

# Annual Report

## 2018 to 2019

## Financial Report

| Revenue                                            | 2019             | 2018           |
|----------------------------------------------------|------------------|----------------|
| Donations, fundraising and other similar revenue   | 520,922          | 259,352        |
| Fees, subscriptions and other revenue from members | 218,255          | 70,817         |
| Revenue from providing goods or services           | 286,242          | 152,183        |
| Interest, dividends and other investment revenue   | 5,050            | 2,763          |
| <b>Total Revenue</b>                               | <b>1,030,470</b> | <b>485,115</b> |

| Expenses                                    |                |                |
|---------------------------------------------|----------------|----------------|
| Volunteer and employee related costs        | 347,540        | 320,112        |
| Costs related to providing goods or service | 561,961        | 144,137        |
| Other Expenses                              | 3,293          | -              |
| <b>Total Expenses</b>                       | <b>912,794</b> | <b>467,231</b> |

|                                       |                |               |
|---------------------------------------|----------------|---------------|
| <b>Surplus/(Deficit) for the Year</b> | <b>117,676</b> | <b>17,884</b> |
|---------------------------------------|----------------|---------------|

### Statement of Financial Position

| Assets                  |                |                |
|-------------------------|----------------|----------------|
| Bank accounts and cash  | 129,566        | 170,886        |
| Debtors and prepayments | 157,663        | 71,130         |
| Other Current Assets    | 207,958        | 202,763        |
| Fixed Assets            | 5,466          | 3,528          |
| <b>Total Assets</b>     | <b>500,653</b> | <b>448,307</b> |

| Liabilities                    |                |                |
|--------------------------------|----------------|----------------|
| Creditors and accrued expenses | 349,436        | 403,484        |
| Other current liabilities      | 11,625         | 22,906         |
| <b>Total Liabilities</b>       | <b>361,061</b> | <b>426,390</b> |

|                                                         |                |               |
|---------------------------------------------------------|----------------|---------------|
| <b>Total Assets less Total Liabilities (Net Assets)</b> | <b>139,592</b> | <b>21,917</b> |
|---------------------------------------------------------|----------------|---------------|

|                                |                 |               |
|--------------------------------|-----------------|---------------|
| <b>Total Accumulated Funds</b> | <b>139,594*</b> | <b>21,917</b> |
|--------------------------------|-----------------|---------------|

Ara Taiohi is an Incorporated Society, registered with the Charities Commission (Registration No. CC46022) and qualifies for income tax exemption. The entity has elected to apply PBE SFR-A (NFP) Public Benefit Entity Simple Format Reporting – Accrual (Not-For-Profit).

\*Two grants received during the financial year from the Tindall Foundation (Operational Grant) & (Rainbow Ready Grant) do not have 'use or return' conditions attached. The full amount of these grants have been correctly recorded as income in the statement of financial performance. The organisation has chosen to classify the unspent 'tagged' funds portion of these grants as a restricted reserve in line with the PBE SFR-A(NFP) reporting framework.

This financial reporting summary has been taken from the audited Performance Report of Ara Taiohi Incorporated for the year ended 30 June 2019. Copies of the Performance Report are available from Ara Taiohi on request.

## Gratitude to all our supports!



## Massive gratitude and thanks to all our members!

#INSPIRE | Action Education | Adolescent Health Research Group | Alexandra and Districts Youth Trust | Anamata CAFE | Anglican Youth Ministries | Auckland Council | Auckland Sexual Health | Barnardos | Bays Youth Community Trust  
BGI (Wellington Boys' & Girls' Institute) | Blue Light | Brothers in Arms | Campus Connections | CanTeen | Canterbury Youth Workers Collective | Careerforce | CCS Disability Action Northern Region | Cerebral Palsy Society | Challenge 2000 | Christchurch Youth Council  
Clutha District Youth Council | Community Colleges NZ | Connected Media | CromYouth Trust | Deaf Aotearoa | Directions Youth Health Centre | Duke of Edinburgh's Hillary Award | Eastern Southern Youth Trust | Ember- Personal Focus (previously Framework)  
Empower | Everybody is a Treasure | EVOLVE | Family Planning | Family Works Northern | Far North REAP | FONUA OLA Network Provider | GirlBoss | GirlGuiding | Gore and Districts Community Networking Trust | Graeme Dingle Foundation | Grey District Youth Trust  
Hamilton City Council | Hohepa | Horowhenua District Council | HPA | Hutt City Clubhouse | InsideOUT | Inspiring Stories | IUVENTUS | JustSpeak | Kaipatiki Community Facilities Trust | Kaipatiki Youth Development Trust | Kapiti Youth Support | Karori Youth Centre | Key Assets  
Le Va | Life to the Max Horowhenua | Lifewise | Malcam Charitable Trust | Mana O Te Tangata | Marlborough Youth Trust | Massey Community Trust | Mental Health Foundation | Nelson Tasman Youth Workers Collective | Ngāti Awa Social and Health Services Trust  
Number 10 YOSS | NZ Baha'i Community | NZ Police Mt Roskill Community Approach | NZ Youth Mentoring Network | Odyssey | Office of Film & Literature Classification | Outward Bound | Outwest Youth | Pact | Palmerston North School of Design  
Papakura Anglican | Porirua City Council | Port Waikato Community Health and Support Services Trust | Praxis | Presbyterian Youth Ministry | RainbowYOUTH | Rangitikei District Council | Real | Real Waikato | Reconnect Family Services | Rotary Club of Wellington  
Rotorua Youth Centre | Rubicon | Safer Ashburton | SCOUTS New Zealand | Search The Way | Seed Waikato | Shakti Youth | Skylight | Sowers Trust | Spirit of Adventure Trust | Springboard | St John of God Waipuna | St John Youth | Sticks 'n Stones | Takiwā  
Tararua Community Youth Services | Tauranga Youth Development Team | Te Hā o Mātauranga | Te Kupenga Hauora – Ahuriri | Te Ora Hou | Te Oro | Te Rau Ora | Te Taiwhenua o Heretaunga | Thames Youth Centre | The Collaborative | The Light Project | The Logos Project  
The Peace Foundation | The Prince's Trust | The Refugee Orientation Centre Trust | The Salvation Army | Thrive | TKKM o Te Wānanga Whare Tapere o Takitimu | TOMM | UN Youth | UNICEF | Unitec Institute of Technology | Upper Hutt Community Youth Trust  
Upwards Ltd | Vector Group Charitable Trust | VIBE | VisionWest Community Trust | VOYCE – Whakarongo Mai | WACT | Wakatipu Youth Trust | Wayne Francis Charitable Trust | Wellington City Council | Wellington City Mission – Mission for Youth  
Wellington Regional Youth Worker Trust | WelTec | Wesley Community Action | Whakaatu Whanaunga Trust | Whangarei Youth Space | Whenua Iti Outdoors | White Elephant Trust | William Pike Challenge Award | Workforce Development | Yes Disability Resource Centre  
YMCA Central | YMCA Christchurch | YMCA Gisborne District | YMCA New Zealand | YMCA of Auckland | YMCA South and Mid Canterbury | YMCA Southland | YMCA Wellington | Youth and Community Works | Youth Health Hub, Health West | Youth Horizons Trust  
YOUth INSPIRE Trust | Youth One Stop Shop | Youth Search and Rescue | Youth Services Trust, Whanganui | YouthLaw Aotearoa | Youthline Charitable Trust | Youthline Palmerston North | Youthline Wellington | Youhtown | YWCA of Aotearoa New Zealand | ZEAL  
AND Our personal and relational members including our new Korowai Tupu whānau. Thanks so much to all those that contribute to positive youth development across Aotearoa (and afar).

# Statement of Service Performance

**Ara Taiohi Incorporated**  
For the year ended  
30 June 2019

## Strategic collaboration:

In 2018–2019 we have worked closely and collaborated as follows:

- With the Society for Youth Health Professionals (SYHPANZ), the New Zealand Youth Mentoring Network (NZYMN), and the Collaborative Trust to deliver Involve 2018 and work towards Involve 2020.
- RainbowYOUTH, the national Rainbow Youth Group Forum, and other key rainbow community leaders, groups and networks on the development of Te Ngākau Kahukura
- Senior executives of youth development organisations that make up the Sector Leadership Rōpū.
- Youthline Wellington, Community Research and Outerspaces on the 148 Collective shared office space.
- Member countries of the Commonwealth Alliance of Youth Worker Associations.
- Japanese Cabinet Office on multiple exchange programmes.
- Vodafone Foundation NZ and the Ministry of Youth Development on review of the YDSA Principles (supported by CSI, JR McKenzie Trust and regional trusts).
- VOYCE – Whakarongo Mai and Shakti Youth on Youth Week.
- University of Auckland and ActionStation to develop new research for the sector.
- The Graeme Dingle Foundation and CCRE on the Research Symposium 2018 – Turning Youth Development Practice.
- Prince's Trust and UNESCO on the cohesion conversation, a response to the Christchurch terror attack.

**850** people that work with young people (and young people) gathered to further positive youth development throughout Aotearoa at the epic biennial **Involve** Conference.

## Whakawhanaungatanga / Connected the youth development sector through:

**Involve:** Involve, Aotearoa's youth development conference is a space where 850 participants from across the country to come together to connect, share, learn, grow and celebrate our diversity and strengths.

**Regional Hui and Māori caucus:** As part of the review of the YDSA 10 regional hui and 9 Māori caucus were held regionally to get feedback from members and people who work with young people.

**Membership:** Membership of Ara Taiohi (organisational (164) and relational (1060) has remained steady with the previous financial year. There has been a drop of personal membership (to 47 from 75), and a corresponding increase in professional membership (from 44 to 86).

**Communications:** Monthly e-updates, an updated user friendly website and regular social media communications, including Facebook messenger groups used to ensure members and the wider sector are connected to information and events. Website users have increased from 21,605 to 26,368 and electronic mail-outs are consistent at 69.

**Sector Leadership:** Informed and supported by the Sector Leadership Rōpū, this mahi has led to the development of a digital strategy and the launch of Takiwā, a sector mapping tool to support collaboration and prevent silos.

**Meetings:** Kano ki te kano, electronic and phone connections by all members of the Ara Taiohi team with members and others in the youth development sector support awareness, connections and collaboration.

**Networks:** Youth Work networks in Aotearoa are at various stages of growth and development. We have intentionally connected with and supported the South Auckland Youth Network (SAYN), Whangarei network, Hawkes Bay Youth Workers Collective, Te Awa Kaiarangi Youth Workers Network, Youth Work Wellington, Nelson Tasman Youth Workers Network, Canterbury Youth Workers Collective, H'Town, Wellington Regional Youth Workers Trust and the Rainbow Youth Group Forum.

**Ngā Kaihoe:** Encouraged by the connections made at our Māori caucus we are working towards a hui in early 2020.

**Pacific Members:** Preliminary conversation with Pacific members around support and connection.

**Ethnic minorities:** Support for members and friends post the 2019 Terror Attacks, and working collaboratively to move forward supporting young people and youth development working towards greater racial cohesion.

**Rainbow communities:** Though the development of Te Ngākau Kahukura, linked with rainbow groups, leaders and youth workers to understand their support needs and strengthen connections with the wider youth sector. ●

Hundreds of passionate youth development organisations and thousands of young people celebrated the **Youth Week** theme of "We are more than you see: He wai hōhonu a mātou".

The first **Aotearoa based Literature Review** of Aotearoa New Zealand Youth Development Research, *He Arotake Tuhinga* was published.

## Whakamanatanga / Raised the standards in youth development sector through:

**Korowai Tupu:** The professional association for youth work now has 86 members and is guided by the Korowai Tupu Rōpū. Membership process is supported by a Membership Committee of 14 and Kaiārahi (Cultural Advice and Support). In partnership with Pacific members this year saw the development of a talanoa option to apply for membership. A Transforming Practice process has been piloted. Three providers of youth work qualifications have been endorsed, meaning their graduates are acknowledged to meet the Korowai Tupu Core Competencies requirements for membership.

**International Links:** Membership of the Commonwealth Alliance of Youth Work Association's has ensured we are meeting important international standards, as well as influencing and shaping these.

**YDSA Review:** Based on the feedback of over 1000 young people, 600 people who work with young people, 10 regional hui, 7 Māori caucus, a Pacific fono and an Aotearoa based literature review into positive youth development

**Redesigned website:** To better meet the needs of members including online forms for Korowai Tupu, new information on courses, supervision providers and a much more responsive and streamlined site.

**Launched Takiwā for all members:** Over 50 members have signed up and we have provided resources and training to support best use.

**He Arotake Tuhinga:** Ara Taiohi commissioned the first literature review that is Aotearoa based to inform our practice.

**Youth Week evaluation:** Undertook independent evaluation of Youth Week to enhance the kaupapa.

**Code of Ethics training:** Delivered 7 trainings on the Code of Ethics for Youth Work in Aotearoa.

**Self-Review Tool:** Development towards an online self-review tool for organisations to reflect on themselves in relation to youth development principles.

**Training and qualifications:** Participation in industry training provider groups to ensure industry needs are met through appropriate youth work qualifications. Advocacy for and submissions on Youth Work and youth development specific qualifications.

**Involve:** Included 5 keynotes, 27 stalls and 53 breakout sessions (snapshots, workshops, bus stops, panels and open space sessions).

**Te Ngākau Kahukura:** Developing a national knowledge and information hub to build the capacity of the youth sector to effectively support rainbow young people and respond to rainbow-negative discrimination. ●

Through our **Digital Strategy** we launched our online visual database tool Takiwā and our fresh new user friendly website.

This year we reviewed the **Youth Development Strategy Aotearoa** (2002) by synthesising the voices of young people, people who work with young people, Māori, Pasifika and research.

## Taiohitanga / Championed positive youth development through:

**Youth Week:** Our 2019 Youth Week campaign theme was 'We are more than you see: He wai hōhonu a mātou'. This year saw increased engagement in social media followers (Instagram: 580 and FaceBook: 3177) due to having our intern travel around the South Island. We supported 45 organisations to run youth led events with grants and mailed out our youth designed resources to over 200 organisations/libraries and members.

**Presentations:** we presented at many events through the year including: talking about Takiwā at ISRII 2019 (International Society for Research on Internet Interventions) and the 2018 Turning Youth Development Practice Research Symposium as well as sharing about all things Ara Taiohi at MyStory in South Auckland.

**Submissions/Consultation:** Participation in and submissions on a number of consultations including:

- IANZ consultation to bring youth perspective to data decisions
- Child Youth Wellbeing Strategy
- Charities Review
- RoVE (reform of vocational education)
- NCEA Review

**Engagement with Government Departments/Ministers:** advocating for young people and youth development, including MYD, MSD, Oranga Tamariki, Ministry of Education, MBIE and DPMC.

**Peak bodies representation:** With CommVoices, NZ/Australia Peaks Group, the Umbrella Group.

**Parliamentary Breakfast:** for MPs and community sector to engage around youth development issues.

**Media:** Response to media requests on youth development related questions. ●

## Rōnakitanga / Increased organisational and sector sustainability through:

**Digital tools:** Enhanced digital tools to support internal and sector wide sustainability including, Takiwā, the website re-design and embedded new processes to better support and manage our membership database including a new CRM and automating renewals.

**Post 2019 Terror Attack:** Intentional connection with members and the wider sector that were directly and indirectly affected by the terror attacks, with particular focus on ethnic minorities, the Christchurch youth work sector and those who were part of the frontline response.

**Staffing:** We said farewell to Anya Satyanand (EO) and Natalie Sargent (Korowai Tupu Development Manager), and welcomed Zara Maslin (Korowai Tupu Manager), Moira Clunie (Te Ngākau Kahukura Project Lead), Joey McDonald (Te Ngākau Kahukura Training Lead) and Jane Zintl (CEO). ●

**International** we continue to contribute to international youth development spaces including Community Core Leaders Development programme (Japan) and Commonwealth Alliance of Youth Work Associations.



# involve. 2018

After an 8 year hiatus the INVOLVE National Youth Development Conference was held in Wellington, New Zealand from the 13 to the 15 August 2018. It was a momentous occasion, with such excitement and encouragement from the youth sector. Involve had been held every two years in Aotearoa since 2002. The last Involve was held in Auckland 2010, so the 8 year hiatus had built momentum and anticipation towards the 2018 event being extraordinary.

On the evening of Monday 13<sup>th</sup> August, the conference was opened with a pōwhiri that was guided by kaumātua, Matua James Makowharemahihī, and supported by Te Kura Māori o Porirua. Youth Minister Peeni Henare opened proceedings before attendees connected over dinner. Keynote presenters at Involve included: Judge Andrew Becroft (Children's Commissioner), Mana Williams-Eade (Youth Board Trustee for VOYCE Whakarongo Mai), Laura O'Connell Rapira (Director of ActionStation), Glenn Colquhoun (GP and Poet) and Dr Michelle Johansson (Creative Director of the Black Friars Theatre Company). All keynote presentations are available for streaming at the Ara Taiohi website: <http://www.arataiohi.org.nz/initiatives/involve>.

Involve 2018 was a collaboration between Ara Taiohi, New Zealand Youth Mentoring Network, Society for Youth Health Professionals Aotearoa

New Zealand and The Collaborative Trust for Research and Training in Youth Health and Development. Over 800 youth development practitioners and young people connected, learnt and shared with each other throughout the two and half days.

Over 100 presentations were made during Involve 2018, all presenters provided voices from across the sector sharing their research, creativity, resources, frameworks and stories from their mahi. Topics of the workshops included mentoring, youth health care, rainbow youth development, online tools, mental health, refugee/migrant stories, amplifying young Māori and Pasifika voices, youth in local government, youth work ethics, co-design, training programmes and many more. The amazing Black Friars Theatre Company wrote a song for Involve and they performed and taught it to attendees during the last session of Involve. The performance can be watched at 22 minutes here: <https://www.youtube.com/watch?v=mYnkJcP3J5g>.

The energy, networking, inspiration and professional development mutually shared from Involve was appreciated by all, and we are looking forward to Involve 2020 – <https://www.involve.org.nz/>.

**Nicki McDonald**  
Involve Rōpū

## Chief Executive Officer

Me hoki whakamuri,  
kia ahu whakamua,  
kaneke  
Look to the  
past in order to  
forge the future



It is with immense pleasure that I am 'looking back', reflecting on the 2018/19 financial year in this CEO report.

This year has been both challenging and inspiring. A huge amount of work is reflected in this report including Korowai Tupu, Youth Week, our digital strategy, the release of Takiwā, a new website and CRM, and so much more!

Highlights were firstly, the epic Involve conference run by the formidable team of Rachel Dobric and Dayna Carter. It was like a family reunion, with both old friends and new reconnecting. And secondly the review of the principles of youth development from the YDSA. Travelling around the motu engaging with our sector was so energising. I want to acknowledge Kelsey Deane, Hilary Dutton, Elizabeth Kerekere, Terewai Rikihana, Simon Mareko, Rod Baxter and out kaiārahi for leading the various strands of this mahi.

Along with the highlights, I want to acknowledge the day to day. Ara Taiohi has an awesome staffing team that give above and beyond to serve young people and the youth development sector. Brenda Crooks has returned after a long, brave recovery journey to pick up administration and membership. Zara Maslin leads Korowai Tupu with passion and integrity. Joey MacDonald and Moira Clunie combine their powers in a mana enhancing way as leads for our umbrella-ed group, Te Ngākau Kahukura. Kirsten le Harivel has continued to manage our digital strategy with grace and so capably. Bethany Walters has integrated competently and seamlessly into the team as the Involve project lead, and Shannan Wong manages to fill in all the gaps, with a specific focus on operations and Youth Week. Shannan deserves as special mention for the way she massively

went the extra mile and stepped up while we were short staffed during the year.

Our board has had significant change, with Paula Kearns and Kirsten Smith both needing to move on during the year. Paula's investment into Ara Taiohi and support in the finance, audit and risk area has been so valuable. Kirsten's wisdom and ongoing commitment to youth health and development spans decades, and has only shifted to a new iteration. Our kaumātua, James Makowharemahihī continues to support and guide us as a Te Tiriti based organisation.

A special mention must be made of staff who have moved on:

**Jack Trollove** has been a super star in establishing Te Ngākau Kahukura. His ability to weave multiple voices/communities into a cohesive song, and move forward in harmony is without parallel.

I am personally very grateful to **Nat Sargent** for picking up Korowai Tupu from me and holding this with care and integrity.

My predecessor, **Anya Satyanand**. As I stated at Involve, I have 'big earrings to fill'. Anya's passion, commitment, ideas and enthusiasm have grown Ara Taiohi as a peak body we can be proud of.

Finally, **Elizabeth Kerekere**'s connection to Ara Taiohi predates our organisation's existence, and this year she stands down from the board as Co-Chair. Her particular contribution to supporting the establishment of Te Ngākau Kahukura and supporting Ara Taiohi to meet our obligations under Te Tiriti o Waitangi have been invaluable. Her intangible contribution is even more important and we will miss her mana and wairua.

Our whakataukī encourages us to look back, to move forward. Our Ara Taiohi whānau is looking forward to 2020 with anticipation and excitement, as we work together to see the young people of Aotearoa thrive.

Ngā mihi nui

**Jane Zintl**  
Chief Executive Officer

## Co-Chair

What a year we have had!

Through the exemplary leadership of new CEO, Jane Zintl, our power staff, and committed membership, the mana of Ara Taiohi has continued to grow. Over 900 attended Involve, thousands contributed to the review of the YDSA, and we have deepened our relationship with the Ministry of Youth Development. Without doubt, our sector is rising to the challenge of making youth development the core tikanga of working with young people in this country. Through the dedicated work of Jack Trolove over many years, Te Ngākau Kahukura is well underway. We will be a world leader in guiding the care of LGBTIQ young people and their whānau.

It is bittersweet to write this final report, one of my last tasks as I come to the end of my four year tenure on the Board. I am proud of what we have achieved with limited resource but unlimited determination and heart. Thank you for giving me the opportunity to help lead this Treaty-based and visionary organisation. I look forward to working with you in the future and basking in the glory of all we will achieve together.

Ngā mihi

**Dr Elizabeth Kerekere**  
Co-Chair

## Kaihautū

Another 12 months has passed for Ara Taiohi and we continue to be committed to the mahi of our members, and the wider Youth Development sector. We continue to be an organisation committed to being responsive to aspirations of youth workers and aim to grow our mahi in service to those who are working with young people.

We want to acknowledge the mahi being done in the review of the Youth Development principles and thank everyone who has been a part of that very robust conversation, seeing the creation of strong, responsive and committed set of principles.

A very successful Involve happened that saw so many of you from all over the country come together and share wonderful ideas and provide opportunities for relationship building and real innovation in our space.

I want to acknowledge our outgoing Executive Officer Anya Satyanand for her commitment to our mahi and raising the profile of Ara Taiohi. On behalf of my board colleagues I would like to acknowledge Elizabeth Kerekere my outgoing co-chair and pay tribute to her wonderful insights and strategic leadership.

Nā te manaakitanga o te Atua i runga i a koutou.

Pai mārire

**Matekino Marshall**  
Kaihautū

## Korowai Tupu

On behalf of our 86 Korowai Tupu members and counting, we'd like to thank Nat Sargent for her tenure as Development Manager and enthusiastically welcome Zara Maslin as the Manager of Korowai Tupu. Whilst our membership numbers are slowly increasing, we have an active community of youth workers developing the profession. The success of our association is largely due to the countless hours of voluntary investment from our rōpū (Charmaine Tuhaka, Stew Irwin, Lisa Hann and Emma Peek), the Membership Committee, our Kaiārahi and every other member who promotes joining.

We'd like to acknowledge the 3 endorsed qualification providers, Weltec, Unitec and Praxis, and recognise this year's unusual and challenging context for tertiary education with the Review of Vocational Education (RoVE), yet remaining hopeful for the promising future of youth work qualifications.

Our next crucial step will be accelerating the growth of the association.

Ngā mihi

**Rod Baxter**  
Accredited member and  
Chair of Korowai Tupu rōpū



## Te Ngākau Kahukura

Following from the development and pilot of the online Rainbow Ready audit and learning tool, a proposal was developed for a national knowledge and training hub which had the support of 23 rainbow organisations and groups across Aotearoa. Resourcing to set this up was sought and obtained in a collaborative funding model with J R McKenzie Trust, Tindall Foundation, and Ministry of Youth Development.

This knowledge and training hub is a national initiative held in partnership between rainbow communities and Ara Taiohi. In March 2019 two staff were employed (Moirā Clunie as Project Lead and Joey MacDonald as Training Lead) and the initiative was generously gifted a name and whakataukī from Elizabeth Kerekere. Te Ngākau Kahukura will provide rainbow competency resources and knowledge to the youth sector and increase sustainable resourcing for rainbow community organisations. We are aiming for systems change, working with key leverage points including funders, political decision makers, researchers, training providers, sector bodies and large agencies supporting young people. Our whakataukī, "Kia puāwai, me puāwai," encapsulates our belief that for our rainbow young people to thrive, we all have a responsibility to grow.

**Joey MacDonald & Moirā Clunie**