

MERRY CHRISTMAS



Kumara Vine



Community
Waikato
He piko he kaainga

December 2021

Update from Holly



The theme of this Kumara Vine edition is 'Wellbeing', and that certainly feels like the theme of the last 18 months. We have seen our community organisations work incredibly hard to meet a growing community need. We have seen teams change the way they work with those they support. We have seen organisations invest in new technology, learn to use new software and navigate a digital world while bringing the passion and heart necessary to ensure people can feel their aroha through the screens. We spend so much time considering the wellbeing of others, now is the time to consider our own wellbeing. Those on the ground doing the mahi and those charged with leading teams, it is essential you take the time to consider what it is you need.

And finally, to my own team – you have all put in a significant effort over the last 12 months. You have continued to provide an exceptional service while

learning new tools and techniques to continue the mahi under various challenging circumstances. You have absolutely earned a break. That means unplugging from work while you are on leave. No work emails, calls or messages. And when you are all back in 2022, we will spend some time as a team to develop our own wellbeing plan, to make sure that regardless of what 2022 throws at us, we will have the energy and the resilience to thrive.

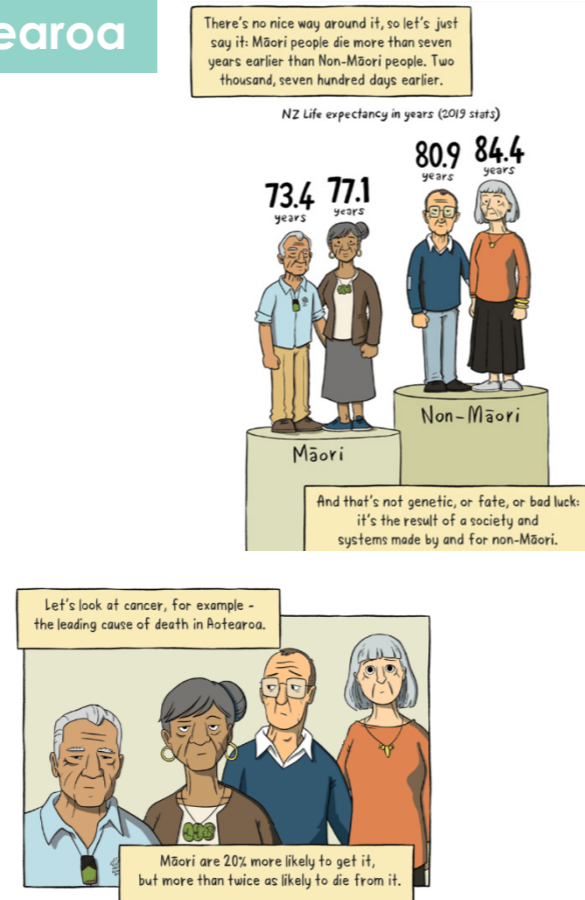
Hei Āhuru Mōwai, Māori Cancer Leadership Aotearoa

¹Cancer inequities between indigenous Māori and non-Māori New Zealanders are unfair, intolerable, and entirely preventable. Significant inequities exist across the entire cancer control continuum, resulting in poorer survival and increased mortality for Māori.

The challenge for Māori health cancer leaders has been to embed a creditable point of Māori engagement for the New Zealand's cancer control system. Thereby enabling participation of the Māori voice in the design and creation of solutions to the inequities that negatively impact Māori.

Hei Āhuru Mōwai, Māori Cancer Leadership Aotearoa was established in 2012 to become the trusted point of engagement for Māori cancer expertise. Their purpose is to provide indigenous centric guidance and support for New Zealand cancer policy decision makers. Founded on the Te Tiriti o Waitangi framework, strengthened by indigenous clinical and academic rigor, appraised by flax roots wisdom, and clothed with mātauranga Māori and traditional values.

Hei Āhuru Mōwai means, a calm place, a sheltered haven. They are a national network of Māori cancer specialists committed to better cancer outcomes for whānau. Its members are drawn from a broad range of health and associated disciplines and services. They include, epidemiology, medical oncology, haematology, surgical specialist, clinicians, public health doctors, leading Māori cancer researchers, mātauranga Māori specialists, Māori providers, NGOs, and Primary Care. The calibre of expertise that this network brings to the work of finding equity focused solution to the inequitable status of Māori with cancer is undeniable.



¹Toby Morris, (2021). Creative Director Commentary, The Spinoff: <https://thespinoff.co.nz/society/the-side-eye/19-05-2021/the-side-eyes-two-new-zealands-the-2700-day-gap/>

In Aotearoa Māori have a 20% higher cancer incidence rate and are twice as likely to die than non-Māori.

These differences are intolerable, unfair, and preventable.

Over the past 18 months Hei Āhuru Mōwai has been the voice, providing essential design guidance and support to Te Aho o Te Kahu, New Zealand's Cancer Agency. They created position statements on Cervical and HPV, Liver and Bowel cancers. They called out racism and inappropriate behaviour where others may have surrendered to the pressure of being a lone voice in the crowd. They continue to advocate strongly for resourcing that is both adequate and appreciative of the dedication and commitment of members to do much of this work in a voluntary capacity. But more importantly they continue to provide support and care for the many members and volunteers that give so willingly of their time.

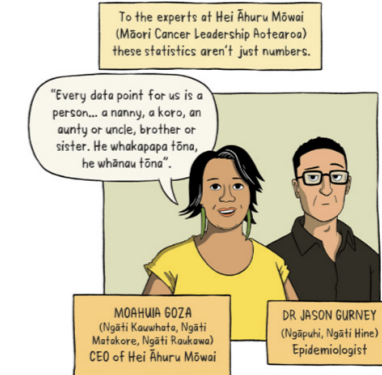
Hei Āhuru Mōwai is strengthened in its work by tikanga Māori and te reo Māori. These things provide the platform upon which Hei Āhuru Mōwai does its work. They focus on being the voice for Māori cancer or **māngai**. Using that voice to create the change that is needed. They drive and lead research **rangahau / wānanga**, to examine evidence, develop solutions, and guide practice. They apply Māori centric knowledge and expertise or **mātauranga Māori** to give context and depth to solutions that Hei Āhuru Mōwai pose. And as noted earlier, the most important role is to provide support and care for the many members and volunteers that give willingly of their time to the work of Hei Āhuru Mōwai, **Āhuru**. So māngai, rangahau/wānanga, mātauranga Māori and Āhuru are at the base of what they do.

Community Waikato



In 2020, executive members of Hei Āhuru Mōwai approached Community Waikato to request support to review its purpose and structure. A new Charitable Trust was registered with four trustees appointed. Co-chairs, Dr Nina Scott, Director of Māori equity strategy and research at Waikato DHB, Gary Thompson, Kaiwhakarite at Community Waikato, Rawiri Blundell, Population Health Manager, Te Awakairangi Health Network, and Shelley Campbell, CEO Waikato, Bay of Plenty Cancer Society.

The Trustees and members of Hei Āhuru Mōwai are greatly indebted to the Board, Holly Snape, and the team at Community Waikato for their support. They have been critical to the group's efforts to build infrastructure in order to improve cancer outcomes for Māori. Anne Douglas' guidance and help with financial systems, budgeting, auditing, and charities reporting has been invaluable.

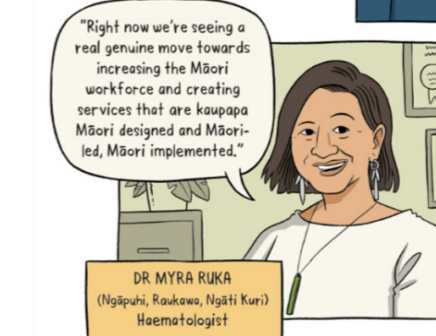


Hei Āhuru Mōwai has one staff member working half-time (0.5 FTE). Her skill, knowledge and expertise has been critical to the progress that has been made over the last 18 months. Moahuia is the chief executive for the organisation. She continues to

hold the network together, coordinating members and volunteers, responding to health systems request for Māori participation, advice, and guidance and organising trustees. All of this on top of rebuilding the Hei Āhuru Mōwai brand, building and managing the website and communications, coordinating with Anne on matters of finance and supporting members in times of need. Hei Āhuru Mōwai is truly grateful of the work Moahuia does.

The challenge with creating and running a national network is the ability to adequately fund the infrastructure and operational supports required to allow the network to function to its potential. Many of the readers of the Kumara Vine will be familiar with these challenges. With good fortune the 2022/23 Kumara Vine article from Hei Āhuru Mōwai might give a positive report on how they have fared with this challenge.

Visit: <https://www.heiahurumowai.org.nz/> to find more information about the work of Hei Āhuru Mōwai. Mauri ora.



The Vaccination Conversation

How can those working in the social service sector hold conversations about the COVID-19 vaccination with clients or service users, and people they work with?

Vaccination has been identified as one of our country's key public health tools to offer some protection in our fight against COVID-19. The COVID-19 vaccination campaign is well underway in Aotearoa. There are several groups who are vulnerable to getting COVID-19, including those under 12 who are not currently able to be vaccinated in New Zealand. There are also those who are at a higher risk of serious illness if they do get COVID-19, such as elderly or those who are immunocompromised.

We spoke to several people working within our sector here in the Waikato for their views.

Mike Holloway from Male Support Services Waikato says that our sector most definitely has a role to play in having conversations with people in the communities we work with about the COVID-19 vaccination because our sector is the most connected with these communities.

"The caution needs to be around how far you take these conversations and how they are put across, as trust can be quickly lost if you push too hard. Some you will never change, and this must be accepted but you need strategies to work with them still" says Mike.

Lady Tureiti Moxon, Managing Director of Te Kōhao Health agrees and says we must work together.

"Everyone has a role to play to ensure people know how important vaccination is to keep each other safe" she says.

Ruth Harlow, Senior practitioner at Single Parent Services Waikato says that their guiding values of Kaitiakitanga, Manaakitanga, Mana and Whakaute provide useful touchstones in dealing with the conversations about the Pfizer vaccine roll out.

"We support our community to make informed choices. The principle of kaitiakitanga indicates the importance of ensuring people are well informed about the risks and benefits to health, for the good of the individual and society alike" Ruth says.

Josie Rapana, CE at Te Hauora o Ngati Haua says that it's important that those who work on the ground in amongst our communities, are involved.

"While the vaccination process is health related, the importance of understanding the effect inequalities can have on a community requires our sector to continue to upskill our communities as well as remind the powers that be of their accountability and doing what's right" says Josie.

What are some key tips for how to have these conversations?

Don't be judgmental

"Consider their situations and history if known. Do they have mental health or trust issues? Are they scared?" says Mike.

Ruth says there is a real skill in having these conversations in a way that embodies whakaute and upholds the mana of all.

"Gentle curiosity and open-ended questions help establish a level of comfort when having a discussion about vaccination" says Ruth.

Listen to their reasoning

Most people who remain unvaccinated are hesitant for a variety of reasons, but not completely against the vaccination, according to Doctor Renee Liang. It is OK for people to have questions and concerns.

"Respect begins by listening to the other persons point of view. If you then have a chance to share your thoughts, do so using 'I' statements and owning your own view fully – 'My understanding is...' or 'The reason I chose to be vaccinated is...' (not 'the truth is...')." says Ruth.

Focus on the benefits of vaccination and direct people to credible sources of information

Don't get into a data war with people, instead of focusing on arguing about information they may have come across, focus on the benefits of vaccination. Vaccination is a core public health tool that people use to stay healthy, and it is part of what we do to look out for each other.

"It's about protecting whaanau and keeping them safe" says Mike.

"If they are into the misinformation they will be continually concentrating and sourcing information to support their reasoning and there is a heap of it out there. Benefits are more easily put and hard to counteract" says Mike.

Ruth agrees that rather than getting into an argument about what is true or untrue, encouraging people to access trust-worthy information sources may be more productive.

"Social media exploits our natural tendency towards cognitive bias – it can be useful to encourage people to access a range of sources" says Ruth.

"Our concentration is to ensure we stick to the facts and promote validated information where possible. Our focus on the benefit of vaccination is premised on protecting our whaanau, our whakapapa and our future



generations" says Josie.

Lady Tureiti Moxon says that a lot of people say they have done their own research and decided against vaccination. It's one thing to make their own decision, but it's another to share misinformation. So, she is working very hard to ensure people understand the disease and know where to find good information.

"I think it's a matter of both, counteracting misinformation by ensuring people have access to good information. And talking about the benefits of being vaccinated. We talk about the importance of whakapapa, of protecting those you love, and knowing and understanding what this disease can do. People are dying of Covid. And for others, there are long-term effects of the disease that are still being realized. People need to be made aware of this" says Tureiti.

Find out if there are ways you can reduce barriers for vaccination access

Some of the reasons people may not yet be vaccinated could be a lack of transport, lack of options for vaccination in their part of the country, a fear of needles, or a lack of information in their own language.

"Check if they need support to get them there" says Mike.

Connect people to the right people to have these conversations

Trusted contacts are more likely to be able to have open, constructive vaccination conversations.

"A beneficial influence can be someone that is a trusted confidante" says Ruth.

"We connect people with the right people, such as having doctors available, so that people are able to have their questions answered" says Tureiti.

"At the end of the day, the key to working with our communities is fostering honest, trusting relationships. If the relationship is on point, then that will ensure safe, supportive conversations irrespective of the topic" says Josie.

What are some of the internal conversations we need to have with staff?

We need to keep team members and our service users safe. Particularly if someone is at higher risk of complications should they get ill.

Workplaces could look to develop a Covid Vaccination Policy or amend other work policies that consider things such as supporting people to get vaccinated, Health and Safety workplace risk assessment, whether the vaccination is required for your workplace, privacy, employment rights, how to provide services to unvaccinated people, and more.

"Involve staff in these policies to get the buy in and ownership" says Mike.

"I don't think we will have a 'no vaccination no support' policy but we will have to make sure we have a safe room and PPE available. When triaging clients, we will have this as a question but will make sure they know first that if they are not vaccinated, we can still work with them which hopefully will stop them withholding this information" says Mike.

Lady Tureiti Moxon says Maaori have been devastated as a people throughout history, and the best medicine is to vaccinate.

"Our staff are aware that we must walk the talk. Because we are all front-line staff, we are all exposed. It just takes one person to infect all of us. We have an obligation to protect ourselves, our whaanau, our community" says Tureiti.

Ruth says that staff are trusted first and foremost to make good decisions.

"Remaining open to questions and general discussion about the issue of vaccination can avoid conversations becoming personalized, preserving the mana of all" says Ruth.

“I think the sector needs to continue to build community capability and capacity, increasing a community’s ability to adapt to constant change – hopefully this will assist to ease the impact that COVID brings”

- says Josie Rapana.

Josie Rapana talks about how COVID has changed her teams thinking.

“Our practice has changed. We’ve learned new ways of working; we’ve become more flexible in our practice without losing quality; we’ve found new ways of engaging. Our team discussions have raised our consciousness and awareness about our own safety; the safety of team members, and whaanau safety” says Josie.

What information should we be giving to our service users about our organisation’s vaccination status?

A person’s vaccination status is personal information and so falls under the protections laid out in the Privacy Act 2020. But there are some circumstances where an employer has a legitimate need to know an employee’s vaccine details.

The Community Waikato team collectively decided to let service users know that 100% of our team are vaccinated. We realise that some of the people we work with have a higher risk of being affected by COVID-19. So, we wanted to communicate our staff vaccination status so that people we work with feel some level of protection when working with us.

Many staff in this sector have been mandated to receive the vaccination. This may mean that amended employment contracts need to be drawn up and you will let your service users know that you are following Government health requirements.

“It is an expression of manaakitanga to let our clients know that our organisation provides a safe and healthy space for clients and staff. A staff member who lets clients know they are fully vaccinated extends manaakitanga by promoting feelings of safety for the client. It is important for clients to be informed about the environment of which they are a part” says Ruth.

How do we engage constructively with team members or service users who are fiercely opposed to vaccination?

Look for ways you can help to reduce their anxiety. Also allow that for some people who are fiercely opposed to vaccination, there may be no use in pushing the issue further. Internal work policies, and Government health regulations and mandates will help provide a framework for you to engage constructively with team members and service users and to manage risk appropriately for your workplace.

“Talk to people you have connections with about your own experiences with vaccination or with the COVID-19 virus. Reality is quite distant for people and the lack of urgency can come from COVID not being in their back yard. We will see it spreading soon. Those who refuse to be vaccinated will find it harder to participate in many areas” says Tureiti.

Ruth says there is another kind of safety to remember here too. It is important to be kind to a staff member who does not intend to be vaccinated. People all reach their viewpoints honestly and with best intentions.

“It remains true that the decisions of today will have long term lasting effects for each person’s future both personally and professionally. The messaging around vaccination is that it protects the health and safety of our community, and it seems likely that people working in public facing roles will be required to provide evidence of vaccination. Until legally mandated, there is an opportunity to support colleagues and clients wherever possible” says Ruth.

Josie Rapana says their strategy is to rely on factual data, and through their newly formed Haua Tahī which is a collaboration of their 5 Marae, they are encouraging whaanau to be vaccinated.

“Each Marae are identifying key whaanau champions who have the ability to influence their younger members and those fiercely opposed to vaccination. Whether that is going to be enough to effect a change, I’m unsure at this stage, but at least we will give it a go. Again, the focus is premised on protecting our whaanau, our whakapapa and our future generations” says Josie.

And Finally...

Remember that most people are choosing to get vaccinated. We can forget this when our focus is on those who are not. Most people will get vaccinated when the right conditions are created for them. We all have a role to play when it comes to protecting our communities and we as a sector have already stepped up in many ways to respond to this pandemic.

“I think the sector needs to continue to build community capability and capacity, increasing a community’s ability to adapt to constant change – hopefully this will assist to ease the impact that COVID brings” says Josie Rapana.

So, we keep on doing what we can to support each other, and we continue looking for ways we can best serve our communities. We’re in it together!

Thank you to all those who contributed toward the writing of this article.

Ngahutoitōi Pā invests in future generations

**Ko Moehau ki te raki, Ko Te Aroha ki te tonga
Ko Tikapa te Moana
Ko Ohinemuri Te Awa
Ko Ngāti Tara Tokanui te Iwi
Ko Ngahutoitōi te Pā
Ko Te Awapu te tipuna Whare
Ko Hauraki te Whenua
Ko Tainui te Waka
Ko Tara te Tangata**

Ngahutoitōi Pā is located 3 km South of Paeroa, in Hauraki and is home to the tribe of Ngāti Tara Tokanui.

The Ngahutoitōi Marae Trustees want to enable Ngahutoitōi to be a place where the health and wellbeing of their people and Pā are paramount. The Trustee executive consists of Chairman - Paora Raharaha, the Secretary - Caroline Karu, and the Treasurer - Mr Sonny Te Karu.

“We aspire to be a place where innovation and courage lead us into the future. Where we can invest into our future generations. To know that the work carried out in the past will lead to a healthy future for our people” says Caroline, Marae Secretary.

“The Pā is used often by whānau, hapū and iwi to meet their cultural and tikanga practices. Our Marae also serves as a venue for the use of a wide range of groups including schools, community groups, language wānanga, whānau wānanga and tikanga wānanga” says Caroline.

“Ngahutoitōi Marae Trustees have set about to rebuild and refurbish our infrastructure, to revitalise our physical world, to continue to build on our cultural competencies, identity and belonging. To identify opportunities to embrace digital capacities and to scope further opportunities to invest in economic growth and development” says Caroline.

Taking a stock take of the health and safety of the Marae, the Trustees began work on upgrading roadway and urupa, sourced and completed from fundraising and funding proposals. Marae elders and Iwi supported the Ngahutoitōi Marae Trustees to carry out a program to develop the facilities. With the inception of the Te Puni Kokiri Marae Oranga program this funding has allowed the Trustees to continue their work.

Community Waikato have been involved by facilitating the Oranga Marae Development workshops with Ngahutoitōi Marae who submitted a completed plan for funding consideration in 2021.

The Marae Development Plan identified key priority goals relating to the state of the facilities, and the cultural wellbeing of the iwi.



“Our site comprises of our Whareni Te Awapu, Mattress Room, Ablution Block, Wharekai, our language nest Paeroa Te Kohanga Reo, our learning whare Ahurei, Ngahutoitōi Tapu Urupā and a netball court servicing as a car park when the need arises.”

“Our high priority action areas include, Tikanga Kawa, Te Reo, Building, Governance, Environment, Communication, and Economics” says Caroline.

Ngahutoitōi Pā has served as a meeting ground where Hauraki tribes have gathered to make and carry out major decisions affecting the tribes of Hauraki. The Hauraki inquiry hearings in September of 1998, the Foreshore and Seabed Hui, Te Ataarangi hui a tau, and the Ministry of Education Iwi Partnerships were held at Ngahutoitōi Pā.

The Ringatu Tohunga the late Mr Wi Kuki Kingi opened the rebuilt Whareni Te Awapu with a dawn karakia in December of 1993. The puhi for Te Awapu is He Pounamu o Uenuku Tuau.

In 2005, the Ngahutoitōi Marae Trustees and kaumatua of Ngāti Tara Tokanui became concerned for the health and wellbeing of their people so took up the challenge and in a number of hui-a-iwi and with the support of the tribe the Marae became alcohol free followed by auahi kore on 14 August of that year.

The Marae Trustees identified that the needs of the Marae will be benefited by not just the marae affiliated people but also the wider community. The Marae Trustees have envisioned that with more updated and functional facilities they will be in better position to continue to offer hospitality and engage with wider communities and to be able to promote and practise their culture tikanga and kawa.

The land is gazetted as a Māori Reservation namely Ngahutoitōi E2C. The Marae is governed by volunteers who form the Ngahutoitōi Marae Trustees (Marae Trustees) and act in accordance with the Te Ture Whenua Act 1993, The Māori Reservation Regulations 1994 and the Ngahutoitōi Pā Charter. The Marae Trustees meet on a regular basis. The Marae has an operational arm who sit under the Marae Trustees in the form of the Ngahutoitōi Marae Committee and they carry out the day-to-day operations of the needs of the Marae.

Building Capacity to Cope

By Dairne Burns,
The Good Day Matrix

Right now, we must come together to get wellbeing in our lives and in our workplaces.

Wellbeing, it is not only a loaded word, but currently it's a buzzword that is getting thrown around everywhere, but not getting the infrastructure put around it that it needs to thrive.

An undeniable thread that runs through all our kōrero with people is that workplace wellness isn't working, and our resilience is depleted more than ever before.

Change is an inevitable part of all of our lives.

We all know this.

But right now.

At this moment in time.

Change is coming in thick and fast.

And we are not coping with the ebbs and flows.

Collectively, we have had to adapt, shift, and accept, more than we ever have before.

Often with minimal time frames to process the meaning of what is happening.

We are anxious.

We are stressed.

We are uncertain.

We are nervous.

We are disconnected.

The leaders who we would normally look to in times of change and challenge, are sitting beside us in the same unstable boat.

Feeling the same sinking feeling.

Riding the same emotional waves.

Searching for the life rafts.

Learning on the fly.

So what can we do?

What can you do?

Both for yourself and for your team.

Acknowledge and embrace your feelings

Both internally to yourself, and to your teams.

We are all leaders, no matter our title.

How we show up matters.

Putting up brick walls and blockers is not achieving the trust and understanding we need to keep moving forward resiliently, together.

Closing off when things are not ok, is not only limiting your ability to step back, breathe and see the bigger picture. It is also limiting your ability to connect to people.

The phrase 'misery loves company' comes to mind here.

If you project that you have it all together when you are quietly sinking under overwhelm.

No one can share or empathise with you.

Nor can they support you to find the life raft you might be desperately searching for.

They will also not share with you where they are at, particularly if they are not coping.

And you need to know!

Leading with authenticity, vulnerability and honesty is critical to supporting yourself and your team to come together, in safe ways, to kōrero about how we are actually feeling, and what we need from each other to float and get to shore.

We need to do it together.

Pirates needed a map to navigate the uncertain seas and so do we

As I said at the beginning, workplace wellbeing needs a strategy, it needs infrastructure and it needs actionable steps in order to thrive.

It can't be piecemeal and unstructured, not for you and not for your people.

Without structure, accountability, or clear intended outcomes none of these initiatives will be sustainable, meaningful, or become part of the kaupapa of your team.

A culture must be developed where everyone has genuine care and empathy for each other.

Disconnected feelings cannot flourish if we rally together to make sure we are buoyant.

Here are five easy things you can do to support workplace wellness

Non-negotiable daily 15 min team check.

At the start of the day, whether you are in person or remote, start the day knowing where everyone is coming from and if you can support them to lift or if they need to take a couple of things off their list.

Create expectations and boundaries.



Emails should only be sent in work hours; people should not be receiving emails from you in the evening or early morning when you are working. Set up a delay for them to arrive within work hours.

Instigate 'vibe manager' role.

Instead of the same people organising team building activities, each person gets a month to bring pieces of themselves to share - with the common goal to connect your team meaningfully. Examples: quizzes, dress ups, sing-a-longs, games, paper plane comps, shared lunches, the list is endless.

Prepare for challenges.

You don't know what challenges will present, but you can know they'll inevitably come. If you are prepared, when challenges surface, you can smile at the obstacles because you have anticipated they would come, and you have a plan to move forward resiliently, together.

Infinitely replenish your wellbeing tank.

Serving others requires your tank to be full. You need to have a plan to take care of all aspects of your wellness, body, mind, identity, community and environment. So, when you are feeling off, you can connect to what you need efficiently. Encourage your team to keep refilling their wellbeing tank at home and at work too.

What I can't stress enough, is you need to have a plan of action.

Especially with the knowledge that change is going to keep happening.

And that stress does not allow us to think clearly.

This uncertain journey gets a lot easier when you know who you are, what you need and how to connect to those things.

For you personally, you need to have a plan to infinitely refill your wellness tank in all aspects of body, mind, identity, community and environment.

For your team and community, you need to have a plan that everyone knows and understands for your workplace to prioritize your team's wellbeing.

It needs to be functional.

Actionable.

Meaningful.

Inclusive; and clear that wellbeing is a priority here for everyone.

Wellbeing is unique and personal, it is different for everyone and yet, it is deeply connected all at the same time.

Come together, kōrero and set yourselves up to thrive with resilient capacity.

At The Good Matrix we want everyone in Aotearoa to thrive and live well, every day, so our platform is FREE. We are for social good, weaving body, mind, identity, community, and environment together.

We share authentic Kiwi stories, to connect, challenge perspectives, and build a culture of curiosity around the principles of wellness.

<https://thegooddaymatrix.com/>





Community Waikato Workshop programme 2022

Community Waikato supports the professional development of the sector with the provision of a range of relevant subsidised workshops. The type of workshops we provide are based on requests and feedback on needs identified by people working in the sector. Broadly we cover Governance, Leadership and Management, and Operational themes, with workshops including Funding, Financial, Governance, Treaty of Waitangi, Leadership, Evaluation, Coaching and Mentoring, and Running meetings.

Professional development is critical for organisations and individuals. It's important that individuals extend and challenge themselves, stay up to date in their field and learn new things. It is also important people avail themselves of a wide range of learning, not just that related to their primary work. Seizing new and different opportunities will help people extend their vision, prospects, and the way they approach their work. Organisations need to encourage and invest in staff professional development, both as a tangible way to show staff members they are valued, and in supporting their capability the capacity of the organisation. Ultimately, strengthening the capability and capacity of staff and

organisations through professional development and learning means that service users get the best possible support and care.

While we have yet to set any dates for workshops in 2022 our planning is underway. We will offer a similar range of professional development opportunities as usual however are exploring alternative ways to deliver these workshops to avoid the disruption we have experienced this year and in 2020. Zoom has become a platform most of us have become very proficient at and along with allowing for workshops to be delivered when Covid levels change, it also makes participation for those of us living in the more remote areas of Waikato much easier. In addition to these changes, we are looking at making a range of other resources to support professional and organisation development available at the website. We will keep you updated as these are put in place.

As always if you have any requests for workshop opportunities, please don't hesitate to make contact with sally@communitywaikato.org.nz and we will do our best to source these for you.

Visit www.communitywaikato.org.nz for information about upcoming training