



Kumara Vine



He piko
he kaainga
Community Waikato

December 2020

A Professional Development Mentoring Programme for Leaders within the Waikato Community Sector

Mentoring is a relationship that supports and encourages the leadership journey of individuals and their organisations.



Community Waikato has partnered with the Mentoring Foundation of New Zealand <http://www.mentoringfoundation.org.nz/> to deliver the Mentoring Programme. This programme has been designed to help grow leadership in social and community sector leaders.

Mentoring is a relationship that supports and encourages the leadership journey of individuals and their organisations.

The programme matches Mentees with appropriate Mentors who will meet at least monthly over a six-monthly period.

We are currently seeking both Mentees and Potential Mentors for our inaugural programme. Please register your interest and provide some information about the area you would like support in or would like to offer.

For more information or to register your interest please contact Sally Fenwick Ridley (Programme Coordinator) on sally@communitywaikato.org.nz

Update from Holly

This is our final edition of Kumara Vine for 2020 and hasn't it been an usual year! Our community and social service sector has been flat out, with many organisations providing additional services to support increasing need in our community.

Community Waikato undertook some research this year. A survey captured a snapshot of the sector over the different alert levels and a series of interviews explored the experiences and observations of the community sector in Hamilton City as at October 2020. We would like to take these conversations out to the regions and will make contact in 2021 to determine the interest in participating in the research. If you would like to read the 2020 research, jump on our (new) website <https://www.communitywaikato.org.nz/reports-research>

Finally, this has been a hard year for our community and social service organisations. We know our sector has worked so hard to support our communities, our teams, our colleagues and our families. I hope many of you will get a chance to take a break over summer. Take the time to rest and look after yourselves. For those unable to take a break, thank you for continuing the good work - and be sure to prioritise self-care. We look forward to seeing everybody in the new year.

Ngaa mihi nui
Holly, CE, Community Waikato

Mentees

The role of a Mentee is to learn and grow by being challenged, guided and supported by your Mentor

For example:

- By helping you to reflect on your current situation and focus areas
- Being a sounding board for ideas and concerns
- Sharing their knowledge, experience and toolkit
- Making connections to relevant people and resources
- Challenging and providing accountability
- You will be matched with a mentor whose skills and experience overlap with your current needs. Together with your mentor you will work towards identifying focus areas and achieving a goal(s).

To make the best use of this relationship you need to be ready for new or different ideas, be responsible for your own learning and actions and, respect your mentor's time by being prepared for sessions.

Mentors

As a Mentor you will be matched with a mentee whose current needs overlap with your skills and experience. Your role is to advise, support, guide and challenge your Mentee.

For example:

- Helping your mentee to reflect on their current situation and goals
- Being a sounding board for ideas and concerns
- Sharing your knowledge, experience and toolkits
- Making connections to relevant people and resources
- Challenging for and providing accountability

Te Po ki te Ao Marama rehabilitate and integrate the repressed

Rehabilitation of people released from prison is important for both the offender and the wider society if we want the offender to have skills that contribute to society and enable them to to lead a new type of life.

Te Po ki te Ao Marama (TPAM) is a community-based programme assisting and supporting reoffenders and the repressed to:

- The provision of integration and rehabilitation services for the repressed;
- The provision of information, networking, advocacy, social and community services;
- Improving the conditions of their detention and accommodation.

TPAM has accommodation for 10 service users. Since 2000 there have been 114 service users whom TPAM continue to support and assist.

TPAM involve family participation to enable the repressed to feel wanted and needed again so they may kindle their ties to families and their respective communities. This forms proactive and positive pathways for now and the next generation.

John Kemara is the Chairperson for Te Po ki te ao Marama. He says that the work of TPAM makes a real positive difference in people's lives.



John Kemara

"We have a 67% success rate"

- says John

"I take data on the progress of every service user that uses TPAM accommodation and programme which aims to progress them to healthier and more prosperous lifestyles for them and their families as well as the community. I talk to them regularly and set out goals, and the pathway for them to get there. Anyway you will be pleased to know they are healthier and happier. Three have lost weight. I put this down to the regular daily food you (Waikato food mapping collaborative team) are giving them. These are people who daily beg on the streets for food. I know they are doing less of this" says John.

Ten offenders who have recently re-entered society were part of a research study conducted by TPAM. Those who participated in the study talked about the difficulty in finding jobs once released from prison.

"Just being a 'crim' is the main thing. I don't think anybody would employ me now" says one survey participant.

There is a consistent pattern of lost self-belief because they have the label of being a criminal. The participants also go through the process towards recidivism which reinforces the negative self-belief.

One participant "had too many other issues and thinks employment has and never will become an opportunity

with his criminal record and facial mongrel mob tattoos on his face" (Te Po ki te Ao Marama Tihei Mauriora report).

Many of the participants in the survey had an upbringing that indicated unstable family and a lack of home base upbringings, having to depend on themselves and their immediate comradeships. The participants also accepted their lack of literacy is accepted as a norm amongst themselves even to the point of having justification for their lack of literacy (Te Po ki te Ao Marama Tihei Mauriora report).

The sample group of participants also mentioned finding it difficult to find accommodation, being a minority group with issues contributing to major problems that affect the larger society

"I'm an offender bro. Nobody going to give me a place to stay. There are heaps of the bro's like me in prison. Nobody wants us eh!" says another participant.

Most of the participants came from abusive family upbringings.

History has indicated an overpopulation of Maori offenders. The research found that "Understanding of the New Zealand indigenous peoples may be directives to reduce statistics of Māori men in prisons" (Te Po ki te Ao Marama Tihei Mauriora report).

Restorative processes must be focused on achieving tangible collective outcomes and must connect with, revitalize and strengthen community-based processes of informal social control and support (Te Po ki te Ao Marama Tihei Mauriora report).

Community Development with Maaori Organisations

Gary Thompson, Kaiwhakarite
Community Waikato

Marae are considered the Community hubs of Te Ao Maaori or the Maaori world. They are the centres of cultural excellence for whaanau, hapuu and iwi. Today, there is a concerted effort to revitalise these community hubs, their facilities, and the culture.

The Ministry of Maaori Development, Te Puni Kokiri and the Department of Internal Affairs, Te Tari Taiwhenua have dedicated significant energy and resource to the Oranga Marae programme. The programme offers support, advice and investment that maybe used on building projects and activities to revive culture and knowledge.

Regional, District and Local funders also make a significant contribution to the revitalisation of marae. The programme is further enhanced by hapuu and iwi organisation who have prioritised marae development and have also devoted time, resource, and investment toward the revival of marae.

Our contribution to marae revitalisation

Community Waikato recognizes that Marae are a key feature of the cultural infrastructure within Maaori society. We see that they act as guardians of maatauranga (knowledge) and taonga (precious heirlooms) and connecting whaanau through whakapapa (family connections). We understand that marae are held as sacred to the living, and a memorial to the departed. They serve as the custodian of traditional knowledge and of the whakapapa that connects its members. More importantly, they are considered the foundation upon which Maaori preserve and strengthen their identity.

So, it is appropriate that Community Waikato has also dedicated resource toward marae development. This resource is a result of the organisations strategic intent to support Maaori communities and Maaori development. Community Waikato considers it a privilege to offer our range of community development services and supports to contribute to the programme of marae revitalisation.

The Kaiwhakarite service

Community Waikato is widely acknowledged throughout the Tainui waka region for the broad range of services and supports they provide to the community sector. All of the community advisors are experts in their own right, which many of the Kumara Vine readers may attest to. The Kaiwhakarite programme offers the same set of services but are delivered slightly different. Maybe that difference can be described as simply a different set of facilitation approaches.

The Kaiwhakarite service emerged out of the 2013 Board review of Community Waikato engagement with Maaori and Maaori organisations. In 2014 the Kaiwhakarite role was readvertised and a new appointment was made.

Oranga Marae

A key goal of the programme is to strengthen the ability of marae to pass on their ancestral knowledge of whaikōrero, karanga and local mātauranga, tikanga and kawa to descendants.

Oranga Marae supports these outcomes:

- marae are safe and healthy, contributing to the well-being of iwi, hapū and whānau
- people are engaged on the marae and an increasing number of events and activities are held to ensure the transmission of mātauranga Māori
- marae increasingly contribute to the revitalisation of te reo and tikanga Māori
- whānau work together to develop the marae

www.tpk.govt.nz/en/whakamahia/oranga-marae

Work began immediately on building an engagement plan, testing, and initiating a pilot. With the success of the pilot it wasn't long before the role became completely focused on Maaori engagement and Maaori development.

By mid-2019 the Kaiwhakarite service was increased by one and in early 2020 it was expanded further with the appointment of a part time Kaiwhakarite. This brings the Community Waikato Maaori development team to 2.5 full time equivalent.

The team is led by Gary Thompson. Gary is of Ngaati Paooa and Ngaati Hauaa descent with ties to Waiti, Kai-a-te-mata and Rukumoana marae. Gary has many years of Maaori development experience. Kiri Karu joined the team in 2019. She is from Hauraki and of Ngaati Tara Tokanui. Her marae is Ngahutoitoi. Genae Thompson joined the team early 2020. Her ties are to Te Taitokerau and Ngaati Tuwharetoa. Her marae are Ngaa Whaa ki Ohaewai and Waihi ki Taupo.

Community Waikato marae development programme

Community Waikato piloted the marae development programme with Kai-a-te-mata marae in late 2014. The pilot was a collaboration between Community Waikato and Waikato Tainui, Tribal Development Unit led by Tui Kaa. The focus of the pilot was to guide the marae whaanau through a waananga to create a long-term strategic view of their future.

Developing the marae strategic plan is at the foundation of the marae development work we offer. Creating a safe and comfortable space to recall the old stories, value past contributions and to dream of the future they want for their mokopuna or grandchildren, is essential. When done right, a good strategic plan will not only capture

the clarity of purpose and shared vision of the future, but it celebrates everything that has occurred over the years, and that has bought them to where they are today.

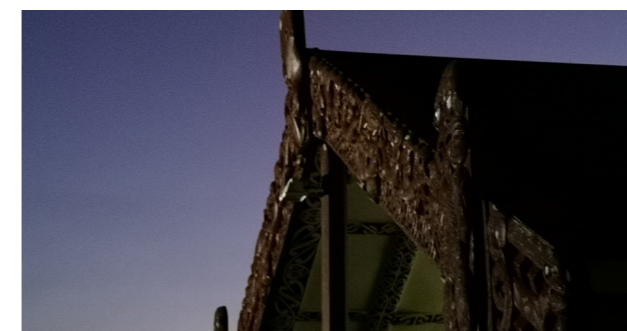
Participants feeling at ease, to dreams the dream is the key. A great leader once said, "if I dream, I dream alone. But if we dream together, together, we can make the dream a reality" (Te Puia Herangi). Clarity of purpose provides the framework to distil the goals and action of the vision. While prioritisation creates the schedule of actions that when complete, will deliver the dreams and aspirations of the people.

So, you might ask, what is different about that? The answer is multi-faceted. First, giving voice to the old stories helps the older generations share their memories, the laughter, the sadness, the anger, the music, the cheekiness, and the happiness. Some of these stories the younger participants may never have heard before. More often, each story is a reference to a person, a proud stately rangatira, a kuia of high regard or an uncle and his short-cuts. This is the part we call, "looking back". The next part is "today". What strengths are there among the whaanau, what skills and expertise do whaanau members bring to the gathering? Together these two parts provide the foundation for the third part, "future". This is where whaanau members are asked to dream, imagine the future they want to see for their grandchildren. Lay them out for all to see, admire, critique, and enhance. This is also, where everyone's ideas are bought together to see if they fall into natural categories or themes. Prioritisation is the fourth part of the programme. Giving every participant a voice. A voice to determine of all the categories listed, which three things are the most important to each individual. Again, this is another very crucial aspect of the programme. It prevents the loudest person in the whaanau from dominating the debate about which thing is the most important. And as noted earlier, even the quietest person gets to have a voice. The result is a set of priorities that every participant can own.

The Kai-a-te-mata marae experience

Kai-a-te-mata marae whaanau spent a day and a half together to share stories, dream the dream and create their plan. With their strategic plan finalised in March 2015, they had a clear map of where they were going and how they would get there.

Their first 6 priorities out of 11 were; 1) charter and governance review, 2) waananga, including tiikanga, Hauaatanga, history, and te reo, 3) funding, 4) new ablutions block, 5) a new whareniui (meeting house), and 6) a multi-purpose, whare waananga facility.



Kai-a-te-mata marae. Dawn blessing before the demolition of the old Whareniui to allow for the rebuild of the new Whareniui July 2020

Today, priorities 1 to 4 have been addressed with waananga continuing through various forums. Construction of the whareniui, priority 5, is underway and the building consents for priority 6 has been lodged with Matamata Piako District Council. Construction of the multi-purpose, whare-waananga is planned to begin early 2021.



Kai-a-te-mata whaanau reviewing priority 5, new Whareniui plans 2020.

The last bit of difference

The Kaiwhakarite team make a deliberate effort to create unique vision and mission statements for each marae development plan. Statements that help to memorialise the "why" of the strategy. Statements that by their uniqueness alone will help keep the strategic objectives at the forefront of whaanau thinking. In our experience those statements are usually hidden in the midst of the stories that were shared in the first 2 parts of the planning workshop.

"Iti te kupu, nui te whakaaro" was the title of a presentation I was to make to the Community Waikato 2019 Conference, but illness prevented my appearance. "Small words with great depth of meaning" express our approach to create meaningful vision statements.

Conclusion

Marae Development Plans are a prerequisite to accessing government marae development and capital works funds. The opportunity to access that resource is here and now. Never has there been a better time to embark on the journey to revitalise our cultural centres of excellence, our marae.

Noreira, kia kaha ra tatou katoa.



"Ko te mauri o te puna, te oranga o te iwi"

With life force and vitality of the spring restored, so to, has the health wealth and wellbeing returned to the people

Community Transport provision in the Waikato Region

Sarah Gibb, Community Advisor, Community Waikato

Community Transport Providers offer transport to those in need, where no other suitable public transport option exists. This could include transport for health, education or social reasons.

They are a lifeline for our rural population, ensuring that people are able to continue living in rural areas, and still access the services they require.

Since 2011, community transport providers, territorial authorities, government agencies and the Waikato District Health Board have come together in a forum. The Forum exists to connect community transport providers with government agencies and transport planners, providing a voice for all and aiming to support transport that helps rural communities thrive. The forums, facilitated by Community Waikato, meet four times a year to share information, discuss good practices, create guidelines and policies and advocate for community transport provision so that people have transport options wherever they live.

The reason our communities do have the options they have now is because New Zealand is a country built on the back of volunteerism. One of the ways people volunteer is through community transport. This might look like driving people to hospital appointments or into town for shopping and social activities, caring for vehicles, being on a trust and meeting with other volunteers.

Our volunteers get as much out of being associated with community transport as the passengers do from their participation. In the Waikato Region we have 25 known community transport groups. Of those, a handful have a paid employee to coordinate the journeys. None have paid drivers. Our region covers Coromandel Peninsula, across to Te Kawhata and Meremere in the north and down to Tokoroa and Taumarunui in the south. We are aware there are also other community transport options such as Marae running their own transport for their own people.

All of these groups have arisen from community, where one or two people have identified a need, worked with others and developed the community transport from there. Typically, the people who have set up the community transport have had a personal connection to recognising the need. Most have set up for the purpose of accessing medical appointments at Waikato Hospital in Hamilton. Someone they know has required transport and the community has rallied around to make it happen. After a while though, a coordinated effort leads to developing a Community Transport provision. For many groups, the provision goes beyond health shuttle. In Taumarunui it includes an arrangement with the local chemist and they do prescription deliveries as their community can be quite isolated. In Tairua it includes running weekend trips as a social enterprise to generate income to support the hospital type trips.

Every group is different as they are meeting the needs of THEIR community.

In Te Aroha, a Red Cross service has operated for ten years, run by a local committee and coordinated by a volunteer. Earlier this year the town heard that Red Cross nationally are no longer going to provide Community Transport, deciding it won't be their core business from December 2020. In my role as Community Advisor for Community Waikato, I was invited to facilitate a public meeting to discuss what the town could do about it. There were 40 odd people in the room, predominantly over 65. Some of those people were from the existing Red Cross committee but mostly; it was a room of users, supporters and community minded people. Many of them introduced themselves listing the different groups they were a part of. It showed that these people know how to work together and be organised.

However, there was real tension in the room and I quickly realised that these people felt let down and anxious that this resource of a health shuttle was going to go. So I asked one of the volunteer drivers "Why are you here, why do you drive?". He said "because one day I might need a ride myself". The room erupted with clapping and agreement.

Needless to say, at that meeting it was easily agreed that a new entity would be formed and Red Cross be asked to transfer the van asset to this new group. As it stands now, the constitution for the Te Aroha Community Support Inc Society is in final draft, there is a committee of 8 people and the society's main purpose is "To maintain and operate community transport services including health shuttle". Red Cross have agreed to transfer assets in January 2021.

Another example of a community meeting growing need is the North Waikato Transport Trust, based in Huntly (population about 7000) which formed in 2015 because people were not able to get to their hospital appointments in Hamilton. They are a health shuttle and in their first year of operation did 850 trips for 268 clients. By 2017 they found demand was so great, especially as requests came in for other health related trips such as eye appointments and chemist visits, that they needed a second smaller vehicle and this was grant funded. There isn't central government funding to support their initiatives, so like all Community transport initiatives in the Waikato region, they are reliant on philanthropic grants, donations and small fundraising initiatives. Their operating costs for the year, including vehicle maintenance, petrol, insurance, renting an office space, and paying a part-time coordinator, come to \$90,000.

Groups like this survive because of their community's determination to support their own. Each community transport provider needs structure to operate, a legal status that gives them opportunities to seek and hold



Trustees of the King Country Electric Power Trust who sponsored and donated the funds for this new van

funds, to develop systems and policies to safeguard everyone involved and a sense of community wellbeing.

In the Waikato region this comes in different forms; those communities where they govern their own charitable trust or incorporated society, or those governed by a national provider – either St John (3 communities) or Red Cross (5 communities). Saying that, Red Cross are discontinuing this but in each community there are plans for another group to keep it going. Even those supported by the large national body have their own committees that deal with the running of the organisation and service.

I am not aware of any Community Transport group that has set up, failed and had to wind up. Saying that there is huge difference in resourcing of some of the groups. We have at least two groups where volunteers use their own cars and do not have any interest in managing an organisation vehicle. In those cases, the volunteers are governed by Community Houses.

I have asked Coordinators what their challenges are, expecting the responses to be about a lack of drivers or people not ready on time for their transport. Unanimously though, the responses were all about challenges with Waikato District Health Board. Mostly in relation to the times of appointments and discharge procedures. Also, the high expectations of the hospitals on these voluntary services.

Having the Community Transport Forum has improved things. Together, we work out solutions for ourselves. An example is that Waikato Hospital was calling the Community Transport providers at any time of the day

to pick up discharge patients. Talking about this issue at a Forum meeting, everyone realised this was a shared problem. Concern over driver welfare and also that of the patient who sometimes was arriving home to a dark, empty house. So collectively the providers agreed that they would say "No" to any request after 4.30pm and that a driver wouldn't leave home until there was assurance that the discharge papers for the person were ready. Discharge procedures have really improved in the last year. A WDHB person also attends these forum meetings and does his best to help communication. The WDHB Consumer Council is also very aware of the Forum and transport is a regular theme for them.

Without a doubt, the most common issue for all the community transport providers is funding. At a national transport symposium Community Waikato hosted in November 2019, we heard from Canterbury Regional Council and Horizons Regional Council of their direct support to community transport providers.

Considering the great service our providers offer to enhance people's health and social wellbeing, groups feel unappreciated by government and tired of having to spend so much of their time fundraising and asking their local communities to fund something they feel is an essential service. As a collective group, the forum is currently engaged with a regional funder and the regional council to investigate providing some ongoing operational funding to support these groups.

For any further discussion about Community Transport in the Waikato, please contact Sarah Gibb at sarah@communitywaikato.org.nz.



Stefan Doll from Diversity Institute delivering a workshop at Community Waikato

Workshops Calendar 2021

Kia ora, we are currently populating our 2021 Professional Development Workshops calendar with a range of capacity and capability building opportunities throughout the year. Dates are to be advised, so keep an eye on our website www.communitywaikato.org.nz

Covid -19 had a significant impact on the amount of workshops we were able to deliver this year, and on the method of delivery. We have all become very proficient at the use of Zoom as a tool. Hopefully 2021 will allow us the opportunity to deliver our workshops face to face which allows for a great deal more interaction and networking, however if need be, we will be able to offer at least a portion of these online. Thank you all for your ongoing support.

Funding series 2021 Workshop Series planning is underway. These will be available at dates throughout the year and around the Waikato region. We will be partnering the workshops with a variety of (optional) Community Waikato led workshops in areas including planning, risk management, governance and financial management.

Dr Maureen Marra and InLeadership will be delivering a range of workshops including the Leadership Masterclass, Leadership Learning Programme series, Coaching, Evaluation, and Creating High Performing Teams.

Brendan Gray and AdviseIT will be presenting on IT Planning and management strategies and IT Risk Management, taking into account the updated Privacy Act coming into effect December 2020

Stefan Doll from Diversity Institute will be presenting Resolving Conflict, Resilience and Wellbeing at Work and Collaborative Performance Management.

Other workshops include Governance ... Xero with PKF Hamilton, Dealing with Challenging Situations with Karen Stockmann, and Gender and Sexual Diversity with WaQuY.

Registrations for workshops will be available at our website over the next few weeks. If you have any requests for other opportunities please email sally@communitywaikato.org.nz and I will do my best to see what I can source.

Visit www.communitywaikato.org.nz to book your training