



**upside**  
youth mentoring

**2024**

ANNUAL IMPACT REPORT ●

# Thanks to you, young people in hardship are finding hope.

**With your support, Upside's mentoring has helped vulnerable tamariki and rangatahi build resilience and a stronger sense of belonging – protective factors that reduce risk and promote better mental health outcomes for them and their whānau.**

As mental health challenges among young people in Aotearoa continue to rise, the need for early, relational support has never been more urgent. Mentoring remains one of the most powerful tools we have – offering a stable, nurturing relationship with a trusted adult and helping young people feel connected and valued at school and in their communities.

In 2024, Upside impacted the lives of 705 people, providing care, stability, and hope. While our core community-based mentoring remains central to our mission, we're also committed to innovation – exploring ways to respond to evolving needs and enhance accessibility, while preserving the depth of connection that defines our impact.

The dedication of our mentors, staff, and supporters makes this possible, and we're grateful for the collective effort behind every match. A special thank you to our CEO, Jenny Horst, for her unwavering leadership and strategic vision in a challenging landscape, ensuring Upside remains a place of trust and transformation for young people.

Despite a tough year for the charitable sector, Upside has demonstrated resilience, careful stewardship, and a relentless focus on the young people at the centre of all we do. Thanks to your generosity, we continue to make a difference.

Thank you for standing with us – and for believing in the power of belonging to change futures.



Ngā mihi nui,

*Greg*

Greg Langton  
Chair



“With the investment of our loyal supporters and outstanding mentors, we’ve seen tamariki and rangatahi build resilience and hope over the past year, impacting their homes, schools, and communities. We’re delighted to share these outcomes with you!” — Jenny Horst, CEO

# 2024

**705** people directly impacted  
(young person + mentor + whānau)

**12,108** volunteer hours donated

- **90** matches supported by Upside HQ
- **51** matches supported through our Upside Collective partners
- **64%** matches exceeding 12 months

**\$4,731,230**

of social good generated

(Upside HQ SROI based on \$1:\$4.70, ImpactLab 2020)

*“It’s easier talking to someone outside of the family. My mentor is helping me overcome my fears.”*

— 10 year old who’s suffered extreme violence

**“His physical health was a real concern. Bad eating, no movement, and no motivation to change. I got him into cycling! My neighbours gave him an old bike and we fixed it together. He’s really active now and loves it!”** – Mentor

*“Thanks heaps, you’ve really helped me find who I am and a good path to go.”* – 12 yr old boy, to his mentor

**“Jesse (12) hardly went to school. With my encouragement, he found a strength in writing and wrote three pages — we high-fived! Now he’s attending school proudly.**

— Mentor

## Interrupting the cycle of disadvantage – Upside’s unique model

The young people Upside walks alongside are those most at risk of falling through the cracks – already living with trauma, instability, and limited access to support. Without early intervention, the long-term costs – both human and economic – are immense. Upside’s intensive model interrupts these trajectories. Our unique model focuses on 9–13-year-olds who have experienced hardship, partnering with schools to create an ecosystem of support and actively walking alongside their whānau. We also share our model with like-minded organisations to extend our impact. **Independent analysis shows our approach improves educational attainment, mental and physical health, and reduces offending – among other significant outcomes.**



## DANIEL'S STORY

From the struggles of foster care to life skills and self-belief.

When Daniel first met his mentor, Benjamin, he wasn't convinced. Fresh out of a turbulent journey through foster care, Daniel wasn't looking for another new person in his life. Especially someone he initially saw as a bit of a nerd. How could Benjamin possibly understand his challenges?

But as their relationship grew, Daniel's skepticism faded. Through their time together, Daniel learned valuable lessons about relationships, building a work ethic, emotional intelligence, and self-care.

More than just advice, Benjamin provided stability, showing Daniel what it meant to navigate adulthood with confidence.

Daniel's mum had hoped he would become more active and mentioned this to Benjamin. Taking this on board, Benjamin introduced Daniel to volleyball. What started as a casual activity between the two soon became something more - Daniel discovered a passion for the sport and eventually played in a school tournament.

*Now, Daniel credits his mentor with teaching him 'every important adult lesson' he knows. What began as doubt grew into trust, respect, and a lifelong impact.*

The ripple effect continues - Benjamin now mentors Daniel's younger brother, Johnny, ensuring the support and guidance reach even further.

“Not only are we seeing improvements in their academics, but students mentored by Upside are now advocating for themselves and their peers. When facing personal trauma, they’re seeking help from the Counselling Students far more than other students— because they’re learning to trust. They’re also helping others do the same. It’s amazing to see.”



— Joy Fiebiger,  
Learning Support  
Coordinator, Panama  
Road School

wider impact



## The Upside Collective

By training and supporting other organisations to deliver our programme in their communities, many more young people are benefitting from our proven approach.

Despite the tough economic environment, which proved challenging for some partners, our close collaboration ensured the Upside programme continued to provide a stable, resilient platform, driving long-term impact.

In 2024, we bid a warm farewell to our friends at Coast Youth Community Trust (Whangaparāōa) following a programme shift, celebrating four years of impactful work together in their community.

We were also thrilled to welcome a new partner, Visionwest (West Auckland), to the Upside Collective!

**“It’s awesome to collaborate — the Upside team brings years of focused attention and learning in this space and a willingness to share those learnings. We believe that our community is benefiting from years of partnering together to see young people live with a little more hope everyday.”** — Dan Gray, General Manager, Springboard, North Rodney (Partner)

**“Upside is one of the most robust and supportive mentoring programmes we know. We would not have been able to offer such an effective mentoring programme without their support.”** — Prue Caldwell, National Mentoring Coordinator, Tipu Skills for Life, Tauranga (Partner)

## Statement of Revenue and Expenses

For the year ended 31 December 2024

		<b>2024</b>	<b>2023</b>
<b>Revenue</b>			
	Donations, fundraising and other similar revenue	691,170	805,184
	Revenue from providing goods or services	94,917	62,785
	Interest, dividends and other investment revenue	11,741	15,490
	Other revenue	76,384	74,036
	<b>Total Revenue</b>	<b>874,212</b>	<b>957,495</b>
<b>Expenses</b>			
	Expenses related to public fundraising	106,698	63,183
	Volunteer and employee related costs	619,175	629,693
	Costs relating to providing goods and services	232,244	224,193
	Donations and grants made	2,526	796
	Other expenses	45,703	42,641
	<b>Total Expenses</b>	<b>1,006,345</b>	<b>980,507</b>
	<b>Surplus/(Deficit) for the year</b>	<b>(132,133)</b>	<b>(23,012)</b>

## Statement of Financial Position

For the year ended 31 December 2024

		<b>2024</b>	<b>2023</b>
<b>Assets</b>			
	Current Assets	285,645	404,197
	Non-Current Assets	20,250	26,850
	<b>Total Assets</b>	<b>305,895</b>	<b>431,047</b>
<b>Liabilities</b>			
	Current Liabilities	76,431	69,451
	<b>Total Current Liabilities</b>	<b>76,431</b>	<b>69,451</b>
	<b>Total Assets less Total Liabilities (Net Assets)</b>	<b>229,463</b>	<b>361,597</b>
<b>Funds</b>			
	Accumulated Funds	229,463	361,597

sincere thanks

**Our heartfelt thank you** to the individual donors, corporate partners, organisations, trusts, and foundations who make our work possible – your support has opened up new possibilities for young people who need it most.

**We are enormously grateful for your support!**





**“Damon\* was struggling with reading and maths [and it didn’t seem to bother him]. I wanted to tutor him but Upside encouraged me to focus on building the mentoring relationship first and foremost. This week, after six months of mentoring, we were kicking a ball around and Damon said, ‘Could you help me with my maths homework?’ It absolutely made my year, to see him wanting to learn and trusting me enough to ask for help! A massive turnaround!”**

—Andrew, Mentor (pictured)

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[www.upside.org.nz](http://www.upside.org.nz)

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\*Mentee name  
has been changed  
to protect privacy.