



2024

ANNUAL REPORT

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DIRECTOR'S NOTE

2024 has been a year of growth, challenges, and meaningful milestones for PACT. Thanks to the unwavering support of our community, and the grace of God, we've been able to positively impact the lives of over 900 tamariki, rangatahi, and their whānau.

This year, our Tautoko mentoring programmes supported 252 rangatahi across nine local schools, fostering confidence, resilience, and stronger engagement with education. We also celebrated a key milestone in 2024 — welcoming our first social worker to the team, providing additional wraparound support to tamariki and rangatahi at Papatoetoe High School and their whānau.

Highlights of 2024 included transformative camps that deepened cultural connections and relationships, and our free boxing sessions, which reached 59 boys, promoting resilience, discipline and connection. Programmes like Legacy and our holiday programme continued to provide spaces for growth, confidence, and belonging.

Looking ahead, we are excited to launch Te Kupenga in 2025 — a transformative alternative education programme designed to support rangatahi for whom mainstream education hasn't been effective or suitable. Guided by the holistic Te Whare Tapa Whā model, this initiative will focus on physical, mental, spiritual, and social well-being while fostering academic success and personal development.

Our mahi is made possible by the dedication of our staff and volunteers, the vision of our Board and Youth Board, and the generosity of our supporters. Thank you for journeying with us as we work to empower young people to realise their potential.

Ngā mihi nui,

Sarah Durham



PURPOSE

At PACT, we are committed to journeying with rangatahi by providing support using preventative and mana enhancing approaches that encourage and empower them and their whānau to reach their potential.

MISSION

Transform the Papatoetoe Community by mentoring and investing in tamariki and rangatahi and strengthening whānau.

VISION

Supporting our rangatahi to soar.



OUR VALUES



Faith

Jesus at the centre of our lives, of our faith, and of our service. That is where we believe that true meaning lies.



Manaakitanga

In all our interactions we show respect and aroha. Through our words and actions, we build up the mana in others and welcome all into our spaces.



Growth

For both ourselves and the young people we work with, we encourage forward momentum and the willingness to continue to develop and learn.



Real

We keep things real. We are not afraid to show our real selves to each other, we hold each other accountable and embrace who we were each created to be.



Fun

Fun is part of many of our interactions with each other, our young people and our programmes. Fun is good for our wellbeing and helps build positive relationships.



Whanaungatanga

This is not just a place or a set of programmes. Through long-term journeys and shared experiences, we build deep and genuine relationships with many of our young people for whom PACT is like family and a place of belonging.

KEY STATISTICS FOR 2024



37
37 volunteers



9
frontline staff



9
schools



2523
hours in schools



252
young people
in Tautoko
Mentoring



3594
hours Tautoko
mentoring



380
young people
were part of
a classroom-
based
programme



178
in outside
school
programmes



57
whānau
supported or
engaged with
by our whānau
connector/
social worker



113
rangatahi
supported by
our whānau
connector/
social worker



980
young people and whānau
benefited from
one of our programmes



OUR PROGRAMMES

TAUTOKO MENTORING

In 2024, we worked in nine local schools from Primary School to High School. We collaborate with local schools to meet the needs of their students requiring additional support by providing one on one and group mentoring. In each school, we run a different programme based on the school and student’s needs.

By providing access to a safe and consistent adult, tamariki and rangatahi have seen an improvement in their social skills, are equipped with tools to self-regulate their emotions, are more engaged in education, and have a broader sense of resilience.

End of Year Survey Results

Students reported that being in a PACT mentoring group made them feel:



HAPPY
(94%)



SUPPORTED
(89%)



VALUED
(86%)



INVOLVED
(86%)



“[PACT] helped me do better in class and make better decisions for my life. Challenged myself to do better and not wag in class”

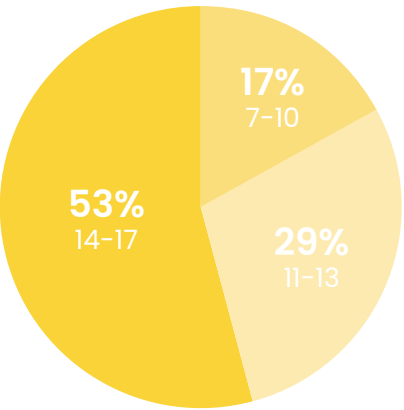
“It's really fun and it can help you plan your goals; the mentor can help achieve those goals while you go through high school.”

“PACT helped me with social anxiety”

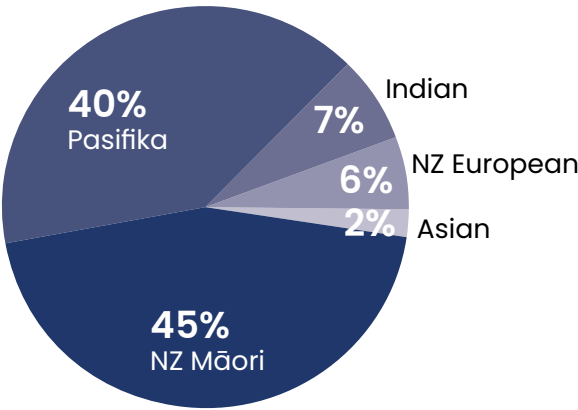
“PACT mentorship is a safe place where kids can be valued and heard. It's also a place where we make new friends and learn more about your own identity.”



Ages Represented:



Ethnicities Represented:



80% of young people said being in a PACT mentoring group gave them 4 or more of the following:



Skills



Confidence



Fun



A Safe Place



New Friends



Support





BOXING

We run a boxing programme for High school aged boys at our building twice a week. We have seen positive change in the lives of these boys through the mentoring provided at PACT boxing.

Additionally, we have begun to offer Boxing at Papatoetoe High School, specifically for Papatoetoe High School Students. We have also integrated boxing programmes into some of our mentoring delivered at certain schools, as we have seen how boxing teaches resilience, discipline, and leadership.



9.6

Rated as helping
a lot with the
following:

Controlling Anger
Fitness
Self-Control
Self-Discipline

59
boys

Rated
9.6/10



"I enjoy the community we've built, everyone holds one another accountable in the sense of the constant improvement in ourselves."

"[I learnt] Responsibility, being one of the older kids in the programme pushed me to be a good role model for the kids, being able to push the kids to have healthy characteristics was very eye opening, in the sense of shaping the younger generation into becoming functional members of society."

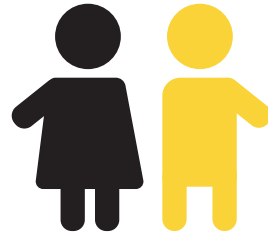
"I've learnt to be more humble towards my peers and I have also learned to be more dedicated to my own trainings as well."

"I like how [PACT Boxing] is a place I could be myself"



HOLIDAY PROGRAMME

A safe, fun and affordable Holiday Programme available one week of every school holidays for 7-13 year olds. PACT ran four holiday programmes in 2024 (January, April, July and October).



75 tamariki

Case Study: A letter from an appreciative mum (29/01/2025):

My experience with PACT

My name is Memory Makai and I am a mama of 2 boys Anthony (14 yrs) and D'john (12 yrs). I was recommended to explore the PACT Holiday Programme for my boys from another mum who also had her children attending. Through my own investigation, I was impressed with the daily makeup of the programme, the affordable price and I extremely loved that it was Christian-based. My children have now been attending the PACT Holiday Programme since April 2023 and have thoroughly enjoyed every bit of it.

If asked, the most stand out aspect of the programme for my 12-year-old is the excursions (especially swimming ones) and for my 14-year-old it's the relationships he gets to build with the leaders. Of the 8 holiday programmes they have attended now, this has been their answer every single time. This response reflects the holiday programme content, its leaders and how much it positively impacts the children who are in it. [...] They also like to tell me about the friendships they make within the other attendees. [...]

Personally, PACT has helped me in more ways than one. At some point in 2024, I needed to maintain the positive influence of the leaders for my teenager outside of the holiday programme and to my astonishment, some of the leaders are also involved in a Youth group and were able to accommodate for my son. As a mama trying to help navigate my son through his teenage years, to know that I was being heard then assisted immediately brings warmth to my heart full of thanks and praise. Now that my son is 14 years old, he has been given the opportunity to continue to grow with his PACT family, now as a volunteer student leader learning what it takes to be a leader. I am hoping this is something he will want to strengthen to become a positive influence like how the leaders before him were for him.

Thank you, PACT HP, for your continuous support and positive guidance for our tamariki. It brings happiness to all of us parents knowing there are people out here with a passion for our children who endeavour to make their PACT HP experience worthwhile and content.



LEGACY

Legacy is our after-school programme for Primary and Intermediate aged girls from our local community. This supportive mentoring/friendship group is another safe space for girls to engage in outside of school, where they develop confidence and enjoying spending time together.



9.8

18 girls

Rated 9.8/10

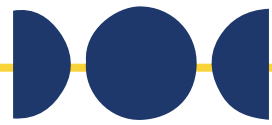
Parents noted that Legacy helped their girls:

- Work with others
- Build social skills & confidence
- Demonstrate positive behaviour changes



"[Legacy is] a fun, safe and educational space for our girls. I've seen a lot of growth in [my child] since joining. Her social skills and confidence within herself and to speak up has improved a lot."

"My child looks forward to coming [to Legacy] each week."



DRUGWISE & YOUR CHOICE

Drugwise and Your Choice are our classroom programmes delivered by our Youth Workers to all the year 9 students at Papatoetoe High School. In 2024 we worked with 380 rangatahi.

Drugwise aims to educate rangatahi about the potential consequences of various choices and behaviours related to drugs and alcohol, while also offering guidance on how to keep themselves and their friends safe.



100%
found Drugwise
sessions helpful



100%
said they learnt
something new



91%
reported a change in
their attitude towards
drugs / alcohol



Your Choice aims to teach what healthy relationships look like and how to ensure your safety in a relationship.



97%
found Your Choice
sessions helpful



89%
said they learnt
something new



84%
reported a change in
their understanding of
healthy relationships



“I learnt about the side effects, names, risks & others about drugs.”

“[I learnt] water and cold showers don’t help sober you up and waiting it out is what works”

“That we should not take drugs”

“[I learnt] that if they don’t take your yes then they don't deserve your yes”

CAMPS

Camps have been transformative for our rangatahi. In 2024, 11 girls participated in the Tūhono camp at Raglan, strengthening cultural connections and relationships with mentors and peers. In addition, we raised funds for several high school boys to attend the Mana Mentoring Camp and the Equippers Summer Revolution Camp.



“It has helped me understand life more easy and it’s just been hella great it feels like we have known each other for ages and that’s just so special for me and I’m glad that I decided to come. This camp was honestly the best camp I’ve ever been to even tho it out in the bush it’s helped me a lot.”

“The experience I gained here was incomparable to any other camp trips I have attended these past few years at Papatoetoe High School. Why I say that is because PACT has helped not just me, but many young girls/women gain more confidence. I went from sleeping in a cabin with strangers to them becoming friends.”



WHĀNAU CONNECTOR

In May 2024, PACT placed a registered Social Worker at Papatoetoe High School as a dedicated Whānau Connector. This role provides focused support for rangatahi and whānau, particularly when challenges outside the classroom are affecting engagement in school.

As a qualified Social Worker, they bring not only strong relational skills but also the professional training to assess risk, implement safety plans, facilitate restorative conversations, and connect whānau to the right services – from housing and health to counselling and legal support. Their ability to work alongside both school staff and external agencies ensures responsive, coordinated care.

From May to December 2024, the Whānau Connector supported ākonga across all year levels, most of whom were Māori or Pasifika.



Stories of Impact:

A Year 11 student who was disengaged from school was supported to identify underlying challenges and connected to boxing and mentoring programmes. His attendance has improved and he is making more positive peer choices.

A Year 10 student left home following a family incident. The Whānau Connector created a safety plan, engaged trusted adults, and facilitated whānau reconnection. The student is now back home and re-engaged at school.

A student had run away from home as she felt unsafe following an incident with her family. We created an interim safety plan while reconciling her relationship with her family. After some support sessions and with the help of some family friends, we were able to reconcile her relationship with her family and have her return home safely.

LETTERS OF SUPPORT

Letter of Support – PACT Mentoring at Papatoetoe High School

To Whom It May Concern

On behalf of Papatoetoe High School, I would like to express our deep appreciation for the effective support and mentorship that the Papatoetoe Adolescent Christian Trust (PACT) continues to provide to our students and the wider school community.

For close to three decades, PACT has been a valued and trusted partner, delivering both mentoring and classroom life education programmes. Their support extends beyond the classroom, with free after-school initiatives such as boxing and a boys’ drop-in space, and they have consistently raised funds to enable students to attend camps and adventure-based activities that would otherwise be out of reach. These experiences play a significant role in students’ personal growth and sense of belonging.

Since May 2024, PACT has also provided a dedicated Whānau Connector at our school. A role that strengthens the link between school, students, and their whānau by offering early intervention and wraparound support for students facing complex challenges. This has been an invaluable addition to the support available for our students.

The commitment and manaakitanga exhibited by PACT mentors remain exceptional. They forge strong, genuine relationships with our rangatahi at a time when it is most needed, often going above and beyond their duties during and outside school hours. Many of our students know they can reach out to their mentors at any time and continue these connections even after leaving school.

As principal of Papatoetoe High School, I want to express my heartfelt gratitude for the outstanding pastoral care and holistic support that PACT provides to our students and their whānau. We are proud to partner with an organisation so committed to uplifting the young people of Papatoetoe.

Ngā mihi nui,

Vaughan Couillault

Vaughan Couillault
Principal
Papatoetoe High School



PAPATOETOE
HIGH SCHOOL

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Auckland
New Zealand

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Vaughan Couillault
Principal
MEDLM, PGDipSM,
BCom, DipTchg



Papatoetoe Intermediate School

PO Box 23582, Manukau, Auckland 2241 | Ph: 09 278 9763 | Email: admin@papint.school.nz

November 2024

To whom it may concern,

This letter supports the application of funding by PACT Youth Workers. PACT regularly works in our school and community to engage with our young people. Each year we seek their assistance to support our ākonga, many of whom are our Pacifica and Maori students.

We are continually being faced with an increasing number of students, and whanau, who are facing more frequent and intense challenges. This has an impact on the performance and engagement of ākonga in school. This is well publicised by the Ministry of Education in the rapidly declining attendance rates. PACT helps alleviate some of the pressures they are facing through mentorship and positive role modelling, which in turn has a positive and long lasting effect in these young people’s lives.

Our school community has a significant need for positive programmes/agency support. We would appreciate any support for programmes that support our ākonga to learn skills and values that will improve their overall well-being, relationships with others and long-term outcomes. The benefits for our young people, here at Papatoetoe Intermediate would be immediate and they would carry this learning into secondary school and beyond. To have any PACT workers or programmes in our school working alongside our ākonga not only benefits our young people, but the wider Papatoetoe community and schools.

As you are aware, not all schools have the necessary funds or trained in-house staffing, to fully support the growing diverse pastoral needs of their students. We support PACT with their application to continue to receive funding to support tamariki, such as our ākonga at Papatoetoe Intermediate School.

Regards

Donna Young

Donna Young
Deputy Principal
Papatoetoe Intermediate School
donnay@papint.school.nz

Papatoetoe East Primary School

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8 November 2024

To whom it may concern

I am writing on behalf of our school community and Board of Trustees to endorse the work of the Papatoetoe Adolescent Christian Trust (PACT). PACT's partnership, not only with Papatoetoe East Primary but many other local schools has been pivotal for more than 20 years and has provided much needed support to many groups across the wider Papatoetoe community.

Schools are often central community spaces and unite various groups of people within the local area. Organisations such as PACT provide an additional link throughout the community by connecting schools with many other support networks and groups. Over the years PACT has supported some of our families to access key facilities and seek support for a range of things including budgeting, parenting and general domestic support. They have also supported our students to engage in community groups and follow interests in areas such as sports, art projects and clubs.

In addition to community partnership, PACT provides an onsite component where they work with our school students to run specific and targeted social skill based programmes as well as a range of sporting activities. Over the years we have worked with a number of PACT staff who have provided our students with positive adult role models and who always develop mutually respectful and authentic relationships with our children. As we head towards the end of the year PACT provides invaluable support to some of our Year 6 students as they transition to Intermediate. They work with these students and their whānau both here at Papatoetoe East and then at Papatoetoe Intermediate next year.

While we highly value the essential well-being and mentoring services that PACT provides to our students, our school's budget for these areas is extremely limited. Unfortunately, we are not in a position to fully fund these services on our own. However, we strongly see the need to maintain the current level of support from PACT to ensure our students receive the guidance and mentorship they need. We appreciate any additional funding that can help sustain PACT's impactful work within our school community.

We very much value the work that PACT as an organisation and their team provide our school and greater community and we hope to be able to continue this partnership in the future. Please feel free to contact me should you require any further information

Ngā mihi

Nicola Eley / Principal



Papatoetoe South School

Ko te Tamaiti te Pūtake o te Kaupapa
The Child - The Heart of the Matter



Thursday December 5, 2024

To whom it may concern

I am writing in support of the outstanding mahi that we have received from PACT (Papatoetoe Adolescent Christian Trust) and their Community Youth Workers over the past eight years.

They have supported nearly 240 students of ours over this time. These students are children who have benefited from the guidance and support given, to ensure that they feel valued and thus are able to cope better using the life skills and strategies learned through working closely with the PACT facilitators. They have also been able to provide our students, in times of stress and anxiety, with mental and emotional 1/1 well-being support.

These life skills have varied in focus from: how to form and build peer relationships; building confidence and self-esteem; upskilling the students with appropriate social skills; coping with peer pressure in an ever-changing student world; building resilience and coping with change in moving to another class or school environment, and also sharing feelings openly, and learning strategies for managing times when things do not go so well for them.

The PACT facilitators over those years have been nothing but outstanding and they have been role models for our students, building relationships quickly and easily due to their warm and empathetic natures. Our students come from a variety of backgrounds and the PACT facilitators always advocate for an inclusive environment and equity for all of our tamariki, in particular our Māori students, to align with our school and community response to the Tiriti o Waitangi.

Without the PACT facilitators and their Life Skills programs we would not have had the high success in the changes in students over the times they have worked together. Quite a few of our students have also gone on to participate in very successful holiday programs run by PACT, due to the wonderful 'connections' created by the Youth Workers on site at school.

While we deeply value the critical support and mentoring services that PACT offers to our students, our school's budget does not fully cover the costs needed to sustain these essential services. It is clear that maintaining PACT's current level of support is vital for our students' well-being and personal growth. We would greatly appreciate any additional funding to help continue PACT's impactful work within our school community.

Kind Regards / Ngā mihi nui

SSNazeem
Siobahn Nazeem
PSS SENCO/Tautoko i te Kaiwhakahaere
snazeem@papatoetoe-south.school.nz
Papatoetoe South School
58S Milan Road, Papatoetoe, Auckland 2025
Ph: 09 278 5231 ext 211 or 0211716182



25 November 2024

To Whom It May Concern,

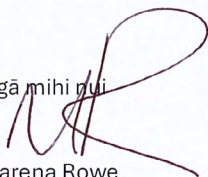
Re: Letter of Support for the PACT Programme

I am writing in my capacity as Social Worker in Schools (SWIS) Practice Manager for the Anglican Trust for Women and Children (ATWC) based in Otahuhu, Auckland. I manage and support SWIS based in several schools within the Papatoetoe area. I have had the privilege of witnessing the direct and positive impact that PACT has on the lives of at-risk youth and their whānau, particularly through its holistic and wraparound approach. The PACT program has proven to be an essential and transformative presence in our community.

The strength of PACT lies not only in its service offerings but in its foundation of whanaungatanga – a deep sense of familial connection fostered through each interaction. Rooted in the principles of Christian faith, yet open to individuals of all backgrounds, PACT offers an inclusive, safe, and respectful environment. This spiritual foundation, combined with a cultural sensitivity and understanding of our community's diverse needs, has enabled PACT to support rangatahi and their whānau in meaningful and mana-enhancing ways.

ATWC has had a long association with PACT and Sarah and her team continue to be one of our key stakeholders in the Papatoetoe community. Our team is frequently referring students to the individualized and group mentoring programs. The preventive and empowering approach taken by PACT is vital to our mission of working with vulnerable tamariki and rangatahi. By aligning with PACT, we strengthen our collective capacity to foster a community where all tamariki and rangatahi are given the opportunity and support to thrive.

In conclusion, I wholeheartedly support the continued funding of the PACT program. The work they are doing is not only invaluable to the individual lives they touch but to the well-being and future of our entire community.

Ngā mihi nui


Marena Rowe
Practice Manager
Social Workers in Schools; Whānau Resilience
BA(Ed) DipSW Auckland / PGDipSSS Massey
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OUR SUPPORTERS



OUR FINANCES

INCOME STATEMENT

Year End 31 December 2024

	2024 \$	2023 \$
INCOME		
Government & Non-Government Grants	257,950	250,822
Programme Fees & Other Income	327,082	191,728
Donations	12,185	9,872
Interest & Investment Income	5,832	2,483
Total Income	603,049	454,905
EXPENSES		
Programme Delivery & Operating Costs	141,944	103,315
Employee & Volunteer Costs	433,903	299,513
Fundraising	3,508	65
Total Expenditure	579,355	402,893
SURPLUS (DEFICIT)	23,694	52,012

STATEMENT OF FINANCIAL POSITION

Year End 31 December 2024

	2024 \$	2023 \$
ASSETS		
Current Assets		
Bank Accounts	50,752	174,315
Other Current Assets	150,245	10,663
	200,997	184,978
Non-Current Assets		
Property, Plant & Equipment	101,397	66,787
	101,397	66,787
Total Assets	302,394	251,765
LIABILITIES		
Current Liabilities		
Creditors & Accrued Expenses	42,087	28,451
Employee Costs Payable	18,252	10,098
Income Received in Advance	50,333	45,188
	110,672	83,737
Net Assets	191,722	168,028
TOTAL ACCUMULATED FUNDS	191,722	168,028



SUPPORT OUR YOUNG PEOPLE TO SOAR.

To watch a video on our work please visit
<http://bit.ly/3UUh6BN>
or scan the QR Code

