



Reciprocity



Table of Contents

03

CHAIR PERSON'S ANNUAL REPORT

04

CHIEF EXECUTIVE OFFICER'S REPORT

05

TE MAHURI MENTORING ACADEMY

07

HE NGAKAU RANGATAHI

09

MANAWA TAMARIKI, ECC

11

HE NGAKAU MATUA

13

WHANAU SOCIAL WORK

14

COUNSELLING

16

COMMUNITY ENGAGEMENT

18

TŪ HĀPAINGA

20

ACKNOWLEDGMENTS



From the Chair

Ngā mihi nui ki a koutou. Greetings and welcome to Te Aroha Noa's 2024 Annual Report. As you review this report, you will find highlights and accomplishments from the past year, reflecting our commitment to fostering unconditional love and transforming relationships.

This year, we have stayed true to our mission of being an enduring whānau, providing a secure space to build wellbeing in our community - focus has been on aligning with our mission to create a dynamic, God-inspired community dedicated to unlocking the potential of all individuals. We have strategically directed our resources to enhance our social services, adapting to a constantly changing environment.

I would like to acknowledge the exceptional responsiveness and professionalism of our CEO, Donna MacNicol, and her dedicated team. In a challenging fiscal climate, they have remained steadfast in upholding the principles of Te Aroha Noa. Their commitment to the core values of compassion, care, and teamwork is the foundation of our continued success.

Looking ahead, we are more determined than ever to enrich our community's wellbeing and foster meaningful engagement with whānau. I extend my heartfelt gratitude to our funders and sponsors, as well as all our partners, for their crucial contributions to Te Aroha Noa. Together, we make a profound impact on many lives.

I also want to recognize the Trust Board: Grant Baldwin, Kenneth Bidlake, Angela Drake, Mark Easton, Garry Aiken, Louis Te Mete, and Steve Fail. Your dedication is invaluable to our mission.

As you explore this report, I encourage you to see how our various programmes are making a difference and to consider how you might engage with us.

Thank you for being a part of this journey.

Ngā mihi,
Heather McClean
Chair – Te Aroha Noa Trust Board



From the Chief Executive

Nga mihi nui ki a koutou,

What an interesting, tough and fast moving twelve months it has been for Te Aroha Noa and community. In saying this, Te Aroha Noa continues to step into the spaces where support is needed alongside our Highbury whanau. This continues to energise our team who remain creative, innovative and professional while building relationships with whanau that support and bring hopeful new perspectives into their lives as well as ours.

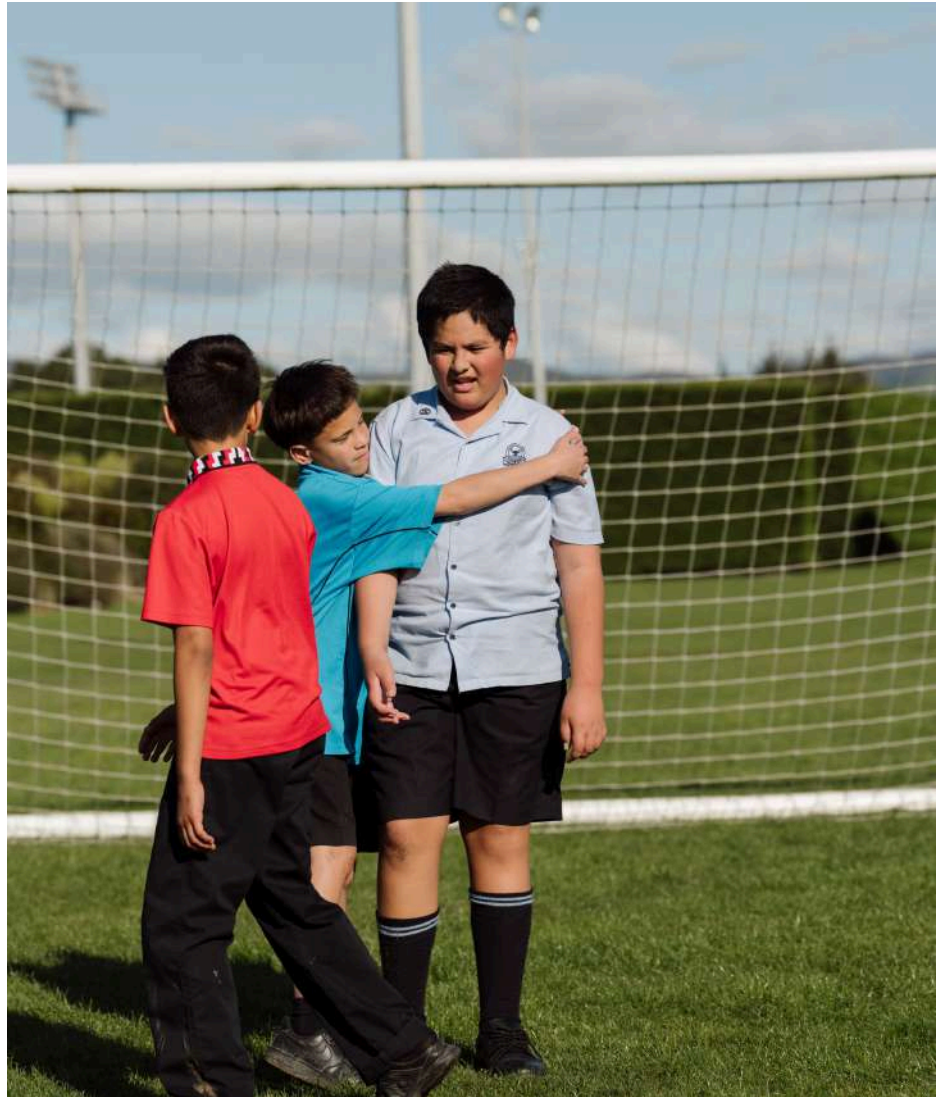
This year was our year of Reciprocity. A time when as professionals it is about us continuing to show our human side, the sharing of kai, small acts of warmth and kindness and the building of human connection. This helps build and develop professional and personal relationships while continuing to live and work within Te Aroha Noa's Mission.

Over the past year we have seen Reciprocity in action through professional relationships with our partners in community. We have been working closely with Massey University to support and contribute to the testing of resources, strategies and practices that support consistent and sustained use of relational approaches when working with rangatahi/youth.

This year we have utilised our Te Whare Ora/Health Clinic to grow relationships collaborate with other community agencies which has resulted in the growth and development of a health space in the centre of Highbury that now delivers vaccination services to tamariki and whanau in community. We have Rongoā Māori ACC Service Providers offering Mirimiri and Romiromi out of Te Aroha Noa to community and more recently the establishment of a relationship with Community Midwives which has created a service for women and babies within our community. All of these outcomes can be measured within the context of Reciprocity.

Finally and importantly I want to thank our Cultural Advisor Louis Te Mete and Hinemoa Hall for their kindness and support as Te Aroha Noa continues to focus on our cultural journey and commitment to Te Tiriti o te Waitangi. To the Te Aroha Noa Board of Trustees Chair, Heather McClean I thank you. Your wisdom, guidance and strong belief and support of our kaupapa has been invaluable. To the Board, thank you for your on-going support and belief in what we do. To Central Baptist Church, Government, Central Government and Community Stakeholders, we appreciate your faith and support of our work and our place in Community. To our wonderful volunteers without your support we could never be or do what we do, therefore aroha nui to you. Finally I want to thank our Te Aroha Noa team and community, without your support, insight and courage, Te Aroha Noa would not be the place it is today.

Ngā mihi,
Donna MacNicol



As we reflect on the year at Te Mahuri Mentoring Academy (TMMA), the theme of reciprocity has been at the forefront of our journey. Our tama have made remarkable strides in their personal development, particularly in building emotional intelligence and self-regulation skills. Through consistent mentorship and supportive interactions, they have learned to navigate their feelings and develop resilience.

Memorable sessions this year included engaging activities that fostered connections among the tama. From complex games/challenges to simple tasks such as setting the table for lunch. Each tama chose a specific job before lunch, highlighting that if one person didn't fulfil their role—such as getting the plates or forks—everyone felt the impact. We discussed how if the tama responsible for plates or forks didn't do their job, we might have a delicious-looking lunch but nothing to eat it with. We emphasised that their contribution is essential for the success of the group and discussed the importance of 'we' not just 'me.'

“THE IMPORTANCE OF WE NOT JUST ME.”



Additionally, we welcomed recent Te Mahuri graduates back to share valuable skills and techniques they have learned to make sense of their world in helpful ways. This not only reinforced the bond within our group but also allowed the tama to see tangible examples of success and resilience. Furthermore, activities such as helping paint the footpath at our venue not only beautified our space but also fostered teamwork as the tama worked together. This teamwork led to exchanging tips on overcoming challenges, such as dealing with conflict with siblings or navigating tough situations with authority figures. This exchange of experiences reinforced the idea that they are not alone in their journeys and that the importance of listening to helpful influences.

A significant highlight of the year has been witnessing the boys grow in confidence, which translated into their participation in school productions and for their first time, representing their school in sports. This newfound self-assurance has encouraged them to engage more fully in various activities, showcasing their talents and abilities.

“THIS EXCHANGE OF EXPERIENCES REINFORCED THE IDEA THAT THEY ARE NOT ALONE IN THEIR JOURNEYS...”

This year, we also had the opportunity to support our mentor who made the Turbos Rugby Development team. This inspired our tama and made for memorable road trips. They enjoyed attending the Pasifika Fusion - Pasifika High School Performing Arts competition, where they witnessed the incredible talent and creativity within our community.

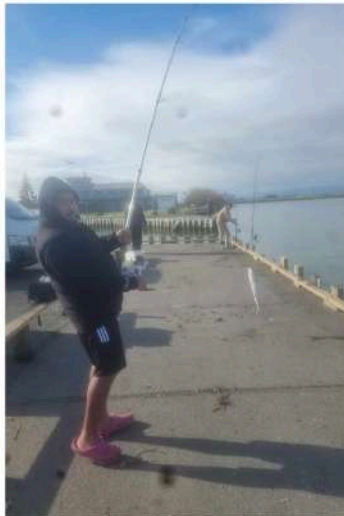
The parents and caregivers of the tama have also been incredible, demonstrating their commitment as enduring presences in their lives. Their dedication to nurturing their bonds with the tama has played a vital role in their development, showing that the strength of our community lies in these reciprocal relationships. Together, we celebrate the progress made this year and look forward to fostering these connections as we continue to grow and learn as a community.



“TOGETHER, WE CELEBRATE THE PROGRESS MADE THIS YEAR & LOOK FORWARD TO FOSTERING THESE CONNECTIONS AS WE CONTINUE TO GROW & LEARN AS A COMMUNITY...”



He Ngakau Rangatahi



This year, the He Ngakau Rangatahi has witnessed remarkable progression as we navigate the multifaceted aspects of our Rangatahi lives. Working through our Te Whare Tapa Wha lens, our commitment to holistic development has forged a supportive and enriching environment where young individuals can thrive.

“PERHAPS THE MOST HEARTENING ASPECT OF OUR JOURNEY HAS BEEN THE WAY OUR RANGATAHI CONNECT WITH ONE ANOTHER...”

One of the cornerstone activities in our programme has been our morning gym sessions at Snap Back Fitness. By starting the day off with physical exercise, our Rangatahi have not only improved their fitness levels but also forged stronger bonds with one another. These sessions invigorate our mornings, setting a positive tone for the day ahead and demonstrating the importance of physical health in overall well-being.

Connection with nature has also played a pivotal role in our programme. Our outings have included fishing trips to Foxton Beach and foraging for medicinal herbs. These experiences have allowed our rangatahi to learn tikanga and valuable skills while appreciating the beauty of the natural world around them. Engaging with Te Taiao fosters a sense of responsibility and respect for the environment, contributing to their development as a Kaitiaki (guardian).

***“TOGETHER WE ARE NAVIGATING LIFE’S
CHALLENGES & CELEBRATING SUCCESSES,
LAYING A STRONG FOUNDATION FOR A BRIGHTER
TOMORROW...”***

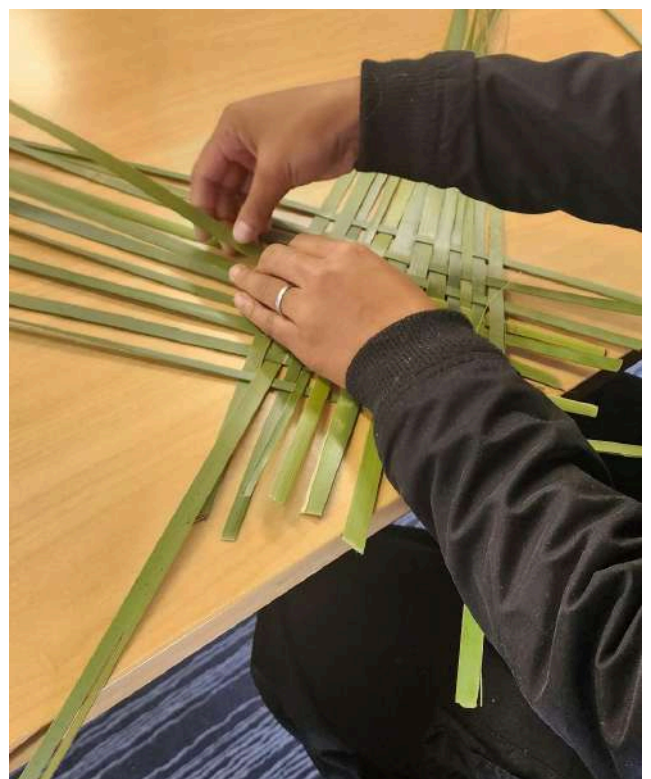
In addition to physical and Kaitiaki engagement, this year has provided our rangatahi with opportunities for personal growth and career exploration. Attending the career expo was a significant highlight, where our youths were exposed to a variety of career paths and the possibilities that lie ahead. Interaction with professionals from diverse fields has sparked enthusiasm and ambition in our young participants, opening their eyes to the future they can create.

Our exciting trip to Castle Point was another memorable experience. The breathtaking East Coast landscape, complete with its iconic lighthouse, offered not only stunning views but also moments of reflection and camaraderie. Fishing along the coast provided an opportunity for teamwork and skill development, while strengthening friendships among our youth.

Perhaps the most heartening aspect of our journey has been the way our rangatahi connect with one another. Their ability to get along and support each other is a testament to the nurturing atmosphere of the He Ngakau Rangatahi programme. As we continue to guide and support our rangatahi throughout the year, we remain dedicated to fostering their growth across all dimensions of their lives, ensuring they become well-rounded individuals ready to embrace the future.

In conclusion, the progress we have made this year reflects the Mana and Wairua of our Rangatahi. Together, we are navigating life’s challenges and celebrating successes, laying a strong foundation for a brighter tomorrow.

***“...WE REMAIN DEDICATED TO FOSTERING
GROWTH ACROSS ALL DIMENSIONS OF THEIR
LIVES...”***





At the end of 2023 Manawa Tamariki had an ERO review of our centre and its practices. The focus of the review was whakawhanaugatanga/ relationships and the inquiry question was:

“To what extent do relationships support positive outcomes for Priority learners and all Tamariki?”

The review findings found

- There were strong connections between centre, management and TANCS organisation.
- We showed positive relationships throughout many layers within the centre from tamariki, kaiako, whanau and the wider community.
- These positive relationships came from open communication and systems that allow information to be shared effectively

Relationships are maintained and are collaborative with the intention of supporting the social and emotional well-being for all tamariki and their whanau. We create a sense of connectedness in our setting. The interconnectedness is purposeful and creates relationships promoting successful outcomes for learners.

**“THE
INTERCONNECTEDNESS
IS PURPOSEFUL &
CREATES
RELATIONSHIPS
PROMOTING
SUCCESSFUL
OUTCOMES FOR
LEARNERS.”**



Throughout 2024 we have been intentional in maintaining and promoting positive relationships. Our Kaupapa of providing an environment that is rich and reflective of – Whakawhanugatanga, Mana, Aroha/Manaakitanga and social emotional well being guides us and is always at the forefront of our daily practice and our programme planning.

Throughout 2024 we have been intentional in maintaining and promoting positive relationships. Our Kaupapa of providing an environment that is rich and reflective of – Whakawhanugatanga, Mana, Aroha/Manaakitanga and social emotional well being guides us and is always at the forefront of our daily practice and our programme planning.

We celebrated Mothers day, Fathers day, Matariki and Highbury games throughout the year. All these celebrations gave whanau, tamariki and kaiako the opportunity to share in learning and build stronger relationships.

***“RELATIONSHIPS ARE MAINTAINED & ARE COLLABORATIVE
WITH THE INTENTION OF SUPPORTING THE SOCIAL &
EMOTIONAL WELL-BEING FOR ALL TAMARIKI...”***

Our connection with local schools has really grown this year. We have been able to do regular weekly transition visits with small groups of children. These visits enable the children to become familiar with the school, teachers and other children. These transitions also provide the opportunity for the ECC and School kaiako to build reciprocal relationships.

We would also like to give thanks to KidsCan. This wonderful initiative continues to be successful and has a huge impact on the well-being of our tamariki. The tamariki enjoy their daily healthy meals. Gumboots, shoes and jackets are worn with pride.



***“AROHA MAI, AROHA ATU. MANA MAI,
MANA ATU.”
MĀORI WHAKATAUKI***

He Ngākau Matua



He Ngakau Matua (HNM) is made up of a team of two female Registered Social Workers, who are parents and are passionate about guiding and supporting young parents towards their full potential and moemoea. Reciprocity has always been part of He Ngakau Matua's foundation for building safe, fun and mana-enhancing relationships.

He Ngakau Matua is always interested in gaining new knowledge that will help grow, support and empower our parents whether this be in brain development for our tamariki, other helpful services or parenting tips. We share this knowledge to support our parents and the goals they are working towards. Our parents notice this and reciprocate by enriching our kete with their own knowledge and life experiences. This concept of reciprocity reinforces our mahi as a collaboration and partnership.



He Ngākau Matua also promotes reciprocal mana-enhancing relationships with our young parents by creating spaces in group activities where they can enjoy connecting with other young parents through art, games and kai. We love having a relaxed atmosphere to support those with anxiety and then to see them laughing and making ‘Mum friends’, which is beautiful to see. He Ngākau Matua captures these memories of connectedness and display them in the He Ngākau Matua space to support our parents to feel a sense of belonging, and inclusion. He Ngākau Matua are grateful to other organisations to have received care packages, knitting, blankets, baby clothes to gift these out to our community.

As He Ngākau Matua appreciate the value of having good relationships, we aim for all our parents to feel cared for, heard and welcomed without judgment. He Ngākau Matua always remains present to walk alongside our young parents on their journey. He Ngākau Matua, supports our young parents with aroha and work hard to engage in respectful relationships.



The reward of working in this way with our young parents is seeing them do well in different areas of life. We often keep in touch and continue to send praise and congratulations for all their achievements after they have left the He Ngākau Matua nest and fly towards their dreams. We are proud to see our past parents in healthy habits, in healthy relationships, growing their whanau, gaining employment, becoming business and home owners and just enjoying being present with their tamariki.

“WE AIM FOR ALL OUR PARENTS TO FEEL CARED FOR, HEARD & WELCOMED WITHOUT JUDGEMENT...”



Every term a new group of beautiful women gather for the purpose of building self-esteem and confidence but with them they bring so much of themselves to the group that we all learn and grow from, this is reciprocity. How they view the world from their lifetime experiences to how they see the future not only for themselves but in all relationships they make moving forward.

***“THIS IS THE FIRST
TIME I HAVE
RECEIVED A
CERTIFICATE IN MY
LIFE...”***

Many of the women rate themselves at the beginning of the course as to how much self-esteem and confidence they have then again at the end, they see how much they have grown and start believing in themselves. They build friendships and exchange contact details, they learn to comment on others growth within the group and see they too can have valuable contributions.

One of the recent comments made by one of the wahine was “it was the first time she had received a certificate in her entire life.” She thought that only people who did well got certificates and as hard as she tried she never got one. It said volumes about her always striving to better herself but nothing seemed enough until now.



As the leaves turn golden red on a sunny autumn afternoon, two rangatahi sit beside a fire next to the stream they had previously both been splashing around in, lost in the important task of keeping the fire going. They gently blow on the embers, hoping that the sticks they have placed on will catch, so they can warm themselves and cook some kai. As the sticks burst into flame, the look on their face says it all – delight, satisfaction and a little bit of wonder as their patience, co-operation and dedication yield the ultimate result. Soon, there is a healthy fire going, big enough to warm the boys and cook a few sausages and there is an inner glow of pride within these rangatahi because of what they have achieved.

These two are Year 9 Students from Freyberg High School who have been part of the Nature Based Group that Te Aroha Noa have facilitated again in 2024 in partnership with Freyberg High School. Both the school and Te Aroha Noa have recognised that academic learning has its difficulties and combined with the leap into the high school environment, the first year of high school can be very challenging for some. In response, Te Aroha Noa developed the Nature Based Group that focuses on offering these students the opportunity to discover and develop their leadership, creativity, capability, co-operation, confidence and connection through the development of nature skills in wild places.

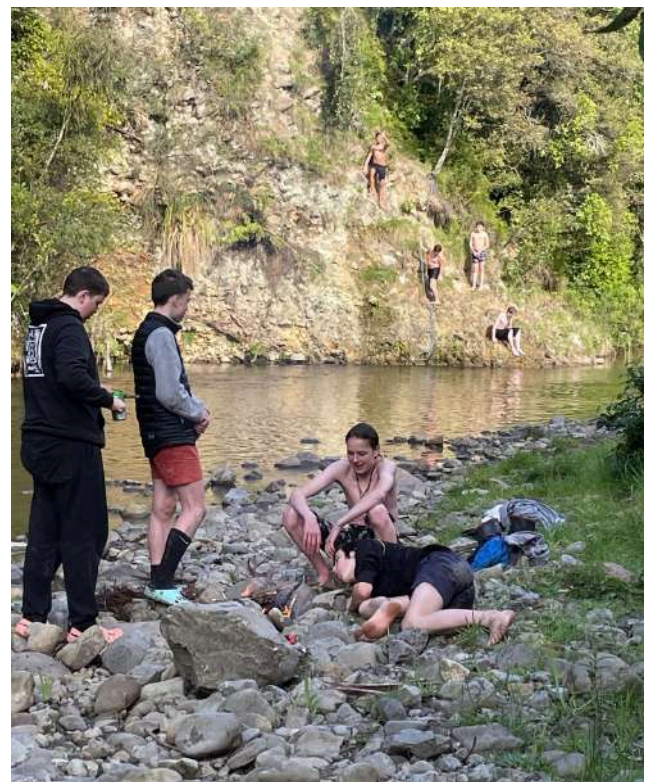


We know that people are much like that small fire beside the stream - given the right conditions and fuel, they thrive and grow. This year we have seen the spark within these rangatahi grow into flame as they have left their comfort zones and achieved the difficult tasks of making fire, building shelter, cooking kai, whittling, tracking or learning to identify different native plants and birds, alongside the social skills of working together, trusting each other, being responsible and having fun. We have seen them grow in their self-management, emotional regulation, positive social interaction, and engagement both in the group and in the wider school environment. At the same time, they have also taught us how to be responsive group facilitators, shaping and strengthening our practice around what matters and is important for them. It has been a highlight of the year to see them discover that inner fire for themselves, and to see how they have shaped and grown our practice as we learn from them.

“WE KNOW THAT PEOPLE ARE MUCH LIKE THAT SMALL FIRE BESIDE THE STREAM - GIVEN THE RIGHT CONDITIONS & FUEL, THEY THRIVE & GROW...”

The theme of working with students has continued within the counselling team as we have had two students who have been on placement as developing counsellors. Much like the rangatahi in the Nature Based Group, we have seen these students thrive and grow as they follow their inner fire and passion to become counsellors supporting the thriving and growth in others.

For more than 30 years Te Aroha Noa has been a place that has supported the thriving of community, a place where community and Te Aroha Noa comes to know its own potential, and where that potential is unleashed. This year, we have been inspired to see those we worked with follow their own fire, taking courageous steps towards who they were created to be. We are also truly grateful for the opportunities to learn and grow as a counselling team, shaped by the people we have been fortunate to work with. What a privilege and a joy to be part of this community discovering its own potential, growing and becoming more fully alive together.



“WHAT A PRIVILEGE & A JOY TO BE PART OF THIS COMMUNITY DISCOVERING ITS OWN POTENTIAL, GROWING & BECOMING MORE FULLY ALIVE TOGETHER.”

Community Engagement

***“MANAAKI WHENUA,
MANAAKI TANGATA,
HAERE WHAKAMUA -
CARE FOR THE LAND,
CARE FOR THE
PEOPLE, GO
FORWARD”***

MĀORI WHAKATAUKI



Community engagement this year has looked very different within Te Aroha Noa. While we have delivered our annual Christmas and Aqua Day events, we have placed a strong focus on supporting wellness with whānau and community through intentional group work. We would like to acknowledge the resilience and reciprocity of our whānau in community for the aroha they continue to show Te Aroha Noa.

Our mara kai continues to be nurtured by our kaitiaki Rehutai and Leon Tahana, with a new greenhouse installation. As part of our mara kai growth we were fortunate enough to have been able to participate in a composting kaupapa led by Environmental Network Manawatu, which focussed heavily on the reduction of kai waste within the organisation.





A highlight for tamariki in community, would be the continual delivery of our kidzLIFE holiday programme. Every term and year we look to design and implement a fun-filled timetable that enables tamariki and whānau to engage in exciting experiences. A component of delivery that Te Aroha Noa have come to be incredibly grateful for, are the facilities we have for our different groups, and the kaimahi we have working the programmes every term.

Many whānau expressed gratitude for the opportunities kidzLIFE provided for their tamariki to engage in fun, exciting and enjoyable activities. These activities included: swimming at the Lido, exploring the upgraded Chippendale Park, baking & cooking, arts & craft activities for display, discovering the sport of badminton, planting & gardening, board games, soccer, visiting landmarks in Te Papaioea, using the local parks in Highbury, Te Manawa and probably the highlight of the week going to the movies in the big bus.

Another highlight for kidzLIFE was being able to continue the partnership and collaboration with the Ministry of Social Development, that offers the opportunity to offer free 10 spaces for tamariki living in Emergency and/or Transitional Housing.





Navigating Tough Times: The Journey of the Tū Hāpainga Men's Group

In today's complex world, where societal pressures and personal struggles weigh heavily on men, Tū Hāpainga Men's Group has emerged as a beacon of support and solidarity. Founded by our late brother Chris Pohe with the mission to provide a safe space for men to share their experiences, this group has become a lifeline for many as they navigate the trials and tribulations of modern manhood.

Men face a myriad of challenges, from mental health issues and relationship struggles to career pressures and societal expectations. These burdens can often feel isolating, but within the walls of Tū Hāpainga, men find camaraderie and understanding. Our open-door policy invites all men to seek support, ensuring that no one feels they have to go through life's challenges alone.

**“...BUT WITHIN THE
WALLS OF TŪ
HĀPAINGA, MEN
FIND CAMARADERIE
&
UNDERSTANDING...”**

Thanks to generous support from the Change Maker Fund through the Ministry of Social Development (MSD), we have been fortunate to enhance our activities and accessibility. This funding has made it possible for us to organise resources and engaging outings, fostering an inclusive environment where our members can connect and unwind.

Our weekly gatherings, held every Tuesday at 6pm, serve as a platform for open conversation, where men come together to share what's on their minds. Through storytelling and dialogue, we cultivate a culture of trust and support, empowering each other to tackle difficult situations. The power of conversation cannot be underestimated, it allows us to provide guidance and perspective that can help steer one another away from precarious circumstances.

Tū Hāpainga Men's Group is not just a support network, it is a Brotherhood where men can truly be themselves, free from judgement. We believe that every conversation holds the potential for healing and growth, and we take pride in the bonds we forge.

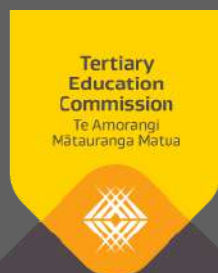
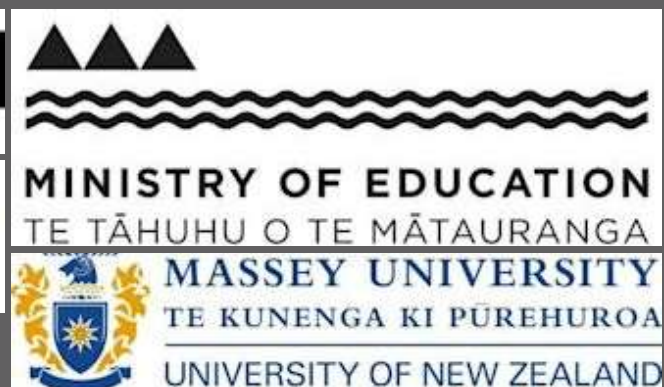
Together, we will continue to face the complexities of life as men, believing firmly that our doors will always remain open.

**“THROUGH
STORYTELLING &
DIALOGUE, WE
CULTIVATE A CULTURE
OF TRUST & SUPPORT,
EMPOWERING EACH
OTHER TO TACKLE
DIFFICULT
SITUATIONS...”**



**“TŪ HĀPAINGA MEN’S GROUP IS NOT JUST A SUPPORT
NETWORK, IT IS A BROTHERHOOD WHERE MEN CAN
TRULY BE THEMSELVES, FREE FROM JUDGEMENT...”**

THANK YOU TO:





te aroha noa
COMMUNITY SERVICES

