



**I HAVE
A DREAM**

CHARITABLE TRUST
NEW ZEALAND

Building on Impact

Annual Report 2023

Te Pūrongo o te tau

**“I Have a Dream
helps Dreamers to
become more confident,
which spills over into other
areas of their lives.”**

Parent of a Dreamer
Theory of Change Project



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Contact us

I Have a Dream Charitable Trust

Charities Registration Number: CC24136

211 Kiripaka Road,
Tikipunga,
Whangarei 0112

office@ihaveadream.org.nz

ihaveadream.org.nz

Ngā Mahi What we Do

We help communities to thrive by offering long-term, holistic and strengths-based investment in a generation of tamariki (children). We empower our tamariki (our Dreamers) and their whānau throughout their schooling years by providing individualised support from committed, caring adults (Navigators). We provide Dreamers with opportunities and resources to increase their abilities throughout their early life journey, empowering them to find success for themselves and to live the lives they choose. We know that long-term solutions, not just quick fixes, are our best opportunity to provide a fair chance for all and create a stronger, more equitable society.



Ngā Wāriu Our Values



AKO Mastery & Academic Competence

We acknowledge mātauranga Māori (Māori knowledge) and also the prior knowledge our Dreamers bring with them. We encourage problem solving and reflection through shared experiences, all towards developing a love for learning.



TŪMANAKO Aspiration & Experiences

We help to inspire aspirational attitudes and provide a range of life experiences to encourage future opportunities.



AROHA Generosity & Civic Engagement

We explore emotions to encourage the development of empathy and compassion towards building trust, respect and appreciation for oneself and those around them.



RANGATIRATANGA Influence & Responsibility

We develop and encourage leadership, preparedness, motivation and trust to set our Dreamers up for future success.



WHANAUNGATANGA Connection, Belonging & Identity

We develop meaningful relationships across kura (schools), community and whānau to stimulate growth and confidence.

Nā Te Heamana

Letter from the Chairman

Chris Twiss, our hard-working CEO for the past four years has achieved both goals we set for him when he joined the organisation.

The first was to further professionalise the project in Whangārei, ensuring that it was strategically sound, operationally stable, and financially secure. It's now a complex front-line community organisation with over 20 team members supporting circa 1,000 tamariki and rangatahi across four state schools.

Part and parcel of this goal was the completion of several initiatives that Chris describes in his CEO Letter. This was capped off with the GoodMeasure research completed in 2023 that proves our impressive SROI (Social Return on Investment), as measured by Sir Bill English's data research company, ImpactLab.

The second goal, enabled by the first, was to demonstrate the opportunities for organic expansion, as evidenced by the start of the new project in Upper Hutt, in conjunction with a local charity, 4 A Better City, in 2023. Although they are financially and operationally independent, we have supplied all our intellectual property free of charge and helped to recruit, intern, and train their Navigator. We continue to partner with the Upper Hutt operation very closely.

Therefore, it is with great sadness that we announce Chris' departure. Working at the frontline of the social sector is a demanding role, so we take this opportunity to celebrate his contributions and wish him all the best for the future.

However, we are thrilled to introduce you to our new CEO, Andrew Te Whaiti, who started with us in early March 2024.

Andrew is a natural networker and storyteller, evidenced by his success in several organisations in Government, the private sector, and the charitable sector. His skills and background make him an ideal fit to drive the third goal that the Board set for the organisation back in 2018 – to drive national expansion via partnerships with Government, Iwi and Hapū (who are

strongly aligned partners in that they think – and invest – in terms of generations, not electoral cycles) and other private sector partners.

I Have a Dream operates across the intersection of multiple sectors, including Education, Social Welfare, Physical & Mental Health, Housing, Youth Development and Justice/Police. We are demonstrating that I Have a Dream's deeply localised, long-term, and child/family-centred approach is getting remarkable results. We are doing that by showing that Government silos need to be broken away from if we want better outcomes.

It could take another generation of this type of localised intensive community support before we see the material improvements and systemic change that is so desperately needed. But I Have a Dream is strongly placed to step up in a much bigger way as a key solution on our collective road to that.

NOTE: We are not the only one! There are many fantastic groups achieving real improvements, as reported by Rebecca Macfie in her Hardship and Hope series in the Listener last year. Most of them employ an approach similar to ours, in terms of breaking through the bureaucratic barriers between the Government's siloed departments.

We believe every political party when they say they want to improve social outcomes, including child poverty. But they need to break out of their ideological frameworks and Wellington-based fortresses to look at localised solutions that are trusted and proven to work.

I wish to close with a special thank you to our incredible team, who bring a unique work ethic and massive amounts of aroha to their mahi in these complex environments. Of course, none of what we do would be possible without the generous donations from our many donors, along with the untiring efforts of our volunteers and others that support our kaupapa in one way or another.

We are energised and ready to press play on the next stages of growth for even more impact in Aotearoa.



“I Have a Dream is strongly placed to step up in a much bigger way...”

Te Pūrongo O Te Pou Whakarae CEO Report

As always, I start by thanking all of our staff (past and present) for their incredible commitment to our kaupapa (purpose) and their unwavering dedication walking alongside our tamariki (children), rangatahi (youth) and whānau (family).

We are all only able to do this because of the I Have a Dream “team of hundreds”, made up of financial donors, volunteers and mentors, our Board of Trustees, other in-kind partners and supporters in so many forms, and multiple fellow service providers active across our communities. We acknowledge and awhi (embrace), particularly, our 4 kura (school) partners in Whangārei as well as our Upper Hutt kura partner, Te Kura o Hau Karetu.

It is the collective excellence and strength of this whole Dream Team, combined with the huge experience that we have gained operating in Aotearoa over the last 20 years, that has set the stage for what I am certain is going to be a very exciting and hugely impactful period ahead for I Have a Dream.

We have titled this Annual Report ‘Building on Impact’.

2023 was a really significant year for the number of big initiatives that either got underway and/or were completed. All of which, collectively, now represent a very strong foundation enabling I Have a Dream to go to the next awesome levels in terms of expansion into new communities nationally, partnering with private and/or public sector organisations. It is also a foundation that will continue to strongly support and sustain our ongoing commitment to our current Whangārei partners and communities. That remains paramount.

- Starting in January 2023 and completing in June 2023, Wellington based firm ImpactLab undertook a review of our Whangārei operations to determine our Social Return on Investment (SROI) using their GoodMeasure framework. We got an extremely positive result. Our core SROI figure of \$1:\$3.60 (every \$1 invested by I Have a Dream results in \$3.60 returned to NZ) positioned I Have a Dream in the higher range of SROIs that ImpactLab

have seen across the GoodMeasure evaluations (over 300 in total) done to date. This is a significant positive outcome and milestone for I Have a Dream, being the first externally validated measure of impact of our Whangārei operation. We will utilise and leverage this great impact measure in a number of ways in 2024, including in our ongoing engagements with the Government as well as with current and potential new donors and other supporters.

For the Government, as Scott notes in his letter, we believe that the ImpactLab research proves that I Have a Dream’s child and family-centred social investment approach is getting exceptional results. Backing us to expand and bring those results and impacts to many more communities in Aotearoa would therefore give both an excellent and consistent investment return on public funds in this crucial social space

- Our I Have a Dream operation in Upper Hutt, partnering with locally based charity 4 A Better City Trust, also commenced operations in January 2023 with a sole initial Navigator being based at Te Kura o Hau Karetu Primary School. One year on, the presence of a Navigator is already making a big positive impact in the kura and in the wider community. “Having a Navigator in school means we can have someone who can focus on the hopes and dreams of a group of children. Someone who can spend time getting to know children in an intimate way. Children don’t know what they don’t know, and they sometimes need someone by their side who can help “unravel” their worlds and what their dreams are. But it’s not just the dreams of the children, it’s also the dreams of their whānau that a Navigator is figuring out along the way too”. (Karen Wellington, Tumuaki (Principal)).

A huge congratulations to everyone involved with this kaupapa (programme) in Upper Hutt! It is off to a fantastic start through your combined efforts. And there are plans now to add a second Navigator into this programme in 2025.

We also continued our engagements with other potential communities and new partnerships in Northland throughout 2023, although no formal partnership agreements were entered into. That work is ongoing in 2024, with the very strong organisational intention to invest significantly more dedicated time and resources into this expansion work going forward.

- Our Whangārei operation Theory of Change refresh project was substantially completed by the end of 2023. This crucial piece of work has involved an in-depth focus on our underlying programme rationale – i.e. what change are we actually seeking to make, how does that change actually occur, how do we adapt our operations





and programming to optimise our ability to make change and, over time, how should we measure our success in actually achieving that change. In addition to the teacher surveys across all 4 of our school partners and workshops with over 160 Dreamers at Tikipunga High done in late 2022, in April, May and September 2023 we held a series of 5 whānau wānanga (meetings), inviting small groups of Dreamer whānau to join us at our I Have a Dream HQ base on the grounds of Tikipunga High School (4 wānanga) and Te Kura o Otangarei (1 wānanga). Combined, these areas of work yielded a rich reserve of insights and learnings and those are now being used to help set the Whangārei strategic and operational plan and direction for the next 3 – 5 years.

In a nutshell, the feedback from our key stakeholders (including Dreamers and whānau) was very strongly that we should keep doing what we are doing – that we are trusted and hold a significantly positive presence in the communities that we serve and that we are making a hugely positive difference in hundreds of people’s lives.

- 2023 was also the first year of the Te Wāhi Tūmanako (A place of hope) initiative in partnership with Te Kura o Otangarei. This is a new Transitional Learning initiative involving the delivery of a custom developed curriculum of academic and wellbeing programming and support for a small group (5 in 2023) of tamariki. This “2nd Year 8” programme had the support of two full-time I Have a Dream staff (including a qualified teacher) as well as management and resources support from the school. This group of Dreamers had been identified by the school in 2022 as being highly unlikely to successfully transition to and/or stay in High School for a number of reasons. And so Te Wāhi Tūmanako is focused on preparing and supporting these Dreamers for success in that transition. Both I Have a Dream and the school were delighted by the outcomes and impacts of the first year of this initiative. It has also had a positive impact on the wellbeing of the whānau of these students. As part of the initiative, the parents/caregivers must support their child and work alongside the kaiako (teacher) in their learning. This expectation has increased whānau engagement with the kura and the kaiako immensely.

“Children don’t know what they don’t know, and they sometimes need someone by their side...”

All 5 Dreamers have now transitioned to Tikipunga High School where we continue to support them through our Navigator team there. And building on this great success, a new 2024 Te Wāhi Tūmanako cohort (starting with 9 tamariki) commenced in January 2024.

- 2023 was also the first full year of our 3.5 year contract with the Ministry of Education as one of only 6 Northland based providers of its “Enriching Local Curriculum” programme. This funding supports us to stand by all of our values and significantly improve our already strong out-of-school learning capabilities and options. By establishing stronger community networks and third-party provider relationships (with organisations such as the Hundertwasser Art Centre) we can better access new opportunities and experiences for our Dreamers. We often then also use those opportunities to encourage and support students’ strengths and interests with targeted programmes to add even more positive impact. And many providers are also open to being adaptable and flexible in their delivery to better suit Dreamers.

As this Annual Report goes to print my time as CEO of I Have a Dream has come to an end and we have welcomed our new CEO, Andrew Te Whaiti, into the I Have a Dream kaupapa and whānau. I wish Andrew all the absolute best as he embarks on his own wonderful journey on the I Have a Dream waka (canoe).

It is impossible to fully express or capture my personal deep gratitude for the rich and wonderful experiences that this mahi has given me, including the incredible level of aroha that I have seen and experienced so many times, in so many forms by so many people. In the end, I really cannot do better than to conclude with this taonga (treasure) which, for me, captures the essence of I Have a Dream in Aotearoa perfectly. *Mehemea ka momoeā ahau, ko ahau anake. Mehemea ka momoeā tātou, ka taea e tātou (If I dream, I dream alone. If we dream as a collective, we can achieve our dream).*

Te Puea Hērangi (Mokopuna of the 2nd Māori King, King Tāwhiao)

Ngā mihi nui ki a koutou

Chris Twiss
CEO

Ko te Pou Whakarae hou Introducing our New CEO

**Ko Tākitimu te waka.
Ko Tararua te maunga.
Ko Ruamahunga te awa.
Ko Ngāti Kahungunu me Ngai Tahu aku iwi.
Ko Papawai te marae.
Ko Andrew Te Whaiti ahau.**

It is a real honour to join the I Have a Dream team. To build and sustain long lasting relationships with tamariki (children) and empower them to find success for themselves is truly a privilege.

I look forward to building on the amazing foundation of success that the Board, Chris and the entire team have developed.



Ko Ngā Pou Ārahi Our Management Team



Mo Matautia-Tepania
Navigator Manager

I value every relationship and connection with the village to enable our team to bring hopes and dreams to life. It's those continuous moments of magic as a collective that uplift the people we serve, and there are many, that bring meaning to this mahi (work).



Jodie Hannam
Partnerships &
Funding Manager

I've loved working with IHAD for the last 3 years. It has been a constant whirlwind of sourcing or managing activities, opportunities or funding for our Dreamers, which is so rewarding. Support for our programme comes in so many forms, from financial to experiential in kind donations, no one day is ever the same.



Lesley McCardle
Administration
Manager

I believe having a reliable, caring adult in their lives helps our young people to prosper. It's also important to them to have someone other than a family member that they can talk to and have utmost confidence that their interests are being looked after.



Sarah Tohill
Marketing Manager

I am honoured to be the person tasked with pulling together all of the amazing stories and outcomes that we see from this mahi and sharing them with both our existing and potential donors.



Kirsty Pillay-Hansen
Volunteering &
Mentoring Manager

I am so grateful that I get to work with a bunch of passionate and skilled people and that we advocate for rangitahi (children's) wellbeing.

Te Wāhi Tūmanako

A Place of Hope Initiative

In Term 1 of 2023 we started a pilot transitional education initiative called Te Wāhi Tūmanako. Working with Te Kura o Otangarei, one of our four partner kura, Te Wāhi Tūmanako was established in response to what was an annually repeating issue where a number of year 8's were dropping out before or during their first year of High School.

The vision of Te Wāhi Tūmanako, which means A Place of Hope, is, "Tū Pono, Tū Tika, Tū Aroha, Tū Rangatira" meaning "Stand true, do the right thing, be kind, stand strong".

The aim is to greatly improve the educational and learning outcomes for these children by providing intense wrap-around support in the safety and familiarity of their own local community and school environment.

A full time teacher/kaiako Navigator works to deliver a curriculum of academic and wellbeing programming and support for these children. To start with, five "at risk" Year 9 children, who should have been starting high school that year, were identified to participate in the programme based at the kura. Activities have included training at the gym to improve health, fitness and self-confidence, gardening at the school, one on one assistance with literacy & numeracy and cultural immersion and learning with visits to their whānau marae.

Donna Heta, Te Wāhi Tūmanako kaiako says, "As their kaiako I noticed a big improvement in the boys' attitude towards school, their attendance became more frequent with them wanting to be there. Their work ethic increased, with concentration and focus on the mahi at hand being a huge improvement. I'm so proud of

their accomplishments thus far and hope this continues in the future."

Whilst the Ministry of Education (MoE) does fund programmes in the "alternative education" space, it's currently not available for tamariki under 13. Even then, the number of available funded places in Northland is very limited. The costs for this initiative are therefore currently 100% funded by IHAD with the kura providing the physical learning spaces and some existing school learning resources.

Danelle Unuwai, Principal at Te Kura o Otangarei says "This class is allowing these students the space to grow and learn in a smaller group situation where they feel comfortable and they can't slip through the cracks. They are happy and engaging in the learning process alongside their peers, kaitiaki (mentor) kaiako (teacher) and whānau. I'm excited for what is yet to come"

"They are happy and engaging in the learning process alongside their peers..."

All of these tamariki have now successfully transitioned onto Tikipunga High School and will continue to be supported by our Navigator team based there. A new cohort of 9 tamariki has now started in Te Wāhi Tūmanako for 2024. We continue to explore the potential for future funding contributions from the MoE.



Te Waka

We're fortunate to have an amazing team of Navigators who are all passionate and highly invested in the work they do.



Naomi Bromberg
Year 2 Navigator

I was immediately drawn to the kaupapa. I love young people and I truly believe a person can do wonders when nurtured and supported. My Dreamers have been soaking up the new activities I have brought to the table.



Brendon McGillan
Year 3 Navigator

I was really drawn to the way Navigators form strong relationships with their Dreamers, and how we get to help be a part of their journey. I love how this mahi is teaching me a lot about myself.



Bailey Beddis
Year 4 Navigator

I love the small moments when they achieve a goal as simple as learning to tie their shoes, or go up a reading level. To see their faces beam with pride when they realise they CAN achieve a goal and that they are worth the effort.



Charleen Ngata
Year 5 Navigator

I love how confident and comfortable my Dreamers have become with me, even the wary ones. We now have great conversations of what or where they want to be in the future.



Bubbie Rapana
Year 6 Navigator

The little feel good moments are why I love doing what I do. Everyday is an adventure and if I can make a difference to at least one Dreamer, then I must be doing something right.



Marcia Aperahama
Year 7 Navigator

Five years together means I've been able to both witness and journey alongside the Dreamers in their social and developmental stages.



Dwayne Tainui
Year 8 Navigator

There are so many amazing things about this mahi that I love. The biggest problem is time and not having enough of it for all the things I want to do. I have so many ideas for my Dreamers but there are limitations and only so much you can achieve in your after school programs.



Rose Welsh
Year 9 Navigator

I Have a Dream aligns with the well-being and high care model I aim for in the classroom, as a teacher. I love the ability we have to identify strengths and potential in our Dreamers, and then offer new opportunities and experiences to develop those.



Justin Kahotea
Year 10 Navigator

The biggest change I have seen is that my Dreamers now know who I am and are comfortable around me now. For them to know I'm here for them and they can always come to me for anything. Self-confidence is big for young Dreamers.

Our Navigators

Here's a little insight into what they love about their roles and their why, as well as some of the challenges they encounter.



Te Wairua Muriwai
Year 11 Navigator

I love to serve the people in the community that I live in. There are many challenges and hurdles that we have to overcome on a daily basis. This keeps our mahi interesting.



Lucia Kotze
Year 12 Navigator

I love working as a Navigator because it allows me to make a positive impact on the lives of young people. Being able to support and guide them during critical stages of their development is incredibly rewarding.



Huiturangiora Hopa
Year 13 Navigator

Working with the kids every day is the best part of the job. My biggest challenge is trying to do as much as I can with the time I have with the Dreamers.



Daisy Rogers
Year 14 Navigator

It's been so amazing to journey alongside my Dreamers and watch them grow from year 7 to now. Watching them explore and figure out who they are, and to find themselves. It's been one of the best things. I'm so glad I can still continue to be there for them this year.



Donna Heta
Te Wāhi Tūmanako Kaiako

Seeing our māori boys become confident in the schooling system and building their confidence. They are healthier, cleaner, happier and more outspoken. It's a total turn around.



Khinhtay-ye Matete
School-Based Navigator – Totara Grove

This mahi is all the stuff I like, personal growth, nurturing others, giving tamariki the love and support they need. I love that I am playing a part in the community here. It's opened my eyes, my mind and my heart.



Jessie Hedges
Te Wāhi Tūmanako – CRT

This job gives me the chance to make changes in people's lives and I might not be able to help everyone, but if I can help change one person's life big or small, that's a win to me.



Nicola (Nic) Henderson
School-Based Navigator –
Te Kura O Otangarei

I started as a mentor and haven't looked back. I love the kaupapa. Supporting our Dreamers to succeed even with the simplest things like tying a shoelace or writing their names can be huge for them and the smiles this brings to their face.



Rob Stanley
School-Based Navigator –
Te Kura O Otangarei

My Dreamers are learning to be more compassionate and kind to themselves and their peers. They are no longer responding to situations like they used to and are taking the time to respond in healthy ways with aroha respect and understanding.

Ngā Raraunga

Dreamer Centered Focus & Care



960

Dreamers
currently across kura
year levels 0-13



18

Navigators
currently across kura
year levels 0-13



40

Structured Programmes
delivered each week
across 4 kura



12,675
**Navigator/
Dreamer
contact hours**



7,992
**Navigator
hours**
of in-class support
per annum

96%
students
signed up to
I Have a Dream
programme

70%
Dreamers
attending structured
programmes

Our Numbers

Community Wide Relationship Building



680

whānau
building
partnerships
between kura,
whānau and the
community



130

volunteers
currently across
kura year levels
0-13

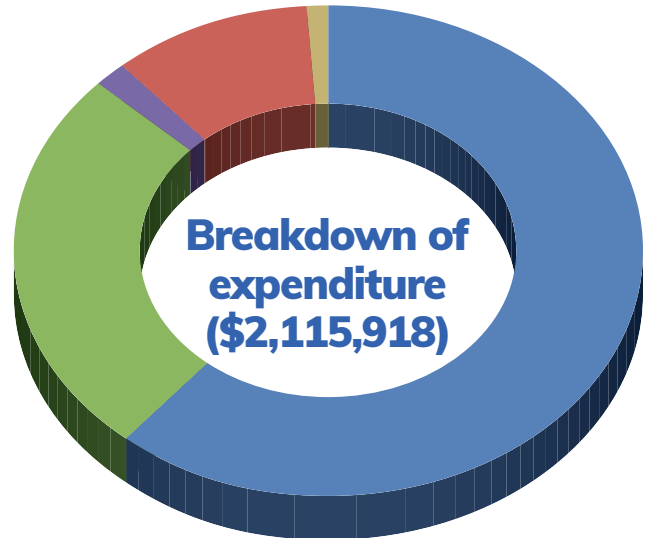


1,000
attendees
annual
whānau
event



19,578
kms
travelled
for
activities
in 2023

Financing The Future



- \$1,309,176 (61.9%) Employee related costs
- \$551,700(26.1%) Costs related to providing goods or service
- \$34,808 (1.6%) Expenses related to public fundraising
- \$220,034 (10.4%) Other expenses
- \$200 (>1%) Grants and donations made



- 2,500 hours (64%) After School Programmes & Te Wāhi Tūmanako
- 180 hours (5%) Mentoring
- 100 hours (3%) Mentor Training
- 500 (13%) Volunteer hours for holiday programmes and events
- 600 (15%) Volunteer hours Interns and placement students

Kei ōku ringa tōku oranga

Life After Kura – The Next Chapter Begins

Daisy Rogers began a unique journey in 2016 with a group of Year 7 Dreamers who she went on to support and guide right through to their high school graduation in 2023.

She witnessed a lot of growth and transformation over the years and now shares the stories of three Dreamers – Tevita, Danielle, and Manaia – each embarking on unique paths beyond high school.

It's been a real mix of emotions for Navigator Daisy watching her Dreamers head off on the next stage of their life journey. She is filled with immense pride and treasuring the strong bonds formed along the way. "It's incredible to see Tevita, Danielle, Manaia, and others pursue their dreams with determination and resilience," Daisy reflects.

Tevita Loto'aohea is now attending the Manukau Institute of Technology (MIT) studying to become an electrician. His acceptance into MIT is testament to his hard work, proving that with commitment, any goal is attainable. Tevita's achievement brings immense pride to both himself and his family, marking a significant milestone as he becomes the first in his family to pursue tertiary education.

"Tevita has grown so much and come such a long way," says Daisy. "Initially struggling to manage his emotions and facing social challenges, he has transformed from an angry and sometimes mischievous child, to be head prefect in his final year of high school. He is now seen as an inspiration by others."



Daisy keeps in regular contact with Tevita since starting his course and often receives messages or questions from him. "He's enjoying it, but finding it hard living in such a big city. There have been a few challenges with accommodation, student allowances and other stuff that I have been doing my best to help him with. But he's fortunate to have a supportive whānau who visit regularly and stay connected. He also has a lot of extended family in Auckland who offer their support."

Danielle Cooper has continued her academic journey at Waikato University, pursuing spatial design. Since her early high school years, Danielle had ambition to attend university along with a vision to establish her own business. Her dedication and passion drove her to excel in her studies and achieve this, whilst at the same time working and saving for her future university expenses.

"Danielle was always quite shy and introverted, but her empathy towards others always shone through. Her confidence has flourished massively over the years. Participating in the fundraisers and community events with I Have a Dream has helped massively with this, not just for Danielle but with many of my other Dreamers as well."

Daisy also connects with Danielle on a regular basis. "She's loving university life and has settled in really well. She's got her own dorm room with its own bathroom and kitchen and she's loving the independence. One of her friends (also a Dreamer) is studying law in Wellington, so they've got each other and spend a lot of time together, which is awesome for them."

Manaia Martin's love for automotive engineering has led her to North Tec Whangārei, where she continues to explore her passion for cars, something she discovered at high school. Manaia, who continues to live at home with her grandparents and fellow mokopuna (grandchildren) whilst studying says, "I'm excited to finally know what I am doing for my future and what way I am heading."

"She loves everything about cars," says Daisy "and she's really, really good at it." Reflecting on Manaia's journey in the IHAD programme Daisy says, "her confidence has just blossomed and she's found a real sense of belonging. Manaia was one of my newer Dreamers only joining the programme in the last three years. I tried for such a long time to get her to my after school programme but she resisted, then one day she finally came along and that was it. Being part of the IHAD programme gave her a safe space and people she could connect with and trust. She really opened up and just came into herself."

Experiencing this journey alongside these incredible tamariki has been a truly remarkable experience for Daisy. "They've all just made me so proud. When you start with them they've got such little faith in themselves and ideas of what the future could be. It's just so amazing to see that they actually have achieved some of those goals. It's been quite hard emotionally," explains Daisy, "it's like watching your tamariki leave home, but 40 of them."



“Our group of tamariki have a very strong sense of belonging ...”

Daisy emphasizes the importance of providing ongoing support beyond graduation, which is something she will continue to do in 2024 as part of the IHAD programme. “I’m so grateful to IHAD for allowing us to do this because the need is actually quite high. The tamariki were all pretty freaked out once they actually left school, so it’s reassuring for them to know that I will continue to be there for them”.

“Our group of tamariki have a very strong sense of belonging, which is something I’ve noticed a lot of other tamariki their age and stage are lacking. My tamariki are confident that they have that backup and support, they all know that I’ve got them and they’re not shy to ask for help anymore. Unfortunately so many kids don’t actually have that. They don’t have someone outside of their family they know they can go to for support.”

As Tevita, Danielle, Manaia, and all of the other Year 13 Dreamers embark on their respective journeys, their achievements demonstrate the transformative power that programmes like IHAD provides not only for tamariki, but communities as a whole and the limitless potential that each one possess.

Manaia describes her journey with a well-known Māori proverb by Sir James Henare. 'Kua tawhiti kē tō haerenga mai, kia kore e haere tonu. He nui rawa ō mahi, kia kore e mahi tonu. You’ve come too far not to go further. You’ve done too much, not to do more'.



Whāia te Iti Kahurangi Educational Partnerships IHAD & Huanui College

For the past five years, Huanui College has generously donated an annual scholarship to I Have a Dream for one of its Dreamers. Recipients for this scholarship are selected from across our three partner primary kura, Tikipunga Primary, Tōtara Grove Primary and Te Kura o Otangarei.

Huanui College is the only independent college in the Whangārei area and is located in the countryside on the way to the Tutukaka coast. The college is dedicated to providing Northland children with a uniquely individual educational experience. The range of opportunities and learning approaches are designed to help each student discover and develop their strengths and weaknesses whilst finding self-confidence, self-worth and happiness.

Philip Coombe is the Principal at Huanui College and was essential in the school's decision to support IHAD and the introduction of the ongoing scholarship relationship. "Each year we provide one scholarship for an IHAD student to progress through to Year 13. We're now up to four students in total. There has only been one year where we weren't able to find a Dreamer that wanted to come. I'd gladly extend this opportunity to more if resources allowed, however our current model limits us to one per year."

The scholarship covers the entire cost of tuition fees from years 7 to 13. Additionally, IHAD also provides a one-time \$2000 grant to support the Dreamer's educational and personal journey at Huanui College. This funding can be used to cover the costs of other college related expenses not covered by the scholarship itself, such as uniform and bus fares.

"We leave it totally to IHAD to select the person and I've got to say I think they've done a great job," he says. "Kaden Simpkins is our oldest in year 12 and he was the first one. He's really gone from strength to strength."

Kaden says, "It was a real privilege to receive the scholarship. I'm not really sure what I want to do next but I'm now in a great position academically."

Moving to a completely new school and not knowing anyone is a big transition. Rainy Pomale, who is in year 8 says, "You feel nervous about coming here, but that quickly goes away and you're really welcomed. I've set higher goals for myself since coming here," she adds. "It's really academic, so I try and push myself as much as I can."

Elijah Nielsen, who is in year 7 says, "you have to have the right mindset coming here. It's not that hard, but you have to do the work."

"There's no reason why students in Whangārei can't be the best in the world," says Phillip. "I genuinely believe that. It's

about having the opportunity, making the most of that and working hard. We're just doing our little bit to help. But you know, it's not just us, the ongoing support that's given to these students is great and the work that the IHAD Navigators are doing is just tremendous."

Philip's inspiration for the IHAD scholarship came about after he attended one of our Visitor Open Days. "IHAD are well known in the community, but it wasn't until I got invited along to one of their open days that I really got to learn about the programme. The whole concept really impressed me and after listening to their purpose and seeing the students and Navigators in action, I thought this is something worth supporting, we could have a relationship here. We want to support the wider community, not just the Huanui community."

"We'd love to see a time where we have an IHAD Dreamer in every year at our school, so seven Dreamers in total. It's a goal and one we're passionate about achieving," he says.

"There's no reason why students in Whangārei can't be the best in the world..."



Mā te tupu, ka ora

Growing Together

Garden to Table Initiative

Big things really do grow from simple ideas and an outstanding example of this is the Otangarei Garden Oasis project. This joint initiative between I Have a Dream and Te Kura o Otangarei initially started life as a part of IHAD's alternative/transitional education programme – Te Wāhi Tūmanako.

One thing this small group of year 8 boys had shown interest in was gardening, so their Navigator Donna Heta, signed them up for the Garden to Table program.

Garden to Table helps empower tamariki to whanake (grow), hauhake (harvest), whakarite (prepare), and whāngai (share) fresh, seasonal, and affordable kai (food). The program is curriculum-linked, meaning kids are learning core subjects while getting their hands dirty in the garden and kitchen. We were fortunate to secure a grant from our local Whangārei Harcourts which helped with the initial setup of the gardening & kitchen equipment needed to start the programme.

Although initially only for the Te Wāhi Dreamers, the rest of the kura very quickly showed interest in getting involved. Now the whole school of nearly 100 tamariki have embraced it, with all tamariki now having gone through the early stages of the programme and fully integrated it into the kura curriculum.

"All of the kids have a big sense of pride in what they're doing," says Jodie Hannam, IHAD's Partnerships & Funding Manager. "In a community where cheaper, more processed food is often more commonly accessed, our Dreamers are now being introduced to healthy and new foods. They're going home saying things like can we make some hummus".

The school's previously unused garden beds were suddenly overflowing and they were growing so much that the Te Wāhi boys ended up making up food parcels and giving them out to the local community, whilst also learning how to pickle & bottle any excess. Their knowledge was increasing and they were learning new valuable skills.

There was also a big shift in the community with more and more people getting involved. Whānau of the Dreamers have started planting their own gardens because their kids were coming home with all this knowledge and were so engaged and excited. Elders in the community are coming into school to impart their knowledge. A local mirimiri practitioner (Māori massage) started coming into the school and teaching them about rongoā (traditional Māori medicine). It's bringing back old customs and knowledge that might have been lost for a long time.

When local accounting firm Sudbury's reached out to Jodie about doing some volunteering with IHAD before their Christmas party, she decided to get them involved with a working bee in the garden. "They were amazing," says Jodie. "They

rocked up on Friday afternoon with all their equipment and worked non-stop building a pergola, new garden beds, weeding and spreading a gigantic pile of mulch, (kindly donated by Bin Inn, Kamo). They managed to help with all the outstanding gardening jobs in 2 hours that would have taken Donna & our other Navigator, Nic Henderson, weeks to do themselves."

That same night Jodie got a message from Sudbury's Director. "They were just so impressed with what we were doing," says Jodie. "They wanted to get more involved with this project and help us out. As a result they've now come on board as a Dream Partner," explains Jodie. "They've already helped source some wooden picnic tables for the garden and are invested in getting involved as much as they can with this project".

But it doesn't end there. In late 2023 the core group (Jodie, IHAD Navigators Nic & Donna and Otangarei Principal, Danelle Unuwai), all got together to discuss next steps. The school managed to get some funding and so they're now moving ahead with what they're calling Otangarei Garden Oasis.

There will be more vegetable gardens and an orchard with different fruits available throughout the year so kids can help themselves. There'll be a rongoā garden for the whole community to use. The school has a number of kids with neurodiverse needs, so they're including a sensory garden and quiet areas. There's going to be a local memorial area, possibly some water features and a tree house along with some new outdoor equipment and chickens.

One of the long term goals of this project is to create a proper commercial kitchen in the kura. "Ultimately we'd love to be able to grow enough food that we are able to provide hot lunches for all of the kids at the kura every single day," says Jodie.

If you'd like to donate to the Garden Oasis or think you may be able to provide items, then please get in contact with Jodie.



He Rau Aroha Dream Partner

In 2023 we officially launched our Dream Partner Programme. The idea came about from all the opportunities being offered to IHAD by local Whangārei businesses.

Many feel disappointed that they don't have the means to support us financially, but they still want to help. The Dream Partner programme is about recognising different ways for supporting us and allowing us to create relationships with local businesses and a long-term strategy to work together.

"There are very few local charities you can support in Whangārei, so most businesses end up supporting national charities," says Partnerships & Funding Manager Jodie Hannam. "But the benefit of supporting a local charity is that they can actually get involved and see the results right on their doorstep. Some of our Dreamers could potentially become their future employees or even their employers. Their whānau, are working in local businesses, their businesses, so why not support local?" asks Jodie. "Dream Partners can help us to build awareness of what we are doing here in the local community so that we can increase local support."

A big component of the Dream Partner programme is its longitudinal approach. "We are a long term charity so we therefore want businesses that want to work with us long term. We'll never say no to one off fundraisers and

opportunities that might arise. But that's part of what makes a Dream Partner different," says Jodie.

It's also about having a reciprocal relationship explains Jodie. "ReSport is a great example of this because we work hand in hand together. They've helped quite a few of our Dreamers with sports equipment. But we're frequently partnering with them and building awareness. They have a golf tournament, we go and help them out. We have our whānau event, they come and have a presence. So collectively we're both extending our reach for one another."

"I often say that any opportunity is a good opportunity," says Jodie. "We can pretty much make anything work and one-off ideas can develop into larger relationships, a good example of this is Sudburys – their offer to volunteer their staff for an afternoon has evolved into so much more and their Dream Partnership is helping us grow awareness throughout the business community in Whangārei."

Another great example of how these relationships can evolve are the bespoke IHAD after school programmes that were introduced last year with the Hundertwasser Arts Centre & Questionable Research Labs. "These programmes have been a huge success with the Dreamers, enabling many to explore untapped interests and potential," says Jodie.

These programmes are currently being supported as part of the Ministry of Education Enriching Local Curriculum funding that was secured last year, but Jodie is mindful that this will eventually

come to an end. "It would be great if we can continue to provide these programmes as well as adding to them. One idea is to create some specific funds aligned to the interest areas of our Dreamers, e.g. an arts fund, a music fund, a sports fund or even an environmental fund that donors and businesses can get behind and support if they have similar interests or capabilities."

"It's a work in progress," says Jodie. "So for now we're continuing to work the opportunities as they come up and building our awareness and support with the businesses in Whangārei."

If you'd like to know more about becoming a Dream Partner or if you're a local business wanting to get involved, please contact Jodie@ihaveadream.org.nz



"... It's about helping to build awareness of what we're doing..."

He Ringa Toro Volunteer Partner

We are fortunate to have an incredible bunch of around 130 volunteers on board our kaupapa (programme) supporting our Dreamers. A large number of them are student volunteers working with us in our After School Programmes.

Student volunteers receive training and ongoing tautoko (support) as well as glowing references and job application, tertiary training and scholarship application support from Kirsty Pillay-Hansen, our Volunteers Manager. We aim to support our student volunteers to learn, grow and develop in their role as well as supporting them on their own next steps when they finish high school.

Kirsty caught up with student volunteers Tom Cunningham and Mischy Disu, who have both built up a wonderful connection with the Dreamers, about their experience.

How did your journey with I Have a Dream begin?

Mischy: "At the beginning of 2023 two wonderful ladies, Kirsty from I Have a Dream (IHAD) and Mrs. Hamilton from Pompallier Catholic College held a meeting for the incoming volunteers at our school. This was the start to a wonderful year with Whaea Rose and our kids in our after school maths programme.

Tom: "I've been doing IHAD for the past year and a half. My philosophy in life is that you don't get what you deserve, you get what you communicate. Breaking down and teaching topics and ideas to the Dreamers is a skill which is applicable to so many things in life. I jumped at the opportunity when I heard about it."

What have been the highlights of your experience so far?

Mischy: "It's safe to say that for both of us, our highlight is always seeing how excited the kids are when they see us at the house for our after school programme. These little things, the joy in their smiles are those little moments that Tom and I will cherish and hold close to us forever."

Tom: "It is without a doubt that I've learned more from the Dreamers than they have from me and my poorly explained algebra! The biggest lesson being that when we all work together we can create real change. It's taught me to appreciate the things that I take for granted and that the curiosity we all share sometimes isn't found by traditional schooling."



How do you find it working alongside and supporting your Navigator?

Mischy: "Working with Whaea Rose has been such a joy and honour. Whaea Rose knows how to make our programmes fun. Even during the gloomy days of winter, she lifts the kids' moods through kai and conversations all while learning maths. The bonds we now have with the kids and seeing them flourish, grow more confidently and how comfortable they got with us. It felt like family."

Tom: "Rose has a massive passion along with an impressive educational background. I know I at least would be utterly clueless without the guidance of the IHAD leaders."

How has the experience strengthened your own personal skills?

Tom: "Mischy and I now find ourselves as head boy and head girl at Pompallier Catholic College. IHAD has given us the confidence to carry out this role to the best of our ability. The lessons that we have learned and the connections made with the IHAD community is something that will be with me for the rest of my life."

Mischy: "This whole experience has definitely made me grow more as a person, both honing my personal skills and giving me a different perspective on life. We stepped up and decided to end 2023 with the now famous Tom Mischy-lympics, a fun game we held consisting of a basketball shootout, general knowledge quiz and an inside quiz."

Tell us a bit more about the programmes – what other activities have you helped to run with Whaea Rose?

Mischy: "More Dreamers have joined our group this year, which we are so happy about as this means that our group is growing. Our focus this year is kōrero (talking) and crafts. Right now we are producing mandalas, while we talk about the deeper things in life. One of our most interesting talks we have done so far this year is the components of trust. Tom and I consider our after school programme as our "breather" or our outlet. It reminds us of our "why" – why we do this."

Tom: "I've enjoyed every minute of my time at IHAD, but my favourite memory is honing my pūkana (facial expressions that are an important part of kapa haka) skills under the expert tutelage of Tyrone and Valentina. I take a lot of pride in Dreamers' advancements both socially and academically. I love being involved."

Mischy: "IHAD gives me a sense of purpose, fulfilment, and encouragement that I am doing something good for these kids in my own way, for just an hour and a half a week. It is safe to say that I am beyond grateful for this opportunity and I for one, wouldn't want this any other way."

We also need adult volunteers as well as students, so if you or someone you know is interested in volunteering for I Have a Dream, please contact Kirsty Pillay-Hansen at kirsty@ihaveadream.org.nz

Ko Ngā Kaiarataki Navigator Profile

Navigators Dwayne Tainui and Khinhtay-yee Matete (Htay) will be taking on additional responsibilities in 2024 as Team Leads. Their expanded positions reflect the continuous growth of the organisation and provide an additional layer of support and guidance for the Navigator team.

Htay works with some of our youngest Dreamers in years 0-2 at Tōtara Grove, whereas Dwayne is currently working with older Dreamers in year 8. Their roles offer quite different perspectives of the IHAD model. In her role as a school-based Navigator Htay works with tamariki of a similar age. Dwayne in contrast moves with his Dreamers across the year groups and recently experienced a big transition with their shift to intermediate. Both have been in their roles for around 3 years since joining IHAD in 2021.

When asked what it was about I Have a Dream that made them want to work here, Htay said, "I love the idea of mentoring in schools and having that support system. It's really important. We had just moved to New Zealand and I was enrolling my daughter at Tōtara Grove. They explained the IHAD programme as part of the interview process and I just thought I would love to work for this organisation. It's all the stuff I like, personal growth, nurturing others and giving the tamariki the love and support they need."

"There are so many amazing things about this mahi," says Dwayne. "I love seeing this next generation, who are going to run the country, succeeding." But success doesn't always come easy, he is quick to point out. "I approached this

mahi knowing it is a long game," he says. "Getting to see the little breakthroughs happening with your Dreamers is my why for doing this. It can take a while, but when you do get a breakthrough and you're getting feedback from whānau as well, it's really really good."

The relationships they have with the wider Navigator team is something that is very important for both of them. "I don't think I've ever worked in a team before where everyone is so supportive," says Htay. "You can have open and honest conversations and that's okay, it's really cool." "Everyone is so supportive," adds Dwayne. "We share ideas and bounce things off each other, we're such a great team".

Culture plays a big part of their growth and passion for their roles. "I'm Australian but my family is Māori and coming back to New Zealand and working at IHAD gave me more of a connection in some ways," says Htay. "I just love it. It's so amazing. I'm being immersed in the culture daily as it's all around me and I now have deeper understanding and respect for indigenous cultures. I love that I get to work in an organisation that has a genuine understanding about culture in a community."

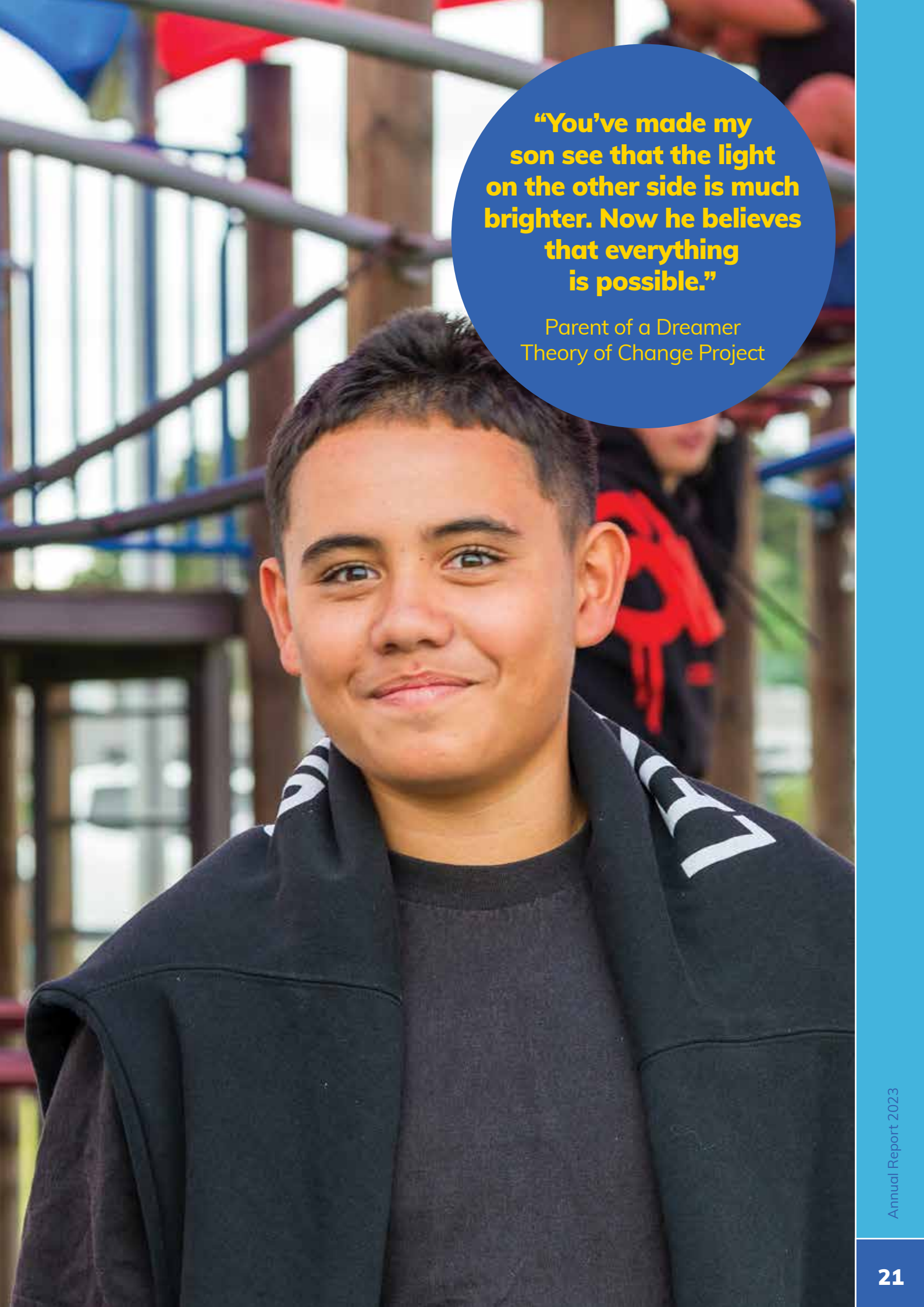
"I agree," says Dwayne. "I was brought up in Hokianga amongst Māori culture, but when I moved away I lost a lot of that connection over time. So, it's been really amazing being part of an organisation that's enabling me to grow in that space, as well. I'm loving, being immersed in the culture, which is my culture as well. It's given me a jumpstart on wanting to learn more."

Reflecting on how they have changed since starting with IHAD Dwayne says, "I've definitely changed as a person, I'm more empathetic and I'm always learning. Stuff about human development, how the brain structure works and how the first 1000 days, are the most important years for a person." Htay agrees, "I've definitely experienced personal growth, but for me I think it's probably more understanding the community that I now live in. But definitely always growing."

Thinking about how their Dreamers would describe them Htay says, "well my tamariki are little so they would probably use words like loving, kind, helpful and good at hugs". "Cheesy," laughs Dwayne. "They know I love my dad jokes. We have the fun, but we also have the conversations. They're approaching that age where we need to start having those deeper discussions. So, I'd like to think that they know that I care".

"I love seeing this next generation, who are going to run the country, succeeding."





**“You’ve made my
son see that the light
on the other side is much
brighter. Now he believes
that everything
is possible.”**

Parent of a Dreamer
Theory of Change Project

Ngā Mihi Ki Ngā Kaituku

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Ko Te Anga Whakamua Plans for Future Growth – Financial Implications

As noted above, we have exciting opportunities to expand the reach of the IHAD kaupapa into other communities that would benefit from our services. There are two implications from this:

1. We have been consciously building up our financial reserves over the past few years to fund the resources necessary for expansion and to ensure our core operations are sustainable. Sometimes this has had a “cost”, in that some potential donors look at our Balance Sheet and decide we’re already sufficiently well-funded.

Please do not draw that conclusion! We are committed to delivering our services to the 1,000+ tamariki and rangatahi in our current programmes for up to 15 years, which means we must be able to recruit and retain the talented Navigators to do so. The normal hand-to-mouth financial plans of many charities is simply not tenable when we’re delivering this long-term commitment to a community.

Plus, expanding our reach requires a greater level of financial resourcing, as it takes 1 – 2 years of serious engagement to bring on a new location/partner.

2. On a related matter, our initial budget projections back in 2015, when we first planned the expansion into Whangārei, have been significantly updated. We have long talked about our “cost of service delivery” as being \$1,000 per Dreamer per year. As you can see in these accounts, our actual cost in 2023 was slightly over \$2,200 per Dreamer. The major factors behind this cost increase are:

- a. We needed more Navigators than the initial (optimistic!) projection of 1 per 100 Dreamers.
- b. We understated the programming costs (food, trips, activities, external programmes, etc.), and we completely missed the need to buy and operate 3 vans.
- c. Running a wrap-around programme for 1,000 Dreamers across 4 schools with 18 Navigators has necessitated more back-office / administrative support than we’d budgeted.
- d. As all Kiwis are experiencing, inflation has affected our cost base.

With that in mind we'd be deeply appreciative if any of our existing donors can connect us with other like-minded individuals that may be interested in what we are doing to help extend our reach.





P.O Box 314, Whangārei 0140, New Zealand



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