



RY

Annual Report 2014



RainbowYOUTH Annual Report 2014

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Copy of Financial Accounts available on request.

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Chairpersons Report

Hi all, thanks for coming today. For those of you who haven't met me, my name is Sam and I've been chairperson for the past board term, since Duncan stood down to take up our GM role.

It's been a real privilege to be chairperson of this organisation as it has continued to grow over the past year. There have been some challenges throughout the year, but none that we haven't been able to overcome and none that outweigh the really great things that have happened as well.

I'd like to briefly talk about a few of the highlights from my perspective, many of which Duncan will talk about in more detail in his General Manager's report.

First there is the expansion of our core services, which are education and peer support groups. For the first part of the year we had Kestin as our education co-ordinator, continuing and expanding the great work that was done by Priscilla. Kestin was instrumental in launching a new part of our education programme, which focuses on professional development of those who work in areas where they are likely to encounter queer and trans* youth outside of a school environment. Recently we have brought on Aych to keep building on this, and in the next year we are in a good place to keep improving the content of our education package, run more education workshops in schools and expand our reach into other parts of the community through professional development.

Our peer support groups across Auckland have continued to be a success, providing a much-needed service to youth across the city. In the last few months we have also expanded these outside of Auckland for the first time. We now have Rainbow Youth groups running in Whangarei and Tauranga, with additional groups in other parts of the country in the pipeline. Expanding our presence wider than Auckland has been something we have talked about for years, and to see it happening this year has been really rewarding.

Back in Auckland, you will be able to see around you the results of one of our other big initiatives this year, our rebrand. This has been a long project which has faced a number of challenges along the way, but it's a real credit to the design team of Aych, Toni, Jamie and Joise that we have been able to achieve and roll this out. It's great to see the brand refreshed, I love what the team has done, and I look forward to seeing it continue to roll out across our physical and digital presences.

Another big focus this year has been in our campaign space. Our Communications Manager has done us proud in developing and leading our I'm Local campaign, which aims to reach out to queer and trans* youth in rural areas across New Zealand, something which has been a massive gap up until now. This is another example of the organisation reaching out



beyond Auckland this year, and a piece of highly valuable work that I think we can all be really proud of.

An upcoming campaign is one that has been under development for a while, which is our Proof Campaign. At the beginning of the year some of you were involved in filming for this, and this is going to be a campaign that celebrates who we are and what we do to reach out to the wider community in a positive way. The launch of this campaign will tie in with our 25th anniversary celebrations, which are taking place later this year, so watch this space.

And to end on a high note, this year has been really positive in terms of wider recognition for the great work Rainbow Youth is doing in our community. Recognition has come from a huge number of places, from parents and friends of queer and trans* youth contacting us to tell us how much our education programme has helped, to our politicians coming along to our groups and pledging commitments to us, to our members being stopped in hallways at school and work to be told how valuable the work we are doing it. To really highlight this, we have been formally recognised this year in two instances: as winners of the Advocacy Award at the Manurewa Youth Worker Awards, and when our very own Joe was nominated for and subsequently won a leadership award at the Ministry of Youth Development Youth Week 2014 awards. There is a great need for what we do, and we must be encouraged by that and never lose sight of our aims.

A handwritten signature in black ink, appearing to read 'Samantha Hewlett', written over a light grey background.

Samantha Hewlett

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General Managers Report

Kia ora whānau,

I'm Duncan, and I have the most awesome job in New Zealand of being General Manager here at RainbowYOUTH. Part of my job is having a door that is always open, whether that's a literal door or a digital one, so if I haven't had a chance to meet you yet, you have questions, comments, or anything you'd like to discuss, please reach out!

Thank you all for joining us today, celebrating what RainbowYOUTH has achieved for queer and trans* young people in Aotearoa in this last year, what we have achieved for them since 1989, and helping to make sure RainbowYOUTH is still here for years to come.

I was fortunate enough to stand before you all at our AGM last year, as the chairperson of RainbowYOUTH, at a time of huge change. A key staff member, the Executive Director, Tommy, had just had their final day as part of our staff, we had replaced another key staff member just months prior, and created 3 completely new roles within the organisation. 12 months on, I reflect on what went well, what we did badly, and on all the little unexpected things that cropped up along the way. I'm happy to be able to say that that day 12 months ago has led us to the strong, talented and capable team of 5 staff we have today.

Toni, our longest serving staff member, has been instrumental in transforming RainbowYOUTH's online presence, achieving a record attendance at last year's AGM of 60 people, getting our new brand out the door, and taking lead on the "I'm Local" project.

The "I'm Local" project is RainbowYOUTH's first printed resource in over 3 years, comprised of the Queer and Trans* 101 comic guide, posters, and a Youtube campaign. With the support of Ara Taiohi, the ANZ Staff Foundation and the US Embassy, we are getting resources and information into rural schools and other youth spaces nationally, with over 30 spaces in our Northland trial having adopted the I'm Local campaign already.

Paul, our Fundraising Coordinator, has exceeded all expectations in terms of commitment, skill and success at applying for and receiving grants on behalf of RainbowYOUTH. I would not be able to stand in front of you all as a member of staff, and we would not be able to be in this building today without what Paul has brought to RY!

Aych started with some big shoes to fill in the position of Education Director. On top of that we added a shake up of how education is done at RY, meaning Aych will soon have a team of Educators reporting to them, a new joint Professional Development venture with Affinity Services, and - I'm pleased to be able to talk about openly for the first time - a contract from Māori Mental Health funder Te Ara Whiriwhiri to get our Education Package in front of 6,000 students over the next 12 months in south Auckland.



The contract includes funding to consult with Māori and Pasifika to make sure our package, and the way it is delivered, is culturally relevant to those we are delivering it to. Perhaps the most exciting part of this contract is that we are able to deliver it to students and faculty at no cost to the schools involved. This is a recognition of the growing awareness around sexuality and gender identity in New Zealand, and is a HUGE win for RainbowYOUTH, being recognised as at the forefront of sexuality and gender education in Aotearoa.

We are lucky also to have Tanu join the team most recently. Tanu brings with him years of experience in running events and creative projects, helped to found the FAF SWAG arts collective, and has strong ties to our Pasifika communities out South.

Of course, at RainbowYOUTH, staff are only part of the equation. RainbowYOUTH runs on, and would not survive without, a huge number of volunteers that contribute their time every day, week or month. I know all too well the late nights, juggling of work and study commitments, and tough decisions that are part of being the governance board of RainbowYOUTH.

RainbowYOUTH's largest service is that of peer support groups, run by our 20+ volunteer facilitators. Facilitators show up every week (or fortnight), rain or shine, and create safe, welcoming spaces for the queer and trans* youth of Aotearoa. Our groups averaged 12 members at each meeting in the month of May - that's over 150 group attendees in the month of May. With support from the Rule Foundation, in March we held our first ever national facilitator training hui, with 20 fresh facilitators from Auckland, Whangarei, Tauranga, Hamilton and Hawkes Bay attending. The hui was a massive success, and was part of a larger strategy to establish groups in Whangarei and Tauranga, and build closer connections with groups in other regions.

Perhaps the part of RainbowYOUTH many of us feel the most attachment to is where we are today, the drop-in centre, at 281 K'rd. November 2013 saw a renewed investment in the centre, with the establishment of the Intern programme. Interns, along with placement students from Tertiary institutions, give their time to host this space, answer the phone, making those who engage with RY feel welcome, and help ensure the smooth running of the centre. In addition to the 15 people who come through each day (on average in May), the centre is frequently booked 7 nights of the week, and is increasingly used during weekend days.

The fabulous lights you see above are the first step in several makeover projects we have in the works for the centre. This reflects the commitment made for this to be our home through to May 2016, with potential satellite offices in College Hill and South Auckland.

No speech from me could be complete without talking about PRIDE. The Auckland Pride Festival is something which completely dominates RainbowYOUTH's operational team for 3 months of the year. For Pride 2014, RainbowYOUTH put on, or had a presence at, over 20



events in the 18 day festival. All of that was possible thanks to the tireless work of many of you as volunteers. From picnics to Rocky Horror, Silo Park to the Big Gay Out, and with a good few helpings of drama along the way, I'm massively proud of what this organisation was able to achieve for you all in this room, and for queer and trans* youth nationwide. Pride 2015 is rapidly creeping up on us already, so I'm keen to hear from you all what you would like to do, with the support of and through RainbowYOUTH, for the benefit of the community next year.

I'd like to wrap up my speech by reiterating some of what I've already said - I have the best job in New Zealand, and get to surround myself everyday with awesome people like yourselves, all of whom are working for a better Aotearoa alongside me. My door is always open to everyone, please come and say hello, I try not to be that scary.

Thanks

A handwritten signature in dark ink, appearing to read 'D Matthews', written in a cursive, stylized script.

Duncan Matthews
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Treasurers Report

Hi everyone. Firstly, my apologies for not being able to attend the AGM this year. I'm attending a research conference in Hungary. A big thank you for whomever I've managed to rope in to taking over from me at the AGM.

I'll try to not delve too deeply into the minutia of finances of Rainbow Youth, but if you are interested our full audited accounts are available here for you all today and I'm sure Duncan can answer any questions. What I would like to do here is to highlight some of the significant events that have happened over this last term, as well as some departing remarks.

As with other organisation in the NGO and charities sector, funding has been at the heart of the governance of Rainbow Youth. We have had mixed fortunes this term. Our ability to fulfil our mission and aspirations is never limited by the enthusiasm of our staff and volunteers but more often our ability to fund the amazing projects designed to further the safety and wellbeing of queer and trans* youth.

We have been excited to find new support and financial backing from the Raye Freedman Trust, Te Ara Whiriwhiri, the ANZ staff foundation, and Rule Foundation. They join a group of invaluable supporters including Lotteries, ASB Community Trust, COGS, and Auckland City Council to which we are enormously grateful for the ability to continue such important work in our community.

And in times of need we have once again been able to look to our wider community to help support us. We'd like to thank Nikki Kaye for her support through the Ministry of Youth Development.

On a more operational level the Fundraising Committee has been working behind the scenes with staff to streamline financial policies and practices, and oversee the introduction of modern and professional cloud accounting systems, and direct fundraising for the organisation. I would like to thank members of the Fundraising Committee – Sam Hewlett, Aych, Rachel, Paul, and Duncan - for all their work this term. Thanks especially to Rachel Brebner for helping out with the treasurer role and learning the ropes at the end of the term. I'd like to finish on a more personal note and a look to the future. I've been with the Rainbow Youth Board for over 8 years now, and am stepping down from the treasurership to allow new officeholders to have the opportunity to take the reins and learn in the position, in what, I hope will be my concluding term on this board. There's always been great talent come through the Rainbow Youth system up to the governance, fostered and mentored by the senior members. I have no doubt that there will be amazing people to fill the officer position and the board in general.

As my concluding remarks, with respect to fundraising into the future I would implore the next elected board to continue efforts to secure sustainable funding sources from both organisations and our community; grow our national presence in the aim of securing



ministry funding for our incredibly important programs and education; and be mindful of the big picture when spending money and funding new projects. Our fortunes will eb and flow, and we have a responsibility to our membership and the community to use what little we have for the greatest good. We have amazing staff and a fantastic education program and services – continue to grow these and make them strong.

A handwritten signature in black ink, appearing to read 'D Chorley', written in a cursive, flowing style.

Daniel Chorley
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AGM 2013 Minutes

Rainbow Youth AGM Minutes
Saturday 29th June 2013
Start: 12.45pm

Attendance: 43 Voting members, all staff and three Executive Advisors

1. MC (James-Wyndham Goodwin) welcomes everyone
 - Remind everyone where the bathrooms are
 - Hand out membership forms if anyone would like to join RY
 - Remind everyone that they need to be a member to be able to vote
2. Memorial ceremony to honour and memorial of our friend Shuan McKinney
3. Reports:
 - i. Duncan Matthews, Chairperson
 - ii. Thomas Hamilton, Executive Director
 - iii. Treasurer, Sam Hewlett

Motion (by the MC): To accept the Annual Financial Repor. Seconded: Kira-Ann Smith. All in favour.

4. Voting on the constitutional changes as advertised on the Rainbow Youth website

Motion (by the MC): To accept the proposed changes to the Rainbow Youth constitution. Seconded: Kira-Ann Smith. All in favour.

5. Selection of up to three non-voting meeting attendees to count votes.

Motion: To accept Executive Advisors Mathijs Lucassen, Anna Nelson and Marco Creamers as the AGM vote counters. Seconded: Hannah Spyksma. All in favour.

6. Current Executive Board step down

Motion (by the MC): That the current standing Executive Board step down from their current term. Seconded: Duncan Matthews. All in favour.

7. Election of New Board.

Nominations for both Takatapui and Trans* rep role. Anyone can nominate, including the



candidate and all must be seconded by other member.

- The position with the lowest number of nominees will be voted on first
- Candidates will each get a chance, 1 - 2 mins, to talk about themselves and why they want the position.
- Election for the representative role.
- Repeat for the other role.
- If positions are vacant they get left empty until board appoints someone.
- If there is only one candidate vote can either be a 'show of hands' to confirm, or 'secret ballot' if requested. A vote of no-confidence is possible.

Nominations for trans* rep:

Joe Gatland (Nominated by Benny Chan, seconded by Hannah Spyksma
Kira-Ann Smith (Self nomination, seconded by Duncan Matthews)

Joe Gatland successfully elected by membership as trans* rep

Nominations for takataapui rep:

Jonathan Selu (Self nomination, seconded by Daniel Chorley)

Jonathan Selu successfully elected by membership as takataapui rep

Election for general board (8 positions)

- Same process as above

Nominations for general board members:

Kira-Ann Smith (nominated by Joe Gatland, seconded by Taine Polkinghurse)
Frankie Low (nominated by Francesca Lilley, seconded by Duncan Matthews)
Benny Chan (nominated by Nathaniel, seconded by Simon)
Taine Polkinghurse (nominated by Helen, seconded by Rosie)
Duncan Matthews (nominated by Simon, seconded by Craig)
Daniel Chorley (nominated by James-Wyndham Goodwin, seconded by Francesca Lilley)
Aych McArdle (nominated by Hannah Spyksma, seconded by Kira-Ann Smith)
Samantha Hewlett (nominated by Daniel Chorley, seconded by James-Wyndham Goodwin)
Taryn Kerr (self nomination via email, seconded by Samantha Hewlett)



Kira, Frankie, Benny, Taine, Duncan, Daniel, Aych, Samantha successfully elected by membership as general board members

Election of officer positions in the order of:

- Chairperson

Nominations:

Duncan Matthews (nominated by Benny Chan, seconded by Aych McArdle)

Duncan successfully elected by membership and Board as Chair

- Vice-Chairperson

Aych McArdle (nominated by Hannah Spyksma, seconded by Taine Polkinghurse)

Daniel Chorley (nominated by Duncan Matthews, seconded by Francesca Lilley)

Aych McArdle successfully elected by membership and Board as Vice-Chair

- Secretary

Daniel Chorley (nominated by Samantha Hewlett, seconded by Simon)

Joe Gatland (nominated by Benny Chan, seconded by Kira-Ann Smith)

Frankie Low (nominated by Aych McArdle, seconded by Benny Chan)

Joe successfully elected as secretary by membership and board

- Treasurer

Samantha Hewlett (nominated by Benny Chan, seconded by Daniel Chorley)

Samantha successfully elected as treasurer by membership and board

11. General Business

Motion (by Duncan Matthews): That the membership accepts Thomas Hamilton as a Life Member of Rainbow Youth. Seconded by Daniel Chorley. All in favour.