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# **Naenae Boxing Academy**

**Billy Graham  
Youth Foundation**

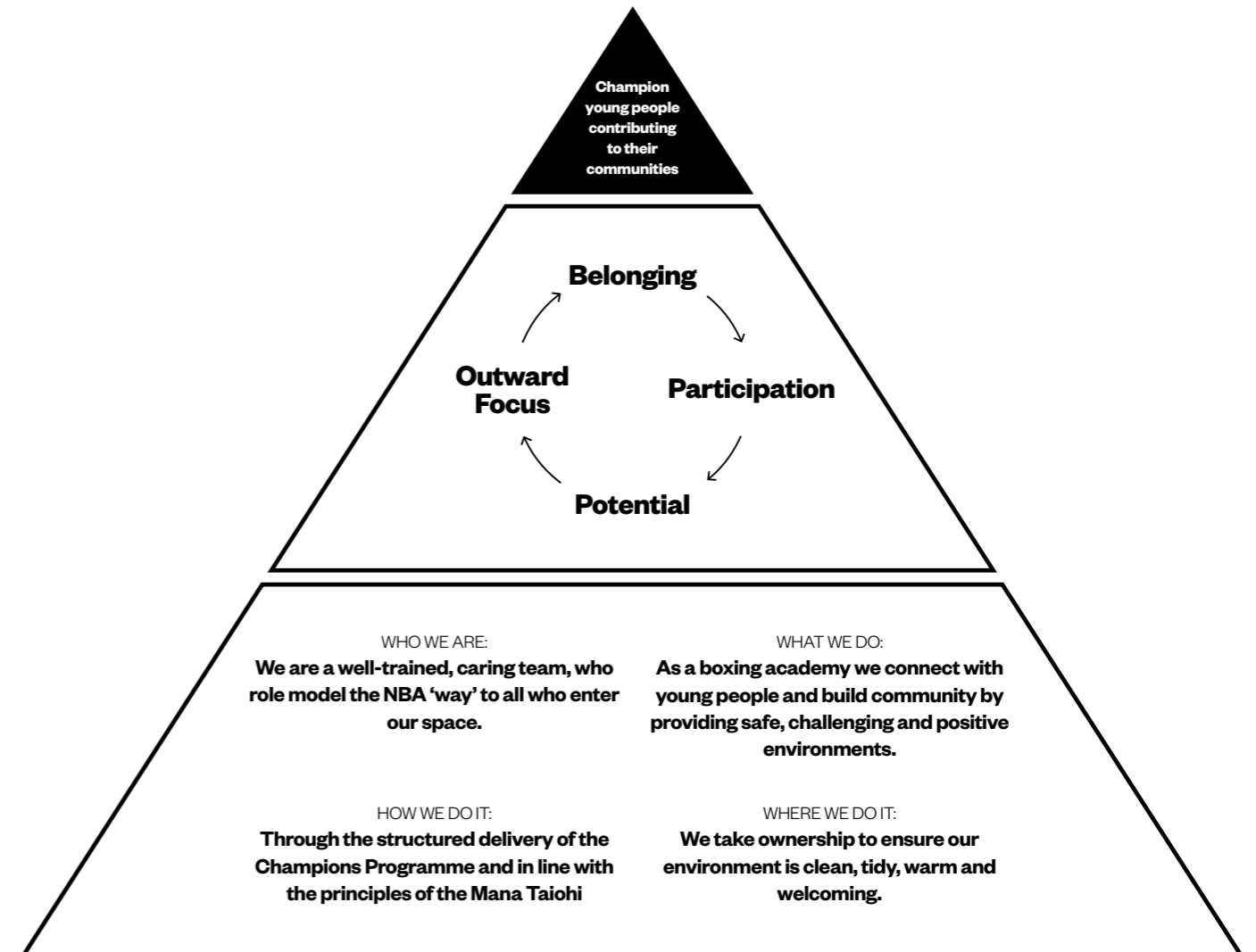
# **Theory of Change.**

# Naenae Boxing Academy Theory of Change.

A theory of change is a tool to help you describe the need you are trying to address, 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 to clarify the vision, outcomes and actions that each local academy have undertaken in their local context. Secondly, we will be able to 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, they believe that it is imperative for this vision to not only be held by each academy, but that each local team are also developing their own strategies and actions in order to achieve their vision.

The Naenae Boxing Academy theory of change was developed between August 2020 and February 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.



# Naenae Boxing Academy's Guiding Questions.

## Step One.

- **Agree on your final outcome**
  - Why do you come to NBA?
  - Why does NBA exist?
  - If NBA was known to achieve three things, what would they be?
- **National Vision: 'Champion young people contributing to our community.'**
  - What do NBA '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 NBA?**
  - What actions do you take at NBA to support our young people to become 'Champions'?
  - What actions do you take at NBA to support our young people to contribute to their community?

# Final Outcome.

The first priority in this process was to identify if both the NBA team and the Billy Graham Youth Foundation had an alignment of vision. The quotes below are a few of the responses that the NBA 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 NBA team and BGYF.

"Because of the demand of the young people who use the facility."

"It is the response to a community need."

"I feel there is value I can add, and I love seeing a vast range of young people all in one place, learning the same skills and values."

"To help develop/grow the dream of a top community facility and boxing team."

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### Champion Young People Contributing To Their Communities

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"Because of the vision of Billy Graham."

"To make/develop champion young people with values, goals, and an initiative who will hopefully also give back to youth/their community > Billy's Vision."

"Help create young boxers."

"To work for an organisation that champions youth, and to be a part of a similar – minded team/community."

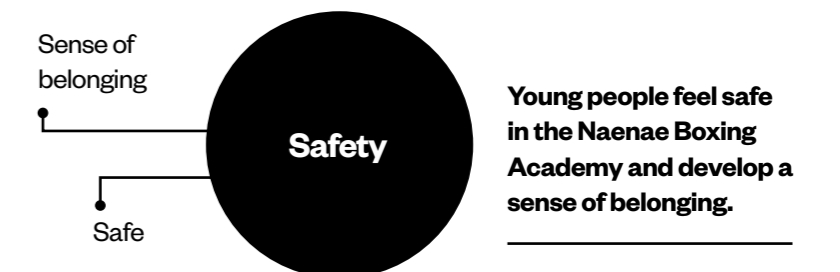
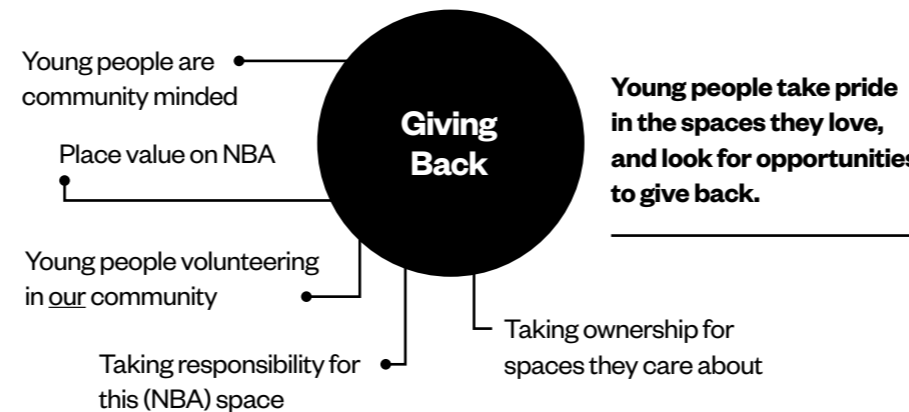
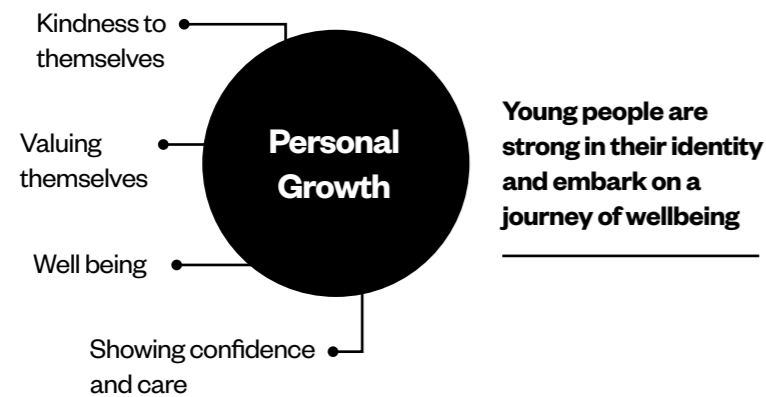
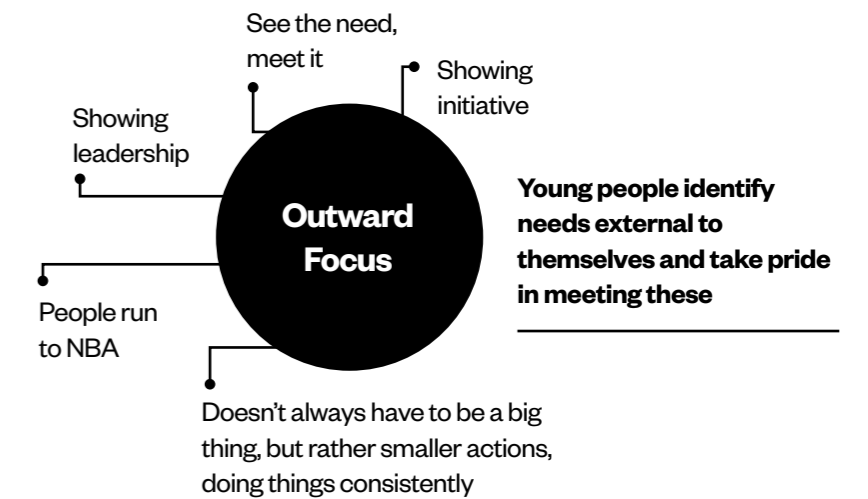
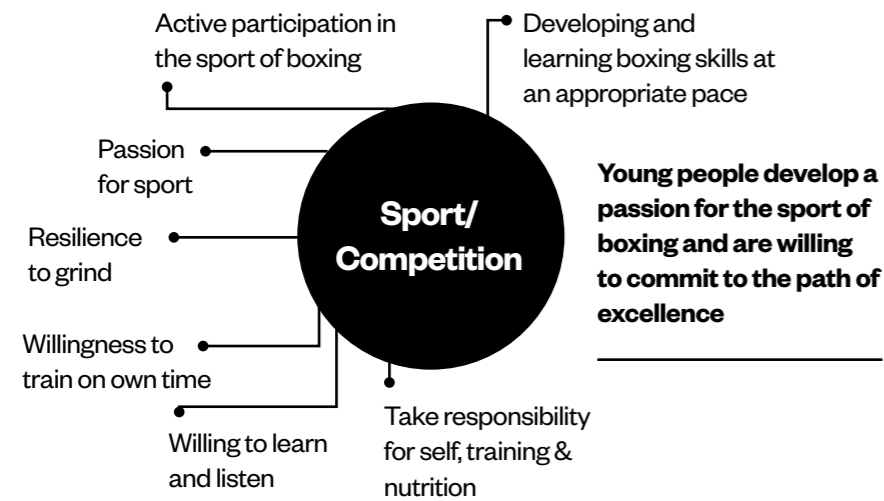
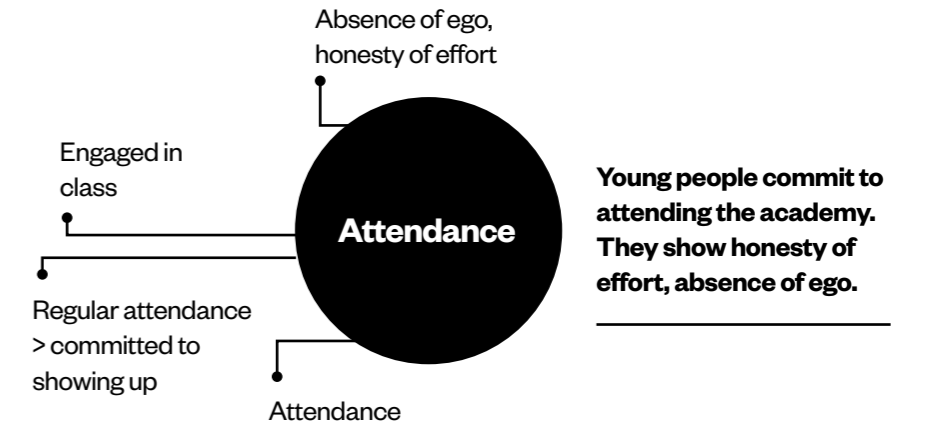
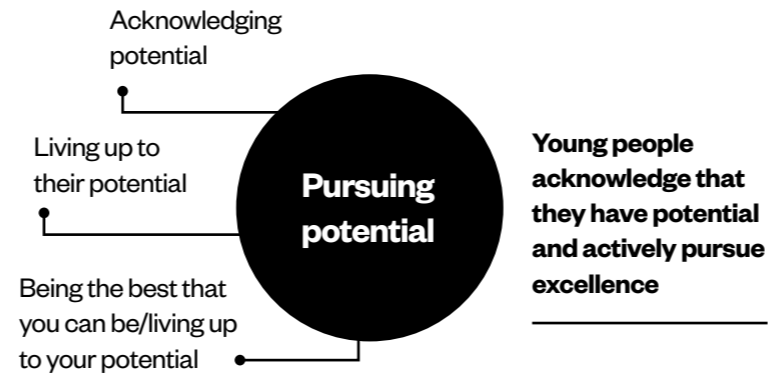
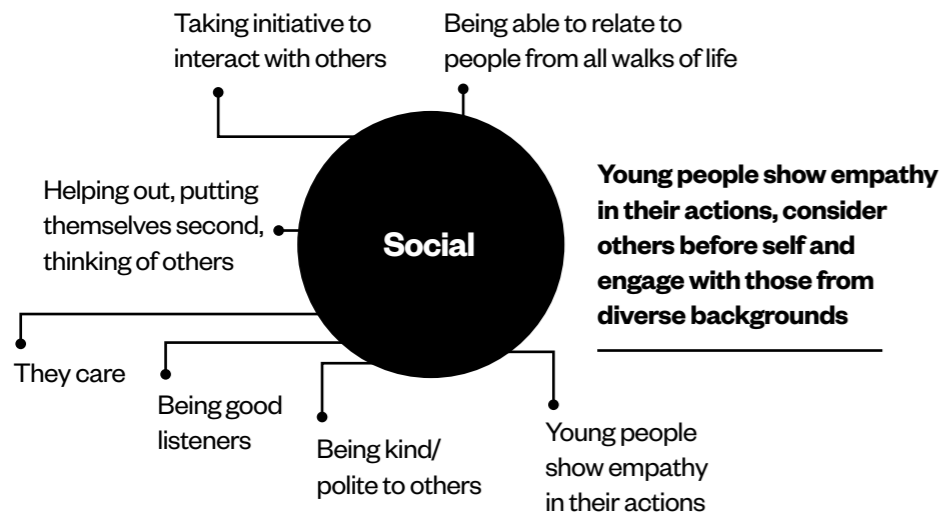
"Creating a space that is safe, supportive and where young people can take off the 'masks' they wear outside of these walls."

"Turning out boxers who compete at a national and international level."

# Intermediate Outcomes

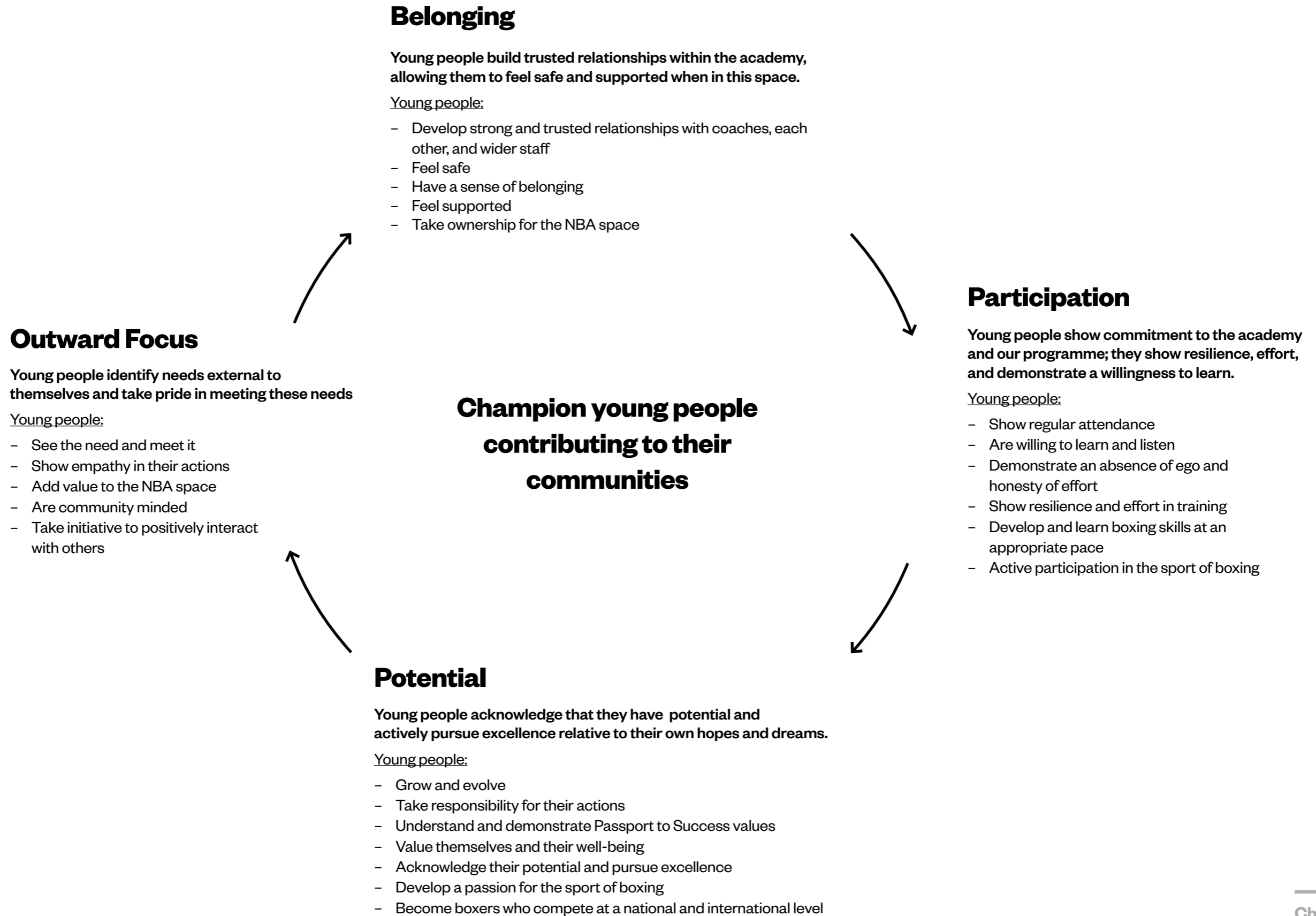
## - Initial discussion

After agreeing that the Naenae Boxing Academy team 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 Outcomes that the team agreed on.



# Intermediate Outcomes

– Finalised Intermediate Outcomes for NBA



# The Naenae Boxing Academy team.

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## Who we are.

**We are a well-trained, caring team, who role model the NBA 'way' to all who enter our space.**

- Staff act as responsible role models
  - Coaches are approachable, e.g. body language, tone of voice etc.
  - Coaches have a growth mindset
  - Staff own up to their mistakes
  - All staff and volunteers are police – vetted, reference – checked and trained
  - Staff are trained in child safety and first aid
  - We operate and communicate as a team
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## What we do.

**As a boxing academy, we connect with young people and build community by providing safe, challenging and positive environments.**

- Coaches facilitate and model the Passport to Success
- Check-in/out process that facilitates connection and participation
- Staff provide opportunities for members to identify and pursue their potential
- Staff connect young people with external organisations and future pathways
- We take opportunities to serve our community
- We run a boxing academy
- We coach Olympic style boxing

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## How we do it.

**Through the structured delivery of the Champions programme and in line with the principles of the Mana Taiohi Framework.**

- Staff understand and can deliver the Champions programme and Model PPTS
  - Check-in/out process that facilitates connection and participation
  - Staff model welcoming behaviour e.g. handshakes, use of names
  - Listening to what young people say
  - Strengths based
  - Athlete centred
  - We facilitate opportunities for young people to give back to their communities
  - Establish expectations (for attendance, behaviour and effort)
  - Establish appropriate relational boundaries
  - Staff follow up with young people
  - Be encouraging and challenging, but mindful of each athlete's limits
  - Staff understand and adhere to NBA policies and procedures
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## Where we do it.

**We take ownership to ensure our environment is clean, tidy, warm and welcoming.**

- Staff take ownership of NBA space, tidy warm, safe and provide opportunities for members to do the same
- Classes are enjoyable, interesting and fun
- Classes are inclusive

# NBA Theory of Change.

'Champion young people contributing to their communities'

