



Arotake ā-tau Annual Review

2023

Together it's possible



ODYSSEY

Rārangi Ūpoko | Contents

Rārangi Ūpoko Contents	2
Kia Ora E Hoa Mā Hello Friends	3
Ko Ōtihi Tēnei About Us	4
Our mahi	5
Our partnerships	7
Our commitments	7
Nā Te Tumu Whakarae Message From The Chair	8
Nā Te Tumuaki CEO Update	10
Ngā Pou O Ōtihi Our Pillars	12
Tō Mātou Matakitega Our Vision	14
Tō Mātou Aronga Our Purpose	15
Pitopito Kōrero Information Snapshot	16
Celebrating A Decade Of Alcohol And Other Drug Treatment Courts In Tāmaki Makaurau	19
Tā Mātou Ngākaupono Ki Te Tiriti O Waitangi Our Commitment to Te Tiriti O Waitangi	20
Taupae Wheako: Centre For Lived Experience Peer Support And Social Recovery	22
The Power Of REC-CAP	24
Waikato Youth INTact – A ‘High Performing Provider’	28
He Whakamānawa A Big Thank You	30

Kia Ora E Hoa Mā Hello Friends

We're excited to share this year's accomplishments, and how we've realised our commitments. This annual review describes how Odyssey has responded to changes we have faced over the last few years. Much of the change has been macroscopic, happening worldwide following Covid, and nationally with health reforms.

We are committed to ensuring our mahi is relevant, meaningful, and innovative. A large project this year involves reviewing our models of care. It includes our Te Ngahere programme used in prison settings, and how we implement the Therapeutic Community model in residential services. This is an exciting yet challenging time for kaimahi, who are committed to delivering services of the highest quality.

Odyssey positions Te Tiriti o Waitangi as our foundation. We are committed to being culturally responsive, supporting our mahi with robust cultural guidance. We desire a safe environment where people can be supported, and our kaimahi come to work.

The review begins with insights into Odyssey and our services. We describe Odyssey's commitment to Te Tiriti o Waitangi and how we approach this in an authentic way. We outline the ways in which we partner with Ngāti Whātua Ōrākei to ensure genuine iwi consultation and engagement.

We celebrate the 10th anniversary of the Alcohol and Other Drug Treatment Court. The last decade has seen growth in this environment – in how we provide support for tāngata whai ora and whānau, and in personnel.

Odyssey values and prioritises learning and innovation. We feature Taupae Wheako, home to our lived experience peer support and social recovery initiatives. We also highlight our work in Recovery Capital, and the glowing Pūrongo He Ritenga report of Youth INTact's services in the Waikato.

This is a small sample of our services and mahi. We acknowledge the immense dedication and aroha of our kaimahi. They show up every day for those who trust us to care for them – tāngata whai ora and whānau. The exciting things happening at Odyssey would not be possible without the people who make them happen. As you read this, remember there are more than 200 people who, while they might not be mentioned by name here, all play an integral role in making Odyssey what it is.

Ka mau te wehi e te whānau o Ōtihi.

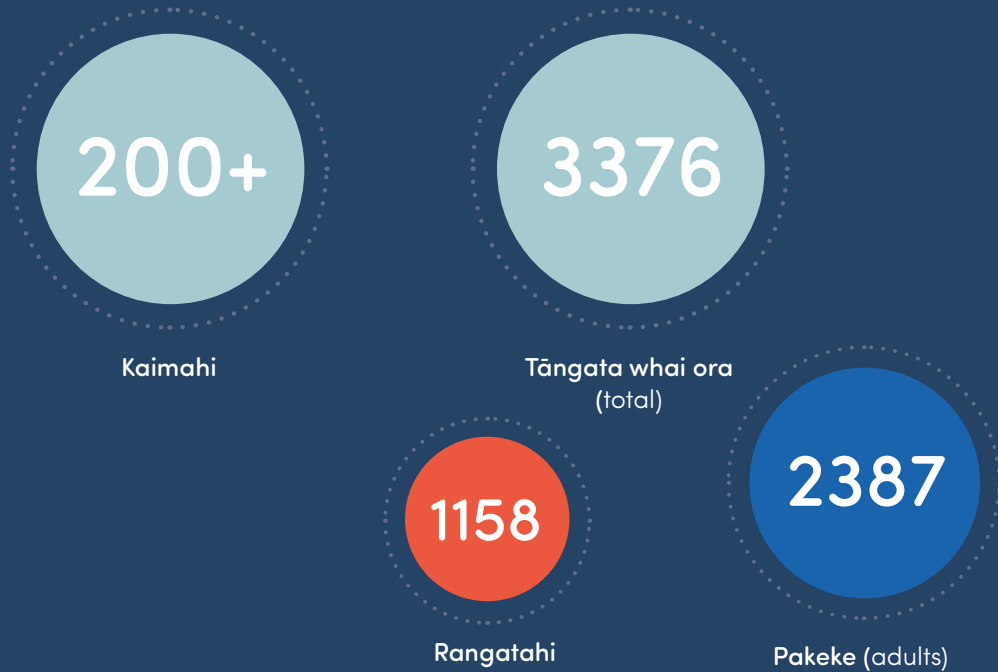
Ko Ōtihi Tēnei | About Us

Our services

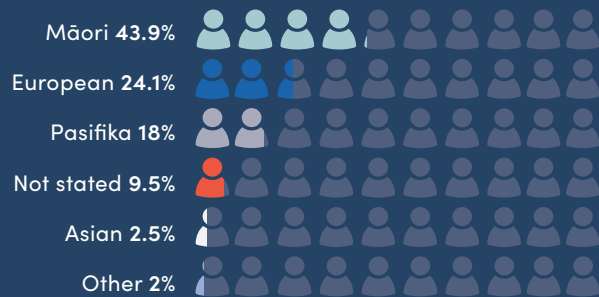


Our mahi

For over 40 years, Odyssey has supported tens of thousands in Aotearoa. We support people whose lives are affected by substance use, mental health issues, or other behavioural health concerns. Over the years our services and our reputation have grown and developed. We support individuals and whānau in community, school, residential, custodial and other settings. We provide effective, evidence-based services to support recovery and wellbeing.



Ethnicity of people we supported



Our partnerships

Our work takes place in partnership with tāngata whai ora and whānau. We collaborate with a range of stakeholders, including iwi, and community-based and governmental organisations. Our services are in Tāmaki Makaurau, Te Tai Tokerau, and Waikato, while our reach is nation-wide.

Our commitments

We are in a changing landscape. There are challenges and opportunities in an environment experiencing change - health system reforms, ongoing workforce shortages, and the residual impacts of Covid-19.

As a leader in our sector, we see the opportunity to boldly state our position and influence the future. We want to be a great Te Tiriti o Waitangi partner, grow ourselves and our sector, advocate for change, and partner for outcomes.

Our Strategic Plan has four strategic focus areas:



Ko Te Tiriti o Waitangi tō tātau tūāpapa | Te Tiriti o Waitangi is our foundation



He taonga ō tātou kaimahi | Kaimahi are our wealth



He pūkenga auaha ki te whakahaumanu me te whakaora tāngata tō mātou | Innovation in recovery and wellbeing is our strength



Ko ngā hononga me te tohatoha kōrero whaimana te ara whakamua | Connection and sharing our stories are our future

Nā Te Tumu Whakarae | Message From The Chair



Tēnā koutou, tēnā koutou,
tēnā koutou katoa,

Unsurprisingly, the changes associated with introducing the Pae Ora (Healthy Futures) Act in 2022 are still bedding in. The shift to Te Whatu Ora - Health New Zealand is of very large proportions involving huge numbers of people. Finding your feet in that process is not always easy. Some things have paused, probably inevitably, while organisational frameworks are developed.

I have strong confidence we're heading in the right direction. I experienced reform in the early 2000s with the change to district health boards. Every change of this magnitude takes time, and the direction of travel is right. We're looking towards equity and the average New Zealand citizen getting a better deal from a health system.

In the context of Odyssey, our strength is the ability to be adaptable in the face of change. We have a flexible workforce. Our people have competent and transferable skills. My experience in the first year as Chair has been noticing the commitment and competence of everyone who works here.

The Covid challenge has been enormous. But the way kaimahi have responded has been first rate. It's an indication of an organisation that is coherent, understands its moral purpose, commits to the journey, and deals with hardships as they come.

That's a very positive thing to say about a workforce. Not every workforce has an optimistic outcome to what it does. A strong sense of justice runs in this business.

Additionally, we can be brave in our self-critique. We are a learning organisation as we are a delivery organisation. We want to provide opportunities for people to follow their dreams beyond what they've already been doing.

Above all, we want people to believe we're here for them – that we empathise with their struggles. A great strength is that we have many people in our workforce who have dealt with these struggles themselves. It's a huge plus to have the skills of empathy and the skills of training to help people shift themselves from difficulty.

Mauri Ora,

Pat Snedden
Chair, Odyssey House Trust

Nā Te Tumuaki | CEO Update



*Ehara taku toa i te toa takitahi,
engari kē he toa takitini.*

*My success is not mine alone,
but is the strength of many.*

Kia ora mai rā koutou katoa,

The opening whakataukī tells us that individual success is linked to the support and contribution of many. It celebrates the necessity of doing things together. I acknowledge the courage of those who trust us to walk with them on their recovery journey. Tāngata whai ora face significant life challenges that lead them to the point where they reach out their hands for support. Similarly, Odyssey functions only because of the extraordinary passion, commitment, empathy, and skills of our kaimahi.

We constantly strive to deliver services to the best of our ability, for maximum impact. We are innovative, flexible, and adaptable, responding to changing environments. Our ongoing projects support these goals. We remain mindful of national and international sector trends and are committed to supporting a harm reduction approach, where possible.

This includes upskilling kaimahi and partnering with like-minded organisations, like the New Zealand Drug Foundation (NZDF) and the Needle Exchange Programme. We pursue opportunities to extend our reach and range of harm reduction services. A recent example is partnering with NZDF and Know Your Stuff to deliver anonymous drug checking at our community hubs in New Lynn and Waikato.

We're doing valuable work to ensure our services are culturally safe and responsive. While part of a greater whole, it represents a core area of focus for Odyssey. This has been the case for a few years. We also observe the ten-year milestone of the Alcohol and Other Drug Treatment Court.

The first few years of the Covid outbreak were spent making strategic changes, which are becoming embedded. It's useful for people to understand why these changes were necessary and realise that change has been welcomed by Odyssey. It represents an opportunity for something more collaborative and hopeful. The ideals of equity and healing are at the forefront of the decisions we make.

If you've followed Odyssey's mahi for a long time, we trust you'll find these developments refreshing and exciting, like we do. If you're joining us for the first time in this annual review, we welcome you along for the journey.

Ngā manaakitanga,

Fiona Trevelyan
CEO, Tumuaki Rangatira

Ngā Pou o Ōtihi

Our Pillars

Our pillars guide how we work together and with others. They are the core values and guiding principles at the foundation of our work and are applied across the organisation.

- Whakawhirinaki | Trust
- Pono | Honesty
- Haepapa | Responsibility
- Matapōpore | Concern
- Aroha | Love

Tō Mātou Matakītenga Our Vision

Poutia, heretia tuia te muka tangata ki te pou tokomanawa ka tū mana motuhake; Ka noho herekore i ngā waranga me ngā wero nui o te ao.

People, whānau, and communities are connected and supported to live the lives they want, free from drug, alcohol, and other addiction challenges.



Tō Mātou Aronga Our Purpose

Ka hangaia e mātou he whare haumarū, he whare tūmanako hoki e tīni ai te tangata, he wāhi whakaaroaro, he wāhi ako, he wāhi tūhono anō hoki, mei kore e puta tātou ki te wheiao, ki te ao mārama.

We create hopeful and safe spaces for change with opportunities to reflect, learn, and connect so people can move towards a brighter future.

Pitopito Kōrero | Information Snapshot

This section gives a snapshot of information across Odyssey. Most of it comes from activity over the last financial year (FY 2022–2023). In some places information is drawn from a longer period to paint a broad picture or give meaningful comparative information.

Our Covid recovery

The Covid-19 pandemic had a tangible impact on our ability to deliver services. This required us to be agile while navigating factors outside our control, like closures of and changes in access to court and school settings. We were adaptable if people wanted virtual support, and supportive if people wanted to wait to engage.

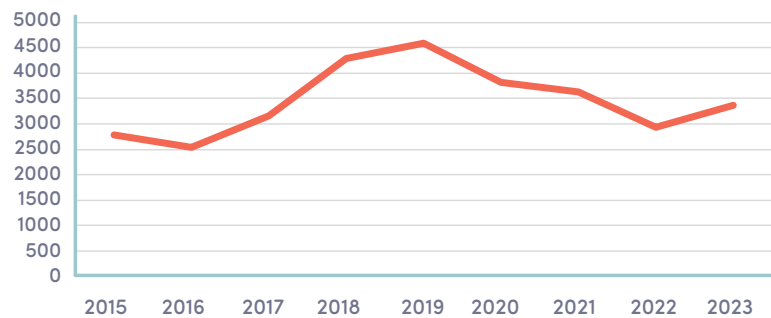
Between 2016–2019 we worked with an increasing number of tāngata whai ora each year. As the pandemic started, and until the restrictions and effects subsided in 2022, we experienced a reduction in the number of people accessing services. Our numbers are increasing as 2023 progresses.

We acknowledge the amazing efforts and dedication of our teams during this time, particularly kaimahi in residential services and those supporting access to residential services.

Substances of concern

Over the last five years, the top substances of concern for tāngata whai ora have been amphetamines,

Tāngata Whai Ora Supported



alcohol, and cannabis. Concern with alcohol and amphetamines remains roughly consistent between 2021–2023. Concern with cannabis increased between 2021–2022 but has remained consistent since.

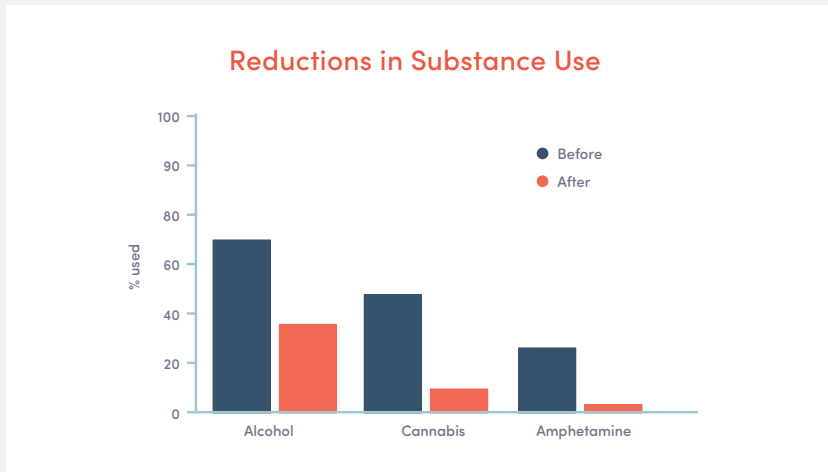
REC-CAP and ADOM outcome measures

Data is important to Odyssey. Outcome measurement tools evaluate the effectiveness of services – two used are REC-CAP (measuring Recovery Capital), and the Alcohol and Other Drug Outcome Measure (ADOM)

REC-CAP measures the resources, or capital, tāngata whai ora have that support recovery. REC-CAP data shows services using the Therapeutic Community model


are very effective for residents who complete initial and follow up outcome measures. Outcomes are comparable and sometimes better than international benchmark data. There are improvements in tāngata whai ora Recovery Capital and improvements are similar across ethnicities. Learn more about Recovery Capital on page 24.


The ADOM tool, used with people in community-based services, measures changes in use of alcohol and other drugs, and includes holistic measures of health. Data shows reductions in all substance use, as well as significant improvements in physical and mental health, whānau relationships, meaningful activity, and work frequency.




Real Time Feedback

Odyssey was a leader in the use of the national Mārama Real Time Feedback tool before it was discontinued in March 2023. Recognising the value of the information provided by this, Odyssey continues to gather Real Time Feedback, aligned with the Mārama tool, to measure tāngata whai ora and whānau service satisfaction. This enables us to have a consistent dataset of core information over time. Using the online Real Time Feedback survey, tāngata whai ora and whānau can provide anonymous feedback to help improve services. Feedback is used to guide quality improvement projects, and outcomes are shared with tāngata whai ora.

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Between 1 July 2022 – 30 June 2023, we implemented 21 improvements based on tāngata whai ora and whānau feedback.
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Across seven services at Odyssey, 69% of tāngata whai ora who provided feedback in 2022 would recommend our services. In 2023, this number was 74%.
- 

Of those who provided feedback, 74.6% of Māori and 60.4% of non-Māori agreed with the statement: My culture and beliefs are respected and acknowledged.

Celebrating A Decade Of Alcohol And Other Drug Treatment Courts In Tāmaki Makaurau

The Alcohol and Other Drug Treatment Court (AODTC), Te Whare Whakapiki Wairua, was established in November 2012. It celebrated its 10th year of operations in 2022. Two courts are located in Tāmaki Makaurau: one in Auckland CBD and a second in Waitākere.

The AODTC supports people whose offending has been influenced by alcohol and other drugs. Successful participants are granted community-based, rather than custodial, sentences. Programme graduates celebrate with a ceremony, including whānau and the people who have supported them.

An Outcomes Evaluation Report in 2019 indicated that, within two years of graduating, graduates are less likely to offend, be incarcerated, or be involved with police services. Re-offending is less likely to be serious. Graduates have closer relationships with whānau, better health, and improved education, training, and work prospects.

Over the past decade, Odyssey has supported 279 graduates. This includes 112 graduates from the Auckland Court, and 167 graduates from the Waitākere Court.

Clinical Manager, Kristen Emmerson says there is an element of “planting seeds” for tāngata whai ora. “If there’s

been a significant improvement, that person might have got what they needed – even if they didn’t graduate the court.” People returning to the service do significantly better.

An employment specialist works with participants, Ministry of Social Development, and potential employers to help with securing jobs and other opportunities. Some graduates pursue careers in peer support. Many complete Odyssey’s peer support training with Taupae Wheako or do Level 4 mental health and wellbeing training.

Whānau and community are included in the person’s journey. Support is provided for whānau. This can include information giving, service referrals, food parcels, housing, or providing clothing. Retention, treatment, and community reintegration is improved when participants know they and their whānau are supported.

Kristen says the court is “an incredibly uplifting” space for cultural activities and for people coming together. Everyone participates in kapa haka – tāngata whai ora, kaimahi, judges, and lawyers – and the Pou Oranga supports tikanga.

The court continues to evolve and develop. There are now two Pou Oranga, an employment specialist, and two whānau ora specialists across the two Auckland courts.

Tā Mātou Ngākaupono Ki Te Tiriti O Waitangi | Our Commitment to Te Tiriti O Waitangi

*Whakahōnoretia Te Tiriti O Waitangi.
Ka whakatairangatia te ōritetanga o
te tangata, ōna kanorautanga kia tū
ngātahi ai.*

*Honour te Tiriti o Waitangi. Support
equity, diversity, and inclusion.*

Te Tiriti O Waitangi is our foundation. We aspire to be an honest and trustworthy partner with Māori – pursuing equity and supporting diversity and inclusion. We aim to improve recovery outcomes for Māori and be accessible to all.

How are we achieving this?

Besides our day-to-day operations and projects covered in this annual review, we are achieving our goals through:

- Governance
- Partnerships
- Teamwork
- Supportive roles

Governance

Odyssey's Board of Trustees comprises more than 50% Māori members, with a dedicated position for a representative of Ngāti Whātua Ōrākei. Members of the board bring a diverse range of backgrounds, perspectives, and expertise, including some bringing a lived experience lens.

Partnerships

Odyssey proudly partners with Ngāti Whātua Ōrākei. As ahi kā roa – those who 'kept the fires burning' on the land – they provide advice, guidance and support to our organisation.

This partnership is visible in Odyssey's governance structure, and through the relationship between Odyssey's Pou Matua, Pete Sciascia, and Ngāti Whātua Ōrākei cultural advisor, Matua Nick Hawke.

Nick says Ngāti Whātua Ōrākei and Odyssey have "a very strong relationship" and reflects that it "started many years ago".

Nick views the role of his iwi in Tāmaki Makaurau as a kaitiaki. "There are 18 mana whenua groups in Auckland but one ahi kā roa. We've kept the fires burning for a few centuries. We have mana in Tāmaki Makaurau. If people reach out, it's our role to provide guidance."

Nick collaborates with Odyssey kaimahi on various projects to ensure the work considers a Ngāti Whātua Ōrākei perspective. Odyssey's Pou Matua "wanted a Ngāti Whātua Ōrākei perspective that was reconciled with us. He wanted our involvement and to align that perspective with Odyssey. It did."

Nick views the relationship as reciprocal. "We understand that

Odyssey plays an important role for tāngata whai ora. We believe they're doing a great service to people who need it. It's good for Ngāti Whātua. We understand addictions amongst our people. By working with Odyssey, it also assists us and the issues around it. We acknowledge addiction is everywhere. It can only be to our benefit to strengthen our relationship with Odyssey."

Teamwork

Odyssey is committed to developing culturally safe environments. We support our kaimahi and equip them with the resources needed to succeed. We develop internal cultural resources and make them easily accessible.

All kaimahi contribute to our goals. They have an active role to play. Specialist cultural roles work in partnership with kaimahi to develop the workforce and achieve our cultural aspirations and strategies.

Supportive roles

Odyssey has invested in and developed a range of cultural roles to support our organisational initiatives.

The **Pou Matua** manages Odyssey's strategic relationships with iwi, mana whenua, and other kaupapa Māori organisations. This role is part of and advises the Executive Leadership Team. It is responsible for leading the cultural work stream at Odyssey.

The **Pou Tāhū** leads and coordinates work across Odyssey to embed Te Ao Māori practice and promote cultural

safety and competencies. Isla Emery-Whittington, our Pou Tāhū, says the title alludes to the ridgepole of the wharenui, which supports and faces inwards.

"It's about supporting and creating an internal infrastructure" to ensure Te Tiriti O Waitangi practices are embedded across the organisation. This is achieved by developing "policy, processes, and cultural safety".

The **Pou Tikanga** supports efforts to embed Te Ao Māori and helps the organisation meet its obligations to Te Tiriti o Waitangi and Ngā Paerewa. This is achieved through leading specific initiatives and activities with kaimahi, tāngata whai ora, and whānau.

Pou Tikanga, Tūmanako Sciascia, says he tries to "take a kind, caring approach to implementing tikanga Māori and te reo Māori". Tūmanako sees the value of approaching the mahi in a way that is collaborative, strengths-based, and communal. "We are all here for the same reason: the wellbeing of tāngata whai ora and whānau. We all have our different approaches on how we do that."

Kaiārahi Māori provide direct cultural input to tāngata whai ora and kaimahi. Their work supports our prison services, Youth INtact in the Waikato, Adult Services, the Family Centre, and our Te Wairua services.

Pou Oranga are Alcohol and Other Drug Treatment Court practitioners that support tāngata whai ora and whānau. This position helps embed tikanga within this setting.

Taupae Wheako: Centre For Lived Experience Peer Support And Social Recovery

Taupae Wheako is home to our lived experience peer support and social recovery initiatives. Through Taupae Wheako we provide training, coaching, supervision, and consultancy services, supporting the lived experience and peer workforce, and sharing the value of the social recovery model.

Lived Experience Lead, Dave Burnside, led the establishment of Taupae Wheako after identifying the need for an entry-level qualification in peer support. He wants to help others into peer support employment and encourage further studies. This culminated in the development of Peer Support 101 - Introduction to Lived Experience Peer Support in Addiction.

Odyssey was supported by the workforce development council, Toitū te Waiora, to get the Peer Support 101 micro-credential approved by the New Zealand Qualifications Authority (NZQA). NZQA recognises the training as equivalent to five credits at Level 3 on the New Zealand Qualifications Framework.

The Tertiary Education Commission acknowledged Odyssey's innovative peer support work in Aotearoa when we developed and gained approval for the first Peer Support in Addictions training in the country.

Extensive stakeholder consultation took place to develop the programme. This included Te Whatu Ora - Health New Zealand, NGO providers, Te Pou o te Whakaaro Nui and Auckland University of

“[Taupae Wheako] provides a solid foundation for mahi as a peer support worker and has the potential to make a key difference in terms of the growth of a competent, confident workforce”

- Nicki Lishman, Toitū Te Waiora



The Taupae Wheako Team

Technology. Cultural content is guided and developed by Pou Matua, Peter Sciascia, who has lectured in Te Tiriti o Waitangi and Mātauranga Māori with Te Wānanga o Raukawa and worked in the education space with Ngāi Tahu.

In the past 14 months Taupae Wheako has trained about 250 people, nearly 60 percent of whom are Māori. We have provided 16 Peer Support 101 courses across the country - to mental health and addiction, kaupapa Māori, housing and refugee services. It helps people

who are new to support roles as well as those who have worked in the role for years. It also helps support people looking to move into peer support positions.

Participant feedback has been enthusiastic and positive. Trainees appreciate cultural support and networking, feel validated in their role of peer support worker, and enjoy having people with lived experience leading the sessions.

For more information, contact taupaewheako@odyssey.org.nz

The Power Of REC-CAP

REC-CAP is a framework that helps tāngata whai ora identify where they are on their recovery journey and enables kaimahi to support them. It helps tāngata whai ora articulate what resources are needed for the next phase of their journey - celebrating the wins and overcoming hurdles.



A universal starting point to recovery



A conversation starter



A one-to-one evaluation tool



An innovative outcomes measure



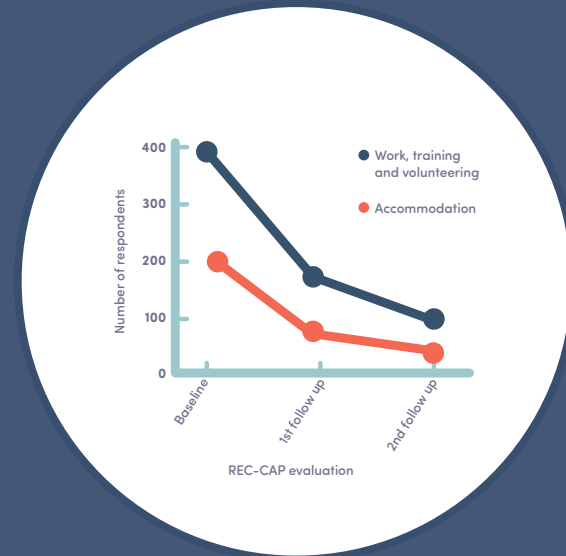
Supported by a robust body of research

“It’s encouraging to see how your personal goals change and develop over time during treatment”

- Tangata whai ora feedback

Reduced Barriers to Recovery

During residential treatment we see an overall reduction in people’s barriers to recovery and unmet service needs. This refers to negative recovery capital – things that get in the way of people’s recovery journey. Barriers include criminal justice involvement, engaging in risky behaviour, substance-related harms, housing challenges, and not engaging in meaningful activities – like work, study and volunteering. Support can be put in place once a person’s barriers and unmet service needs are identified.



Baseline REC-CAP is completed, on average, 80 days into residential treatment. First follow up scores are 70 days later and second follow up scores are 40 days after that.



Wellbeing Increases

People’s wellbeing scores increase during residential treatment. People rate themselves on a scale of 1-20 in the five areas of wellbeing – physical health, psychological health, quality of life, support network and accommodation. Using a traffic light system, scores of 15 or above are marked green, a strength; scores of 6 or below are marked red, an area for improvement; orange is in-between.



Universally resonates

The REC-CAP is a good starting point to view recovery. Focus groups with kaimahi and tāngata whai ora identified the REC-CAP model encompasses areas of recovery that resonate with people across ethnicities (Māori, Pasifika, New Zealand European, and others).



Conversation starter

The results encourage conversations for tāngata whai ora and kaimahi to identify and navigate appropriate resources for the next phase of the recovery journey.



One-to-one evaluation

The REC-CAP focuses specifically on the individual. It measures positive recovery capital. This includes: global wellbeing, personal and social recovery capital, recovery group participation, social support, and commitment to sobriety. The REC-CAP also measures negative recovery capital: barriers to recovery and unmet support and treatment needs. This means evaluations are tailored and unique.

*“It provides a good insight on what areas need a bit more attention and those you’re achieving in”.
Tangata whai ora feedback*



Outcomes measure

We can meaningfully assess if we are meeting people’s needs and the quality of our services. The data can also be used to identify areas of service improvement.



Research

The REC-CAP has been developed by Professor David Best. He has led on a wealth of research in this area. The data presented in this review draws on Odyssey’s data between 2019-2023.



Odyssey REC-CAP Champs



REC-CAP Champs and programme manager at Cutting Edge Conference 2022

Waikato Youth Intact

A 'High Performing Provider'

Pūrongo He Ritenga was produced by auditing agency HealthShare as part of a contract audit of Odyssey's Youth INtact service in the Waikato. He Ritenga was focused on assessing how well Odyssey implements the articles of Te Tiriti o Waitangi, across governance, management and service delivery.

Youth INtact supports rangatahi to reduce their use of substances, and improve wellbeing and resilience. In the report, Youth INtact was identified as an "exceptional" and "high performing provider", demonstrating "a commitment to equitable health outcomes for Māori and a meaningful commitment to the articles of Te Tiriti o Waitangi". Auditors said this commitment extended to all levels of Odyssey: its governance, strategic documents, and supportive cultural roles.

Preparation for the contract audit was a team effort. It included the Youth INtact team and was supported by Odyssey's management and support services. It was led and guided by Odyssey's Quality Manager, Zainab Hoosenally.

An initial self-assessment was completed, with interviews facilitated

by an auditing consultant, which included Odyssey's senior managers and Youth INtact leaders.

An audit objective was to understand the staffing, systems, cultural frameworks, and processes implemented by Youth INtact. It was also to ensure the service, in partnership with Te Whatu Ora, delivers quality health service delivery to Te Manawa Taki (the Midland region).

Youth INtact Operations Manager, Fiona Beale, reflects on the day: "Feedback from the auditors was positive. This created a sense of pride from the team."

The audit report arrived a week later, revealing a very successful and positive outcome.

Fiona says, "As a team we know our service is relevant and an important part of the Youth Mental Health and Addictions sector in the Waikato. To receive positive feedback from Te Whatu Ora and HealthShare acknowledging the quality of our service delivery and outcomes solidifies our sense of purpose in the mahi we do with rangatahi and our relationships in the community."



Service outcomes

Youth INtact's positive service outcomes below reflect the team's hard work and dedication. Reductions in difficulties associated with substance use were comparable to reductions in reported samples from other New Zealand services.



↓
After attending Youth INtact, fewer rangatahi had difficulties associated with substance use. This includes fewer arguments with people and behaviours that could cause serious trouble.



↓
Regular cannabis use decreased by 15%; regular alcohol use decreased by 12%; and there was a 4% decrease for tobacco use



↓
Māori and non-Māori experienced reductions in most substances. Māori showed greater reductions in regular use of cannabis and alcohol.

He Whakamānawa

A Big Thank You

We are grateful for the support and guidance of our iwi partners in Te Tai Tokerau, Tāmaki Makaurau, and Waikato, in particular Ngāti Whātua Ōrākei.

Our work is made possible by the generosity and ongoing support of our funders, benefactors, and partners, including Foundation North. Together, we support people to move towards a brighter future, bringing hope to whānau and communities throughout Aotearoa New Zealand. Our work would not be possible without your support – ngā mihi nui, thank you!

We acknowledge the contribution of longstanding programme collaborators who share our commitment to support tāngata whai ora and whānau to work towards stronger futures. Many thanks to our service and agency partners within initiatives including Haven, Te Ara Oranga, Te Whare Whakapiki Wairua, Waypoint, Whakaoranga Whānau Recovery Hub, and the Waikato-wide Youth INTact collective. We value the opportunity to work with you all.

Finally, thanks to our Board of Trustees in their stewardship of our work, and to our Executive Leadership Team. To learn more about our Board and Executive Leadership Team, head over to [Odyssey's website](#).

Board of Trustees

- Pat Snedden, Chair
- Manu Sione, Deputy Chair
- Darren Johnson, Treasurer
- Dr Clive Bensemann
- Dr Huhana Hickey
- Maraea Mocaraka
- Dr Erena Wikaire
- Jessica Apanui, from August 2023
- Tui Kaumoana, from August 2023
- Allen Bollard, until June 2023
- Robert Roydhouse, until December 2022
- Mary Shanahan, until December 2022

Executive Leadership Team

- Fiona Trevelyan, Chief Executive Officer, Tumuaiki Rangatira
- Peter Sciascia, Pou Matua
- Glenn Manson, Chief Financial Officer
- Jenny Boyle, General Manager, Operations
- Dave Burnside, Lived Experience Lead
- Lyndsay Fortune, General Manager - Organisational Development & Support



ODYSSEY

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