



**FUTURE OF YOUNG DEAF**

THE FINAL REPORT OF FYD: PHASE ONE  
FUNDED BY NZSL BOARD

1st July 2017 - 30th September 2018

## Introduction

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It is with great gratitude that we present to the New Zealand Sign Language Board the full and final report of phase one of project "Future of Young Deaf", also known as "FYD".

The FYD team consisted of three main people who worked endlessly behind the scenes, and they were Christoph Blum (advisor and tutor), Phillip King and Rachel Berry (observers and assistant tutors). Chris' involvement on this project was due to his extensive experience in the early days of FYD 1994 – 2002 and was specifically requested to advise both Rachel and Phillip with the next generation of FYD attendees. The team also received support from Auckland Deaf Society staff, Julie Anne Taylor and van Asch Deaf Education Teacher of the Deaf, Pollyanna Ferguson. Pollyanna like Chris has had previous experience volunteering with past FYD events. Both Pollyanna and Julie-Anne contributed generously to this project, and FYD's succession would have never been, without them.

It is estimated that a total of approximately 10,000 hours were voluntary spent on the delivery of 5x FYD camps, 6x face to face meetings, and countless amount of times the FYD team worked behind the scenes to promote FYD.

Doing such a project voluntary requires a great amount of determination and skill to be able to carry it out to it's full term. We are extremely lucky that each one of us could combine each of our skill set, and had the passion and the determination to better the lives of deaf people in New Zealand.



# FYD Initiative Training #1

## 11- 13 August 2017

FYD's very first initiative training had a great outcome. A total number of 19 participants had travelled all the way to Hillary Outdoor Education Centre in Tongariro to attend the very first FYD camp in over 15 years.



The participants were a great mix in terms of ethnicity, language use, deafness, communication skills, age and personality. We were immensely impressed with the variety and immediately saw some promising leaders pop through.



The first Initiative Training went off without a glitch. Chris Blum delivered the programme with Pollyanna Ferguson's assistance. Rachel Berry and Phillip King observed to gain an understanding on how to deliver the Initiative Training programme. Julie Anne Taylor was a participant on this course and got to experience the training as a 'student'.

The FYD team all played very different roles, and each person were able to give feedback which helped with the programme development, and materials used.

Two interpreters were also present for the training sessions however they only interpreted during the group presentations and supported communication between the participants and the Hillary Outdoor Education staff. It is important to note that when team building activities and group discussions occurred this was done without the aid of the interpreters with the aim of encouraging attendees to communicate



*Flyer promoting Initiative Training*



*Participants of FYD's first Initiative Training, August 2017*

Participants were able to gain skills in the areas of team building, leadership, and different communication styles. FYD Initiative Training materials tested the participants abilities to manage different leadership styles and still having a 'voice' within the group.

Participants were presented with a certificate to certify that they had completed the Initiative Training.

## **Evaluation from participants:**

Responses from the evaluation feedback forms disseminated to participants at the end of the course:

91% said that the training course made them better equipped for their involvement in their communities.

88% said the training course was clear and understandable

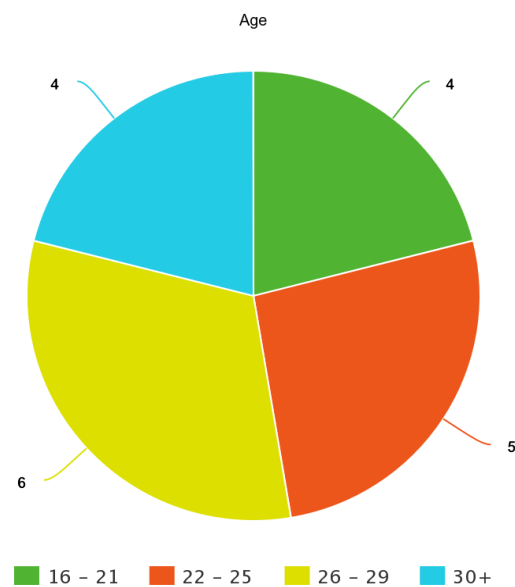
86% said group exercises were easy to organise and able to work together successfully.

86% said expectations had been met throughout the course.

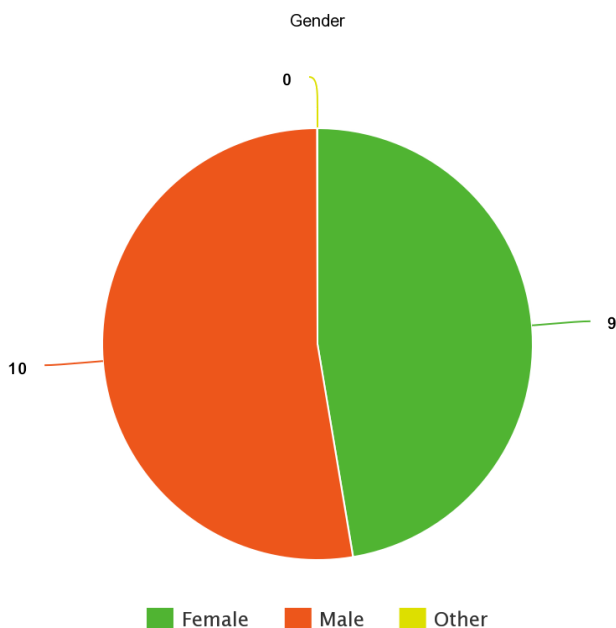
74% of participants information from Initiative Training would support them in their employment

Many participants showed interest to progress further with FYD which is a positive result as the deaf community in turn will have a strong group of people who will now know how to advocate and work with others effectively.

## Statistics

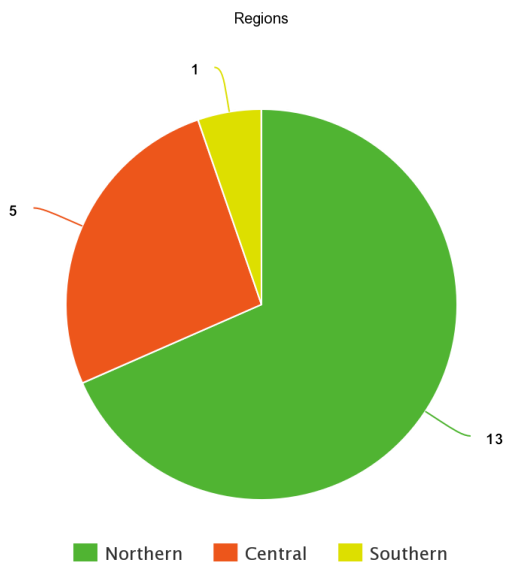


We had a very good age range, which was very helpful to the training. Participants were able to mix with each other and learn about the different experiences that others have had in their life. Communication skills vary with age groups so learning how to adapt to a different communication method was supported from having a variety of age groups.

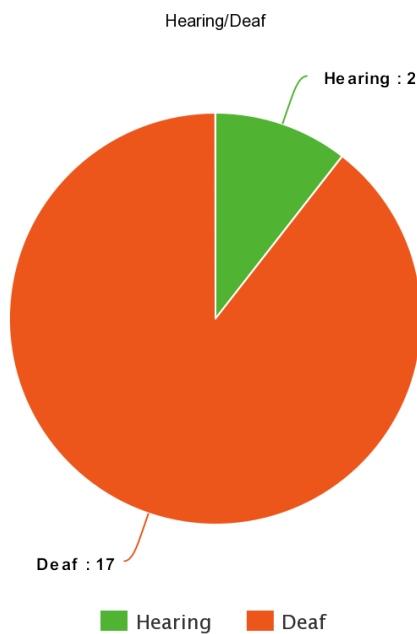


There was a good balance of gender as well so participants were able to mix and not feel intimidated if they were the only sex in their group.

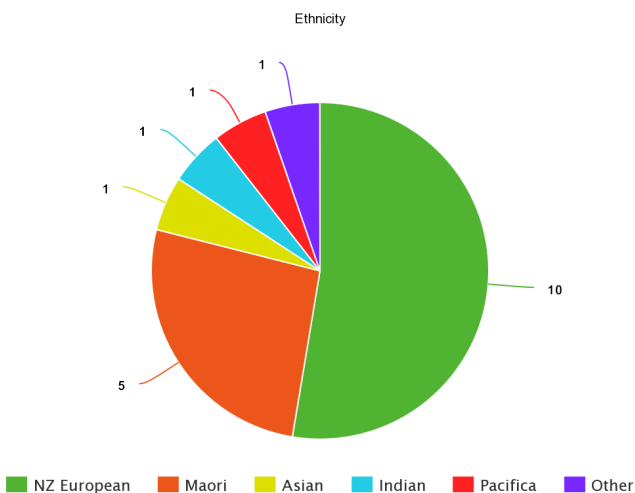
It was also good for the FYD team to see that the materials were of interest and benefit to all sex.



One of the goals that was set during the planning of FYD, was to ensure we were able to make the project accessible from all parts of New Zealand. We realised we did not allow more time for participants from the Southern region to be able to organise travel, therefore we did not have many participants from the South Island. These statistics reflects this.



Another goal was to ensure we had a mix of both Hearing and Deaf participants. This diversity helped participants come up with different ways to communicate as communication is not often black and white as it may seem. Communication is a big key message in Initiative Training, so to benefit from the camp, diversity is needed. We were successful in this.



We were pleased with the diversity and most especially the number of Maori participants that attended the Initiative Training. Our next goal from here is to have more of a balanced range of ethnicities.

Overall, the Initiative Training #1 camp was a great starting point for FYD to begin with, which also gained a lot of interest from deaf and hearing people around New Zealand.

The challenge for us going forward was to keep with the momentum for the rest of the FYD project.



## Feedback from Participants

"This was very useful. I am excited for everything else to follow this."

"It was great, and I was given very detailed information on the course. I felt it was well prepared, and that made me feel well prepared to come to this course."

"I really enjoyed leaving the camp site to socialise outside of the classroom environment."

"Four presenters were very knowledgeable and know what they should say. It was perfect."

"The structure was clear and good and it met our understanding level. The course introduction was clear and it flowed well which is linked to further activity etc."

"Talking about plan a and plan b should have been presented earlier on in the course because I think it would have lessened some of the confusion with the day activities."

## FYD Initiative Training #2 10 - 12 November 2017

The second FYD Initiative Training took place in November 2017 at Hillary Outdoor Education Centre in Tongariro again. This time we had a bigger group of 22 participants.

We were most delighted with this group as there was more of a balance in regards to location.

After observing the first initiative training and with a lot of practice, Rachel and Phillip were able to lead the weekend by delivering the programme with Chris' support. Chris was able to observe and give feedback on the tutors delivery of the presentation through-out the weekend.

Pollyanna and Julie Anne also came to support the tutors through-out the weekend. Their role was not limited to being of support, but also as role models for the participants, This was also an opportunity for deaf youth to mix with deaf adults.



*Flyer promoting Initiative Training*







*Participants of the second FYD Initiative Training, November 2017*

## Evaluation from participants:

Responses from the evaluation feedback forms disseminated to participants at the end of the course:

100% said the Training course was clear and understandable.

84% of participants information from Initiative Training would support them in their employment

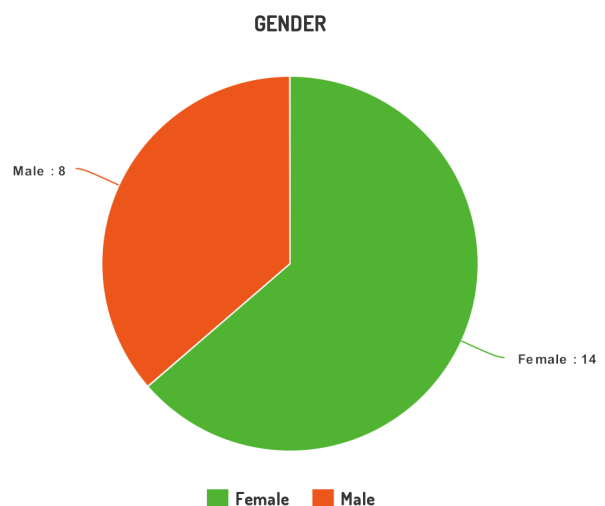
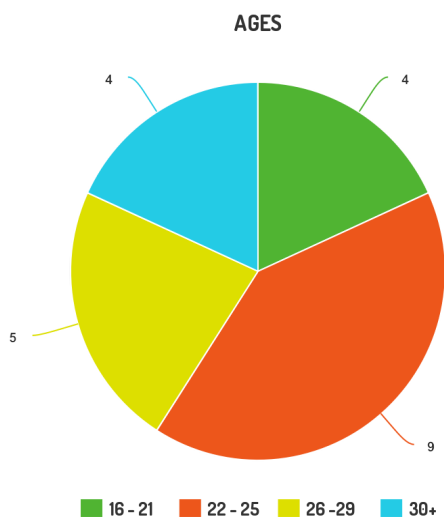
82% said group exercises were easy to organise and able to work together successfully.

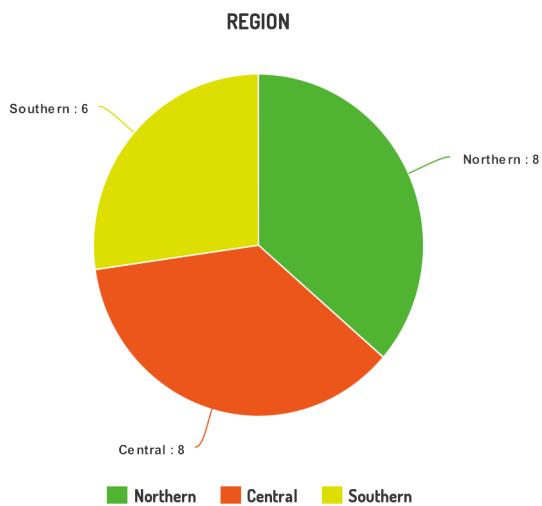
76% said expectations had been met throughout the course.

70% said that the training course made them better equipped for their involvement in their communities

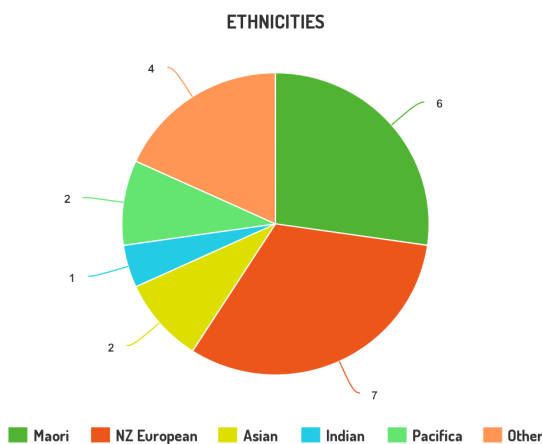
## Statistics

The age range and gender were a little bit different this time round, with more female participants and participant age range of 22 - 25 years old.

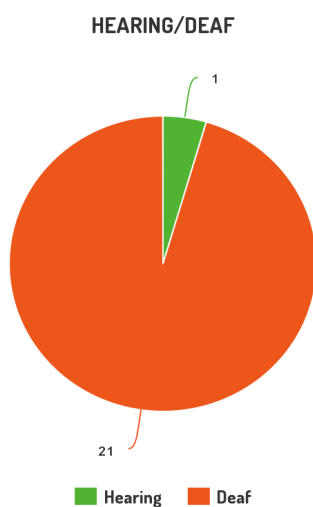




We were able to have a good mix of participants coming from different regions. This time we planned ahead to ensure participants from the South Island had enough notice to be able to arrange flights and time off work to attend. We were very happy with this mix. It was for this very reason that we chose the central location of the Hillary Outdoor Education in National Park so that we could have a balanced representation from all over Aotearoa.



We had almost an equal amount of Maori and NZ European participants at this camp which we were very pleased about. Not only this, but we also gained a mixture of other ethnicities which helped with the team building and team work activities.

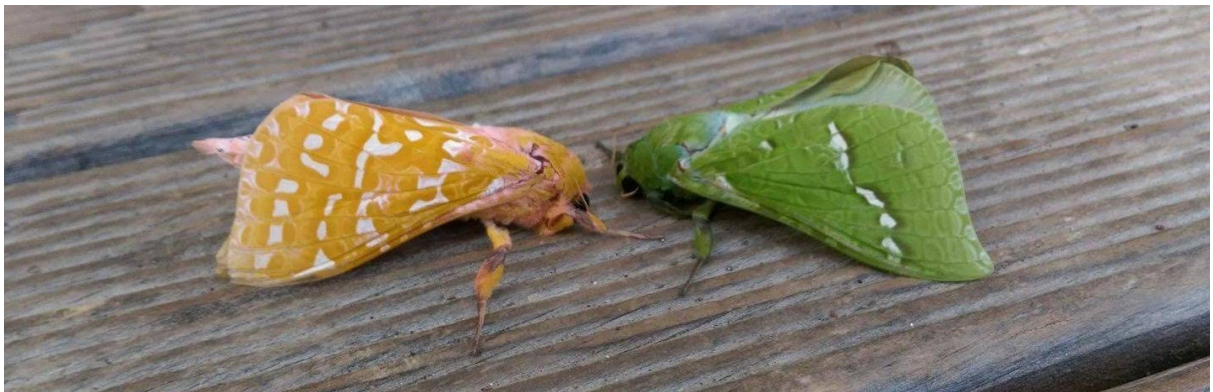


We aimed to have a good balance of hearing and deaf, but the statistics show that we did not achieve that. However, many of the participants were oral-deaf or NZSL was their second language, so this gave us the balance we needed to allow the participant to experience working with others that communicate in different ways.

We sent out an invitation to the hearing students of AUT Deaf studies and interpreting programme to gain the hearing/deaf ratio we were aiming for. As mentioned previously this was not achieved, due to a clash with university examinations occurring at the same time as the FYD training

Overall, this camp was a big step up from the first camp. We had gained a lot of interest which was great. Many participants from the first initiative training shared their experience of the FYD camp and this helped with the registrations of this camp!

This weekend was also an opportunity for Phillip King and Rachel Berry to practice delivering the programme of the weekend which is also the aim of FYD - for it to be passed onto the next generation.



## **Feedback from Participants**

"Phil and Rachel were excellent. They ran the course smoothly and without any hesitation."

"Awesome role models. Everyone looks up to you and I am very proud of your presentation."

"Totally loved having this opportunity so I can give back to my small area. And I learnt heaps. I have become more confident. Would definitely go to leadership part 1 and 2 courses. I loved meeting new people and it was good seeing my friends again."

"I liked the structure. Different activities. We had free time as well to get to know each other a lot better as well. We had different opportunities to get to know each other in different ways like how we work in activities and then have free time with the social aspect."

## FYD Initiative Training #3 - CANCELLED

### 16 - 18 March 2018

Unfortunately, the third Initiative Training camp was cancelled, due to many of the participants pulling out at the last minute.

We realised that we had arranged for this camp to happen on a busy weekend for the deaf community and reviewed to ensure we were better organised for next time.

We were very fortunate that Hillary Outdoor Education Centre did not charge us for this last minute cancellation but instead transferred what we had paid to the next camp.



*Flyer promoting Initiative Training*

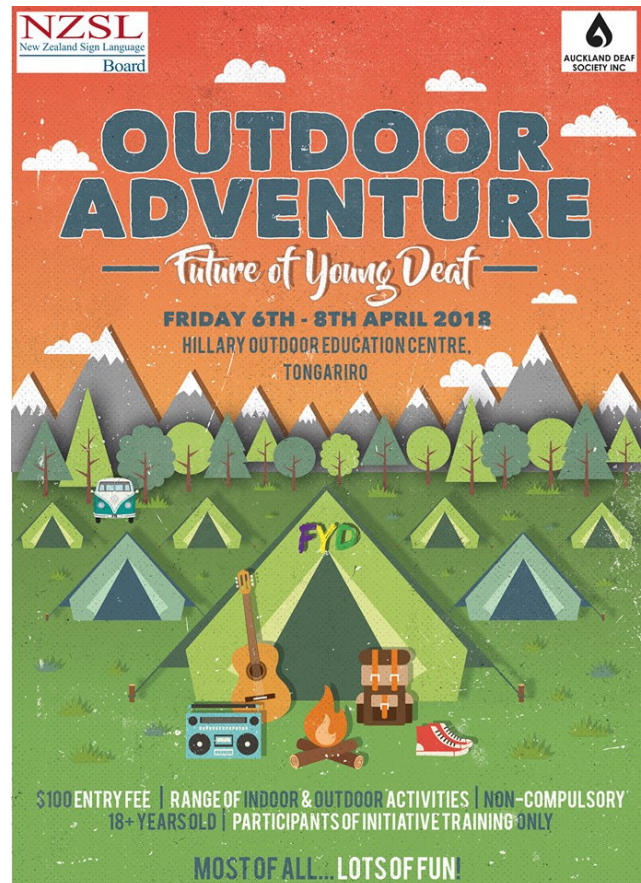
# FYD Outdoor Adventure #1

## 6 - 8 April 2018

Next up, we had our first Outdoor Adventure Camp which was an opportunity for participants to practice their newly learnt skills (from Initiative Training) in the weekend long, practical camp. Phillip King, and Pollyanna Ferguson led the weekend, while Rachel Berry observed to lead the next Outdoor Adventure camp.

There were a total of 14 participants, all attendees were selected from the last 2x Initiative Training camps.

In the UK where the FYD programme was initially developed, the number of participants for this camp was limited to 12 people. We had allowed two extra spaces due to interest.



*Flyer promoting Outdoor Adventure*

It was a great experience for many people who had never been given the opportunity to lead. Participants were split into groups of 2/3, and within their groups, they had to ensure communication was clear, instructions were followed, and team work was evident.



In the weekend, participants were expected to do an overnight tramp, where they were responsible for organizing gear that they needed throughout the night.



Participants also had to organise their backpacks - ensuring that it was properly packed for 4 - 8 hour walk, bring gear like tents, sleeping bag, cooker, utensils, gas, suitable clothing and more.



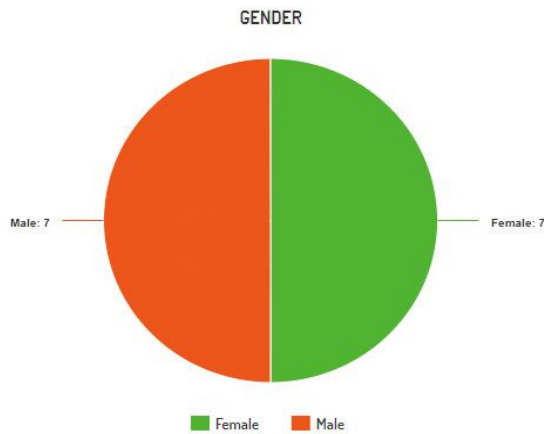
It was an opportunity for them to work together as a team, communicate who's carrying what, and ensuring that every participant in their teams had a part to play. Participants also had fun along the way. Kayaking in the local river, tramping through nature, and sleeping in the bushes overnight in tents.



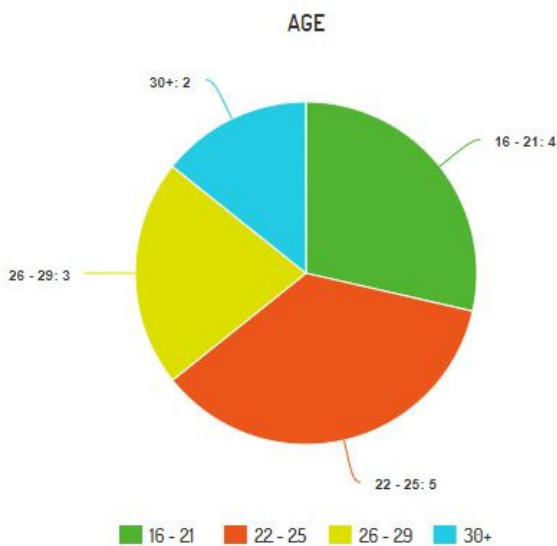
Phillip and Pollyanna were firm on teams relying on each other for preparation. This helped them see who still needed more support or polishing up, and who the strong leaders were.

A few participants had forgotten their tents, or other gear and this meant they had to find a way to survive through the night. It was a brilliant experience, an eye wakening experience for some.

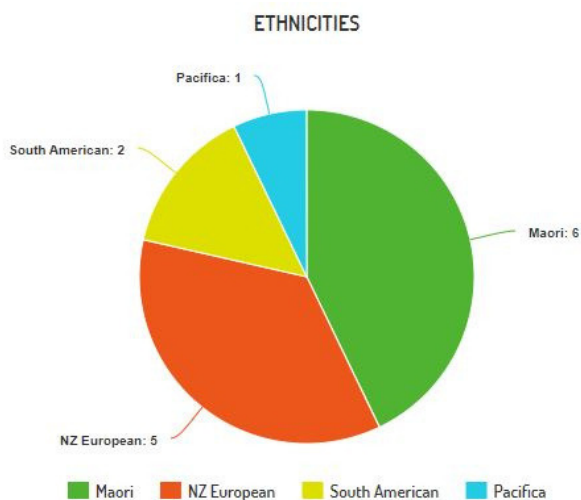
# Statistics



Because with Outdoor Adventure, instead of accepting registrations, we shoulder tap and select participants that we think would really benefit from this weekend. So, we have the opportunity to make it as balanced as possible. As you can see, with gender, we had an even mix of male and female.

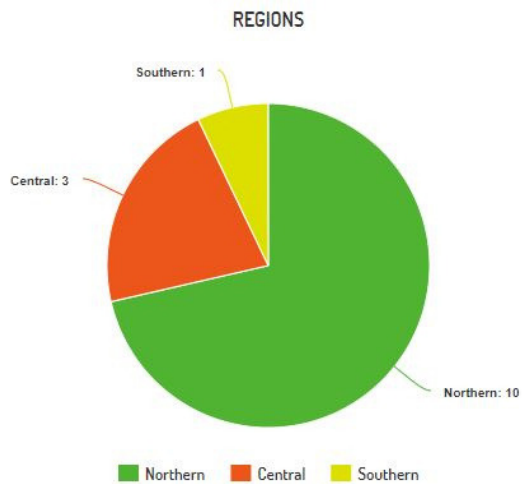


In relation to the age statistic, we aimed to give this opportunity to younger participants to lead as we saw that a lot of the older participants already had leadership skills, therefore did not really need the opportunity to practice in comparison.



We were happy with the range of ethnicities and saw some great leaders pop out. The aim for us is to ensure all participants regardless of ethnicity, get given the opportunity to try and build on from what they have learnt in theory.

Unfortunately, we received very little interest from participants in the South Island, so we did not have a balance in this area. However, this was a learning opportunity for us, to somehow try make this more accessible to those who have to travel further.



We were also happy with the balance of hearing and deaf, though we would have liked to have one more hearing person to balance it out a bit more.

Overall, the first Outdoor Adventure weekend was challenging for many participants, but a great opportunity to learn from their actions. Many have said they would improve on their communication, or leadership skills next time, and gave ways on how to improve this.

The FYD team thought some communication improvement could be made in regards to the instructors, and planned ways for less interpreter involvement at the next camp. Phillip and Pollyanna also gave small feedback to participants who led their teams and to those who struggled to

achieve collaboration within their teams.

We also agreed that future Outdoor Adventure camps would be open to public to register, rather than just selecting previous participants, to allow them to have a 'taste' of FYD and also to keep number of attendees up in case previous attendees were not interested in attending this non-compulsory stage of FYD.



## Feedback from Participants

"In my participation yesterday, I could see how each and every one of us learned a lot from the experience, and also how we were able to apply what we learn on the steps before this one. You have done an amazing job organising this camp! "



"It was really worthy to learn about leadership, respect, support, our power show to youth about our past and new experiences, organised and communication with team about what we focus on tasks we want to success and solve the activities."

"Yes OF COURSE I would recommend this camp to other people! I think the Deaf community needs something like this. There are so many leadership courses out there but not easily accessible ones. Having a course about DEAF leadership lead by DEAF people and targeted for DEAF youth is VITAL! The only issue for me was getting the gear list a couple of days before the most recent camp made things harder. It was a short time to try and organise gear and I felt a little unprepared for that camp."

"The two camps I've been to were super brilliant. Loved them, awesome to see Chris, Phillip, Rachel and Pollyanna pass on what they've learned about leadership to other youths - making for a stronger Deaf community and individuals in the future. Thanks for the opportunity and I hope these camps continue as they are valuable for youth. Thank you also for the opportunity for the wonderful canoe across the lake amongst the stars - my group were stunned by it and gave us a sense of wonder and was a reward for us to deciding to take the initiative and risk of taking the trip across the lake in the dark despite communication challenges for us being Deaf."

# FYD Leadership Part One

15 - 17 June 2018

The first FYD Leadership Part 1 led by Chris and Phillip, consisted of 11 participants. The total number of Leadership attendees is capped at 12 due to the need for more intensive in terms of leadership. This course differs from the previous Initiative courses which focused on team building, it aims to develop strong leadership skills within the participants. All of the participants on Leadership Part One had participated in previous FYD Initiative Training and Outdoor Adventures. This camp was hosted deep in the mountains, in the Leadership Centre of Hillary Outdoors Education Centre, Tongariro.



*Participants of the first FYD Leadership Part 1, June 2018*

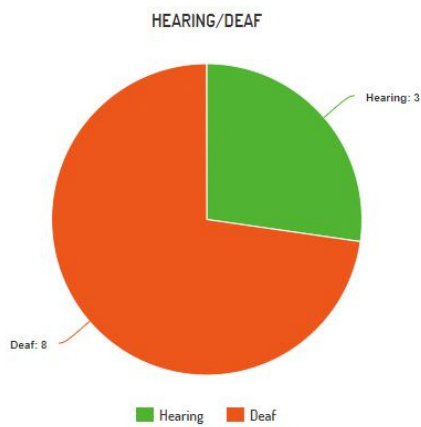


*Flyer promoting Leadership Part 1*

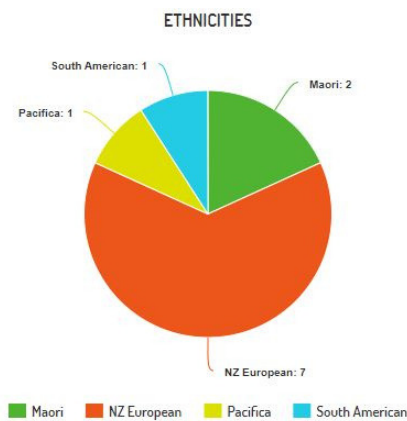
With a small group, we were able to focus on individuals' potential in becoming strong communicators, presenters, team-players, and leaders. This was tested in numerous group activities where each member had a role they had to carry out in order for the group to react/solve. For example, a participant would be told to act as the disruptor, another would be told to act as the optimist, and one person would be told that they are to handle scenarios, not knowing participants have been asked to carry out roles to 'disrupt' the situation.

Participants were able to develop personal responsibility, carry out instructions, control group work, develop more effective personal leadership skills, find their strengths and weaknesses, and gain experience in managing others in a team.

# Statistics

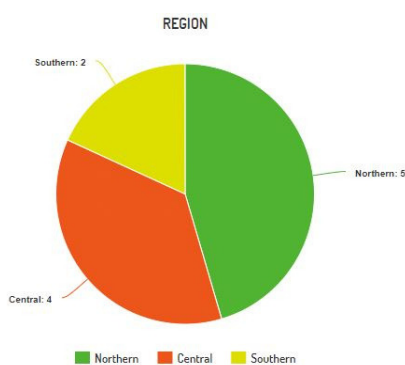


There was perfect balance in deaf and hearing at this camp. By this stage in FYD, we had seen many of the hearing participants develop and use NZSL more to communicate. Deaf participants also explored ways to communicate other than using NZSL which is a great skill to have.

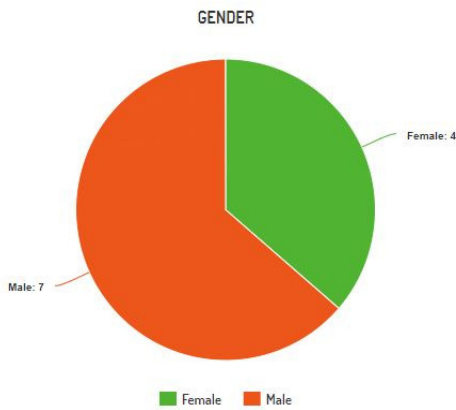


The range of ethnicity were not as balanced as we would have liked it to be. We had invited participants, but unfortunately they were not able to attend due to other commitments.

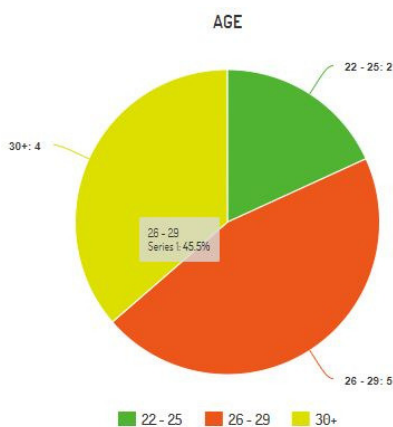
In spite of that, we were able to achieve outcomes of the weekend just the same.



We were pleased with the number of people that had travelled to this camp from different parts of New Zealand. We understood that there were factors that may influence some participants' non attendance so we are delighted we still achieved this.



Males were more interested in attending this camp than females, which showed us we needed to promote, targeting the female audience next time to achieve a balance. Regardless of this, the training was successful and saw partnerships between men and women.



We selected participants who showed maturity and great interest in the FYD project. Many of them turned out to be similar ages, which was fine. Many of them are at different stages in their lives, so all brought unique perspectives, and contributed to the learning that happened during the camp.

Overall, it was lovely weekend where participants led most of the activities, and had the courage to stand up when they felt something was wrong. We definitely saw a lot more leadership in this group. Many of whom have offered to support in future FYD camps which is very pleasing to see. The FYD team most especially enjoyed the smaller group, where everyone could have a say in each of the activities.



## **Evaluation from participants:**

Responses from the evaluation feedback forms disseminated to participants at the end of the course.

100% said the Training course was clear and understandable.

95% said that difficult subjects were explained clearly.

95% said the Group exercises were easy to organise and you were able to work together successfully.

95% said the communication methods available enabled you to have full access to information at all times. Did you understand all the information?

95% said the Training course was suitable to your job requirements.

93% said that your expectations had been met throughout the course.

93% said the training course made you better equipped to use the information in your community.

## **Feedback from Participants**

"Thank you so much and the NZSL Board. An amazing opportunity for the Deaf."

"Fantastic. Thank you for the opportunity for me to learn more about myself and my skills and how to improve on my leadership skills."

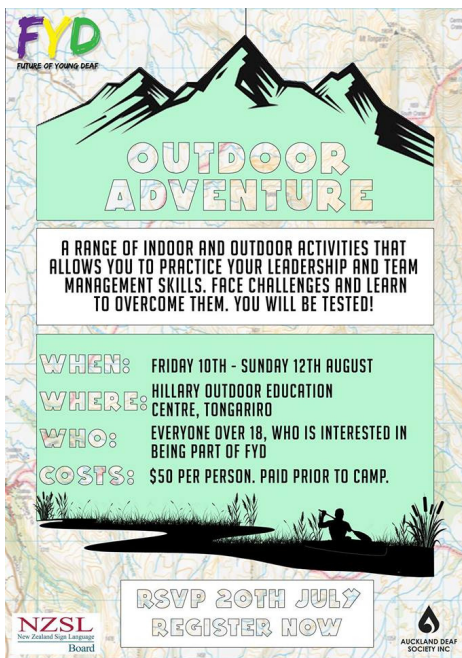
"Each day from start to end is doing well but time is not enough. Fantastic."

"Chris and Phillip presented in a clear and friendly manner. Updates can be done to the powerpoint. I am offering to volunteer for that."

## FYD Outdoor Adventure #2

### 10 - 12 August 2018

The fifth and final camp of FYD Phase One. Due to the demand, we had doubled in size combining Outdoor Adventure Phase 1 and 2 together to create a one big weekend camp. There were 24 participants instead of 12 and three groups instead of one. Phillip King, Pollyanna Ferguson, and Magdalena Munoz took a back seat role during this time and were 'Support leaders' while Rachel Berry, James Takarangi- Berry and Matthew Findsen led their groups.



*Flyer promoting Outdoor Adventure*



*Participants of the FYD Outdoor Adventure, August 2018*

The teams were sorted this way because in the first Outdoor Adventure camp, Phillip, Pollyanna and Maggie led too much in their teams that it did not allow participants to use their leadership skills and take control. Interpreters this time round were also not heavily involved like the last Outdoor Adventure.

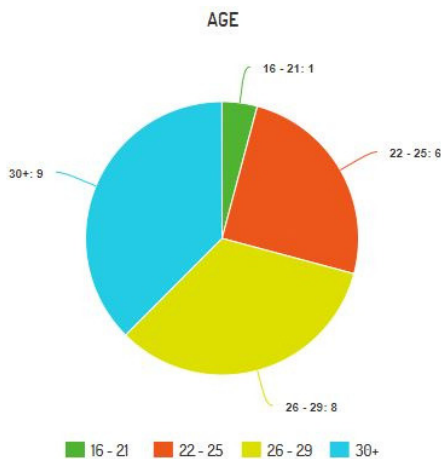
Participants were able to learn water skills by kayaking, and swimming in the local river. A day in the mountains also taught climbing, and working with tools skills. A journey on one's own would not be successful without the support of others.



It was a unique experience that existed only in that time. Participants, FYD team members, instructors, and interpreters all mingled together to support each other for the sake of individual achievement.

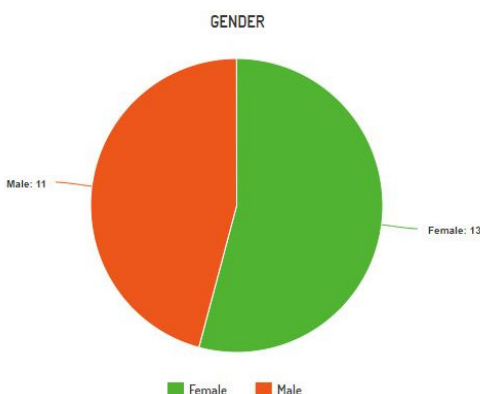
Everyone had a role to play but at the same time, the main focus was to achieve, and achieve together. The reoccurring theme of FYD seems to be "regardless of one's role in the community, we are all equal, and all on the same goal of achievement". There has been so much support given to one another that it constantly reminds the team why these camps are so important.

## Statistics

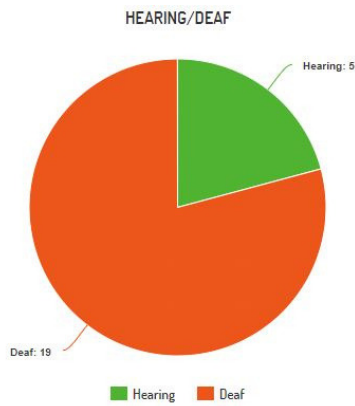


These statistics show the diversity that was present in the biggest group we have had in any FYD camp this year.

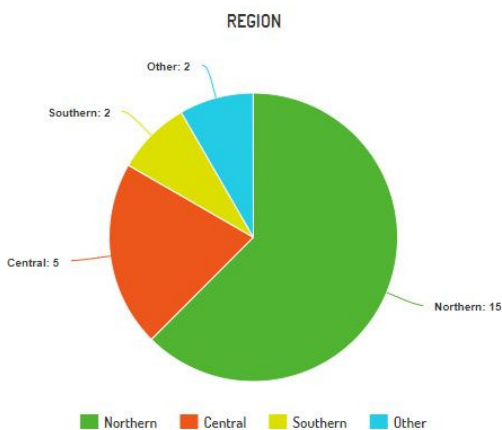
There was perfect balance in age, gender, and identity. At the camp, we saw that the younger participants were mixing with the older participants which is important for the sustainability of the deaf community.



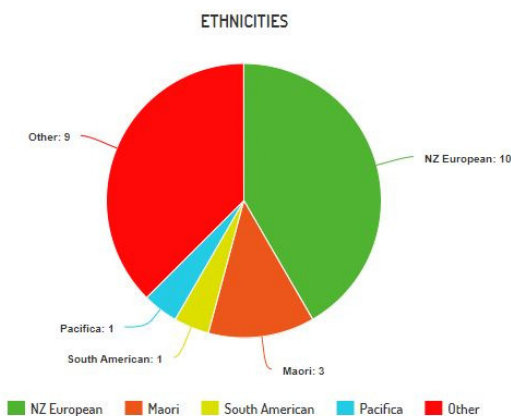
We were very pleased with the relationships developed and hope it empowers the younger participants to collaboratively contribute more to our society.



While we were very pleased with the number of participants, we were not totally satisfied with the diversity in terms of regions each of them came from. We are still struggling to balance South Island and North Island attendees, regardless of how central the camp venue may be.



To encourage attendance from the South, the FYD have organised the next camp (Initiative Training #3, Phase Two) in Hanmer Springs, Canterbury. We hope that this training weekend will be more accessible for those who have been unable to attend in the past.



Overall, we were very fortunate to have two people from the UK join us at this weekend. They previously worked in the FYD programme in England. They were able to share advice and stories to participants about why community engagement is really important. The FYD team also had an opportunity to sit down and discuss ways for this project to be successful long term.

## Evaluation from participants:

Responses from the evaluation feedback forms disseminated to participants at the end of the course. Questions were changed to suit the programme of the weekend.

100% said the Training course was clear and understandable.

95% said that difficult subjects were explained clearly.



93% said that your expectations had been met throughout the course.  
78% said that this camp helps participants develop self-management skills.

70% said that the camp provides participants with appropriate learning experiences that is relevant to the key messages of FYD.

70% said that the camp helps participants develop collaboration skills.

70% felt they were able to use/learn more NZSL during this camp.

## **Feedback from Participants**

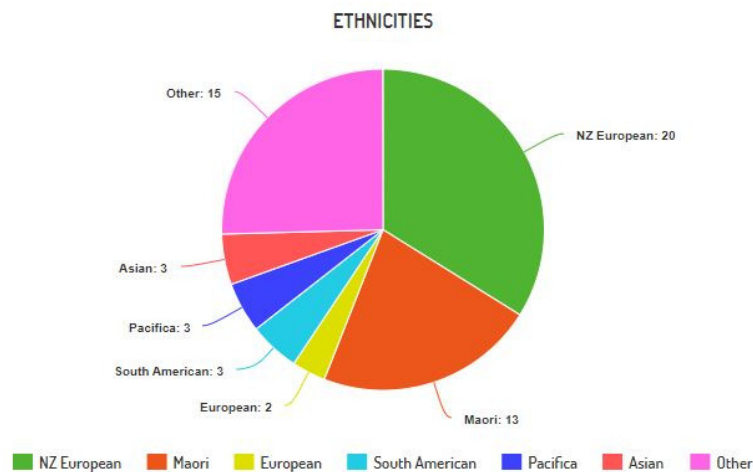
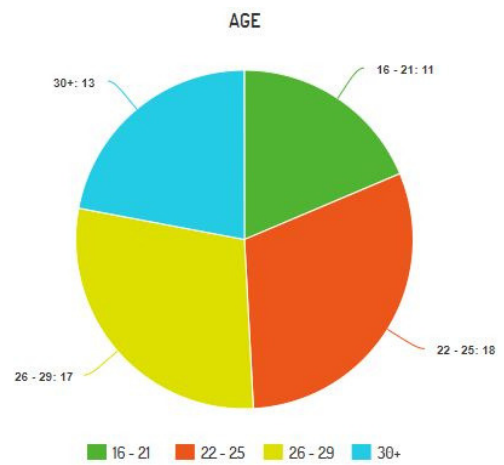
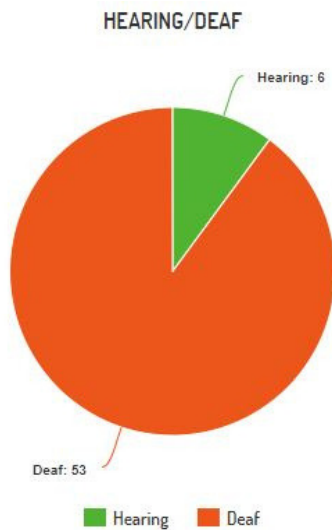
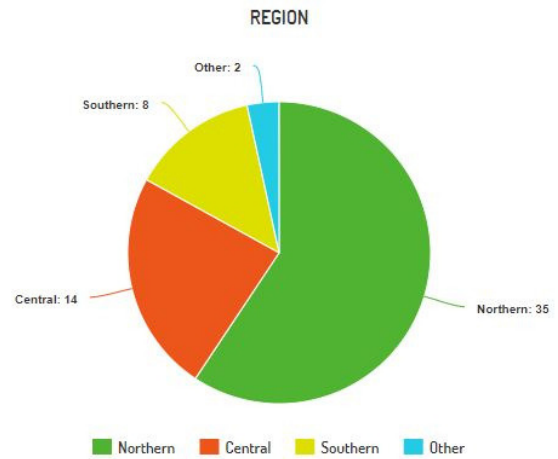
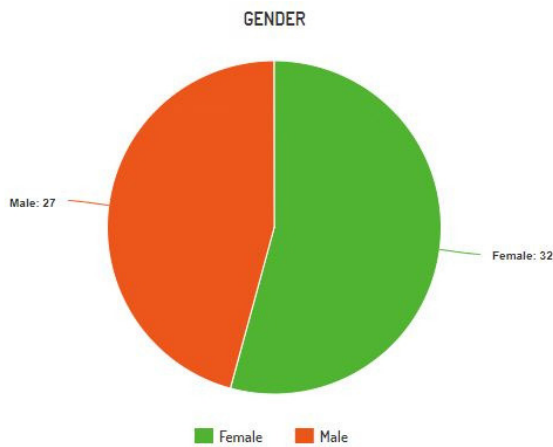
"It was a great weekend and wonderful to see so many potential deaf leaders on the weekend, I am positive that the FYD training programme will enhance people development, communication, and partnership between deaf and hearing people by working together building bridges and breaking down barriers so that young deaf people have a opportunity to show off their true potential"

"I really enjoyed myself and discovering the leadership skills I didn't know I have. Thank you for another great weekend FYD."

"Best camp of FYD so far. So nice to mix with different people of different ages. Thank you so much."

# Overall Statistics of FYD Phase One

These statistics are self explanatory, and reflect the diversity we have had throughout FYD Phase One camps. We are very pleased with the overall balance we had hoped for.



## Participant feedback about overall experience of FYD


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"I would like to thank the funders for their important contribution bringing people from North and South Island together to share a experience where skills & friendship have been developed and a important step in showing of the leadership skills who have been through FYD training programme and setting the standard of what people can do.


It was also good that the nurturing and development of some of the trainee interpreter who at some point will be out their in the field next year working along side qualified interpreters was good to see. The interaction between deaf leaders, group instructors and interpreters showed the staff that deaf people can do! And raised the profile of hearing people's perception of deaf people. So a very successful weekend and hope that FYD gets continued support for not only the training programme but also projects where deaf and hearing people can develop their training practice into use by leader community projects with the hearing partnerships creating a better experience for all. Well done to the FYD team for the hard work put into the weekend. Everyone got something super to take away from the weekend. We look forward to returning next year and seeing you guys again thank you for your support and friendship through the weekend."

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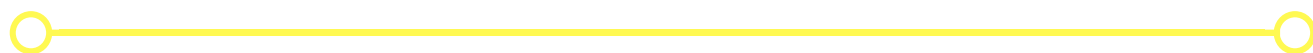
"Me as a mother of three, having attended 2 out of 4 camps, it was challenges for me with my budget but it was like really? \$100 cover for camp, for real! What an opportunity at that price and if it was more than over \$250 I know I wouldn't attend camp. I personally didn't think I would do this because being mother is different being with youth but it was more important for the youth to be encourage for the future and needed more support. I learnt so much that will benefit my parent skills to my children as well. FYD is not only for youth but in real life as well. I feel so lucky I was accept in this camp. Thank you so much to Rachel, Phillip, Polly, Chris and most especially the board who pay for this camp project. If it wasn't for them none of this would had happen. I thank to bottom of my heart for FYD for having me attended to this outdoor camp because it help me personally to help youth that doesn't have this kind of experience what I had learnt and hope its make them get involved in FYD as it will be the biggest challenge for them to learn."



"I feel honoured to be asked to write feedback about the overall experience I have had with FYD. I have attended 3 out of 4 camps, and feel that this is a leadership experience I would never get elsewhere. Deaf camp, led by deaf, and targeted for deaf is something that I cannot express into words. FYD is accessible and suitable for deaf, being visual learners. I didnt think I needed to try out for this camp as I thought I had enough leadership skills to carry me throughout my life, but after the first camp, I just could not get enough. I learnt so much, and every opportunity I got, I was able to reflect on my own behaviours and reshape the person I am. Thank you FYD team, and the NZSL board for your support in making this happen. I am so grateful to have been one of many who got to experience this."



"FYD is the best. That is all I have to say. I fully support the FYD team for future proposals they wish to make to the NZSL board. This team knows what they are doing, and their work should be fully funded. How many oppotunities are there out there for deaf youth? How many are there where deaf youth are leading the camp? leading people that include hearing? Not many if not none at all. Hat off to the FYD team for working voluntarily to enhance the lives of deaf."



## Feedback from the FYD Team


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It was an honour for Phillip and Rachel to ask me to mentor them, giving me the opportunity to pass on my knowledge and experiences from the first generation of FYD training camps in New Zealand. I was happy to give my time in order to allow the next generation of leaders to develop their skills and experience. I have no doubt that Rachel and Phillip will both continue to grow as leaders and will succeed in leadership roles in years to come. My hope is that just as I have passed on my skills to the next generation of FYD leaders, this will be a sustainable programme that allows a steady stream of Deaf youth to acquire communication skills, confidence and experience in effective leadership. Over time I hope that FYD enables our community to turn from a steady stream of Deaf leaders into a powerful river of Deaf leaders, who have the momentum and consistency to allow our community to flourish.

I would like to acknowledge and thank Pollyanna Fergusson. Being able to work alongside her and pass along our experiences and knowledge together was a valuable part of the process. I would also like to acknowledge and thank Auckland Deaf Society and Julie-Anne Taylor for her contributions and her passionate involvement.

Lastly I must say a big thank you to the NZSL Board for their financial support, which allowed these FYD camps to happen. I believe that we have the ability to sustain the gains we have made from phase one, and we have now turned our attention to planning for phase two and the best ways we can build on the success of phase one. We are hopeful that long term we will also be able to deliver a phase three, to solidify FYD as a leadership pathway for our community.

Chris Blum



Tena Koe, my name is Phillip King. I have been working with the FYD project for the last 2 and a half years. It has been a time full of learning, challenges, and sharing... I am honoured to have been a role model and to have the opportunity to empower other New Zealanders for them to become future leaders. I would like to acknowledge Chris Blum for providing us with the resources, support and coaching for Rachel Berry and myself to lead on our own and pass the knowledge to the future generation for them to carry on with confidence, positivity and excitement.

For us three, Rachel, Chris and myself, it was hard work for the first 6 months, planning and organizing the application for the NZSL Board to provide the funding required to make this project happen. Our proposal was approved and the funding was granted to the FYD project. Without that funding, FYD would not be able to develop new leaders, so in behalf of everyone who have been involved in this project another big thank you to NZSL Board for making this amazing opportunity available to our community.

The project is of huge benefit to the community. Allowing for networking, sharing experiences without the differentiation of Hearing or Deaf; young or old. We all come together as a one big family. It has been an amazing experience seeing everyone come together and accept one another.

We have been through six camps that we have facilitated, and we have done extremely well. The feedback from the participants is wonderful; everyone is happy about the service, presentations, accommodation, catering and the organization. Overall, is fantastic, a great standard of service so that leaves us satisfied and wanting more. The feedback from participants also gave us an opportunity to reflect on how are we doing and how we can improve for future camps.

I want to acknowledge Pollyanna Ferguson for supporting us during this project. She has helped us as a mentor, providing feedback and being involved in the team to boost the project. Thank you for giving away your personal time to help us achieve our goal.

And to Auckland Deaf Society for helping us making sure all camps were successful; for taking on board the administration and financial side of

things like booking flights and managing the budget. I would like to personally thank Julie-Anne Taylor for her wonderful support. This project would not have been as successful without your support.

The interpreters Melissa Sutton and Rebekah Guy, who have volunteered their time and energy to some FYD camps, we can't thank you enough for your generous contribution.

My biggest dream is to improve this programme by researching new and more modern leadership techniques and adapting this specifically for the FYD programme.

I hope that the FYD programme can continue in the future, and that one day Rachel and I have the opportunity to stand aside and pass on the leadership to the future generation and they become the leaders for FYD, and later they step aside and pass onto the next generation and this can carry on forever.

Thanks to everyone who have supported FYD from participants to all those working behind the scenes.



Kia Ora,

I'd like to take this opportunity to look back on some of FYD's memorable moments, and acknowledge the people who have contributed to the establishment, evolving, and success of FYD.

Phillip King and I had been heavily involved in Youth Work in New Zealand, both professionally and voluntarily. We were at a time in our lives where we wanted to take on another project, so we met with Chris Blum knowing that Chris had held onto all the FYD materials and resources, and also knowing how successful the project was in the past.

Chris then blew away all the dust and cobwebs on the box that held all you needed to run FYD, and here, our next project started.

We approached Auckland Deaf Society to ask if they could become our fundholders, and they accepted with full support. Providing advice, financial support, and applying to the New Zealand Sign Language board on our behalf, not knowing if this project was going to be successful or not. Auckland Deaf Society had full faith in us, and enabled us to achieve what we wanted to achieve. Thank you so much Auckland Deaf Society, especially Julie Anne Taylor for your ongoing support, administration, promotion and of course for your support with FYD finances.

The funding application that had come from Auckland Deaf Society was gratefully approved by the New Zealand Sign Language (NZSL) Board. FYD was approved to run over a two year timespan. I would like to personally thank the NZSL Board for supporting this project, and allowing it to continue over two years. I hope you can see from this report the positive impact your support has made, and know that we are forever grateful for your faith in us.



Our team of three, grew bigger by one. Pollyanna Ferguson came on-board to support in various roles - Mentor/Tutor/Support Person/Taxi Driver and whatever else role she could fill. Because of wanting to see FYD evolve, she took on all roles possible to make sure this happened.

Thank you so much Pollyanna for your flexibility, time, energy, contribution, humor, positivity and personality you bring to each camp. You have helped make FYD an enjoyable experience for many.

As FYD went on, the number of supporters grew. The theme of FYD Initiative Training is to take initiative, and basically take action the things you want to achieve in your life. Many participants showed initiative by offering to help update resources, volunteering themselves to lead teams, organising car-pool transport, and more. I would like to thank the participants for contributing to the success of FYD. Without you, regardless of all this support, FYD would not have succeeded.



I would also like to give my deepest appreciation to the interpreters who came along, and contributed in many different ways that exceeded their role as interpreters.

Finally, I'd like to say thank you to Chris Blum for his time, support, and advice through-out FYD. Without you, FYD would not have happened. To Phillip King, thank you for always standing by my side and always being so eager to work with me.

Thank you to everyone else who we have not mentioned but have also contributed to FYD. We are so fortunate to be surrounded by enablers in this project.

It has been an amazing, challenging couple of years working on this project and I am so honoured to have been involved, being able to witness the impact FYD has had on many of our Deaf and hearing community members. I held many roles during FYD as observer, tutor, participant, and administrator. I am thankful I was given this opportunity to support me with understanding how the delivery of the FYD programme must be clear, and beneficial. It has truly been a surreal experience, and now thanks to Chris Blum and all our supporters, I am able to continue the work of FYD for years to come.

Rachel Berry

