RECSTAR

MAGAZINE

AUGUST 2024 VOL. 1

INSPIRING JOURNEYS

STORIES OF REFUGEES'
RESILIENCE AND
SUCCESS

EMPOWERING INTEGRATION *ROC's Services and Projects*

VOICES OF SUPPORT CLIENTS,
VOLUNTEERS, STAFF
SHARE

BUILDING TOGETHER -ROC'S PATH TO INTEGRATION"

— Intro

ROC Trust is thrilled to roll out its brand-new magazine, brimming with insights and inspiration.



Welcome to ROCStar!

We are delighted to unveil ROCStar, the newly launched magazine by the Refugee Orientation Trust. Issued twice a year, ROCStar is a beacon of insights and inspiration, crafted to empower and uplift our vibrant community. Each edition will illuminate the remarkable stories of resilience and triumph, offering a blend of heartfelt narratives and practical guidance to support new beginnings.

With a warm embrace, we invite you to embark on this journey with us. Together, let's celebrate the strength, spirit, and diversity that define our community. Happy reading!

— Intro

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To Empower Forced Migrant and Migrant Communities.

Mission

We exist for the communities that we serve, and our mission is to:

- Strengthen social and economic integration
- Develop youth through sport and education
- Be a learning and resource centre
- Provide a community hub



ROCSTAR

RESEARCH

In collaboration with two universities, we have conducted extensive research on economic integration, which will form the cornerstone of our services over the next three years. This research has yielded critical insights and provided a solid foundation to guide our future efforts. Over the next three years, our primary focus will be on promoting economic integration, and we are aligning all our programmes and initiatives to support this goal. By concentrating our resources and strategies in this area, we aim to create sustainable opportunities for the communities we serve, helping them achieve greater economic stability and self-sufficiency.





ROCSTAR



Origins

In 2005, Guillaume, alongside Oscar Bulamba and fellow former refugees from Congo, founded the Refugee Orientation Centre (ROC). Their mission was to assist individuals and families from refugee backgrounds and other disadvantaged groups through practical programmes, information dissemination, and advocacy.

"By refugees, for refugees" became ROC's guiding principle. Efforts were made to bridge the gap between former refugees and the broader Hamilton community through inclusive events and initiatives open to all.

Achievements Today

Fast forward to 2024 — ROC's 19-year journey is a testament to community impact. ROC actively engages initiatives fostering integration and empowerment. Youth programmes like the ROC Pathfinder Youth Leadership programme and holiday initiatives nurture future leaders, fostering Skills belonging and purpose. development through Road Classes, Ready 2 Drive, and digital literacy training bridge gaps and empower individuals for employment.

Entrepreneurship for Economic Empowerment thrives with initiatives like the ROC Incubator Project, fueling dreams and economic growth. Community engagement and education initiatives celebrate diversity and cultural understanding, ensuring families thrive through the Community Learning Hub and Reading Together programme.

Each project embodies ROC's values of integration and empowerment, paving the way towards an inclusive Aotearoa.

Future Vision

ROC envisions equality empowerment. Moving beyond helping former refugees, ROC aims to support broader ethnic communities Aotearoa. Recognising shared challenges among migrants, ROC's expanded vision prioritises integration. By providing tools and fostering hope, ROC propels individuals towards positive outcomes and belonging within the wider community. Looking ahead, ROC's strategic plan visualizes integration as the pinnacle, supported by pillars of employment, academic support, and programmes.

As ROC evolves, its commitment to integration remains steadfast—a journey of building bridges, creating opportunities, and transforming lives.



Empowering communities through integration, we build a future where every individual thrives, one step at a time.



Former Refugee Spotlight

Transformative Tales

Stories of Former Refugees' Resilience and Success



A JOURNEY OF HOPE AND NEW BEGINNINGS: AGNES'S STORY

Agnes, a vibrant young woman from the Democratic Republic of Congo, arrived in New Zealand in November 2022. She is student at Wintec.

When Agnes first set foot in New Zealand, she was overwhelmed with joy and excitement. The fear of an uncertain future that once loomed over her disappeared, replaced by a newfound

freedom to pursue her dreams. The warm welcome she received from the local people played a significant role in this transformation. They helped her and her family settle in, guiding them through the basics of daily life, such as navigating the public transport system and finding places to buy food.

Hamilton, the city Agnes now calls home, captivated her with its stunning landscapes. She particularly enjoys walking along the Waikato River after school, soaking in the lush, green scenery. Occasionally, she visits the Hamilton Gardens

Former Refugee Spotlight

and Hamilton Lake, where the picturesque beauty reminds her of fond memories of the old days spent by the seaside with friends.

Agnes dedicates most of her time to studying English. Her teachers and classmates are friendly and supportive, and she has made new friends from various cultural backgrounds. This has enriched her understanding and appreciation of different cultures, further aiding her integration into New Zealand society.

with ROC (Refugee journey Orientation Centre Trust) began when she learned about the Road Code programme, which helps newcomers understand traffic rules and prepare for driving tests. Through this programme, Agnes developed a strong bond with ROC. Leveraging her background in accounting, she became a volunteer with ROC and also participated in the ROC Voice speech competition. Agnes admits that she used fear public speaking, but the competition not only equipped her with valuable skills but also boosted her confidence. Additionally, she received training through ROC's Pathfinder Youth Leadership programme and gave a speech that, though simple, had a profound impact on her audience.

She said, "The message there was that everyone can create inclusive spaces where everyone feels valued and heard. This can make a meaningful difference in society." Agnes describes ROC as her second family. She feels at home there, continually learning new skills, meeting new people, and receiving familial support. One particularly impactful relationship is with her supervisor, and ROC team. For six months, Agnes had an arrangement where she would send Sandya new vocabulary and expressions she learned each day. This practice not only reinforced her memory but also made her feel cared for and supported.

In her free time, Agnes finds solace in reading. She believes that books provide answers and comfort for every life situation. For instance, when she first arrived in New Zealand and was anxious about making new friends in a foreign land, she found guidance in the book "How to Win Friends and Influence People." She views life itself as a book, reflecting on her journey with gratitude for the opportunities to start anew.

Looking back on her life, Agnes acknowledges the many challenges she has faced. However, she is profoundly grateful for the chance to begin this new chapter. The support and kindness she has received, especially from ROC, have nourished her spirit and inspired her to pay it forward. She is determined to pass on the warmth and goodwill that have been so generously given to her, embodying the spirit of community and resilience.



ROC's Services and Projects

1. ENHANCING INTEGRATION THROUGH YOUTH EMPOWERMENT



ROC introduced the Youth Adventure Camps at Pirongia Lodge for refugee boys and girls, featuring activities like hiking, team-building exercises, and outdoor challenges to build teamwork, resilience, and confidence. Workshops complemented activities, imparting valuable knowledge and skills. Dr. Arif Saeid from the Ministry of Social Development was instrumental in realizing this goal. Special thanks to Peter Stone, an experienced Youth Camp Leader, for organising the camps and addressing health and safety issues amid pandemic restrictions. stakeholders, including First Step Outdoors, St Paul's School and the Police, supported many ways to ensure its success. We are grateful to all volunteers, parents, ROC staff, and the students who participated in the three-day adventure. Supported by First Step Outdoors, ROC organised two camps to foster happiness and personal growth among young refugees and migrants, encouraging connections and challenging comfort zones through new outdoor activities.





The Catch-Up programme is designed for former refugee students, focusing on academic improvement in literacy, math, science, and various subjects. Respecting cultural values, it introduces new experiences to foster confidence and leadership, while offering tailored career support and workshops. ROC Trust aims to equip students with tools for success in all areas of life, supported by motivational figures, tutors, and mentors. emphasising collaboration with families and schools, student progress is tracked through portfolios, and one-on-one assistance guided subject selection and understanding of the NCEA curriculum. Cross-cultural communication experts, educators, and volunteers significantly contribute to student development, ensuring they receive the necessary guidance and resources for academic and personal growth.







ROC's after-school programme, operating five days a week, is one of our longest-running initiatives, embodying the passion and legacy of Guillaume Muzombo, ROC Trust's founder. Over the years, we've seen significant growth in our tamariki, not just physically, but emotionally, socially, and academically. We introduced personalized workbooks with photos and the whakatauki "mauria te pono" (belief in yourself), enabling children to track their progress. Volunteers, including students from St Paul's and St Peter's schools, have been vital, building relationships and providing crucial support. Their dedication is integral to our programme's success and is deeply valued.



Holiday programme

ROC's week-long holiday programme offers exciting days filled with activities for primary and intermediate students during school breaks. Catering to After Schoolers, it provides a safe and engaging environment where children can explore new interests and build friendships. Each period features distinct programmes with creative themes, craft projects, games, and competitions, fostering creativity, teamwork, and problem-solving skills for a memorable holiday experience.



ROC Voice training and Best Speaker Competition

A NIGHT TO REMEMBER! "ROC Voice" comprehensive programme focused on leadership training, effective communication, and public speaking. Youth-led and guided by guest experts, the course provides participants with valuable skills in articulating their thoughts, engaging audiences, and leading with confidence. The programme includes interactive workshops, practice sessions, and feedback from experienced speakers. The highlight of the programme is the youth speech competition, where participants showcase their newfound skills. This event brings together families, friends, and community members to support and celebrate the achievements of the young speakers.

2. ENHANCING INTEGRATION THROUGH SKILLS DEVELOPMENT

Road Code Learner License

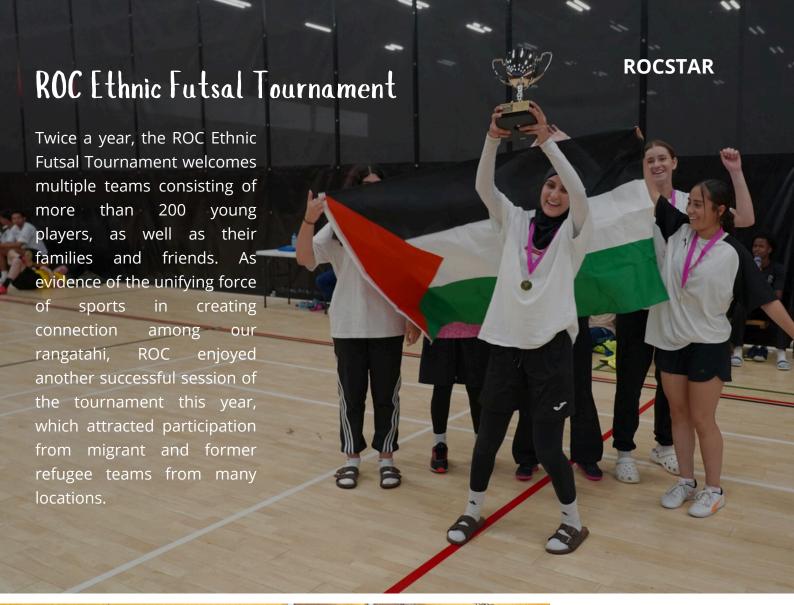
ROC's Cornerstone programme "Road Code" operates during school term breaks, holding multiple courses each year to support individuals in obtaining their learner licenses. The course concludes with ROC supporting clients in sitting the Learner's test, with an interpreter if required. Participants displayed exceptional dedication to learning and understanding Zealand's road rules and road satfey education. Empowering them with essential road safety knowledge is crucial for their safety and fosters confidence in integrating into their new community.



Ready 2 Drive Practical Driving

ROC's Ready-2-Drive (R2D) programme provides our communities with the opportunity to learn to drive on NZ roads. A common hurdle to employment is the lack of a driving license. Our patient and experienced instructors offer a safe learning environment.







Our sincere gratitude goes out to the participants, audience members, coaches. referees and volunteers whose commitment turned these tournaments into a real celebration of our goal to youth develop through sports. In keeping with its empowerment objective, ROC has expanded its scope to include a greater variety of Aotearoa's ethnic communities.



COMMUNITY LEARNING HUB

The Community Learning Hub (CLH), organized by the Refugee Orientation Centre (ROC) Trust in partnership with the Ministry of Education, has made significant strides in empowering migrant families in New Zealand. The 2024 program, which focused on migrant parents, especially from Asian backgrounds, provided a 10-week series of interactive workshops designed to equip participants with a comprehensive understanding of the New Zealand education system.

By addressing topics such as the National Certificate of Educational Achievement (NCEA), digital literacy, and New Zealand's bicultural framework, the CLH enabled parents to actively support their children's academic and social development. The program received positive feedback, fostering a sense of community and setting the stage for improved student outcomes through increased parental involvement.



The workshops, spread over ten weeks, were meticulously designed to address the unique challenges migrant parents face when engaging with the education system. Each session aimed to demystify how schools operate, covering critical areas such as curriculum understanding, school-parent communication, and goal-setting strategies. Parents left the program not only better informed but also more confident in their ability to contribute to their children's academic success.

This hands-on approach has proven effective in empowering families to bridge cultural gaps and ensure that their children can thrive in a new educational environment.



3. ENHANCING INTEGRATION THROUGH ENTREPRENEURSHIP FOR ECONOMIC EMPOWERMENT



This transformative six-month programme is designed to empower individuals, especially refugees and migrants, to their entrepreneurial aspirations. pursue structured training, mentorship from industry experts, and community-building workshops, participants receive the support they need to develop and launch their own businesses. Why Join the ROC Incubator Project? Participants gain the tools and confidence to create sustainable livelihoods through entrepreneurship. Resources are provided to overcome language barriers and effectively communicate business ideas, and opportunities are offered for individuals with limited work experience to gain valuable business management skills.



One inspiring example is Still Hope, a refugee who resumed her entrepreneurial journey in New Zealand with ROC's support. With a developed business plan and market research, Still Hope connected with local markets to sell handcrafted goods imported from her community. ROC provided logistical support, facilitating connections and purchasing equipment for her stall. The ROC Incubator Project recognises untapped talents and fosters economic independence, creating opportunities for meaningful impact in Aotearoa.





4. ENHANCING INTEGRATION THROUGH COMMUNITY ENGAGEMENT AND EDUCATION





At ROC International Garden, our mission is to cultivate a sense of belonging among refugees and migrants by connecting them with the land. Through encouraging the cultivation of vegetables in allocated plots, participants not only learn about food growth but also gain insights into the diverse cultures within our garden community.

These plots empower former refugee and migrant families to learn optimal cultivation practices, aligning with our healing community theme.

The project provides an excellent opportunity for ROC Trust participants to establish their plots and benefit from the growing community, fostering shared responsibility and harvests. We provide facilities and equipment to support participants' investment of time and resources, making gardening a valuable social activity alongside maintenance work. This project also facilitates community contact, bridging social and language barriers as individuals assist each other and share information and advice.





The Incredible Years®

14-week Parenting programme

We have just completed the eighth workshop of Incredible Years, a programme designed to help parents build positive relationships with their children and develop strategies to manage problem behaviour. This marks the first time this been implemented for the refugee programme has community in New Zealand, and we are incredibly grateful for this opportunity. Witnessing the enthusiasm of so many engaged parents eager to learn valuable parenting skills has been fantastic. One of the programme's biggest success stories thus far is the high level of appreciation from participating parents, as evidenced by their consistent attendance at every session. This truly demonstrates the positive impact the IYP programme is having.





ENOCK TUYISUNGE (Community Development Officer): Kia Ora, I am Enock Tuyisunge, a Southern New Hampshire University Graduate, I pursued my degree in Communication with a Concentration in Business. I came to New Zealand at the end of June 2023, and I live in Hamilton.

Back home, I worked as a High School English teacher for 4 years, a Sales and Marketing Specialist for 3 years, and served as Customer Services Representative for a year. However, it was totally different after arriving in New Zealand because the New Zealand Policy requires newcomers to have local experience to be exposed to the job market.

While in dilemma of where to start as a new candidate in the new environment and system, I heard about ROC Trust from Kezia McManus and Nettie Holm /social workers, and it was much smoother than I expected. It has gone beyond my expectation because I found ROC Trust as not only a huge recreation hub for volunteers and interns but also an amazing space to learn and practice humanity.

I applied as a volunteer to help with HR and Programs Support which really matched my passion of giving back to the community and interest of forging community loyalty. This took me three months through which I got a great chance to access a lot of ROC training including Web and Graphic Design, Public Speaking through ROC Voice and ROC Talk, Recruitment Process, First Aid, Sales Force, and more others.

The fact that ROC Trust is a diverse community, it exposed me to various opportunities like networking with people of different cultural, educational, religious, and historical backgrounds as well as learning from them which boosted my cultural competence and emotional intelligence skills. This goes with treating everyone with respect and accepting their perspectives accordingly to create a space for them to speak up/raise their voices to be heard.

All this journey with ROC Trust created in me a sense of belonging and proved to me that being human is given but keeping humanity is our choice. I am now serving as a Community Development Officer and Programme Support inwhich I am growing my career and doing what I am passionate about.

I am constantly grateful to the ROC Trust for dedicating their time and effort to foster inclusion. They provide a platform for former refugees and migrants to express themselves, offer training to help individuals integrate economically, professionally, and socially, and assist in guiding their career paths and achieving their career goals



I'm Sachi Gunasekara Tena Koutou Katoa, Ayubowan, Kamusta, Namaste, Sat Sri Akaal, Ni Hao, and Hi to everyone!

My task today is to express gratitude on behalf of migrant parents. To begin with, I would like to thank ROC Trust for initiating and organising such a valuable series for migrant parents. Our experience with the ROC family has always been amazing regarding organisation, welcoming, and enquiring about our requirements. They always ensure that we get the best results and provide us with delicious food from different cultures. In addition, we express our gratitude to the Ministry of Education and all the valuable resource persons who were involved in numerous ways. The links and contacts that they provided, as well as their support for our burning issues, were greatly appreciated.

This paragraph covers a wide range of topics discussed during the conversation. Firstly, we explored the NCEA (New Zealand Qualifications Framework) and then discussed the vision and goals of the New Zealand curriculum. Moving on, we focused on goal setting and time management, followed by the importance of cyber awareness. We also covered gaining insight into early childhood education, including the principles of Te Whariki, Te Kanga, and Te Tiriti O' Waitangi. Additionally, the conversation touched on mental well-being and effective stress management, and lastly, we addressed ensuring safety at school by addressing issues.

Each of the above topics was important to us and our children. Understanding the education system, trends, and expectations was a crucial topic to learn. Through cyber safety, we can protect our children from misuse of technology and manage our time effectively. Furthermore, we gained a solid understanding of the early childhood curriculum and even enjoyed some of the kids' activities. Since we live in a different country, it is essential to know about its cultural heritage and the history behind it. Therefore, the information about the Treaty and its partnership is crucial. Furthermore, we learned how to manage stress through the identification and coping of stress. The correct sentence should be: It's equally important to make decisions based on both logic and emotions, rather than making impulsive choices and then regretting them. Lastly, we discussed the importance of protecting our children from physical, verbal, emotional, or mental harm at school or in public.

Attending a programme like this has a multitude of benefits. Firstly, by participating in such a programme, individuals can gain valuable knowledge and insight into New Zealand culture and understand the expectations and values of Kiwis. Secondly, participants can access crucial resources related to education, legal issues, cultural practices, health, and wellbeing. Additionally, the programme provides excellent networking opportunities, allowing individuals to connect with officials and families from various cultural backgrounds. Furthermore, programme offers the chance to experience delicious food from different cultures and engage in enriching discussions with diverse people.

Finally, we would like to express our sincere gratitude on behalf of the parents to whaea Sandya and ROC wānau as well as the Ministry of Education for their effort, dedication and care for the betterment of the migrant community.



The ROC CLH programme has been incredibly helpful and empowering for migrant parents, providing them with a comprehensive understanding of the New Zealand education system, including insights into the curriculum, education, cyber safety, and cultural heritage.

I'm Jean Assiel Bagariyayose I had the privilege of attending a 14-week parenting workshop with ROC, The Parenting Program. As a parent, this incredible programme helped me build positive relationships with my children develop effective and problem-solving strategies. During the workshop, I learned valuable skills, including how to assist a child with mental retardation, children interact well with others, and address problems children face when dealing with others.

I also recognised the importance of creating a calm environment for children, discovered the impact of praising children when they attempt new things, learned how to express appreciation by giving thoughtful, inexpensive gifts, and understood how to help children feel confident in their endeavors.



The ROC Parenting Program provided me with the tools to build stronger connections with my children and enhanced my ability to navigate the challenges of parenting, making it an essential resource for any parent.

Overall, this training has equipped me not only to raise our children effectively but also to improve my relationships with my wife and others. I strongly recommend making this workshop an annual event accessible to all parents, including those with older children. Many parents who haven't participated have expressed interest in attending. Thank you for providing this valuable knowledge, which my wife and I have successfully applied within our family community.

I am Ope Akinkugbe, a Chartered Accountant from Nigeria with over 12 years of experience in various accounting areas, including finance, management accounting, treasury, and audit. I relocated to New Zealand with my family in February 2023 on a Partner of Accredited Employer Work Visa. I arrived with high hopes, believing that my qualifications experience would make finding my first job easy. However, I spent months searching for employment without success. A friend later suggested I consider volunteering to better understand the New Zealand work culture and environment in preparation for future job opportunities. Tired of staying at home, I began looking for volunteering opportunities and discovered the Refugee Orientation Centre Trust (ROC Trust) through the Volunteering Waikato website.

Securing an accounting volunteer position with ROC Trust in April 2023 was a dream come true. I began working almost immediately and found the work environment at ROC Trust to be supportive and collaborative. This played a vital role in helping me settle into the organization quickly and smoothly. ROC Trust gave me the opportunity to showcase my skills and make meaningful contributions to team projects. I was able to apply my extensive experience in accounting to various tasks,

enhancing my performance and delivering results effectively. Shortly after I started volunteering, my dedication and skills were recognised.

I was offered a part-time position as a Project Accountant. This was a pivotal moment for me, as securing paid employment as a migrant in New Zealand can be challenging. This role allowed me to gain valuable local work experience, which is crucial for professional growth in a new country.

Being a part of ROC Trust has been incredibly rewarding. I have had the chance to train and mentor other interns and volunteers, passing on my knowledge and expertise while learning new things myself. The opportunity to work with such a dedicated team and contribute to the organization's mission has been a deeply fulfilling experience.

Today, I function on a dual role as an Assistant Accountant and Project Accountant for ROC Trust. During my time here, I have had the chance to pass on my skills by training other interns and volunteers while also learning new things. Importantly, I gained the New Zealand work experience I desperately needed when

I first relocated. Also, I have witnessed ROC Trust transform many lives, and I am proud to be part of this incredible team.



ROC Trust provided me with the opportunity to adapt to New Zealand's work culture and secure a part-time role. The supportive environment allowed me to leverage my accounting expertise and make a meaningful impact.

Ninin Umanathan: My journey with the Refugee Orientation Centre Trust (ROC) has been nothing short of transformative. Arriving in New Zealand as a Master's student, I was eager to immerse myself in the local work culture. Volunteering as an internal auditor in November provided the perfect platform to gain invaluable experience and insights into the New Zealand workplace.

ROC is more than just an organization; it's a family. The unwavering support and guidance I received from the incredible team have been instrumental in my personal and professional growth. The mentorship and encouragement I found in a supportive environment fostered my confidence and abilities.

A pivotal moment in my ROC journey came when I was entrusted with managing the

Community Learning Hub – an event designed to empower migrant parents with knowledge about the New Zealand education system. Despite my initial apprehension lack of and event management experience, the unwavering belief in my capabilities by ROC team me forward. Together, propelled transformed the event into a resounding

Finding employment in New Zealand as an international student can be a daunting challenge. However, the skills and confidence I gained at ROC were invaluable in securing a full-time position at ANZ Bank. I am immensely grateful for the opportunities and support provided by the ROC team. Their belief in me has been a catalyst for my success. I am proud to be part of the ROC family and will forever cherish the experiences and relationships I have forged during my time here.



ROCSTAR



I'm Ishara Samith. As a newcomer New Zealand, finding to internship opportunity initially presented a significant challenge and hindered my ability to continue studies. Fortunately, provided a supportive environment where I could pursue both my professional and educational goals with confidence. My role as a digital marketing intern at ROC is both rewarding and developmental, offering me a diverse range of experiences that greatly enhanced my skills.

actively participated the in Community Hub Learning Graduation Programme and played a key role in preparing the ROC newsletter and magazine, collaborating with the team on content creation and design. These sharpened experiences my organisational and communication skills and deepened my appreciation for the individuals we serve. Supporting various internal activities and contributing to digital marketing strategies further expanded my understanding of the field. Working with such dedicated team was inspiring, and I am excited to continue my journey with ROC, committed to its mission and future success.

I am **Seethal Sivadasan**, and my journey with ROC started as a new migrant in New Zealand. Starting an internship in a new country, especially without prior professional experience, can be daunting. As a new migrant in New Zealand, I felt overwhelmed by the challenge of finding an internship. However, joining ROC as a Graphic Design intern transformed my experience.

ROC is more than just an internship site; it's a vibrant learning environment. The supportive team has been instrumental in teaching me professional practices and helping me adapt to New Zealand's culture. ROC extends a helping hand to migrants, offering the stability and empowerment needed to thrive in a new country.

As a student, I am grateful for the opportunity to develop my professional skills at ROC. The organization welcomes interns and volunteers, fostering a respectful and collaborative team environment. ROC provides an excellent platform to utilize and polish my skills, paving the way to achieve my career goals. "ROC is a heartfully welcoming place where everyone is respected and collaboration thrives."

Delighted to be part of ROC, this experience is helping me learn and continuously update myself. Thank you, ROC, for this incredible opportunity.



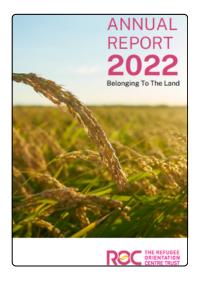
ROC is truly a helping hand for migrants, empowering us with the tools we need to build a stable future.

Exploring Our Themes

A Reflection on Six Years of Annual Reports



Stronger Together



Belonging To The Land



Challenge Changes Us

2019

2020

2021

2022

2023

2024



Strengthening The Legacy



Expanding the Horizon



Healing Communites



Closing Thoughts

ROC'S STRATEGIC DIRECTIONS FOR THE FUTURE

ROCSTAR

As we look ahead to the coming years, ROC is committed to a strategic and impactful plan that will further our mission of integration, empowerment, and community building. Our roadmap for 2024, 2025, and 2026 outlines ambitious goals and initiatives aimed at enhancing the lives of refugees and migrants while fostering positive change within our communities.

2024: Focus on Efficiency and Strategic Direction



In 2024, ROC will prioritise the review and enhancement of existing programmes to ensure efficiency and alignment with our strategic direction. We will undertake more academic research on former refugees and develop emerging leaders within refugee communities to inspire change.

2025: Promoting Social Cohesion and Economic Integration

2025

Building on our achievements, 2025 will see ROC expanding support for startup businesses and promoting social cohesion through meaningful interactions between refugees and local communities. We will develop a sector-specific training programme and further academic research to create an environment conducive to economic integration.

2026: Advocacy and Leadership Development

2026

Looking further ahead to 2026, ROC will focus on policy advocacy for systemic change at local and national levels. We will share our research findings, promote empowerment, and invest in leadership development among refugees and migrants.

Join Us in Building a Brighter Future

These plans represent ROC's commitment to continuous improvement and innovation in service delivery. We invite you to join us in this journey toward a more inclusive and prosperous society. Together, we can create lasting impact, empower individuals, and foster a sense of belonging for all. Let's build a brighter future, together.

Calling for Support

To sustain our mission and expand our impact, ROC relies on the generous support of funders, donors, volunteers, and partners. Your contributions enable us to realize our vision and make a tangible difference in the lives of those we serve. Join us in making a positive impact and shaping a better tomorrow for everyone.



Economic Integration

2024

2025

2026

2024 Plan

- Filter/review/audit current programmes –
 focus towards efficiency and the strategic
 direction
- Undertake academic research on refugee social housing
- Help develop emerging leaders among refugee communities to foster positive change and inspire others to make a difference
- Align current services towards the goal of economic integration
- Explore creation of a ROC scholarship for university studies
- Begin providing Forklift and Class 2
 licence theory courses
- Form active Advisory Panel for ROC from the communities with whom we work
 - Explore funding opportunities & CSR
 - Create employment readiness programmes
 - Provide job placement assistance
- HR Training development and performance management

2025 Plan

- Further our support for startup businesses
- Promote social cohesion and integration by fostering meaningful interactions and partnerships between refugees and local communities, including tangata whenua
- Develop sector-specific training programmes and/or connect our communities to those offering industry-specific training
- Explore avenues and conduct further academic research for and with refugees
- Further develop our own partnerships
 with stakeholders and the sector to create an
 environment conducive to economic integration
- Mentor refugees to be independent find those in the community willing to mentor
- Collaborate with government to create pathways for people to get into work faster (minimising social and economic costs, and maximising social contributions)

2026 Plan

- Policy advocacy and systemic change advocate for policy reforms at the local and national level
 - Share academic research findings from 2024–5
- Promote empowerment and leadership development



ROCSTAR

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