last year has been tough on all, particularly young people who have navigated severe weather events, rising costs of living and the ongoing effects of COVID-19. During these trying times in our communities, it's young people who have brought hope and life, many showing their generosity and kindness and being great examples of how we can care for each other in difficult times. It's this side of young people that is really prevalent in our neighbourhoods. However, this is not the narrative of young people that is highlighted in the public sphere, so it's something we want to shine light on throughout this report.

Through organisations like Zeal, young people have a platform to share what they are passionate about and to stand up for what they believe is right. A good example of this was when communities were invited to provide input into the Auckland Council proposed budget cuts this year. 130 young people came through to Zeal and provided submissions on the proposal, with the proposal eventually being altered as a result of the consultation process. Young people were contributors to this process, and this in turn affected change. This is the power young people have, and we continue to support young people to flex their great and important influence for good.

Zeal also was able to advocate for young people on public platforms including TV1 Breakfast show to discuss the proposed budget cuts. I also had the pleasure of representing Zeal on the TV3 AM show, where I discussed the government's efforts to combat youth crime and address the negative discourse surrounding young people. I'm

extremely proud we were able to voice our support and hopes for young people across these media outlets.

The incredible dedication and aroha our teams have demonstrated this year have resulted in 88,488 points of connection with rangatahi. This is a huge growth from last year and is a reflection of our commitment to equipping young people with the inspiration and strengths to ignite transformative change. Young people are making their presence felt as a hopeful, influential force amongst it all. It's this influence we at Zeal continue to champion and empower. Young people really are incredible and deserve our best in support of them.

Lastly, a big highlight for us this year was when Matty McLean, TVNZ Breakfast presenter, chose Zeal as his charity to support when he competed on TV2's Treasure Island Fans vs Faves. It was a huge celebration moment for us as we watched Matty win and take home the prize money for Zeal. We are so grateful to Matty for choosing to support New Zealand's young people.

I'd like to take this opportunity to thank our board, staff, leadership, volunteers, and community and funding partners, who play an incredible part in this work. It's only with your support and help we get to be a meaningful presence in young people's lives. Thank you. And lastly, young people. Thank you for being incredible, thank you for trusting us to sit in important and delicate spaces with you. We continue to commit our purpose as an organisation to you and your wellbeing.

Mauri ora.

**Jesse Boyce, Zeal CEO**

# 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.**



# 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.

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



Before Zeal I was struggling with my anxiety because I was being bullied a lot. The bullying and anxiety got so bad that, at one point, my mum had to get my school dean to come and force me out of the car because I refused to get out. Some days I would just sit in a dark room at school by myself and cry. Being at Zeal makes me feel supported through laughing, hugs and their love. My favourite thing about coming to Zeal is that I feel at home and safe. My highlight is that I've gotten to know more people and made great connections and friends that I feel safe around. It feels good to feel happy and excited about something."

Jade, 16

I was with my friends after school and my friends were saying to go to Zeal and I wasn't sure what they were talking about so I was curious and interested and went with them. My life before going to Zeal was different, I would just go home after basketball practice and do nothing during the weekdays. When I came to Zeal for the first time I was nervous because I didn't know anyone but the staff and young people there welcomed me and I made good connections with all of them. My favourite thing about coming to Zeal is everyone welcomes you and all the staff are open and supportive and Zeal helped me develop my social skills. My highlight at Zeal was the end of year party/event in 2021. Everyone was there and I made new friends and memories. This highlight I will never forget."

Angad, 17



# 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.**

Ann Sinclair Charitable Trust, ANZ NZ Staff Foundation, Aotearoa Gaming Trust, Ara Taiohi Youth Week, Auckland Council, Betty Campbell Accommodation Assistance Grants, Bluesky Community Trust, Catholic Caring Foundation, Common Good Foundation, Creative Communities Scheme Auckland, Creative Communities Scheme Hamilton City, Creative Communities Scheme Kapiti Coast, Creative Communities Scheme New Plymouth, Creative Communities Scheme South Taranaki District Council, Creative Communities Scheme Stratford, DV Bryant Trust, Foundation North, Four Winds Foundation, Gallagher Charitable Trust, Glenice and John Gallagher Foundation, Good in the Hood, Hamilton City Council, Health Promotion Agency, Henderson-Massey Local Board, Internet New Zealand Incorporated, JM Thompson Charitable Trust, Joyce Fisher Charitable Trust, JR McKenzie Trust, Kāpiti Coast District Council, Kiwi Gaming Foundation Limited, Len Reynolds Trust, Lion Foundation, Lottery Grants Board, Milestone Foundation, Ministry for Culture & Heritage, Ministry of Education, MJ Smeaton Charitable Trust, MSD Community Support Fund, MSD Te Korowai Whetū Social Cohesion Community Fund, MYD Ākonga Development Community Fund, MYD Youth Development Full-time Equivalent Youth Worker/Practitioner Pilot, New Plymouth District Council, Nikau Foundation, Norah Howell Charitable Trust, NZ Community Trust, NZ Music Commission Capability Grant, Oranga Tamariki - Ministry for Children, Pacific Inc Limited - Le Va Pasifika Suicide Prevention Community Fund, Page Trust, Pelorus Trust, Perpetual Guardian, Police Managers Guild Trust, Pub Charity, SkyCity Auckland Community Trust, SkyCity Hamilton Community Trust, St Lazarus Trust, Tasman Smith Charitable Trust, The Trusts - Your West Support Fund, Thomas George Macarthy Trust, Tindall Foundation, Toi Foundation, Trust Waikato, Trusts Community Foundation, Tu Manawa Active Aotearoa (Sport Waitakere, Nuku Ora), Vavasour Trust, Waitakere Local Board, Wel Energy Trust, Wellington Children's Foundation, Wellington City Council, Wellington Community Fund, Whau Local Board, Wilberforce Foundation, Winton and Margaret Bear Trust

## 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/)**

# What we do

## 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.

# Your impact

## Empowering rangatahi

32,515

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

2,303

Total sessions (hangs, Zeal nights, street youth work, gatherings and online activities)

## Events

31,972

Young people at events

683

Event performers

574

Event volunteers

1,324

Community hires or private events

34,440

People at community hires or private events

124

Total events

## Building skills

2,006

Total programme sessions

242

Rangatahi gaining paid work experience

96%

Of programme participants rate their experience positively

76%

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

84%

Of programme participants say they'd recommend Zeal programmes to a friend

66%

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

24,554

Young people at creative workshops, activities and alternative education

## Engaging through technology

849,562

Social media engagements

184

Young people took part in a tech club and received a device



# Annual Zeal Survey 2022

## Feedback from young people

To measure impact and improve, we asked 221 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.

**91%** of young people say Zeal has had a positive impact on them

**92%**

feel supported and cared for at Zeal

**74%**

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

**89%**

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

## Mental health

**51%**

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

**63%**

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

**73%**

of young people at Zeal feel hopeful about their future

## COVID-19 Restrictions

**45%**

of young people said their mental health had been affected by Covid-19 restrictions

**35%**

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

**25%**

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

Learn more at [zeal.nz/updates/zeal-survey-2022](https://zeal.nz/updates/zeal-survey-2022)

# Direct quotes from rangatahi:

“

The vibes are always great there and the staff make sure you have fun and feel good about yourself. When you walk through the door, everyone around you is overwhelmingly kind and friendly, there is always a sense of home and safety.”



“

I really love the environment at Zeal, the workers there always manage to make me feel safe and I always know I have a family there.”

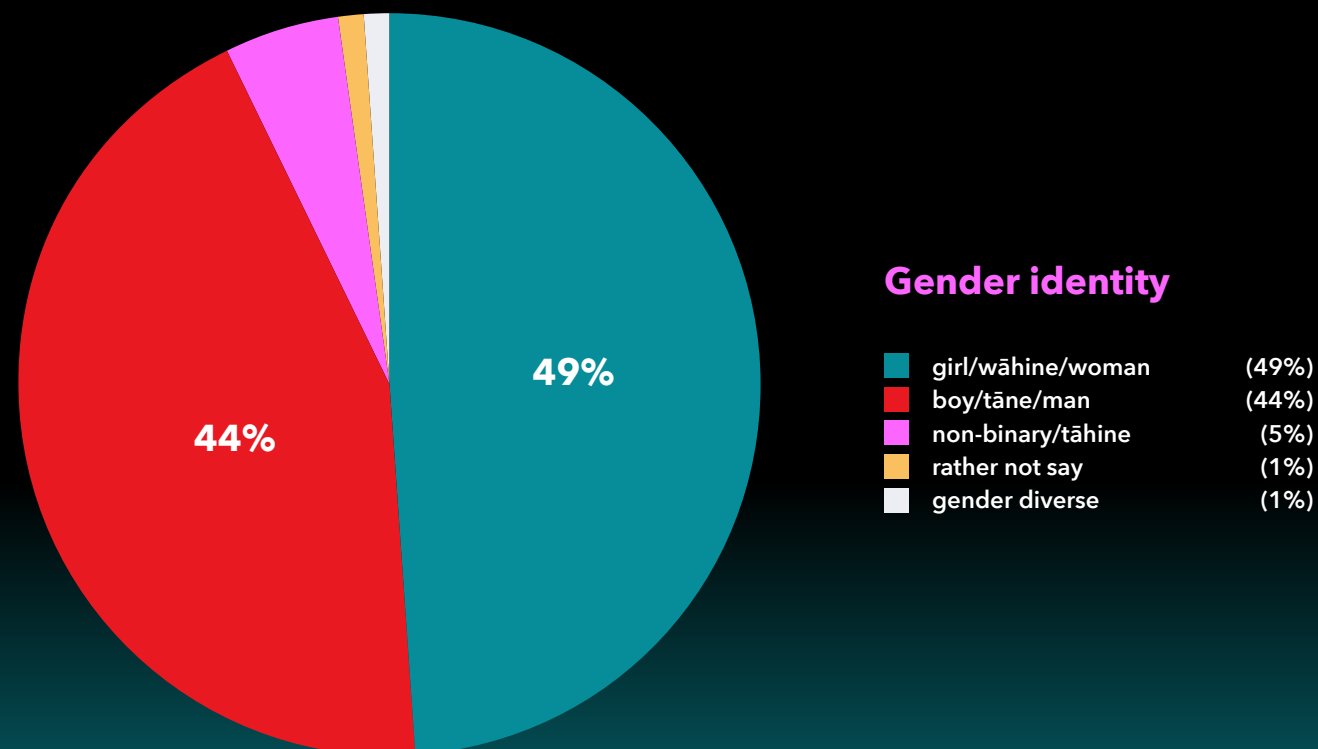
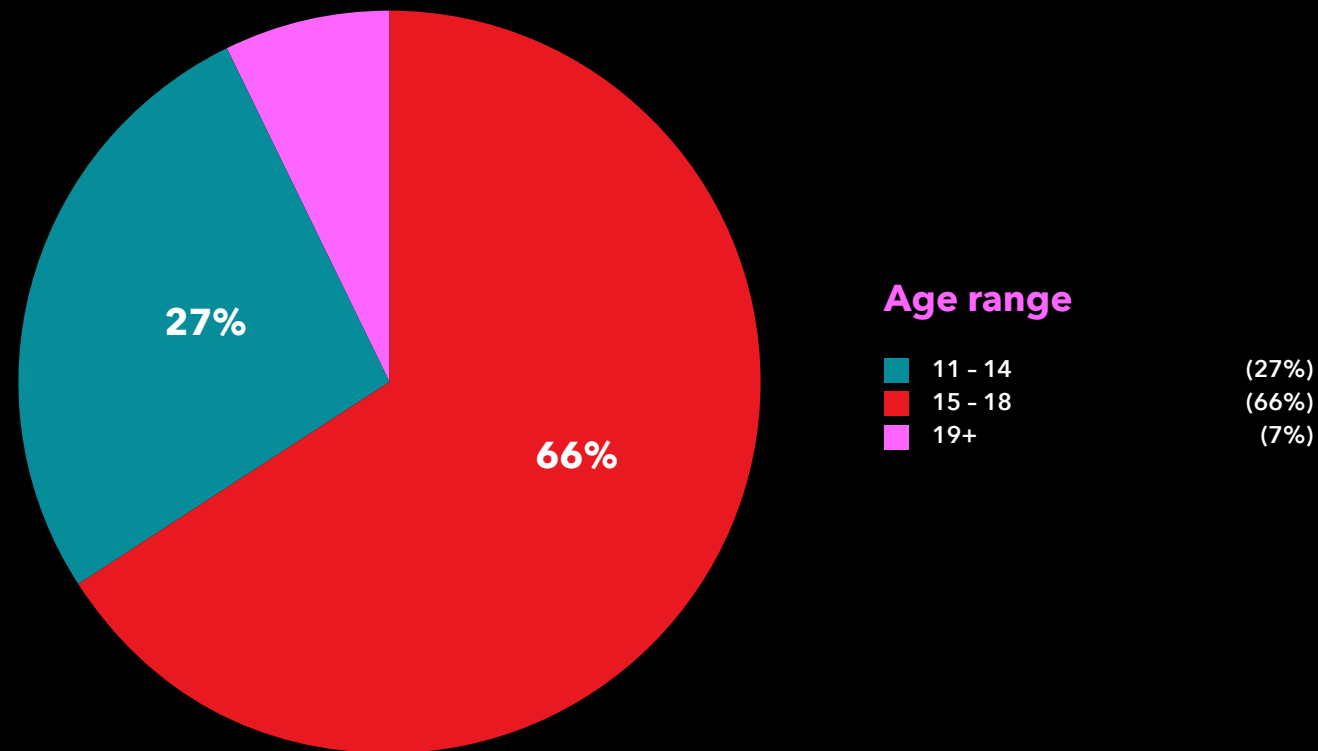


“

From the opportunities to the friendships and connections I've made. Zeal has had a positive impact on my life/career path.”



# Who took part in the survey



# Chairperson's Report

## Nau mai, haere mai.

Emerging from lockdowns and countless disruptions, many young people have endured significant pressure, and, at times, unrealistic expectations have been placed on them. The last three years have been incredibly challenging for many, and too often young people's voices have become minimised in the spaces around decision-making.

Zeal provides ongoing personal and creative connection, spaces to be seen and heard, and enables our rangatahi to recalibrate through attractive long-term alternatives that are helping counteract loneliness, boredom, harmful activities, potential ram-raids, or negative peer pressure. Our Zeal rangatahi are feeling hopeful about their future. Zeal's unique DNA speaks for itself: 92% of our rangatahi acknowledge the positive effect of belonging within Zeal. 74% claim they feel supported. 89% know they can approach staff with problems. Zeal's centres, staff, and online engagement can become 'safe' places to be seen and heard. Zeal's programmes provide mana and skills - from preparing and sharing a meal, organising events, creative performance, engagement through a camera lens, Zeal encourages talent, self-respect, and connection. Being supported in wellness, self-discovery, and a healthy, genuine form of resilient hope is our outcome.



Nurturing the growth of rangatahi is not only an investment in their future but also in the future of everyone."

Zeal's rangatahi testify directly to the core of Zeal due to the backing and generosity of our financial supporters. Yes, you, too, are seen, heard, and acknowledged. Your support enables Zeal to engage the mahi, programmes, and care. You are helping Zeal to make a measurable difference in the future of our young people. Thank you for being invested changemakers - empowering our future changemakers through Zeal.

Continually, Zeal's CEO Jesse Boyce, goes from strength to strength every year. Jesse grasps opportunities, develops relationships, faces and navigates challenges, and leads with an equal measure of professionalism, wisdom, and aroha. Zeal's future looks solid, and hope filled.

Testimonies also keep Zeal's trustees grounded and connected around Zeal's outstanding outcomes. Nau mai to our newest trustee Charles Looker. Charles shows leadership through a Te Ao Māori lens and experience in youth education/development, we're immensely proud to have Charles with us. Finally, thank you, trustees, for volunteering your professionalism, expertise, care, humour, challenge, and opportunity at the board table.

Tēnā koutou

**Amanda Pilbrow, Zeal Chairperson**



# West Auckland



**Hadleigh Pouesi**  
West Auckland  
Manager

Kia Ora! It has been another whirlwind year here at Zeal West. We have farewelled the COVID-19 era but not without smashing headfirst into some of the most severe weather events West Auckland has ever seen and tackling a severe spike in youth crime up and down the motu. Through it all, we have continued to be a constant support, safe space and advocate for our local rangatahi. Zeal West has been able to provide support and resources for hundreds of West Auckland families and we have continued to lead in the youth development sphere with new programmes and initiatives that holistically support our West Auckland community.

## Highlights

- With the help of some amazing funders, we were able to work alongside other West Auckland youth services to provide resources to those who were hit hard with the severe weather events.
- We have extended our creative programmes into more schools. We are now providing 11 programmes in 9 local schools.
- We were honoured to receive not one, but two invitations to share our perspective on national platforms, including TV 1's Breakfast Show. Our goal was to advocate for young people and address the growing negative narrative in the media surrounding the rise in incidents like ram raids and other criminal activities.

## What's ahead

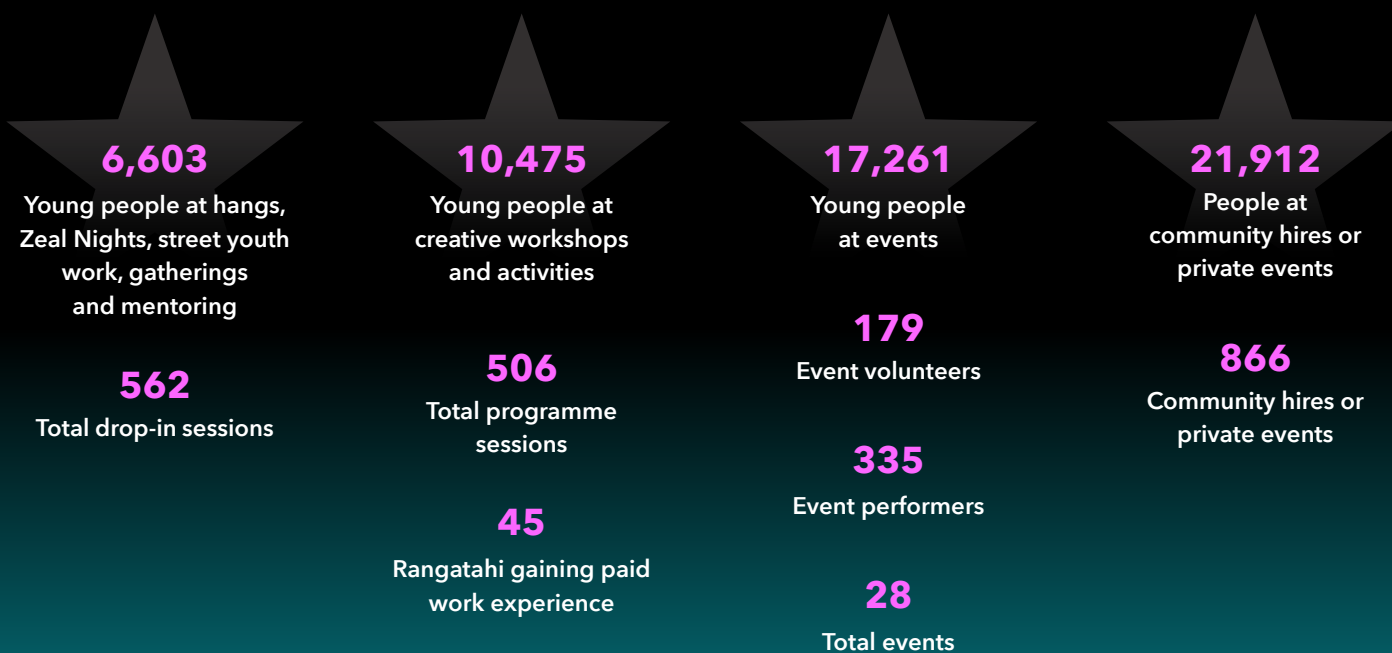
- We are currently piloting a new one on one mentoring programme. We hope that this programming will not only continue but grow to allow more young people to access this level of support.
- We are set to launch another season of our Ākonga and Level Up programmes (leadership, training and work-readiness).
- We are aiming to increase our community outreach and activations in order to connect with a broader youth demographic.



## Meet Jane\* (She/Her)

Six years ago, 13 year old Jane first came to Zeal West through our photography programme. She was struggling in school, dealing with self-harm and was surrounded by negative influences. Over time, Jane slowly started engaging in Afternoon Hangs, where she would build strong connections with the youth workers of Zeal West at the time. With the support of the youth team, she found comfort in sharing her journey and what difficulties she had been facing. From this, we were able to guide her through different services and conversations to remove the things that negatively impacted her and help build her growth. Jane very quickly became a core young person in our centre. She participated in our Level Up programme, where she learnt barista, sound and lighting and many other leadership skills. She even went on to teach our photography programme and host her own gallery night. Jane's inspiring story is the epitome of what we do here at Zeal West. She's journeyed with our team and continues to give back to our centre through acts of service. We are very proud of Jane and her growth.

\*name changed to protect privacy





# Hamilton



**Tony O'Rourke**  
Hamilton Manager

Kia ora e te whānau! What a ride the last 12 months has been. At Zeal Hamilton we have seen a remarkable period of significant growth as we assist our rangatahi in their search for community in the aftermath of COVID-19. Our ability to form deep, meaningful, and consistent relationships, both inside the centre and out in the community, has been our biggest strength. I'm so proud of our team and the work they have put in to create a welcoming and safe space. As a result of this our afternoon hangs space and our one-to-one mentoring programmes have exploded, becoming a melting pot of cultures, ages, schools, and unlikely friendships. Zeal Hamilton has proved to be a pillar of safety and belonging in our community and for our rangatahi.

## Highlights

- We ran our first Siva Samoa (Samoan Traditional Dance) programme at St Johns College, attracting an impressive 36 participants. Following the 10-week programme, more than 200 supporters attended the showcase to witness the boys' mastery of the dance.
- Our drop-in space has more than doubled in number reflecting the efforts our team has made to provide young people with a place of fun and belonging where they can feel safe.
- This year we have provided 45 young people with the opportunity to gain paid work experience. We take immense pride in supporting these talented rangatahi, knowing these experiences will benefit their future career pathways.

## What's ahead

- Introducing *Zeal Nights*, a safe space for young people outside of our normal hours, aimed at providing an alternative space for rangatahi to engage in on a Friday night.
- Expanding the reach of our programming by partnering with the seven community centres in Hamilton and running creative programmes alongside them.
- Launching a boys' mentoring group alongside our girls' group "Ūkaipō" that focuses on personal development, learning new skills, and mental health.



**2,666**  
Young people at hangs, Zeal Nights, street youth work, gatherings and mentoring

**337**  
Total drop-in sessions

**2,353**  
Young people at creative workshops and activities

**317**  
Total programme sessions

**45**  
Rangatahi gaining paid work experience

**1,043**  
Young people at events

**59**  
Event volunteers

**38**  
Event performers

**15**  
Total events

**9,298**  
People at community hires or private events

**433**  
Community hires or private events



## Meet Phoebe\* (She/Her)

Phoebe came into our Zeal centre for the first time in November 2022. Sociable, bubbly and ridiculously loud, it became very evident that she knew everyone and that everyone knew her. However, whenever she would come in by herself it was a different Phoebe - withdrawn, quiet and terrified of trying new things. Phoebe was seeking people she could confide in without needing the persona she chose to present. So she talked, and we listened, and through consistent wānanga with her we were able to earn her trust and break off the mask. Not even a year later Phoebe is still friend to all, but prioritises making other young people feel seen, safe and included, often inviting others to our events, mentoring groups and hangs. We're most proud of her this term, however, as it's the first time she's said yes to giving a programme a go, which is something she said she'd never do. We know that this is only the beginning for Phoebe and we're so excited to walk into this next season alongside her.

\*name changed to protect privacy



# Taranaki



Luke Galley  
Taranaki Manager

Kia ora friends - what an exciting year it has been, along with a few COVID hurdles in the mix! It has been full of growth and remarkable achievements. Young people have shown that when their potential and self-worth are supported, great things can happen. An example of this is our Alternative Education Programme, now two and a half years strong, which celebrates Kanye becoming the first ever under-16 AE student in Taranaki to graduate NCEA level 1. We're stoked to have expanded our team this year, bringing on board some outstanding youth workers and tutors who are committed to the lives of young people. Thank you to everyone who has invested their time, energy, resources, and aroha. None of this would have been possible without you.

## Highlights

- This year we expanded our annual Empowering Young Leaders' Day, hosting two separate events with 300 people attending from schools across the region. Both days featured inspirational speakers, music, dance performances, games, competitions, and youth sharing their Zeal experiences and insights into growing up in today's society.
- We were privileged to host 30 youth-led events across the district which were enjoyed by over 7,809 people completely free of charge.
- Our centre has hit a new milestone, with 60 young people attending our drop-in space in one day. This remarkable growth is reflected in the team dedicating their efforts to make the space even more welcoming, safe, enjoyable and supportive for all rangatahi.

## What's ahead

- We're looking forward to supporting the new youth advisory group as they plan and host upcoming events.
- We're thrilled to launch KAltaki Composting in Stratford, where rangatahi collect food waste from businesses and transform it into compost.
- Through an exciting opportunity with the Ministry of Education, we are looking at expanding our in-school creative programmes to include several new schools in 2024.



## Meet Tiana\* (She/Her)

Tiana first arrived at Zeal Taranaki's Alternative Education Programme battling significant anxiety. For the first few months attending Zeal each day was a huge achievement for her, given the extent of anxiety. Often in the morning, she required significant time and support from staff to help her with the overwhelming feelings that she would experience. Our team worked closely to support Tiana and her incredible strength and resilience was a testament for what was to come.

The team supported her through her enrolment process with the local polytechnic providing her transport and mentorship through her studies. Since finishing polytechnic she has now secured her first permanent job with an early childhood centre. Tiana contacted us immediately after she found out she got the job. It was an absolute highlight being able to celebrate her and we are so proud of her achievements and the challenges she has overcome.

\*name changed to protect privacy



**12,126**

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

**846**

Total drop-in sessions

**6,381**

Young people at creative workshops and activities

**589**

Total programme sessions

**75**

Rangatahi gaining paid work experience

**7,809**

Young people at events

**201**

Event volunteers

**97**

Event performers

**30**

Total events





# Kāpiti



The last 12 months have seen a return to an almost normal mode of operation in Kāpiti after the impacts of COVID-19. Zeal Kāpiti is now enjoying a season of growth which means our drop-in space and events have been pumping, our creative programmes are in high demand, and our connection with youth is wider and deeper than ever. Our Ōtaki programmes and relationships continue to strengthen the opportunities for rangatahi in this community and include free hip-hop dance lessons, safe places of belonging, and skills development pathways through our barista programmes. I'm immensely proud of our small but mighty youth team who have shown dedication to the lives of young people across the region.

## Highlights

- We invited 589 Year 8 students into our space giving them a chance to explore Zeal's services and programmes. This was a total success and has resulted in more regular young people within our centre
- We visited local schools twice a term hosting fun and welcoming hang out spaces and assisting schools in organising special activities such as diversity and culture days. On average, these visits attracted around 100 young people.
- 70 students participated in Zeal's barista programme, designed to give young people the basic skills of commercial coffee making. This has equipped students to apply for jobs and has boosted their confidence as they enter the work force.

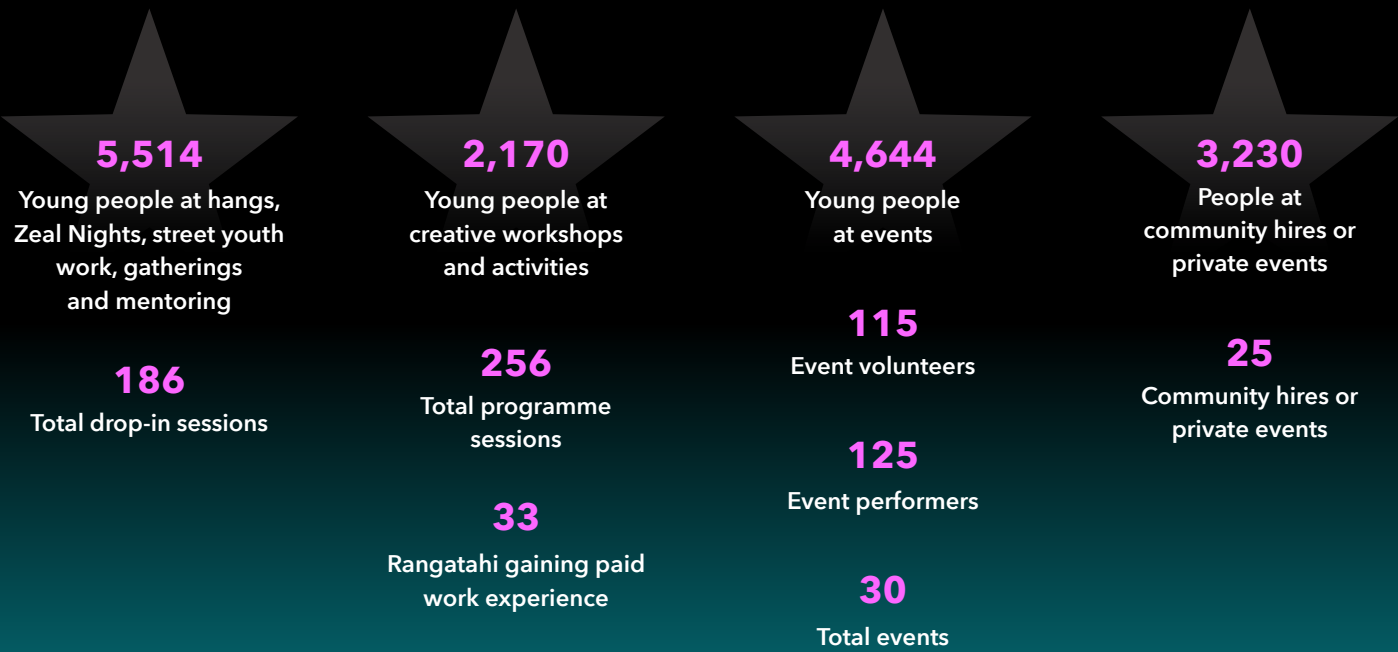
## What's ahead

- Launching Zeal Nights as a safe and fun place where young people can go in the weekends to connect with friends and be themselves.
- We have seen an increase in the need for support from intermediate age rangatahi. In response we aim to offer leadership and self-worth programmes.
- We will be supporting community events like the Kāpiti Food Fair and Ōtaki Kile Festival. These events will provide opportunities for young people to gain experiences in live sound, event management and performance.



## Meet Tama (He/Him)

"Zeal hasn't just helped me as a musician, it is the reason why I am one. Zeal gives young artists and performers an opportunity that nowhere else in Kāpiti does; it allows us to practise and showcase our passions and art completely free of judgment. Before attending my first musician's lounge at Zeal I wasn't confident enough to tell people I was a musician, but after working with Zeal and performing at Zeal events to an encouraging crowd, I am now excited to show people my art and am thinking about music as a possible career path. Not only is Zeal an incredibly kind, nurturing and uplifting organisation, but they are also incredibly professional. The equipment we are able to use there is also a very special privilege for us rangatahi and the staff are always excited to teach us something new. As an autistic Māori I have never once felt anything but aroha during my time at Zeal and I am so deeply grateful I've been able to have that in my life. Myself, my whānau and all my friends cannot stress how much aroha we have for Zeal and how vital it is to all rangatahi, especially artists, in our community."





# Wellington



Tavā Malolua  
Wellington Manager

Talofa team! This year has marked a period of significant change and breakthroughs. Once again, we’ve encountered the ongoing challenges that have consistently demanded our attention - concerns such as youth crime and food insecurity. We have also witnessed how the disconnection from young people’s cultural identity has significantly impacted the choices they make. While we acknowledge there’s still a long journey ahead, we are persistently exploring innovative ways to engage with young people and meet them where they’re at. Zeal Wellington has continued to be a secure haven for young people in the heart of the CBD, creating inclusive spaces for our rangatahi to belong and connect.

## Highlights

- With support from InsideOUT, Zeal’s Rainbow Hangs is an inclusive space dedicated to young people from the rainbow community. A particular highlight was our stall at Wellington’s Out in the City event during Pride Week. This saw just over 50 young people engage with our team.
- We have introduced a one-on-one mentoring group for boys in three local colleges in the Wellington region. Through creating meaningful connections with young people, we have seen 16 young men attend our drop-in space.
- Friday nights have truly offered a vital refuge for rangatahi in the CBD. We have observed a consistent turnout, with an average of 25-30 young people attending regularly.

## What’s ahead

- Launching our Roots programme in schools - a long-awaited initiative designed to provide young people with a platform to explore and reconnect with their identity.
- Hosting 10 events across 2024 by collaborating and strengthening our relationships with other youth organisations with the aim of enhancing young people’s talents, experiences and well-being.
- Holding our annual Zeal Wellington camps, featuring three different groups including boys, girls and the inclusive rainbow group. Our aim is to engage with 20 young people throughout these three camps.



## Meet Brooke\* (she/her)

Brooke, a 14-year-old Māori kōtiro from Wellington, has been part of Zeal for a year, where we have seen her grow and develop through mentoring. Although Brooke initially engaged well with us, she was involved in harmful behaviours such as drinking and fighting. When she started attending our girls’ group she opened up about struggles at school and personal fights. During Term 2, after conversations with her mum and a social worker, Brooke started meeting with one of our youth workers twice a week. This helped her set goals, manage emotions and access support services. Brooke’s main goal was to return to school. After six weeks, Brooke excitedly informed us she was enrolling at Wellington High School (WHS). She’s now thriving at WHS, performing well, attending consistently and making friends. She trusts adults more and seeks support when needed. We’re incredibly proud of Brooke’s progress - she is smashing it!

\*name changed to protect privacy



4,161

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

188

Total drop-in sessions

1,904

Young people at  
creative workshops  
and activities

246

Total programme  
sessions

40

Rangatahi gaining paid  
work experience

1,107

Young people  
at events

24

Event volunteers

88

Event performers

18

Total events





# Stories Espresso Bar



**Josie Topp**  
Stories Manager

Malo ni! In the blink of an eye, another remarkable year has passed at Stories. Despite challenges from the flu season and the typical Wellington windy weather, the dedication and determination from our rangatahi this year has been epic. Young people have shown commitment and hard work in learning coffee skills and it has been an honour working alongside them. I'm beyond proud of everyone who has helped to make this year possible including the wider Wellington team who have played a vital role in the lives of young people.

## Highlights

- We're extremely proud that 40 students finished a 10-week barista course at Stories, earning their Zeal barista certificates.
- 24 rangatahi successfully gained NCEA level 2 credits. We couldn't be more proud of these young people.
- After completing the barista course, 16 rangatahi have transitioned into employment opportunities. This is a huge increase from last year and a testament to the effectiveness of the programme.

## What's ahead

- To adapt to the current financial climate, we'll be increasing café prices. This change will also help us raise additional funds.
- Stories is excited to partner with local cafes, aiding barista course grads in seamless job transitions. Through close collaboration, we ensure they are supported into their new role.



**40**

Young people  
gaining paid work  
experience

**1,140**

Hours of paid  
work experience  
delivered

## Meet Jack\* (He/Him)

"As a young person trying to find a job, having the opportunity to learn and gain experience at Stories was a blessing. Stories is my all-time favourite cafe, and even though I've finished my course there, I still find myself chatting away with Josie and relaxing under the heaters. Working at Stories opened up many doors for me, as I found a passion for making and serving quality coffee. I loved it so much in fact, that I decided to study hospitality at WelTec. Thinking back on my experience, I realised that as much as I enjoyed getting paid, I loved working there even more. I was sad when it came time to leave, but I always knew that I would be back the next week for more fun and learning. From doing this course I met a lot of awesome people that I still keep in touch with, and still go up to Zeal from time to time to hang out. I will always be forever grateful for the experience that Stories gave me, and I would recommend this course to every single young person out there. It seriously is the best. Plus, what's better than getting paid while doing something you enjoy?"

\*name changed to protect privacy



# Digital



**Chris Winder**  
Digital Director

Let's go! I'm beyond excited about 2022-23. West Tech has gone from a project to a movement - 240 rangatahi from five schools graduated our laptop refurbishment programme and received free laptops since we started in January 2022. The whole community is getting behind young West Auckland tecchies, with 600 devices donated so far, and pūtea to grow our team. We've launched a tech café in Henderson, where rangatahi can tutū with tech and compete on gaming PCs built by rangatahi from our tech clubs. Our major sponsors The Trusts, The Western Initiative and J R McKenzie have been the dream partners on this journey, helping us grow our whānau of supporters and build local capability to create systems change.

## Highlights

- 184 rangatahi have graduated our 8-week laptop refurbishment programme with a free laptop. 99% say they're more skilled and confident in tech as a result. 460Kg of e-waste has been diverted from landfill.
- In June 2023 we hosted our first refurbish-a-thon at Zeal. 30 West Tech graduates taught 70 peers how to fix laptops in one week. All new learners received a free laptop. "Nothing could make today better because today was one of the best days of my life" - anonymous participant.
- We received funding for 4 West Tech graduates to get first-time paid work experience as computer technicians. They've already prepared over 100 devices for our upcoming programmes and events.

## What's ahead

- We've built capacity to partner with more schools, expand our range of tech programmes, and run up to four refurbish-a-thons in 2023-24. Our goal is to enable over 1,000 learners to be part of West Tech, and ensure graduates have continued opportunities to learn about tech.
- Our tech café will expand to be open five days a week, building a space of belonging and enabling young gamers to set and achieve goals for their e-sports group.
- Over 20,000 rangatahi in West Auckland deserve the opportunity to join the digital world. You can make that a reality by donating devices at [zeal.nz/give-computers](https://zeal.nz/give-computers). Or if you don't have computers you can donate to Zeal and literally change lives!

**1,271**

Attendance at device  
refurbishing  
workshops

**184**

Taking part in a tech club  
and received a device

**460**

Kilos of e-waste  
diverted

**4**

Rangatahi gaining  
paid work experience

**600**

Devices donated  
to Zeal

**892**

Attendance at hangs,  
gatherings and online activities



## Meet Peitala (she/her)

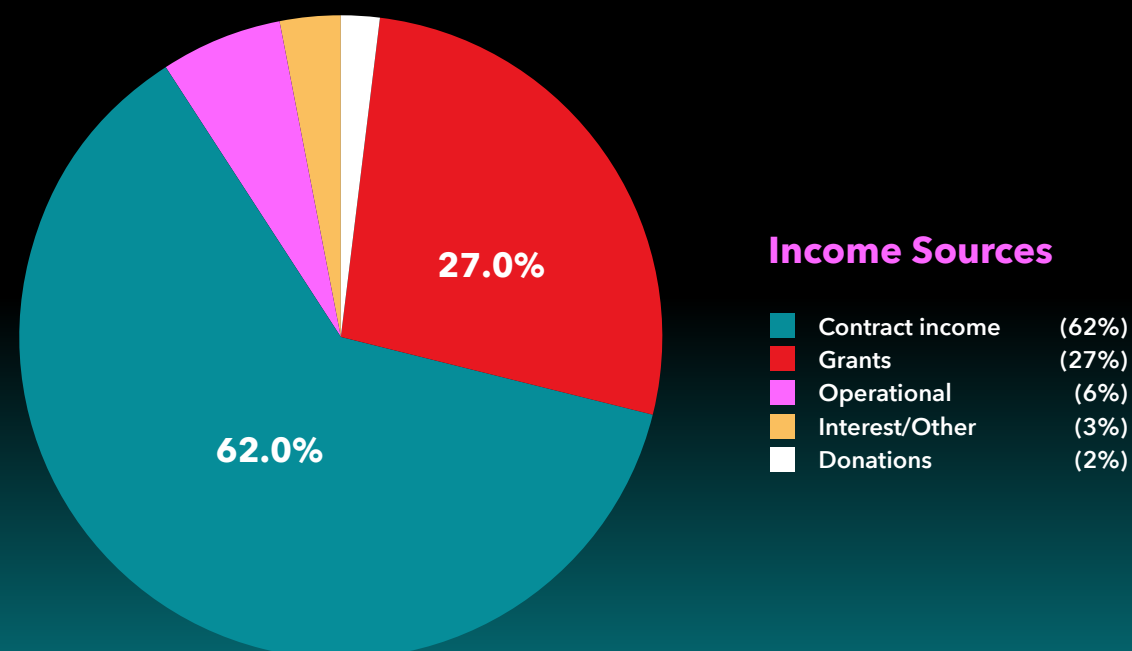
"Before attending Zeal's tech programme, we would share my dad's work laptop. I would often help my parents with computer stuff, like printing or changing fonts, and after school, my sister and I would play games like Fire Boy and Water Girl and sometimes watch movies. However, when my dad was working it meant we were without a laptop and couldn't do these things. For school assignments, I would stay at school to finish them or I would do most things on my phone which made it quite challenging. Now that I've finished the Zeal tech programme I have my own big-screen laptop, which has made it a lot easier to watch movies with my sister, listen to music, and even check out clothing brands online. When I did Zeal's course we had a chance to take apart the laptops ourselves. That was really cool compared to school where they would often tell us stuff but we wouldn't get to try things ourselves. Now I work as a Computer Technician at Zeal and am able to help other young people with their tech skills. A huge moment for me is when I see the students' confidence grow, I feel happy that after the 8 week programme when they take home the laptop, they'll know what to do to fix any upcoming problems. I'm still learning as I gain more experience, for example teaching myself how to fix things by myself and multitasking, I even refurbished 6 devices at once! In school I never put my hand up for answers even when I knew I was right. I was never the person to speak out, until now. It seems a more fun and vibrant space here to do that. I'm proud of how much I've changed since the programme, the biggest being I now feel comfortable expressing different versions of myself instead of being confined to only one thing as I felt at school. I'm so much more confident now."

# Finances

## Profit and Loss Account

Revenue	FY23	FY22
Donations	91,714	39,510
Grants	1,065,166	1,192,248
Contract income	2,446,470	2,036,988
Operational	225,890	206,922
Interest/other	99,498	118,508
<b>Total</b>	<b>3,928,738</b>	<b>3,594,176</b>
Expenses	FY23	FY22
Volunteer/employee costs	3,000,930	2,791,884
Operational	872,992	761,334
Other expenses	42,770	63,170
<b>Total</b>	<b>3,916,692</b>	<b>3,616,388</b>
<b>Surplus/(Deficit) before depreciation</b>	<b>12,046</b>	<b>(22,212)</b>
Depreciation	263,212	273,448
<b>Surplus/(Deficit) after depreciation</b>	<b>(251,166)</b>	<b>(295,660)</b>

Note: though this report shows an annual loss in our profit and loss, when you add back depreciation, in 2023 Zeal operated with a net surplus of \$12,046.



## Balance Sheet

Assets	FY23	FY22
<b>Current assets</b>		
Bank accounts/cash	1,084,916	928,010
Debtors/prepayments	88,998	27,274
Investments	151,628	0
<b>Total current assets</b>	<b>1,325,542</b>	<b>955,284</b>
<b>Non-current assets</b>		
Property/plant/equipment	1,322,272	1,525,302
<b>Total assets</b>	<b>2,647,814</b>	<b>2,480,586</b>
Liabilities	FY23	FY22
<b>Current liabilities</b>		
Trade and other payables	312,756	186,910
Unused donations/grants with conditions	1,013,060	720,512
<b>Total current liabilities</b>	<b>1,325,816</b>	<b>907,422</b>
<b>Non-current liabilities</b>		
Loans	0	0
<b>Total liabilities</b>	<b>1,325,816</b>	<b>907,422</b>
<b>Net assets</b>	<b>1,321,998</b>	<b>1,573,164</b>
Accumulated Funds	FY23	FY22
Accumulated funds (or deficits)	1,321,998	1,573,164
<b>Total Trust Funds</b>	<b>1,321,998</b>	<b>1,573,164</b>



The logo consists of the word "ZEAL" in white, uppercase, sans-serif font. The letter "E" is replaced by a white square containing a white five-pointed star. The entire logo is set against a solid red rectangular background.

**ZEAL**

**zeal.nz**  
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