

# ANNUAL REPORT

2022  
2023

# YOUTHLAW AOTEAROA



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## **Our Vision:**

A fair and just Aotearoa where  
children and young people's  
rights are respected and their  
voices heard.

# CHAIRPERSON'S REPORT

Tēnā koutou, tēnā koutou, tēnā koutou katoa.

Shortly after the end of this financial year, we farewelled Neil Shaw who had been General Manager of YouthLaw since mid-2020. On behalf of the Board, I thank Neil for his service and commitment over what was a very challenging time due to Covid-19. Neil provided fantastic support and guidance for staff and volunteers and made sure that staff morale remained high throughout. From the Board's perspective, we could always rely on Neil as a safe pair of hands and had great confidence in him. We were pleased to support his innovative ideas for trying to address unmet legal needs, particularly in relation to students facing challenges at school and young people's experiences of the family court. He directed an increased focus on law reform, which we regard as an important part of YouthLaw's kaupapa. We wish him well for the future.

We are pleased to welcome Darryn Aitchison who started as our new General Manager on October 1, 2023. Darryn has great experience in the community law movement, having previously been the General Manager of Auckland Community Law Centre. Most recently, Darryn established and directed Te Ara Ture, a service that links lawyers wanting to do pro-bono work to people needing legal services. We look forward to working with Darryn and are sure that he will have some exciting ideas for the future.

I acknowledge the hard work and dedication of our Senior Solicitor, Velda Chan, especially during the period following Neil leaving and before Darryn started as General Manager. Velda was critical to keeping the organisation running smoothly during the interregnum. I also acknowledge the extra support provided to the running of the office by Board members

who happily gave their time to ensure that the office ran smoothly.

The other long-serving staff member who moved on this year was Sarah Mansell. Sarah had been Operations Manager since December 2018 and was heavily relied on by YouthLaw whānau and by the Board. All her work was of the highest quality, and we were always confident that the information produced by Sarah was accurate and up-to-date. Like Neil, Sarah was vital to ensuring that staff were properly cared for during the pandemic and the organisation continued to function. We wish Sarah all the best in her future endeavours.

There are other new staff who have joined and I welcome them all on behalf of the Board. The opportunities at YouthLaw include not only providing law related education and legal advice and assistance to vulnerable young people, but also working on projects to reform the law and to pressure government and officials to take real action to improve outcomes for children and young people. We will continue to work closely with Darryn to give staff opportunities to develop their skills and broaden their experiences in all these areas.

Thank you to the staff and volunteers of YouthLaw and to my fellow Board members for their commitment and contributions over the past year.

Ngā mihi nui,



Simon Judd  
Chairperson



# GENERAL MANAGER'S REPORT

Tēnā koutou, tēnā koutou, tēnā koutou katoa.

My report for this financial year is one where I'm able to sum up a period of stability, returning to the YouthLaw office and to the communities we serve. Last year, we were still settling in after moving to our new office location, and experiencing the aftereffects of the Covid lockdowns, the fallout from young people having their education interrupted, and particularly (for the internal cohesion of YouthLaw) the loss of some experienced and dedicated team members. While we lost some senior staff members, we also saw new team members join, who I will introduce later in my report.

## Annual Targets

The work we do at YouthLaw can be divided into two parts: (1) advice and representation provided to young people and the people who support them, and (2) the education we deliver in and to the communities we serve.

Funding for our work is provided through the Ministry of Justice. All Community Law Centres are contracted to meet targets. During the Covid and post-Covid periods we struggled to meet those targets. The main reasons for this were that our work is so closely linked to problems for young people in school, and the school terms, we found that we were separated from reaching our communities, and therefore we failed to meet many of our contract targets. This also occurred for other Community Law Centres, and the Ministry of Justice accepted that it was a difficult time across our service sector. However, with the end of lockdowns we achieved and exceeded our targets for the 2022-2023 year. We provided advice to 1016 clients in the contract year. The largest proportion of our advice work (about 38%) was provided to young people (or their supporter such as parent, guardian or social worker) who were experiencing problems at school.

Feedback from clients showed that 98% (of those who responded) said our advice had helped them to understand their situation and provided them with the advice they needed to make informed decisions about their available options. Our target for advice and representation is a banded range of 1000 to 1130 clients. We're pleased our team achieved above the low target given that it was a young and less experienced team. I am proud of the work they did and no doubt this coming year will see a lift in those numbers.

**Sarah Guy** led a small team (often only her) for our Law Related Education (LRE) work. Her team achieved above the contract target in both session and participant numbers. I was privileged to be included in a series of sessions held at Whangaparaoa College, and it was great to see how Sarah engaged with the students, and how the teaching staff welcomed the interaction with their students. Furthermore, responding participants during the year's LRE sessions gave 100% positive feedback.

## Staff and Recruitment

We saw staff changes that meant the rebuilding of the advice team. Fortunately, **Velda Chan** has remained as the core member of the advice team. Velda's role as Senior Solicitor means that she spreads herself across staff recruitment, training new solicitors and volunteers, while maintaining the highest quality of advice to our community.

Our newest solicitors to join the advice team are **Paul Paek** and **Andrew Fermor**. Although Paul is a new Solicitor, he has a long history with YouthLaw. From his student days when he was a volunteer and then a Law Clerk, until he finished his legal professional training and graduated to become a Solicitor in the advice team. Andrew wasn't a volunteer at YouthLaw, but he came with volunteer experience from his time at the Auckland Community Law Centre during his student days.

# GENERAL MANAGER'S REPORT

Andrew has taken on the responsibility of being YouthLaw's law reform coordinator, and it is a credit to him how he has taken on that work with enthusiasm and dedication.

Together, Paul and Andrew take on the massive task of training and working with our volunteers. The work of overseeing the YouthLaw volunteer force is constant and requires an enormous amount of dedication and patience. Without Paul and Andrew's efforts, YouthLaw would not be able to have the level of volunteer support that we enjoy.

**Rita Usana**, one of our long-time Solicitors, reduced her hours at YouthLaw about a year ago so she could carry out her role as a Disputes Tribunal referee in training. Rita's ability to deal with YouthLaw clients in a calm, confident and caring manner are all the attributes required of someone in such a responsible position. YouthLaw has been privileged to have someone on staff who has that level of experience. Rita has since decided to focus on her Disputes Tribunal work and spend more time with her family, and left in September 2023. We wish Rita all the best for her future.



The YouthLaw team getting into the festive mood.

We were also fortunate to have three outstanding Law Clerks during the financial year - **Angela Yang, Felix Poole, and Cole Peters** - providing invaluable support to the legal team. Angela has since left to pursue a full-time role at Russell McVeagh.

We also saw changes in our administration and support team. **Sarah Mansell** (Operations Manager) accepted a position as manager of Āwhitu Landcare. This work is close to her heart and we were fortunate that Sarah's new employer allowed her to share her time between her new role and YouthLaw. Sarah not only kept the business running during her reduced hours, but she also drove the idea of reshaping the Operations Manager role into Culture and Resource Manager/Kaiwhakahaere Rauemi, Pou Tikanga. We wish Sarah all the very best for her new role.

We welcome **Natalie Watkin Ward** to YouthLaw into this role of Culture and Resource Manager/Kaiwhakahaere Rauemi, Pou Tikanga. Natalie's responsibilities include working on greater engagement with our communities, development of YouthLaw's tikanga, and work on how YouthLaw can be more Te Tiriti o Waitangi focused. Natalie has a Masters in Sociology, which focused on how intergenerational relationships can affect the hauora of both young adults and older adults. Natalie will not only develop skills in her role at YouthLaw but she will bring a new emphasis to our work and engagement with the communities we serve.

I wish to thank **Gretchen Carroll** for work as our part-time administrator during the past year. With the rollout of the ActionStep client management system a while ago, we've been able to capitalise on Gretchen's awesome media and communications skills.



# GENERAL MANAGER'S REPORT

In addition, Gretchen coordinates the volunteer programme and has taken on the task of ascertaining whether YouthLaw can find additional funding.

## Volunteers and Interns

On behalf of the staff and governance, I wish to thank those who have given their time as volunteers. We appreciate the commitment of our volunteers, and we hope that we have been able to give back to them during their time at YouthLaw. Our volunteers might not go on to legal careers that relate directly work with young people, but we hope that the experience working with us will give them a special insight into the needs of those in our community without a voice, without a vote, and without the confidence or knowledge to advocate for themselves.

I wish to especially mention our two international interns in the 2022-2023 year. **Isa Montes** came to YouthLaw from Santa Clara University in California where she is studying Political Science and Ethics. Isa worked with Sarah Guy in the LRE team and was introduced to the New Zealand education system through her work in schools with Sarah. We hope that Isa will take back a new perspective on working with young people, and we wish her well for her future studies.

We were also privileged to have **James Rogers** with us from the University of Brighton. James joined the legal team and was with us for almost a year. James is a law student, and as part of his curriculum, he was required to intern in a legal practice. He wrote a paper related to his learnings at YouthLaw about the correlation between education non-engagement and youth justice. In addition, James was able to explore his whakapapa as he has close ties to his iwi in Northland.

## Change of General Manager

This is my final report as General Manager of YouthLaw as I resigned from my position earlier in the year and finished on 30 July 2023.

It has been an honour and a privilege to have been a member of the team and I thank the Board for entrusting me with work of this great organisation. It gives me a sense of pride to have worked with people (both staff and governance) who have a genuine and deep concern for the young people YouthLaw serves.

I also wish to welcome **Darryn Aitchison** as YouthLaw's new General Manager. I have nothing but admiration for Darryn, and I know that YouthLaw will prosper and grow under his leadership.

I wish the staff and governance of YouthLaw all the very best for the coming year. Kia kaha!

Ngā mihi nui,



Neil Shaw  
General Manager



# LEGAL ADVICE SERVICES

The legal advice team has been operating with new energy this financial year with several newer staff members. As detailed in the General Manager's report (page 4) we met our client targets for the year. We also observed an increase in walk-in clients, although this remains a small portion of our overall client base. Being a national service, the majority of our queries are still received through the advice line or the website.

Both Paul Paek and Andrew Fermor recently reached their one-year PQE (post-qualifying experience). Andrew has been dedicating his focus to education cases and Paul diligently handling employment cases. Thanks to their dedication and focus, we were able to attend a number of representation cases.

During this time, we hired a new Law Clerk, Felix Poole, to join our team. We also had the privilege of hosting an exceptional intern from the University of Brighton in the UK, James Rogers, who spent his year in New Zealand interning at YouthLaw. He made a reliable and important contribution to the functioning of the legal advice team, whilst embracing his passion as an enthusiastic traveller. We are truly grateful for his dedication and wish him well as he embarks on the final part of his studies.

We also bid farewell to some valued members of the legal advice team. One of our Law Clerks Angela Yang graduated and has since taken up a graduate position at Russell McVeagh, while Rita Unasa has become a Disputes Tribunal Referee. We wish them all the best for their futures. Additionally Neil Shaw, while being our General Manager, was also an integral member of the legal advice team and often available to provide efficient advice to clients in urgent situations. His absence is deeply felt in the legal advice team.

## Client Feedback

*"Throughout my engagement with YouthLaw, they have provided more timely advice and contact than legal services I have paid for! I was impressed with their quick reply, the time they took to gain a deep understanding of the situation and their empathy. With YouthLaw's help, while we were not able to avoid the disciplinary process, we were able to reduce the impact, go into the various meetings with a stronger sense of the correct process, and call them out when they made demands that were not legally supportable. More than that though, they provided both the young lady I was supporting, and myself, the knowledge that someone cared enough to help."*

*"I didn't realise how much support I'd be able to receive for speaking up. I received thorough guidance, patience, and a wealth of knowledge that I will be able to apply to future employment prospects. I would 100% recommend Youthlaw to any young person who wishes to seek legal advice."*

*"Before reaching out to YouthLaw, I had difficulty finding affordable legal assistance. However, my experience with YouthLaw has been nothing short of exceptional. The YouthLaw team has consistently provided concise and easy-to-understand answers to my legal questions in the past, and this most recent case was no exception."*

*"We're really grateful for your guys' assistance. I feel like if we didn't speak to you that things could have turned out differently."*

# CASE STUDIES

## Case one

A young adult with special needs worked part-time as a delivery person for a company. On their shift, the young person crashed the company's delivery vehicle and caused minor damage. The next shift, the young person did not want to use the damaged vehicle and so the employer told the young person to use their car instead. On their next shift, the young person crashed their car and caused damage. The young person became too anxious to drive again and sought advice on if their employer can make them do deliveries again and whether they would cover the excess cost of the insurance that covered their car's damage.

### *What we advised*

YouthLaw's advice was that the young person did not have to continue to do deliveries as that was not in their job description in their employment agreement. Youthlaw advised to discuss that the young person does not have to do deliveries to the business manager and to provide a medical report if necessary to help prove the young person is unable to do the job. As for whether the employer is legally obligated to pay the insurance excess, YouthLaw advised that, because the crash happened during the young person's employment in the course of carrying out their job, the employer can be liable for vicarious liability. YouthLaw advised that the young person bring vicarious liability up with the employer to see how they would respond. Also, because doing deliveries was not part of the young person's job description, the young person can say that they went above and beyond what they were required to do, at their expense without insurance. It would be reasonable for the employer to reimburse the young person for their expenses and excess cost. If the business disagreed, then YouthLaw advised to raise a personal grievance against the business and if this didn't work to call YouthLaw back for further advice.

### *The outcome*

The outcome was positive - the client told YouthLaw that the business paid the insurance excess and did not make them work in a delivery role again.

## Case two

A young person was charged with careless driving after hitting a parked vehicle while on their restricted licence. The young person sought advice on the process they would face in court, how best to prepare for court, and general advice on how to navigate this situation. The client was subsequently offered diversion by the Police, subject to reparations made to the other party and participation in defensive driving course. The client also raised concerns around the insurance process and sought advice on this.

### *What we advised*

YouthLaw explained the nature of the charge to the client, and explained the likely penalties they would face. YouthLaw then explained the process of appearing in court, including accessing a duty lawyer, and what relevant information to bring along to court. Once diversion was offered, YouthLaw advised the client to go ahead with this option, and to ensure the Police were kept updated as the conditions of diversion were being met, to prevent the client from risking a court appearance. YouthLaw explained how the insurance company would proceed in seeking damages. YouthLaw advised about no asset protection and how that may be an option available to the client. The client's mother informed YouthLaw that the client has had some mental health issues and asked whether the insurance company would take that into account. YouthLaw advised the client to seek forgiveness on compassionate grounds. YouthLaw advised that a doctor's and psychologist's report be given to the insurance company to strengthen this claim for forgiveness.

### *The outcome*

The outcome was positive. The client completed their diversion following the advice from YouthLaw. The client also told YouthLaw that the insurer decided not to pursue the claim, and the client passed on their thanks to YouthLaw.



# LAW RELATED EDUCATION

YouthLaw's Law Related Education (LRE) team would like to thank all the rangatahi, organisations and staff who engaged with our services during the past financial year, without whom our work would not be possible. Having the vision to find your relationship with the law, purpose and place of our rights and responsibilities involved, only leads to more informed decision-making and better outcomes for our communities as a whole.

Being present and engaged in constructive and courageous conversations can be a challenging environment for all. Our LRE staff led by Sarah Guy work face to face with community members and are privileged with heart-felt stories and authenticity in stressful personal times. For those in and around these conversations, we thank you. Knowing the reality of the situations faced, only helps to strengthen our service moving forward. The LRE team would also like to thank James Rogers, an intern from the UK, for his mahi in the LRE team. Read more about James on page 6 and 7.

This was the first year since pre-Covid (2019/20) that LRE has achieved the Ministry of Justice contracted target session numbers, with a pleasing 121 sessions, the target being 100 and therefore reaching 21% above target. Although we still faced major disruptions with cyclones and floods throughout the motu, previous Covid 'training' in flexibility resulted in some consistent outcomes. We also exceeded our participant target, achieving 115% with 2981 participants.

We saw the projected dip in activity late 2022 and early 2023, but gains were made by implementing new collaborations with schools. One of these partnerships was with Whangaparāoa College in term two 2023, where we ran a series of sessions around youth justice. A favourite activity was processing forensics where we attempted to lift and match fingerprints! These sessions gave participants the opportunity to talk to a lawyer in person, humanising the experience with the aim to break down barriers in access to justice, and encouraging our young people to reach out when they need to. During our work here, we noted a few students contacted the YouthLaw advice line for specific queries, which is a great testament to the importance of in-person sessions and the wrap around support we provide.

We were also fortunate enough to be asked by those working tirelessly with the Ministry of Education's Migrant and Refugee Community Groups to share information around bullying and the disciplinary process within schools. Most of these groups are new to the specific laws Aotearoa operates within, coming from an array of vastly different experiences, including lawless or stringent controls. Being true to meeting people where they are, the LRE team embarked on evening and weekend work to suit when these communities get together. This work will continue into the new financial year, and we hope to be of service to them as long as requested.



*Left: Led by Legal Education Coordinator Sarah Guy, the YouthLaw Community Sessions were run in 2022 for youth and youth workers to learn more about young people's rights. The seven-week series included a mock court session and walkthrough (pictured).*

# LAW RELATED EDUCATION

Continuing to build on established relationships is an integral part of LRE. In November 2022, the team were invited to support Southland Community Law Centre in attending the “Number 10; One Stop Shop Youth Expo” in Invercargill. Hundreds of attendees came through on the day and we were thrilled with the positive interaction and enthusiasm shown by the young people. The repeated interactions of them wanting to find out legal answers proved that, not only was law an interesting part of their world, but they wanted information.

For the first time since working closely with the second year Diploma in Youth Work students, we were able to present a day in person during their block week in Christchurch. This full day of YouthLaw provided students with legal information on a variety of topics for them to discuss and deliver presentations, balancing the law and ethics of youth-related scenarios.

Also in Christchurch, LRE was honored to present “Education and the Disciplinary Process Considerations” at the national New Zealand School Trustees Association conference. Working with the Ōtautahi education crew, YouthLaw delivered repeat sessions and were pleasantly surprised to have a full house at the last session on a Friday!

Youth service providers from across the Waikato region attended a day’s training on a variety of youth related issues, organised by Wera Aotearoa Charitable Trust in Rotorua early 2023. It is always inspiring to see how providers will travel a couple of hours each way to be part of the sessions, share their mahi and contribute to the growing of our communities.

Last but by no means least, to all the services that we regularly attend and the connections YouthLaw makes, we are always super inspired by your commitment to our young people. You work tirelessly, proving that sometimes small things can make a huge difference and continually seeing the benefits of highlighting potential legal issues before they arise; balancing a young person’s rights with the responsibilities you hold.

Some feedback on our LRE team:

*“You have a wealth of knowledge and share it in a really cool way. Straight afterwards I took my rangatahi to check out some student accommodation, and she asked the lady “so is there a contract that I can have a look at?” which is something she definitely picked up from the workshop and would have never said before. So thank you for all you are and bring!”*

- Youth Horizons.

*“Just a huge thank you from us for your superb day with our Dip students. Your energy is phenomenal, and the students loved your facilitation and content and showed really high engagement! So thanks so much for bringing your A game!”*



Above: Legal Education Coordinator Sarah Guy at Wera Aotearoa Charitable Trust in Rotorua.

# VOLUNTEERS

YouthLaw depends on volunteers in several ways, and we truly value their mahi and time. It was awesome to finally have an uninterrupted financial year of volunteer intakes in our legal team, after all the disruptions of recent years. Our **legal assistant volunteers and interns** help the team with client interviewing and relaying advice, research, as well as preparing and drafting documents. They're juggling university studies, jobs, family commitments, and social lives and yet still make the commitment to come in and help every week.

We had a small but dedicated team of **law reform volunteers** support our work in this area. Thank you to Vivienne Holm, Kimberley Gee, Sarah Watt and Melissa Cai who carried out work such as researching and drafting for our submissions and writing for our newsletter.

We heavily rely on our **Board** who dedicate their time and energy toward the betterment of young people in Aotearoa, and ensuring the well-being of the YouthLaw staff. Board membership was stable from the previous year, with the full contingent of 12 members being re-elected. As a national organisation, it's pleasing they are based around the motu.

Looking to the future, we plan to bring on youth volunteers to reignite the youth participation area.

Some feedback from our legal team volunteers:

*"I found YL an extremely supportive environment – the team was always available to answer my questions, and any mistakes were treated as an opportunity to learn. I gained confidence that will be essential going forward in my legal career."* – Becky.

*"My greatest gain has been improving my communication and people skills. I have also gained an abundance of knowledge, which law school couldn't, nor other experiences of mine, ever provide. Being the first point of contact with nationwide clients, and to be trusted with duty is an honour and can only be effectively done if you have a kind and empathetic team to support you in the training process."* – Menka.

*"I'm really enjoying [volunteering], everyone is so kind and helpful."* – Sophia.



Left: Volunteers Melissa Cai (back left) and Sophia Maltus with one of our Law Clerks, Cole Peters (who started with YouthLaw as a volunteer).

# LAW REFORM

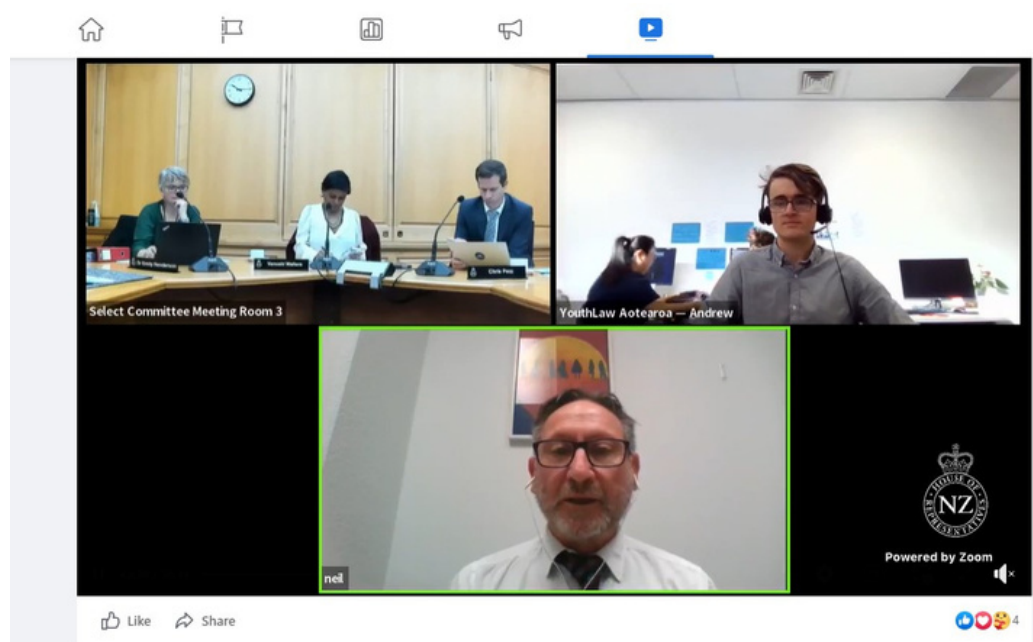
Early on in the financial year, the baton of leading YouthLaw's law reform work was passed on to Solicitor Andrew Fermor, with former General Manager Neil Shaw, and current Board member Piers Davies, training and assisting him. Special thanks to volunteers Vivienne Holm, Sarah Watt, Melissa Cai, Shania Spooner and Kimberley Gee, as well as former Law Clerk Angela Yang, who provided support researching and drafting submissions.

The team was able to take on a variety of reform work, from making written submissions on Parliamentary Bills and sending letters to Members of Parliament, to speaking in front of select committees and planning a system-changing campaign. These are detailed below. You can read our written submissions on our website <http://youthlaw.co.nz/resources/> and videos of our oral submissions are available on our Facebook page @YouthLaw.

DATE	SELECT COMMITTEE	BILLS / REVIEWS	ACTION
July 2022	Te Tari Taiwhenua – Department of Internal Affairs	Consultation on gender self-registration regulations	Former staff members, General Manager Neil Shaw and Solicitor Sarah Butterfield, advocated for the removal of barriers for young people registering their gender. We supported an expansive definition of who a “third party” could be and asked that under 16-year-olds be allowed to register their gender without parental consent.
July 2022	Ministry of Education	Consultation on Physical Restraint Regulations	Former staff members, General Manager Neil Shaw and Solicitor Sarah Butterfield, spoke to the Ministry of Education about what YouthLaw thought needed to be in the regulations about school strategic plans. We strongly recommended that the Ministry clarify the phrase “students should be consulted when appropriate” in section 139 (3) (iii) in the Education and Training Act 2020.
July 2022	Ministry of Justice	Ministry-prepared discussion document, “A new adoption system for Aotearoa New Zealand”	Former staff members, General Manager Neil Shaw and Solicitor Sarah Butterfield, made a written submission focusing on the need for children's participation in adoption proceedings.



DATE	SELECT COMMITTEE	BILLS / REVIEWS	ACTION
October and November 2022	Independent Electoral Review	The Review's Panel revised New Zealand's electoral law	The Panel welcomed submissions with the intention of strengthening people's voting rights and confidence in election outcomes. Solicitor Andrew Fermor led a YouthLaw team who prepared a written submission regarding the minimum voting age in Aotearoa.
May and June 2023	Justice Select Committee	Justice Select Committee hearing on Trends in Youth Crime	Former General Manager Neil Shaw, and current Solicitor Andrew Fermor, presented an oral submission about trends in youth crime to the Committee.
Throughout 2023	Ministry of Education	Encouraging the Government to implement Dispute Resolution Panels	Solicitor Andrew Fermor has been working with other passionate individuals and organisations to encourage the implementation of Dispute Resolution Panels for high schools. This has involved planning with other likeminded individuals and organisations; contributing to Official Information Act requests; and planning meetings with key organisations towards whom we are targeting our campaign.



Left: General Manager Neil Shaw (bottom row) and Solicitor Andrew Fermor (top right corner) making an oral submission on behalf of YouthLaw to the Justice Committee on trends in youth crime to the Justice Select Committee.



# FINANCES

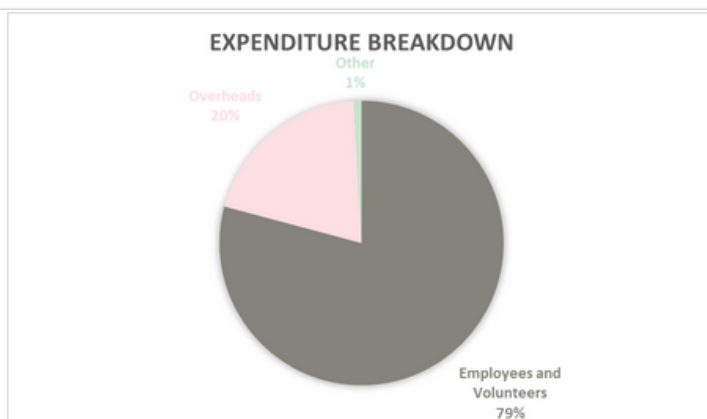
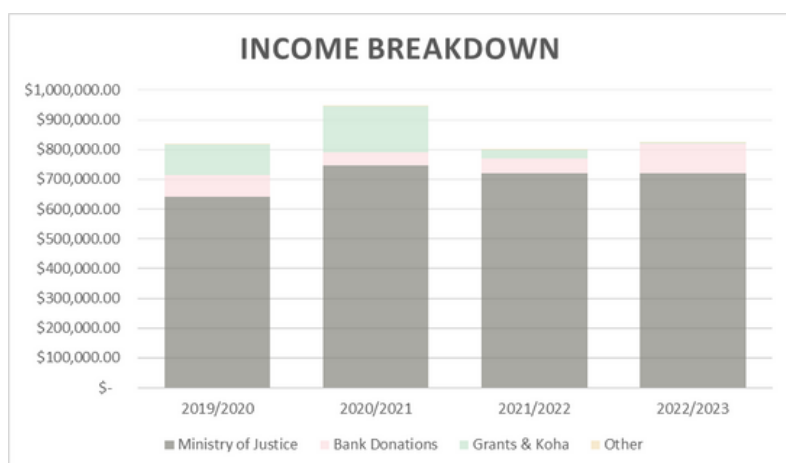
1 JULY 2022 - 30 JUNE 2023

## Financial Position

YouthLaw ended the 2022/2023 financial year in a strong financial position with accumulated funds of \$365,294. This significant increase on 2021/2022 was due to a higher than budgeted surplus of \$152,882. This surplus comes because of bank donation funding being significantly higher than expected, coupled with lower employee costs due to several vacant roles throughout the year. Our strong financial position means we are well-placed to invest in our people, who are the heart of YouthLaw, and advance some important work stalled over the Covid years, such as our strategic planning and youth participation projects.

## Income

The Ministry of Justice continues to be our main source of funding; however, we have also seen an increase in funding from bank donations. The Ministry of Justice contract us to provide free legal services for young people throughout Aotearoa. As in previous years, the bank donations have provided untagged funding, derived from the interest earned on lawyers' trust accounts. In the 2022/2023 financial year, Ministry of Justice funding has made up 87% of our income and the bank donations have made up 12%. Our base funding from the Ministry was supplemented by a third and final Covid-19 payment, distributed by the Ministry over a three-year period, to help meet the increased demand for free community legal services arising from the Covid-19 pandemic. The remaining 1% of our income was received through koha, grants, and interest.



## Expenditure

With the departure of several experienced members of the YouthLaw team, we have had difficulty finding the right people to fill these roles and therefore have been operating with a smaller team than budgeted. This has led to a significantly lower expenditure on employee costs, despite implementing salary increases and offering a one-off Cost of Living payment to all staff in December 2022.

Employee and volunteer expenses represent 79% of our overall expenditure. Overheads made up a further 20% of our annual spending, which includes rent, power, accounting, IT, insurance, communications, and various other costs. The remaining 1% accounts for all other expenses, such as bank fees and depreciation.

## 2022/2023 FY

Revenue	\$824,721
Expenses	\$671,839
Surplus	\$152,882

Assets	\$466,119
Liabilities	\$100,825
Accumulated Funds	\$365,294

For a copy of YouthLaw  
Aotearoa's full Performance  
Report for 2022/2023 FY, please  
email [info@youthlaw.co.nz](mailto:info@youthlaw.co.nz)

# ACKNOWLEDGMENTS

YouthLaw Aotearoa wishes to thank the many organisations and individuals who have provided their kind support and invaluable assistance to its ongoing achievements and success.

*In particular we are grateful to our funders for enabling the work we do:*

The Ministry of Justice

ASB, ANZ, BNZ, Westpac and TSB

*We would like to acknowledge our Board:*

Simon Judd (Chairperson)

Veisia Maka

Harvena Cherrington (Deputy)

Nive Sharat Chandran

Andrew Ryan (Treasurer)

Katherine Stewart

Piers Davies

David Sutton

Charleen Going

Kurarauringa Waller

Coral Linstead-Panoho

Leiua Yeng-Tung

*We would also like to thank the following organisations:*

Community Law Centres o  
Aotearoa

Expert IT

Te Ara Ture

Community Law Centres  
nationwide

BetterCo Accountants

University of Auckland Law  
School

Praxis

Moore Markhams

AUT Law School

Children's Rights Alliance  
Aotearoa

VXT

Ara Taiohi

Tompkins Wake

New Zealand Law Society Youth  
Justice Committee

*As well as these individuals:*

Robert Ludbrook

Darryn Aitchison

Helen Radinovich

Toitoti Katipa

Sally Kedge

Stephanie Larkin

Papa Toimai Katipa

Lisa Collins, Ministry of  
Education

Shannon Withers

Mere Komene

[youthlaw.co.nz](http://youthlaw.co.nz)

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