



Te Ope Whakaora

NATIONAL Youth Ministry STRATEGY

AUGUST 2015

INSPIRING and **EQUIPPING** youth to
FOLLOW GOD, CONNECT well with others,
find **PERSONAL SIGNIFICANCE** and make
a **POSITIVE DIFFERENCE** in their world.

INTRODUCTION

Background

- Numerous youth strategic plans have been developed in the past, focusing on the Territorial Youth Mission Department supporting corps-based youth ministries.
- The need for a National Youth Ministry Strategy, incorporating all Salvation Army youth services was identified in 2009.
- Dr Greg Coyle prepared a discussion paper in 2010 which was distributed amongst Quality Improvement Working Party (QIWP) members and other representatives for comment.
- Progress stalled until 2014 when a new working group was established to complete this work and develop an integrated youth ministry strategy.

The Need for an Integrated Strategy

- We have no common vision for youth ministries across New Zealand.
- Youth services are typically being provided within service stream silos, with minimal sharing of expertise, duplicated effort and inconsistent services. More could be achieved working together.
- An integrated strategy and nationalised service would better place The Salvation Army to secure Government funding and so financially strengthen youth work.
- Research suggests that churches are losing 65-90% of their young people by the age of 23¹.
- Society is changing. Are we still offering the services youth require?
- We can do better for our youth.

¹ Young Adults in New Zealand Baptist Churches Research Report, Nigel Cottle, 2009

Scope

- This document presents a strategy for the next 3-5 years for Salvation Army youth ministries across New Zealand. A strategy for Fiji and Tonga is to be completed separately.
- Its purpose is to identify strategic issues and provide an action plan to address these that will be implemented primarily by the Territorial Youth Department, Divisions and Nationally Managed Programmes. It is not intended as a practice model or blueprint for working with youth.
- The focus is on our ministry for youth (12-24) – with emphasis on 13-18 year olds. There is a crossover with our separate children’s ministry and young adults strategies.
- The strategy incorporates all Salvation Army ministries targeting youth, including:
 - Corps-based youth work
 - Community youth work and youth services
 - Education & Employment youth programmes
 - Supported Accommodation and Alcohol and Other Drug (AOD) addiction treatment services for youth.
- The strategy is for youth ministries as a whole. Subsequent work is required to target the strategy for use with different interest groups, such as corps leaders, youth workers and nationally managed programme staff.
- This document uses the term ‘faith community’ as a generic term for a Salvation Army group made up of believers and people exploring faith, such as a corps, plant, recovery church, messy church, second congregation or life group. For example, a group of students exploring faith together at a school, led by a Salvation Army youth worker is a ‘faith community’, which we would then encourage to connect to wider intergenerational relationships for the long-term spiritual development of the students.

CURRENT SITUATION

>> Current situation – services provided:

Youth leaders:

- The Salvation Army employs approximately 75 people to work specifically with youth. Of these (note: individuals often work in multiple services):
- 23 work in churches (an additional 26 churches have volunteer youth ministry leaders)
- 40 work in Community Youth Services
- 30 work in Education & Employment or Addictions services.

Youth:

Together they work with:

- 1000 youth in church based ministries, across 81 churches
- 600 youth in Education and Employment services, across 14 locations
- 1000 youth in community based youth services
- 200 people aged under 20 assisted by our Addictions services in 2014 (2100 aged 20-30)
- 100 youth in supported accommodation.

Youth services provided:

- Youth discipleship
- Youth groups
- Education and employment services
- Alcohol and Other Drug (AOD) and gambling addiction services
- Chaplaincy, mentoring, youth development
- Advocacy
- Early intervention
- Life skills, Positive Lifestyle Programme (PLP)
- Activity based learning (including our Blue Mountain Adventure Centre)
- Accommodation
- Community meals
- Community development
- Family support programmes
- Leadership development
- Youth worker training
- Creative development (e.g. Amplify Camp, National Youth Band, music tuition)

>> Current environment – PEST Analysis

Political Environment

- In 2014, The National Government started its third term. Some of their stated priorities will have a significant impact on youth ¹:
- “Increasing the proportion of 18 year olds with NCEA level 2” – highlights a focus on education over employment for under 18s.
- “Reducing the number of young people on a benefit by 40% by 2017” and “more intensive management of young people on benefits” – will provide more wrap-around support but also make it increasingly difficult for youth to obtain a benefit.
- “Reintroducing the youth wage” – has the possibility of both reducing youth unemployment and increasing youth employment abuse.

Economic Environment

- The New Zealand economy entered recession in early 2008, exacerbated by the Global Financial Crisis that set in later that year ², resulting in higher unemployment, financial pressure on many families, and less money available for Salvation Army support services.
- New Zealand has a relatively high gap between rich and poor, ranked 9th worst in the OECD.
- Adult unemployment is holding at around 5%, but unemployment rates for 15-19 year olds, while improving, is much higher at 19.3% (Sep 2014, Statistics NZ). Some of the explanations for this include:
 - No separate minimal youth wage
 - More people of retirement age working
 - Record numbers of youth from overseas on working holidays or studying in New Zealand ³
 - 90 day work trials.
- The average student loan on leaving study continues to rise, up to \$16,900 in 2012 ⁴.

¹ www.national.org.nz/policies

² Treasury Report (<http://www.treasury.govt.nz/economy/overview/2014/05.htm>)

³ http://www.nzherald.co.nz/business/news/article.cfm?c_id=3&objectid=11290777

⁴ Statistics New Zealand – Student Loans and Allowances: 2013 tables

>> Current environment – PEST Analysis

Social Environment

- New Zealand has more than 200 ethnicities, and the growing Asian and Indian communities will likely out number Māori by 2027 ¹. This is leading to more subcultures and an increase in ethnic-based youth gangs, while New Zealand European kids often feel they have no culture.
- In general, people are staying in education longer, and having families later.
- While a couple with children is still the most common type of family (41.3%), an increasing number of children are growing up in alternative family structures ².
- Youth are facing increased pressure and more liberal attitudes, leading to an increase in issues related to alcohol and other drugs, relationships and sexual health. The youth suicide rate in 2011 was the second highest in the OECD ³.
- In 2013, New Zealand had its lowest teenage pregnancy rate in 22 years. This might indicate changes in behaviour, attitudes or medical practice ⁴.
- General & violent offending by young people has declined sharply since 2008/09. BUT young Māori are much more likely to be apprehended & prosecuted for the same offence than non-Māori youth ⁴.
- Progress in NCEA achievement is stalling for Māori secondary school students and students at lower decile schools ⁴.
- Many would claim that youth are growing up within a culture of entitlement, leading to unrealistic expectations.
- Auckland's rapid growth is creating issues unique to Auckland and a growing sense of animosity from the rest of New Zealand.
- According to the 2013 Census, New Zealand is now one of the most secular countries in the world, with 41.9% claiming no religion.

Technological Environment

- Seventy percent of New Zealanders aged 15–65 own a smart phone, and this is expected to increase to 90% by 2017. The main use is social networking, mobile media, online shopping, video and music access ⁵.
- Technology has made it easier to connect with people socially, but high level engagement in social networking can separate people from real social interaction and distract them from study.
- New Zealanders spent more than \$300 million on games in 2013. Gaming is increasingly being used for training and directing behaviour ⁶.

¹ http://www.stats.govt.nz/browse_for_stats/population/estimates_and_projections/NationalEthnicPopulationProjections_HOTP2006-26.aspx

² <http://www.stats.govt.nz/Census/2013-census/profile-and-summary-reports/qstats-families-households/overview-families.aspx>

³ <http://www.health.govt.nz/our-work/mental-health-and-addictions/suicide-prevention/suicide-rates-new-zealand>

⁴ The Salvation Army State of the Nation Report, A Mountain all can Climb, 2015

⁵ <http://www.scoop.co.nz/stories/BU1312/S00422/nz-will-have-90-smartphone-and-78-tablet-ownership-by-2018.htm>

⁶ <http://www.scoop.co.nz/stories/BU1402/S00420/digital-consumption-fuels-nz-video-game-industry-growth.htm>

>> Current environment – Youth Trends

Based on the PEST analysis and our experience, we have identified the following general trends regarding New Zealand youth:

Youth of today have enormous capacity to make a positive difference in the world.

- They will have more formal education than any previous generation
- They have unprecedented access to a global world, through the advances in technology
- Ability to connect with others through social media
- Access to instant global information from anywhere
- Second nature to express their concerns and ideas through social media
- They can be disaffected with the capitalism and greed they see around them, which drives them toward being more socially and environmentally responsible.

On the other hand:

- Youth need a sense of “personal significance”, but often feel undervalued and voiceless. This is one driver for our high rates of youth suicide.
- Youth need a sense of belonging, yet often feel disconnected from adult society.
- Youth often have unrealistic expectations, especially around work, future income and standards of living, resulting in debt and disappointment. Many youth will struggle to find employment.
- Youth face extreme peer pressure, especially in the form of alcohol and other drugs, anti-social behaviour and sexual activity.
- Youth live in an increasingly secular society and many don't know that a relationship with Jesus and involvement in a faith community can resolve these issues.

>> Current environment – Youth Services SWOT Analysis

Strengths

- Faith based services
- Salvationist and Christian employees
- High standard of specialist youth services
- Access to a range of support services
- Heritage and reputation
- Solid organisational financial resources
- Safe practice
- Good Ministry of Social Development relationships
- Social Policy and Parliamentary Unit
- Firezone website
- 33 corps/plants are rated as having good or excellent youth ministries

Opportunities

- Access Government funding through coordinated and consistent services
- Make more use of our support services
- Connect with Māori and Pasifika, especially those accessing our social services
- Develop youth missional leadership stream
- Encourage innovation. Utilise technology
- Train up – help senior leaders understand modern community based youth work
- Identify and report on measures that highlight the effectiveness of youth work
- Ensure youth work practice is being monitored

Weaknesses

- Silos; lack of coordination across services
- Corps lacking community impact and community services lacking faith impact
- Discipleship training
- Coaching and mentoring of youth workers in corps
- Training for corps-based youth leaders
- Not all corps have the same standards
- Not strong where Government wants providers
- The Salvation Army is perceived as risk averse
- Remuneration for youth workers with families
- Lack of longevity of youth workers
- 48 corps/plants rated as struggling or no youth ministries
- Youth ministries are often first to be cut when facing financial constraints
- Lack of Māori youth workers

Threats

- Losing youth leaders to other ministries, churches or vocations, without succession planning
- Reliance on Government funding; potential future conflict with Government not supporting faith based offerings
- Internal competition for funding with other services

OUR RESPONSE

>> Vision and values:

Our vision is expressed as:

Inspiring and equipping youth to follow God, connect well with others, find personal significance, and make a positive difference in their world

- Inspiring and equipping – through building relationships, role modelling and training.
- To follow God – making and growing disciples.
- To connect well with others – healthy positive relationships, emotional maturity, interdependence.
- To find personal significance – through a relationship with God and following His purpose for your life.
- To make a positive difference in their world – active citizens, modelling the values of the Kingdom of God.

In achieving this vision, we will not compromise on our values – that our youth services:

- Are faith based and work best out of a faith community.
- Focus on relationship building within community.
- Are safe, therefore we have trained and qualified youth workers (paid or volunteer) and safe practice.
- Focus on the whole person and partner with specialists (e.g. Addictions, Education & Employment, Supportive Accommodation, Counselling and external providers).
- Uphold the Treaty of Waitangi.
- Recognise the role of parents and families in the development of the young person.
- Listen to young people and encourage youth participation.
- Are good stewards.

>> Mission:

Youth Ministries are an integral part of the mission of The Salvation Army – caring for people, transforming lives and reforming society, by God’s power.

- Caring for people
 - Ensuring youth feel they belong, are listened to and valued
 - Providing access to support services as needed (e.g. advocacy, social support, accommodation).
- Transforming lives
 - Helping youth develop the capacity to address their concerns
 - Education, employment, addictions treatment, life skills, resilience.
 - Helping youth progress in their faith journey
 - Teaching youth they are loved by God
 - Linking to faith communities
 - Discipling youth.
- Reforming society
 - Providing opportunities for youth to serve others and fight for justice
 - Working closely with other agencies
 - Active in community groups.
- By God’s power
 - A reliance on prayer and desire to worship.



>> Strategy:

In developing a strategy for youth ministry within The Salvation Army, we started by looking at some of the considerable research conducted into youth development.

Two theories in particular have been chosen as fundamental to this strategy:

1. **The Youth Development Strategy Aotearoa (2002):** prepared by the Ministry of Youth Affairs who identified six principles of youth development (see opposite). It is easy to see how The Salvation Army is well-placed to meet these principles.
2. **Circle of Courage:** a model of positive youth development that helps build resilience and self-esteem among youth.



SIX PRINCIPLES OF YOUTH DEVELOPMENT

Positive youth development:

1. *Is shaped by the 'big picture':* the values and beliefs systems within which youth grow up.
2. *Is about youth being connected:* having positive connections with others in society.
3. *Is based on a consistent strengths-based approach: building on youth's capacity to resist risk factors and enhance protective factors in their lives.*
4. *Happens through quality relationships.*
5. *Is triggered when youth fully participate:* need opportunities to actively participate and engage.
6. *Needs good information:* any strategy needs to be evidence-based.

Youth Development Strategy Aotearoa, 2002

>> Circle of Courage:

The Circle of Courage is a strengths based approach to youth development, developed by Martin Brokenleg and Larry Brendtro.

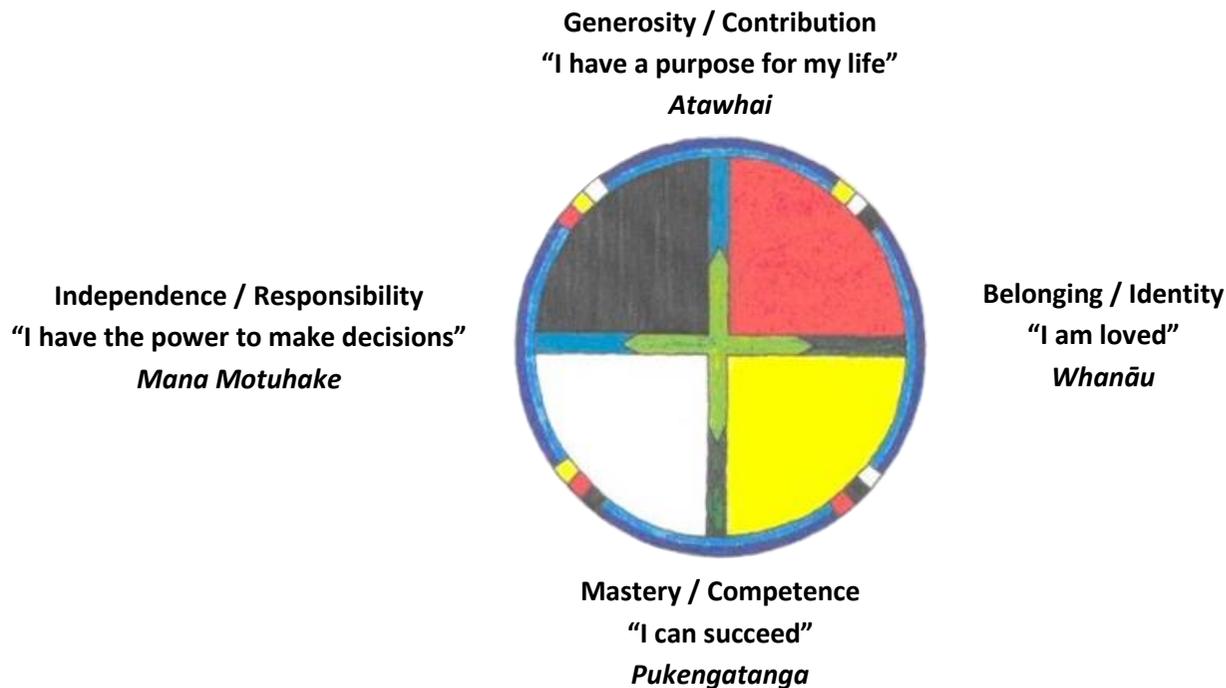
They studied how traditional indigenous cultures were able to raise respectful, responsible children without resorting to coercive discipline and identified four essential human needs.

These needs have been validated by contemporary research and the model is in widespread use across the world.

These basic needs fit well within a faith community:

- Belonging (John 1:12)
- Mastery (Col 3:23-24, Prov 22:29)
- Responsibility (Gal 6:4-5) and
- Generosity (Matt 22:39).

When youth feel they belong, develop competence, make good decisions (based on Christian values), and choose to help others, underpinned by a solid faith in Jesus, they will thrive and grow.



>> Applying the key principles:

Reviewing the Youth Trends, and applying the key principles from the Youth Development Strategy Aotearoa and the Circle of Courage, all services need to help youth:

1. Progress in their faith journey:

- Help youth discover a life changing relationship with Jesus.
- Equip youth with good decision making skills by modelling and training Christian values.
- Grow dynamic disciples.

2. Develop significant relationships:

- Within community, in a welcoming place that is safe and secure.
- Connect youth in positive relationships with other youth.
- Develop intergenerational relationships. Provide at least one significant adult relationship (e.g. a mentor).
- Strengthen relationships in the home. Support and encourage parents.

3. Participate actively:

- Provide opportunities to participate actively and engage.
- Give responsibility.

4. Offer opportunities to develop and serve:

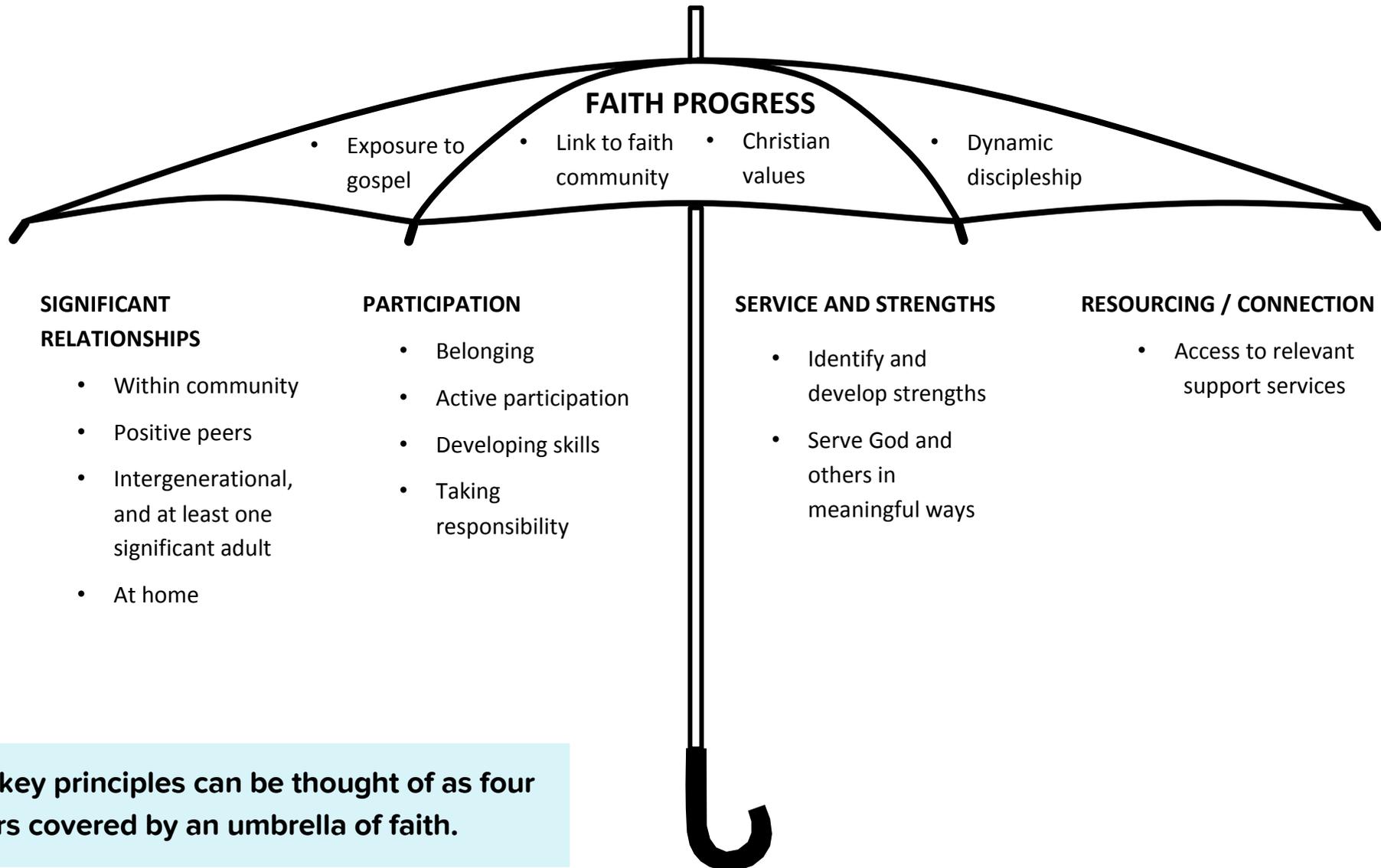
- Help youth to identify and develop their strengths.
- Give them opportunities to succeed. Encourage and affirm their development. Recognise milestones.
- Provide opportunities for youth to serve God and others in satisfying ways.

5. Access services:

- Provide access to relevant support services.

“The strongest predictor of resilience was an adult mentor outside the immediate family – grandmother, minister for example – who gave them a sense of being loved and important.” - Emmy E Werner

>> Applying the key principles cont.:



The key principles can be thought of as four pillars covered by an umbrella of faith.

>> Key Strategic Issues for The Salvation Army:

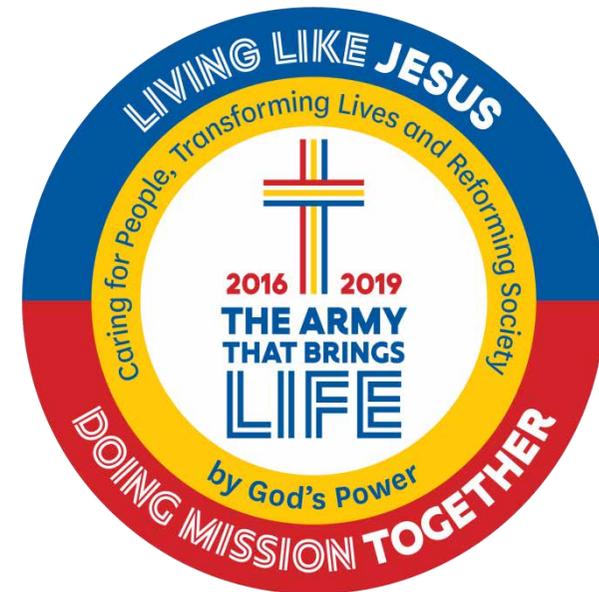
1. Youth leaders (attracting and retaining, training, remuneration, career progression, youth pastor or youth worker, succession planning).
2. How to organise ourselves (nationally managed programmes and divisions, or a national youth team; ability to deliver nationalised services; bureaucracy).
3. How to raise the passionate spirituality of our youth (discipleship, Biblical literacy, understanding of what they believe and the distinctives of The Salvation Army).
4. How to provide welcoming, relevant faith communities (some are unwelcoming, have negative perceptions of youth and lack intergenerational relationships).
5. How to share the gospel with the youth of New Zealand.
6. How to plant faith seeds and help youth transition from receiving social services to participating in a faith community.
7. Perceived low importance of youth ministries; and event planning being more tangible than relationship building.
8. Retaining youth as they transition from children's ministries, and again when leaving high school.
9. Growing our service reputation (maintaining a consistency of service while incorporating volunteers; best practice but driven by Christian mission and values; marketing).
10. Sustainability (on-going financial support, reliance on Government funding).
11. Embracing diversity (Māori and Pasifika, special needs, Fiji, Tonga) and the Treaty of Waitangi.
12. Connecting services and sharing expertise (especially corps, community ministries, addictions, parenting, budgeting, external agencies).
13. Working towards all faith communities being involved in their community, and all community services coming out of a faith community.
14. A desire for innovation within an organisation culture that is largely risk averse.

>> Strategic Focus Areas:

- **Make, grow & retain youth disciples**
- **Recruit, develop & retain youth leaders**
- **Offer consistent and well-resourced services**
- **Work together**

These strategic focus areas tie in closely with our Territorial Mission Plan:

- One mission: The Army that brings life
- Two practices: Living like Jesus // Doing Mission Together
- Across three years: 2016 – 2019



>> Focus Area 1: Make, Grow & Retain Youth Disciples:

Objective:

To grow dynamic youth disciples who are totally committed to following Jesus within The Salvation Army – risk taking, incarnational, fighting injustice and committed to the salvation of the lost.

Issues:

- A perceived lack of passionate spirituality and wonder at the gospel amongst some of our youth.
- A general lack of Biblical knowledge, a Biblical worldview and knowledge of Salvation Army doctrine.
- We are losing a large percentage of our youth
 - Some are losing their faith
 - Some are going to other churches, which leaves a hole in the corps.
- A lack of desire to share the gospel in many of our social services (and corps).
- Youth feeling their corps lacks relevance and that they are unable to introduce change.

Focus areas / actions:

1. Develop and implement a clear youth discipleship training strategy. Use technology to support its implementation.
2. Encourage radical discipleship – outworked as a soldier in The Salvation Army.
3. Build intergenerational faith communities that are relevant to youth, by promoting:
 1. The criticality of youth ministries
 2. How to be a welcoming community
 3. Intergenerational worship
 4. Adults developing significant relationships with youth
 5. Supporting youth as they transition to and from high school.
4. Work with parents as primary caregivers.
5. Engage youth in service opportunities.
6. Work with Māori and Pasifika ministries to develop a plan for improving our work with Māori and Pasifika youth and their whanāu.
7. Ensure all youth services involve a faith community; then inspire and resource to plant faith seeds in the youth they are working with.

>> Focus Area 2: Recruit, Develop and Retain Youth Leaders:

Objectives:

- Ensure every youth service have trained, competent youth leaders.
- Retain our experienced youth leaders.

Issues:

- Retention
 - Remuneration
 - Lack of progression
 - Succession planning (e.g. after call to Officership)
 - Love The Salvation Army but find it difficult to find appropriate spaces to voice their concerns
 - Support and understanding from corps leaders.
- Training
 - Lack of training for volunteers and corps-based youth workers
 - Poor perception of Youth Work Apprenticeship Scheme (LAB programme)
 - A varied interpretation of Salvation Army doctrine and position amongst youth leaders.

Focus areas / actions:

- Youth leader support:
 - Understand and resolve youth worker frustrations and provide opportunities to activate change.
 - Help senior leaders and corps officers better understand modern youth work.
 - Introduce the sustainable practices for youth work (www.sustainablepractices.org.nz).
 - Encourage leaders to try things and see any 'failures' as learning steps.
 - Assist to build faith communities.
- Youth leader employment:
 - Develop an organisation-wide youth worker career pathway.
 - Address remuneration.
- Youth leader training:
 - Re-introduce a training programme for corps-based youth workers and volunteers, including what we believe. Use external providers where appropriate.
 - Review the apprenticeship scheme to ensure it is producing the youth workers we need.
 - Develop missional leadership training.
 - Promote Academic Scholarships and Mission Leader Scholarships.

>> Focus Area 3: Offer Consistent and Well-resourced Services:

Objective:

- Provide consistent, high quality services that can be funded and replicated around the country.

Issues:

- A wide range of services are being offered at different standards.
- We reinvent programmes instead of re-using what we already do.
- While we have corps in most major centres, we have limited youth services, and many of these are struggling.
- We are missing out on Government funding.
- We are not making the most of our in-house expertise and experience.
- Our reputation does not reflect the excellent youth services we provide.

Focus areas / actions:

1. Ensure all services are linked to a faith community.
2. Modify the way we organise ourselves to ensure consistent policy and guidelines, and the regular sharing of information between services. Explore possibilities to hear youth voices at all levels.
3. Develop a youth work practice model.
4. Expand the role of QIWP to include all youth services.
5. Develop service packages (like Aspire) for re-use around the country, and develop marketing around these packages.
6. Seek additional funding for package delivery.
7. Provide training and support to corps to mobilise leaders and youth to serve their community in a manner consistent with our professional services.
8. Ensure all youth workers are being supported and monitored by a qualified youth professional.
9. Assign responsibility to a dedicated resource to pursue contracts and funding opportunities that will enhance our mission.



>> Focus Area 4: Work Together:

Objectives:

- Achieve synergies for mission.
- Work in partnership with other organisations.
- Better support youth as they transition from children, through their teenage years and on into adulthood.

Issues:

- Silo mentality
 - Lack of integration
 - Corps not active in community
 - Services not making the most of specialists in other services.
- Chaplaincy service not always effective.
- We are struggling to progress youth from receiving social services to participating in a faith community.
 - We are losing youth when they start and leave high school.

Focus areas / actions:

1. Define our strategy for planting faith seeds with youth receiving social services and inviting them into a faith community.
2. Review the chaplaincy function effectiveness and consider other models of care.
3. Develop a tighter link between youth services by establishing regular communication mechanisms (Corps, CM, E&E, chaplains, mentoring). Expand role of QIWP to include all youth services.
4. Expand links with support services (e.g. addictions, counselling, anger management, education & employment, external agencies).
5. Pilot a fully integrated youth service (faith community, community ministries, E&E and addictions) and capture key learnings for potential future services.
6. Introduce a simple mechanism for requesting and sharing resources amongst youth leaders.



>> Action Plan:

Goal	2015 / 2016	2016 / 2017	Ongoing
1. Disciples	<ul style="list-style-type: none"> ○ Share youth strategy with corps & centres ○ Develop youth discipleship strategy ○ Develop Māori & Pasifika plan 	<ul style="list-style-type: none"> ○ Complete youth discipleship resources ○ Develop youth discipleship app(lication) ○ Implement Māori & Pasifika plan 	<ul style="list-style-type: none"> ○ Quarterly communication to officers and youth workers ○ All services linked to a faith community
2. Leaders	<ul style="list-style-type: none"> ○ Youth worker career pathway ○ Address remuneration ○ Review Youth Work Apprenticeship scheme ○ Provide space for youth workers to activate change ○ Develop missional leader training and encourage young leaders to attend 	<ul style="list-style-type: none"> ○ Reintroduce corps based youth work training ○ Implement Youth Work Apprenticeship Scheme recommendations 	<ul style="list-style-type: none"> ○ Promote academic and mission leader scholarships
3. Consistent Services	<ul style="list-style-type: none"> ○ Review how we organise ourselves ○ Expand QIWP ○ Rollout Aspire 	<ul style="list-style-type: none"> ○ Develop service packages ○ Seek additional funding for service packages ○ Train corps in community youth work 	<ul style="list-style-type: none"> ○ All youth services involve a faith community
4. Work together	<ul style="list-style-type: none"> ○ Strategy for linking social service clients to faith communities ○ Review chaplaincy 	<ul style="list-style-type: none"> ○ Establish a relationship with another two youth service organisations ○ Pilot a fully-integrated youth service 	<ul style="list-style-type: none"> ○ Regular communication between services at all levels ○ Link with support services

>> Reflection:

Service Reflection:

- How would a young person learn about God and progress in their faith journey within your service?
- How do you ensure the long term faith development of the youth in your care (e.g. when changing schools, graduating from your service, etc.)
- How do you connect youth with meaningful intergenerational relationships?
- What 'voice' do you give youth? Can they influence decisions that affect them?
- What opportunities do you provide for youth to serve others in a meaningful way?
- What milestones do you celebrate? How do you recognise and celebrate success?
- How do you connect with other services in your area?

Personal Reflection:

- How much do you know about the youth you come in contact with? Do you know the names of the youth who live in your street? How well do you know the youth in your faith community? Do you regularly engage them in conversation?
- Are you a significant adult in the lives of youth within your circle of social contact?
- How can you use the circle of courage as the basis to help youth belong, develop, take responsibility and serve others?

"We don't teach a kid how to become resilient. We surround them with social support and a loving and caring environment, we learn their names and greet them personally taking a few moments to talk one on one, and we develop enduring relationships with them" It Takes a Church, page 4

For more information, please contact:

Mail: Territorial Youth Department, The Salvation Army Territorial Headquarters, PO Box 6015, Marion Square, Wellington 6141

Phone: (04) 382 0725

Email: youth_mission_team@nzf.salvationarmy.org // **Web:** www.firezone.co.nz

