



NEW ZEALAND **YOUTH MENTORING NETWORK**

STATEMENT OF INTENT 2017 to 2019



MIHI

www.youthmentoring.org.nz

*Hūtia te rito o te harakeke Kei hea te ko'mako, e ko?
Uī mai he aha te mea nui o te ao,
Māku e kī atu, He tangata, he tangata, he tangata'*

*Rip out the flax roots, where then is the bell bird, lass?
Ask what is the most important thing in the world,
I will reply 'Tis people, people, people.'*

*E ngā iwi, e ngā mana, e ngā reo, e ngā karangatanga maha o ngā hau e whā, huri atu
ki ngā whanaunga o Te Moana Nui a Kiwa, whakawhiti atu ki ngā kanohi hou no ngā
whenua o tāwāhi, tēnei ngā mihi nunui ki a koutou katoa - tēnā koutou, tēnā koutou,
tēnā koutou katoa.*

*E tika ana me tuku atu ngā mihi ki a rātou mā kua ngāro atu i te kōpū o te whenua.
Haere koutou, haere ki a rātou kua whetūrangitia. E moe i te ringā kaha o Aitua,
me kī ngā ringa kauawhi o tō tātou Matua nui i te Rangi*

*Hoki mai ki a mātou e takatakahi ana i te mata o te whenua - tēnā anō tātou katoa huri
noa i te motu.*

*"To all peoples, to the voices of the four winds, to our Pacific brethren and to settlers
from more distant lands: we, of the Youth Mentoring Network, extend sincere greetings.*

*It is also appropriate that we acknowledge those who no longer walk with us,
those whose shining star nestles in the embrace of the Heavenly Father.*

We, who continue to tread the face of this land, extend warm greetings to you - the reader."

Trustees: Ann Dunphy (Chair), Joy Eaton (Deputy Chair),
Steve Ferris (Treasurer), Bill Gavin, Chris Sullivan,
Fuimaono Tuiasau, Michelle Johansson
Advisory Trustees: , Nathan Mikaere-Wallis, Hau Rawiri
General Manager: Nicki McDonald
Joint Patrons: Rt Hon Sir Anand Satyanand, GNZM, QSO
and Lady Susan Satyanand



About the Youth Mentoring Network

The New Zealand Youth Mentoring Network (NZYMN) is a "charitable trust" and national hub for the youth mentoring sector in NZ. For over 10 years NZYMN has worked with youth mentoring organisations and practitioners to promote effective practice in youth mentoring.

NZYMN is governed by a voluntary board of trustees with extensive experience in working with young people.

NZYMN aims to support and promote safe and effective youth mentoring by:

- Enhancing networking and coordination
- Providing resources and training opportunities
- Promoting a positive public profile for youth mentoring
- Encouraging community engagement in quality mentoring programmes

'All young people deserve support to realise their potential. Our task is to help those who make this happen.'

Structured, purposeful youth mentoring programmes started to emerge in NZ in the mid 1990s and the sector has continued to grow over the last 20 years.

In summary the NZ youth mentoring landscape comprises:

- **Formal mentoring programmes** – specialist structured youth mentoring programmes where the primary role of the programme is youth mentoring
- **Informal mentoring** – natural mentors / very important people (VIPs) – adults who offer mentoring support to a young person, outside an established youth programme,
- **Youth development programmes** - youth programmes that offer a mentoring service as a consequence of the existing youth work they are undertaking.

This document provides an overview of our strategic goals, and signature initiatives.

Strategic Overview

Our Vision

To foster the growth and development of effective and safe youth mentoring practice throughout New Zealand.

Our Mission

To work with organisations and individuals as a national hub for the youth mentoring sector, offering support, guidance and professional development in youth mentoring.

Our Values

We are committed to principles of openness and collaboration to ensure the growth and development of the youth mentoring sector, in supporting the positive development of the young people of New Zealand.

Our Strategic Goals

- Enhance networking and coordination in the NZ youth mentoring sector
- Promote safe and effective practice in youth mentoring while increasing community engagement
- Build capability and capacity in the sector by providing access to resources and professional development opportunities
- Support government initiatives that include a mentoring component

Definition of Youth Mentoring in New Zealand

“Mentoring aims to provide a purposeful, structured and trusting relationship that brings young people together with caring individuals who offer guidance, support and encouragement.”

New Zealand Youth Mentoring Network



From the Chair

Advances in technology at the end of the 20th century, plus philanthropic and government funding have made it possible for our small organisation to tackle the big jobs that are needed to maximise the growth and quality of mentoring support now being offered to NZ's young people.

We are particularly grateful to the sector leaders from specialist youth mentoring programmes who share our values of collaboration to serve this national priority and to generous colleagues in other countries, who so willingly practise the mentoring ideal of mutuality. We are also aware how privileged we are in Aotearoa to have an indigenous culture with mentoring traditions such as *awhi*, *ako* and *tuakana/teina* that enrich understanding and practice, together with similar Pasifika knowledge that together do so much to create a climate where mentoring can be a warm and unifying experience for all cultures in our country.

The size and need of Auckland's population have driven the network's establishment and growth in NZ's largest city, but our team are totally committed to using the tools of the 21st century to overcome isolation and maximise productive linkages with every part of the country. An open, inclusive approach speeds up progress for all.

We believe that the powerful, universal idea of mentoring, with its ancient origins and recent strong uptake by business and professions, has the capacity to transcend all types of fragmentation. Youth development, education, sport, youth justice, employment and cultural activities, together with faith-based and service organisations, are multiple sites where youth mentoring can thrive.

Every new generation brings hope to humanity. Believing that positive change is possible through positive intervention, NZYMN exists to nurture that potential.

Ann Dunphy MA(Hons)

Chair, New Zealand Youth Mentoring Network

About: Lecturing in Education at the University of Auckland's Epsom campus since 1999, following 13 years as principal of Auckland's Penrose High School, Ann maintains the commitment to quality educational opportunities for lower-decile students that has been her life's work. She began teaching in the Eastern Bay of Plenty then held senior positions at each of the secondary schools in Otara.

During her years as a principal, Ann became convinced of the importance of community partnerships especially in mentoring, to enhance the life-chances of young people, so in 2000 co-founded the Auckland Youth Mentoring Association, which has now been developed into The Youth Mentoring Network.

Our Trustees

The New Zealand Youth Mentoring Network is fortunate to have the services of a group of dedicated trustees who volunteer their time for the benefit of Youth Mentoring in New Zealand. Their biographies can be found on our website at www.youthmentoring.org.nz

Our trustees are:

- Ann Dunphy, Chair MA(Hons)
- Joy Eaton, Deputy Chair(BA, DipSM, DipTchg)
- Bill Gavin (Q.S.O.) BA (Hons), BA, Dip Tchg
- Chris Sullivan (BEd)
- Fuimaono Tuiasau (BA, LLB)
- Steve Ferris (BScTech, DipTech(Env Eng)
- Michelle Johansson (BA, Grad Dip Tchg, Grad Dip TESSOL)

Advisory Trustees:

- Nathan Mikaere-Wallis (MEd. Couns, BEd, PGDip Sys Intervention, Whakapiki i te reo Maori-Post graduate qualification in Maori language)
- Hau Rawiri (Bed)

Joint Patrons: Rt Hon Sir Anand Satyanand, GNZM, QSO and Lady Susan Satyanand



From the General Manager



Mentors can make an enormous difference. We have the research to demonstrate it. We have the success stories to endorse it. Effective mentoring is certainly not akin to alchemy – but it does take great care to get the formula right.

The NZYMN aims to help better understand the formula for successful mentoring and then seek out those looking to apply it. We aim through our efforts to ensure that every young person in need of mentoring is connected with a programme in their community that can meet their needs.

The NZYMN is a source of advice and counsel to mentors nationwide, connecting with mentoring providers to help them develop their programmes, share with them our knowledge and collectively, to further our shared cause.

Mentoring, delivered in a quality way can help create a virtuous cycle – an inter-generational mentoring ethic where those that have received the benefits of mentoring then go on to mentor others.

Above all else, critical to effective mentoring is a body that can orchestrate the roles fulfilled by the many requisite component parts. That is the role we at the NZYMN fulfil. If Mentoring is an area that interests you – either as a recipient, mentor, programmer provider funder, or thinker we need to hear from you.

Nicki McDonald (MBA)

General Manager

About: With a background in the commercial sector and not-for-profit sector, Nicki brings a unique skill-set to our charitable trust. She started her career working for a large United States Information Technology corporate. This provided Nicki with a broad base of skills and experience across all aspects of a commercial business environment from training and support to marketing and sales.

Nicki moved into the not-for-profit sector in 2001, taking up the role of General Manager of First Foundation (2003 – 2009). The Foundation is charitable trust offering scholarship and mentoring to young people attending low decile schools who are transitioning to tertiary studies. Nicki remains very much involved with the Foundation, mentoring one of their young people.

Our Signature Initiatives

Guide to Effective Practice in Youth Mentoring NZ

This guide seeks to offer information and assistance to all who are interested or involved in Youth Mentoring - from the spontaneous, individual work of adults who have reached out to young people in their communities, to those engaged in professional work with young people, who are aware that a mentoring dimension is present in their role and wish to improve their understanding of the key elements of theory and effective practice.

NZYMN Website

NZYMN's website includes access to the latest research and best practice resources; information for parents and caregivers looking for a mentor for their young person; information for people interested in becoming a mentor; information for programme providers; and a comprehensive database of youth mentoring programmes offered throughout New Zealand.

Professional development opportunities

NZYMN offers training workshops for those wanting to develop skills in mentoring young people:

- **MentorPlus** - 2 day workshop that focuses on the skills required to be an effective mentor to young people, and
- **Mentoring Matters** - 2 day workshop focused on assisting organisations to implement an effective Youth Mentoring programme or align their current mentoring offering with international best practice.
- **NZ Certificate in Youth Work Level 3** – in partnership with Careerforce, NZYMN offer those who work with young people the opportunity to gain credits towards their National Certificate in Youth Work.

Biennial National Conference

The biennial national conference, established in 2007, is the signature event for the Youth Mentoring sector in NZ. It brings together programme providers, practitioners; youth workers, academic researchers, policy makers, and government representatives. The conference provides a forum to explore and advance mentoring's positive impact on individuals and communities by elevating innovative programme models; sharing best practices and emerging research.

Our strategies – 2017 to 2019

Our strategies	Goals
Enhance networking and coordination in the NZ youth mentoring sector	<p>Deliver a Youth Mentoring conference as part of Involve 2018</p> <p>Since 2007 NZYMN has run 5 very successful national youth mentoring conferences. To further advance this founding objective, we have decided that rather than continue to run a separate conference that is solely focused on youth mentoring, we are now collaborating with Ara Taiohi, The Collaborative and SYPHANZ, in working together to oversee the organisation, planning and delivery of the “Involve 2018 Youth Sector Conference” where youth mentoring will be a major conference theme, alongside other key youth development streams.</p>
	<p>Maintain Nationwide mapping (database) of the youth mentoring sector</p> <p>NZYMN responds to regular enquiries from parents and caregivers looking for a mentor for their young person, and from people in the community wishing to volunteer as a mentor.</p> <p>Our aim is to ensure that every young person who wants and/or needs a mentor is matched. To achieve this, we need to have a comprehensive understanding of programmes available throughout the country.</p> <p>The NZYMN website has an online registration facility for organisations to list and promote their programmes. This captures key details including: profile of the young people they support; outcomes they are trying to achieve through mentoring; commitment required of mentors etc.</p>
	<p>Host / co-host guest speaker events</p> <p>NZYMN organises and hosts / co-hosts a number of international guest speaker events. Most recently we hosted Prof. Renee Spencer who presented a series of lectures in Auckland and Wellington on Youth Initiated Mentoring (YIM) which has helped to advance our thinking on this new approach to mentoring.</p>

<p>Promote safe and effective practice in youth mentoring while increasing community engagement</p>	<p>Maintain and expand the NZYMN website, to meet the needs of the Youth Mentoring community.</p> <p>The NZYMN website is the central point through which awareness of our services is raised and access to them is initiated. Maintenance and continual improvement of this critical resource is central to sustaining the levels of community reach already achieved.</p> <p>It includes Information for people wanting to mentor; for caregivers looking for a mentor for their young person; for programme providers seeking information on best practice, and access to latest research.</p>
	<p>Publish and promote safe and effective Youth Mentoring guidelines</p> <p>The 2nd edition of the Youth Mentoring Guide which was published in May 2016, has been refreshed and updated with the latest research in effective youth mentoring practice, and the new safety checking and child protection policy guidelines introduced as part of the Vulnerable Children's Act 2014, thereby ensuring that the sector now has access to a comprehensive local reference.</p>
	<p>Publish regular e-newsletters (min. 6 per annum).</p> <p>The NZYMN Newsletter is a trusted and proven means of communicating with the sector. Over 3,000 people subscribe to our e-newsletter. Content includes: professional development opportunities; mentoring stories; research updates; etc.</p>
	<p>Promote and showcase youth mentoring to the wider community</p> <p>Speaking engagements:</p> <p>Actively seek opportunities to present at conferences, seminars and community group meetings about youth mentoring and opportunities to get involved - both formal and informal.</p> <p>National Youth Week</p> <p>As part of our collaboration with Ara Taiohi, we will feature Youth Mentoring during National Youth Week at the end of May.</p>

<p>Build capability and capacity in the sector by providing access to resources and professional development opportunities</p>	<p>Provide professional development opportunities in youth mentoring</p> <p>Training is the flagship service we provide to the sector. We publish a nationwide annual schedule for our 2 key development programmes:</p> <ul style="list-style-type: none"> - Mentor Plus (mentoring skills) and - Mentoring Matters (programme development). <p>We also deliver a number of targeted programmes to meet identified needs, with a steady annual growth in uptake. In particular we are increasingly been approached to deliver special peer mentoring workshops for school aged mentors.</p>
	<p>Deliver regional workshops on the revised Guide to Youth Mentoring</p> <p>The Tindall Foundation funding for a series of regional workshops on the recently published 2nd edition of the Guide to Safe and Effective Practice is enabling us to extend and deepen our reach by taking our material and expertise right around the country.</p> <p>We have produced a Workbook to supplement the Guide. These materials have been carefully designed for cultural relevance and to maximise assistance in programme development and self-assessment processes.</p>
	<p>Adapt the US model of Youth-initiated Mentoring (YIM) to NZ circumstances</p> <p>YIM is a relatively recent development with research being undertaken by leading US academics. Using existing experience on programme closure (see Guide) and picking up points from new US material on YIM, we will introduce this this concept, showing how YIM can be a natural progression from the closure of a formal programme, as well as an opportunity for initiative-taking by young people outside YM programmes.</p>
	<p>Provide access to the latest research in youth mentoring</p> <p>NZYMN has a strong focus on promoting the benefits of research and evaluation as central to effective practice. Research collaboration with the University of Auckland, together with building</p>

	<p>strong connections to world-leading academics in the USA maximizes this capacity for us.</p> <p>Provide specialist advice to Government agencies who are developing youth mentoring initiatives</p> <p>While NZYMN was established to fulfil a specific and key role in Youth Mentoring, our purpose is totally aligned with MYD's direction, which sees Mentoring as a central strand in Youth Development – and readily offers opportunities to address their other priorities of Leadership and Volunteering.</p> <p>We are therefore working actively with the MYD, to see how our role can be as responsive as possible to the needs of local young people - in particular by supporting regional providers who work directly with these groups. Using the opportunity that has come from regional workshops, we have developed a survey monkey tool, designed to measure the impact of the range of training we provide.</p>
Support government initiatives that include a mentoring component	<p>Develop and maintain a diversified funding model for the Network to ensure long term sustainability.</p> <p>Currently we have 3 main funding streams:</p> <ul style="list-style-type: none"> - MYD funding grants - Training & Conference revenue - Philanthropic grants
Ensure on-going sustainability of the NZYMN (internal)	<p>Develop and maintain a viable succession plan for both staff and trustees.</p> <p>While the GM role has brought outstanding recent achievements, skilled and representative volunteer trustees remain foundational to our work. We have enlarged and refreshed this vital group, including representation beyond Auckland and have also greatly valued the new role of our co-patrons.</p>

Our history - key achievements

- 2000** Auckland Youth Mentoring Association formed –an association of volunteers from education and business backgrounds, offering networking and self-help seminars for people involved in Youth Mentoring in the Auckland region
- 2001** Presented at NZ's second national conference in Blenheim, organised by the South Island- based Youth Mentoring Association of Aotearoa-New Zealand
- 2002** In association with COMET produced NZ's first YM publication - *Youth Mentoring: An Advice Manual for Manukau and Beyond*.
- 2003** Hosted Resiliency presentation by US speaker Nan Henderson, among a range of other seminars
- 2004** Continued regional seminars and networking from Auckland base, reached limit of what could be achieved without funding
- 2005** Formed charitable trust to access philanthropic funds to undertake the role of national co-ordination since YMAANZ were no longer active
- 2006** Launched national website with funding from the JR Mackenzie Foundation
- 2007** Ran first Auckland-based national conference, supported by the Fletcher Trust, featuring Australian and local speakers.
- 2008** Prepared the *Guide to Effective Practice in Youth Mentoring*, funded by the Ministry of Youth Development.
- 2009** Launched the Guide to Effective Practice in Youth Mentoring and delivered our second National Youth Mentoring Conference, strengthening regional and international links
- 2010** Developed and delivered inaugural National Training in Youth Mentoring, hosted a seminar with David DuBois, gave a presentation to the Australian Youth Mentoring national conference and agreed to co-ordinate future conferences
- 2011** Ran another highly-successful NZ national conference and continued national training plus collaborative trans-Tasman development, under our Memorandum of Understanding with the Australian Youth Mentoring Network
- 2012** Developed foundational Mentor Plus training to tie-in with national qualifications in Youth Work. Appointed a new general manager and hosted our second international speaker series with Dr Renee Spencer.
- 2013** In conjunction the Ministry of Health Children's Action Plan directorate, developed the Safe Practices Guidelines for Youth Mentoring Programmes and ran our fourth biennial national conference.
- 2014** In conjunction with Dr Pat Bullen, University of Auckland Lecturer and recipient of the 2014 Vodafone World of Difference Fellowship commenced the mapping of the youth

mentoring sector, the aim being to establish a comprehensive and up-to-date database of organisations and practitioners offering mentoring services around the country.

- 2015** In conjunction with the University of Auckland, co-hosted two presentations by Professor Toni Zimmerman, Colorado State University and creator of the Campus Corps mentoring model. We have also recently hosted Professor Michael Karcher, University of Texas and co-editor of both editions of the Handbook of Youth Mentoring and commenced the refresh of the website and the 2nd edition of the Guide to Effective Practice in Youth Mentoring NZ.
- 2016** We published the 2nd Edition of our Guide to Effective and Safe Practice in Youth Mentoring; delivered a one day national conference followed by a series of regional workshops to upskill people and communities on the new Guide, kindly funded by The Tindall Foundation.

Connecting with NZYMN

1. Register your youth mentoring programme on the NZYMN website to help increase access to and awareness of the work your organization is doing with young people in their community
2. Send your mentoring stories and videos to NZYMN to share these with the wider sector
3. Subscribe to the NZYMN e-newsletter to hear first hand about relevant sector information and upcoming events
4. Like the NZYMN Facebook page to keep updated on the latest happenings in the sector.

Acknowledgments

The New Zealand Youth Mentoring Network would like to gratefully acknowledge the generous support of:

- The University of Auckland, Epsom Campus
- Hon Nikki Kaye, Minister for Youth
- Ministry for Youth Development

‘Ko nga pae tawhiti, whaia kia tata; ko nga pae tata, whakamaua kia tina.

Make the far horizons accessible; make the near ones secure.’

Endorsements

MINISTER FOR SOCIAL DEVELOPMENT, EMPLOYMENT and YOUTH AFFAIRS – PAULA BENNETT

Youth mentoring plays an incredibly important role in the development of New Zealand's young people. Speak to any young person who has managed to turn their lives around and they will have a story about the "someone" who believed in them and supported them - their mentor. The New Zealand Youth Mentoring Network plays a vital role in supporting and training our country's mentors, who give of themselves to help young people from difficult backgrounds make positive steps toward a healthy, productive future.

INTERNATIONAL MENTORING EXPERT, UNIVERSITY OF ILLINOIS AT CHICAGO – PROFESSOR DAVID DUBOIS

I congratulate New Zealand on taking the initiative to establish a national peak body, to ensure that the latest local and international information on youth mentoring is freely available and that programmes have a greatly enhanced opportunity to network and share expertise. Organisations like the New Zealand Youth Mentoring Network fulfil an essential role in upholding the quality and effectiveness of delivery and their absence is a real disadvantage in many countries.

PRINCIPAL YOUTH COURT JUDGE – ANDREW BECROFT

I believe in mentoring. It is usually a vital component of any response to moderate to serious youth offending. Time spent by a mature, positive adult male role model with a young offender is invaluable. It builds upon strengths, it increases resilience and assists the young person in making positive life choices. Mentoring is a vast untapped community resource. I warmly encourage all those attempting to "unleash" this positive force for change within the community.

FORMER EXECUTIVE DIRECTOR, AUSTRALIAN YOUTH MENTORING NETWORK – KATHLEEN VELLA

AYMN is proud to be in partnership with NZYMN to foster the growth of quality youth mentoring programmes. By partnering, the two organisations can ensure many more young Australians and New Zealanders benefit from the joint pool of resources. By working in collaboration, duplication is reduced and the level of quality of services increases, further building capacity of both countries to provide successful mentoring programmes that support our young people to realise their potential. By linking with international counterparts, programmes are provided with the latest information on mentoring practice from across the globe. AYMN looks forward to the next 10 years of working with our international colleagues.

CO-FOUNDERS & EXECUTIVE TRUSTEES, FOUNDATION FOR YOUTH DEVELOPMENT – JO-ANNE WILKINSON & GRAEME DINGLE

FYD is very happy to endorse the work of the New Zealand Youth Mentoring Network. When we began in 1994 we had to develop training that was pragmatic, screening to protect our young people and a process that supported and co-ordinated mentor partnerships. It would have been much easier if the network had been established. NZYMN has done a great job publishing and distributing materials, advising the sector and training mentors. We look forward to a long and mutually beneficial partnership.

FORMER CHIEF EXECUTIVE, COMET – BERNARDINE VESTER

Auckland has long needed a cohesive, effective support network for youth mentoring. The Youth Mentoring Network has developed a strategic approach to this critical work. Over the last ten years it has created a co-ordinating voice for an aspiration we all share: that every young person has the support he or she needs to make their way in the world. COMET is proud to be part of this network; it is a fine translation of the vision into an enabling organisation that makes a difference.



**NZ YOUTH
MENTORING
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