

**TE TOHU O TE AO O TE TIUKA O EDINBURGH AOTEAROA | TOHU HILLARY**  
THE DUKE OF EDINBURGH'S INTERNATIONAL AWARD AOTEAROA NEW ZEALAND | HILLARY AWARD

# ANNUAL REPORT

2022 – 2023



THE DUKE OF EDINBURGH'S  
INTERNATIONAL AWARD  
AOTEAROA NEW ZEALAND | HILLARY AWARD

60

1963–2023

# **WHO WE ARE**

The Duke of Edinburgh's Hillary Award equips rangatahi for promising futures by challenging them to develop skills and tools to improve themselves and their communities.

# **HOW WE DO IT**

Our participants set their own challenge. With guidance from Award Leaders, they are encouraged to set challenges for our four Award sections; Voluntary Service, Physical Recreation, Skills and Adventurous Journey.



# KEN HAMES

BOARD CHAIR



**Kia ora tātou**

**It's been great to see so many Award alumni re-engage with The Duke of Edinburgh's Hillary Award as we celebrate 60 years of the Award in Aotearoa. We should all be very proud of what we've achieved over the past six decades.**

This year, I've been encouraged to see the resilience and determination of our rangatahi, especially through Covid and the challenging weather. Participants have shown passion and dedication in their pursuit of the Award, with many achieving their Gold.

## **60 Years in Aotearoa New Zealand**

July marked our 60th Anniversary, celebrating sixty years of The Duke of Edinburgh's Hillary Award in Aotearoa. During this time, over a quarter of a million young people have been involved in the Award, supported by thousands of volunteers and organisations.

We've been delighted to see our Award whānau getting involved, hosting parties, sharing their stories. The response has been amazing, with people coming together to help mark our anniversary.

## **Recruitment of our new CEO**

The board had a fantastic response from applicants at home and abroad, which is a testament to the mana of the Award. After an intensive interview process, I am excited to welcome Emma Brown as our new CEO.

Emma is a Kiwi returning home after many years working overseas. She brings a strong knowledge of the Award, having worked for the International Foundation in London for over five years. With a background in communications, Emma is best placed to influence positive change through stakeholder engagement and strategic planning, supporting more rangatahi to take up the Award.

**"THE BOARD AND I WISH EMMA ALL THE BEST AND LOOK FORWARD TO WORKING TOGETHER IN THE COMING YEARS"**

## **Board member changes**

In February, we said farewell to Richard Chilton and Mason Stretch, two of our longest serving members. Richard's many years of leadership experience and Mason's knowledge of the education sector have been invaluable, and I'd like to thank them both for their service. I would also like to offer my thanks to Maxine Moana-Tuwhangai who is retiring at this AGM after six years of service.

After two years of service, we'd also like to thank Ishan Kokulan as he concludes his tenure as our Youth Trustee. Taking on the role will be Alexandra Groos. Alex is a proud member of the New Zealand health workforce and takes immense joy in working with young people. She is an instructor for the youth development organisation YSAR and an active Award Leader. Alex is also a Gold Award holder and views her role as Youth Trustee as an opportunity to give back.

I'd also like to welcome Sharlene McCormick and Cheryl Christini who join us as Board members. Sharlene is the principal of Kaiwaka School and has over twenty years of experience in education. She also comes with much experience of the Award, having supported many of her students on their Adventurous Journeys. Cheryl is a tertiary education professional with extensive governance experience, serving on boards in the education sector.

## **Award Registrations**

Registrations have increased from last year to 8546, which is really encouraging. We also had 3925 total completions within the year, which has also shown an increase.

These numbers evidence that The Award continues to have a significant impact with rangatahi across the motu.

## **Financial challenges**

Every organisation is feeling the pressure of inflation, and it's been a challenge to get the annual budget to balance. Every charity must spend within its income, therefore, having reviewed our operational expenditure, the board has made the difficult decision to increase the cost of registration.

More information regarding this will be made available in the coming months, including details on how we plan to support those who'll be adversely affected by the increase. I can confirm, however, than no change is planned until the start of next year.

## **Thanks and Appreciation**

I would like to thank all the generous funders, Award Leaders, Head Office Award team, former trustees, and those who have volunteered their time or services. We truly appreciate your efforts and support.

Our funders make the work we do possible, and their very real interest in the programme and the development of young people is obvious in their support.

**"THANK YOU TO  
ALL THOSE WHO  
WORK SO HARD  
TO SUSTAIN AND  
GROW THE DUKE  
OF EDINBURGH'S  
HILLARY AWARD  
IN AOTEAROA"**

**KEN HAMES  
BOARD CHAIR**



# EMMA BROWN

CHIEF EXECUTIVE OFFICER

## Tēnā koe Award whānau

In January I joined The Duke of Edinburgh's Hillary Award team. I consider this a huge privilege and am very excited to build on the work of my predecessor, Karen Ross. Karen successfully led the Award for six years with passion and determination, most notably through the pandemic.

The Award is not new to me, for the past five years I've worked with The Award Foundation in London and experienced the Award in action all around the world.

As an Award whānau we're a part of something incredible. There are currently more than a million participants across 130+ countries and territories who are supported by 200,000+ volunteers. Whether getting active, developing new skills, giving back to our communities, or exploring our incredible backyard, participants are building essential skills for the future.

The last year has continued to present enormous challenge for our young people and their whānau and I believe the Award has never been more relevant than it is right now.

It provides rangatahi with a simple framework that helps them to develop skills such as resilience, problem solving, leadership and adaptability; skills that are essential in a fast-paced and challenging world.

This year we celebrate the 60th Anniversary of the Award in Aotearoa. We wish to extend a huge thank you to Joe Harawira, Kaumatua to Government House and our National Patron, Her Excellency The Governor General, after he kindly gifted us a whakatauki to mark this milestone: **Manawatakitahi – Hearts beating as ONE**

**"MANAWATAKITAH  
REFLECTS OUR VALUES  
OF PASSION, HEALTH  
AND CONNECTION  
WITH PEOPLE, AS WE  
STRENGTHEN OUR  
HEARTBEAT WITH THE  
NATURAL WORLD"**

This whakatauki has continued to inspire us throughout our anniversary year. Whilst we might all be individuals, when our community joins together, we are capable of so much.

From Award Leaders and volunteers, to supporters, parents, staff and participants, everyone has a role in helping to build a greater Aotearoa, both now and in the future. And this is even more evident when we look at our most recent social value statistics.

This year alone, young people who completed their Award have generated a whopping \$32.7 million in social value, and will add another \$51.9 million in estimated future value to Aotearoa as well. A huge congratulations to all who have been involved, and of course to those who have been on their Award journey, or achieved an Award this year.

**"AWARD  
PARTICIPATION  
CONTINUES TO  
GROW AND LAST  
YEAR WE SAW AN  
11% INCREASE IN  
REGISTRATIONS,  
WITH 8,546  
YOUNG PEOPLE  
REGISTERING,  
SUPPORTED BY 576  
AWARD LEADERS"**

EMMA BROWN  
CHIEF EXECUTIVE OFFICER

A large part of our activity has been our funded programme work, which continues to grow. Thanks to the generous support of our funders, we can ensure that even more rangatahi can access and benefit from the Award. From young people with learning or physical disabilities, to youth who are marginalised or disadvantaged, to rangatahi Māori, Pacifica young people and more, we are excited to be working with some inspiring partners nationwide to deliver this activity. You can read a little more about it below.

Our financials this year demonstrate the second year of our transition to reporting under the new accounting requirements, which state that any unused grant income cannot be recognised on the following year's income statement. Last year this read as a large profit, whilst this year it reads as a loss, as we have spent a lot of the remaining grant income from FY21/22. We expect our financials will start to balance in the coming years, as this settles. However, these changes aside, it is a challenging time for all organisations and the Award is no exception. We continue to manage our costs closely to ensure we can drive maximum impact with all that we do.

Looking forward, we have big ambitions for the years ahead. We are committed to enabling more and more rangatahi to access the Award and we will be exploring this, amongst other things, during our 2024 – 2027 strategic planning later this year.

**Finally, I would like to say a huge thank you to our Award whānau across the motu and our national office team and Board for all of the continued hard work and dedication. And as we celebrate 60 years, a further thank you to all of those who have been involved over our six decades. You are all a true testament to Manawatakitahi, hearts beating as one.**



# GOING ABOVE AND BEYOND TO DELIVER AMAZING OUTCOMES

## HAMISH BELL'S STORY

**Award Leaders are not just our point of contact within a school or organisation. They're the inspiring individuals who consistently go above and beyond to deliver amazing outcomes for the rangatahi they support. They're the beating heart of our Award framework.**

Hamish Bell is a great example of a passionate Award Leader. As Head of Values and Culture at St Andrew's College in Christchurch, Hamish champions the Award as part of his holistic approach to education and youth development. He is also a Gold Award alumnus, completing his Award in Aotearoa.

In his own words "The Award is a lesson in life skills, encouraging collaboration, ownership and accountability. It's a safe and structured way for students to explore their passions and motivate themselves, as well as each other. Developing new bonds and strengthening existing ones."

Hamish played a major role in ensuring students could complete their Adventurous Journeys during the height of the pandemic. Working alongside the national office, he supported participants remotely, keeping them focused and engaged in the programme.

"As an Award Leader I enjoy hearing their plans for the Adventurous Journey. There have been some incredible adventures over the years, one participant even completed the Otago Rail trail on unicycle!"

A recent participant from St Andrew's College commented that the Award has given her "lifelong friends, a sense of adventure, leadership skills and confidence". Whilst others paid tribute to Hamish, expressing that "he inspired me to see that I can achieve anything", and that "his positive energy and enthusiasm helped keep me going. Hamish always knew what I needed to hear."

Reflecting on his time as an Award Leader, Hamish commented that "The best part of my role is sharing my passion for the Award and inspiring the next generation to make good use of their leisure time. I enjoy seeing a wide range of participants take on the challenge and enthusiasm for the Award."

"It's satisfying witnessing the personal development and success that comes from achieving at each of the Award levels, especially for those participants who do not find success easily in other areas of school life. It is a real thrill when participants go and achieve at the highest Gold level."

Hamish was recognised as an Independent Schools of New Zealand (ISNZ) Honours Award recipient, for his service to the Award programme and outdoor education at St Andrew's College. The ISNZ Honours Award acknowledges exceptional educators within Independent Schools, those who go above and beyond the call of duty.

There are Award Leaders like Hamish across the motu, inspiring individuals who go the extra mile to deliver amazing outcomes.

Whilst we might all be individuals, when our community joins together, it's epic. From Award Leaders and volunteers; to supporters, parents, staff, and participants; everyone has a role in helping to build a greater Aotearoa, both now and in the future.

**Manawatakitahi – Hearts beating as one.**

**"IT'S SATISFYING TO WITNESS THE PERSONAL DEVELOPMENT AND SUCCESS THAT COMES FROM ACHIEVING EACH AWARD LEVEL, ESPECIALLY FOR PARTICIPANTS WHO DO NOT FIND SUCCESS EASILY IN OTHER AREAS OF SCHOOL LIFE!"**

**HAMISH BELL  
AWARD LEADER**



# A YEAR OF CELEBRATION

60 YEARS OF THE DUKE OF ED IN NZ

This year marks the 60th anniversary of the Award in Aotearoa. We started 2023 with a Radio New Zealand feature to help us identify some of the first women to complete the Award in Aotearoa. The call out, which asked listeners to identify women in a photo from 1965, led to contact with all of the first Duke of Ed wahine and set the nostalgia alumni feel for the Award.



Since then, we've highlighted many alumni stories on social media, sent thank you packs to all of our dedicated Award Leaders and even received a special message from the Governor General Her Excellency

The Rt Hon Dame Cindy Kiro.

In addition to her video message, the Governor General's Kaumātua, Joe Harawira, honoured our anniversary by gifting us the whakataukī; Manawatakitahi. Manawatakitahi reflects the Award values of balancing passion, health and connection with people – and strengthening our heartbeat with the natural world.



We have seen this message beat loud and clear throughout 2023 including the connections and celebrations of our Party Challenge.

Created with the purpose of enabling our community to celebrate in 'true Duke of Ed style,' the Party Challenge captured the imagination of many members of our Award whānau and led to 60th cakes on tramps, beach bonfires and tree plantings all over the motu. In early August, we were proud to give the most creative parties were awarded a share of \$5000 in Macpac vouchers to benefit their Award Unit/community.

As our whānau celebrated our anniversary month, our team connected with a group of local alumni and current participants to create an anniversary celebration video. The clip showcased a number of alumni in their places of work (offices, laboratories and outside parliament) to show where the Award can take our rangatahi and led to inspiring answers to questions such as, "how did the Award impact your career?"

November will see the introduction of the inaugural Exceptional Service Awards; special recognition for a small number of adult members of our community who go above and beyond for the Award. This will provide a moment to acknowledge the incredible adults who give so much to our rangatahi through generational wisdom and community centric mindsets; a real life example of manawatakitahi in the Award.

Thank you to all those who have given their time, passion and commitment to the Award over the past six decades and to those who have celebrated with us this year. Through the Party Challenge, radio interviews and video launches, the National Office team have received a steady stream of stories from Alumni, Award Leaders and participants alike. The anniversary has revealed the pride that not only nostalgic Alumni but current participants feel for the Award; a promising sign for the next 60 years of Duke of Ed.

**"OVER THE PAST SIXTY YEARS, MORE THAN A QUARTER OF A MILLION RANGATAHI HAVE PARTICIPATED IN THE AWARD, SUPPORTED BY THOUSANDS OF VOLUNTEERS"**

EMMA BROWN  
CHEIF EXECUTIVE OFFICER





# GAME CHANGING FOR RANGATAHI WITH DISABILITIES

We believe that every young person in Aotearoa New Zealand should have the opportunity to participate in the Award. Through our partnerships with like-minded organisations, and connections with schools and educational facilities, we're ensuring the Award framework can be adapted to suit each and every rangatahi.

The Award is being used increasingly to support rangatahi who are facing physical or intellectual disabilities. Here are just a few examples of the exciting work taking place in this space.

**Mana College's Te Whare Ako** Award Leader, Cameron Fraser, champions the Award as a game-changer, in terms of offering accreditation that students with disabilities might not otherwise gain.

"Many of our rangatahi will leave school without even NCEA level 1, which sadly will close many doors for them. The Award shows to others what they are capable of, and it's something they can continue to work at as they move into their next phase of life."

Louisa Kelly, Programme Coordinator for **Manaaki Ability Trust**, has run the Award for the past four years. Louisa, an Award-holder herself, knows the value of the programme.

"Rangatahi with intellectual disabilities truly benefit from a programme that understands and acknowledges their thirst for life. Academic studies have often limited student success, however, the Award enables them to see that there is much more to life."

**Waitaha School**, a specialist school for students with complex needs including intellectual and physical disabilities, use the Award to help their students become more independent.

Principal Maureen Allan commented that "our challenge is to really grow community connections with respect to employment for our young people, and the Award really helps us to achieve this."

**Wairarapa College Supported Learning Centre** have witnessed the transformation of their students through their Award experiences. With the class near completion of their Silver Award, 2023 is more exciting.

Through a timetabled class devoted to the Award, participants can complete voluntary service or skills practice, or use this time for planning towards the Adventurous Journey section, which proves to be an absolute highlight of each year.

Participants' Voluntary Service provides strong connections with the local community, which increases students' confidence and mana.

**The Award framework is being used to support and empower young people with learning and physical difficulties all across the motu. Thanks to the generous support of our funders, we are enabling more and more young people facing these challenges to step outside their comfort zone and celebrate their achievements.**

**"THE AWARD SHOWS TO OTHERS WHAT THEY ARE CAPABLE OF, AND IT'S SOMETHING THEY CAN CONTINUE TO WORK AT AS THEY MOVE INTO THEIR NEXT PHASE OF LIFE"**

CAMERON FRASER  
MANA COLLEGE

**A HUGE THANK YOU TO ALL OUR SUPPORTERS AND PARTNER ORGANISATIONS WHO MAKE ALL THIS POSSIBLE**





# IF YOU FAIL, TRY AGAIN BUT NEVER GIVE UP

## DORMAY LAUFISO'S STORY

**Dormay Laufiso is an accomplished young person who has taken on the Award through the Joshua Foundation. Now, thoroughly invested in the Gold Award process, Dormay is determined to keep going.**

"I decided to take on the Duke of Ed after hearing Chris Allan speak at my school. I'm the kind of person who loves to try new things, so when Chris introduced the Award to us, I thought to myself, why not give it a go?"

"When I signed up for the Award, I didn't know that tramping was part of it and when I heard the word tramp, I thought it was the same as camping. So when we went to our first tramp at lake Lendon, it was challenging as it was my first time and I felt like it was a battle between myself and my mindset".

"However, I quickly overcame my anxiety and now, looking back, the Adventurous Journey section was the highlight of my Award."

"During the tramp I remember hearing people encouraging one another to keep going and keep moving forward. It was truly incredible."

"Encouragement played a key role in my Award journey. I received inspiration from everyone involved; from my supportive Award whānau, my enthusiastic Award Leader, my community and myself."

"Most of all, my parents were my biggest supporters, cheering me on, and reminding me that win or lose, I'm loved."

"I also enjoyed the volunteering and sports sections as they came naturally to me. At school, I just love helping with whatever I can and I am heavily involved in rugby along with other sports."

"The Award has helped me a lot, especially with my dream job, to become a police officer. As you know it requires a lot of service and more of giving back to the community. By doing the Award, it has helped open my eyes to how I can best serve my community and how to have the right mindset.

If I want to become a police officer and I give up after dealing with one problem, then I believe I'm not the right person for the job. However, the Award has helped me with decision making and preparing myself with resilience, perseverance, and patience. I have learnt that I should never give up easily and that I should always have a positive mindset of overcoming any obstacles."

"I'm continuing to work hard, even after her schooling has finished. I'm now part of the Youth Band and continue to practise for events and performances at church. I believe that through the Award I have become even more driven and committed to my dream and become a more productive member of the local community."

**"DON'T GIVE UP.  
IT MAY PUT YOU  
OUT OF YOUR  
COMFORT ZONE,  
BUT IT'S WORTH IT  
BECAUSE IT'S A TEST  
FOR YOUR MINDSET.  
IF YOU FAIL,  
TRY AGAIN BUT  
NEVER GIVE UP!"**

DORMAY LAUFISO  
AWARD PARTICIPANT



# AWARD IMPACT

## THE SOCIAL VALUE OF THE AWARD IN 22/23

To demonstrate the impact of the Award, we have conducted a Social Value analysis. Social Value is the value of changes that stakeholders experience due to their involvement with the Award.

Our stakeholders are the young people who take part in the Award, the adults who volunteer to support them, and the wider community that benefits from the Award activities.

Through our Social Value research, we estimate that \$ 32.7 million in social value was generated in 2022/23 through the delivery of the Award framework.

A further \$ 51.9 million is estimated in future value, as 2022/23 Award alumni use the skills they gained to contribute to Aotearoa, both economically and socially.

**\$6.88 to \$1**  
Social Return on Investment

**\$32.7 million**  
Social Value created through the Awards gained in 2022/23

**8546**  
Total Registrations

**521 adults**  
Supported rangatahi through their Award

**3925**  
Total Completions

**\$51.9 million**  
Future value created through Award completions in 2022/23



On average, each young person who completed the Award in 2022/23 experienced social value benefits equating to \$7,900 and will experience \$13,200 in future benefits.

# **Of the \$ 32.7 million in social value generated through the Awards gained in 2022/23**

**\$16,179,000**

through increased engagement with charitable and community causes

**\$10,390,000**

through improved mental health and wellbeing

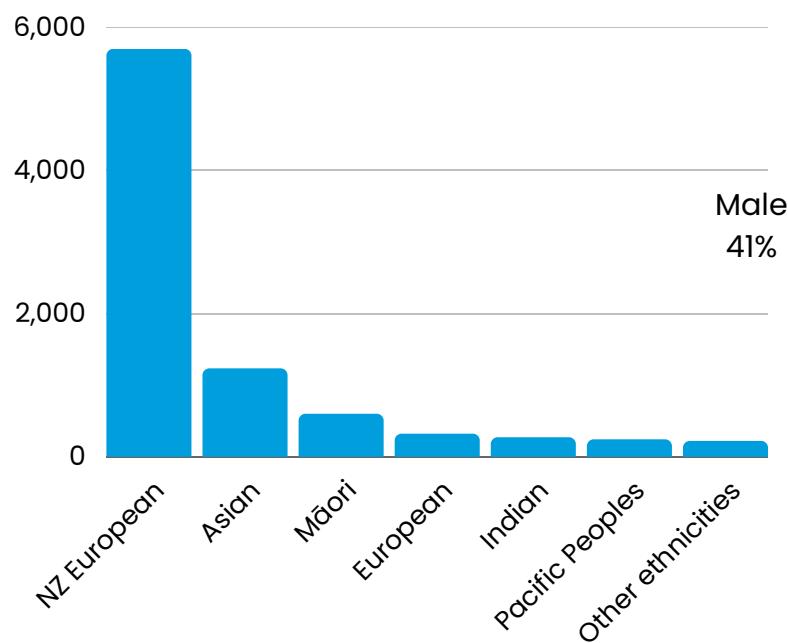
**\$4,562,000**

through increased social cohesion

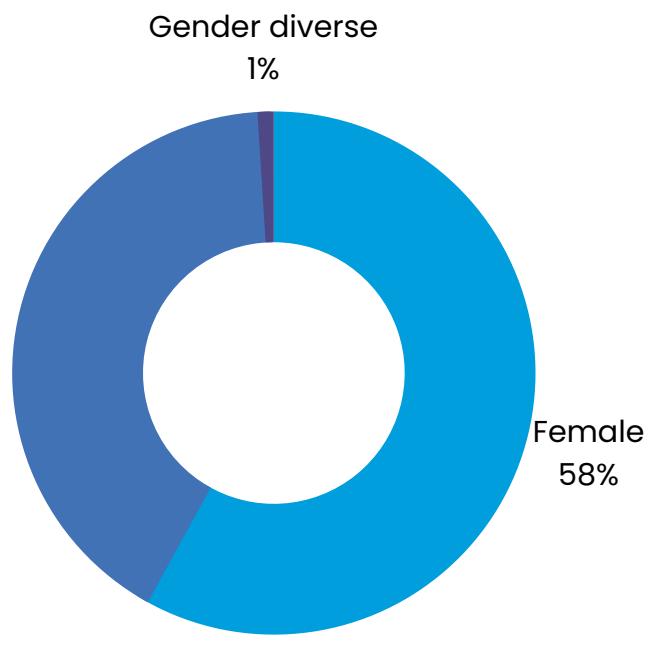
**\$1,555,000**

through improved physical health and fitness

## **ETHNICITY OF PARTICIPANTS**



## **REGISTRATIONS BY GENDER**



**The Duke of Edinburgh's International Award Aotearoa New Zealand | Hillary  
Award (Group)**

**Statement of Financial Performance**

**For the year ended  
30 June 2023**

	Note	Actual This Year	Actual Last Year
		\$	\$
<b>Revenue</b>			
Donations, fundraising and other similar revenue	1	1,730	9,034
Fees, subscriptions and other revenue from members	1	35,614	34,577
Revenue from providing goods or services	1	665,255	594,809
Interest, dividends and other investment revenue	1	66,382	15,373
Specific Grants and Contract Revenue	1	788,503	1,054,188
Other Income	1	1,697	13,144
<b>Total Revenue*</b>		<b>1,559,181</b>	<b>1,721,124</b>
<b>Expenses</b>			
Expenses related to public fundraising*	2	223	224
Employee related costs*	2	803,147	691,232
Costs related to providing goods or services*	2	286,065	269,503
Project funding programme delivery	2	557,206	537,918
Other Expenses	2	23,632	22,097
<b>Total Expenses*</b>		<b>1,670,273</b>	<b>1,520,975</b>
<b>Surplus for the Year*</b>		<b>(111,092)</b>	<b>200,149</b>

**The Duke of Edinburgh's International Award Aotearoa New Zealand | Hillary Award  
(Group)**

**Statement of Financial Position**

**As at  
30 June 2023**

	Note	Actual This Year	Actual Last Year
		\$	\$
<b>Assets</b>			
<b>Current Assets</b>			
Bank accounts and cash	3	467,382	371,998
Debtors and prepayments	3	31,558	60,208
Other Current Assets	3	1,066,743	1,446,597
<b>Total Current Assets</b>		<b>1,565,683</b>	<b>1,878,803</b>
<b>Non-Current Assets</b>			
Property, plant and equipment	4	85,679	114,320
Long term Investments	3	-	-
<b>Total Non-Current Assets</b>		<b>85,679</b>	<b>114,320</b>
<b>Total Assets</b>		<b>1,651,362</b>	<b>1,993,123</b>
<b>Liabilities</b>			
<b>Current Liabilities</b>			
Creditors and accrued expenses	3	86,471	260,911
Employee costs payable	3	43,782	70,677
Unused donations and grants with conditions	3	9,886	44,232
Other current liabilities	3	22,198	17,186
<b>Total Current Liabilities</b>		<b>162,337</b>	<b>393,006</b>
<b>Total Liabilities</b>		<b>162,337</b>	<b>393,006</b>
<b>Net Assets</b>		<b>1,489,025</b>	<b>1,600,117</b>
<b>Accumulated Funds</b>			
Accumulated surpluses	5	613,824	749,575
Reserves	5	875,201	850,542
<b>Total Accumulated Funds</b>		<b>1,489,025</b>	<b>1,600,117</b>

For and on behalf of The Duke of Edinburgh's International Award Aotearoa New Zealand | Hillary Award (Group):

  
\_\_\_\_\_  
**Chairperson**

15 August 2023

\_\_\_\_\_  
**Date authorised for issue**

# MIHI TO ALL OUR PARTNERS

THANK YOU FOR SUPPORTING OUR KAUPAPA



Hugh Hunter Berg  
Charitable Trust



Gallagher  
Charitable Trust



TAI SHAN  
FOUNDATION



Winton and  
Margaret Bear  
Charitable Trust



Lois Dalley  
Charitable Trust