

# RAINBOWYOUTH

ANNUAL REPORT 2022







**HAERE MAI  
WELCOME  
TO RY!**

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Cover Art by Hamiora Bailey



# WHO WE ARE

RainbowYOUTH is a charitable organisation that was established in 1989. We are here to work with queer, gender diverse, takatāpui and intersex youth, their friends, whānau and wider communities to ensure Aotearoa is a place where all young people can thrive.

Our mission is to create social change in Aotearoa by providing support, information and advocacy for queer, gender diverse, takatāpui and intersex youth, their friends, whānau, and wider communities.

# OUR VALUES

## Proactively and respectfully honouring Te Tiriti o Waitangi

*As the founding document, we recognise the important of honouring Te Tiriti, and are incorporating this into our kaupapa, our work and our organisation.*

## Young people determine their journey

*We know that young people are the experts when it comes to what they need and want, and we create the space for them to make that happen.*

## For youth, by youth

*Our services, groups, events and organisation are made for youth, and are led by youth.*

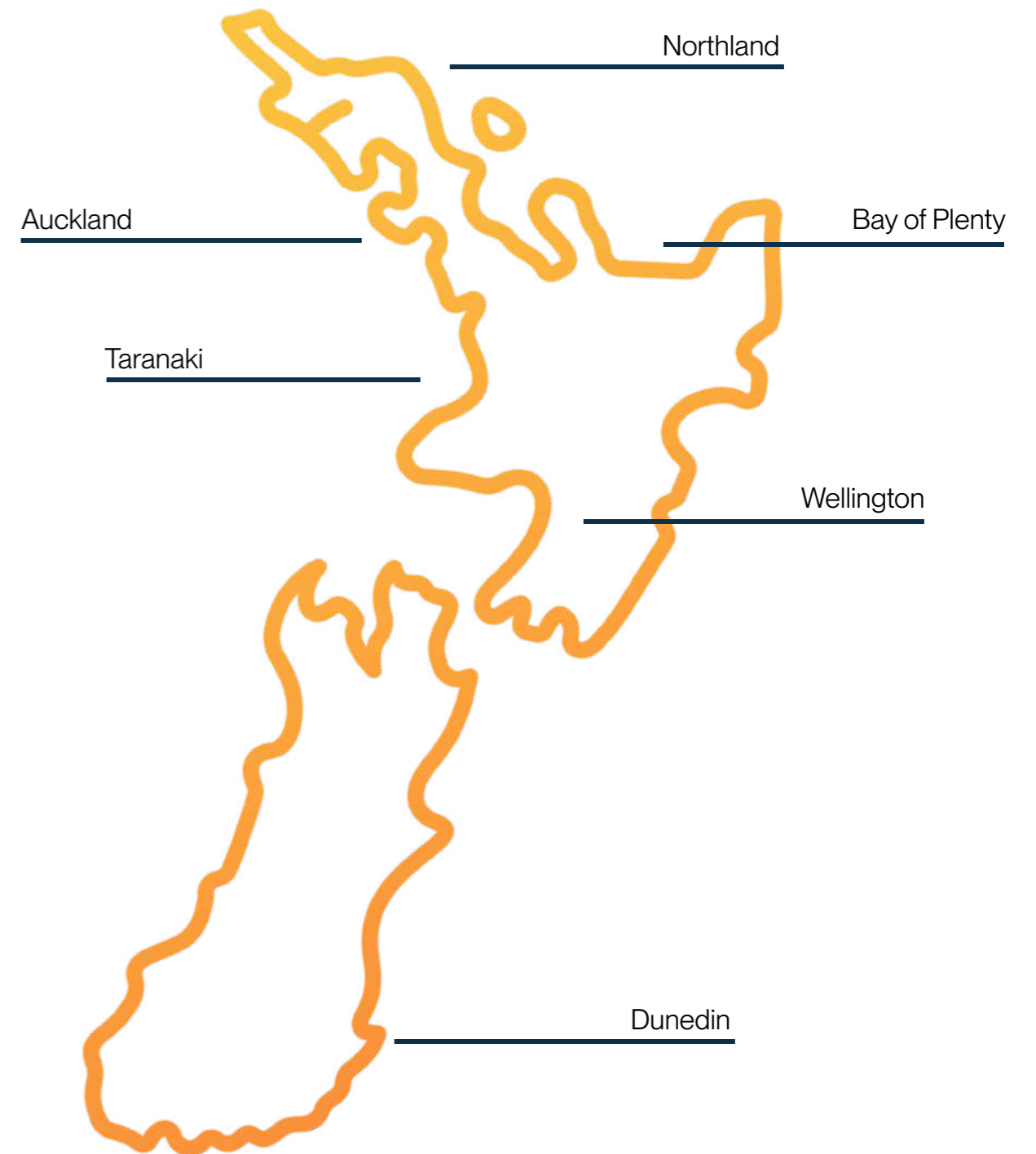
## Affirming and empowering young people from all walks of life

*We affirm and empower young people of all abilities, religions, countries, communities and backgrounds.*

## Strengths-based advocacy

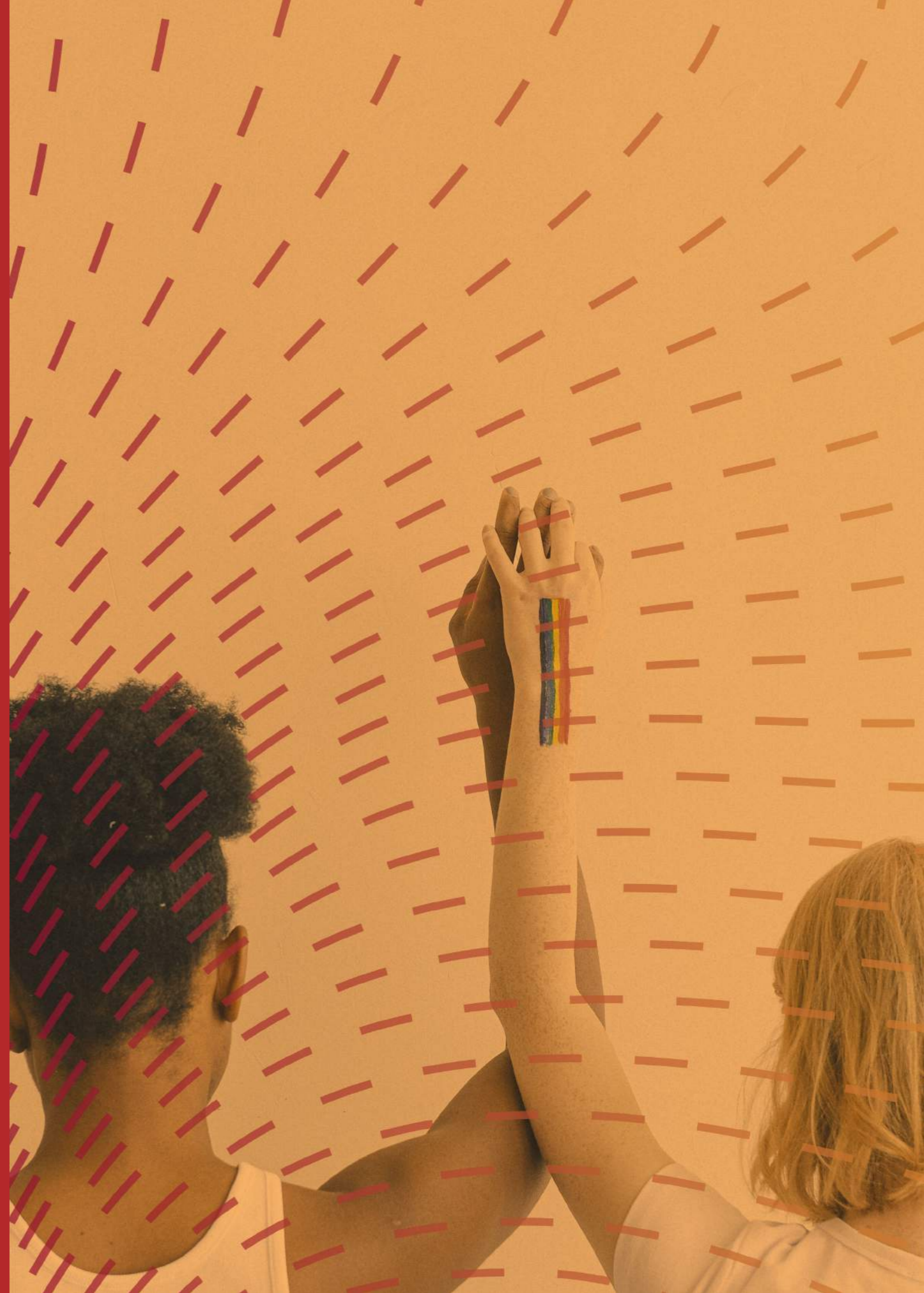
*We know that our young people are brave, resilient, courageous, generous, and so many other great things. We advocate for and with them by focusing on those strengths.*

# WHERE WE ARE



Our support workers can provide face to face support in Auckland, Bay of Plenty, Wellington, Northland & Taranaki and online everywhere else in Aotearoa.

# OUR TEAM





# EXECUTIVE BOARD



**Logan Hamley**  
Co-Chairperson



**Sharnay Cocup-Hughes**  
Co-Chairperson



**Taylor Mitchell**  
Secretary



**Anahera Foley - Pa'ama**  
Treasurer



**Shaneel Lal**  
General Board Member



**Flo Akauola**  
General Board Member



**Cinnamon Lindsay**  
General Board Member

# OUR STAFF



**Ary Jansen**  
Transgender Support Worker



**Angus Hayes**  
Dunedin Support Worker



**Ally Johnson**  
Grants Coordinator



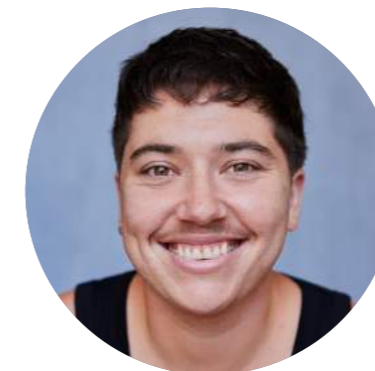
**Ben Black**  
BOP Regional Manager



**Catherine Anderson**  
Communications Coordinator



**Chelle Andrews**  
Administration Coordinator



**Gabe Wright**  
Auckland Support Worker



**Huia Bramley**  
Hauora & Practice  
Development Advisor



# OUR STAFF



**Kane Weatherup**  
Email Support Worker



**Katharine Losi Atafu-Mayo**  
Community Liaison



**Lee Grabarek**  
Auckland Support Manager

# OUR STAFF



**Pooja Subramanian**  
Executive Director



**Presley Ziogas**  
Housing Support Worker



**Sella Vaoliko**  
Wellington Regional Coordinator



**Lucy Noonan**  
Fundraising Coordinator



**Meghan Collins**  
Communications Manager



**Neihana Gordon-Stables**  
Housing Support Worker



**Skylar Wang**  
Auckland Support Worker



**Storm Harris - Studdart**  
National Support Manager



**Sydney Heremaia**  
Trans Support Worker &  
Regional Coordinator (Northland)



**Petazae Thoms**  
General Manager



**Min Khanthee**  
Communications Coordinator



**Wesley Milne**  
Taranaki Regional Coordinator



**Kaia Billaney**  
Fundraising Coordinator



# MESSAGE FROM OUR CO-CHAIRS

Tēnā koutou,

Wow, what a year it has been! As the Co-Chairpersons of RainbowYOUTH, we wanted to take a moment to reflect on the past year and express our heartfelt appreciation for all of you who have been a part of our journey.

When we started this year, we had big dreams and goals. Little did we know that we would face unprecedented challenges along the way. But guess what? We didn't back down! We stood tall and faced those challenges head-on, together.

We have had a number of successes across Aotearoa this year. Nationally, 2,789 attendances took place at our social groups and we supported 615 young people this year across multiple regions. The incredible work of our Trans Peer Support Service this year within Tāmaki and Te Tai Tokerau continues, and we are so thankful to our support workers. We also want to acknowledge the hard work and dedication of our support staff, who have tirelessly built relationships with different services in order to provide the best outcomes for our young people. With the rise of online working, our teams have grown more interconnected than ever, supported by our new National Support Manager Storm.

As part of our growth as an organisation we have wanted to ensure our values and vision continue to reflect the diversity of rangatahi that we serve. We established our new co-governance model with the election of our Rōpū Māori scheduled for the Annual General Meeting. We were also able to host several activations for Pride & Trans Week of Awareness across Whangārei, Bay of Plenty, Wellington Taranaki and Auckland to ask rangatahi what they wanted to see from RY in our new strategy. These are all reflected in the updated three-year strategy that the board in collaboration with key staff have worked together to develop.

As we wrap up another year on the board, we are proud to feel like the space at RY continues to be fluid and changes to meet the needs of rangatahi and an ever-changing context in Aotearoa. Despite the massive growth the organisation has experienced over the past year, there is still an overwhelming need for our services, and untapped potential across Aotearoa's rainbow rangatahi we would love to āwhina. We are excited to see what the next board term holds, and wish everyone on that board well in bringing together the aspirations of our communities into fruition.

Nā māua noa, nā  
Logan māua ko Sharnay



*We didn't back down! We stood tall and faced those challenges head-on, together.*

Sharnay Cocup-Hughes





*We hustled hard and connected with our supporters through fundraising campaigns, events, and community partnerships.*

\_\_\_\_\_ Anahera Foley-Paama

# MESSAGE FROM OUR TREASURER

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Regardless of the global pandemic, 2021 proved to be another strong financial year for RainbowYOUTH! I feel really grateful for the generous funders, organisations and members of the community who continue to support our services. I'm grateful to have held the Treasurer role for this term, it has been a pleasure to work alongside the Board and staff to achieve this result for RainbowYOUTH.

We owe thanks yet again to Foundation North, TSB Community Trust and the Community Organisation Grants Scheme, whose valuable ongoing support ensures that our organisation can continue to function. Thanks must also go to our other most generous supporters: Waitemata Local Board, New Plymouth City Council, Bay Trust, the Rule Foundation, Russell McVeagh, and a number of other fantastic businesses and organisations.

Thanks are also due to one of our most committed supporters Countdown, who have provided us with a huge level of support with our fundraising efforts. Countdown and its customers have delivered a game-changing donation for young rainbow people with \$123,000 in funds raised for RainbowYOUTH to help support queer, gender-diverse, takatāpui and intersex young people throughout Aotearoa.

The fundraising, which took place during Pride Month, was kicked off with a \$25,000 donation from Countdown. Customers then also got in on the action, purchasing rainbow sprinkle cupcakes in-store or online, donating at the check-out or through online shopping, and rounding up their in-store shopping to the nearest dollar during the week of 22 to 28 February.

We are also grateful for the addition of a new service contract this year with the Ministry of Housing & Urban Development, with additional support from Foundation North and Auckland Council. RainbowYOUTH, Te Ngākau Kahukura and Tycho Vandenburg (researcher and subject matter expert) will work alongside MHUD, Auckland Council and key providers in Auckland to disrupt the cycle of homelessness for rainbow people of all ages. By strengthening the response to homelessness and meeting the unique needs of rainbow identifying people, we will reduce the frequency, duration and likelihood of recurring homelessness in our communities.

And finally, we cannot go without extending a huge thanks to the huge range of other generous businesses, organisations and people who supported RY this year. Amidst a global pandemic, a number of charitable organisations faced uncertain times, but the RainbowYOUTH whānau kept us together regardless of the complexities brought forward by the pandemic. The number of teachers and students from schools all over New Zealand who hold fundraisers to raise awareness and support RY is humbling.

We rely on the donations of generous folks like yourselves in order to provide our services to hundreds of queer, gender diverse, takatāpui and intersex youth around Aotearoa, so they can feel affirmed and empowered to be who they are.

Ngā mihi,

Anahera Foley-Paama  
RainbowYOUTH Treasurer



# MESSAGE FROM OUR EXECUTIVE DIRECTOR

Looking back at the past year feels unbelievable, and I can't help but feel incredibly proud and grateful for all that we've achieved despite the challenges we faced in the infamous "unprecedented times."

We kicked off the year with big dreams and a new three-year strategy (which you'll learn more about in this report and trust me, it's good). Our Executive board and former Executive Director, Frances Arns, put in countless hours to develop it. I knew I had some massive shoes to fill, but I was excited to dive right in.

Just five months into 2021, the entire country went into lockdown, and that's when we did what we do best at RainbowYOUTH – we got creative and found solutions during the crisis. I'll forever be grateful to our amazing staff and volunteers at RainbowYOUTH. They remained patient and calm when it felt like everything was going haywire, and their dedication to taking care of the young people we support never wavered.

Despite the ongoing challenges posed by COVID-19, we managed to support 615 young people all over Aotearoa, with 2,789 social group attendances. Our Facilitator Training Hui went online for six weeks, and about 20 young people from all around the country participated. We raised our voices and made sure we were heard during the legislative changes regarding Conversion Practices and the Births, Deaths, Marriages, and Relationships Registration (BDMRR) Bill. Alongside other rainbow organisations and groups, we expanded our reach and services in Tauranga, Wellington, Taranaki and Dunedin.

None of this would have been possible without the incredible support of our communities, funders, partners, and donors – the superheroes behind our success. Our communities rallied behind us, generously donating their time, resources, and funds. Their belief in our mission and unwavering support for rainbow young people has truly made a difference in their lives.

We hustled hard and connected with our supporters through fundraising campaigns, events, and community partnerships. Their contributions have been crucial in securing the funding we needed to run our programs and services. We owe them a huge debt of gratitude for their ongoing generosity and dedication to our cause.

We also owe a big thanks to our local organisations, businesses, and government agencies. Their partnerships have been invaluable in expanding our reach and effectiveness. By working together, we've been able to provide comprehensive support to rainbow young people in new regions and enhance our existing services. It's been a team effort, and we're stronger because of it.

To our incredible staff and volunteers – you're all amazing! Your passion and tireless efforts have been the backbone of our organisation. You've gone above and beyond to deliver our programs, organise events, and offer vital support to those we serve. Your commitment to our mission is truly inspiring.

As we look ahead, we remain steadfast in our strategic goals and the growth of RainbowYOUTH. We'll keep fighting for the rights of rainbow young people, expanding our support services, and creating safe, affirming and inclusive spaces for them.

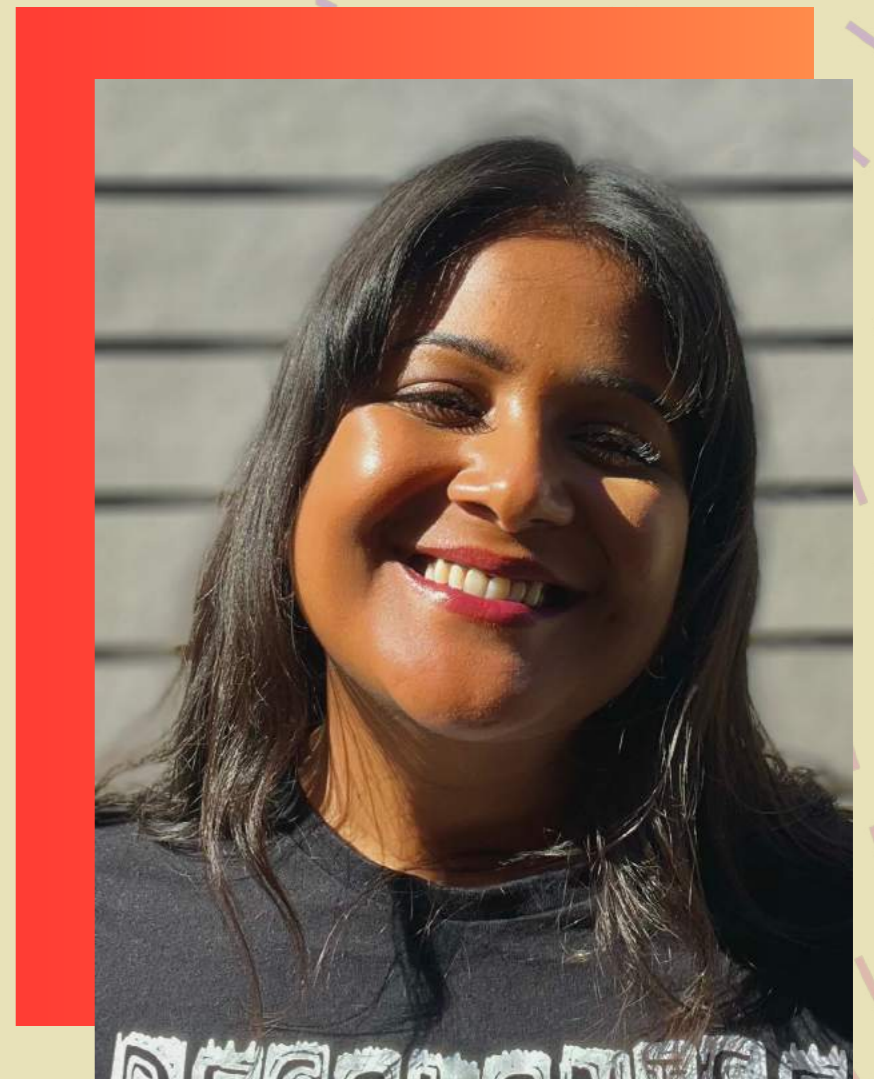
With the continued support of our community, partners, and stakeholders, we're confident that we can build a more inclusive society for all rangatahi across Aotearoa.

To wrap it up, we want to express our deepest gratitude to everyone who has contributed to our success. Together, we've made a positive impact on the lives of hundreds of rainbow young people, and we can't wait to continue this journey of empowerment and change.

Thank you from the bottom of our gay little hearts!

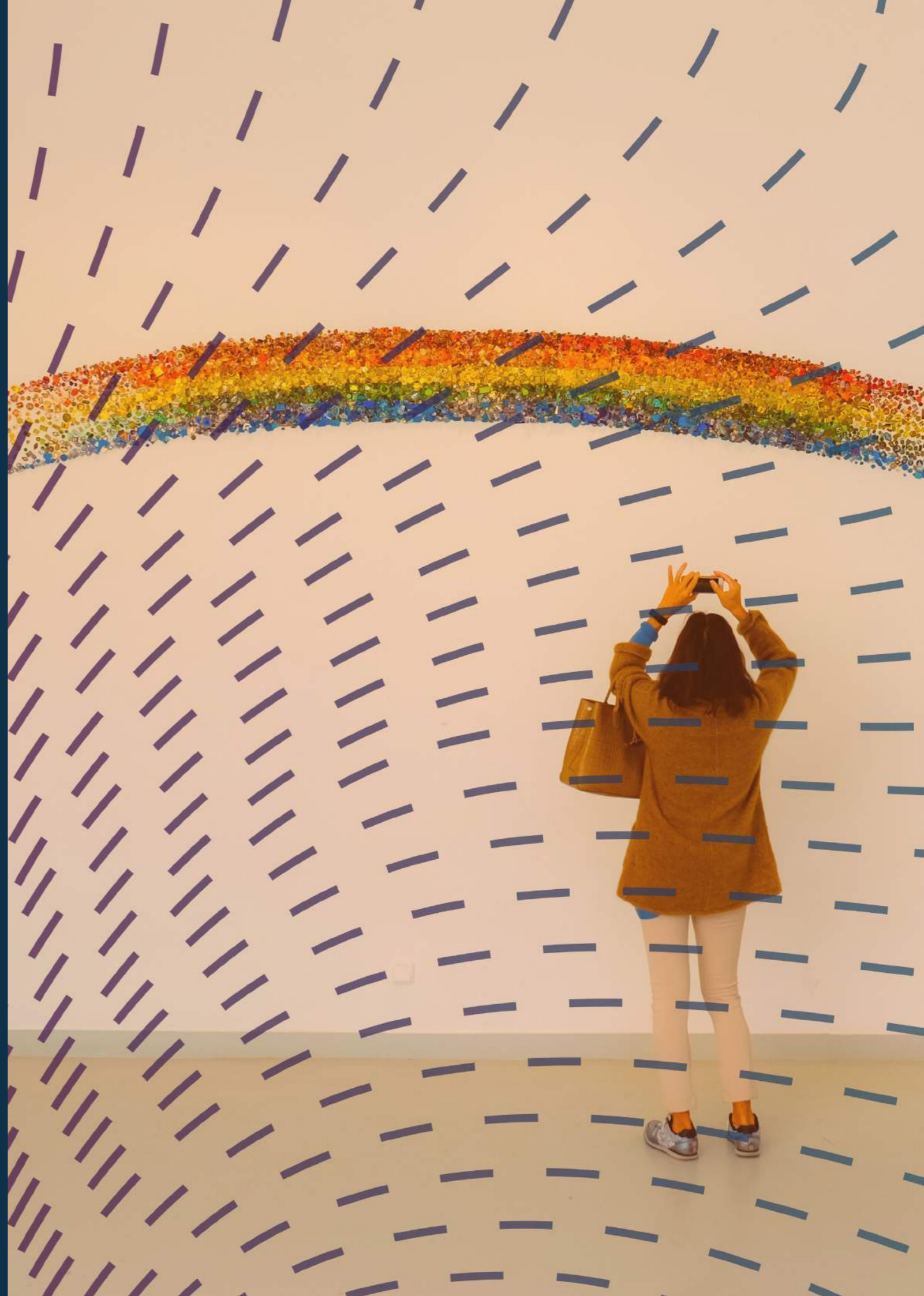
Ngā mihi maioha,

Pooja Subramanian  
Executive Director





# OUR '21-'24 STRATEGY





## OUR SERVICES TAKE A HOLISTIC APPROACH TO YOUTH DEVELOPMENT

Young people are equipped with skills and experiences to be leaders in their own lives and advocate for themselves and their communities.

While most young people come to us for support, we want them to leave us with skills and tools to be successful in their lives. Some of the areas we intend to work on to achieve this include:

- Building power for young people to be active advocates within their communities and for themselves.
- Creating opportunities for young people to develop new skills.
- Developing more employment support - both for getting young people into jobs, and advocacy for them at their workplace.
- Utilising our corporate partnerships for opportunities for donations of knowledge and expertise in this area.



## WE DELIVER TO THE DIVERSITY OF RAINBOW COMMUNITIES

Māori, Pacific, refugee, migrant and disabled young people have their full identity recognised, supported and celebrated at RainbowYOUTH.

Our communities need RainbowYOUTH to be a place where they can have their whole identity seen and uplifted. We intend to focus on this over the next three years across these areas:

- Utilise partnerships and collaborations to enable intersectional work within Māori, Pacific, migrant and disabled communities.
- Prioritise multicultural responsiveness through our services and staff and volunteer training.
- Building Te Tiriti activism in rainbow communities through education and community building.



## OUR WORK IS WIDELY VISIBLE AND TRANSPARENT

It's easy for young people, whānau, and their wider communities to find out about our services and seek help.

We've had consistent feedback that it's hard to find out about our services, and people wish they had known earlier. We want it to be easy for young people and whānau to find out about us and get in touch. We also recognise we need to be accountable to our communities about exactly what we're doing, and how we're using the generous donations and funding we receive. We have a few focusses to progress this area:

- Transparency around our funding and internal work
- Proactive use of media to advocate for issues faced by rainbow young people
- Outcomes we deliver for young people are publicised
- RainbowYOUTH is visible and present in relevant spaces and events
- RainbowYOUTH resources are easily and widely accessible

## REGIONAL SERVICES ARE RESPONSIVE AND IMMERSSED IN THEIR LOCAL COMMUNITIES

RainbowYOUTH is a trusted partner that supports local communities to uplift and empower rainbow young people.

Our regional work has emerged over the last ~6 years and we have a lot of learnings to incorporate into a sustainable model of service provision in the regions. We have three key areas to focus on:

- Development of a long term model/models of our work in the regions (led by local communities)
- Presence of regional rainbow voices in our communications, advocacy and governance
- Ongoing development of our regional services in response to the needs of local communities.





# OUR IMPACT

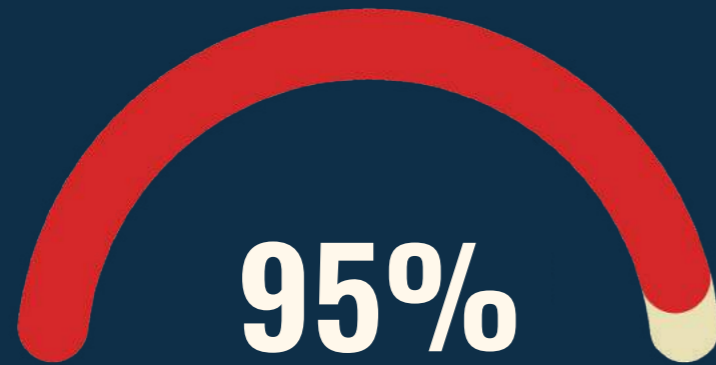




# OUR IMPACT

47%

Increase in the amount of resources we've sent out!



Of young people we supported told us that they found talking to our support workers positive, helpful and affirming!

We are part of a network of organisations working towards rainbow violence prevention in Aotearoa- first time ever.

# QUOTES

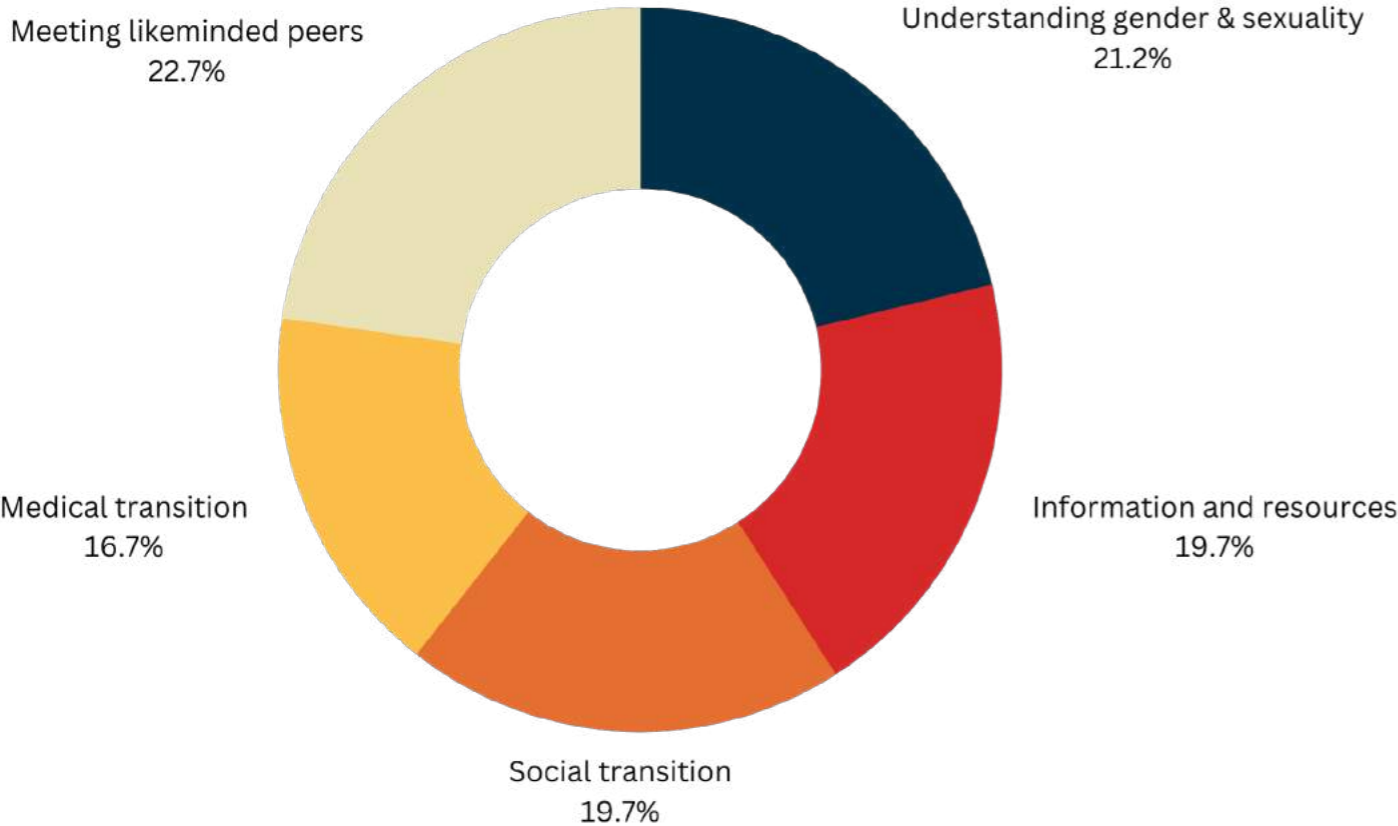
"The shared, lived experience is so valuable. Even though I'm well supported by friends, the support workers "just get it" and are able to empathise and support in practical ways."

*"It's been a really helpful way to talk about important issues, both personal and general, in mutually supportive and generally constructive fashion within a transgender context... The facilitators were amazing, [the support worker] was very proactive and supportive, engaging with me regarding the issue at length and probably finished work considerably later than they usually would."*

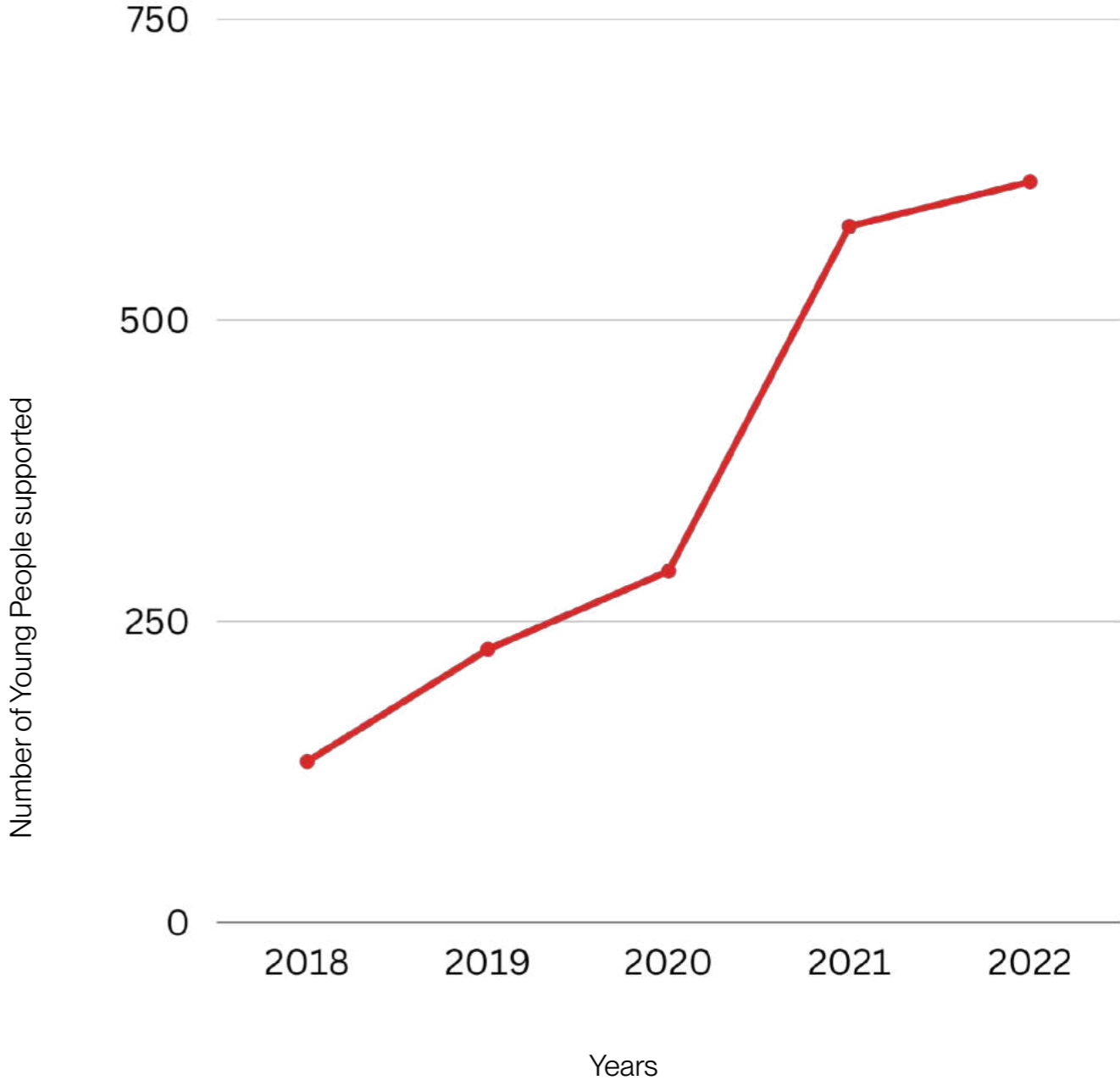
"The many opportunities given for different lgbt+ meet-ups and ideas for how to get through my different worries really helped to build my confidence and help me feel more comfortable in finding ways to be myself."

# OUR RESULTS

**WE'VE HELPED OVER 1200 YOUNG PEOPLE WITH...**

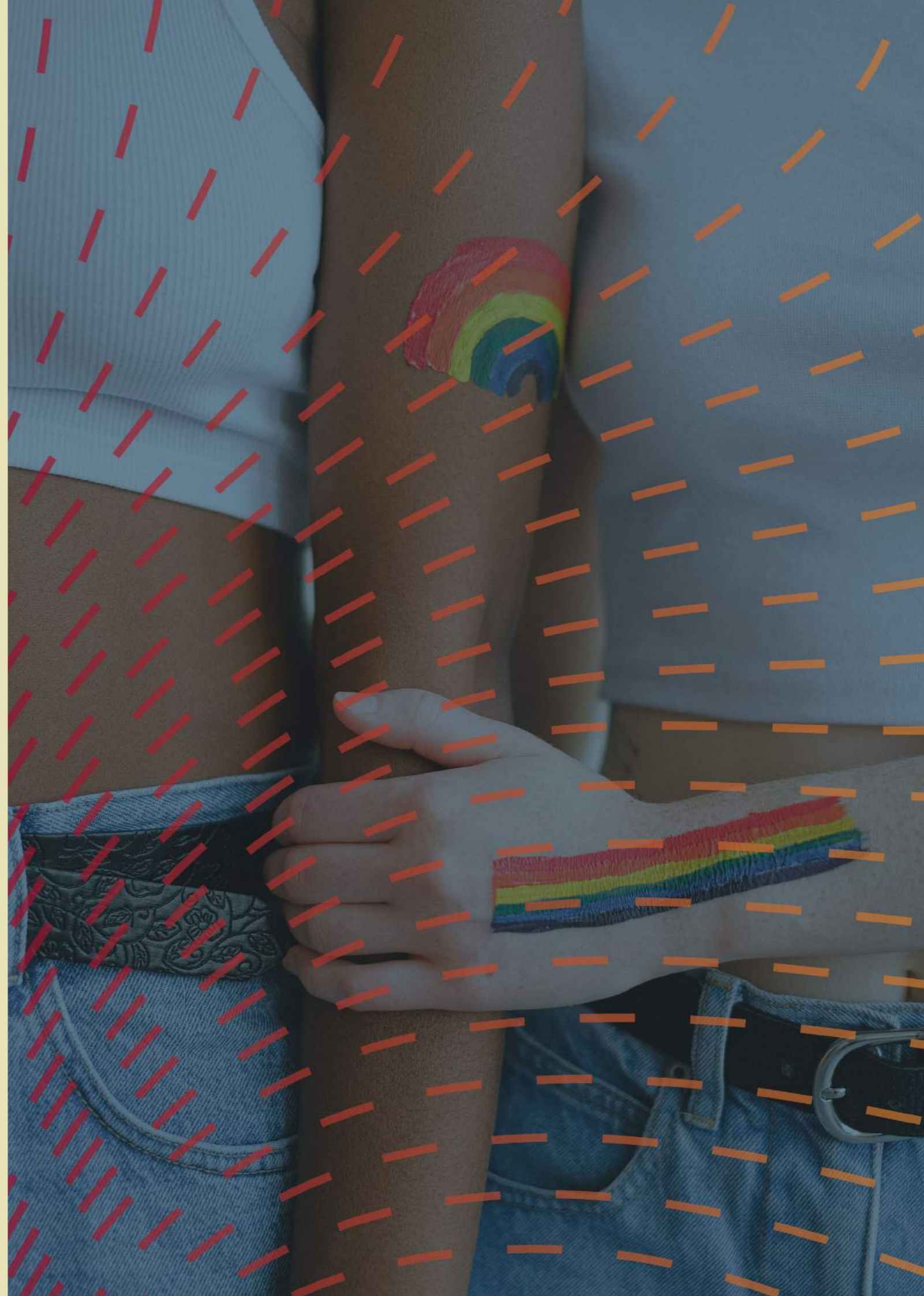


**NUMBER OF YOUNG PEOPLE WE SUPPORT IS GROWING!**





# OUR DONORS



# OUR DONORS

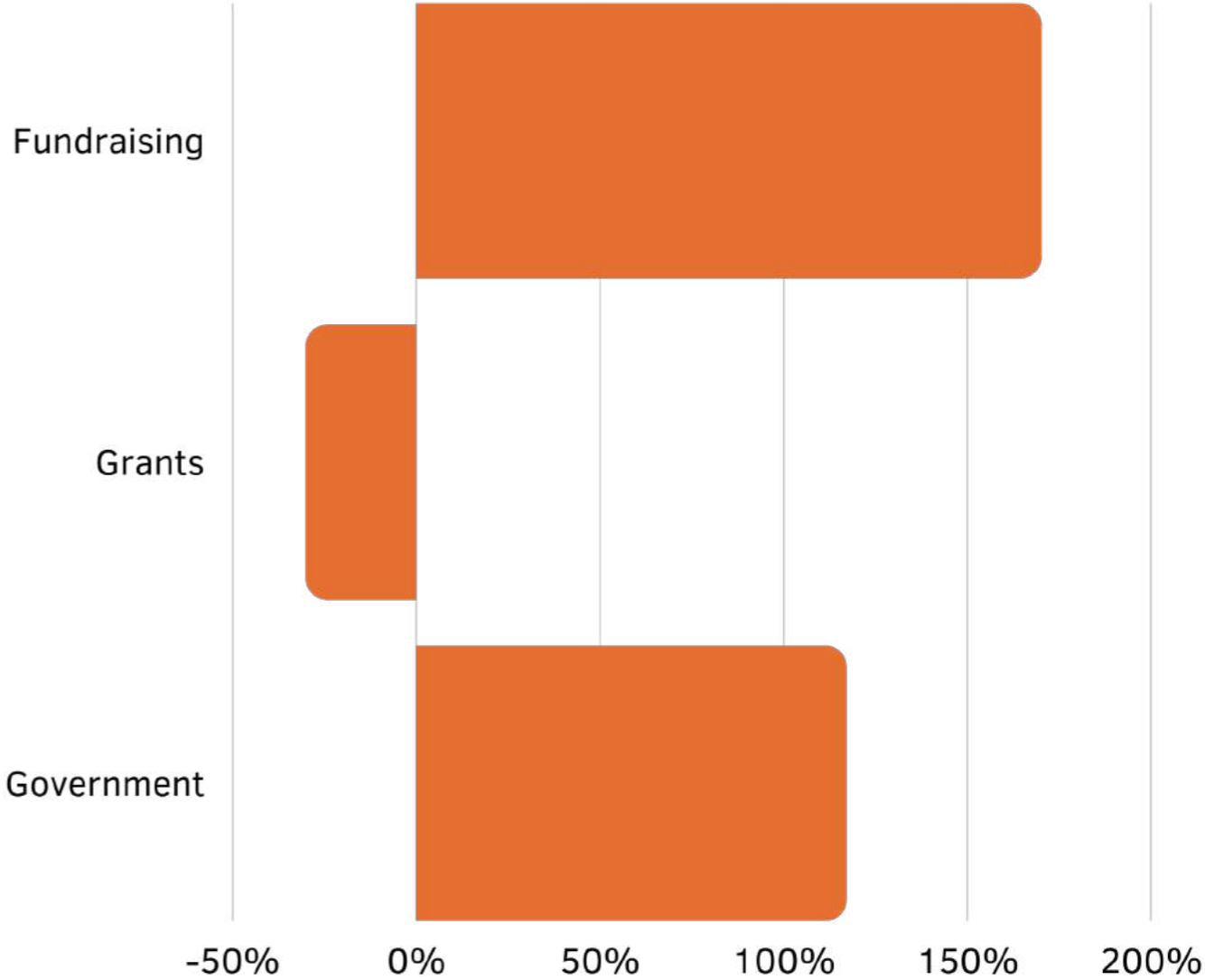
It's not just about the money (although that's pretty important too!). It's about the impact you've made. Your generosity has given hope to rainbow young people who needed it, empowered them to reach their full potential, and given them so much more hope for their future.

We can't say it enough: thank you, thank you, THANK YOU! We hope these next few pages help you see how we use your donations and make every dollar count. Your trust in us is both humbling and motivating, and we're committed to making you proud.



# FINANCIAL SUMMARY

## CHANGE IN PERCENTAGE OF FUNDING FROM LAST YEAR



With over half our income coming from grants and fundraising, our work wouldn't be possible without your generous support!



# OUR SUPPORTERS

We couldn't be more grateful to give a big shout out to our donors! You all are all amazing, and we can't thank you enough for your incredible support.

Seriously, your generosity has blown us away. Your donations, big or small, have made a world of difference in our mahi. Thanks to you, we've been able to bring smiles to countless faces, create positive change, and spread some much-needed love in our community.

2021 brought many new challenges to so many of our lives, and we could not have made it through without the support of the wonderful people who donate to RainbowYOUTH. Below are the incredible individuals and organisations who donated over \$500 to us in the last financial year (31st March 2021 - Apr 1 2022)

# INDIVIDUALS



Frances Clark  
 Dylan Bland  
 Simon Harger-Forde  
 Malcolm Idoine  
 Roger Nesbitt  
 Patai Limited  
 Hamish Hippolite  
 MoE Social Club  
 Keryn Dillon  
 Joel Labes

# ORGANISATIONS

1,000.00	Device Technologies
1,001.07	ASB Bank Limited - TrueRewards
1,036.00	S Mills
1,062.00	Tower Insurance
1,331.10	Pukekohe High School
1,675.00	Jade Software
2,420.00	Dinosaur Polo Club
2,500.00	Deadly Ponies
2,500.00	Genesis Energy
3,008.70	Love & Hope Tattoo - Flash day
5,000.00	Sky TV NZ
5,000.00	Orchard Gold
5,150.00	Pathfinder Asset Management
6,031.08	Kiwibank - CFO
7,500.00	Allright Welfare Trust
9,501.80	Countdown Stores - Pride
10,000.00	AMP Services NZ (Ltd)
10,869.57	Johnson & Johnson NZ
19,500.00	SL Wards Design
27,369.56	NZAF
40,000.00	AA Insurance - Insurance rebate

# 2021 AGM MINUTES

MC: Catherine Anderson  
Meeting opened: 11:20AM

Motion	Moved by	Seconder	Favour	Against	Abstaining	Motion Passed/Failed
<b>Accepting previous AGM minutes:</b> "That the minutes of the 2020 RainbowYOUTH AGM are a true and accurate record of that meeting"	Taylor	Shaneel	7	0	8	Passed
<b>Accepting proposed changes to the constitution:</b> Creation of the Māori Ropū	Taylor	Shaneel	19	0	0	Passed
<b>Accepting proposed changes to the constitution:</b> Creation of 1 seat requirement for Asian representation	Shaneel	Danika	19	0	0	Passed
<b>Accepting board reports:</b> "That the Officer reports presented by the Co-Chairpersons, Treasurer and Executive Director be accepted as presented"	Logan	Jordan	17	0	0	Passed

<b>Board members standing down:</b> "That the current elected members of the RainbowYOUTH Executive Board stand down, with the exception of Logan Hamleyl who moves into his second term as Co-chair"	Claire	Logan	17	0	0	Passed
Logan to become Independent Vote counter	Shaneel	Jordan	16	1	0	Passed
Anya, Logan, and Jessee to be appointed as vote counters	Cass	Jordan	16	1	0	Passed
<b>Co-Chair and Secretary selected:</b> 1) Sharnay: Co-Chair 2) Taylor: Secretary 3) Anaheera: Treasurer						
<b>4 General Board Members elected</b> Shaneel: 2 year term Kauri: 2 year term Cinnamon: 1 year Flo: 1 year						
2020/2021 Board appointed	Danika	Logan	16	0	0	Passed

Meeting closed: 1:45 PM





**RY**