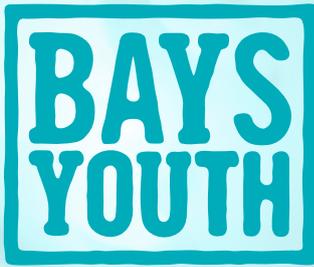




BAYS YOUTH

HELPING YOUTH
HELP THEMSELVES
MAHI RANGATAHI KO AKE

ANNUAL REPORT 2018



WE HELP YOUNG PEOPLE

VISION

To journey with young people in the Bays, overcoming one challenge at a time, supporting them to become engaged members of society.

MISSION

Our objective is to be present in young people's lives with the right relationship, tools and advice to see them grow in their resilience and ability to handle their life situation.



VALUES

COMMITMENT

– WHAKAPIRI –

Journeying the distance with young people.

POSITIVE HONEST RELATIONSHIPS

– WHAKAWHĀNAUNGATANGA –

The transforming power of positive mentoring relationships.

COMMUNITY WELL-BEING

– TE ORANGA HAPORI –

Partnering with the community to bring belonging and involvement.

DIVERSITY

– TE MŌHIO KI TE REREKE –

Recognition of cultural and religious diversity

BUILD HEALTHY SELF-ESTEEM

DEVELOP RESILIENCE

EXPLORE POSITIVE IDENTITY

FIND EMPLOYMENT

ACCESS TRAINING OPPORTUNITIES

BUILD HEALTHY RELATIONSHIPS

LEARN NEW LIFE SKILLS

REGULATE EMOTIONS AND MANAGE ANXIETY

IDENTIFY BARRIERS TO LEARNING



RESPONSIBILITY

– TAKOHANGA –

Personal character and responsibility.

IMPORTANCE OF FAMILY

– WHĀNAUNGATANGA –

Positive reinforcement of quality family/whānau relationship.

POTENTIAL DRIVEN

– WHĀIA TE ITI KAHURANGI –

The belief in human life and its full potential.

CHRISTIAN CENTRIC

– KARAITIANA –

Seeks to respond to Christian principles.

RESPECT

– WHAKARANGATIRA –

Respect for all our stakeholders.



CHAIR'S LETTER

Kia ora koutou

We are pleased to present the Bays Youth Community Trust annual report for the year ending December 2018.

A highlight of the year is always the numbers of rangatahi engaging in our programmes, hearing positive messages, accessing supports, and achieving educationally and socially. Ultimately, rangatahi striving to become more engaged members of our communities.

We recognise the commitment and effort of Bays Youth staff

working alongside rangatahi, and the support of contract providers, funders, volunteers and supporters that make these achievements possible. We thank you.

Significant change has occurred in the past months as Bays Youth has merged with Equip Trust. Working closely together the two organisations have learnt from one another, become stronger, more nimble and better prepared for a future of sustainability and growth.

We would like to acknowledge and thank the outgoing board members and general manager Christine

Prince for their contribution to the development of Bays Youth Community Trust.

We look forward to continued achievements and success in the years ahead as we work together with rangatahi and their whānau in our communities.

On behalf of the Board of Trustees

Ngā mihi nui



Dr Roz Sorensen
Chair

Equip is a Charitable Trust that delivers a range of mental health support that is community based. The organisation has contracts with the three Auckland metro DHBs to provide support to people who experience major mental health issues. Alongside that support we provide assistance with Housing, Employment, Spirituality, Dietician, Nursing and Family/Whānau support. Equip employs over 70 staff and is affiliated with Windsor Park Baptist Church.



MANAGER'S LETTER

Kia ora and thank you to the many people who supported our mahi with young people in our community in 2018. With your help we worked with over 355 young people, supporting them to navigate a diverse range of challenges related to psychological distress, social and relational stressors, emotion regulation, identity and self-esteem, education and learning, help to access employment, and youth justice matters. We also addressed over 200 young people, speaking at assemblies and special meetings; providing education and support for issues that directly impacted on their communities.

We had some big changes in staff management during the year as we said farewell to Priscilla who set off on adventures overseas after six years at Bays Youth, Olivia who took maternity leave to care for newborn twins and John who left to manage another NGO in our neighbourhood. Although certainly a tough act to follow, these big shoes were admirably filled by incoming managers Victoria, Sarah, Brad and Grace.

At the end of the year we also had a big change to Bays Youth's governance team as the Equip Board of Trustees took over responsibility for Bays Youth in addition to their existing Equip board duties. We thank all our

outgoing trustees for the substantial contribution in time, energy and expertise that they brought to the work of Bays Youth. We are excited by this merger, which brings our two organisations closer together, and believe that Bays Youth will benefit enormously from the wealth of mental health knowledge and expertise held by Equip as well as the opportunity to streamline back-end processes and the economies of scale this will bring. In turn we bring to the partnership our knowledge, experiences and expertise working with the young people and stakeholders in our community, over the past 10 years. We believe this partnership strengthens both organisations for the good of our service users, stakeholders and wider community.

I would particularly like to thank and acknowledge all our funders, sponsors and supporters for your generous support throughout 2018 (listed later in this report) – you make our work possible and encourage us in what we do. I would also like to thank the staff and volunteers for your hard work, dedication, passion and energy. There is consistent demand for our services and we acknowledge that the pressures and challenges facing our young people are greater than ever, with increasing levels of anxiety, depression and stress, changing societal structures, changes in the world of work and the rapid acceleration of technology

in everyday lives. Bays Youth is committed to supporting the young people of our community to navigate these challenges, hold hope, increase wellbeing and resilience and develop life-enhancing skills.

We believe in our rangatahi – they are all stars in our eyes. We believe in their potential. Their unique value. Our goal is that they come to know this for themselves. So they can build their own lives, filling them with what matters to them. And know they have the tools to overcome any obstacles and challenges that come their way.

Nga mihi nui


Christine Prince
General Manager

WHAT WE DID IN 2018



YOUTH SERVICE | NEET

Over the course of the year, our Youth Service team came alongside 122 young people and working in collaboration with them, 122 plans were formulated that chart these young people's aspirations, hopes and goals for the future. From there, the youth and their coaches created action plans, building the steps needed to bring their goals to fruition. Then our young people and coaches got to work! CV's were written, interview skills practiced and honed, courses researched and open days attended, driver licence education undertaken, part time job applications sent. And along the way supportive, professional relationships flourished.

We recognise that many of the young people we work with find mainstream education challenging, and trying to plan for the future often leads to feelings of uncertainty,

stress and confusion. Our coaches utilise a strengths-based model of practice that helps young people to identify their strengths and interests. This forms the basis for the work going forward and helps young people build healthy self-esteem and increase resilience.

Bays Youth is pleased to report on the strong progress made by our young people engaged in the programme, not least for the 80 young people who were classed by the Ministry of Social Development as being at medium or high risk of poor education results or failing at education altogether. Of this 'medium to high risk' cohort, almost 60% of the young people we worked with were supported to re-engage in school or access alternative training programmes. And a further 19% moved into full time employment.



[BEFORE WORKING WITH BAYS] I WAS DOING NOTHING WITH MY LIFE AND WAS REFERRED TO BAYS YOUTH FROM MENTAL HEALTH SERVICES. I HAVE BEEN HAVING REGULAR NEET CATCH UPS TO WORK ON MY GOALS SUCH AS FINDING A JOB AND GETTING MY LEARNERS. NOW I HAVE A JOB!! AND I ALSO ATTENDED THE BAYS YOUTH LEARNERS' LICENCE COURSE IN PREPARATION FOR MY LEARNERS WHICH I HOPE TO SIT SOON. IT'S IMPORTANT BECAUSE A JOB KEEPS ME PRODUCTIVE IN A POSITIVE WAY... AND I WILL START EARNING MONEY FOR THE FIRST TIME EVER!!"

ABOUT THE PROGRAMME:

Youth Service: NEET supports young people aged 16-17 who are struggling to navigate education, training, or the world of work. Our programme supports young people in a variety of ways, including:

- support to re-engage with school,
- help finding alternative training opportunities, and
- support and training to build practical skills and life skills needed for successful entry to the workforce.

MENTORING AND COUNSELLING

Over 230 young people between the ages of 11-18 were referred to our mentoring and counselling service in 2018. In addition, we facilitated small groups at several local schools, addressing topics that schools told us were current issues for students. Groupwork varied in length and covered a variety of topics that ranged from self-esteem, anger management and emotion regulation, and leadership to helping young people develop healthy attitudes and behaviours to alcohol and drugs. We also delivered assemblies to over 100 students and supported communities devastated by grief and loss.

The number one presenting issue for young people accessing supports was psychological distress at 44%, followed by relational stressors and addictions, which is broadly in line with the previous year. We acknowledge the pressures and challenges young people face in our community and note that our experience working with young people aligns with the broader context of mental health findings in Aotearoa/New Zealand today. We also note findings of the recent Government Inquiry into Mental Health and Addiction that highlights a desire for community-led responses to the mental health crisis currently gripping our country. Bays Youth supports young people in our community and maintains a focus on wellbeing, resilience and consistent engagements with young people and their whānau that helps restore hauora.

“ONE OF THE BIGGEST CHALLENGES OF THE YEAR HAS BEEN SOME FRIENDSHIP ISSUES IN TERM ONE. I HAVE OVERCOME THIS CHALLENGE BY SETTLING DOWN AND TALKING IT OUT WHILE REMEMBERING ABOUT PERSONAL SPACE. THIS IS SOMETHING I LEARNT IN THE GROUP. ONE OF MY HIGHLIGHTS OF THE YEAR HAS BEEN MAKING NEW FRIENDS BECAUSE I HAVE MORE PEOPLE TO FEEL COMFORTABLE WITH.”

[FROM A STUDENT WHO PARTICIPATED IN AN 8-WEEK GROUP PROGRAMME FOCUSED ON SELF-ESTEEM, FRIENDSHIPS AND HEALTHY CHOICES]

“BEFORE I WAS INVOLVED WITH BAYS YOUTH MY LIFE LOOKED LIKE A LOT OF RUNNING AWAY, DRINKING AND DRUGS. SINCE STARTING TO DO MENTORING WITH BAYS I NOW HAVE A REASON TO STAY HOME BECAUSE OF MY APPOINTMENTS WITH MY MENTOR AND MY NEW HIP HOP CLASS THAT SHE HELPED ME JOIN. THIS IS IMPORTANT TO ME BECAUSE THERE IS MORE MEANING TO ME STAYING AT HOME NOW.

I HAVE BEEN MEETING WITH MY MENTOR FOR EIGHT WEEKS NOW, BEFORE WE STARTED I FELT UNHAPPY AND I HAD NO GOOD GOALS. SINCE WORKING WITH MY MENTOR I HAVE LEARNT DIFFERENT TACTICS IN ORDER TO ACKNOWLEDGE AND OVERCOME MY PROBLEMS. THIS MEANS A LOT TO ME BECAUSE IT CAN HELP ME BE IN A POSITIVE MIND SET.”

ABOUT OUR PROGRAMME

One-on-one mentoring, brief intervention counselling and groups that focus on:

- increasing resilience and well-being
- developing life skills
- building connections with others in the community

... in a fun environment that caters, where possible, to individual interests and needs.

BAYS YOUTH ALTERNATIVE EDUCATION

In 2018 Bays Youth Alternative Education successfully delivered a learning programme and environment that enabled our students to succeed and thrive in their education. We have achieved one of the most successful transition groups in our history as an Alternative Education. We supported three student transitions back into mainstream schools, one student transition into a further NCEA Foundation course, and two students transitioned into full time employment. Success like this is rare indeed in Alternative Education and represents a major milestone for these students.

This year we have worked with 22 students in a classroom environment that caters to each student's individual learning needs. The New Zealand Curriculum states that our young people should be taught the skills needed to become lifelong learners. Every student within our school has the opportunity to engage in learning that is meaningful to them and holds relatability to their passions and desires. This year we enrolled students into the Te Kura Correspondence School system which is an online resource that enables students to engage in a variety of subjects, with the goal of achieving NCEA Level one credits. We have seen students thrive in this system, with the attainment of key numeracy and literacy skills being the result.

The consistency of dedicated staff has been a significant factor in the success within Bays Youth. Our team have been able to build and foster positive relationships with students, and in turn our students are able to feel safe and included within the schooling environment.



TAYLOR* BEGAN ATTENDING BAYS YOUTH FOLLOWING HER DISENGAGEMENT WITH MAINSTREAM EDUCATION. TAYLOR DID NOT ENJOY GOING TO SCHOOL, AND THEREFORE REFUSED TO GO. WHEN SHE BEGAN COMING TO BAYS YOUTH HER ATTENDANCE RATE ROSE FROM 10% TO 90% AND HAS STAYED AT THAT LEVEL THROUGHOUT HER ENROLMENT. TAYLOR HAS BEGUN WORKING PART TIME AND WILL BE ATTENDING AN NZMA COURSE IN 2019.

THROUGHOUT THE YEAR WE HAVE SEEN JOHN* GROW EXPONENTIALLY. JOHN STARTED WITH US EXTREMELY BEHIND IN HIS YEAR GROUP AND STRUGGLING TO CONNECT WITH PEOPLE SOCIALLY. WE HAVE SEEN STEADY GROWTH IN HIS EMOTIONAL REGULATION SKILLS, AS WELL AS HIS LEARNING FOCUS. JOHN HAS GONE FROM NEEDING CARE FOR THE REST OF HIS LIFE, TO WORKING A PART TIME JOB AND BEING AN INTEGRAL PART OF OUR CLASSROOM AND COMMUNITY.

*NAME CHANGED FOR PRIVACY

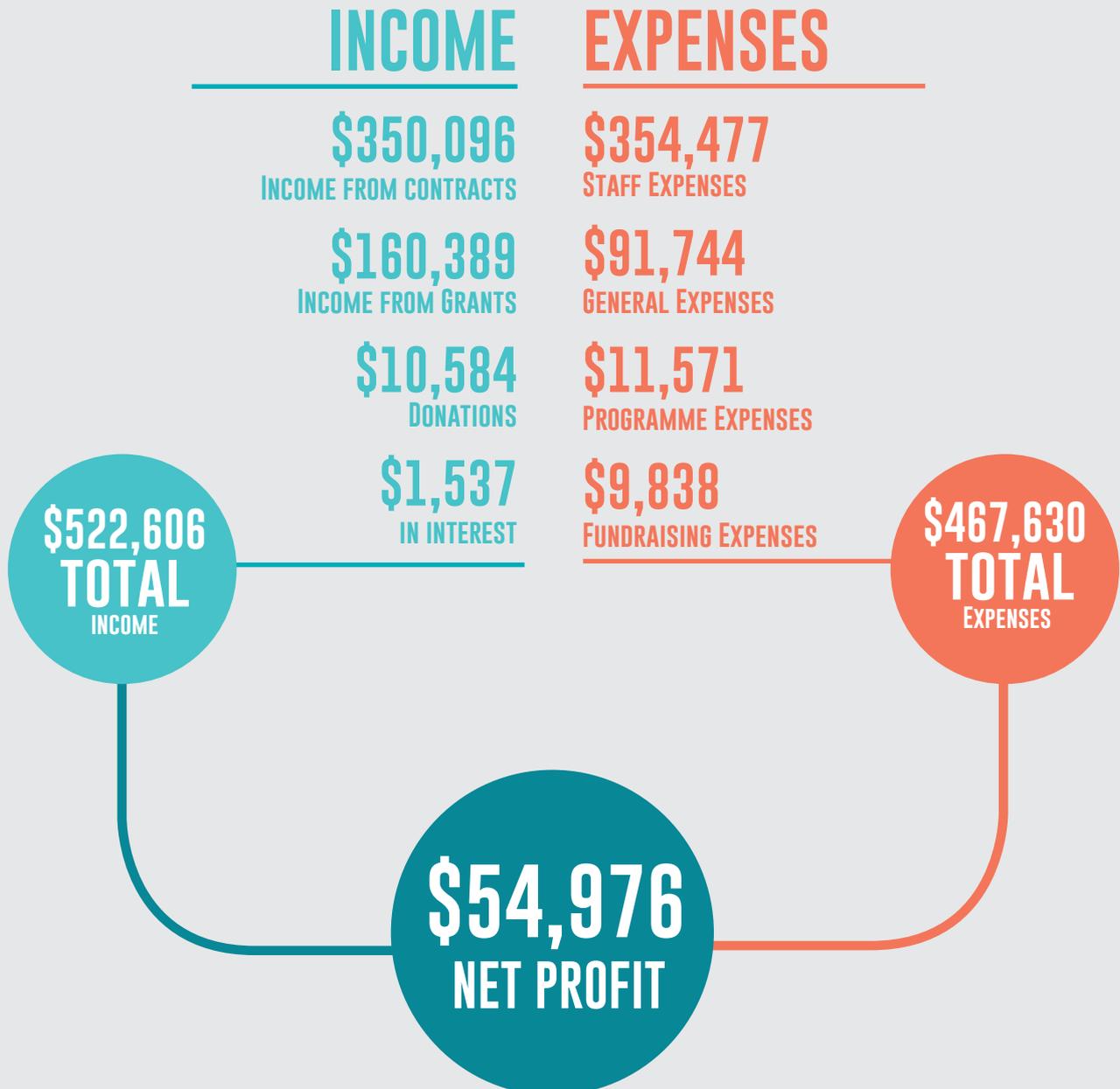
ABOUT OUR PROGRAMME

Alternative Education is a short-term intervention for young people in years 9-11 that have been alienated from the mainstream school environment. Our capacity sits at 18 students, who are dually enrolled with both us and Orewa College.

BAYS YOUTH FINANCES 2018

FINANCIAL YEAR | 1 JANUARY TO 31 DECEMBER 2018

We are pleased to report the following results:



BAYS YOUTH

HELPING YOUTH
HELP THEMSELVES



BAYS YOUTH

HELPING YOUTH HELP THEMSELVES

CONTRACTS

HealthWest
Oranga Tamariki
Springboard Community Works
Orewa College

SPONSORS

Foundation North
Lotteries Commission
SKYCITY Community Trust
Anstiss Garland NZ Guardian Trust
Blue Sky Community Trust
COGS Community Organisation Grants Scheme
Devonport and Takapuna Local Board
Dragon Community Trust
Four Winds Foundation
Grassroots Trust
Hibiscus and Bays Local Board
Infinity Foundation
Lion Foundation
One Foundation
North & South Trust
Pub Charity
Upper Harbour Local Board

SUPPORTERS

Windsor Park Baptist Church
Taiaotea Trust
Northcote Baptist Church
Clyde Vautier Trust

CONTACT DETAILS

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