

MIXIT AOTEAROA OUTREACH (MAO)

YEAR 3: 2024 - 2025

MIXIT | Creating Communities
of Connected Youth

"I am really grateful for all the support and positive vibes. The games, the dance and all the fun moments we shared helped me feel more free, happy and confident. I honestly feel so much better about myself and have gained a lot of confidence"

"Great to see the Alumni again and that's why I walked in the cold to come. My highlight was Musical Spots and all the dancing. My challenge was to fit all the ideas when working in groups within the time we had"

"I never liked acting or speaking in public. I overcame the fear of this"

"I enjoyed the fact that we all worked together and I will take home improvisation skills and the dance choreography"

MAO PARTICIPANTS

Alumni workshop planning



MAO OVERVIEW

The Mixit Scoping Project (2021) highlighted the need to implement outreach programmes to improve opportunities for young people nationwide. This was not to start Mini Mixits around Aotearoa but rather to build strong relationships with regional resettlement organisations working with former refugee youth and share our model of practice to support young people through the power of creative participation.

In 2022 MAO Project was generously funded for 3 years in partnership with J R McKenzie Trust and The Tindall Foundation to help Mixit connect with and strengthen regional community initiatives. Mixit was able to provide fully funded workshops to these organisations, create partnerships with national youth workers and directly contribute to their professional development.

It was identified early on that Mixit Alumni should be at the heart of this project and they would be provided with regular professional development and training to plan and co-facilitate workshops. Additionally, a new staff role, Outreach Leader, was established to manage and lead this project and an Alumni member was appointed in the position. This directly fed into the development of scaffolded leadership to strengthen Mixit's succession plan that one-day Mixit will be run by Mixers.

The 3-year MAO project provided opportunities for Mixit to enable social cohesion among young people nationally while navigating the inconsistencies between policy and on the ground regional realities.

MIXIT ALUMNI SQUAD

Kaviesha Abeysinghe-Perera (*Outreach Leader/
Incoming Mixit Director*)

Ilknur Ozbal

Izadine Ahmat Abdallah
(*Mixit Core Programme
Leader*)

Laya Rasooli

Mu Nyay

Oscar Arnold

Rana Arif

Ray Santiago

Sajal Taneja

Younis Ahmat Abdallah

MIXIT LEADERSHIP

Wendy Preston MNZM

Producer/Director

Kauthar Eckstein

Operations Leader

Kaye Reihana

Finance Leader

MAO Workshop Ashburton 2025



INTENTIONS

YEAR 3: 2024 – 2025 ENHANCE & EVALUATE

1. CONTINUED GROWTH OF ALUMNI LEADERSHIP AND EMERGING LEADERS

OUTCOMES:

Year 3 of the MAO project focused on strengthening Alumni skills and capabilities, enabling them to co-facilitate workshops effectively. It also supported them to develop a deeper understanding and active practice of how to work together as a team while supporting young people. These opportunities reflect Mixit's approach to developing leadership in action where young people can turn and positively impact their families, communities and Aotearoa.

Professional development opportunities included:

- Regular in-house Alumni training and workshop planning
- Annual Leaders' immersive residential training retreat
- Supported current and new appointments at the Youth Leader Orientation Day
- Co-facilitated Term 1 Mixit Core Programme sessions by Outreach Leader
- Facilitated regular workshops at Māngere Refugee Resettlement Centre and Auckland schools
- Participated in conferences and presentation opportunities

- Hosted a Clinical Psychologist for comprehensive Mental Health training and a reflection session
- Participated in Mixit Strategic Development Hui
- Participated in the Ara Taiohi INVOLVE Conference along with providing a co-facilitated workshop for youth workers

Additionally, Mixit is now positioned to plan our next annual performance – a two-week immersive project where participants create a performance production from scratch, drawing on their own ideas and creativity, then presenting to the public. This event could not take place in Jan 2025 due to funding constraints, so the team looks forward to making it happen in Summer 2026. With support from JR McKenzie's Value Added Payment (V.A.P), the Summer Performance will provide an excellent opportunity to engage Alumni in the leadership team, fulfilling the roles of co-director, choreographer, caterers, stage manager and technical support. Additionally, we have invited Youth Workers that we connected through MAO to take part in this 2026 project.

MAO Workshop Ashburton 2025



2. CONSOLIDATE WORKSHOP PACKAGES & STRENGTHEN PARTNERSHIPS

OUTCOMES:

Throughout year 3 of MAO, the pilot workshop packages were reflected and refined, with a focus on returning to resettlement regions where previous workshops had been particularly successful. These successes were a result of motivated and transparent partnerships, volunteer contribution and youth who were willing to engage and creatively participate in the workshops. During this period, we returned to Hamilton to deliver a Mixit workshop as part of a youth camp, facilitated 2-day workshops in Ashburton to the Afghan youth and in Invercargill to Congolese and Colombian communities. We revisited Auckland schools, including Avondale College and One Tree Hill College for presentations about what Mixit offers and provided workshops to the ESOL students.

In addition, we continued to support the leadership development of a young Afghan student from the University of Canterbury, whom we first connected with in Year 2 of MAO. She was provided the opportunity to attend the INVOLVE Conference and join the Alumni team in facilitating workshops, further strengthening her leadership journey.

3. COMPLETE A COMPREHENSIVE EVALUATION OF THE SOCIAL IMPACT

OUTCOMES:

The Mixit Impact Evaluation Report has now been completed externally by Centre for Social Impact with partnered funding support from JR McKenzie Trust, The Tindall Foundation and Foundation North | Pūtea Hāpai Oranga. As part of this process, a series of online interviews and an in-person Reflection Workshop were held, bringing together a diverse mix of voices connected to Mixit – including Mixers, Youth Leaders, Alumni, staff, Trustees, partner organisations and families. The report confirmed that Mixit's impact extends well beyond the lives of the young people who participate, reaching into their families, communities and the refugee support sector. We recognise that early intervention can positively change the life pathways of young people.

MAO Workshop Invercargill 2024



TIMELINE

2024 - 2025

SEPTEMBER 2024

Pathways and Careers Day

Attended and delivered a presentation at the Careers Day organised by Auckland University of Technology and Ministry of Education.

OCTOBER 2024

Invercargill EXPRESS & EMPOWER

2-Day workshop followed by a post workshop debrief meeting alongside regional partner, Red Cross Invercargill.

Kaikōkiri Community Partners Hui

Attended the hui organised by The Todd Foundation and J R McKenzie Trust, focused on connecting, networking and reflecting with their community partner organisations.

Mixit Profile Raising Event

Alumni Squad hosted and performed at a profile event bringing together wider Alumni, families and donors to celebrate our mahi and grow Friends of Mixit.

Mixit Profiling in Auckland schools

Presentations at One Tree Hill College, Green Bay High School and Mt. Roskill Grammar about the Mixit Core Programme to ESOL students.

NOVEMBER 2024

Māngere College Careers Night

Two Alumni, who are Māngere College ex-students, shared their navigation of tertiary education and the opportunities that supported their individual growth.

Mind and Movement Wellbeing Hub

Alumni delivered a workshop in Hamilton as contribution towards strengthening wellbeing through creativity and conversation, organised by Diversity Counselling New Zealand.

DECEMBER 2024

Māngere Refugee Resettlement Centre

Delivered a workshop for the new arrival adolescence group.

Term 4 'Say It Out Loud' Programme Support

Alumni-led session of the Core Programme followed by support of the graduation of two Youth Leaders.

JANUARY 2025

Mixit Annual Strategic Hui

Alumni Board members participated in the annual Strategic Development Planning hui.

Youth Leaders and Alumni Training

Organised the inaugural combined Youth Leader Orientation and Alumni Creative Training session.

FEBRUARY 2025

Girls Youth Camp in Hamilton

Delivered a workshop to a total of 28 girls from former refugee backgrounds, organised by The Refugee Orientation Centre Trust (ROC).

Term 1 'Groove to the Flow' Core Programme Support

Outreach Leader co-choreographed a Bollywood-Hip Hop fusion dance piece, alongside a Guest Artist, which was performed by Mixit at the CultureFest, Auckland.

One Tree Hill College

Delivered a workshop for a group of 25 ESOL students.

MAO Workshop Ashburton 2025



MAO Workshop Invercargill 2025



- Training
- Presentations/Workshops
- Hui
- Mixit Performances

APRIL 2025

Mixit Profiling in Auckland schools

Presentation to Avondale College ESOL students about the Mixit Core Programme – showcasing opportunities available in their local area to practise socialisation, connection and leadership.

MAY 2025

Avondale College

Facilitated a workshop for a group of 22 ESOL students, a follow up from the April presentation.

Mixit Presence at CultureFest

Alumni supported the Mixit information stall and contributed to creating a positive atmosphere as part of the audience during the Mixit performance.

Leaders Training Retreat

Whale Bay residential training weekend with Youth Leaders, Alumni, staff and trustees.

Evidence Gathering for Mixit Impact Evaluation Report

Alumni were interviewed online and attended an inhouse Reflection Workshop as part of gathering evidence for Mixit Social Impact Evaluation Report.

JUNE 2025

Māngere College World Refugee Day 2025 Celebration

Facilitated a workshop for 48 ESOL students from Māngere College, Aorere College, Otāhuhu College and Mt Roskill Grammar.

Māngere Refugee Resettlement Centre

Delivered a workshop for the new arrival adolescence group.

Alumni Training

Organised a full-day mental health training session delivered by a Mixit contact Bilal Nasier, a registered clinical psychologist, who has experience working with minority communities, including refugee and migrant background children and young people. We learnt the concept of Mentalisation, to strengthen Alumni's understanding of how to problem solve external behaviours displayed by young people when participating in creative workshops.

JULY 2025

Invercargill STEP UP & SHINE

2-Day workshop followed by a post workshop debrief meeting alongside regional partner, Red Cross Invercargill.

Ashburton STEP UP & SHINE

2-Day workshop followed by a post workshop debrief meeting alongside regional partner, Safer Mid Canterbury.

AUGUST 2025

It's Giving: Youth Funding Symposium

Attended a hui organised by Youth in Philanthropy to explore what impactful, youth-centred funding can look like in Aotearoa.

INVOLVE Conference, Christchurch

Attended INVOLVE, biannual national youth development sector gathering organised by Ara Taiohi. Delivered a Mixit workshop titled *Reconnect with Mixit Mahi – Straight up and Real*. Shared key challenges, opportunities and outcomes of MAO project.

Mental Health Training – Reflection Session

Facilitated by Bilal Nasier, to reflect on the practical examples of Mentalisation that Alumni experienced in outreach trips.

Māngere Refugee Resettlement Centre

Delivered a workshop for the new arrival adolescence group.

Alumni at Mixit Profile Raising event



CultureFest 2025 performance



FINANCIAL REPORTS

YEAR THREE

SEPT 2024 - AUG 2025	Total Actuals	Total Budget	(Over) / Under Spend	Funded By:		
				JR McKenzie Trust	Tindall Foundation	The Mixit Charitable Trust
Pilot Programmes – Plan, Create, Develop	\$59,171	\$55,800	\$(3,371)	\$4,171	\$55,000	
Leadership Training – Alumni and Youth Workers	\$53,345	\$65,200	\$11,855	\$10,928	\$35,000	\$7,417
Workshops – Content and Delivery	\$31,753	\$53,960	\$22,207	\$31,753		
Partnerships and Networks – Promotion, Development	\$53,148	\$51,660	\$(1,488)	\$53,148		
Evaluation and Learnings	\$56,936	\$35,000	\$(21,936)		\$30,000	\$26,936
TOTAL	\$254,353	\$261,620	\$7,267	\$100,000	\$120,000	\$34,353

Further information and details available on request.

Alumni attending INVOLVE Conference 2025



TOTAL THREE YEAR PROJECT OUTPUTS

SEPT 2022 - AUG 2025	Total Actuals	Total Budget	(Over) / Under Spend	Funded By: (**Refer Below)		
				JR McKenzie Trust	Tindall Foundation	The Mixit Charitable Trust
Pilot Programmes – Plan, Create, Develop	\$128,688	\$133,100	\$4,412	\$8,550	\$115,700	\$4,438
Leadership Training – Alumni and Youth Workers	\$188,260	\$207,700	\$19,440		\$154,300	\$33,960
Workshops – Content and Delivery	\$120,061	\$149,180	\$29,119	\$120,061		
Partnerships and Networks – Promotion, Development	\$171,389	\$163,370	\$(8,019)	\$171,389		
Evaluation and Learnings	\$90,160	\$95,000	\$4,840		\$90,000	\$160
TOTAL	\$698,558	\$748,350	\$49,792	\$300,000	\$360,000	\$38,558

** Variance to year by year reported breakdown figures due to crossover timeframes for annual reporting.

MAO Workshop Invercargill 2024



MAO PROJECT

(2022 - 2025) SUMMARY & CONCLUSIONS

CHALLENGES

- The current resettlement policy favours re-settling newly arrived ethnicities together in specific regions. We have observed this can create tensions for young people and potentially impacts on their successful integration into their new communities. It can result in ethnic communities only engaging with each other and not interacting with the local communities. It also makes it challenging for the young people to try new opportunities in their NZ community – particularly if they are restricted by religious expectations. For Mixit this means our use of music, dance and gender mixing is suspicious and forbidden, so there is tension for young people to be allowed to engage. There is also undermining gossip within the communities which negatively impacts and restricts young people trying to move forward in NZ.
- The fluidity of personnel changes within the youth support sector is faced by all youth-focused programme providers. This includes Mixit, where sustaining the ongoing involvement of Alumni alongside the juggle of personal studies and more regular employment is a challenge. This highlights the importance of comprehensive passing of knowledge to changing personnel in any organisation, alongside continual training and support of young people and accommodating newly emerging leaders.

OPPORTUNITIES

- Mixit will continue to invest in leadership development and support individual career opportunities and pathways to employment.
- Alumni will fill leadership roles in the 2026 Mixit Summer Performance. Youth Workers from regional partner organisations will be invited to take part in the performance.
- Provide ongoing creative support to Youth Workers in resettlement regions through regular online or phone conversations.
- Deliver ongoing annual workshops to support youth engagement in Invercargill, Ashburton and Hamilton with our established partner organisations.
- Advocacy at the Ara Taiohi INVOLVE National Conference, to stand united to support and raise the profile of the former refugee and migrant youth sector, which is often under-represented.

MAO workshop at INVOLVE Conference 2025



OUTCOMES

- MAO has supported the growth of a strong and dynamic Alumni Squad by providing professional development, mentorship and scaffolded leadership opportunities – including permanent staff roles, Summer Project leadership and a trustee on the Mixit Board. This consistent investment has enabled Alumni to develop robust professional skills, strengthen career pathways and expand their kete of interdisciplinary facilitation tools under a “no training, no tour” policy. In turn, the Alumni Squad has become a cohesive and a driven team that remains deeply connected while continuing to contribute meaningfully to Mixit’s kaupapa.
- A regular Mixit presence at the Māngere Refugee Resettlement Centre supported resettlement process and ensured consistent engagement with the new youth arrivals. National workshop delivery allowed Mixit to reconnect with the newly arrived young people at their resettled region.
- Maintained a network of partnerships with schools, organisations and youth workers. Delivered Mixit workshops in Auckland, Hamilton, Palmerston North, Wellington, Christchurch, Dunedin, Ashburton and Invercargill.
- Built a strong connection with a young Afghan student studying Youth and Community Leadership at the University of Canterbury, who supported the Alumni team by role-modeling creative leadership at the Ashburton workshops. She also contributed to facilitating a Photography Project initiated by Safer Mid Canterbury (an independent outcome inspired by Mixit workshops).
- The pilot workshops were created, consolidated and refined allowing different collaborative combinations of 3-4 Alumni while taking full advantage of their shared expertise in choreography, storytelling, multilingual communication and dynamic facilitation skills.
- The expectation by external partners was that Mixit would handle full responsibility for everything, highlighted the need for clearer understanding of shared on-the-ground support. In response, the MAO Partners Pack was created in 2024 to outline workshop delivery logistics and which established a clear framework of partnership and agreement and understanding between Mixit and regional partners.

The need to navigate and problem solve the sustainability of funding is an ongoing challenge for Mixit, a reality shared by many non-profit organisations. However, Mixit will remain positive that we will secure other avenues to further support leadership development and enable continued national outreach.

“I saw a bigger change in you today than at yesterdays’ workshop. You were shy. Today you were more confident and dancing with great moves”

MAO PARTICIPANT PARENT

“Mixit has a lot of value to offer, especially to the teenagers that I work with who are new to New Zealand, trying to settle and feel like they can fit in”

MAO PARTNER ORGANISATION

“Use of the word ‘and’ has been a good transformation. It was challenging to swap ‘but’ with ‘and’. It made a huge difference to how I facilitate young people”

“The energy the young people brought to the session was hot. I have not been in a room with a group of young Afro for a long time, it feels like home”

MIXIT ALUMNI

"I like the way young people bring different languages, cultures together and work together. This removes the fears the community have in Invercargill"

MAO PARTICIPANT PARENT

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The Mixit Aotearoa Outreach (MAO) is proudly funded by:



JR McKenzie Trust



The Tindall Foundation