

ZEAL

Annual Report



July 2023
-
June 2024

CEO Report

Kia ora koutou,

It is my pleasure to present the annual report of Zeal Youth Trust Aotearoa for the financial year ending 30 June 2024.

This year has been challenging for many young people and our communities. The cost of living has continued to climb, and a change of government has brought shifts in priorities affecting the economic and social landscape. Young people have shared that their biggest challenges relate to mental health, school/kura, and their whānau.



Jesse Boyce
CEO

In this context, Zeal remains a beacon of light and hope for many young people seeking positive, creative, and social outlets. In the last financial year:

- Young people engaged with Zeal an aggregate of 72,603 times, with 2,744 attending for the first time.
- 1,819 young people were referred to local support services.
- Of 357 young people surveyed, 95% said Zeal has had a positive impact on them, 96% feel supported and cared for at Zeal, and 92% feel they can approach staff if they have a problem.

Zeal is making a significant impact on young people across Aotearoa. Our passion is to ensure young people have the support and opportunities they need to thrive.

One project that highlights youth development at Zeal is the Kaitiaki Composting project in Taranaki. Led by four young people who graduated from Zeal's Alt Ed programme, this social enterprise tackles food waste by turning it into compost. The project has expanded to include garden upkeep and green waste removal for whānau. Local businesses value the project, and the young leaders involved are gaining valuable business and work experience.

As we look to the coming year, we are mindful of the ongoing impacts of the economy, education and health systems, social media, and more on our young people and communities.

Zeal will continue its relentless pursuit to be a positive presence for young people through its spaces and initiatives. We will offer programmes that enable connection, belonging, support, and empowerment. We will pursue opportunities that support young people's connection to their strengths and passions, responsibility and leadership, and giving back to the community. We are optimistic about the future and Zeal's ability to provide value to young people as long as it is needed.

I want to thank our wonderful funding partners, without whom we could not resource our spaces and initiatives. Thank you. I also want to thank our board, Zeal staff team, volunteers, community partners, and everyone else who has contributed to Zeal's journey this past year. Your participation has been crucial in helping us support and empower young people to flourish.

Mauri ora.

Chairperson's Report

As Zeal continues to navigate a complex social landscape, we are acutely aware of the unique challenges young people face today. The rapid evolution of social media, coupled with increasing concerns around mental wellbeing and safety, has highlighted the importance of equipping our staff with the skills to respond effectively.

In response, the Board prioritised comprehensive de-escalation training for all frontline staff. We conducted foundational training in March and have advanced training scheduled for July and December. This training equips our team with essential tools to support and protect our rangatahi, ensuring they feel safe and heard in our spaces.



Amanda Pilbrow
Zeal Chairperson

One of the most accurate measures of Zeal's impact comes directly from the voices of our rangatahi. We are proud that 95% of our youth affirm that Zeal has had a positive impact on them, helping them feel supported and cared for. They have expressed confidence in approaching our staff with their issues, highlighting the trust and genuine connection that Zeal fosters. This feedback is a powerful reminder of the value of our work and the meaningful difference it makes in the lives of young people.

The impact of Zeal's work would not be possible without the support of our incredible funding partners and the dedicated leadership and intentional programming from within our organisation. Their contributions are the backbone of the transformative spaces and services we offer to young people. However, the funding landscape is becoming increasingly challenging, and we recognise the need to adapt to sustain our work. Moving forward, Zeal will focus on building and nurturing corporate partnerships that align with our mission and vision. These mutually beneficial relationships will enable us to secure the resources needed to continue providing high-quality programmes and safe spaces for young people, ensuring that we remain a trusted and positive presence in their lives.

Reflecting on the past year, I extend my deepest gratitude to Zeal's trustees for their unwavering dedication and commitment to our mission and values. Their engagement has fostered transparency, accountability, and integrity within our organisation.

This year, we welcomed Karen Came and André Afamasaga to Zeal's Board. They bring valuable skills and experiences, further strengthening the Board's capabilities. We also bid farewell to Helen van Orton who has significantly contributed to Zeal's governance and Greg Eden who served as Zeal's treasurer for over a decade. Their thoughtful guidance has helped shape Zeal into the organisation it is today.

In closing, I want to express my appreciation once again to everyone who contributes to Zeal's success, from our trustees to our funding partners, staff, and volunteers. Together, we are building a community where young people can thrive, and it is through your dedication and support that Zeal is able to make a lasting impact.

ZEAL

Why we're here



Who is Zeal

The Home of Young Creatives

Welcome to our safe, inclusive spaces where young people can belong, learn skills, embrace identity, and overcome the tough stuff. We believe there is a creative spark in every young person. It comes to life at our events, drop-ins and programmes – whether it's performing, creating, building resilience, getting ready for work, or healing te taiao.

At Zeal, you're not just a visitor; you're part of a whānau where you're seen, heard, valued, and accepted. Our team walks alongside you with realness, compassion, and aroha – no matter what.



Mission

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.

Vision

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

Impact

All rangatahi feel seen, valued, safe, empowered and have an equitable shot to thrive.

Thank you for continuing to care

Lives have been profoundly impacted, so as you read the next few sections, take a moment to celebrate the highlights, stories, and the difference you've made. None of this would have been possible 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 Staff Foundation, Aotearoa Gaming Trust, Ara Taiohi Youth Week, Auckland Council, Auckland Council – Waste Minimisation and Innovation Fund, AW Newton Bequest, Betty Campbell Accommodation Assistance Grants, Bluesky Community Trust, Clare Foundation, Creative Communities Scheme Auckland, Creative Communities Scheme Kāpiti Coast, Creative Communities Scheme New Plymouth, Creative Communities Scheme South Taranaki, Creative Communities Scheme Stratford, Creative Communities Scheme Wellington, David Ellison Charitable Trust, Dragon Community Trust, DV Bryant Trust, E Hine Fund, Ernest Hyam Davis and Ted and Mollie Carr Legacies, Foundation North, Four Winds Foundation, Gallagher Charitable Trust, Glenice and John Gallagher Foundation, Hamilton City Council, Henderson-Massey Local Board, Joyce Fisher Charitable Trust, JR McKenzie Trust, Kāpiti Coast District Council, Kiwi Gaming Foundation Limited, Lindsay Foundation, Lion Foundation, Lottery Grants Board, Milestone Foundation, Ministry for Culture and Heritage – Creative Spaces, Ministry of Education, MOE – Creative in Schools, MOE – Pacific Education Support Fund, MYD – Ākonga Youth Development Community Fund, MYD – FIFA Women's World Cup 2023 Leverage and Legacy Fund, MYD Youth Development Full-time Equivalent Youth Worker/Practitioner Pilot, New Plymouth District Council, Nikau Foundation, Norah Howell Charitable Trust, North and South Trust, NZ Community Trust, NZ Music Commission Capability Grant, One Good Kiwi, Oranga Tamariki, Pacific Inc Limited - Le Va Pasifika Suicide Prevention Community Fund, Pelorus Trust, Potter Masonic Trust, Pub Charity, Rule Foundation – Rainbow Wellbeing Legacy Fund, SkyCity Auckland Community Trust, SkyCity Hamilton Community Trust, Stratford District Council, South Taranaki District Council – Community Initiative Fund, Tamaki Makaurau Recovery Office – Mental Wellbeing Grant, Taranaki Foundation, Tasman Smith Charitable Trust, The Trusts – Sponsorship, The Trusts – Your West Support Fund, The Trusts Community Foundation, Thomas George Macarthy Trust, Tindall Foundation, Toi Foundation, Trust Waikato, Vavasour Trust, Waitakere Local Board, Wel Energy Trust, Wellington Children's Foundation, Wellington City Council, 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 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



Empowering rangatahi

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

Building skills, purpose & identity

We ignite young people's passions and connect them to their innate abilities – whether it's performing, creating, building resilience, getting ready for work, or healing te taiao.

Our opportunities range from free programmes at schools or at Zeal to getting paid to learn on the job, all while safely exploring identity.

Equity and innovation

Meeting needs we see on the ground, whether it's filling empty stomachs, life-saving online support, or a donated laptop they refurbished themselves. Our focus is on meeting young people where they are and responding to their needs, not just the behaviours you hear about in the media.



Empowering rangatahi

32,766

Aggregate attendance at hangs, Zeal Nights, street youth work, gatherings and online activities

2,889

Total drop-in sessions

Events

14,237

Aggregate event attendance

445

Event performers

313

Event volunteers

581

Community hires or private events

33,647

Aggregate attendance at community hires or private events

104

Total events

Building skills

2,289

Total programme sessions

201

Rangatahi gaining paid work experience

22,012

Aggregate attendance at creative workshops, activities and alternative education

96%

Of programme participants rate their experience positively

69%

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

77%

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

Engaging through technology

499,367

Social media engagements

184

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

Annual Zeal Survey

Feedback from young people

To assess our impact and seek improvements, we asked young people about their experience at Zeal in July 2023. We're proud to share that 354 young people participated in the survey, making this one the biggest to date.

Your impact

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



Said Zeal has had a positive impact on them



Feel supported and cared for at Zeal



Feel they can approach staff if they have a problem

“—
I think I've grown a lot as a person, the staff inspire me to be a better version of myself.”

“—
Zeal is an inviting beacon to youth in the local area, offering **support and hope.**”

“—
I have finally found myself and become who I've wanted to be this whole time thanks to the staff.”

Mental health



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



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



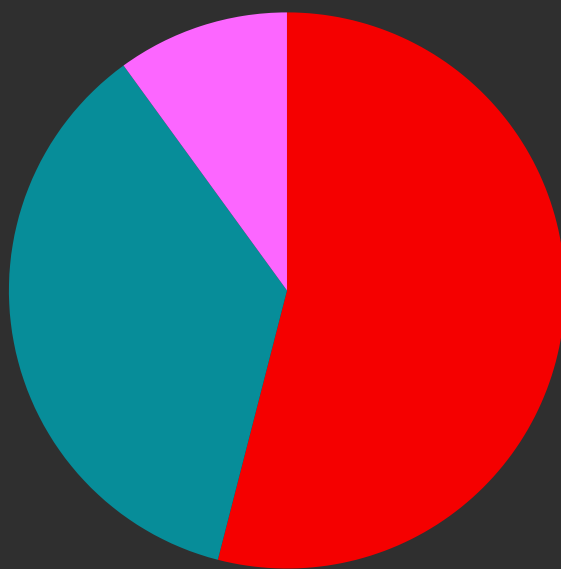
of young people feel mental health is a challenge



of young people feel hopeful about their future

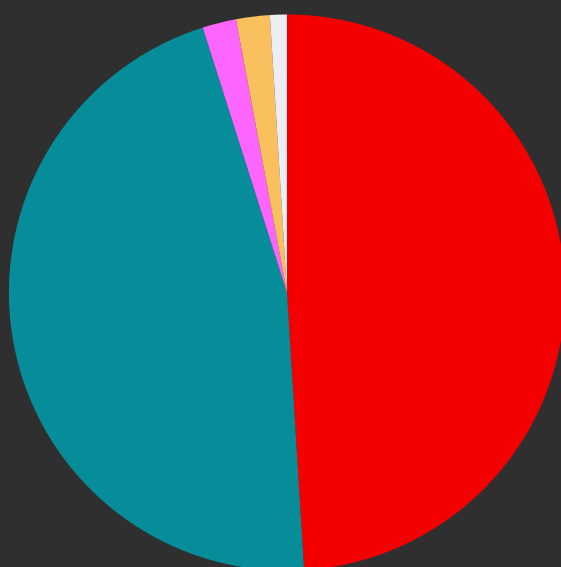
Learn more at zeal.nz/updates/zeal-survey-2023

Who took part in the survey



Age

■	11 - 14	(36.5%)
■	15 - 18	(53.1%)
■	19+	(10.5%)



Gender

■	boy/tāne/man	(50%)
■	girl/wāhine/woman	(47%)
■	non-binary/tāhine	(2%)
■	rather not say	(2%)
■	gender diverse	(1%)

Participants can select multiple gender IDs

ZEAL

West Auckland



Welcome to Zeal West! As we reflect on the past year, we are excited to share significant developments that have enriched our programmes and strengthened our community. We have successfully introduced several new components to our MYD Ākonga and SkyCity Level Up programmes, focusing on communication skills and mental health awareness. These initiatives have provided our youth with essential tools for personal growth and empowerment.



Neli Alo
West Auckland Manager

This year also brought its challenges, including adapting to the shifting needs of our rangatahi and navigating the space in a safe way. Despite these hurdles, our team has remained dedicated to creating a safe and supportive environment for all young people.

We want to take a moment to express our heartfelt gratitude to our supporters - volunteers, donors, and community partners - who have stood by us through it all. Your generosity and commitment have been crucial in helping us achieve our goals and inspire the next generation.

Together, we look forward to another year of growth, resilience, and making a positive impact in the lives of our youth. Thank you for being an essential part of the Zeal West family!



Meet Sarah

Sarah has been one of the mentees in our Youth Worker Pilot programme funded by the Ministry of Youth Development. She has been working specifically on CV writing and understanding how to present herself at job interviews. Initially, Sarah lacked confidence and often gave up on herself. However, through mentoring and coaching with her youth worker, they were able to create a CV and secure Sarah her very first interview. Although she wasn't successful in this interview, we have been inspired by her attitude. Where she once gave up on even trying, she is now determined to keep going despite being told "no". This experience has been a powerful reminder that we are doing much more than helping our young people create pieces of paper; we are building their confidence to go out into their worlds and thrive. We cannot wait to see what Sarah steps out into next!



Highlights

- Our centre has recently set a new record with 60 young people attending our hangs space in one afternoon. This growth reflects our team's dedication to making the space welcoming, safe, enjoyable, and supportive for all rangatahi.
- During the school holidays, we ran pop-up activations in various parks around West Auckland, offering activities like basketball competitions, touch rugby, music, and free food, fostering community and connection with supportive youth workers.
- The Zeal West School Tour engaged approximately 640 young people across seven schools in West Auckland through music and dance performances and workshops, providing a healthy outlet for processing emotions and reducing stress.

Looking ahead

- We are making a concerted effort to engage with more schools by the end of this year to prepare for 2025. Our focus is on delivering more creative programmes, including dance, music, and kapa haka classes for intermediate and primary school rangatahi.
- We will run face-to-face and group mentoring sessions in schools to support our rangatahi with their challenges. Our goal is to mentor 30 rangatahi each term. Although this number may seem small, the impact is significant and far-reaching.
- We're doubling down on the impact we can make with our space and programmes through collaborations. Whether with our digital team in tech or through arts, well-being, and work-readiness with other youth organisations, 2025 will be a year of opportunities for our rangatahi. To help us expand these opportunities for young people, please consider donating resources or volunteering your time. Your support will enable us to create even more meaningful experiences and growth for our youth.

Impact in numbers

Aggregate attendance at hangs, Zeal Nights, street youth work, gatherings and online activities:

4,425

Total sessions:

228



Aggregate attendance at creative workshops, activities:

5,272

Total programme sessions:

441



Aggregate event attendance:

1,129

Event volunteers:

63

Event performers:

113

Total events:

18



Aggregate attendance at community hires or private events:

18,632

Community hires or private events:

366



Young people trained and given work experience:

14



ZEAL Hamilton



Kia ora e te whānau! What an incredible year it's been at Zeal Hamilton! Over the past 12 months, our dedication to holistic care for our rangatahi has helped our community grow and thrive. I'm proud of our team for forging strong connections within the centre and the wider community.

These relationships have enabled us to partner effectively with alternative education spaces, kura, and community groups. As a result, we've organised over 15 events this year, attracting more than 500 attendees. We've also launched new programmes that offer young people valuable opportunities to feel safe, supported, and valued.

Our one-on-one mentoring programme, a youth worker pilot funded by the Ministry of Youth Development, has played a vital role in this positive change. It has assisted over 60 rangatahi in receiving not just guidance but also essential consistency and care. Zeal Hamilton has truly become a hub of belonging for our youth.

None of this would have been possible without the dedication of our team, the support of our community, and the amazing young people who bring our space to life every day. With your continued support, we'll keep making a meaningful difference in Hamilton, one young person at a time.



Tessa Tangaere
Hamilton Manager



Meet TJ

We first met TJ mid-last year when he was referred to us through Parentline. Initially, he was extremely quiet and reserved; yet, week after week, he showed up. Ping pong became our lifeline, the one activity we knew he enjoyed, so we played each time he came in. Over five months, we noticed a change—he began to talk more and engage with other rangatahi in the centre, allowing him to move beyond the ping pong table.

This year, we were stoked that TJ greeted us by name with a handshake. He no longer asked for food or drinks; instead, he helped himself and offered snacks to others. The real turning point came during a conversation around a bowl of hot chips when he said, "I think I'm getting a bit TOO comfortable here." I replied, "That's exactly what we want!" TJ has discovered his community within our centre, and he's become fantastic at helping new rangatahi feel welcome and find their place and people too. We couldn't be prouder of his growth and the positive impact he has on others!



Highlights

- With the support of Hamilton City Council, we launched Zeal Nights, offering young people positive activities on Friday nights like table tennis, board games, PlayStation, karaoke, and music jams. Each night, we provided a home-cooked meal for 15-20 young rangatahi, fostering community and belonging through regular check-ins.
- Our Community Closet has become a vital resource for rangatahi, allowing them to access clothing anonymously. Launched during Youth Week, this initiative has seen over 200 items donated, with more than 60 successfully rehomed to date!
- Our lunchtime activations at Mangakootukutuku College aimed to address student engagement and fights. We consistently have around 50 students attending, with over 60% actively participating. Teachers have noticed fewer disruptions, especially among those who previously struggled with behaviour.

Looking ahead

- We remain dedicated to holistic care. Building off the success of our Community Closet, we're launching an upcycling programme that empowers rangatahi to improve their own clothing alongside the implementation of a Pātaka Kai.
- We're thrilled to continue our partnership with Le Va as we roll out the Lupe suicide prevention programme, helping young people explore their identity through photography and talanoa.
- We aim to expand our tech initiatives with pilot programmes in phone repair, E-sports, and robotics. Partnering with more kura is a priority as we advocate for rangatahi and support kaiako. We're excited about these initiatives, and we can't do it without you! If you are inspired, please consider donating resources or volunteering your time. Every bit of support helps us create meaningful change.

Impact in numbers

Aggregate attendance at hangs, Zeal Nights, street youth work, gatherings and online activities:

2,651

Total sessions:

170



Aggregate attendance at creative workshops, activities:

1,665

Total programme sessions:

211



Aggregate event attendance:

553

Event volunteers:

12

Event performers:

50



Total events:

17

Aggregate attendance at community hires or private events:

7,026

Community hires or private events:

113



Young people trained and given work experience:

26



ZEAL Taranaki



What a massive and exciting year it has been! After nearly four years, we are now well and truly established as a local alternative education provider. In December 2023, we proudly announced that four of our AE students passed NCEA Level 1, and several others achieved Literacy & Numeracy – no small feat.

Our team of local creative legends planned and executed outstanding events throughout the spring and summer of 2023/2024, attended by thousands of local rangatahi. The third year of our Ākonga barista work-readiness programme has been our most successful yet. We are deeply grateful to the local businesses that provided valuable work experience or paid employment to these young people.

During this period, we expanded our team by bringing on board exceptional youth workers and tutors. Together with our young people, they make Zeal the incredible, life-giving space that it is. A heartfelt thank you to everyone who invested their time, energy, resources, and aroha – none of this would have been possible without you.



Luke Galley
Taranaki Manager



Meet Kaiden

One of our young staff on our Kaitiaki Community Care programme (Kaiden) has achieved something we feel is very special. Kaiden was on our alternative education programme for a year and a half. He was a delight to have in our space each day, had a great work ethic, and was always incredibly positive and encouraging despite his very challenging home environment.

Sadly, he's missed out on time with his dad who is currently serving a prison sentence. Despite significant challenges and having been presented with alternative routes, Kaiden has always shown an amazing desire to contribute and find meaningful work. We hired him in our Kaitiaki Community Care programme, and in doing so, he has become the first person in three generations of his family to be successful landing paid employment. He is a brilliant worker, gets on with everyone in our team, and we have numerous messages from families that have benefited from the programme, advising what a high standard the work was completed to. Through our partnerships, Kaiden is now learning to drive (sponsored) and is in the process of working towards several certificates (sponsored) to further his qualifications.



Highlights

- We hosted over 25 free youth-led events across Taranaki, attended by many local rangatahi. These included skate comps, youth festivals, gigs, and raves. Our youth executed these events to an exceptional standard. A big thank you to all our key partners who made these events possible.
- Our creative programmes for local youth expanded once again. To name a few, we facilitate DJ classes, videography, barista, hip-hop, visual art, live sound and lighting, and photography. We're thrilled to be able to offer all these skill-based programmes completely free of charge.
- In 2021, four youth from Zeal launched Kaitiaki Composting, a social enterprise to tackle food waste by collecting it from businesses and converting it into compost. This year, the initiative expanded to include Kaitiaki Community Care, a free garden upkeep and green waste removal service for whanau in need.

Looking ahead

- Through several key partnerships, we aim to continue expanding our reach into Stratford and South Taranaki by increasing the number of youth development opportunities available.
- We hope to offer several aspiring local talented musicians the opportunity to record their music completely free of charge through sponsorship in our recording studio.
- We have recently expanded Kaitiaki Composting to include Kaitiaki Community Care – the weekly bookings schedule is filling up very fast due to demand, so we are exploring opportunities to expand this service. We are thrilled about these new initiatives and we need your help to make them a success! If you feel inspired, please consider donating resources or volunteering your time. Every bit of support helps us create meaningful change in our community. Together, we can make a difference!

Impact in numbers

Aggregate attendance at hangs, Zeal Nights, street youth work, gatherings and online activities:

16,660

Total sessions:

2,017



Aggregate attendance at creative workshops, activities and alternative education:

8,634

Total programme sessions:

800



Aggregate event attendance:

9,406

Event volunteers:

101

Event performers:

81



Total events:

31

Aggregate attendance at community hires or private events:

6,009

Community hires or private events:

33



Young people trained and given work experience:

63



ZEAL Kāpiti



Our young people are rising to the challenge! 2023/24 has been an incredible year and allowed us to create significant impact for youth in Kāpiti. Forty-nine students took the skills they learned here at Zeal, such as barista training, CV creation, work rights knowledge, and real-world work experience, and put them into practice in real-world situations! We love hearing young people express pride in themselves for stepping out into uncomfortable spaces and thriving.



Hamish Campbell
Kāpiti Manager

We continue to meet young people struggling with mainstream education, often for reasons outside of their control, who need someone to believe in them, to provide opportunities where they can realise their potential and uphold their mana. We want to say a massive thank you to Kāpiti Coast District Council and our local cafes, businesses, and colleges who help make these programmes a success.



Meet Jasper

Jasper first came to Zeal earlier this year when he was enrolled by his college in our barista work ready programme. He showed maturity and leadership qualities from the start.

As he engaged in sessions exploring how experiences in life can impact a person's learning journey, Jasper bravely shared his own adversities and some of the current challenges he was facing. We encouraged him to come along to Afternoon Hangs where he could find community and support during the week, fun activities, and food. He quickly became a regular, attending Afternoon Hangs and connecting with a range of different people. Jasper has now completed the barista work ready programme and gained job experience through a work placement. He has grown in confidence, gaining new skills while applying them in a work setting. Recently, Jasper decided to volunteer his time at Zeal events to use his new barista skills. We can see the impact that Zeal is making in Jasper's life, and we are excited to see where this will lead and how his influence in this community will grow.



Highlights

- Our Afternoon Hangs programme continues to cater for a diverse group of youth from across Kāpiti, with 25–45 youth using our space each day, indicating a high need for safe and inclusive spaces.
- The summer event season saw us supporting five large community festivals, including the Strawberry Festival and Ōtaki Kite Festival. These events allowed 30 youth volunteers and 56 youth performers to showcase their skills and talents.
- Our Year 8 visits allowed us to connect with over 500 students across the region, promoting the opportunities and support Zeal offers. These visits have proven to encourage youth to visit Zeal during their first year of college and beyond.

Looking ahead

- We will begin running free hip-hop classes on Saturdays, giving young people an opportunity to engage in an activity that, for many, is out of reach. We love the way dance boosts physical and mental well-being while creating supportive communities of belonging.
- As we work alongside young people, we see a clear need to increase our capacity to support them on their work readiness journey. We witness firsthand how impactful this work is and how much hope it gives our youth. We are looking forward to collaborating with like-minded organisations to create increased opportunities for young people, taking advantage of Zeal's facilities and resources.
- We are proactively engaging with community groups to ensure there is a strong awareness and understanding of what Zeal Kāpiti offers. This is not only for our youth but also for like-minded organisations looking for spaces to run programmes that positively impact our community.

Impact in numbers

Aggregate attendance at hangs, Zeal Nights, street youth work, gatherings and online activities:

5,698

Total sessions:

170



Aggregate attendance at creative workshops, activities:

2,229

Total programme sessions:

351



Aggregate event attendance:

2,342

Event volunteers:

100

Event performers:

179

Total events:

21



Aggregate attendance at community hires or private events:

1,980

Community hires or private events:

69

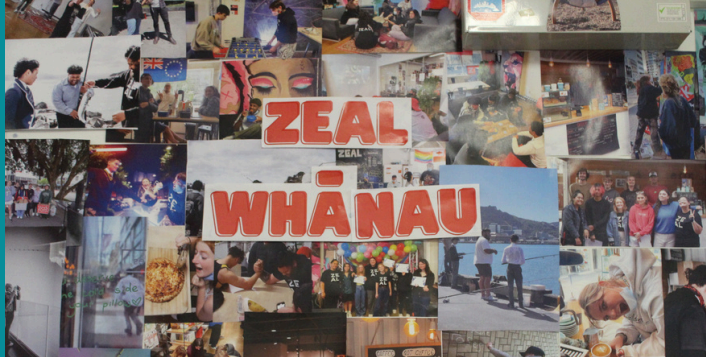


Young people trained and given work experience:

49



ZEAL Wellington



Kia ora koutou!

What an incredible year it has been! At Zeal Wellington, we've adapted and collaborated well to reach more rangatahi in different parts of Wellington. It's been inspiring to witness over 100 rangatahi engage within our programmes, exploring work experience, event planning, creative arts, mentoring spaces and so much more. As a team, we take great pride in watching them grow through both challenges and triumphs.

We want to take a moment to express our heartfelt gratitude to the key partners who have helped us create safe, welcoming spaces for our youth to connect and belong: Wellington City Council, Ministry of Youth Development, Le Va, Vavasour Trust and Rainbow Wellbeing Legacy Fund. Thank you for being invaluable allies on this journey with us!



Tavā Malolua
Wellington Manager



Meet Taylor

We recently had a young person named Taylor who started in our Hangs space and later joined our 'He Kotuku' group. Through the support of our wahine space, Taylor was able to connect one-on-one with our female youth worker, where she opened up about personal challenges that had been affecting different areas of her life.

Taylor had faced various difficulties, but in the safe, supportive environment our youth worker provided, she began to grow. One of Taylor's goals was to secure a job, a goal that once felt out of reach due to the many obstacles she faced.

With the encouragement and guidance of our youth worker, Taylor started to believe in her potential and took steps towards making that dream a reality. She successfully landed a summer job—a milestone marking her growth towards independence and self-confidence. Taylor's story is a great example of resilience and the transformative impact our programmes can have in young people's lives.



Highlights

- Our boys in school mentoring programme has made a positive impact, supporting over 20 young men across three schools. Our youth workers have journeyed with these young men, fostering their personal growth and development.
- This year, we launched Roots, a programme focused on photography, creative writing/rap, and visual arts. It aims to help young people explore and reconnect with their identities. A key highlight was seeing participants swap out the t-shirts they arrived in to proudly wear the new ones they had designed and created.
- Our Youth Week mural project brought together five talented young men who were looking for an opportunity to create graffiti art in a safe space. Alongside a professional graffiti artist, they developed their skills and collaborated to create a stunning mural that celebrates their unique craft.

Looking ahead

- We're excited about our newly formed youth-led decision-making group, designed to drive impactful projects in Aotearoa. In collaboration with Clare Foundation, we aim to empower rangatahi to take the lead, develop their leadership skills, and create meaningful change in their communities.
- Next year, we will re-launch our Lupe programme, dedicated to supporting our Pasifika young people on their journey to reconnect with their identity. Through this programme, rangatahi will celebrate their culture and build a strong sense of belonging within their community.
- We have three amazing retreats on the horizon, each focusing on the young girls, boys, and rainbow rangatahi who come into Zeal Wellington. These camps are a chance to get away from the everyday routine, connect with youth workers and peers, and develop those unforgettable experiences of empowerment, development, and fun.

Impact in numbers

Aggregate attendance at hangs, Zeal Nights, street youth work, gatherings and online activities:

3,270

Total sessions:

300



Aggregate attendance at creative workshops, activities:

2,371

Total programme sessions:

335



Aggregate event attendance:

691

Event volunteers:

23

Event performers:

22

Total events:

11



Young people trained and given work experience:

42



ZEAL

Stories Espresso Bar



It's an absolute privilege to also share the highlights and exciting upcoming developments as the acting kaitiaki of Stories Café. I'd love to express my heartfelt thanks to Ministry of Youth Development and Wellington City Council for creating life-changing opportunities for 40 of the most amazing, deserving young people. If you believe every young person deserves a safe space to turn their story into one of hope, mana and independence, please come down to our café on Cuba St! Every coffee bought goes to kick-starting the careers of young people.



Highlights

- Forty young people have completed a 15-week barista programme at Stories Cafe, earning their certificates in coffee making and customer service.
- We have changed the way we run our Stories programming to have two young people working in the cafe alongside their barista tutor instead of just one. This change has allowed young people to learn from each other, enhancing teamwork and communication. It has also fostered a tuakana-teina approach in the café.
- We have had many young people from the programme transition into employment or other pathways due to the skills they have gained from the barista making experience

Looking ahead

- We're piloting a new initiative called Coffee2U, in partnership with our local supporters, to bring the Stories experience to valued customers. Local supporters simply order, and their coffee is made and delivered by a young person, allowing them to see the journey firsthand. Our learners gain valuable relational skills for work through this process.
- We're planning a big re-launch campaign for early next year to attract uncaffeinated people to come for a coffee from up or down the road, increase walk-ins, and make it clear to the coffee drinker what impact they're making by buying coffee.

Our Ākonga barista programme is making a real difference by providing unique one-on-one support from tutors and youth workers, leading to personal growth and job placements. One young woman came to us shy and struggling with mental health challenges. With the dedicated guidance of her youth worker, she was able to build positive relationships and set some meaningful goals—including landing her first job. With her youth worker by her side, she dropped off CVs to local shops, and soon after, began receiving callbacks. We are incredibly proud of her progress and the remarkable growth in confidence and remain committed to supporting her as she continues this journey.

ZEAL Digital



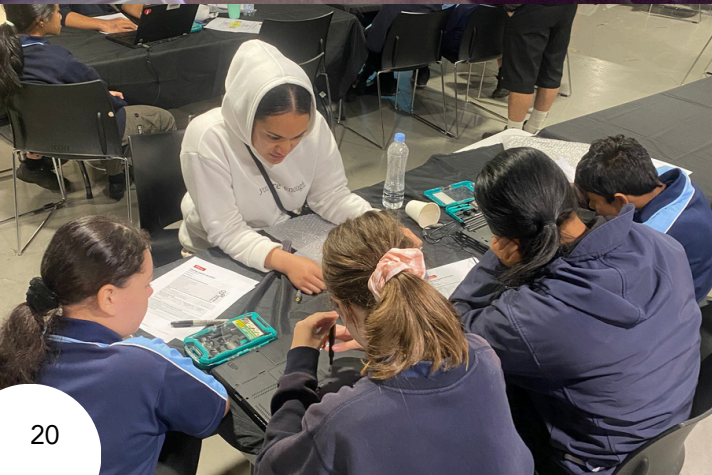
Tēnei te mihi o te ngākau ki a koutou katoa.

It's been a year of constant innovation and building for the future. We piloted new programmes designed to quadruple access to under-resourced STEAM subjects in West Auckland, expanded our Computer Technician internship to close the digital divide, and, thanks to our generous donors, put the digital world in the hands of nearly 200 more rangatahi with free laptops they learned to refurbish.

I'm proud of every young person who's shown curiosity, creativity, and perseverance to make the most of these opportunities. Massive thanks to The Trusts, JR McKenzie, Foundation North, The Pacific Education Support Fund, and The Waste Minimisation and Innovation Fund for helping us go to another level with our impact. Without your generous sponsorship and laptop donations from local businesses and households, we couldn't have turned 460 kg of E-waste into equity. You've all literally put the power in our young people's hands.



Chris Foster-Winder
Digital Director



Meet Kirsten

"I first officially met Zeal at their refurbish-a-thon event late last year, but I'd dropped in a couple of times with friends to check out the vibe. Now I come down all the time after school. I love the vibe there; it's an easy hang, an open space, and it actually makes a difference. People come here and have something to do after school instead of ram raids and dumb stuff.

Before I did the laptop programme, I didn't use computers much and got frustrated when I did. Now I understand my own laptop and how it works. I know what's wrong and how to fix it, so I never get frustrated. I use computers all the time now for schoolwork and watching movies. It's so much easier now I can type stuff and have a big screen.

Earlier this year, my little sister did the course too. She's always pushing me aside and saying, 'Step aside noob, my time to shine.' It's cool she gets to learn at such a young age. You need to listen and take in as much as you can; it's honestly so helpful.

It's a really cool opportunity for people who want to learn this stuff! It's just cool to know what I'm doing."



Highlights

- We grew our laptop refurbishing programme's capacity, supporting 7 cohorts across 6 schools in a single term. We continued delivering refurbish-a-thons, leading to our 500th laptop giveaway since starting in 2022.
- 7 technicians completed our internship, learning advanced PC repairs; 4 have gone on to higher education, and 2 are staying with us next year.
- Regular attendance at our Tech Café doubled after moving to a larger space, upgrading network speeds, and investing in data security.
- We piloted a 2-day digital equity event called Texpo, where rangatahi learnt 4 new skills in short, gamified sessions, then worked on their favourite skill all the next day, leaving with digitally mastered songs, brands, campaigns, and gaming streams.

Looking ahead

- We're turning Texpo and Refurbish-a-thon into a regular event series to take our impact into the thousands, whilst still delivering tech programmes in schools.
- This will allow us to rapidly test and learn new tech education interventions alongside schools, including learning to use, design and build AIs.
- We'll onboard another cohort of Computer Technicians, who will build a new database for devices as a work-based learning opportunity and improve our capacity for more learners and laptops.
- We're seeking additional sponsors and more laptops to help us take our digital equity Kaupapa to a whole new level by helping us give away our 1,000th laptop this year. If you're ready to put the power in their hands, sponsor our young people today!

Impact in numbers

Aggregate attendance at Tech Café drop-in space:

1,361

Total sessions:

153



Aggregate attendance at programmes:

1,841

Total programme sessions:

151



Aggregate event attendance:

116

Event volunteers:

14

Total events

6



Learnt to refurbish & received a free laptop:

184



Devices donated to Zeal:

300



Kilos of e-waste diverted:

460



Young people trained and given work experience:

7



Finances

Profit and Loss Account

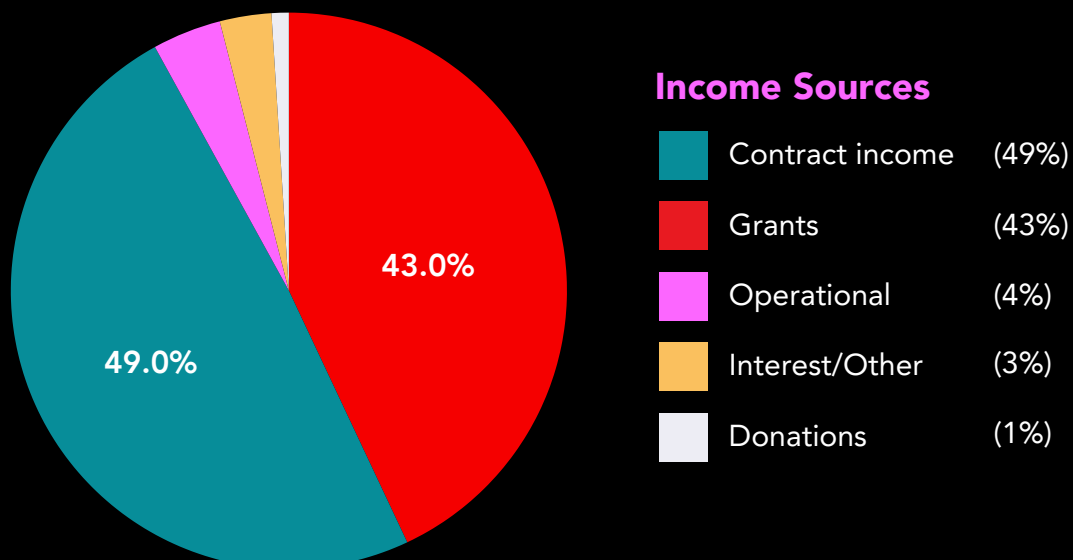
Revenue	FY24	FY23
Donations	52,668	91,714
Grants	1,702,504	1,065,166
Contract income	1,912,836	2,446,470
Operational	148,308	225,890
Interest/other	100,730	99,498
Total	3,917,046	3,928,738

Expenses

Volunteer/employee costs	2,963,884	3,000,930
Operational	883,094	872,992
Other expenses	66,674	42,770
Total	3,913,652	3,916,692

Surplus/(Deficit) before depreciation	3,394	12,046
Depreciation	252,160	263,212
Surplus/(Deficit) after depreciation	(248,766)	(251,166)

Note: though this report shows an annual loss in our profit and loss, when you add back depreciation in 2024 Zeal operated with a net surplus of \$3,394.



Balance Sheet

Assets	FY24	FY23
Current assets		
Bank accounts/cash	1,014,202	1,084,916
Debtors/prepayments	61,706	88,998
Investments	-	151,628
Total current assets	1,075,908	1,325,542
Non-current assets		
Property/plant/equipment	1,087,744	1,322,272
Total Assets	2,163,652	2,647,814

Liabilities

Current liabilities		
Trade and other payables	260,340	312,756
Unused donations/grants with conditions	830,080	1,013,060
Total current liabilities	1,090,420	1,325,816
Non-current liabilities		
Loans	0	0
Total liabilities	1,090,420	1,325,816
Net Assets	1,073,232	1,321,998

Accumulated Funds

Accumulated Funds	1,073,232	1,321,998
Total Trust Funds	1,073,232	1,321,998



zeal.nz

0800 FIND ZEAL

@zealnz