

Te Rūnanga o Tūranganui a Kiwa



ANNUAL REPORT



Te Rūnanga o Tūranganui a Kiwa

Ngā Wai E Rua Building
Cnr Reads Quay & Lowe St
GISBORNE

November

Annual Report
Prepared by
Kath Barbarich

Hine-te-ariki

Courage, tenacity and determination are key elements that Hineteariki inspires in her misty water saga of adversity. From Kōkōariki, her pa on the banks of the Waikohu, Hine-te-ariki nurtured, fostered and cultivated her uri-taniwha to become leaders of their community.

Artwork by Maia Gibbs.

2024

Ihirangi

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Mihimihi

Kāhui Kaumatua

"Tūranga Tangata Rite"

Tēnā tātou o Tūranganui nei, Ngai Tāmanuhiri,
ngā kaitiaki o Te Wherowhero, te takotoranga
o tō tātou waka o Horouta. Rongowhakaata
pukenga rau, e whakaata mai nei tō tātou
Tūranganuitanga. Te Aitanga a Mahaki, kei
Tūranganui, kei runga i te kāhika te wao e tu
ana, hei kura mō Mahaki.

Tangihia wā tātou tini mate e hinga tonu nei i
wā tātou marae kaenga puta noa, he mihi
aroha ki a rātou mā, e kore rawa e
warewaretia.

Ka hoki mai ki a tātou te hunga ora,
mauriora e hika mā

CHAIR & CHIEF EXECUTIVE Report

2023-2024

He mihi tēnei ki a koutou katoa e noho mai ana ki ngā kaokao o ngā maunga o Tūranganui a Kiwa, tae noa ki ngā awa e rere ngarungaru ana, nō reira kia koutou katoa, tēnei te mihi.



**Tēnei te mihi kia koutou katoa,
Te Rūnanga o Tūranganui a Kiwa whānui.**

The Trustees are pleased to present
the Annual Report for the year
ended 30 June 2024.

You will see by our Annual Report that Te Runanga o Turanga nui a kiwa has embarked on some exciting and enlightening pathways for our whanau.

As we continue to grow and learn the purakau about this place called Turnaga nui a kiwa and the strength that binds and connects us through Whakapapa.

As we grow and evolve so does our leadership and teams. We have yet to use the network of Communications to better inform our people of what we are doing but the redesigned website is a step in the right direction.

It would be remiss of me to not acknowledge the passing of two wahine toa who worked for this organisation. The first being Aroha Ria who was a member of staff in the early days until she got captured by the NZ Police and worked with the Community Policing team.

Then their was our Maori business stalwart Midge (Gardenia) Te Kani. Moe mai ra nga Rangatira.

**As this will be my final report as both the
Chair and a Rongowhakaata Trustee of Te
Runanga o Turanga nui a kiwa I want to
thank you all for what you do for our whanau,
haapu and iwi and I look forward to
supporting this entity in a different capacity
in 2025.**

Moera Brown **CHAIR**
& Ronald Nepe **CHIEF EXECUTIVE**

Ngā Poutama

Firstly, I want to acknowledge our team Heni and Wiremu for their hard work and dedication to our Kaupapa Te Puawaitanga o Hineakua. It has been another busy year researching, planning, developing and delivering our programmes sharing korero.

Secondly, In 2021 the team decided that our artwork was in need of updating and overtime an opportunity presented itself: Ruapani, Tarakiuta and Tarakitai, Hineteariki, Taharakau and Hinehikirangi.

NGĀ PUAWAI O HINEAKUA: STAFF HENI PEWHAIRANGI & WIREMU RURU

SERVICE DESCRIPTION

The role of Ngā Poutama Unit is to ensure our people are culturally vibrant and resilient. The education strategy and it's key objectives are the Pou for Nga Poutama to deliver Te Matauranga a Turanga.

NGĀ PUAWAI O HINEAKUA PROJECT

We are working on 2 platforms:

1. We provide a professional learning and development programme for all kaiako who are building their Cultural Capabilities. From this they will have the knowledge and understanding to incorporate a Tūranganui-a-Kiwa historical component into our local curriculum producing a well-grounded programme supporting student learning. This will help them understand his or her identity in Tūranganui-a-Kiwa.
2. For the past 2 years we provided a learning programme for kura tauira specifically students from year 7, 8 and 9 designed to enrichen the local curriculum. Component of learning quotes "The adolescents" perceptions of identity directly informed the way they felt about themselves and thus impacted directly on their well-being.



Purakau Artist: Maia Gibbs

We acknowledge the expertise of our Ngāi Tāmanuhiri artist Maia Gibbs. We have been fortunate that he is from home and is invested in our work programme. His professionalism and dedication have produced artwork of a world standard that our tamariki, mokopuna will benefit from.

This art work is the cover of the new Hinehikirangi purakau.



Nga Pou o te Matauranga a Turanga

- Turanga A Mua; education that honours Turanga identity and heritage and ensures we achieve our aspirations.
- Turanga Tangata Rite; to ensure education is responsive to our wellbeing.
- Turanga Ararau; to increase Turanga participation, engagement and achievement in education.
- Turanga Makaurau; to develop examples of educational excellence for Turanga that build, grow and sustain prosperity

IWI RELATIONSHIPS

We work in this space on behalf of our three Iwi of Tūranganui-a-Kiwa: Ngāi Tāmanuhiri, Rongowhakaata and Te Aitanga a Māhaki.

OTHER RELATIONSHIPS

We have relationships with all schools in the Tūranganui-a-Kiwa region working with principals as well as Kāhui Ako (Communities of Learning Forum) created by the Ministry of Education to provide the best possible support for kaiako in their Professional Learning and Development. We are an accredited provider and Ngā Poutama is building the cultural capability of our kaiako to immerse our tamariki mokopuna in all that is special about Tūranganui-a-Kiwa kōrero. We have also done similar work with community organisations and agencies.



The year started under the cloud of the Coalition Govt and their moves to diminish things Māori starting with the Treaty. This saw their moves to lessen the use of Te Reo in our agencies and Govt arrangements. The Minister of Education then announced a move that would see a return to education of the dark uninspiring days of my own education with 1 hour of literacy and 1 hour of math's being taught every day. Despite that we have continued to deliver our programme all kura have indicated they still need us to continue working with them supporting their strive to build their cultural capability. We continue to deliver our programme while kura work through the extra demands on workloads placed on them from the new Govt. Throughout the year we maintained the momentum created with our kura over the last 6 years of our Rūnanga having a presence in almost every kura in Tūranganui-a-Kiwa.

Te Rūnanga o Tūranganui a Kiwa

KŌRERO MŌ HAWAIKI ME AOTEAROA

Further research over the year has allowed us to add more value to the presentations and tools we use in our work programme in particular as it relates to foundation stories providing examples of using observation of birds etc to learn and add to knowledge of navigation.

KAI

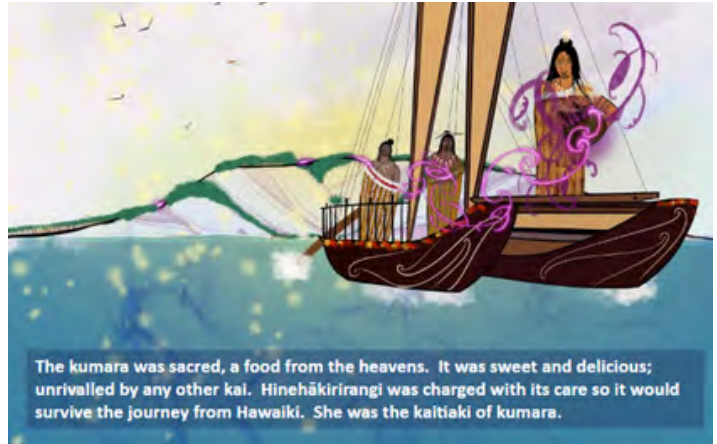
Kai was important for survival and appropriately gardens and animal life were upper most in our tipunas minds and by and large Rangatira status was determined by several factors one key aspect of which was your ability to feed your people. Below is an example of both Navigation and Kai being part of the same conversation so both the Kuaka and the Titi were navigation birds but also a food source.



Ti Kōuka was known as a delicacy when roasted, but the Ti Kōuka had many uses.

HUE MAARA

As our waka Horouta limped along the coastline Hinehākīrangī deposited her kumara tubers throughout Te Tairāwhiti.



Other food sources that were a regular part of daily life was the Hue brought here by our Tipuna Maia Poroaki on his waka Te Ikaroa A Rauru. As we know Maia had Hue maara(gardens) at Mangamoteo Nelson Park and Uetanguru at Makaraka he eventually moved and settled at Mangatu on the joining of the Mangatu and Mangamaia rivers.

Ti Kōuka / Cabbage Tree

- The entire ti kōuka was used for different purposes
- Long leaves for clothing
- Bark for flooring
- Trunk for building houses
- The tip of the tree (after stripped) is used for food or rongoa
- At the centre of the plant is the kai which was roasted and this brought out the sweetness



All around the Pacific is called: *Ti or Ti Kouka*

Hue / Gourd

- Grown by Maia in Hawaiki.
- Grown and moulded into various shapes and sizes.
- It was grown as a food source
- Later, it was grown and shaped into a container to hold water or food.
- Later, it was also used to make musical instrument and a recording device.
- Some can be grown so large that it can be carved and hollowed into a vehicle for transport.



Hawaii: Hue
Tahiti: Hue
Marquese's: Hue
Rarotonga: 'Ue
Māori: Hue

PROFESSIONAL LEARNING AND DEVELOPMENT FOR KAIKO

A challenging time for our team this year in terms of a shift in focus by the Government and Ministry of Education into other areas of learning however we still completed a full programme of work with kura this year. This has seen ongoing requests from kura for further work for next year and so we will need to continue to support this request we will meet with Ministry and Kahu Ako so that we can plan moving forward to identify how this work programme will roll out in 2025. The majority of our work has been funded through Kahu Ako who fund all Professional Learning and Development and we have a strong relationship with the collective. This fund is different from contracting in that you deliver the service and then you submit your invoice for payment as opposed to reporting 6 monthly and then submitting your report for payment.

As we are an approved PLD Provider When kura want to secure our services they search the PLD site and enter their training needs this lets them know that we are the provider and so contact is made we initiate a hui to discuss their needs and build a programme based on these hui so each workshop is specifically designed for kura.

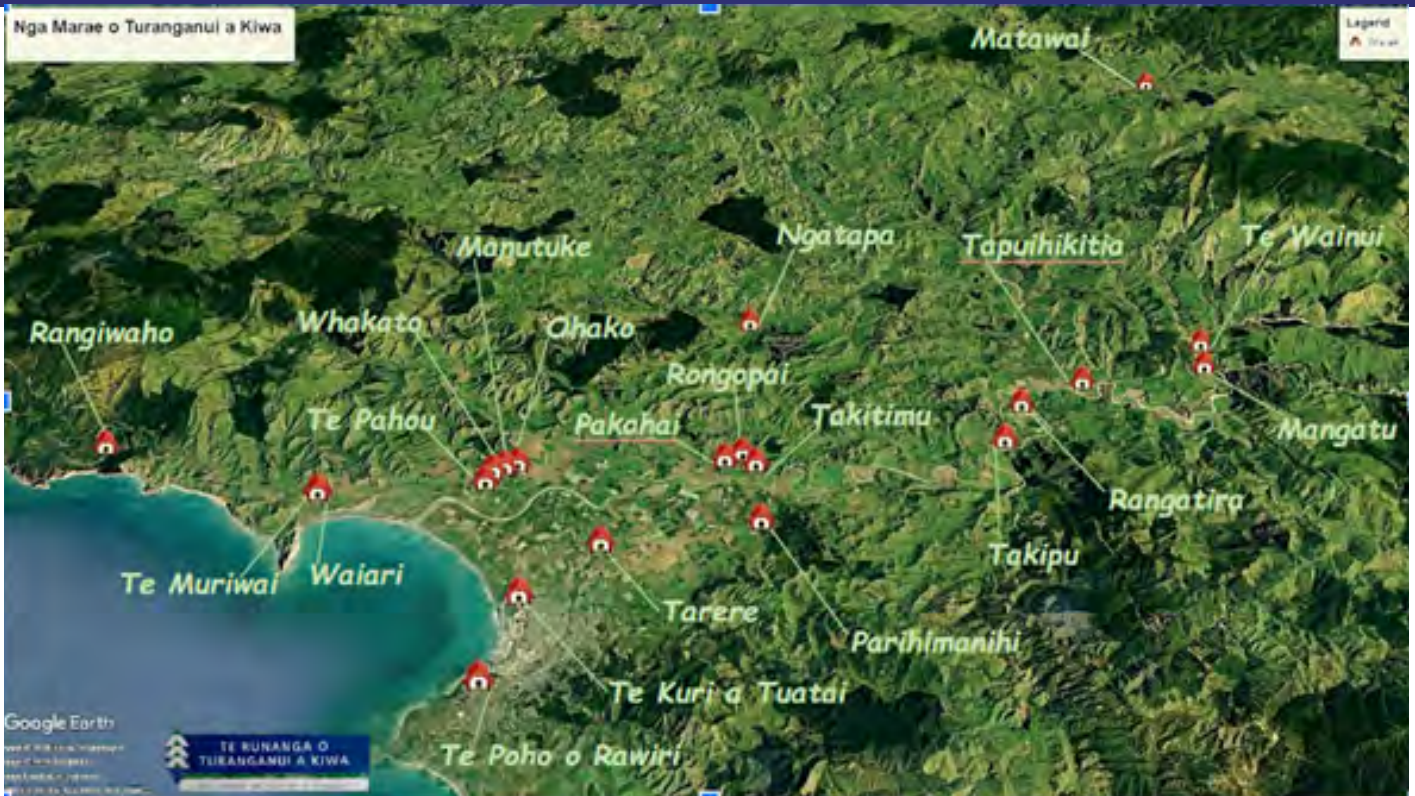
Our work with Early Childhood providers Kaiako is different in that they make contact directly with the Ministry and are referred on to our service and we proceed with the same approach as with Kura Kaiako and hui accordingly a programme designed to meet their areas of learning.

For a deeper understanding of when these tipuna were prominent we have put together a timeline that shows our tipuna and the equivalent timelines of other people from around the world.

Timelines around the World

1250AD	Toikairaku / Rauru nui a Toi - William Wallace (1270-1305)
1320AD	Paika / Paoa / Kiwa / Hinehākīrangī - Joan of Arc (1412-1413)
1450AD	Porourangi / Hamoterangi / Tahupotiki - Leonardo Da Vinci (1452-1519) - Columbus arrives in America (1492)
1550AD	Hingangaroa / Iranui / Kahungunu / Ruapani - Queen Elizabeth I (1558-1603) - William Shakespeare (1564-1616)
1625AD	Tuwahākīrora / Ruataupare / Apanui - Mayflower (Pilgrims) to USA (1620)
1650-1770AD	Hinetapora / Konohi / Tamahae / Tamaiua - The Arrival of Abel Tasman (1642) - Newton Laws of Gravity (1687) - Capt James Cook arrives in Tūranganui a Kiwa (1769)

Te Rūnanga o Tūranganui a Kiwa



ENRICHING LOCAL CURRICULUM

This programme is in its second to last year of operation and we have worked hard to be creative and engaging in working directly with tamariki of kura Lytton High School and Campion college. In this programme we provide a practical hands on interactive learning experience that compliments and grows a local example of how to develop your curriculum and have a positive impact on akonga learning outcomes. This year we worked with 144 students every week and the growth for tamariki and kaiako in kura has been apparent, their excitement every day we've turned up has seen these kura request that we extend continue our programme to next year which we have confirmed.



TE AHU O TE REO

The Ministry of Educations response to building Te Reo Capability for Kaiako in kura these are run by term and kura have weekly sessions by zoom and then every 6 weeks have a Wananga Reo over a weekend at a marae. This year we supported this initiative and attended 1 weekend wananga with 35 Kaiako held at Te Pohu O Rawiri with 6 kura from Turanganui A Kiwa being represented. The change in learning priorities by this Government has seen this programme with drawn around the country and funding diverted to their preference for literacy and numeracy teaching programmes something I would expect they already have as part of their training to become Kaiako.

OUR WORK PROGRAMME HAS BEEN SUPPORTED BY

MINISTRY OF EDUCATION
LOTTERY GRANTS BOARD

I acknowledge all kaimahi here at the Rūnanga who have supported us this year particularly our finance team who have contributed immensely in our ability to achieve what we have been able to deliver this year.



On behalf of our team Ngā Poutama we wish you and your whānau Meri Kirihimete me ngā mihi o te tau hou.

ALBIE GIBSON
MANAGER
NGĀ POUTAMA UNIT

Te Rūnanga o Tūranganui a Kiwa

Tiaki Mai Tairāwhiti School Attendance Service



Ministry of Education
Te Tāhuhu o te Mātauranga

First and foremost, I want to express my gratitude to our staff for their dedication to serving our Iwi. E mihi ana kia koutou.

PURPOSE

The primary goal of the Attendance Service is to better support Māori and Pasifika communities.



ABOUT TIAKI MAI

Tiaki Mai attendance service started January 2022. The difference with our service is that we have integrated aspects of Whānau Ora into the service delivery so there is capability to support the wider whānau where a need is identified. The team consisted of six staff with one being the data analyst.



SERVICE DESCRIPTION

Data from the Ministry clearly shows that regular attendance at kura leads to student success. However, attendance issues vary on a case-by-case basis due to numerous factors. Our service remains focused on its core objective: to facilitate students' return to kura or, if that's not possible, to alternative educational or career pathways.

A key feature of our service is the integration of our collective efforts within the Runanga. Each kaiārahi plays a crucial role in supporting whānau, enhancing the chances of a swift return to kura.

Our team has established strong relationships with schools, and Principals recognize that we are here to collaborate for the benefit of our whānau.

THE PROCESS

Tiaki Mai has taken proactive steps to support Whangaia in the family harm space. So far, we have worked with 108 tamariki who have either experienced or witnessed family harm in their homes. Our primary focus has been to ensure the safety of these tamariki is always a top priority. I engage with Principals so that they are aware of the tamaiti's home life and the possible reasons for not attending school.



Lizzie Hall & Boy Tata



Tee Montgomery
Manager
Tiaki Mai

Communications (CDEM)

In 2023 TROTAK approved the formation of a Communications function with a primary purpose of delivering emergency resilience plans for rural communities in Tūranganui a Kiwa. Secondary objectives for the communications team included:

- Establishing an online presence via social media, and revamped the existing website.
- Advising, planning, and delivering professional communications services including messaging protocols
- Creating formal processes for stakeholder engagement and external communications functions.

Over the past year our Communications team has made significant progress in these areas:

- Progressing plans to near completion for Muriwai, Manutuke, Ngatapa, and Patutahi – which require formalizing and peer review before adoption.
- Facilitating hui and wananga for communities in Motu/Matawai – with further hui planned over the next 2 months.
- Delivering the rebuilt website which is currently live.
- Delivering Social media pages which are growing steadily as we share more content.
- Set up processes and protocols for delivering community engagement and a database for tracking progress and recording events using already available systems (MS Teams).

ACTIONED 2024

Revitalised website under development with a soft launch expected in November

Redeveloped style and branding guide

Communications plan templates

Internal communications planning and reporting

WEBSITE – MEDIA PRESENCE

Now that the website and social media platform have been set up, they need to be maintained and continuously updated to keep our community and stakeholders engaged. Over the next 12 months, the main objective is to empower more parts of the organisation to generate content in a coordinated fashion, and the communications team will curate, moderate, and coordinate content to meet the organisation's strategic goals. One specific area we would like to focus on is assisting Turanga FM with strategic communications to share more strategic key messages with them and align goals to leverage their strong presence with key audiences in the region.

SUMMARY

As we reflect on our achievements and look toward the future, it's clear that our communications strategy plays a pivotal role in fulfilling our organisation's mission to serve and support our communities. We have made considerable progress over the last year, however it's mostly established a baseline of the communications function. The next 12 months are about building on that base to further empower the organisation by training priority areas of the organisation to use the resources we've created. While also completing the community resilience plans that we've drafted and continue to build on the relationships we've managed to create.

Tee Montgomery
Manager
Comms

Whānau Ora



Whānau Ora a practice of “true care” for our whānau

Whānau Ora is a practice of care. This is the key point of difference on why our whānau can achieve and be successful in designing their whānau plan, planning for a brighter future.

Whānau Ora

Positive Participation

Inclusion

Whanau Success

Whanau journey

Improving Self Worth

A Safe Space

Whanau Voice

Sharing Kōrero

Providing Whanau Experiences

Korero Awhi

Effects of Working Across Sectors

Positive Response

Trust



Whānau Ora

KAIARAHĪ

- 73 - Whanau
- 147 - Outcomes

WHANAU ORA 1302 OUTCOMES

Legal Identification

- 22 Birth Certificates
- 8 18+ Cards
- 5 Passports

Licenses

- 9 Learners license
- 7 Restricted license
- 14 Full license
- 1 Class 2 license
- 1 Tracks and Rollers

Health and Well-being

- 86 Kai Parcels
- 10 Health Support
- 3 Drug Testing
- 7 Counselling
- 3 Dentist
- 5 Health and Fitness
- 3 Medication Assiantance

Housing

- 32 Rapid Housing
- 34 Emergency Housing
- 34 Transitional Housing
- 26 Forever Home
- 2 Private Rental
- 8 Alternative Accommodation

Financial Literacy

- 33 Budgeting
- 18 Ready to rent

Essential Items

- 57 Essential Clothing
- 57 Essential Blankets
- 7 Benefit Income
- 3 Heating
- 12 Household items
- 10 Baby essential
- 10 School essentials
- 3 Communication
- 5 Transport needs

Employment, Education and Training

- 16 Security Licences
- 7 Part-time employment
- 3 Full-time employment
- 7 Training courses
- 3 Work equipment
- 2 CVs
- 3 Jobs and Skills
- 2 Education

Community Connection

- 7 AMP Show
- 5 Christmas Hamper
- 1 Fight for Life
- 12 Tipuna Haerenga



MANAAKI TAIRAWHITI NAVIGATORS

Emergency Housing

- 62 Whanau
- 420 Outcomes
- 7 in Transitional Housing
- 24 in a Forever Home



TRANSITIONAL HOUSING

Transitional Housing

- 42 Whanau
- 208 Outcomes
- 35 Whare



RAPID HOUSING KA TIPU

Homeless Whanau

- 12 Streeties
- 32 Rapid Housing
- 62 Outcomes
- 42 Whanau in accommodation



WHANAU HOUSING



Social Housing - Forever Home

- 6 - Social Housing
- 2 - Home Ownership
- 2 - Rental Properties



TE WAREHOUSE

Puta Ora

	Totals
Whanau	317
Individuals	1944
Kai Parcels	507
Hygiene Pack	989
Orana Pack	989
Tirana Pack	989
Frozen Meals	5406

Social Housing - Forever Home

- 6 - Social Housing
- 2 - Home Ownership
- 2 - Rental Properties

WHANAU SUCCESS

POSITIVE LIVING

- Participation of the Whanau is key for success of a Whanau's journey.
- Trusting Kaiarahi and taking direction to complete tasks on the whanau plan
- Whanau take ownership of their life choices



E TU WHANAU

Te Paekaruhi Whaikorero



6 - Wananga
35 - Whanau
4 - Locations

Te Rūnanga o Tūranganui a Kiwa



E TU WHANAU
Wairangi
Kiw
6th Feb

Free Entry For ALL

PRIZES
Musical
Giant Bubbles

Matariki in the Park
Calling all rangatahi and hōmāhōki of Elgin to come along and share some Korero about your goals. Kai provided - second hand clothing - prizes

ARIKI ANGBATAHI
RANGANUI A KIWA LY 2023
NA PARK 7:00 PM TO 9:00 PM

- WAITANGI
- MATARIKI

CELEBRATING OUR RANGATAHI

REWARDING WHANAU AND CELEBRATING

We had the opportunity to help whanau celebrate some of their achievements. Whanau who have engaged and worked really hard on their goals.

CHRISTMAS HAMPERS

WHANAU ORA DIPLOMA

AMP SHOW

Tipunga Haereenga

Employment Training

TE RŪNANGA O TŪRANGANUI A KIWA

WHANAU ORA IMPACT

Winter Wellness
Heating
Clothing
Whanau Success to Celebrate Achievement

Community Leading
• Creating their own plans and implementing

Whanau have the Facts
• Whanau Participating and Engaged

Stable Environment
We have been able to support whanau into a stable home;
• Income entitlements;
• connection with education;
• essential items;

Sense of Belonging
"Holiday Programmes
Engaging Tamariki during the holidays

Putā Ora
• Supporting whanau with 3 day Kai to get ahead
• This is a hand Up not a hand out!

TE RŪNANGA O TŪRANGANUI A KIWA

Funding & Contracts

It is with great pleasure that I present my report as Funding and Contracts Manager for Te Rūnanga o Tūranganui-a-Kiwa. As always, I would like to begin by acknowledging the TROTAK Board of Trustees, Iwi CEO's, my lovely colleagues and of course Ronald our CEO for being such a pleasure to work with.

In my report of 2023, I talked about the challenges we had faced over the last 2 years and wondering what the post-election funding landscape would look like. I am happy to say that its not quite the desert wasteland I was anticipating, but neither is it a lush oasis, perhaps a muddy puddle is the best description right now.

Our new government has wasted no time in making good on its pre-election promises of cost cutting activities and this has inevitably had impacts on the funding sector with funding claw backs, cutting of contracts and greater pressure on the sector to 'prove' it's worth.

I guess the burning question is, in spite of this is.....

How Have We Done?

SUPPORT



Rangatahi

In December 2023 we received a grant from the Department of Corrections; under Actions 7 & 10 of the Homelessness Action Plan, to purchase a whare for use as a transitional residential reintegration facility for Rangatahi Tane aged 17.5 – 24 who are exiting justice facilities and at risk of re-offending. The property will be owned by Tūranganui-a-Kiwa Housing Ltd (THL) who will provide Tenancy management services and wrap around support. The rehabilitation programme will be run by Tūranga Social Services who will provide 24-hour staffing, youth workers and social work supports. We are delighted to report that after an extensive period of house shopping, we have now purchased a suitable property to rollout the programme. A maximum of three Rangatahi Tane will stay in the whare for up to 6 months. Rangatahi must be committed to attending education, training and/or work opportunities.

We feel that this is an exciting opportunity to enable rangatahi to receive the intensive they need in order to make changes for themselves. The property is currently undergoing minor works to achieve for Healthy Homes Standards and we have some exciting plans in place. We look forward to reporting back next year on the progress we have made.

My thanks go to Ronald, the board of THL, Kate Hall (Manager TSS) and Athena Emmerson Kapa for their support in enabling this project to go ahead. Exciting times 😊!

Further mahi is ongoing with some extremely exciting developments occurring that will make positive impacts for all of us.

Addictions

I am pleased to report that work has continued in the Addictions support programme. Although the PGF funded component ended in February 2024 we were able to secure funding through Te Aka Whai Ora and the Resilience to Organised Crime in Communities Fund to continue with this mahi for a further 2 years.

We have also expanded the portfolio, through various grants from Te Aka Whai Ora, to include support for Problem Gambling. We find that gambling often co-exists with alcohol and drug addictions but is equally as damaging.

Tairāwhiti has not had a Problem Gambling support service since 2017! Our service is the only one that is working directly with our people kanohi ki te kanohi. All other national services are provided via phone or online. The sector has changed so much since 2017. The online gambling space has experienced rapid, unregulated growth over the past few years which we are all struggling to deal with. In spite of this we are excited by the mahi we have begun.

My particular thanks go to Henry Ngarangione for his unwavering enthusiasm and dedication to rolling out this programme.

Strategic Planning

On 19 & 20 September 2024 we ran a Strategic Planning Workshop with all managers. The Sessions were run by Alan Wilcox d, is an experienced chief executive, manager, strategist and consultant. He has worked in several sectors advising on policy, strategy and operation.

Alan did a great job in facilitating the process and keeping us on track over the course of the two days and attendees really enjoyed the workshops. A set of Themes and an action plan have been developed from the two days and we are moving forward on that over the next few months.

My thanks go to Ruby Smith for her commitment to making this happen for te Runanga.

I will end by saying that this is just a snapshot of the mahi I have been involved in over the past year. In spite of Government activities things are beginning to happen and we have several funding applications already in process for 2025 as well as the mahi outlined here.

The muddy puddle may not become a lush oasis but we have our gumboots on and we are jumping right in!



Looking forward to continuing to work with the team and to seeing what 2025 will bring.

Julie Conder
Funding & Contracts Manager



Human Resources

HR Manager: Ruby Smith

It is with great pleasure that I present my Human Resources Annual Report.

My role provides leadership and guidance on all components related to people, across all levels of the business and is responsible for supporting the Human Resource management needs of TROTAK.

Recruitment	Change Management	Leadership Development	Performance Management
Health, Safety & Wellbeing	Job Evaluation & Remuneration	Employment Relations	Dispute Resolution

Welcome to

Human Resources



snapshot

2023 - 2024

Financial Year

Ever – Changing Landscape

With an ever-changing landscape of challenges and considerations, such as:

Rapidly evolving technology; multigenerational workforce, Talent shortages and skills gaps, Changing nature of work patterns, Increasing focus on employee well-being and mental health, Legal and regulatory compliance, including data privacy and protection.

To effectively address these challenges, you must stay current with industry trends, best practices, and emerging technologies. You must also collaborate closely with other business functions, to ensure alignment and integration of HR strategies with overall business objectives.

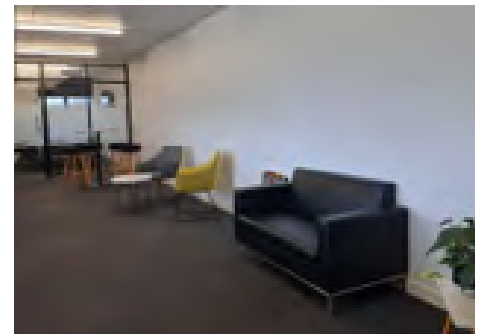
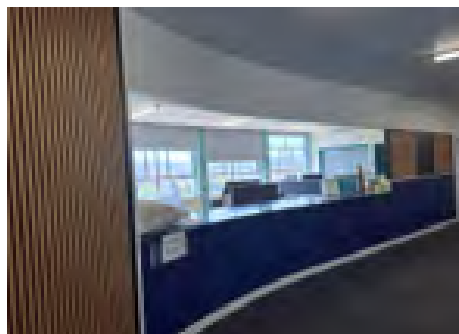
Appreciation

THANK YOU! To my team for their past years work.

Faith as our Health and Safety Co-ordinator who has made huge inroads into health and safety and works tirelessly to ensure health and safety and wellbeing is to the forefront of what we do and achieve. Tu meke Faith!

Kath thank you for being the front person of our organisation and designing the reception area and Board room that look awesome, Ka mau te wehi!

Jarna who has worked on maintaining our workplace policies and health and safety by ensuring they are compliant and legislatively sound. Thank you. Mauri ora!



PERSONNEL MANAGEMENT

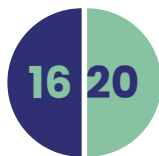
Personnel Management focuses on recruitment, retention and the development of staff.

RECRUITMENT

Employment is key. We continue to focus on building our capability and capacity.

TOTAL 36

staff recruited in the 2023/2024 period.



NEW LEGISLATION

The Fair Pay Agreements: Repeal of the Fair Pay Agreements Act 2022.

90 Day Trial: periods can now be used by all employers, not just small businesses.

Minimum Wage Increase: to \$23.15 per hour from 1st April 2024.

Parental leave: As of 1 July 2024, the maximum parental leave payment will increase by 6% from \$712.17 to \$754.87 per week.

HIGHLIGHT 2024

Human Resource Workshop

A 2-day workshop was held on Monday 15 April and Wednesday 17 April. We had a total of 67 staff with 35 staff in the first workshop and 32 in the 2nd workshop. This was an internal and interactive workshop.

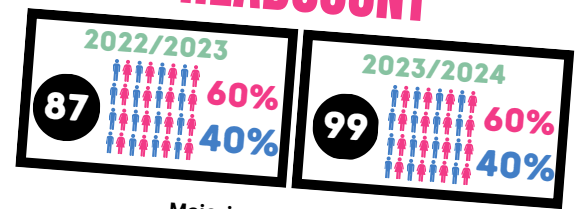
Policies covered in this session:

·Staff Code of Conduct, Health and Safety Policy and Statement, Employers Responsibilities; Responsibilities as a Worker; and your Rights as a Worker, Privacy Policy and Privacy Officer, Access to, and use of Personal, Information Policy and Child Protection Policy.

Topics:

Confidentiality and Gossiping

HEADCOUNT



Majority of positions are Fixed Term and Permanent

RECRUITMENT POLICY

Identifying and recruiting talent are decisive elements in the success of TROTAK in the short, medium and long term and successful in the recruitment of iwi talent organizational wide.

SENIOR RECRUITMENT POSITIONS AND IWI TALENT

NGAI TAMANUHIRI

RONGOWHAKAATA

TE AITANGA A MAHAKI

Records, Archives and Digitization

Project Manager, Tenancy

Manager, Family Violence

Specialist; Youth Workers; Social

Workers, Data Analyst, Kaiarahi

Transitional Housing, Kaiarahi

Whanau Ora, Financial Assistant

and Kaiawhina Remand Home to

name a few.

LONG SERVICE LEAVE



TROTAK recognizes the commitment and contribution of long serving staff members. 8 staff are recognized for 10 years or more of continuous service.

REMUNERATION

After an extraordinary 2023 financial year, Management agreed that all TROTAK Kaimahi were deserving of a financial reward for their contributions.

All TROTAK staff are eligible for a one-off payment cash bonus of 4% for the period 1 July 2022 and pay year ending 30 June 2023 and

A 2% Salary Review for the period 1 July 2023 to 3 December 2023.

HEALTH & SAFETY

TROTAK is committed to providing and maintaining safe and healthy workplace practices, Health and Safety is everyone's responsibility.

OUR POLICY

·Will always be to comply with the provisions of the Health and Safety at Works Act 2015.

Health and Safety Committee (HSC):

The committee has 7 members and meetings are held bi-monthly.

Health and Safety Training:

Fire Warden, First Aid and Mental Health.

Incidents:

A number of incidents occurred over this period and all incidents were investigated.

Nga Wai E Rua Building:

Basement refurbishment – fit for purpose, installed security doors on each level and introduced new swipe cards.

Champers:

Registered with Fire Emergency and Fire safety audit.



TECHNOLOGY INITIATIVE

Social Records, Archives and Digitisation Project Manager

Thank you Kreslea for building a variety of systems that are cost-effective:

Electronic Data Record Management System, Human Resources and Health and Safety Hub and Intranet.

Everyone is responsible to assist in managing overall information. Good practices enable people to be productive and share information safely.

Our focus is for staff to be more aware of these practices, so they become part of how we do things around here, this is supported by running awareness workshops, promoting good practices, and ensuring everyone understands their obligations.

WHAT'S NEXT

TROTAK Strategic Planning Workshop for the Leadership and Management Teams.

Collectivist Culture

We are progressing towards a Collectivist Culture by focusing on teams needs by working together; a better position to be successful in each team member's role; encouragement of collaboration and sharing tasks; it is a relationship based on trust and credibility that enables the team to make an effective contribution to business decision making; clear objectives that defined roles and collaborative team culture will help achieve goals.

Ruby Smith
Human Resources Manager

Whānau Ora Youth Services

Tūranga A Mua
Tūranga Ararau
Tūranga Makaurau
Tūranga Tangata Rite



**“He mokopuna, He taonga...
Ae rā, he rangatira ā te wā nei, ā te wā mua hoki”**
**“Nurture, support and value our children, youth...
For they are our promising leaders of today and tomorrow”**

Staff Development

Empowering Our Rangatahi – Overcoming Challenges to Achieve Success

Our team has worked diligently this year dedicated to supporting our rangatahi, helping them face challenges and overcome significant barriers. By addressing the different needs of our rangatahi, we've been able to foster resilience, encourage personal growth, and ensure that they have the tools and guidance needed to thrive.

This journey of support, growth, and achievement highlights the vital role our kaimahi have played in shaping brighter futures for our youth. Our ongoing focus remains on delivering the best possible outcomes for everyone and making a meaningful and lasting difference in their lives.

To ensure that our kaimahi provides the highest level of care and guidance, our staff have completed the Level 3 Youth Work qualification. This qualification not only enhances current knowledge but also equips staff with extra skills to engage and support young people more effectively. The completion of this training marks a significant milestone in strengthening our service capabilities.

Jaqueline Rawiri has joined the team working in partnership with the Tangatarite team with the aim of understanding the system and provide a way of working that benefit the youth and their whanau navigating the system. Jaqueline has been a part of the observation phase attending Youth Court and observing the system. She will begin the next phase testing what she has observed. She is progressing well and is excited about the challenge that lies ahead working in the Youth Court



Tu Ake Rangatahi Program



Despite the challenges, the impact of the Tu Ake Rangatahi program remains significant:

- Youth complete 75% of planned objectives.
- Youth who engage in the program show marked improvements in their well-being, educational outcomes, and social connections.
- Long-term benefits include reducing the likelihood of youth engaging in criminal activity, improving family dynamics, and fostering resilience among at-risk youth.

Te Rūnanga o Tūranganui a Kiwa

What youth are saying about the benefits of the program:

*To stand strong and trust in myself, Being a leader in some activities, Kindness of the Kaiako
The program made me confident, I stopped being angry at my siblings and their behaviour.*

The program gave me confidence and I was proud to be me, Learned to be a leader, Able to express myself.

To behave on trips, Consequences, How to be a better leader, Building relationships, Learning how to express myself.

What Kaiti School has said about the program:

How would you rate the Whānau Ora Youth Services programme delivery?

10/10 They were loved by our akonga. Our Kaiako were impressed by the entire set up.

Students that have attended the program have had no issues at kura.

Nga mihi Koka Laice and the team. You have been impressive.



What the whānau are saying about the program:

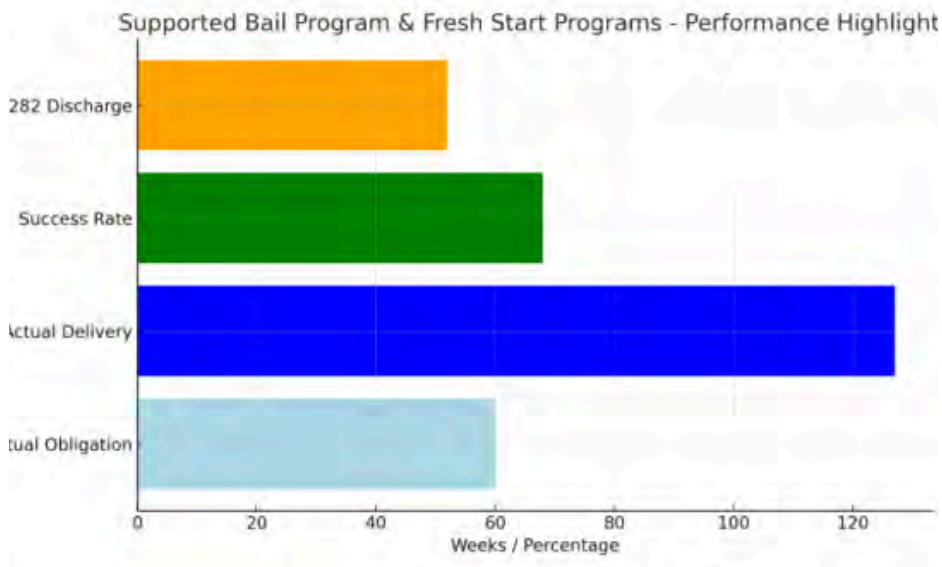
- Seeing her happy and learning in different ways
- He has enjoyed his time out of school on the program.
- She would come home; she was happy about her experiences.
- Time with the class making more memories and connections and gaining life experiences.

Fresh Start Youth Justice Programs

Whānau Ora Youth Services is the preferred provider for **Oranga Tamariki** to deliver:

This is a snap shot of 13 youth who used the Support Bail Program.

This chart shows:



- **Contractual obligation versus actual service delivery weeks for the Supported Bail Program.**
- **Success rate of youths completing their Family Group Conference (FGC) objectives.**
- **Percentage of youths who received a s282 discharge from the Youth Court, (no criminal record).**

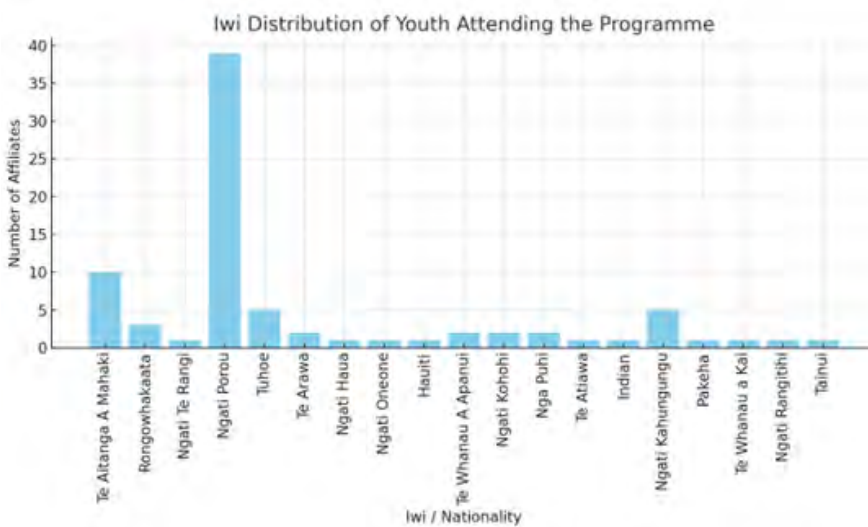
Community Partnerships:

Whānau Ora Youth services continues to collaborate with key stakeholders in the community, such as educational and health providers, Oranga Tamariki, Police, and specialist support services. These relationships are essential for addressing the needs and concerns for young people effectively.

Recently we had the opportunity to collaborate with the Whānau Ora Police team and kaimahi who presented a workshop on their role and discussed the importance of having a safety plan. The presentation was excellent, and it was what the students needed, taking away valuable lessons and opportunities to provide steps and strategies that will keep themselves safe at their home, school, and in the community.



Iwi Distribution



This graph shows a representative of iwi and nationalities of youth attending the programme across the services.

As indicated: Ngāti Porou has the highest number of participants at 39, while other iwi and nationalities are represented in smaller numbers, including Te Aitanga A Mahaki (10), Rongowhakaata (3), and other groups such as Indian and Pākehā students.



Social Worker in Schools



All Here is the pie chart representing the breakdown of activities and initiatives from the Social Worker in Schools report. The sections highlight:

- Truancy and Student Engagement (25%)
- Family/Student Engagement (35%)
- Collaboration with School Services (25%)
- Health and Well-being Initiatives (15%)

Good News

Internally A rangatahi facing court matters initially struggled with anxiety around his peers, requiring constant encouragement to feel comfortable and accepted. Over time, with patient support, he managed to settle in and started engaging more confidently.

Lacking self-esteem and social skills, the rangatahi was able to develop steps and strategies that not only improved his interactions with others but also helped him address issues at home. He has greatly valued the guidance and support from his mentor, which has been a key factor in his progress. Since starting the program, he has made substantial strides in his personal development and completing his matters with a s282 discharge without a record.

We had arranged a work placement for him with a local farmer two days a week, and from there he went onto be employed fulltime on another farm in Matawai. He is currently employed on the farm and is loving being there learning and growing new skills every day. He has come a long way and is more confident and is thriving on the farm with the support of his whanau.

Whānau Ora Youth Services Manager
Frank Ngatoro

Te Rūnanga o Tūranganui a Kiwa



Tūranga Social Services



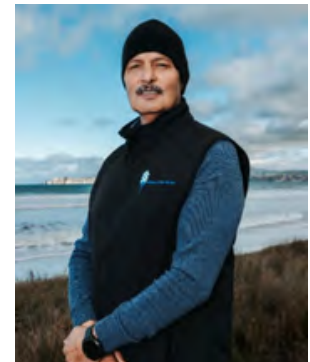
This past year TSS has had a bit of a face lift inside and out. The theme has been about growth and development. The office at 331 Childers Road has gained two fences, a new sign and two flags. We have also ventured into growing a Maara Kai. This was inspired by a building project that a rangatahi who was placed at Te Wharau o te Tairawhiti remand home completed by building a Pataka Kai. This is now located at our TSS office and hopefully will be filled by our garden harvests.

When you visit the TSS office the first face that will greet you is our receptionist Ariata Kutia. Ariata joined the team in October 2023. Assisting we have in role Tulia Veisaqa as a social work resource assistant.

MSD Contracts - family harm

Internally our social services have grown in the area of family harm provision, with the addition of two-family harm specialists, Hepa Akuhata-Brown a Counsellor and Ashleigh (Ash) Harvey a Social Worker. With the aim of ensuring safe, effective and appropriate risk assessments and safety plans are being completed for whanau, Hepa and Ash have had their work cut out for them. They are active participants at the Whangaia Pa Harakeke (Iwi and Police partnership) table and engaging with whanau.

In addition, we continue to provide the Whanau Resilience service, Angela (Ange) Henry has been in role as a Support Worker since September 2023. Whanau resilience is for the delivery of long-term healing and recovery for whānau affected by violence to create strong, resilient communities where whānau are supported to live violence free and to eliminate violence for the next generation. We were fortunate to have this contract extended for an additional eight years and will continue to make inroads to this mahi.



“Hoki mai a tātau mokopuna ki o tātau pito, whānau mai” - “Return our Mokopuna home”

(Tūranga Social Services Mission Statement was created by past Kaumatua Heeni Sunderland (D), 2002).

MSD Contracting - Tau Aki Whanau

Complementary to these services the Tau Aki Whanau contract has been extended to June 2025. Tau Aki Whanau provides - Intervention and prevention workshops for whanau, victims and perpetrators of violence who have children aged 0-18 in the Tairawhiti area. Whanau attend a minimum of four workshops designed to increase awareness of family violence, and introduce skills to modify behaviours, develop coping skills and strengthen whanau units. Whanau will develop a Safety Plan which will outline achievable goals for both victims and perpetrators. Patrick Pari works with both Whanau Resilience and Tau Aki Whanau clients as a support worker and Alisa Lea'ana as a Programme Coordinator.

Alisa's addition to the team has enabled a stronger focus to go onto the programme content for Tau Aki Whanau. There is flexibility for content to be delivered individually or as a group. This is inclusive of the development of goals to ensure whanau can achieve practical steps towards a safer home and their overall well-being.



Te Rūnanga o Tūranganui a Kiwa

Highlights

Whanau Resilience Conference

On 8-9 May, Patrick, Ange and I attended the national whanau resilience conference. The conference offered an opportunity to network with other whanau resilience providers across the country. The theme of the hui was resiliency, healing, and resistance, with 7 keynote speakers on a range of topics related to the theme. The highlight was the presentation from Professor Leonie Pihama on her joint publication "He Waka Eke Noa Report" which is about Maori cultural frameworks for violence prevention and intervention.

Child Protection Diploma

This year Patrick, Alisa and Tulia have been studying towards their diploma in child protection through Child Matters based in Hamilton. They are all on track to achieve this qualification February 2025.



Manaaki Tairawhiti Navigator

This is the provision of support to whānau where children and young people have come into respite care. The service includes social work support to the whānau and support and education training to the caregiver. Each whānau will have a Health and Safety assessment completed which will formulate a plan with achievable goals. This service continues to be delivered to a core group of whānau, and our long serving caregiver Deborah Smith. What we have focused on improving is

Oranga Tamariki Contracts

Share Care

Shared care is the provision of caregiving services to tamariki and rangatahi that have come into the custody of Oranga Tamariki. TSS has approved caregivers that are supported to provide care. This service has dramatically decreased over the past few years as there has been a significant drop in the number of children coming into care. We are maintaining a pool of six caregivers currently that can work across respite and shared care.

Community Respite Care – Early Support and Prevention

This is the provision of support to whānau where children and young people have come into respite care. The service includes social work support to the whānau and support and education training to the caregiver. Each whānau will have a Health and Safety assessment completed which will formulate a plan with achievable goals.

This service continues to be delivered to a core group of whanau, and our long serving caregiver Deborah (Debs) Smith. What we have focused on improving is the connection between the different contracts and service provision that TSS offers and how they can be tailored to the whanau we engage with. This has been implemented across our community respite care work and our other social work services whereby we are able to clearly match whanau need with social work provision.

Highlight for this area:

Debs Smith along with our Maatua Whangai Social Worker Arihia Waihi attended the Caring Aotearoa 'Picking up the PACE', National caregivers conference that was hosted this year in Christchurch.

Te Rūnanga o Tūranganui a Kiwa

Te Wharau o Te Tairāwhiti – Remand Home

Our community remand home for up to three rangatahi remains consistent in its service delivery. A continued focus has been on quality and continuous improvement in service delivery. In addition, a strengthening of the stakeholder relationships with Police and Oranga Tamariki – local office has continued to grow and develop successfully. Of particular note, this past year the remand home provided an additional 101 bednights compared to the previous year. The addition of an on-site education programme has grown from strength to strength. Our Kaiako Monique Ngatoro has worked hard at designing and implementing the programme.

The education Programme is designed to support the development of rangatahi in remand care. Induction involves a comprehensive interview that assesses their overall well-being using the Te Whare Tapa Whā model, which examines their physical, mental, spiritual, and family (relationships) health. Educational assessments, as well as their personal goals and aspirations, are explored, providing insights into their likely trajectory over the next 3 to 6 months and what we can focus on while they are here.

The programme is underpinned by Meihana Durie's framework of "Potential of Māori Males," which has been adapted to focus on rangatahi within the TWTRH setting. The application of cultural learning varies, particularly between regions. For instance, rangatahi from Auckland tend to show less interest in engaging with cultural aspects such as their pepeha, purakau or mahi toi whereas, others from different areas have embraced and taken pride in learning about and applying their cultural heritage during their stay.

The education programme is flexible and tailored to the individual interests of each rangatahi, rather than following a rigid curriculum. The only set component is Physical Education (PE), which has been updated to focus on all aspects of well-being, encouraging physical, mental, and emotional health. Other areas of learning are heavily influenced by their future employment, which because of high truancy at an early age has been focused on attaining credits, showing that they have the capacity to learn on job.



TSS overall has had a positive year, with growth in service provision and refining in areas that are evolving like care services. We are starting to gain momentum with regular referrals coming in and have developed relationships with services that trust in our ability to listen and respond appropriately to whānau voice.

We have participated in community networking opportunities, for example in April 2024, TSS hosted the Violence Free Tairāwhiti Network monthly hui. This was a successful event with approximately 30 attendees from the Network. This hui is an opportunity for agencies that work within the family harm brief to share their services and any up-and-coming events and/or programmes. Wendy Miller from Barnardo's coordinates the meetings and sends out to an extensive email group different panui. Wendy described our event as successful.

In September 2024 we launched our own Facebook page to create a social media profile that would be accessible and linked to the new TROTAK website. Our page has events for whānau and professionals to come into the office to find out more about the services we offer.

We have had lots of highlights throughout the year and opportunities to come together to review and strengthen ourselves and practices. This next year will benefit from these foundations.



Kate Hall
Manager

TŪRANGA SOCIAL SERVICES

TANGATARITE

Turanga Amua
Turanga Ararau
Turanga Makaurau
TURANGA TANGATARITE

KŌRERO

The Tairāwhiti initiative has been gifted the name 'Tangatarite' by Te Runanga-o-Turangānui-a-Kiwa. Tangatarite means to be of equal status and is an idea where we treat, support, and honour each other respectfully.

Tangatarite have been a part of the Criminal District Court for the past 2 years supporting whānau with their matters and have set a presence in the Gisborne District Court. Tangatarite sit inside the body of the Court and assist whānau in the Registrars list, Young Adults Court, Family Harm Intervention Court, Judge's List, Arrest Court, and the Community Magistrate Court.

IWI PARTICIPATION

Iwi continue to bring to the partnership the ability to:

- Uphold the tapu and the mana of our people.
- Consciously live by traditional values.
- Take responsibility for our whānau and their wellbeing.
- Ensure our tamariki and mokopuna are nurtured and protected throughout their lives.

Iwi also bring the ability to work with our whānau, hapu, and iwi communities so that they can:

- Be heard and understood in Te Tahū o te Ture.
- take responsibility, act with integrity and be accountable.
- support our whānau members to be the best that they can be.

Iwi start from the premise that the matauranga and values of our tipuna are inherent in strong and resilient whānau and hapu. This particular whakatauki comes from Te Kooti a Rikirangi

"Mā te ture anō te ture e aki – only the law can take care of the law."

OUR WORK

OUR PURPOSE

Our purpose is to help whānau stay out of prison and minimize sentencing impact. Our interaction with whānau uses the following values steps as a Way of Working with them. This work was initially developed through Manaaki Tairāwhiti.

DATA

We have worked with **194** whānau from August 2022 to June 2024.

We have closed off **143** cases (July 1st, 2023- June 30th, 2024) and this is the data from these closed cases.

Te Rūnanga o Tūranganui a Kiwa

Whakawhānaungatanga (Engagement)

- 15 cases failed to engage with the service and were exited.
- 8 cases engagement were good to start with but then stopped.
- 10 of these whānau did not engage initially but then made contact when they were not advancing any further in their court matters.

Ka Hoki Mai Anō (Whānau are Flourishing)

- 45 of these cases had Section 106 discharge without conviction.
- 4 cases were convicted and discharged.
- 7 cases had their charges withdrawn.
- 9 matters were transferred to other Courts.
- 16 cases were fined, disqualified from driving.

27 were sentenced to community-based sentences such as supervision, intensive supervision, community work.

1 matter indicated that the potential outcome would be prison but eventuated in a 106 Discharge because of Tangatarite's involvement with the case and the wider whanau.

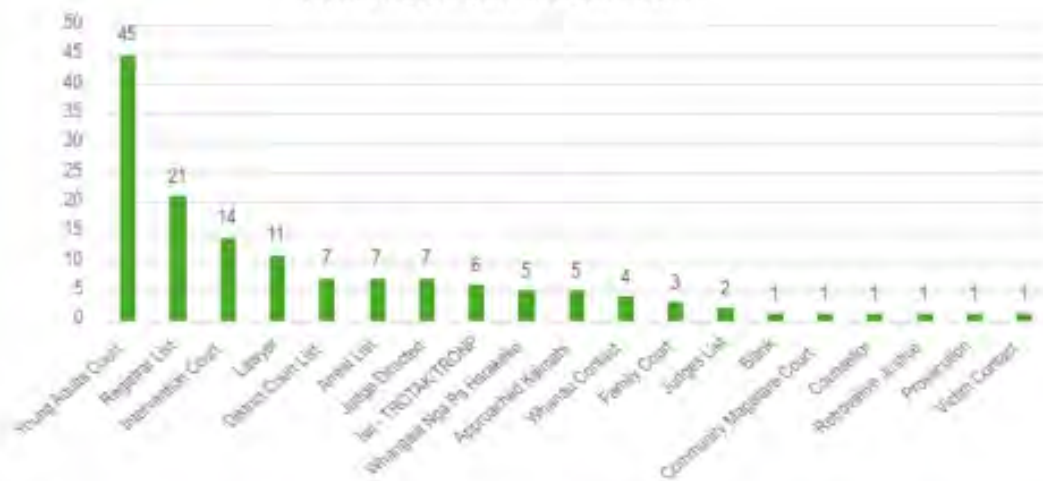
Two cases resulted in imprisonment. One for breaching there electronically monitored bail conditions and escaping police custody and the other for re-offending while on bail resulting in new charges and the crown pushing for prison time, resulting in 2 years 3 months.

Whanau can be sentenced to multiple outcomes as well such as being sentenced to supervision and a fine or community work and disqualification etc.

WHERE DID THE WORK COME FROM?

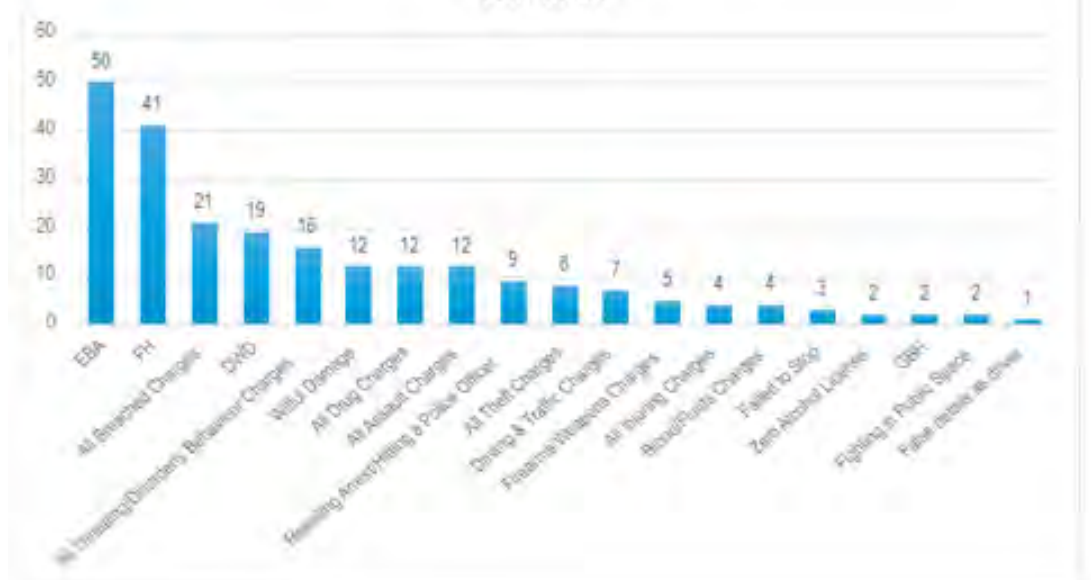
Many ways Tangatarite pick up whanau who are facing matters in the District Court.

Where cases were recieved from



These were the type of offences dealt with:

Offences



Te Rūnanga o Tūranganui a Kiwa

TIME TAKEN TO EXIT FROM SERVICE

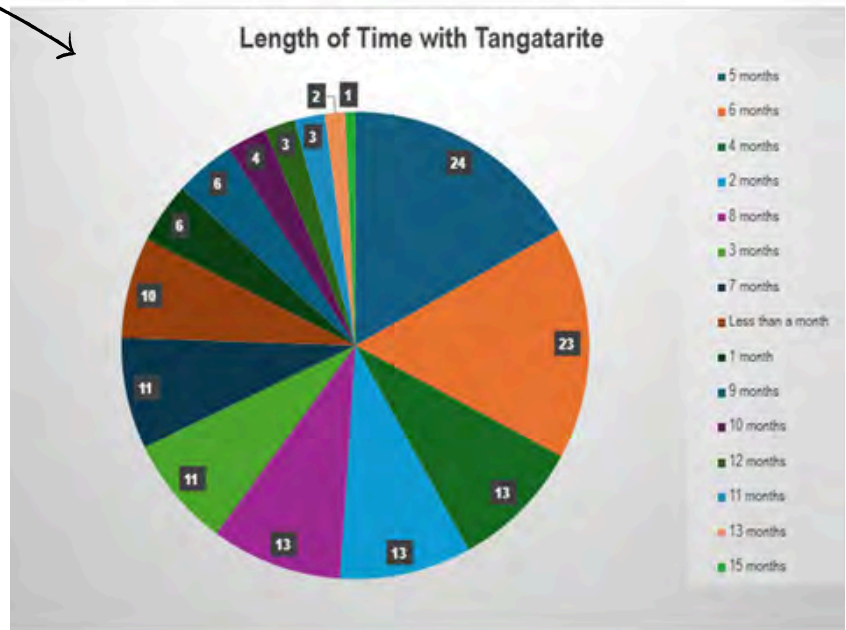
We also recorded the start-to-end time of cases to see how long it took for cases to be closed. The following chart shows the time in months it took for the cases to be closed.

53 cases were dealt with by Tangatarite in 4 months or less. Those cases that took longer were family harm matters and/or where engagement was difficult or stopped.

We also recorded the number of times whanau were required to appear in court. Our data indicates that whakawhanaungatanga /engagement are key factors in whether whanau progress in the court directives and their agreed plan in a timely manner.

We found that if we can engage whanau at the earliest opportunity, which we established was the Registrars court then whanau usually have fewer court appearances before the matter is finalized. Our support service provides the opportunity for whanau plans to be managed by our service without it having to return to court so often which is a positive for whanau and judiciary.

For example, if the Intervention Plan is for a defendant to complete alcohol and other drug counselling and to obtain a restricted driver's license then a period of 3 months is agreed upon by the judiciary and Tangatarite so that we can support the defendant to get this completed. It is also useful when the Judiciary are able to provide early sentencing indications so Tangatarite can provide appropriate support for whanau and complete the necessary work in a timely manner for the Judiciary to consider. This is more particularly in the Young Adults court.



POSITIVE PROGRESS

INFORMATION SHARING

Being able to identify the type of offences that defendants are facing is useful information and prevents us from lots of time wasting and creates the opportunity for all parties to hear and respond to whanau voice. The following cases reflect our progress with information sharing. Working with Lawyers has assisted with this change also. Sharing relevant information to benefit whanau we support.

WHANAU VOICE

Our mahi is based around addressing what matters to whanau first. It's understood when intervention plans are put together the court it provides whanau an opportunity to address their offending and grow from their mistakes however the basic necessities like having somewhere to sleep takes precedence over commencing a court plan. This is because a place to sleep is what's more important to whanau compared to completing a court plan. We provide this information to the Court if plans are not completed where then the whanau's court matters can be adjourned.

We work at whanau pace and from what matters to them. Engaging in their plan becomes fluid when basic needs are met.

WHANAU VOICE CONVEYED TO TANGATARITE

- "Thank you for still supporting me, most people give up on me by now."
- "I'm so glad I have you to help me. No one listens to my side."
- "If you didn't explain why I have to go to AOD, I would just keep ignoring and end up locked up again."
- "Thank you so much for your help. I appreciate you taking time out to help me with all this. To be honest I don't know where I'd be without it."
- "Thank you so much for helping me, I know I go from 0-100 and everyone leaves me, you stayed. When I was calm to listen, you explained to me what I didn't want to hear. I am so grateful having you with me, I know I'll be alright having you here."

Responding and hearing whanau voice and gathering those most familiar with the parties involved together is the start point for Tangatarite, Hui Ngaio. This then enables everyone to respond in a manner that supports the whanau, and they can see all issues and respond in a holistic manner.

Te Rūnanga o Tūranganui a Kiwa

BARRIERS

The major barrier that was getting in the way for this service delivery was that iwi were not recognised as officers of the court but that has since changed. Trust has been built and Tangatarite has given the Judge's a picture of what a wrap around service is for people facing charges and the wider whanau.

Having stakeholder hui's monthly (Young Adults Court List) has helped strengthen the relationship with the Judiciary and other service providers that support whanau in Court. Having a Kaitakawaenga to openly communicate with has helped the relationship, between the court and iwi and assists whanau when they are before the Court.

WORKING WITH NGATI POROU

Whakaora Kooti (Te Runanga o Ngati Porou) work collectively alongside Tangatarite, having an iwi approach where both sit side by side to support whanau that are before the Court. Tangatarite report to MOJ about the work done by both entities.



DRIVING MATTERS

Excess Breath Alcohol in the Gisborne Young Adults court continues to be a significant issue 50 of 143 closed cases Tangatarite supported were charged with Excess Breath Alcohol. This is an ongoing matter for the Tairawhiti community. Programmes such as the Whakamanahia Programme are put in place for these young drivers by the police and further support is provided by other driving service providers.

FAMILY HARM

Family Harm related charges continue to be the 2nd highest type of offence in Tairawhiti and are the second highest group of whanau that Tangatarite support. Whanau involved in family harm generally require ongoing support after their court process which is where we work with othe agencies to respond to their needs.

MENTAL HEALTH

"Mental health in Gisborne has the rug pulled out. The Government's put the gumboot into mental health in Gisborne with its failure to support a successful suicide prevention charity." Article by Amanda Gillies - Newsroom

This statement says it all for our Mental Health status in Turanganui a Kiwa. Tairawhiti Hauora have completed extensive research to respond to Gisborne's mental health crisis, but little has progressed since the major review was completed.

EFFECTIVE INTERVENTION

Custodial placement is not the most appropriate place to deal with mental health issues but continues to be the fall back because of the inadequacies of the mental health system to respond promptly. Clearly access to drugs supply has an impact but what is slowly been shown is that intervention can be provided by hearing and acting on whanau voice and by working collectively with other services such as Community Mental Health so that whanau can get help.

NEXT STEPS

Tangatarite have designed a similar concept to support youth that attend Youth Court and support whanau that appear in Family Court. We are awaiting confirmation from the Ministry of Justice to Test and Learn in both of these courts. If we are successful, Tangatarite will be the first to do so throughout the whole country.

CONCLUSION

Tangatarite's presence in the Gisborne District Court has set a positive precedence for Judges, Lawyers and most important whanau. The significance of lwi working in a different way in the courts and justice system.



KATERINA NGARIMU

Manager

TANGATARITE



Te Rūnanga o Tūranganui a Kiwa



**KO TŪRANGA A MUA
KO TŪRANGA ARARAU
KO TŪRANGA MAKARAU
KO TŪRANGA TANGATARITE
KO TŪRANGA FM E NGUNGURU NEI!**

He mihi

Kei ngā rangatira o te poari whakahaere o Te Rūnanga o Tūranga-nui-a-Kiwa, tēnā rā koutou i runga i ngā tini āhuatanga o te wā.

To the esteemed leaders of the Board of Te Rūnanga o Tūranga-nui-a-Kiwa, greetings to you amidst the many circumstances of the time.

Tangihia ō tātau mate, e hinga mai nei, e hinga mai nā.

Let us mourn for our departed, who have fallen here, who have fallen there.

Te pūkahu o ngā mate o te tau, ko koe tēnā e te Kīngi o Te Kotahitanga, Kīngi Tūheitia Pōtatau Te Wherowhero Te Tuawhitu, kua ngaro nei i tōna ao Māori.

Among the many deaths of the year, there is you, the King of Unity, King Tūheitia Pōtatau Te Wherowhero VII, who has now departed from his Māori people.



Tae atu rā ki te toa mōrehu whakamutunga o Te Rua Tekau Mā Waru, Tā Bom Gillies, haere, haere whakangaro atu rā e te toa a Tūmatauenga.

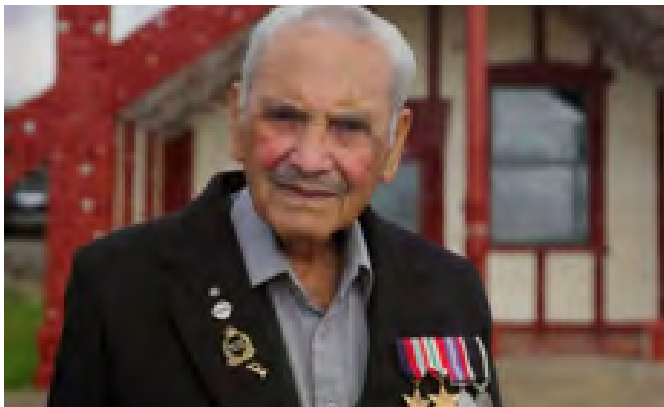
And to the last surviving warrior of the 28th Māori Battalion, Sir Bom Gillies, go, go on, disappear into the void, oh warrior of Tūmatauenga (the god of war).

Oti rā ngā mate o te marama, o te wiki, taka iho mai ki tēnei rā, ko rātau ki a rātau, hoki mai anō ki a tātau ngā waihotanga ake o te ao tūroa nei, tihei mauriora ki a tātau!

And so, with the passing of those in this month, in this week, down to this very day, the deceased to the deceased, let us remain in this world left to us, let there be life to us!

He mihi:

Nōku te whakamānawa, kia tuarhia e au ko taku pūrongo tuaono hei Kaiwhakahaere mō Te Reo Irirangi o Tūranganui-a-Kiwa.



Te Rūnanga o Tūranganui a Kiwa

It is my honour to share my sixth report as the Manager for the Tūranganui-a-Kiwa Radio Station and yes, it's been another busy year for us, with the daily operations of the station running continuously—after all, radio never sleeps! Alongside managing our regular broadcast schedule, we've also produced and delivered weekly news updates for our popular online series, 'Kapu Tairāwhiti'.

In addition, we've had the opportunity to cover some major events throughout the year, keeping our community informed and engaged.

I cannot speak highly enough about my small but incredibly dedicated team, 'Te Kōiti o Rangapū,' who truly are the backbone of our station. Without them, our shows simply wouldn't be possible, and I am continually impressed by their unwavering commitment and passion for this kaupapa, which began over thirty-one years ago.

Their loyalty and dedication to our mission are evident every day, making it possible for us to serve our hapori with the highest standards.

One achievement I'm particularly proud of is our station's leadership in live broadcasting. Unlike many other stations that rely heavily on pre-recorded content, we prioritise going "live" for the majority of our broadcast hours each day. For us, staying live is essential—it allows us to engage more deeply with our listeners, keeping them informed and connected in real time.

This commitment to live broadcasting became especially meaningful earlier this year, when we had to deliver heartbreaking news to our community. When word came that the three local fishermen who had been missing were found deceased, we were able to announce it immediately. We understood how much the community was holding onto hope for a different outcome. Our announcers, sharing the news, were moved to tears, feeling the profound sorrow and devastation for the families and partners affected.

Moments like these remind us why we do what we do—serving as both a source of information and a support for our listeners when they need it most.

Ngā Kaimahi o te Wā

Mātai Smith - Station Manager

Darrill Ahuriri - Archivist

Ahirana Āmai - 'Switch Up Show'

CJ Houkāmau - 'Weekend DJ'

Te Haaki Matenga - Rangatahi Show Host

Mike Hollis - Producer/Afternoon Drive Time Host

Rāhia Timutimu - Tūranga Health Parakuihi Host

Douglas Tamatea - Night Train Host

Lindsay Henare - The Whānau Show Host

Walter Walsh & Tia Takarangī - Fill in Host

Avon Nepe Apatu - Part-time Administration & Advertising



Te Rūnanga o Tūranganui a Kiwa

NGĀ WĀHANGA – OUR SHOWS

“TŪRANGA HEALTH” PARAKUIHI SHOW (6AM – 10AM)

Both Rāhia Timutimu and I are proud to continue hosting the ever popular ‘Tūranga Health Parakuihi Show’ where during these hours, we are joined by a diverse range of local and national guests, many of whom contribute regularly.



Among them are award-winning television host Moana Maniapoto, our very own Rehette Stoltz for Mayoral Talkback, and even Gizzys own Te Hāmua Nikora, who beams in from the capital for a light-hearted chat and a laugh or two

Our show is best described as ‘infotainment,’ blending both informative content and entertainment. We are now a lot more selective in the topics we cover, ensuring that we provide a well-rounded and engaging experience for our audience.

Whether it’s local sports news, Tūranga-based charity events, or updates from marae and iwi/hapū, we aim to keep our listeners both entertained and informed.

We also love to feature musicians and celebrities who are either visiting or performing in Tūranga—inviting them into our studio or having them call in for a friendly chat. From Tyna Keelan to Raiha Moetara to our very own Tuari Brothers, e tika ana kia whakatairangatia ai ō tātau ake reo rōreka e takoha nei i ā rātau waiata ki tēnei reo irirangi.



Our regular

Māhaki Monday

Tāmanuhiri Tuesday

Rongowhakaata Rāapa

A key part of our show is the weekly segments, which have become a fixture of our broadcast. Māhaki Monday, Tāmanuhiri Tuesday, and Rongowhakaata Rāapa offer a regular space for our iwi members and CEOs to discuss important issues and share updates on various kaupapa related to our three main iwi. This year in particular Te Aitanga a Māhaki have been very consistent providing us with a weekly if not fort-nightly update on iwi happenings, ngā mihi nui ki a rātau!



THE SWITCH UP (10am–2pm)

This year, we’ve seen a few changes in our lineup of announcers, with some transitioning to new shows. One of the notable changes was Ahirana moving from the Drive-Time show to The Switch-Up, which airs from 10am to 2pm.

Ahirana has continued to engage listeners with her insightful conversations with the local police on topics relevant to our city. She also keeps our audience informed throughout the day with updates on events and news tailored to their interests.



NGĀ WĀHANGA – OUR SHOWS cont...

THE DRIVETIME SHOW (2pm–6pm)

This year also marked the return of Mike Hollis to the mic as the Drive-Time show announcer. His extensive experience at the station was evident from the start, as he welcomed guests like rugby expert Ben O'Brien Leefe to discuss all things rugby, local basketball, and a variety of other topics.

Mike's deep knowledge of local people, sports, and kaupapa is a cornerstone of his show, adding a unique and personal touch to the content. His skill in curating and replaying interviews from other shows further enhances the listening experience and deserves high praise.

THE NIGHT TRAIN (6pm–midnight)

With the departure of Walter Walsh from Tūranga FM earlier this year (more on this later), The Night Train, airing from 6 p.m. to midnight, is now hosted by another Tūranga FM stalwart, Dougie Tamatea. Dougie has seamlessly stepped into this role, bringing his signature style to the show. He continues to deliver music and conversations that deeply resonate with our late-night audience, making the transition effortless.



THE HANGOUT WITH CJ (Weekend Shift)

Our resident weekend DJ, CJ, continues to deliver an incredible music experience every Saturday and Sunday from 7 a.m. to 5 p.m. These are long hours, but CJ's passion for his work shines through. He truly loves what he does, and his enthusiasm makes it seem effortless. Even though the hours can be demanding, CJ doesn't mind at all; in fact, he thrives on it, always finding ways to make it work and keep the energy high throughout his shifts.

In addition to his work as our resident weekend DJ, CJ is currently studying and working towards completing his Radio degree at Te Whare Wānanga o Awanuiārangi. This is the same course completed by Ahirana Āmai last year, and CJ is following in those footsteps with determination and focus, aiming to further enhance his skills and knowledge in the field.



THE WHĀNAU SHOW (6pm–midnight)

Pāpā Lindsay Henare continues to host the Whānau Show on Saturday and Sunday evenings, captivating a dedicated and loyal audience. Even when he's unavailable, listeners are quick to call in, requesting shout-outs and waiata, which highlights the strong, personal connection they share with him. Lindsay, along with his beloved co-host, Aunty Hine, has become a cherished duo for many, especially among pākeha in Tūranga and across Aotearoa. Their warmth, humor, and authentic connection with listeners have endeared them to audiences far and wide.

The Whānau Show remains the most popular program on the iwi radio network, a testament to its enduring appeal. At least nine out of the 21 iwi radio stations across the country broadcast Lindsay's live feed every weekend, solidifying the show's widespread impact and influence. As we transition to our new premises downstairs at the Māori Land Court, we are also exploring the exciting possibility of Lindsay broadcasting remotely from his home. This would help maintain his deep connection with the audience, even as we adjust to our new location.

Te Rūnanga o Tūranganui a Kiwa

KA KITE ANŌ WALTER 'THE WIZ' WALSH



The Wiz hangs up his headphones officially for the last time after 34 years at Tūranga FM

Now in a full-time role at Tūranga Health, Walter remains connected to Tūranga FM as a trusted fill-in host. His wealth of experience, distinctive voice, and deep ties to the station ensure he continues to contribute meaningfully, maintaining his strong connection to the Tūranga FM whānau and its listeners.

As mentioned previously, in March of this year, a stalwart of the station 'The Wiz' decided to hang his headphones up. Walter Walsh has been a cornerstone of Tūranga FM for many years, serving as an on-air presenter and technical programme director, where he handled scheduling and technology tasks with expertise. With whakapapa to Ngāti Porou and Te Aitanga a Mahaki, his passion for radio began during his eight years in the New Zealand Army, where he trained as a radio operator and showcased his natural talent.

After leaving the Army, Walter pursued his radio career by enrolling in a training programme at Tairāwhiti Polytechnic in 1989. He joined Tūranga FM's predecessor, Radio Te Kakano, and witnessed its evolution into Tūranga FM in 1993. Over the years, he has worked alongside various managers, contributing significantly to the station's growth, including its move into the digital era.

OUTSIDE BROADCASTS

This year saw us do a couple of outside broadcasts with one of huge significance for our Station and indeed our region.

Sir Selwyn Parata Investiture – Whakarua Park, Ruatōrea

On June 22nd, Tūranga FM, in collaboration with Radio Ngāti Porou, broadcasted live from Uepohatu Marae at Whakarua Park. This collaborative broadcast was a significant opportunity to share the stories and contributions of Sir Selwyn Parata, a leader whose influence has had a profound and lasting impact not only on his iwi, Ngāti Porou, but also on the broader Māori community and indeed, the region of Te Tairāwhiti.

Sir Selwyn, a distinguished leader, has dedicated his life to the service of his people, holding numerous influential roles throughout his career. He is a former chair of Te Rūnanganui o Ngāti Porou, a position he held for many years, playing a key role in the governance and development of his iwi. In addition to his work with Ngāti Porou, Sir Selwyn has made remarkable contributions to Māori arts, particularly through his leadership of Te Matatini, Aotearoa's premier kapa haka festival.

Under his guidance, Te Matatini has grown significantly, becoming a globally recognised cultural event that celebrates Māori performing arts and strengthens cultural identity.



Te Rūnanga o Tūranganui a Kiwa



Mātai and Irena Smith hosting live coverage of Sir Selwyn Paratas Investiture
Tina Wickliffe (Producer) and Erana Reedy CE of Radio Ngāti Porou

Through broadcasts like the one from Whakarua Park, Sir Selwyn’s remarkable legacy and ongoing contributions were shared with a wider ‘global’ audience. His story continues to inspire future generations, ensuring that the values of leadership, resilience, and commitment to community remain at the heart of Ngāti Porou and Te Tairāwhiti.

“Tā Herewini Tānetoa, he autaiā koe!”

<https://www.youtube.com/watch?v=6SdLT82nJ0Q>

Investiture of Sir Selwyn Parata (FULL BROADCAST)

TE HUI Ā MOTU KI ŌMĀHU MARAE, HERETAUNGA

On May 31st, Ngāti Kahungunu Iwi hosted the Hui ā Motu, a national hui focused on mobilising iwi Māori and advancing the kaupapa of Kotahitanga (unity) in protest against the actions of the coalition government. The gathering took place at Omāhu Marae near Hastings and became a key moment for iwi Māori to unite in opposition to government policies impacting their communities.

Tūranga FM, alongside Radio Kahungunu, provided live coverage of the hui and shared highlights through their online news show, Kapu Tairāwhiti, ensuring the messages from the hui reached a broader audience. This collaboration was part of ongoing efforts to amplify the voices of iwi Māori, strengthening their collective stand for unity and resistance.



Radio Kahungunu’s Rāhina Huata and Mātai Smith at Omāhu Marae,
Hastings for the Hui Taumata

<https://www.facebook.com/TurangaFmMedia/videos/447556581335066/>



Live crosses at Kīngi Tūheitias tangihanga, Tūrangawaewae Marae

On August 29th, Te Ao Māori was shaken by the news of the Māori King's death, which deeply affected many, including myself. Although I was overseas at the time, my personal connection to the King and his whānau prompted me to return home early to pay my respects.

Upon arriving at Tūrangawaewae Marae, I joined figures such as Sir Selwyn Parata and Sir Derek Lardelli, along with a significant group of whānau representing Te Tairāwhiti.

The collective grief was palpable, and the public mourning shared by the whānau created an atmosphere of deep reverence.

Though I initially planned to stay for the tangi, I was contacted by Whakaata Māori, who asked me to help with their extensive coverage for those unable to attend. They requested that I represent Tūrangā FM and iwi radio, to which I agreed without hesitation.

Representing Tūrangā FM during the Māori King's tangi was a profound honor.

Māori media came together to provide comprehensive coverage over the seven days of mourning, showcasing the strength of our collective voice. As a journalist, I worked to capture the stories and experiences of those present, ensuring that cultural representation and connection were at the forefront of our coverage.

Through live broadcasts, interviews, and social media, we not only celebrated the King's life but also highlight the enduring spirit of Māori identity and unity during this deeply significant time. Still quite surreal as I write this....

"E Rangī, whakangaro atu rā, haere, moe mārire".

KAPU TAIRĀWHITI SERIES 3

As I pen this, the third season of our online series Kapu Tairāwhiti is nearing the completion of its delivery but rather than the kumara talk about its own sweetness, earlier this year, funders NZ On Air and Te Māngai Pāho conducted a review of our work, and their feedback highlights the success of this initiative.

Te Rūnanga o Tūranganui a Kiwa

GENERAL ASSESSMENT

This initiative continues to deliver a television-style breakfast news and current affairs show in collaboration with iwi radio stations Tūranga FM, Radio Ngāti Porou, and Radio Kahungunu, focussing on the Tairāwhiti region. Hosted by two well-known Māori broadcasters, the program features live interviews, news, and video segments. Its flexible format allows it to adapt to events happening within East Coast communities.

The program is streamed online via iwi station Facebook pages and Instagram, with TikTok being trialled as an additional platform. Training wānanga have been organized for staff across all collaborating stations, helping to upskill team members and build regional media capability. A notable example from the proposal highlights the development of a staff member who progressed from a sound operator to a studio director and compile editor.

Content is enriched by a te reo Māori plan, ranging from fully reo Māori segments like Me Maringi te Tī ("Let's spill the tea") to bi-lingual pieces such as Paramanawa ("snack").

STAFF OPINION

Staff expressed admiration for the professionalism of this online show, noting its ability to rival traditional television breakfast programs. The collaborators demonstrate a strong understanding of their audience, delivering a positive, entertaining format that resonates deeply with Māori viewers. Unlike mainstream news, which often carries a negative bias, Kapu Tairāwhiti offers a fresh, engaging approach to storytelling.

The recent floods highlighted the vital role of local media, and programs like this not only inform and connect East Coast communities but also serve as a collaborative platform for enhancing Māori media capability.

So as you can see we are continuing to have our voices tell our stories, it's something we do well but something we must continue to do, koinei te haepapa mā mātau.

A funding decision regarding the fourth series of Kapu Tairāwhiti is unavailable at the time of this report, but we are optimistic and hopeful, especially after our positive report from the two funding agencies above.

KŌRERO WHAKAKAPI

A I would like to take this opportunity to reaffirm that serving as Station Manager is not just a role but an immense privilege. Being a part of this station, contributing to its growth, and honoring its enduring legacy is a responsibility I approach with passion and a deep sense of commitment.

This station stands as a testament to the vision, dedication, and sacrifices of those who have come before us. Their efforts have built a foundation of resilience and purpose, one that continues to guide us as we navigate new challenges and opportunities. It is our collective responsibility to honor this legacy by working together with shared purpose and unwavering determination.

By fostering collaboration and staying true to the values that define us, we can ensure that the station continues to thrive and evolve. Let us remain steadfast in our commitment to the aspirations of our predecessors while also embracing innovation to meet the needs of future generations.

Though we may face ups and downs, it is through unity and shared effort that we will fulfill the dreams and ambitions of those who came before us.

"Ahakoa ngā piki me ngā heke, mā te mahi ngātahi e tutuki ai ngā wawata o rātau mā." (Despite the highs and lows, through working together, we will achieve the dreams of those who have passed.)

As we approach the summer and the festive season, I wish you all safety and well-being under the care and protection of the divine.

Let us take this time to recharge, reflect, and return with renewed energy for the year ahead.

Hei tērā tau tātau kōrero anō ai!

TE PĀ HARAKEKE

“Tungia te ururoa, kia tupu whakaritorito te tupu o te harakeke”

In order for whānau growth to occur the old growth and pirau needs to be removed

Our mahi has lead us into supporting & coordinating alongside whanau who need assistance with Family Court and District Court:

- Coordinate child custody arrangements for grandparents raising their mokopuna with their biological parent(s)
- Facilitate whanau with the lawyer to apply for Parenting orders
- Facilitate whanau to apply for Protection orders
- Coordinate Victim Support/MSD Family Violence Coordinator/Womens Refuge to relocate victims outside of region alongside their tamariki

New learning and success for Te Pa Harakeke:

- Navigated, coordinated and facilitated childcare arrangements alongside repective lawyers for mother of child and father of child. This is being completed with Family Court out of district.
- Coordinated and facilitated child supervised visits out of district.
- Successful wrote and applied for a Protection Order for whanau

TE PĀ HARAKEKE

KO TŪRANGA A MUA – Identity & Heritage

Protect our whakapapa and our future through strong cultural identity and sense of belonging

When Te Pā Harakeke sit down and talk with whānau, we capture important information which includes whānau whakapapa if they know it. We discuss where whānau are from and whānau connections in our community. This information is recorded in our database. Identifying who whānau belong too is important in our space. To give whānau a sense of belonging especially for those with extensive history of trauma and harm. Our goal is to help whānau realize the value of their identity, the value of whose they belong too and the richness of their connection to our tipuna. We achieve this goal by collaborating with support people who identify Tūranga whakapapa, as well as those who are willing to positively support whānau into learning a bit more about themselves and where they come from.

For 2025, Te Pā Harakeke and ACC Te Ara Tuhono has been a challenging year, and one of growth and success.

Our team firmly believes in the words said by Dame Whina Cooper.

Take care of our children.

Take care of what they hear,

take care of what they see,

take care of what they feel.

For how the children grow, so will be the shape of Aotearoa.

MANA MOTUHAKE MODEL

Be aspirational by honouring our Whānau pūkōrero through the Mana Motuhake Model

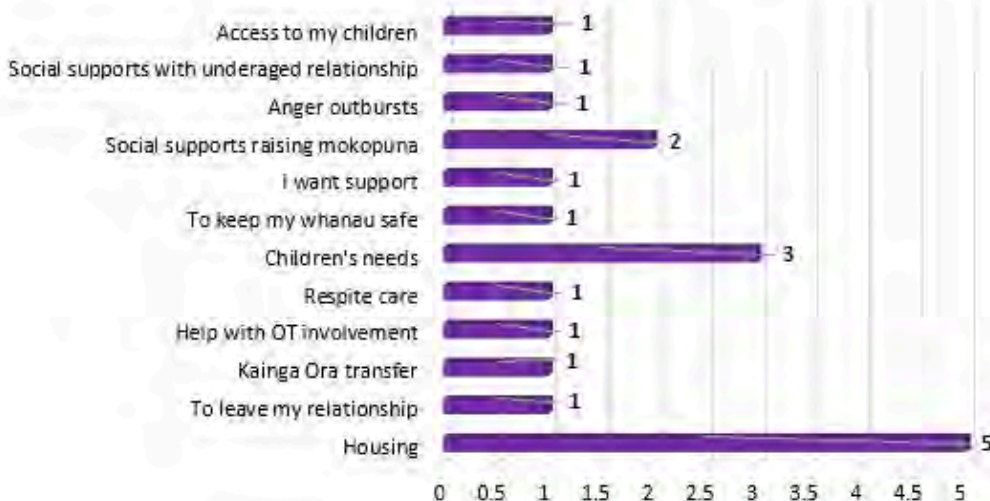
2025 to honour whānau pūkōrero through the mana motuhake model, we look at our response to whānau need and aim to balance it between early intervention and crisis support.

We look at whānau pūkōrero with a strength based and a holistic view, to operate in view of addressing the following areas for whānau.....

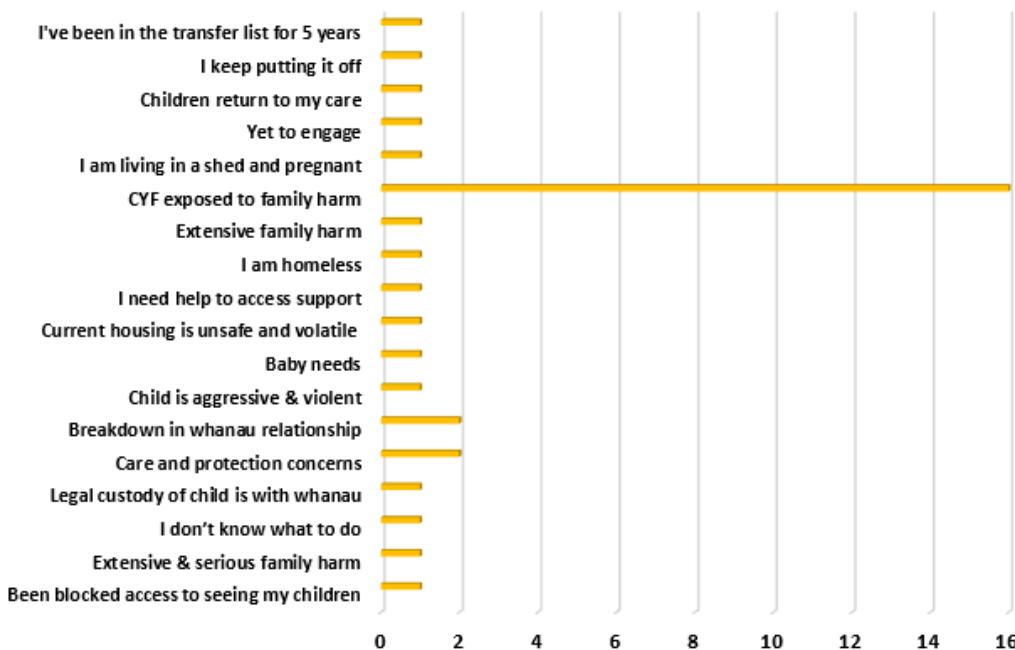
- IMPROVE** child well-being
- IMPROVE** housing
- IMPROVE** whānau oranga
- ENCOURAGE** positive relationships
- REDUCE** impacts of family harm

These areas are only achievable with whānau buy-in, a willingness to make the necessary changes to improve their circumstances and outcomes for their tamariki and themselves.

Whanau needs, "I want"... Apr 2024 - June 2024



Whanau needs, "Because"... Apr 2024 - June 2024



Te Rūnanga o Tūranganui a Kiwa

TE ARA TUHONO

KO TŪRANGA ARARAU – Opportunity & Sustainability

ACC Navigator:

Te Ara Tuhono is a new portfolio added to the workspace, and has completed its first full year of going LIVE in July 2024.

The idea being to walk alongside whānau through the ACC system, mapping out what works and what doesn't work in whānau attempts to lodge claims and/or continue to access support from ACC.

Build a Whānau Ora workforce through active participation, effective engagement and professional achievement

New learning and success for Te Ara Tuhono (ACC Navigation):

- It is important we continue with the mapping to highlight the systemic harm whānau face dealing with Crown and Government. All of this work helps to create safer engagement processes with whānau.
- It is challenging to put a whānau through a review process for ACC, only for ACC to decline a claim a second or third time. This is the experience of many whānau, particularly in the Brain/Head Injury and Concussion space.
- Whānau claims are being declined psychological support due to a medical review deeming whānau to have an underlying or pre-existing mental illness.
- The need to work across the health sector to meet whānau need, developed quite quickly when whānau were declined assistance from ACC. Services such as Mental Health Services or MSD to find a safe pathway for whānau and their healing.
- Within Te Ara Tuhono they have their own Navigation and Support team. They are amazing! The time, effort and expertise given is outstanding. Provision of invaluable advice, access to information within ACC, and support when whānau go through a review process to overturn a decision made by ACC. As well as explanation as to the outcome(s).

TE PĀ HARAKEKE

KO TŪRANGA MAKAURAU – Prosperity

Effective Intervention:

The latest change for Te Pa Harakeke is we have relocated our team from the Runanga to Turanga Social Services in Childers Road.

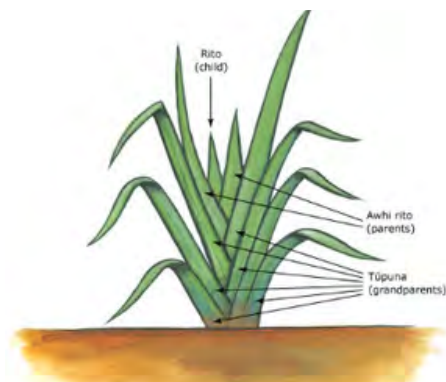
This was to align our services, better support each other in the mahi when engaging with whānau and being able to continue providing good service to whānau in our community.

The other service that moved over was Whānau Ora Youth Services – Frank Ngatoro.

Next steps:

February 2025 – Strategize and plan future goals for the service. Reflect what has worked well, barriers and challenges from this year. Career development for the team. Any further outcomes from this wananga will inform how we work moving forward.

Lead system transformation in Tairāwhiti that puts tamariki mokopuna first.



Nā Hokinga Wanoa
MANAGER



TŪRANGA ARARAU

Tūranga a Mua - Unity
Tūranga Ararau - Prosperity
Tūranga Makaurau - Opportunities
Tūranga Tangata Rite - Revitalisation



He mihi tēnei ki ō tātau aituā kua wehe atu, me kī, rātau, ko te hunga mate ki a rātau, otira he hokinga whakaaro ki a Graham Peard, tētahi o tatou i riro i te ringa kaha o aituā, i runga i ōna mate. He tangata manaaki, he tangata kaingakau, pukumahi i tōna wā. Kua mihiā, kua ea. Aroha mutunga kore ki a rātau. Nō reira, tātau te hunga ora ki a tātau.

Tihei mauri ora

He mihi hoki tēnei ki a koutou, i runga i ngā āhuatanga e pāngia nei tātau te iwi Māori i a tātau e whai nei i ngā tapuwae o rātau mā me ā rātau tikanga.

Ko tōna tikanga kia mau tonu tātau ki ngā taonga a ō tātau tīpuna kia kore ai tātau e hinga.

Ka whai mana te Iwi mā te matatau i roto i ngā akoranga
Empowering Iwi through responsive learning



Tūranga Ararau promotes and provides quality learning, rangatahi and employment programmes and services offering the skills, knowledge and qualifications for Iwi to manage, control and advance their cultural and economic resources and grow personally and professionally.

Learning is a long life process that enables our people to enhance and develop their skills, increase knowledge and reach their full potential.

Over the year 2023 to 2024 the continued effects of the devastation caused by Cyclone Gabrielle and ongoing weather events provided as many challenges as they did opportunities to respond to the needs and aspirations of our taura and kaitono and their whānau which is reflected in the positive outcomes across all of our programmes and services.

Purchasers and Funders

Tertiary Education Commission



Youth Guarantee, Vocational Education Level 2 to 6 Māori and Pasifika Trade Training, Adult Community Education and PTE Strategic Fund to undertake research and programme development

Ministry of Social Development



Employment Support and Placement, He Poutama Rangatahi, Māori Trades and Training, manaaki for selected Work and Income kaitono and those subsidised through flexi-wage and Youth Services - Tūranga

Ministry of Business Innovation and Employment - MBIE



Regional Apprenticeship Initiative (RAI) supporting Level 4 apprentices in primary, manufacturing, engineering and construction industries

Ministry of Youth Affairs



Youth Leadership Programmes

Ministry of Primary Industries



He Ara Mahi Hou to develop learning and assessment resources for Whakatiputanga Ngahere - Diploma in Forestry Management Level 6

Oranga Tamariki



Papataiohi specialised Youth Services
Te Ara Tuakiri - Focus on youth and young offenders
Breakaway School Holiday Programme

Secondary Schools



STAR, Gateway and Work Ready Programmes
EIT - Trades Academy Level 3

Industry Partners



Including Rayonier Matariki and other Central North Island Forest owners and DOC to provide on and off job training

Financial Performance



Revenue increased by \$334,132 for the financial year ended 30 June 2024, from \$4,724,019 in 2023, to \$5,058,151 this year.

Expenditure correspondingly increased by \$215,195 from \$4,206,775 in 2023 to \$4,421,970 in 2024.



OUR TERTIARY EDUCATION PROGRAMMES

Through the financial year we added Building Construction and Allied Trades Skills (BCATS) in support of Toitū Tairāwhiti Housing Ltd and local Iwi / Māori builders to our mix of provision that have historically focused on our local primary industries of forestry, farming and pest operations, tikanga ā iwi and foundation learning programmes including hospitality. During 2024 we developed NZQA accredited programmes in infrastructure and forestry earthworks ready to commence in the second half of 2024 and early 2025 in response to the remediation work required to repair our fragile roading infrastructure and the business, employment and professional advancement opportunities they offer our iwi and iwi members.

Our highest number of graduates over the past financial year has been from our primary industry operational skills again responding to the work opportunities through post cyclone remediation work. We have moved into the second year of our Whakatiputanga Ngahere Diploma in Forest Management Level 6 ensuring a focus on environmental issues in response to a critical need to address issues with future harvesting and planting of commercial exotic forests on our extremely fragile and vulnerable hill country much of which sits in collective iwi ownership. We extended our collaborative relationship with Rayonier / Matariki Forests, other Central North Island Forest owners and DOC to position ourselves to be the preferred provider for their work based learning. Henry Mulligan continues to competently cover all of this and works closely with Muka Tangata Workforce Development Council on their forestry portfolio. Stan Hovell has taken overall responsibility for the Generation Programme which has been supported through the Ministry of Social Development Māori Trades Training fund over the past financial year supporting 22 of the 38 participants to employment.



Awhina Paul of Te Aitanga ā Māhaki commenced studies with Tūranga Ararau in 2019 first enrolling on NCEA with Primary (Forestry) Vocational Pathways Level 2 then re enrolled in 2020 on our NZ Certificate in Forestry Operations Level 3. On graduation she found employment with Overhead Solutions as a forest technician and returned to Tūranga Ararau last year to complete our Whakatiputanga Ngahere - Diploma in Forest Management Level 6. Awhina has just recently reached her ultimate career goal of becoming a forest mensuration business owner when she and business partner Grant Harrison launched Inventory with Integrity (IWI) Limited.

Our Adult Community Education reo Maori hours have increased substantially over 2024 and Māori and Pacifica Trade Training continues to provide much needed additional support for our tauira completing primary industry programmes including accommodation expenses for our Ruapani farm cadets. Our farm cadet programme numbers increased although continue to be impacted by limited access to our training farm at Tiniroto. Over 2024 we have 11 students enrolled on Trades Academy Level 3 agriculture programme and continue to deliver a range of STAR and Gateway programmes to our local high school including quads, chainsaws, health and safety, first aid and Alternative Education in Hawke's Bay.



At just 16 Karma Higgins, Ngāti Porou joined our level 2 farming programme completing NCEA with Primary (Farming) Vocational Pathways and NZ Certificate in Primary Industry Skills Level 2 in 2019 before being accepted as a cadet at Ruapani Training farm where she spent the next two years completing level 3 farming qualifications. On graduating she found employment with B&B Jarden Crutching Contractors where she and her partner Bob, who was a Ruapani farm cadet, operate the mobile unit on behalf of the owners servicing over 30 local farms.

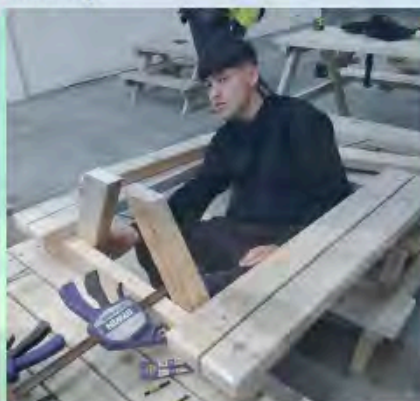


Through the year we have worked on extending our consent to assess and NZQA approval and accreditation in forestry earthworks micro credentials strategically preparing for any industry based learning opportunities. Through the PTE Strategic fund in 2023 we completed a project to promote careers in iwi Māori primary landbased industries in Tūranganui ā Kiwa and the wider Te Tairāwhiti and to strategically position Tūranga Ararau to provide work based learning in 2024. This year, through the same funding source, we contracted Ecoworks to complete a comprehensive report, Manaaki te tangata, Whakatipua te whenua on changing land use in Te Tairāwhiti and the immediate and long term impact to 2050 on the local employment landscape and corresponding training and education needs with a focus on iwi Maori needs and aspirations to guide us in our future provision.

We again consistently met the tertiary education priorities and objectives as defined by the Tertiary Education Commission focusing on the wellbeing and safety of tairira, ensuring academic achievement, reducing barriers to learning, acknowledging tairira identities, te reo me ona tikanga and demonstrating collaboration with whānau, employers, industry and communities to support tairira to succeed in work. Collectively these align to the needs and aspirations of our tairira and kaitono and their whānau, hapū and iwi. Nigel Te Aho and his committed team of kaiako and kaiawhina achieved high course and programme completions and feedback from our tairira and kaitono confirms 94% overall level of satisfaction with the delivery of our learning programmes and the strong and responsive manaaki they receive. We are continuing to trial regular informal meetings with our tairira programme by programme to provide for a more effective and responsive tairira voice. In 2023/4 we reviewed how well we met the needs of our kaimahi, tairira and kaitono with impairments and continue to implement strategies where gaps were identified.

We maintained existing and extended our relationships with industry focusing on iwi Māori businesses and enterprise and workforce development councils that also provide advice to TEC on skills and programmes required regionally. With the addition of infrastructure programmes we have extended our relationships to include three local Māori owned companies aspiring to be involved in the repairing and reconstruction of our local roading network. The move towards increasing the number and extending the autonomy of wānanga which we supported to date appears to be on hold.

A disappointment this year has been the withdrawal due to financial constraints by Te Wānanga o Raukawa of Poutūarongo Te Rangakura Kaiwhakaako degree in teaching which we have supported since 1996 when it was first established here in partnership with us as a diploma programme by Wanganui Polytechnic. Future developments include motor engineering and woolshed skills and wool harvesting working in collaboration with industry.



Renata Wyllie, Rongowhakaata and Ngāi Tāmanuhiri took the first step towards achieving his career goal this year when he joined the Tūranga Ararau pre-employment Building, Construction and Allied Trades Skills Levels 1-3 programme which has been set up to support local Iwi and Māori owned building and construction businesses and ably tutored by Kelvin Smith. Renata, along with the other tairira, are regularly placed in the industry to hone his skills including with Te Pae Hakari owned by locals Te Ringahuia Turei-Wall, Rob Pokoati and Alex Hawea who are very impressed with the calibre of the tairira and keen to support Renata and the other graduates into employment and a building apprenticeship at the end of the year, either with them or through their networks in the wider industry.

FOUNDATION AND VOCATIONAL LEARNING

TAUIRA
152



144

Successful
Qualification
Completions

95

Progressed to
Employment

8

Second Year of
Education

28

Progressed to
Further
Education

ADULT COMMUNITY EDUCATION



Hours Delivered 7588

Hours of Te Reo Māori 3000

TAUIRA DEMOGRAPHICS



143

Māori	10
Pacifica	12
Pākehā	10

YOUTH SERVICES TŪRANGA

106

Youth Payments

71

Young Parent
Payments

120

NEETS

297

Learning Plans
Developed

172

Employment and/or
Education

Satisfaction Survey

87%



Māori

87%

Breakaway Holiday Programme Taiohi Engaged 205

Satisfaction Survey

90%



Leadership Programme

Participants
Engaged 241

Programmes
Delivered 24

Satisfaction
Survey
88%

Māori
82%

EMPLOYMENT SERVICES

Over the past financial year we offered a range of employment, apprenticeship and traineeship opportunities for our kaitono, initially working with them to build their basic skill sets such as learners, restricted and full drivers licences, health and safety in the workplace, interview preparation, personal presentation and completing NZQA unit standards to meet targeted education and employment goals. We provided them with wrap around services to ensure they remained in education and / or sustainable employment by applying the concept of manaaki, providing for their total wellbeing and working with them to remove barriers to personal and professional advancement through ongoing individualised support.

We supported Toitū Tairāwhiti Housing with their JNL 12 week redeployment programme after the closure of the mill and continued to work closely with our network of local businesses including iwi and Māori enterprise to ensure successful outcomes for our kaitono and meet our agreed outcomes with our funders.

Through our Employment Support and Placement service we placed and supported referrals from Work and Income into sustainable employment and provided manaaki to their job seekers undertaking pre-employment training such as wheels, tracks and rollers and those in subsidised employment through Flexi- wage.

Our team developed plans specific to the needs and circumstances of each kaitono then supported them to take the first steps towards work firstly providing them with personal and professional critical skills depending on the employment opportunities they were seeking in our ever changing labour market and times of social change. Through our Mahi Tū - Mahi Ora Māori Trades and Training programme we placed and supported Māori aged 16 to 24 years and pakeke into employment and training opportunities with Māori businesses. Through He Poutama Rangatahi, we focused on our hard to reach taiohi aged 16-24 who were not in employment, education or training (NEETs) and thus at risk of becoming long term unemployed preparing them for work or education through individualised and ongoing support. Again this year we have maintained an excellent working relationship with the Ministry of Social Development both regionally and nationally.



Fiona Te Maro supported by our Employment Support and Placement Programme started off as a part time courier driver and is now working full-time with Eastlite Carriers. While on the programme she completed a Defensive Driving Course and gained her Class 4 licence all helping her find the job she is really enjoying



Aaliyah Robin was supported by our Employment Support and Placement Programme to identify her career goals to enroll on the Certificate of Automotive Engineering Level 3 in July and found part time work at Subway to support her in her studies where she recently achieved employee of the month.

TAIOHI PROGRAMMES AND SERVICES

Our Tūranga Ararau Youth Services team celebrated the transformative successes achieved through collaborative initiatives aimed at empowering our taiohi. Recent efforts including participating in Tipuna Kōrero sessions have enriched our youth's understanding of Te Ao Māori and fostered a deeper connection to their culture. The knowledge shared has inspired our youth and enhanced their leadership skills and cultural identity.



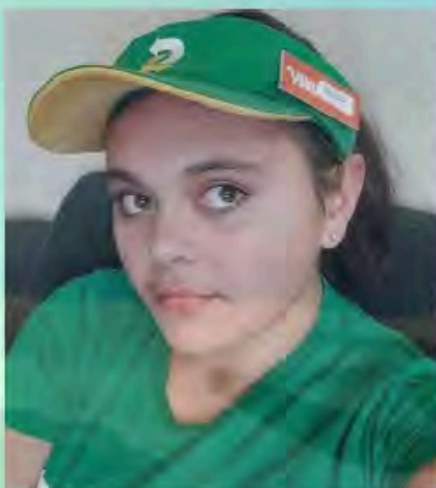
Through engagement with the horticulture industry, promising discussions have been initiated on mentorship and pre-employment programmes paving the way for future career opportunities for our taiohi. The focus on practical skills aligns with our commitment to ensuring school leavers are prepared for adulthood. Through personalised support with RealMe and Studylink applications, job searches, and essential document management, our youth are being supported to transition seamlessly into the next phase of their lives. Our partnership with Plunket is thriving as we deliver high-quality parenting programmes online. This approach has proven invaluable for our mamas who cannot leave their homes to participate in planned sessions. This flexibility has strengthened family bonds and improved parenting outcomes.

During the school holidays, we hosted engaging wānanga with Mareikura Kohine and Tao Matarau taiohi, focusing on kaupapa Māori and leadership development. We also encouraged tamariki to engage in community volunteering, reinforcing their connection to our kaumātua through sports and activities that foster intergenerational relationships. We are excited about a possible partnership with Kurawai and Hapai Taua, which will introduce innovative water-based education and traditional programmes rooted in Mātauranga Māori, providing enriching experiences that empower our taiohi.

Our team hosted a Regional Youth Service hui, uniting providers from Wairoa, Napier, and Hastings. This gathering allowed us to share our challenges and successes, especially in the wake of recent flooding in Wairoa and Te Karaka. This collaboration strengthened our collective approach to supporting our youth. Our Papataiohi Specialist Youth Services and Te Ara Tuakiri programmes with a focus on taiohi going through, or at risk of being referred to the justice system have supported over 40 taiohi over the year all indicating they have appreciated the strong support and direction the experiences have provided.

We also participated in the National Youth Worker Network's Te Ara Taiohi training, which deepened our understanding of Mana Taiohi and the Youth Work Code of Ethics. This experience will prepare us for next year's Involve Youth Worker Conference. Youth Week was a vibrant celebration, with students creating art that highlighted collaboration. We also facilitated multiple Amazing Race events, bringing together taurua from across the region, fostering hononga, whai wahitanga and a sense of community.

We are pleased to welcome Miri Katipa back to our Youth Service team which strengthens our capacity to support our community. Through these initiatives, Tūranga Ararau Youth Services is dedicated to empowering our taiohi and creating a nurturing environment for their growth and successful transition into adulthood.



Paige Christieson's journey is a remarkable testament to resilience and determination. Seeking stability and support, Paige moved to Gisborne to live with her grandparents and enrolled with Youth Services Tūranga in 2022. On receiving Youth Payment she completed a budgeting programme demonstrating her commitment to responsible financial management and also gained her restricted licence. Academically Paige has thrived now having completed NCEA Levels 1 and 2 with credits toward Level 3 and University Entrance. Her ability to balance her studies, work and meet her Youth Payments obligations highlighted her impressive time management skills. With the assistance of our team she is a valued member of the senior management team at Subway while preparing to head to Waikato University next year. Paige's story is an inspiring example of how perseverance, support, and planning can lead to significant accomplishments and a bright future. Her journey showcases the power of determination and the impact of community support in transforming lives.



KAIMAHI FACILITIES AND RESOURCES

Since our last Hui ā Tau report we have farewelled thirteen kaimahi and acknowledge them for their valuable contributions, we also welcomed nine new kaimahi.

KAIMAHI	57		Māori	84%
Full-time	45		Affiliated	60%
Part-time	12			

Congratulations to our kaimahi who joined our tauira including those from Tūranga Tangata Rite, Te Rūnanga o Tūranganui ā Kiwa kaimahi and our wider whānau to perform at and support the 2024 Karaitiana Tamararo competition.



This financial year we purchased the Te Rau Building directly across the road from Te Whare Wānanga Ko Matatuahu to be converted for use by our forestry and infrastructure programmes, purchased a 23 tonne Yuchai excavator in support of these programmes and four Kia EVs replacing our petrol driven service cars. Finance manager Margy Giddens has consistently ensured we spend within approved budgets and asset manager Adam Maynard has had a particularly busy year with building and resource consents.

Again this year recognition goes to all of our committed kaimahi who continue to prioritise the needs and aspirations of our tauira and kaitono and their whānau, the continued support from our kaumātua and kaitiaki, iwi trusts, marae, iwi and industry enterprises and to our tauira and kaitono and their whānau for placing their confidence and trust in us.

Ngā mihi
TŪRANGA ARARAU
 23 October 2024

Often our work and decisions are questioned by our people but that is the beauty of us as a people, we can disagree, we can argue with each other but at the end of the day we are still whānau and the aroha and strength of our Tipuna continues to thrive amount us. Nā Fred Maynard.

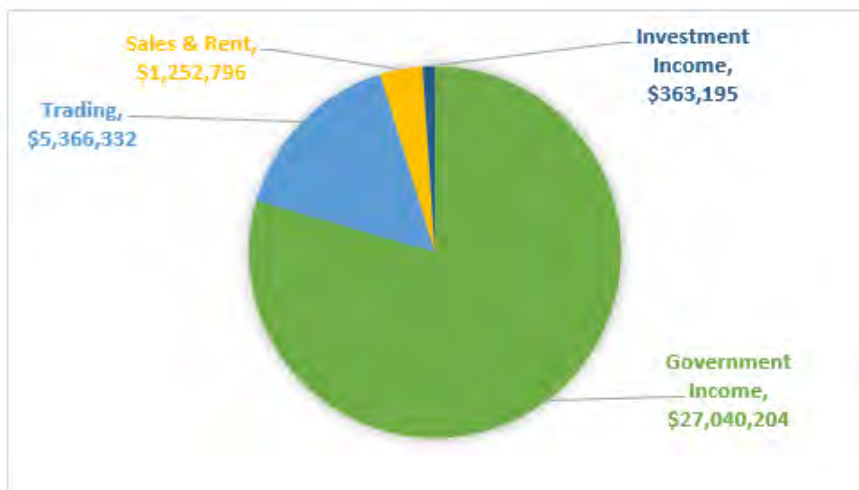
This year has seen significant growth for Te Rūnanga O Tūranganui-a-Kiwa, with the:

- Purchase of Te Rau Herald to allow Tūranga Ararau to expand their campus
- Completion of Tūranga Tāngata Rite Kura
- Purchase of Bulwer St & Muirs Road under Tūranga Pāpākainga Investments to expand our commercial footprint as part of our housing strategy
- Purchase of Champers Motor Lodge for Transitional Housing and commercial development
- Commencement of demolition and rebuild of Rungarehu Kaumatua Flats in Te Karaka.

We also continue to service Government contracts that assist our whānau, hapū and hāpori by enhancing the social, welfare and economic prosperity of our Iwi.

OUR YEAR IN REVIEW

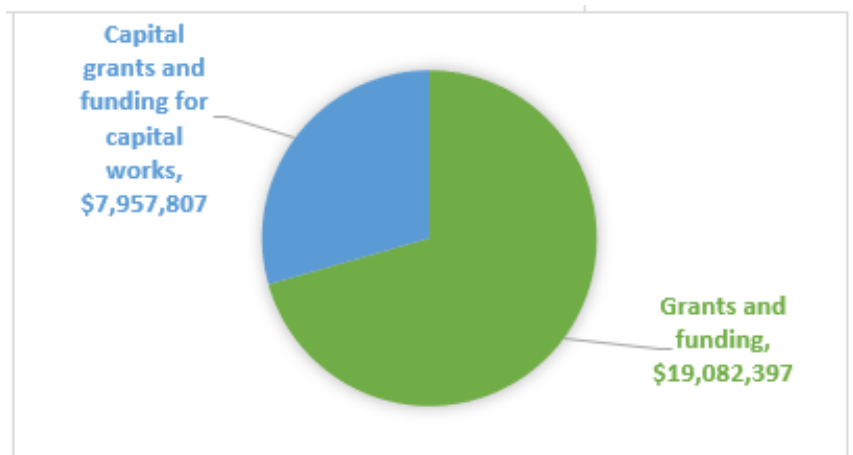
Income Fy24



Government income comprises 79% of our total income. Going forward we are hoping to reduce this dependency by progressing our commercial program of work.

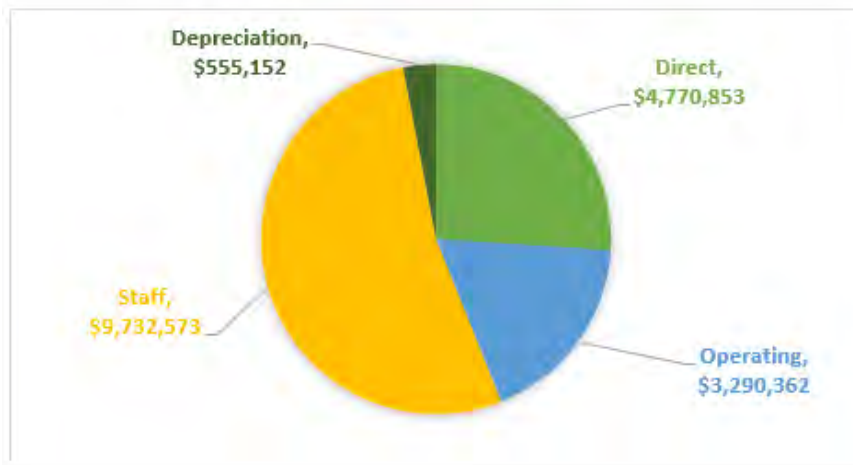
Government income further broken down:

Capital grants comprised 50% (\$8 million) of our total surplus, these distort the Profit and loss as their expense goes straight to the Balance sheet. In addition, about \$4 million of the surplus is income carried over and returned in this financial year.



Te Rūnanga o Tūranganui a Kiwa

Expenses FY24



Staffing levels are at peak and comprise more than 50% of our total expenses, this is normal as we are a service delivery organisation.

Costs continue to be monitored and prudently managed, and we acknowledge that this surplus is not sustainable in this current economic climate. We continue to monitor Government appetite for investing in the Rūnanga philosophy, with a focus on moving away from our ongoing reliance on Government funding, with a focus on building our asset base. Tūranga Pāpākainga is the new investment model under which we are launching 15 new builds, and rebuilding 5 existing builds (Rungarehu)



Missing: Tama Brown, he was off playing golf...

In finishing I'd like to acknowledge my team for their hard work and dedication. During 2024 Caroline Puketapu took a role within our Mahaki whānau and we wish her all the best.

Ka mutu ngā kōrero inaianei,
Nō reira, hei konei, hei konā

Connie Maynard
CHIEF FINANCIAL OFFICER