



SPRINGBOARD

ANNUAL REPORT



2020

WWW.SPRINGBOARD.ORG.NZ

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OUR VISION

**YOUNG PEOPLE LIVING A LIFE OF
PURPOSE, BELONGING AND WELLBEING**

OUR MISSION

**WE INVEST IN YOUNG PEOPLE WHO
NEED EXTRA SUPPORT THROUGH LIFE
CHANGING PRINCIPLES, SKILLS AND
MENTORS, CALLING THEM FORWARD
TO A BRIGHTER FUTURE**

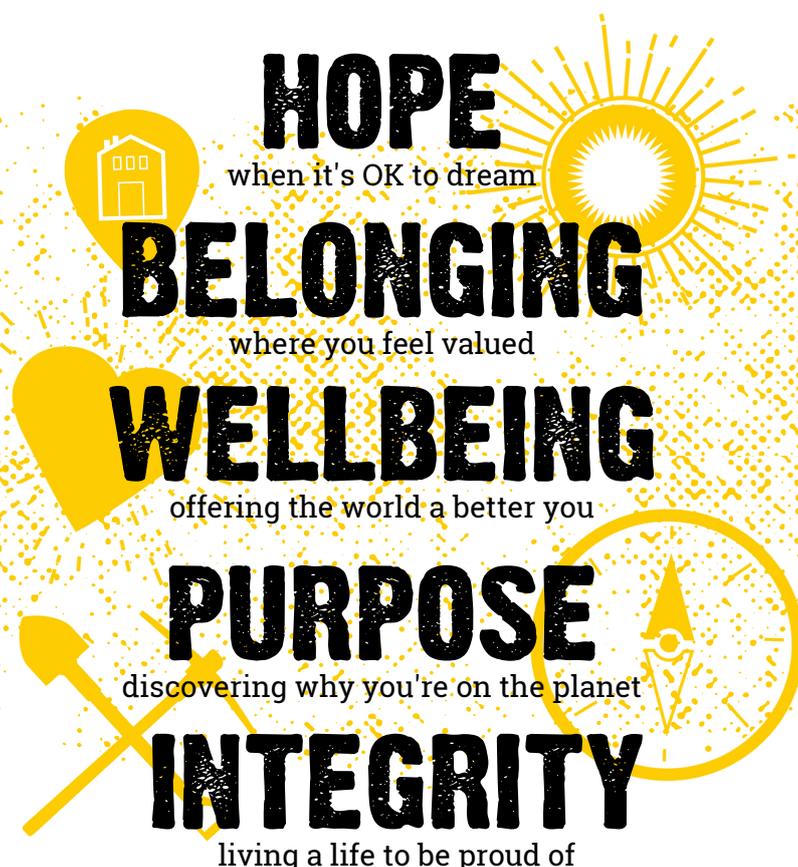
**A TĀTOU RANGATAHI
A TĀTOU TAONGA**

QUICK LOOK AT SPRINGBOARD

Springboard Community Works was founded in 2002 on the belief that every young person deserves equal opportunities to succeed, to live a healthy independent life regardless of their background, race, religion or home life. Springboard has been operating for almost 19 years in the North Rodney area serving Puhoi to Te Hana.

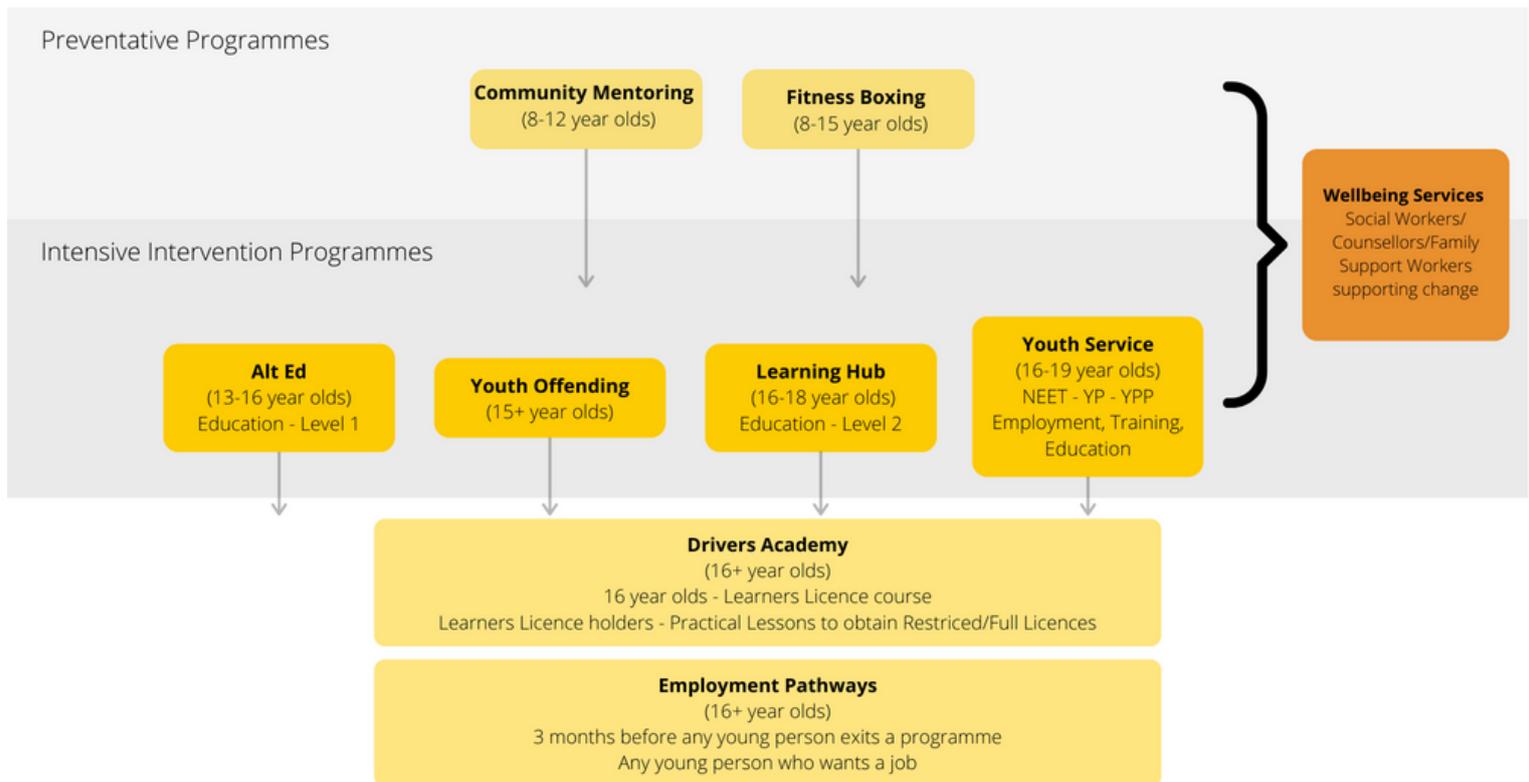
We are a grassroots community organisation birthed out of needs within the community and the wellbeing of our local young people.

OUR VALUES



Twenty four staff support and deliver 10 programmes creating a wrap-around service to meet the emotional, physical, spiritual and social needs of young people aged 8-24 years old. Last year, 272 young people benefitted from receiving our services with many individuals benefitting from 2 or more programmes, totalling 438 services delivered.

SPRINGBOARD WRAP AROUND MODEL



**OUR SOLUTION IS BASED ON DEEP RELATIONSHIPS
WITHIN A COMMUNITY**

**A COLLECTIVE UNDERSTANDING AND WORKING
TOGETHER SO THAT ALL YOUNG PEOPLE HAVE A
PLACE TO BELONG, A PATHWAY TO SUCCESS,
AND THE OPPORTUNITY TO BECOME POSITIVE
CONTRIBUTING MEMBERS TO THE COMMUNITY**



Springboard's foundational core belief is that every young person deserves an equal opportunity in life regardless of their start in life or decisions they have made along the way. Staff at Springboard have a passion to make a difference, to provide a second chance at success, and to come alongside whānau and community to champion young people forward.

This often means that we deal with complex and intergenerational patterns of behaviour and so our young people need an army of believers, not judges, to help them navigate their challenging adolescent years of life.

To see a young person believe in themselves again and transition into employment is reward for us all. We believe that the tide of destructive, anti-social behaviour, mental illness, addictive lifestyles and youth unemployment, which are sadly on the rise in New Zealand, can be turned.

Springboard prides itself on strong role models speaking life and hope, engaging programmes that bring encouraging results and a community that works together ensuring our backyard, our place, is safe and thriving.

2020 will go down in history as Covid-19 wreaked havoc around the world. Springboard like all other organisations needed to pivot, innovate, and keep our team morale up. However, regardless of the disruption of Covid-19, it is encouraging that Springboard continues to advance rather than retreat. Last year saw the formalisation of 4 new programmes, as well as delivering the Youth Service contract in the Albany area.

With our expanding programmes and population growth, we are looking forward to what the future of Springboard looks like as we continue to serve this community that we love and care about.

Thank you to all you 'tide turners' out there, believing together for a better tomorrow.



**GARY DIPROSE
MANAGING
DIRECTOR**

SPRINGBOARD TRUSTEES



RUTH SCANDRETT
BOARD CHAIR



TREVOR MCLEOD



MARK ELLEY



BRIAN
DANGERFIELD

Welcome to Springboards Annual Report for the 2020 Financial year.

This past year has been exceptional with Covid and lockdowns interrupting the normal course of everyone's lives and having to adapt to these situations quickly. I have been impressed by our staff team with how they have adapted to what has been thrown at them this past year and was gratified by them looking beyond themselves and our young people during lockdown in April to make the effort to get in touch with as many of our stakeholders as possible.

I know how much those phone calls were appreciated by the majority of you and for some proved to be a welcome lifeline of normality in very abnormal times.

My gratitude must go to our staff team who have bought their skill and dedication this year to deliver to our young people and with the added challenges of lockdowns have repeatedly gone above and beyond to make sure that our programmes have continued and that our young people have been supported.

Covid also meant we had to take a vastly different approach to fundraising this year, as we didn't have confidence that we would be able to hold our annual fundraising dinner and auction, so we went online. This turned out to be a very successful campaign. We want to thank everyone who donated to Springboard through the year for their support, in short, we could not do what we do without you.

Springboard has continued to consolidate our work with young people and our team has done an outstanding job this year ensuring that our programmes are running well and delivering on outcomes for them, their families and our communities.

Through the Impact and Learning Hub education programmes our students get assistance to achieve their NCEA qualifications, through the Futureworks, Upside Youth, Go180 and Employment programmes we provide mentoring and support depending on the needs identified for each individual. Wrapping around the individuals we also have our Social Workers in Schools (SWiS) and Elevate programmes providing social work services. As our young people move towards employment we provide support and training through our Social Enterprise programme.

Many of our young people are involved in more than one of our programmes which ensures that they get the assistance they need to progress towards a life of purpose, belonging and wellbeing.

We each support, partner with, work for, or volunteer for Springboard, because together we bring meaningful, lasting, life change and hope for our young people and by extension their families and our communities.

In what has been an exceptional year, thank you for your role, however it is that you choose to support Springboard, we are grateful for your support and the difference that we collectively make in the lives of our young people, their families and our communities.

Ruth Scandrett - Board Chair

THE TEAM BEHIND US



ADVISORY BOARD MEMBERS

DAVID MCLEOD Principal Mahurangi College

SGT. MARK STALLWORTHY Warkworth Police

STUART HENDERSON PWC Partner

TE AO ROSIEUR Ngāti Manuhiri Rep

PENNY WEBSTER Ex Rodney Mayor

Throughout my 16 years in the Police, I have not seen any other organisation like Springboard that assists whānau and youth at risk in such a proactive and positive way.

I also note the amazing work that Springboard does for young adults with employment, drivers licensing and mentoring.

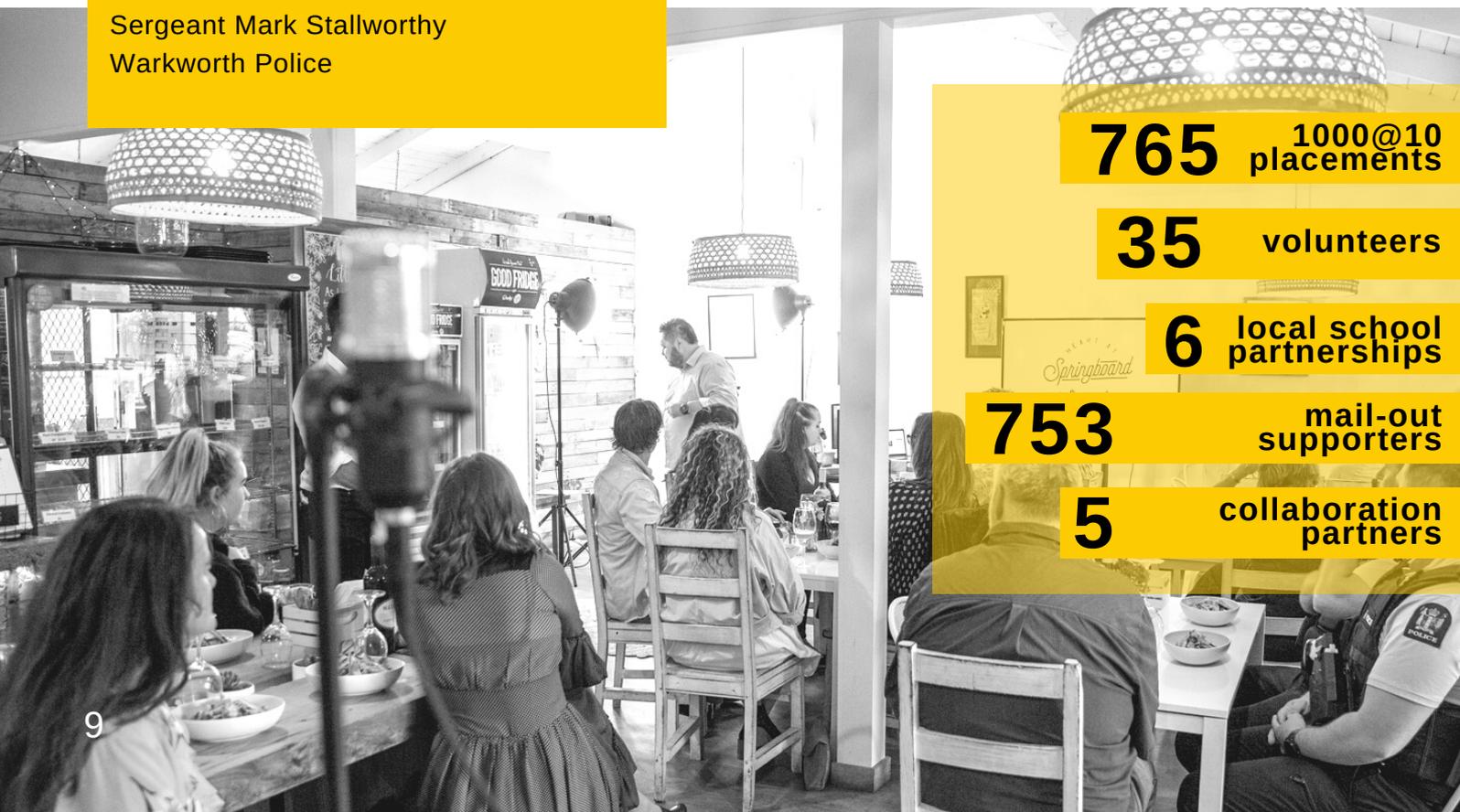
Sergeant Mark Stallworthy
Warkworth Police



A donation of \$10 a month.
Our goal: 1000 people supporting our mahi

During the March lockdown we connected with our supporters and it was so encouraging to feel your support and belief.

THANK YOU!



765 1000@10 placements

35 volunteers

6 local school partnerships

753 mail-out supporters

5 collaboration partners

HIGHLIGHTS

THE HIGHLIGHT FOR SURE IS OUR 271 YOUNG PEOPLE ENGAGING AND FINDING PRIDE IN THEIR ACHIEVEMENTS

GO OUR YOUNG PEOPLE!



The iconic Impact Snow Trip was reinstated after 6 years

FUND A FUTURE

Moving our annual fundraiser online for 2020 was a huge challenge, and success



Trinity Broadcasting Network, an American TV Channel with over 100 million viewers approached Springboard for our inspirational story of working with young people in New Zealand.



**MINISTER OF SOCIAL DEVELOPMENT
THE HON. MINISTER SEPULONI
COMES TO VISIT SPRINGBOARD**

SPRINGBOARD PROGRAMMES 2020

THERE HAS BEEN A SHIFT IN HOW WE WORK AS AN ORGANISATION

Due to Covid-19, staff are more mobile than ever and are able to connect with clients wherever they are.

Students have been able to engage online and we have seen our staff go the extra mile to help them achieve their goals. However, some of our outcomes this year have undoubtedly been effected by the pandemic.

**ALTHOUGH 2020 HAS BEEN CHALLENGING, WE HAVE BEEN
ABLE TO MEET OUR YOUNG PEOPLES' EMERGING NEEDS BY
FORMALISING**

**3 NEW PROGRAMMES
AND AN EDUCATIONAL RESOURCE**

YOUTH SERVICE

YOUTH PAYMENT AND YOUNG
PARENT PAYMENT FINANCIALLY
SUPPORTING YOUNG PEOPLE IN
NEED

SNELLS BEACH BOXING ACADEMY

IN/AFTER SCHOOL VALUES
BASED BOXING TRAINING
PROGRAMME

EDUCATIONAL RESOURCE NOT EVEN ONCE

ON THE ABUSE AND DAMAGE
OF METHAMPHETAMINE

DRIVING ACADEMY

PROVIDING PRACTICAL
DRIVING LESSONS

436 POINTS OF SERVICE
271 INDIVIDUALS

44% FEMALE
56% MALE

37% MĀORI
49% NZ EURO
7% PASIFIKA
7% OTHER

IMPACT

education

Impact is a specialised NCEA Level 1 alternative education programme funded by the Ministry of Education which incorporates intensive mentoring for 13-16 year olds who have been removed from mainstream schooling.

Over 50% of our students admitted to not only abusing substances, but also poor personal wellbeing and broken relationships. It is also noted that this programme has a high representation of Māori youth.

We are proud of the fact that regardless of the start our young people have, 90% are exiting with positive outcomes.

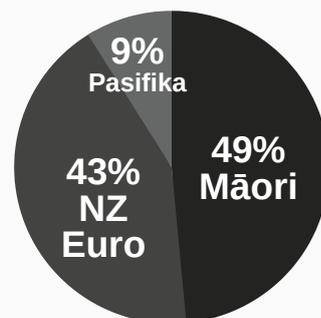
21 students

Female 10%
Male 90%



Behavioural Issues on Entry

- 52% substance abuse
- 52% poor wellbeing
- 57% relationship issues
- 24% criminal activity
- 43% abusive tendencies
- 43% disengagement
- 24% known disorders



A student stopped smoking marijuana during the Snow Camp – when he came back, he just kept the streak going – he said **“I just stopped”**

“I came every day practically, more than I ever went to school, so that’s saying something.”

60% attendance*

*major disruption due to COVID-19

EXIT OUTCOMES

returned to school 5%

returned to impact 38%

moved area 5%

stopped attending 5%

transitioned to work 14%

further training 33%

90%

positive exiting outcomes

LEARNING HUB

education



ALPHACRUCIS COLLEGE
NEW ZEALAND

The Learning Hub is run in conjunction with TEC provider Alphacrucis College which is designed to give 16 - 18 year olds an opportunity to study towards a Level 2 qualification aligned with vocational pathways.

This programme caters predominantly for young people who are disengaged, or have isolated themselves, and have no qualifications.

The issues surrounding these young people are concerning. We are seeing extremely high use of substances and abusive tendencies. It is vital that these youth are engaged before they become a long-term negative statistic.

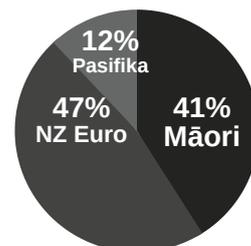
72% exited into training or employment - well done young people!

20 students

Female 49%
Male 51%



"I really liked going on the tour of the Military base with our class last year because it opened my eyes to more opportunities for me." - Student (now attending a Military Prep Course)



Behavioural Issues on Entry

- 90%+ substance abuse
- 52% poor wellbeing
- 57% relationship issues
- 37% criminal activity
- 77% abusive tendencies
- 43% disengagement
- 28% known disorders

63% of all students gained a Level 2 Qualification

"IT GAVE ME MORE CONFIDENCE IN MYSELF AND I MADE MORE FRIENDS. IT ALSO GAVE ME LIFE SKILLS THAT ARE RELEVANT FOR MY FUTURE THAT I DIDN'T REALLY GET AT SCHOOL."
- STUDENT

EXIT OUTCOMES

transitioned to work 26%

further training 46%

stopped attending 11%

moved area 3%

other 14%

72%

positive exiting outcomes

100% felt a sense of belonging

96% positive experience rating

FUTUREWORKS

NEET



youth service
ratonga taiohi

mentoring

100 clients

Female 45%
Male 55%

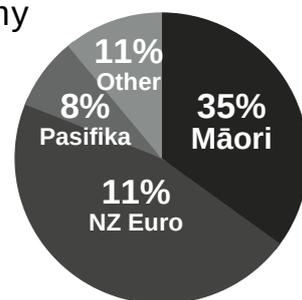


Connections to other Springboard services

19 clients - Elevate

38 clients - Driving Academy

"Because of Springboard's intervention, my son has signed off with his psychologist, is now off his anti-depressants, and has a girlfriend!" - Mum of client



"...you guys at Springboard are ready to help at any time..."

- client

Youth not in education, employment or training (NEET) is funded by the Ministry of Social Development to support young people aged between 16-18 who are at risk of becoming long-term beneficiaries.

A restructure by MSD changed the numbers of young people we worked with. All low and medium risk clients were exited, leaving our Youth Coaches with a more intense case load of 20 high risk youth each. The new case loads have effected our comparative data.

EXIT OUTCOMES

transitioned to work 52%

secondary education 24%

further training 14%

disconnected 10%

90%

positive exiting outcomes

FUTUREWORKS YP/YPP

mentoring



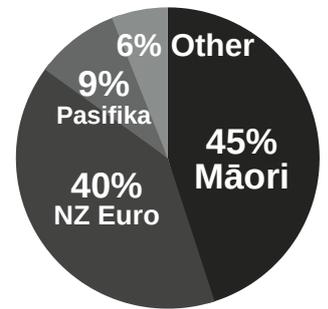
47
clients

Female 68%
Male 32%



85%

of YP/YPP clients are
first time participants
in Springboard's
wrap around services



The Youth Payment (YP) / Young Parent Payment (YPP) supports 16 - 20 year olds who are no longer living at home due to a family breakdown (YP) or are young teenage parents (YPP) who require government financial assistance.

Due to this being a brand new contract to Springboard, data outcomes are minimal as we build up our client base.

This programme offers Springboard exciting opportunities to engage with young people who require emergency housing and to connect with young parents at such a vulnerable stage of their lives, providing much needed support in the hope of changing a generation.

Youth Coaches see client success by creating a positive, non-judgemental relationship from the start, and go the extra mile to make sure clients are getting the most from the service as possible

"If someone just wants to be heard, they need to come to you guys. You know how to listen."

- client

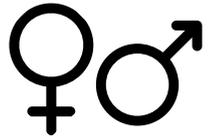
Springboard service was "way more helpful" than anything else and they advocated for me to get the support I needed - client

UPSIDE YOUTH

mentoring

24
matches

Female 45%
Male 55%



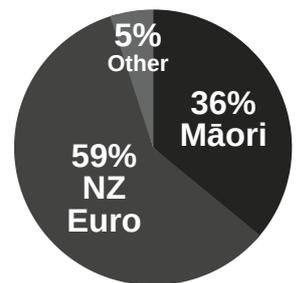
One-on-one mentoring for young people who need extra support and positive life experiences. The young person is matched with a trained volunteer.

Celebrating Mentoring Successes

- 3 matches - 1 year together
- 6 matches - 2 years
- 1 match - 3 years
- 1 match - 5 years

One of the most exciting aspects of this programme is witnessing these mentor/mentee partnerships become lifetime buddies. This has a huge impact on our young people.

9 NEW
MATCHES
THIS YEAR



"MENTORING HAS BEEN THE BEST THING. SHE HAS THAT 'RELIEVED LOOK' WHEN THEY'VE BEEN TOGETHER."
- MOTHER OF MENTEE



92%
enjoy
mentoring
service

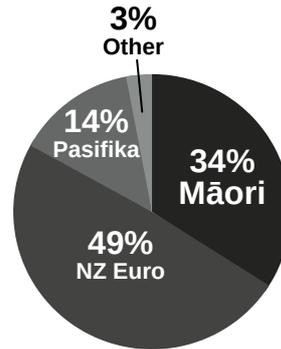
100%
of whānau recommend
mentoring

92%
of mentors personally
benefitted from mentoring

ELEVATE

social work services

39
clients



Female 54%
Male 46%

Elevate provides a professional wrap-around service aligned to New Zealand Social Worker standards for young people and their families who need extra support to achieve positive social and health outcomes.

61.5% of clients were referred to Elevate from local schools and health professionals and other community agencies. The remaining 38.5% are Springboard clients requiring a more in-depth wrap-around service.

Testimonies of changed lives are our benchmark for this programme.

The young person was not attending school, and the longer he was out of school, the more his anxiety increased. I engaged with the family and connected with the young person in which he confided in me that he wanted to go to school, but didn't know how to go about it.

With Springboard's support, he is now attending school and is on his way to achieving NCEA Level 3.
- Elevate Staff

"I am more energetic, focused, can think clearly and able to do things I enjoy, and loving life." - client who's drug use drastically decreased due to Elevate support

- Client

Her support was a big reason I was able to make it through all the things that happened to me over the year. I feel happier now - Client

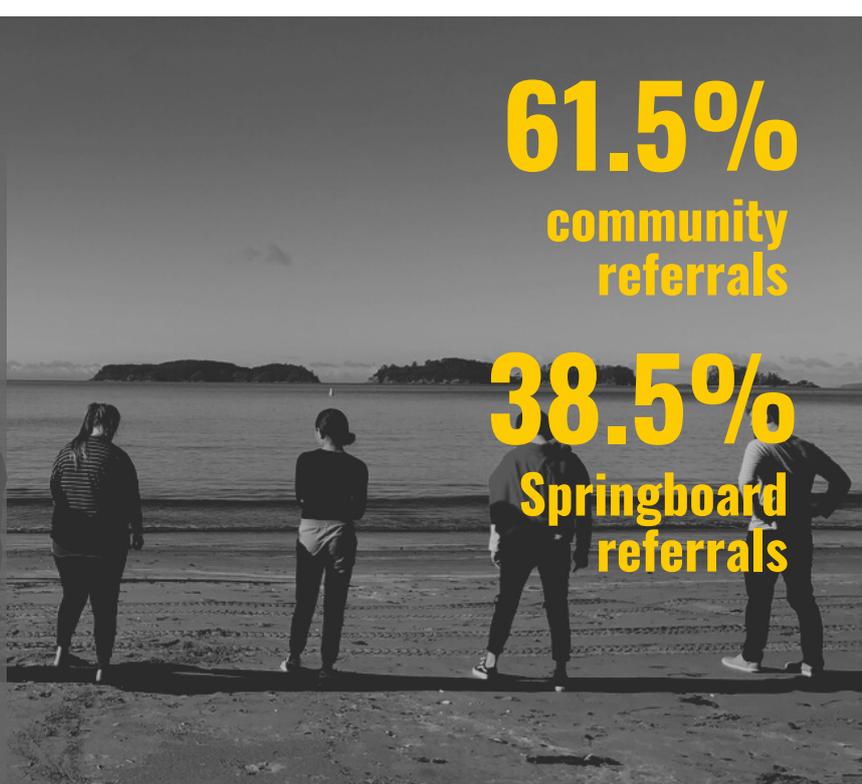
61.5%
community referrals

38.5%
Springboard referrals

" In the past, some of my family members had committed suicide, so when my son started self harming, it raised a lot of issues for me.

I was really angry. I connected with Springboard, and they helped me realise there was another way of handling things, and because of that, things are so much better now. I have never told my children how much I love them as I have done in the last couple of days."

- Client/Mother of student

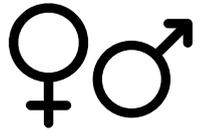


EMPLOYMENT PROGRAMME

employment mentoring

32 clients

Female 19% Male 81%



Supporting young people aged 16 – 20 into full-time employment.

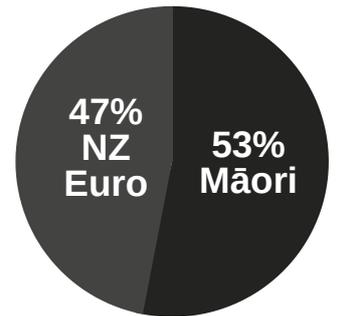
A component of this programme is building a network of local employers to increase employment opportunities for our young people.

Unfortunately this programme has been hugely effected by the disruptions of Covid-19. Not only have we been hindered in engaging with the young people requiring service, but entry level employment opportunities have also been impacted.

This programme is very important and we will continue to develop it so we are able to provide solutions in the area of employment.

"THE EMPLOYMENT PROGRAMME HELPED ME GET CLEAN FROM DRUGS, THE IDEA THAT GETTING A JOB WAS ACHIEVABLE FOR ME - MADE ME WANT IT."

- 17 CVs
- 13 Cover Letters
- 7 Interview preparations
- 5 Trained in Health and Safety



"I don't think this young man would have made it without Springboard's help ... he's a good worker, and a good guy and I know that if he goes off the rails, we have the support of Springboard".

"Would definitely recommend Springboard and their Employment Programme".
- Local Employer

The employment programme definitely made me more confident and it was easier to get a job.

11 clients into full time employment*

*major disruption due to COVID-19

GO180

mentoring

The Go180 mentoring programme provides individualised and intensive support to assist youth who are known by police, or who have been referred by Youth Justice.

Go180, established in 2008, is one of our longest serving programmes which has brought about a trend of decreased crime amongst our youth. We are now working on a more preventative level to ensure that the downward trend continues. Given the current risk factors surrounding some of our young people it is clear that this service is still necessary.

We are proud of the fact that the Police recognise that Springboard has a direct link to our reducing crime.

"The Youth Crime rates in the Warkworth area are at an all time low.

I put this directly down to the work that Springboard does."

Sergeant Mark Stallworthy
Warkworth Police

19 clients

Female 21% 
Male 79% 

87% EXPERIENCE RISK FACTORS

47% HAVE 2 OR MORE RISK FACTORS

Home Risk Factors

1. Oranga Tamariki involvement
2. Financial hardship
3. Drugs in the home
4. Solo Parent
5. Parent in Justice system



Exit Survey Results

100% positive experience

88% proud of new skills learnt

100% optimistic about future

100% feel like they're becoming a better person

100% enjoyed being with their mentor

EXIT OUTCOMES

Job Seeking 21%

Enter School/Work/Training 7%

Continued in School 57%

Moved Away 7%

Disengaged 7%

93%

positive exiting outcomes

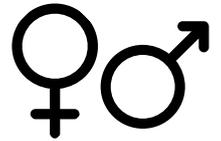
67% did not re-offend 6 months post programme

73% completed their plans



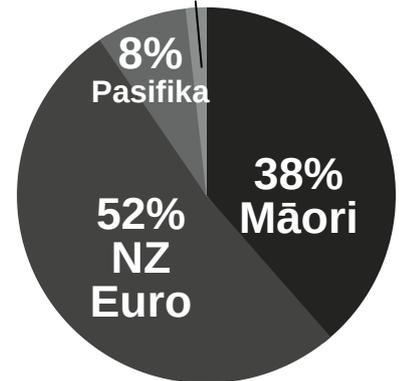
50 clients

Female 27%
Male 73%



2%
Other

"BOXING IS ALWAYS A GOOD PART OF THE DAY"



76% attendance

"I wanted her to get emotional strength out of it, not just physical... ..And that's exactly what she's been getting out of boxing. **She feels empowered & is able to stand up for herself.**"

- mother of client

When Tania first heard about the girls boxing classes at Springboard, Tania felt like she couldn't engage because of the domestic violence (both physical & verbal) that she had been exposed to.

Through Boxing mentoring, Tania has experienced a safe place and a sense of belonging. She has developed friendships and is finding strength. Right now, Tania wants to engage because of her sense of connection - that's what makes a difference.

- Tania's Mum

*names changed for privacy



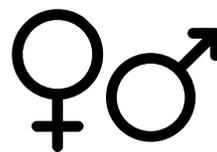
DRIVING ACADEMY

training



66 students

Female 45%
Male 55%



The Driving Academy assists young people to obtain their Learners and Restricted Driving licences.

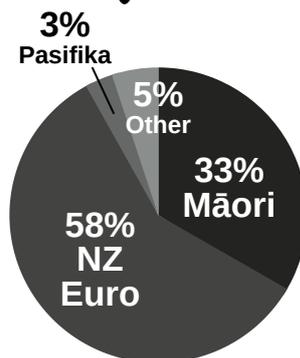
This includes offering practical lessons through a trained driving instructor.

The Driving Academy was initiated as a result of a community survey which highlighted the importance of young people obtaining their driving licences.

One of the greatest obstacles to securing employment is transport to and from work. This programme confronts that head on.

Proof of the wrap-around service

68% of clients are connected through existing Springboard programmes



"It has been the highlight of my year to see young people realise that their hard work and commitment was all worthwhile.

As they walk out with their licence, and their head held high, I'm so proud, that joy!!!!"

- Shelldon Holdsworth, Driving Instructor

67% had no licence on entry

388

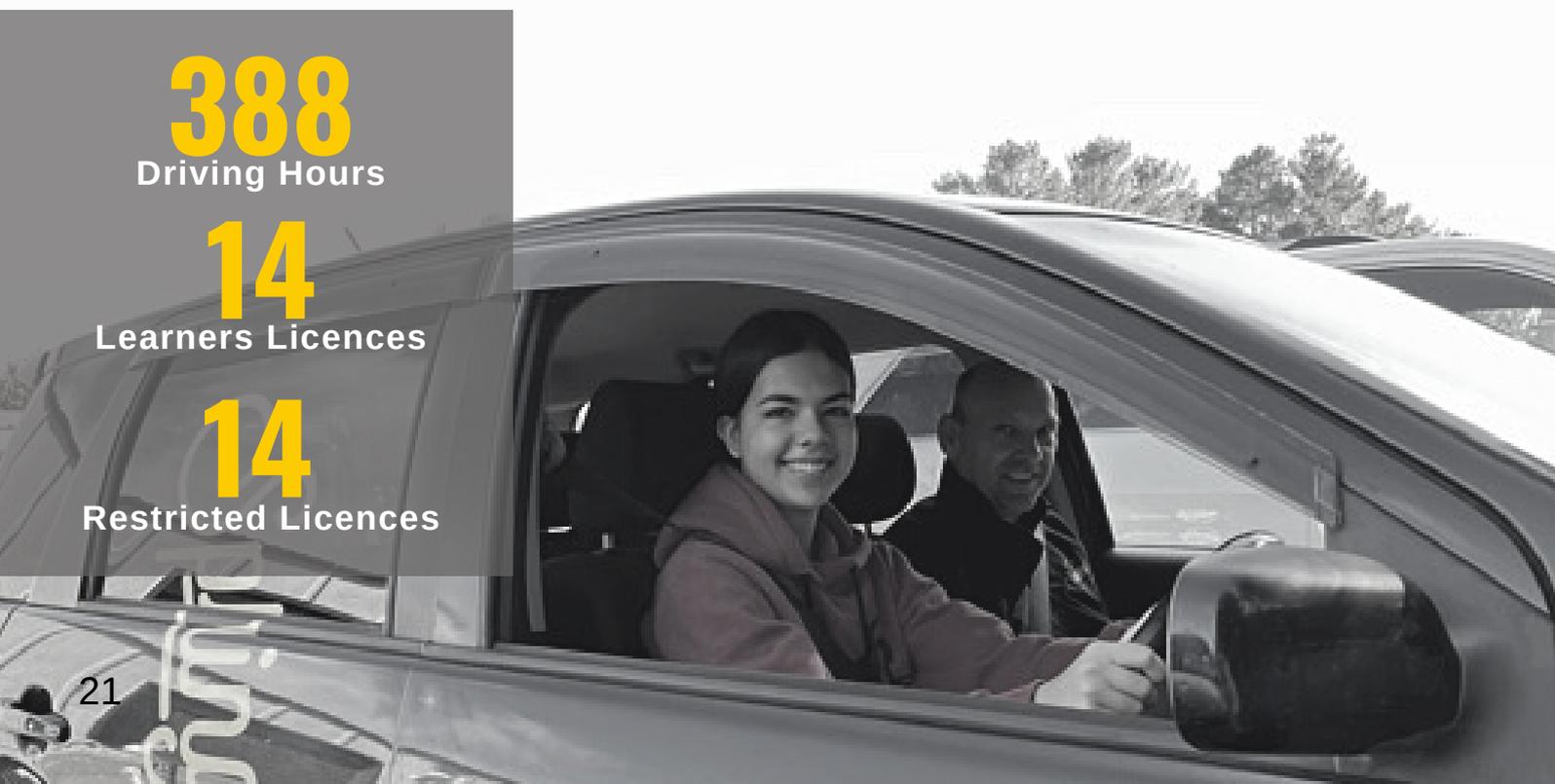
Driving Hours

14

Learners Licences

14

Restricted Licences



P-PROJECT

education



presented to
144
youth

The P-Project is an educational resource presented annually to local colleges targeting Year 11 students. This is supported by a panel consisting of a Police Youth Aid Officer, Social Worker and ex Meth user. The main message is not to try Meth, not even once.

Funds were raised by our local community to produce a documentary capturing the stories of 4 local young people who journeyed Meth addiction and the battle to overcome its grip.

The P-Project not only powerfully educates our young people not to try Meth even once, it also provides information on support available and valuable resources.

"NOT EVEN ONCE"



some young people approached the ex Meth panel member at the local supermarket and said...

"HEY, YOU WERE THAT GUY THAT TALKED AT SCHOOL ABOUT METH, WE WERE TALKING ABOUT WHAT YOU SAID AND A GROUP OF US HAVE DECIDED TO GIVE UP WEED AND PARTY PILLS."

90%+

found the information provided was helpful



QUOTES

"From a Policing point of view I have seen youth crime continue to fall in my area and my offending rate is at an all time low. I put this down directly to the work that Springboard does..."

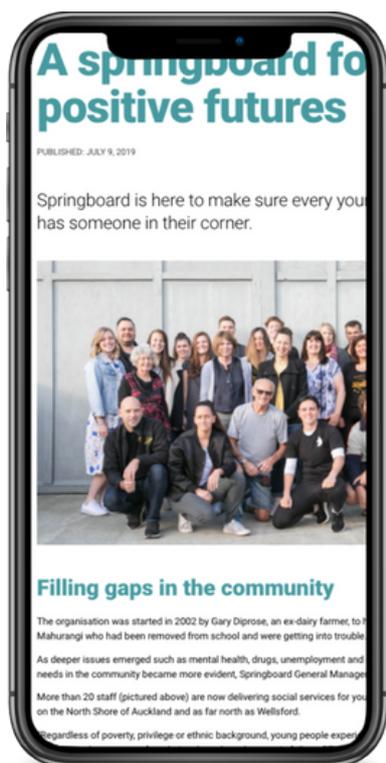
- John Williams, Senior Constable

"YOU CAN'T MEASURE THE AMOUNT OF CRIME THAT THESE GUYS PREVENT, BUT THEY PREVENT CRIME – THERE IS NO DOUBT ABOUT THAT AT ALL ... THEY ARE HAVING A MASSIVE IMPACT IN TERMS OF MAKING SURE THAT THE CRIME RATES DON'T GO UP BUT STAY DOWN."

- HON. MARK MITCHELL MP

"In my 21 years as a Youth Court Judge I have not seen a better example of a caring, vigilant, community organisation working with the police to achieve these important goals"

**His Honour Judge A J FitzGerald
Youth Court Judge**



Please see link to O.T. newsletter where we were featured
<https://www.orangatamariki.govt.nz/news/a-springboard-for-positive-futures/>



INCOME & EXPENDITURE OVERVIEW

Springboard has continued to be supported through a variety of funding sources for the year ended 31 March 2020, including Government contracts, grants, corporate sponsorship and donations from private donors and local community businesses.

Our most important asset continues to be the staff who provide the services and programmes that we offer. This is also our greatest expense.

Springboard greatly values the endorsement from the community in supporting the diverse range of programmes that are being provided for our young people and together we are effective and changing lives.

STATEMENT OF FINANCIAL PERFORMANCE

INCOME:

The overview of the income for the year ended 31 March 2020 is as follows:

Revenue from donations and grants.....	\$495,936
Revenue from providing a service.....	\$978,790
Interest.....	\$38,999
Total Revenue.....	\$1,513,725

EXPENSES:

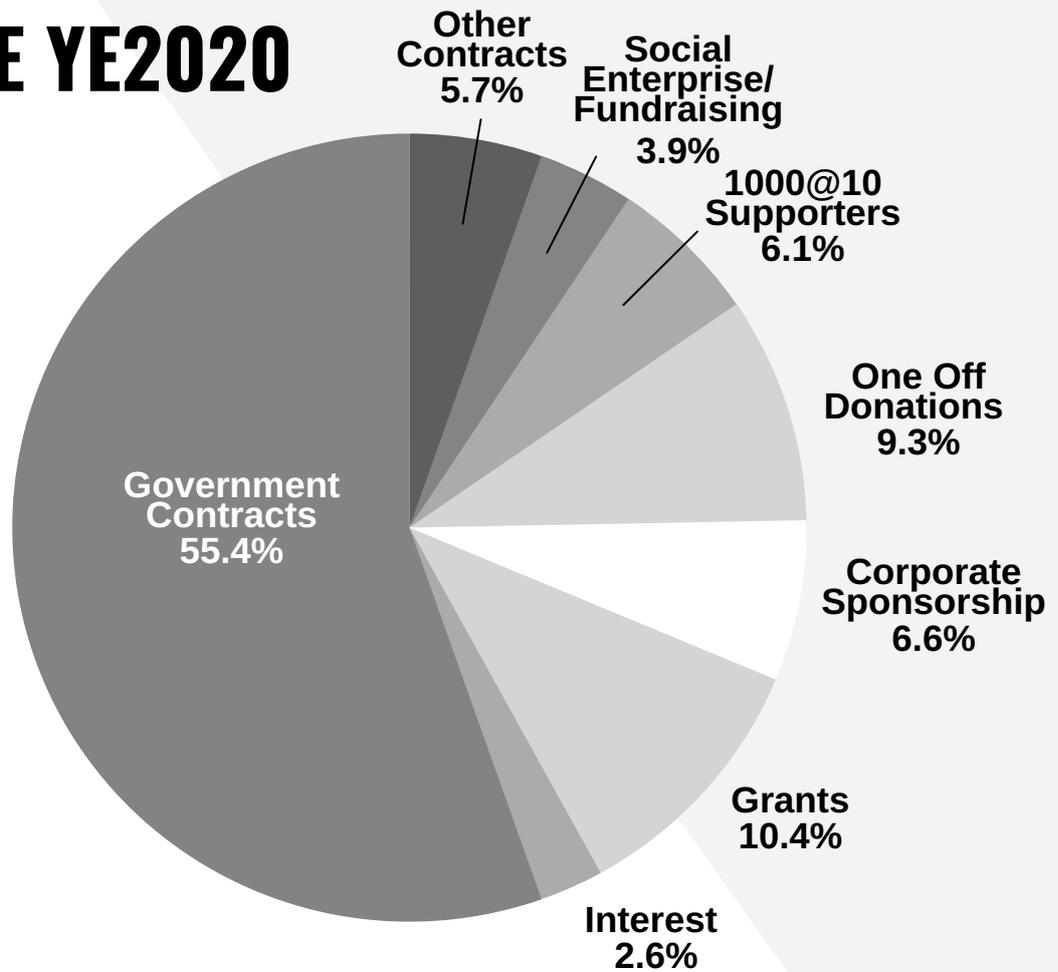
The overview of the expenses for the year ended 31 March 2020 is as follows:

Employee related costs.....	\$1,009,466
Costs related to providing a service.....	\$379,517
Other expenses.....	\$91,793
Total Expenses.....	\$1,480,776
Surplus.....	\$32,949

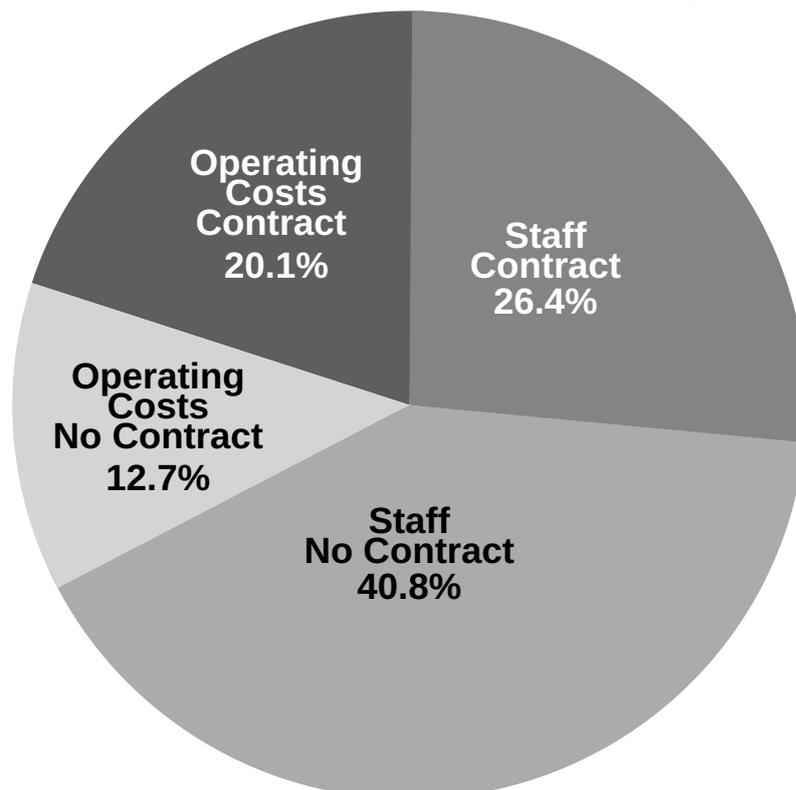
A further breakdown of the income by the funding source and also the operating costs for the year ended 31 March 2020 can be seen in the graphs below:

FINANCE REPORT 2020

INCOME YE2020



EXPENSES YE2020



OUR YEAR



OUR YEAR



OUR SUPPORTERS

Springboard could not exist without the support of our wider community, reaching from our doorstep to Australia and beyond. We are honoured and humbled by all your support

Thank You



OUR SUPPORTERS



LAUREUS



Auckland
Foundation



GULL SNELLS BEACH
LITTLE AND LOCAL
SMOOTHPAY
STROUD HOMES AUCKLAND
NORTH
JASON MORRISON FUNERAL
SERVICES

T T T PLUMBING
THE SIMPLE SIGNMAN
RODNEY HEALTH CHARITABLE
TRUST
GOODMAN PROPERTY SERVICES
DAILY ORGANICS
MATAVINO



I WILL BE WITH YOU

**I WONT GIVE UP ON YOU
I WONT LEAVE YOU**

STRENGTH



COURAGE

**LET ME SHOW YOU THE WAY
*to your***

PROMISED LAND

JOSHUA 1.5-6