



West Auckland Boxing Academy

**Billy Graham
Youth Foundation**

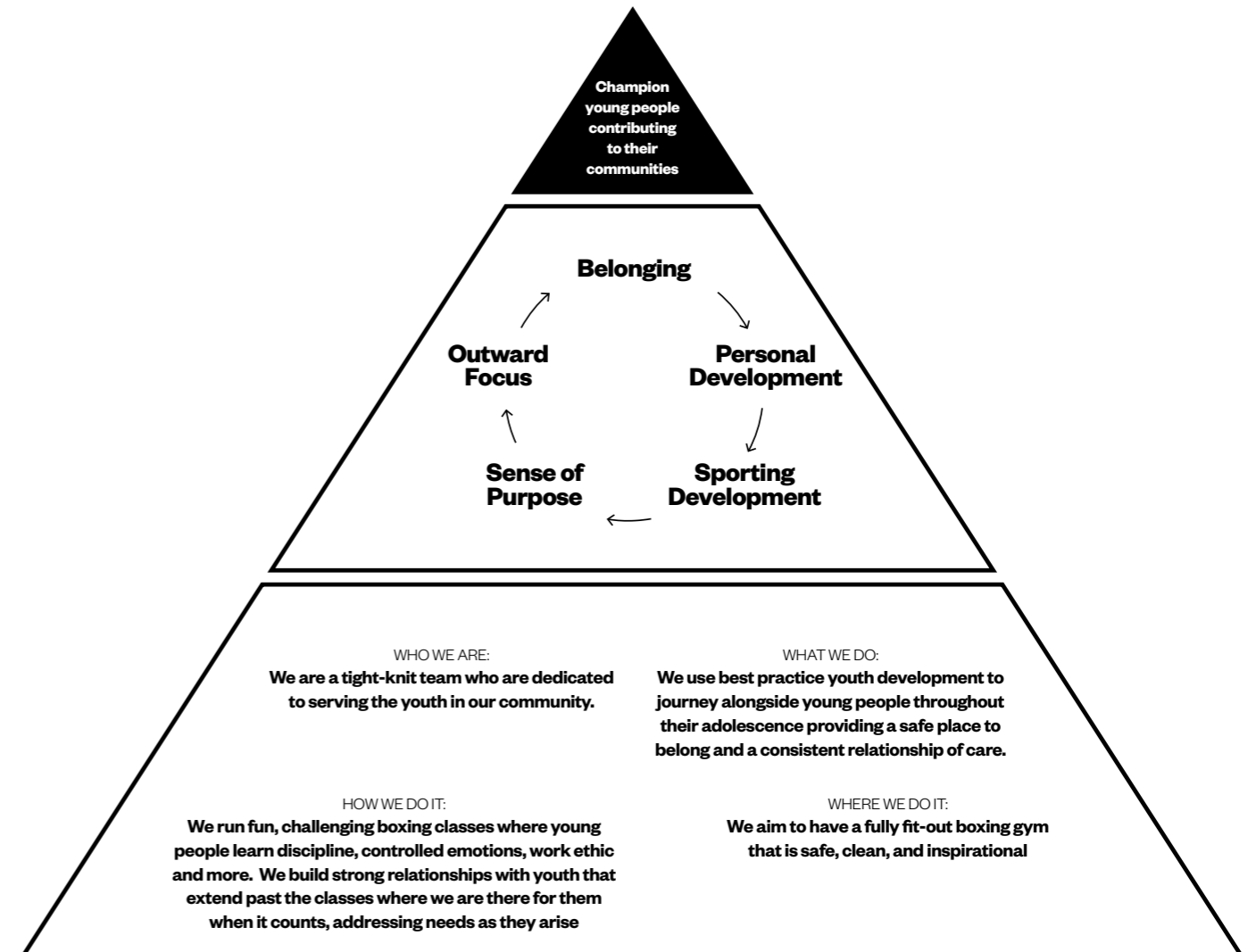
Theory of Change.

BGYF Theory of Change Explanation.

A Theory of Change is a tool to help describe your vision, the changes you want to make (your outcomes), and what you plan to do (your activities). The approach that the Billy Graham Youth Foundation (BGYF) has taken involves three key components: Final Outcome, Intermediate Outcomes, and Actions. The purpose of developing theories of change specific to each of the BGYF academies is two-fold; firstly, it will help clarify the vision, outcomes and actions that each local academy have undertaken in their local context. Secondly, it will communicate if there is alignment between each of the local academies and the BGYF national operation, which includes the National Advisory Service (NAS) and the BGYF Board of Trustees.

In order for BGYF to achieve their national vision of Champion young people contributing to their communities, BGYF believe it is imperative for this vision to not only be held by each academy, but for each local team to be continually developing their own strategies and actions in order to achieve their vision.

The West Auckland Boxing Academy Theory of Change was developed between August 2020 and March 2021, and involved six members of the local team. The process was facilitated by the CEO of the Billy Graham Youth Foundation, as was each of the Theory of Change processes across every academy.



West Auckland Boxing Academy's Guiding Questions.

Step One.

- **Agree on your final outcome**
 - Why do you come to WABA?
 - Why does WABA exist?
 - If WABA was known to achieve three things, what would they be?
- **National Vision: 'Champion young people contributing to our community.'**
 - What do WABA 'Champion young people' look like?
 - What does it mean for young people to 'contribute to our community'?

Step Two.

- **How will you know that your vision is being achieved?**
 - How will you know that our young people are becoming 'Champions'?
 - How will you know that they are contributing to their community?

Step Three.

- **What do you do at WABA?**
 - What actions do you take at WABA to support our young people to become 'Champions'?
 - What actions do you take at WABA to support our young people to contribute to their community?

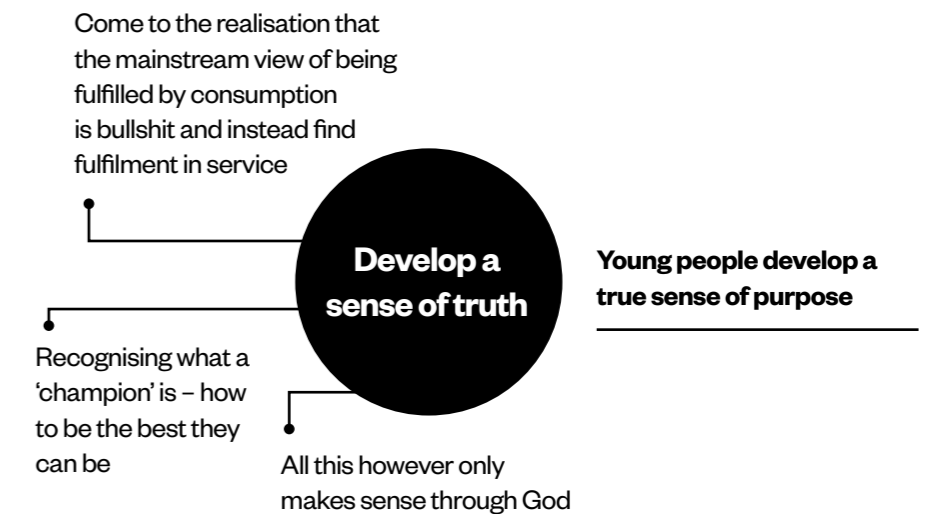
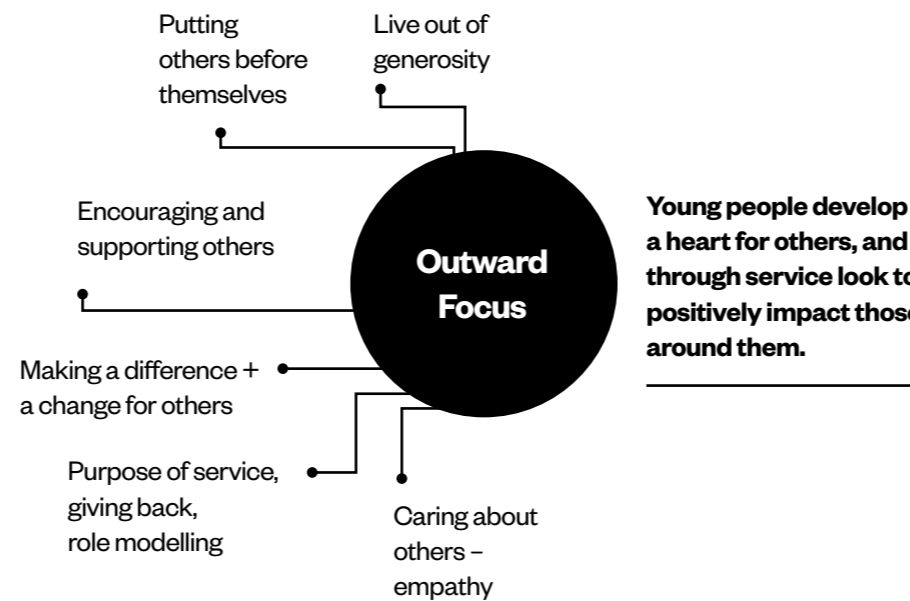
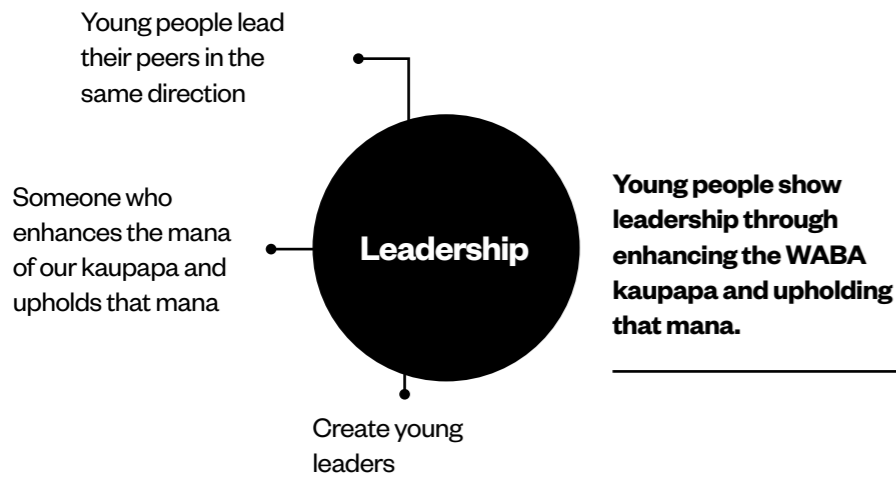
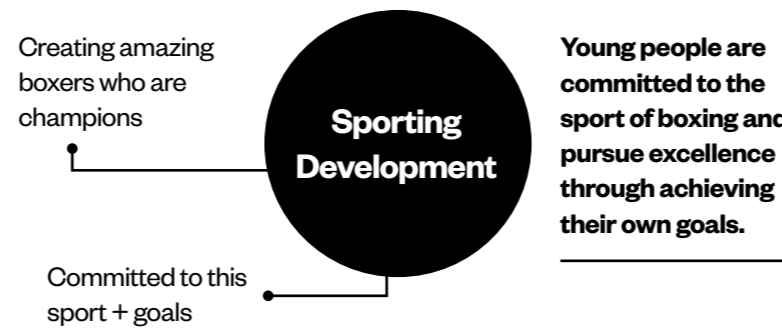
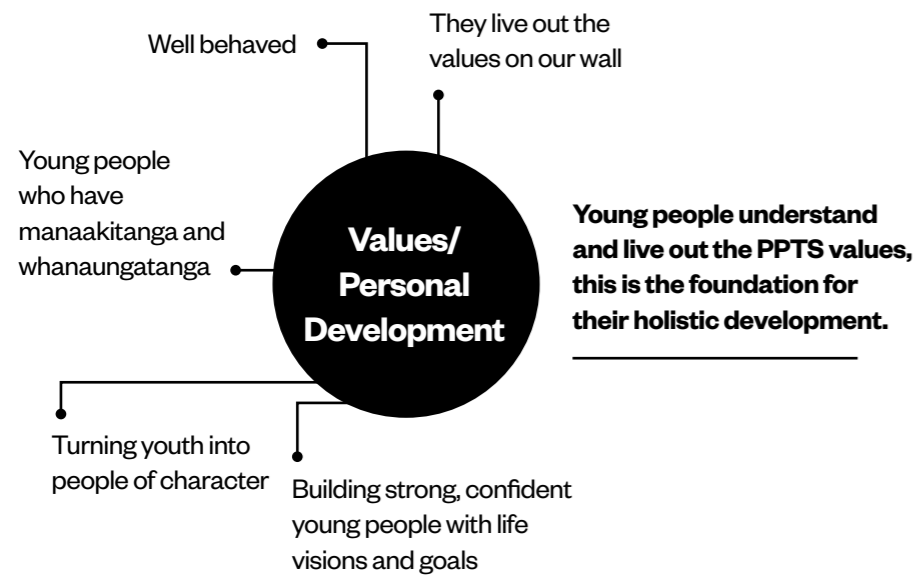
Final Outcome.

The first priority in this process was to identify if both the WABA team and the Billy Graham Youth Foundation had an alignment of vision. The quotes below are a few of the responses that the WABA team gave when considering the questions in Step One on page 4. Following this discussion, the selected statements identified that vision alignment does exist between the WABA team and BGYF.



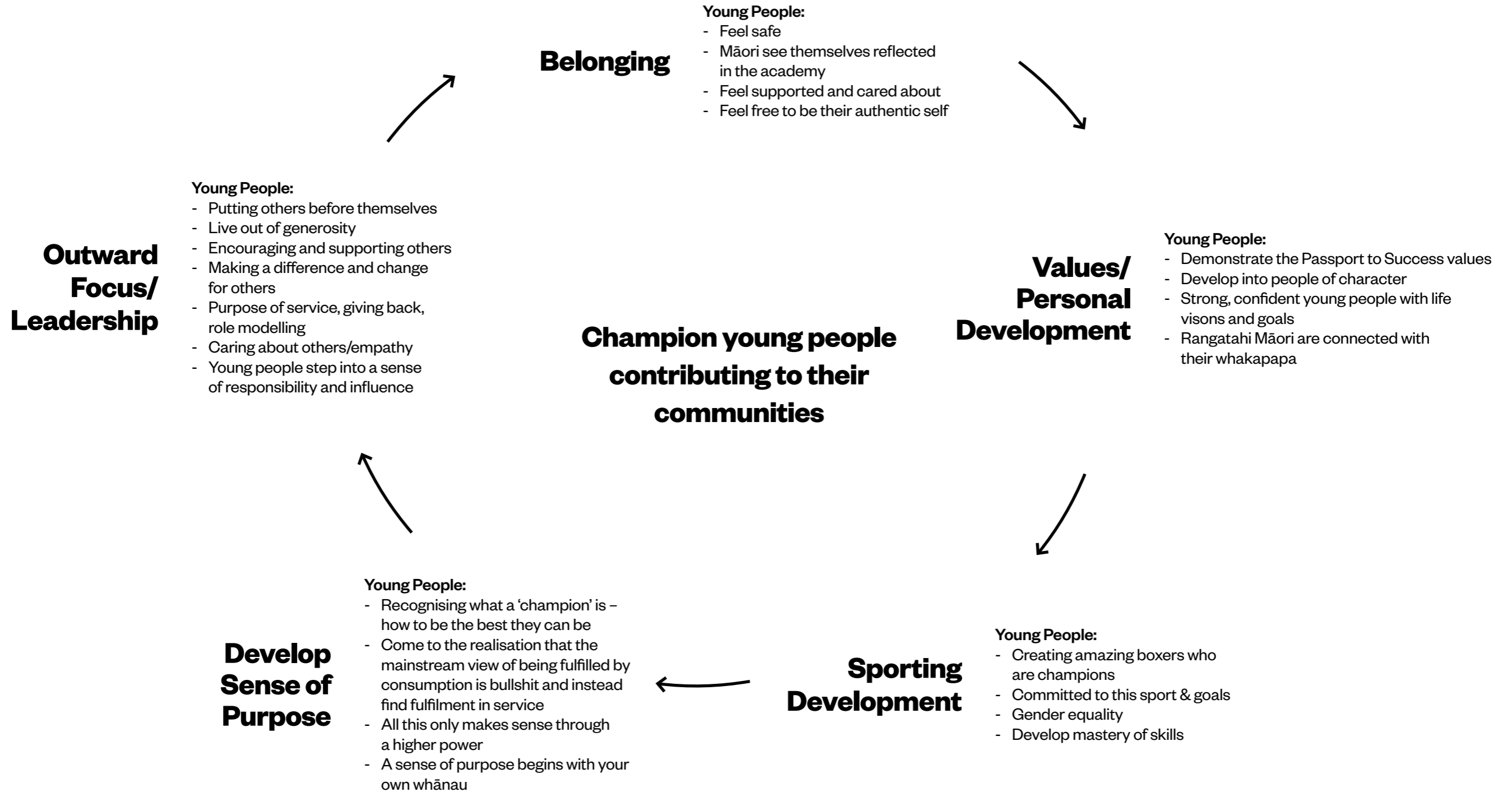
Intermediate Outcomes

After agreeing that the West Auckland Boxing Academy and the Billy Graham Youth Foundation had an alignment of vision, the second conversation focused on identifying the Intermediate Outcomes that the team believed must take place in order to achieve their vision. The pages below show the items that came out of the initial conversation, with the following pages showing the stripped back, finalised Intermediate Outcome that the team agreed on.



Intermediate Outcomes

– Finalised Intermediate Outcomes for WABA



The West Auckland Boxing Academy team.

Who we are.

We are a tight-knit team who are dedicated to serving the youth in our community.

- Committed to young people
- Passionate about the sport
- Live out the PPTS values
- Skilled in coaching and youth development
- Good work ethic
- Outward focused
- Passionate
- Sense of humour
- Willingness to learn and develop

What we do.

We use best practice youth development to journey alongside young people throughout their adolescence providing a safe place to belong and a consistent relationship of care.

Youth Development:

- Create spaces and places where young people feel accepted and valued
- We teach and encourage the PPTS through regular discussion and challenging them to identify and demonstrate the values
- We challenge young people to be the best version of themselves
- We provide a listening and empathetic ear
- We assess needs and refer as appropriate
- Encourage young people's voices to be heard
- We connect young people into their wider community
- Helping young people to become independent
- Helping young people to become generous through coming to the realisation that fulfilment comes through service
- Support whānau relationships
- We are skilled youth development professionals

Boxing:

- Coach Olympic Style boxing
- Provide opportunities for competitive success
- Provide quality programmes
- Provide quality coaching
- We promote healthy mindsets and a winning attitude
- We create a culture of positivity

How we do it.

We run fun, challenging boxing classes where young people learn discipline, controlled emotions, work ethic and more. We build strong relationships with youth that extend past the classes where we are there for them when it counts, addressing needs as they arise.

Youth Development:

- We greet each student with a smile and a handshake; we commit quality time to young people; we believe in the best in young people and call that out in them until they believe it themselves; we are a consistent presence throughout adolescence.
- We expect each member to pursue their potential and challenge them when they fall short
- We commit time outside the academy to support as needed
- We work in accordance with our Policies & Procedures
- We develop trusted community networks and relationships to which we can refer
- We provide opportunities for young people to express their views
- We provide experiences where young people can contribute to their communities
- We support members to become responsible and develop autonomy, and uplift them when they fall short
- We maintain regular contact with whānau, and are always the young person's biggest cheer leader to their whānau
- We utilise models and theories of practice to underpin our work (Circle of Courage etc.)

Boxing:

- We use the Champions Programme
- We compete locally and commit to travel
- We execute well planned and thought-out sessions
- We attend professional development on a regular basis
- We encourage always

Where we do it.

We aim to have a fully fit-out boxing gym that is safe, clean, and inspirational.

- We strive to provide quality facilities and equipment
- In the academy and in the community (schools, parks etc.)
- Clean and tidy
- Professional space
- Well located for community to access

WABA Theory of Change.

'Champion young people contributing to their communities'

