



**THE DUKE OF EDINBURGH'S  
INTERNATIONAL AWARD**



AOTEAROA NEW ZEALAND | HILLARY AWARD

**ANNUAL REPORT**

**2018-2019**

Photo Credit: Escape Adventurous Journeys

**“MY HIGHLIGHTS WERE THE OPPORTUNITIES  
TO TRY NEW THINGS AND BUILD MY  
CHARACTER WITH THE CHALLENGES  
PROVIDED BY THE AWARD.”**

**Oscar Cameron, Napier Boys' High School**





# OUR VISION

EQUIPPING  
ALL YOUNG  
FOR PROMISING  
NEW ZEALANDERS

FUTURES

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## WHO WE ARE

The Duke of Edinburgh's International Award is the world's leading youth achievement award with more than 1.3 million young people taking part in 130+ countries around the world. Leaders around the world are recognising the importance of non-formal education and the Award aligns with a number of the United Nation's Sustainable Development Goals, in particular:



GOOD HEALTH AND WELL-BEING



QUALITY EDUCATION



DECENT WORK AND ECONOMIC GROWTH



**PEOPLE DO NOT BECOME EXTRAORDINARY.  
THEY DECIDE TO ACCOMPLISH EXTRAORDINARY THINGS.**

**Sir Edmund Hillary**

## **WHAT WE DO**

**Not all learning happens in the classroom. In fact, some of life's biggest lessons can happen in the least likely locations.**

**The Award creates opportunities for our young people to learn a new skill, get physically active, give service to their community and take part in an adventurous journey. They build confidence, problem solving skills and greater resilience, giving them more tools in their toolbox to thrive in our ever-changing world.**

**Open to all young people between the ages of 14 – 24, regardless of gender, background or ability, participants design their own Award programme, set their own goals and record their own progress. The only person they compete against is themselves – by challenging their own beliefs about what they can achieve.**

## **HOW WE DO IT**

**There are three levels to the Award – Bronze, Silver and Gold. Each level has four specific sections that participants need to complete – Voluntary Service, Physical Recreation, Skills and Adventurous Journey (with a fifth section – Residential Project – at Gold level only).**

**Participants complete their activities through an Award Unit, under the guidance of an Award Leader. At each level, participants increase the time, commitment and challenge they invest in order to achieve the Award.**

I am really encouraged as I look back on the past year of the Award. My biggest highlight was attending our three Gold Award ceremonies around the country and witnessing the pride and satisfaction of our young people as they gained their Gold Award. A memory that will stay with me for a long time was seeing the uninhibited joy of five students from Ferndale School in Christchurch who dug deep and worked tirelessly to gain Gold.



I took over the role of Chair from Prue Kelly last August and it has been a pleasure to lead the Award that has been left in great shape by Prue.

At board level, we were delighted to welcome Emily Fabling to our team this year. My sincere thanks to all of our board members who freely give up their time and knowledge to guide the organisation. Together their breadth of knowledge and experience of the Award combined with their varying professional backgrounds ensures the Award is well led into the future.

As a board we have been focusing on achieving our key strategies of increasing participation and completion rates, while still ensuring the Award is administered efficiently and that our staff and volunteers are supported and recognised for the great work that they do.

We have had another year of strong participation with total registrations for the 2018/19 year reaching 7572. We have really focused on encouraging participants to complete their Awards and have had overall completions increase by 5% to 3534. This includes a 9% increase in Gold Award completions to 394 which is particularly encouraging.

The Award is in a sound financial position. We made a modest profit for the year of \$4,410 from a total revenue of \$1,233,775.

Maintaining a strong financial position grounds the organisation while still enabling scope for development and growth.

I would like to acknowledge the support and commitment of our key funders including the Ministry of Youth Development, the Friedlander Foundation, Foundation North, Sport New Zealand and Lottery Grants Board.

As we report on the 2018/19 year, I would like to sincerely thank everyone who has contributed to the success of the Award –

 our committed team of staff at National Office, ably led by National Director Karen Ross  
 our Award Leaders who so generously give their time to work with participants day-to-day

 Assessors and other volunteers who contribute to the Award's success

 our funding partners who see the positive impact of the Award and give their support

To all our young people who sign up to start their Award, enjoy the journey. At the end, you will look back and not only have wonderful memories, you'll have a whole new range of practical life skills in your toolbox which will ably equip you for your future.

With the solid foundation and expansion into new communities that we have achieved this year, our focus will be on growth in the year ahead.

In Aotearoa, we are privileged to carry the name of one of our greatest explorers and philanthropists, Sir Edmund Hillary. I'd like to leave you with some of his wise words -

**"YOU DON'T HAVE TO BE A FANTASTIC HERO TO DO CERTAIN THINGS - TO COMPETE. YOU CAN BE JUST AN ORDINARY CHAP, SUFFICIENTLY MOTIVATED TO REACH CHALLENGING GOALS".**

**Sir Edmund Hillary**

**Ken Hames  
Board Chair**

THIS YEAR SITS AS A BENCHMARK IN OUR ORGANISATION'S JOURNEY. THE PAST YEAR HAS BEEN A TIME WHERE WE HAVE ASKED QUESTIONS AND BASED ON MANY DISCUSSIONS, ARE LOOKING AT THE PATHWAY THAT SHAPES OUR FUTURE.

These discussions were opened with a National Hui, the first for over a decade. Award stakeholders, Award Leaders, sponsors, funders, activity providers and delivery partners joined staff and board members for a day of debate, suggestion, ambition, and assessment. This provided the Award with key insights and strategies to shape our future. International Award Foundation Secretary General John May attended and presented the keynote address, then spent the remainder of his time here discovering more about the Award in Aotearoa New Zealand.



Our aim is to equip all young New Zealanders for promising futures. We have cast a critical lens over what developments can grow Award engagement. This year we introduced NCEA vocational Unit Standards at each level of the Award, giving participants the opportunity to apply for these credits. We have entered into partnerships with key youth sector agencies to work together and provide the best possible range of opportunities for our young people. Ground work has started to provide digital credentials for both Award participants and Award Leaders, which will showcase the range of practical life skills they gain through their involvement with the Award.

Looking at what is front of mind for young people, development is now underway on the introduction of *Te Kākāriki Award* which focuses on sustainability. The introduction of *Te Ao Māori* as part of this is an overdue commitment from the Award as is the journey we are starting to be a Treaty based organisation.

During the year, sponsorship of the Corrections programme for young people concluded with 86 young people undertaking the Award and 66 completing an Award, including three Gold Awards. Proof of a successful pilot is its legacy and we are delighted that Corrections are committed to continuing to grow the Award in prisons.

The continued support of the Ministry of Youth Development has enabled a diverse range of young people to participate in the Award. Feedback from these recipients indicated that 98% experienced an increase in capability and resilience through doing the Award. Other programmes in migrant and refugee, teen parent and disability communities recorded outcomes that exceeded expectations.

At the heart of the Award is the every day Kiwi young person who takes on the challenge and gains real-world experience that shapes their futures. During this year we maintained registration levels and grew our overall completion rate by 5%.

Operationally emphasis this year has been placed on consistency in delivery, processes and decision making. A programme of review is addressing Health and Safety, the Adventurous Journey delivery, Award Leader training and accreditation and Award Activity Provider registration and delivery. Improvements that reflect this are the development of two key roles at National Office - a lead for the participant experience and lead for the Award Leader experience.

The success of any organisation is entirely reliant on the commitment of its people. The commitment of our Award Leaders and delivery partners is the benchmark for the programme's success and value. Thank you seems inadequate but does say it all, they are the centre pole of all we achieve. The National Office team also work purposefully and tirelessly for our young people. We highly value the stakeholders and funders who invest in what we do. So again, we say thank you.

To conclude, acknowledgment must go to our young people who choose the Award journey. Each day has purpose when we witness their achievement at each level of the Award, at ceremonies where their light shines, in the stories they tell, the challenges they conquer and pride they display when they realise what they have inside themselves.

**Karen Ross**  
National Director

# OUR IMPACT

## Participants



# 7572

**TOTAL**

## REGISTRATIONS

Bronze: 4888

Silver: 1857

Gold: 827

# 3534

**TOTAL**

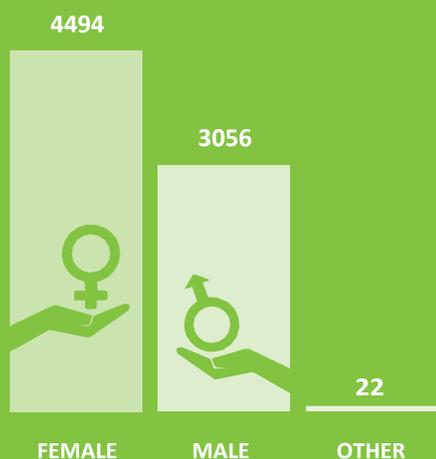
## COMPLETIONS

Bronze: 2322

Silver: 818

Gold: 394

## Gender



## Ethnicity of participants



## Participants have given a minimum of



hours of community service to communities throughout Aotearoa.

Adult Award Leaders have given **45,000 volunteer** hours to support young people to achieve their Award.

**As a result of doing the Award:**

- 98%** said they increased their capability and/or resilience through the Award
- 95%** were encouraged to try something new
- 92%** felt challenged
- 87%** will continue to volunteer regularly
- 59%** now feel part of their community
- 72%** felt inspired
- 94%** plan to continue regular exercise

98%    95%    92%    87%    59%    72%    94%

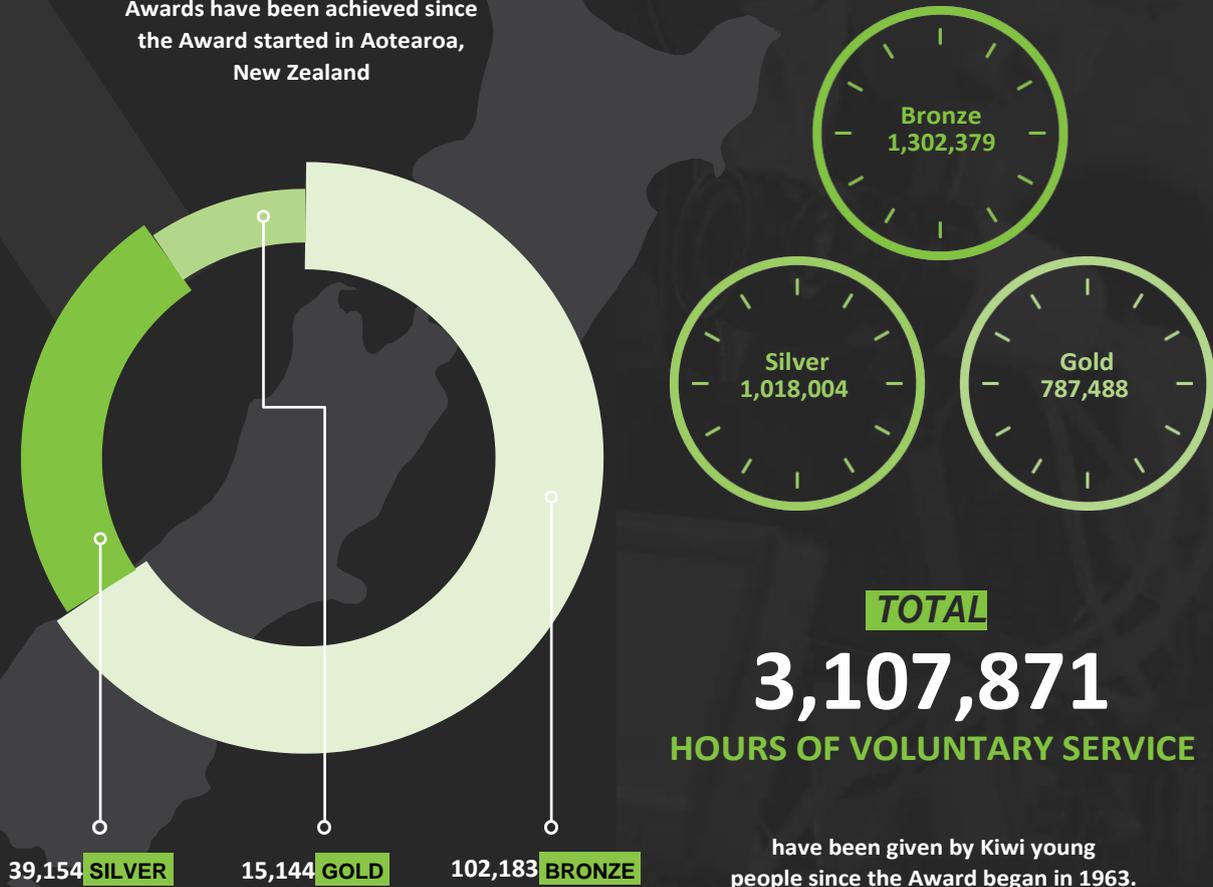
\*\*From research undertaken by The Duke of Edinburgh's International Award of respondents across New Zealand  
**May 2017 – September 2018**

Over **250,000** registrations with a **63%** completion rate

**OVER**  
**150,000**

Awards have been achieved since the Award started in Aotearoa, New Zealand

**Voluntary service hours since the Award began in Aotearoa:**



have been given by Kiwi young people since the Award began in 1963.

# THE AWARD SHOWS ANYTHING IS POSSIBLE

IN JUNE 2017, FIVE PARTICIPANTS FROM INVERCARGILL TO AUCKLAND TOOK ON THE CHALLENGE TO COMPLETE THEIR BRONZE DUKE OF EDINBURGH'S HILLARY AWARD. EACH YOUNG "DUKIE" AS WE CALLED THEM, WAS UNIQUE, AS THEY ALL INDIVIDUALLY HAD THEIR OWN MUSCULAR DYSTROPHY CONDITION TO DEAL WITH ON A DAILY BASIS.

The goals to achieve their Award were not just the challenge for them, the fatigue that comes with muscular dystrophy is also a challenge on a daily basis, these five Dukies had their own mountain to climb.



Photo: Grace

Meet Grace from New Plymouth - for her Skills section she learnt cake decorating. Grace says "the part I have enjoyed the most has been eating the cakes I am decorating! The most challenging part of the programme for me has been trying to do all the different goals and staying on task. I am not very patient at times, especially when I am trying to decorate my cakes, but I did learn that I can be patient when I work hard at it. I would recommend this programme to anyone who wants to give it a go and push themselves".



Photo: Jack

Jack, who lives in Invercargill, found the most challenging part of his Award was the Physical Recreation section where he competed in the New York Marathon. He did this by hand - competing on a specially designed bike! An epic achievement by anyone's standards. Jack says he never would have done this if not for the Award. He felt he needed to challenge himself and he did!



Photo: Dylan

Dylan, who is based in Auckland, says the most challenging part of the Award was doing robotics for his Skills section as he found it really tiring at times. Dylan learnt to be really persistent with his goals.



Photo: Ella

From Waiuku, Ella found her favourite part of the Award was volunteering at Riding for the Disabled. "The time and effort they put into helping the kids is incredible" says Ella. The most challenging part of her Award was playing badminton where she learnt new strategies to handle her tiredness.



Photo: Olivia

Olivia lives in Auckland. To gain her Award, she did YouTube exercises for people in wheelchairs (Physical Recreation), Radio DJ (Skills) and administration work at Auckland Parents of Deaf Children (Service).

These Dukies have come so far since doing the Award. They have worked exceptionally hard to achieve their goals, on top of going to school, doing activities with school, exams, day to day dealing with the conditions they have, the appointments they have to attend and just other daily challenges we all have.

THE AWARD HAS SHOWN THEM THAT ANYTHING IS POSSIBLE, YES IT MAY BE SOME HARD WORK, SOME SELF-MOTIVATION ALONG THE WAY, BUT IF YOU STICK WITH IT LOOK AT WHAT YOU CAN ACHIEVE.

Marty Price  
Award Leader for Muscular Dystrophy New Zealand

## LEARNING TO RIDE THE WAVES



Morgan Koster took up the challenge to learn surfing for her Gold Award – it taught her key life skills like grit, determination and perseverance that will equip her to face future challenges. Her surfing journey is best told by her assessor who taught her to surf...

Morgan expressed an interest in learning to surf and I said I would take her out and see what she thought of it. I am a passionate surfer myself and am enthusiastic about teaching kids to enjoy the sport I love too.

I told her that it would be a long road, littered with disappointment, but if she persevered, she would reap the rewards. I stressed that it would not be easy. As most kids do, she said yes, she would be in it for the long haul.

Unlike most kids though, Morgan persevered, bought a wetsuit and a board. She suffered through winter, never giving up, despite going through a tough apprenticeship. Waves were infrequent and conditions not always great.

As she improved, I started to believe she might just push on and get hooked. So many learners get to a certain point then give up. As I mentioned before, it's a long road and the rewards often seem elusive. Morgan had a relentless ambition to succeed and she had no intention of giving in, I was to learn. About a year after she had begun her journey, a special day of surf occurred. I told her the waves would be bigger than what she had surfed before but would be a good test for her. On arriving at the beach, I saw the surf was indeed bigger than even I had imagined and told her that she might prefer to sit it out. She declined and said she was going out. I said to set a goal of catching just one wave and she and I would be happy with that. It was pretty daunting and I thought she would be lucky...

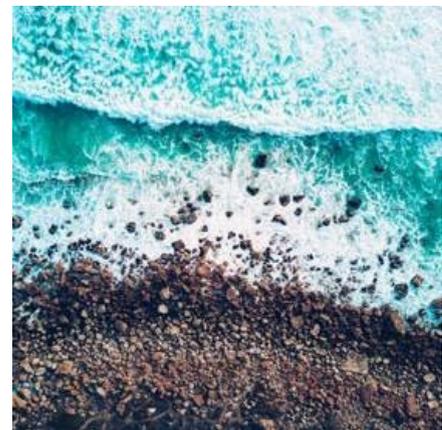
She listened to what I told her to do and fell on the first wave. I thought that would be it for her.

I was wrong. She regathered and attempted a second and made it to her feet, falling shortly afterward. I was very impressed as these were decent sized waves. The third wave she made it down and surfed it until it closed out. She paddled back out with a smile a mile wide.

She went on to catch four or five more waves that morning.

Morgan has a steely determination to succeed and great courage. I was so proud of her, that day particularly, that she had persevered and got to the point where she could start to really enjoy the most wonderful sport.

**Nigel Hoggard**  
Assessor



## SOPHIA WELLS



Everyone talks about the array of opportunities young people have today, and I've found Duke of Ed to emphasise exactly that.

From heading out and challenging yourself by kayaking down rapids, to getting out in the community and meeting some pretty inspirational New Zealanders, to pushing through your comfort zones and taking on new skills - the journey is exciting and varied all the way through.

2014 me had no idea what Duke of Ed was all about. My only insight into the Award was seeing my friend come back after a two-day tramp in the rain, a big smile on her face, and covered head-to-toe in mud. I thought that looked like a great time so signed right up, and over the past four years haven't looked back once.

I've never been good at picking just one passion to pursue, and I think that's one of the things I've loved best about the DoE journey - the

ability to pursue anything you can possibly dream up, and really get an opportunity to explore many different experiences. For me, volunteer firefighting, Air Cadets, music, swimming and rifle shooting could all be fostered under Duke of Ed, and I was over-the-moon that I could work towards an Award just by doing what I loved.

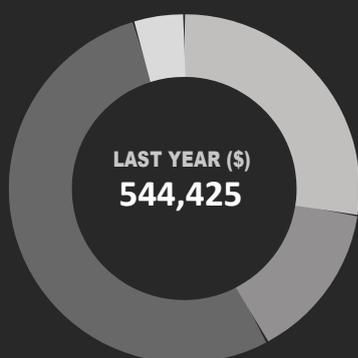
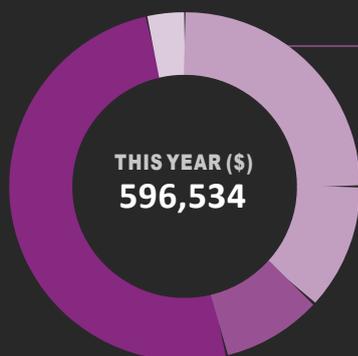
Whether you start from Bronze, or are a direct entrant to Silver or Gold, the value of leaping in and challenging yourself both physically and mentally will shape the person you become and continue to make a positive impact on the years to follow. Enjoy the journey, make the most of every opportunity that comes your way, and just go for it!

**Sophia Wells**  
2019 Gold Award Recipient

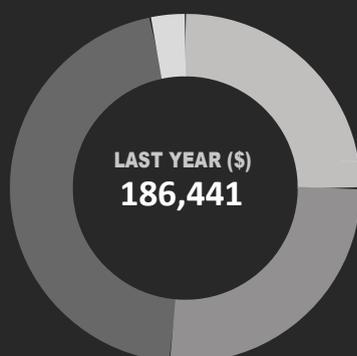
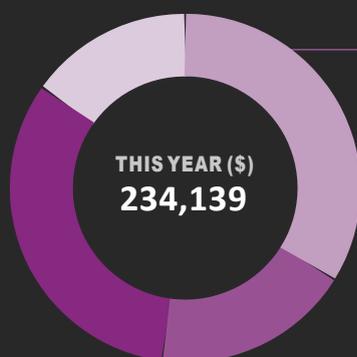
# STATEMENT OF FINANCIAL POSITION

What the entity owns? What the entity owes?

AS AT 30 JUNE 2019



ASSETS	THIS YEAR (\$)	LAST YEAR (\$)
<b>Current Assets</b>		
Bank accounts and cash	218,469	150,649
Debtors and prepayments	57,388	79,550
Other Current Assets	301,040	289,036
<b>Total Current Assets</b>	<b>576,897</b>	<b>519,235</b>
<b>Non-Current Assets</b>		
Property, plant and equipment	19,637	25,190
<b>Total Non-Current Assets</b>	<b>19,637</b>	<b>25,190</b>
<b>Total Assets</b>	<b>596,534</b>	<b>544,425</b>



LIABILITIES	THIS YEAR (\$)	LAST YEAR (\$)
<b>Current Liabilities</b>		
Creditors and accrued expenses	79,754	46,372
Employee costs payable	42,895	50,316
Unused donations and grants with conditions	76,009	83,885
Other current liabilities	35,480	5,868
<b>Total Liabilities</b>	<b>234,139</b>	<b>186,441</b>

<b>Net Assets</b>	<b>362,395</b>	<b>357,984</b>
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## Total Accumulated Funds

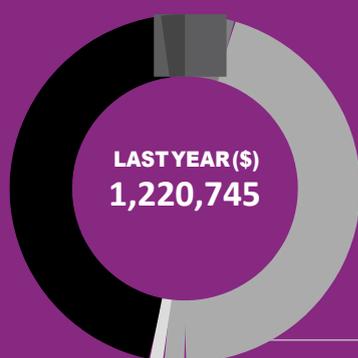
THIS YEAR (\$)	<b>362,395</b>
LAST YEAR (\$)	<b>357,985</b>

See full financials here

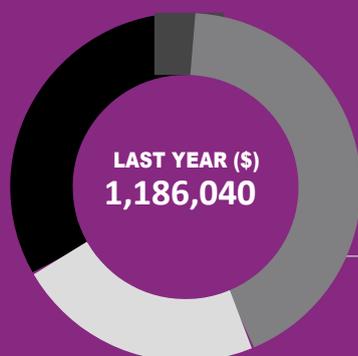
# STATEMENT OF FINANCIAL PERFORMANCE

How was it funded? What did it cost?

FOR THE YEAR ENDED 30 JUNE 2019



	THIS YEAR (\$)	LAST YEAR (\$)
<b>Revenue</b>		
Donations, fundraising and other similar revenue	29,295	15,597
Fees, subscriptions and other revenue from members	37,451	43,892
Revenue from providing goods or services	571,843	577,982
Interest, dividends and other investment revenue	11,492	10,792
Specific Grants	551,090	547,665
Other Income	32,603	24,817
<b>Total Revenue</b>	<b>1,233,775</b>	<b>1,220,745</b>



	THIS YEAR (\$)	LAST YEAR (\$)
<b>Expenses</b>		
Expenses related to public fundraising*	101	8,989
Employee related costs*	580,767	510,668
Costs related to providing goods or services*	315,811	272,036
Project funding programme delivery	332,684	394,347
<b>Total Expenses*</b>	<b>1,229,364</b>	<b>1,186,040</b>

Surplus For The Year\*

THIS YEAR (\$)	4,410
LAST YEAR (\$)	34,706

# DIRECTORY

## PATRON

Her Excellency The Rt Hon Dame Patsy Reddy

## BOARD

Board Chair:

**Ken Hames**

Trustees:

**Richard Chilton**

**Andrea Duncan**

**Emily Fabling**

**Simon McDermott**

**Maxine Moana-Tuwhangai**

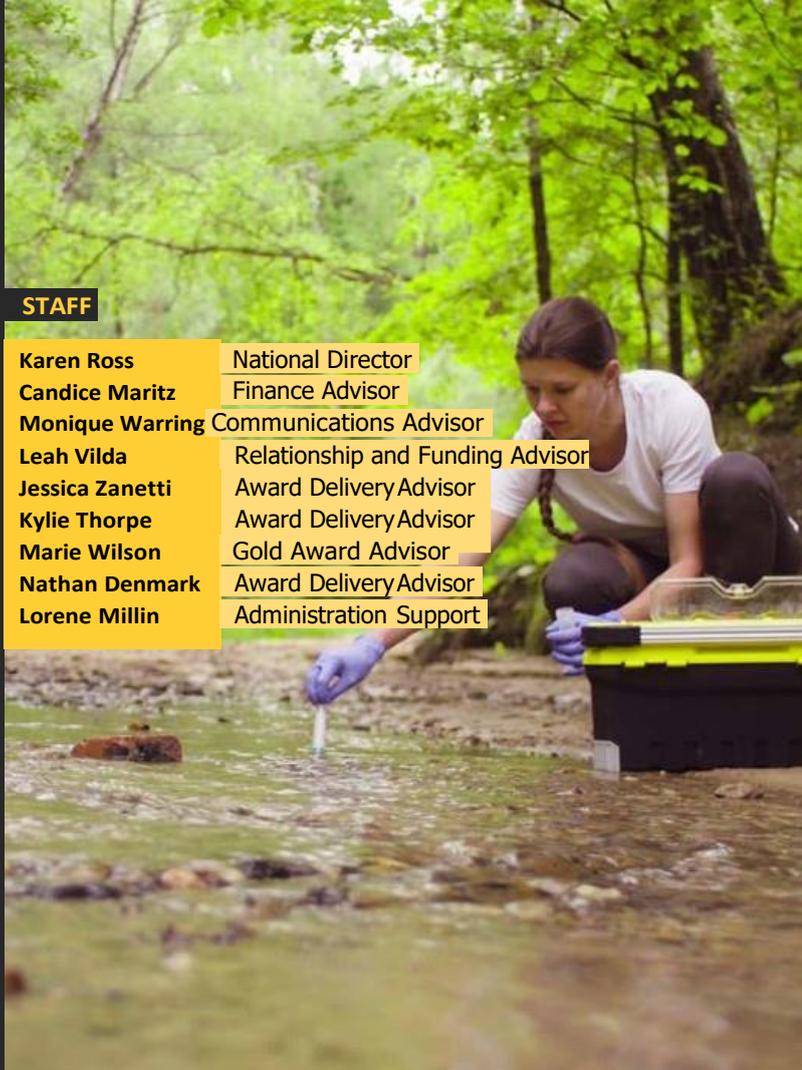
**Mason Stretch**

**Daniel Winfield**

Youth Trustee:

**Ishan Kokulan (Elect)**

## STAFF



<b>Karen Ross</b>	National Director
<b>Candice Maritz</b>	Finance Advisor
<b>Monique Warring</b>	Communications Advisor
<b>Leah Vilda</b>	Relationship and Funding Advisor
<b>Jessica Zanetti</b>	Award Delivery Advisor
<b>Kylie Thorpe</b>	Award Delivery Advisor
<b>Marie Wilson</b>	Gold Award Advisor
<b>Nathan Denmark</b>	Award Delivery Advisor
<b>Lorene Millin</b>	Administration Support

## KEY PARTNERS

**Auckland Challenge  
Blue Light**

**Boys Brigade  
Escape Adventurous Journeys  
Girls Brigade  
Girl Guides**

**Joshua Foundation**

**New Zealand Cadet Forces**

**Outdoor Training New Zealand  
Scouts NZ**

**Special Olympics  
St Johns**

**Surf Life Saving New Zealand  
Taranaki Outdoor Pursuits and Education Centre  
Whenua Iti Outdoors  
YMCA**

**Youthtown**

**YSAR**



THE AWARD HAS NOT ONLY GIVEN ME THE NECESSARY SKILLS FOR MY FUTURE,  
 BUT HAS ALSO FORCED ME OUT OF MY COMFORT ZONE TO DO THINGS I WOULD HAVE NEVER  
 IMAGINED. THIS WAS AN EXPERIENCE MONEY COULD NEVER BUY AND  
 I AM FOREVER GRATEFUL FOR THE OPPORTUNITY.

**Aldric Khoo, Glendowie College**

## THANK YOU FOR PARTNERING WITH US

### Gold

World Fellows



Google  
for Nonprofits

### Silver



Tai Shan Foundation



### Bronze

World Members



Glenice and John  
Gallagher  
Foundation



0800 69 29 27    DOFEHILLARY.ORG.NZ    INFO@DOFEHILLARY.ORG.NZ

PO Box 38 189, Wellington Mail Centre, Lower Hutt 5045