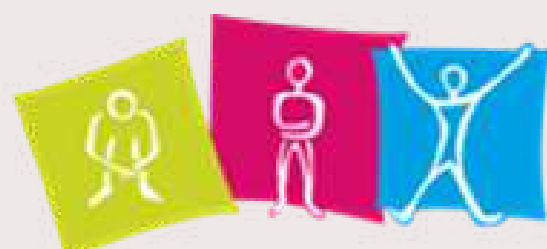




Te Aroha Noa 2022



Reflection



te aroha noa
COMMUNITY SERVICES

Chairperson Report

Heather McClean

Tēna Koutou, Greetings.

Welcome to the 33 annual report and the opportunity to share with you some of the happenings at Te Aroha Noa over the last 12 months.

The last year has proved to be a challenging year for Te Aroha Noa, with continued disruption from the COVID-19 pandemic, illness and an ever-changing external environment. Staff of Te Aroha Noa yet again adapted to the new normal, and the unpredictable became the new predictable.

The Board greatly values the ongoing leadership of CEO Donna MacNicol, who has led the team during times of uncertainty, working hard to ensure funding is used responsibly. She continues to take Te Aroha Noa on our cultural journey, focusing on commitment to Te Tiriti o te Waitangi, while holding to the Christian kaupapa that has roots at Palmerston North Central Baptist Church. She is building a Leadership Team that is poised to take on the new challenges.

Amid the uncertainty, we continue to do what we do, well. I want thank our Te Aroha Noa whānau the way they reach out in love, care and support to those who need it. The way they meet challenges is inspirational, as they think and work creatively.

Although demand for our services is increasing, resourcing our services is a real challenge. Funding is not the same as it once was, due to the impacts of COVID nationwide. Social paradigms are changing. Criteria are becoming tighter for organisations, which means having to think differently about how to resource our programmes and development.

Staff continue to provide services to the community during an unsettled period. The lessons learned over the last year proved invaluable, and again the true strength behind Te Aroha Noa: he tangata, he tangata, he tangata - it is our people.

During the COVID pandemic, a multidisciplinary Te Aroha Noa team, delivered a 3-day online programme for Bethlehem Tertiary Institute. Normally our buildings would be packed with students, but this was very different. Our amazing practitioners combined their talents and



Te Aroha Noa Report 2022

technology to creatively showcase stories of transformative practice to the 80 students, spread around New Zealand. It was very successful.

Another example of great teamwork this year, is the new community garden developed behind Te Whare Atawhai. Staff, rangatahi, whānau and funders worked together to build the garden, others supplying food - a wonderful demonstration of Te Aroha Noa's manaakitanga. In this project, collective unity is being fostered though the natural environment. We look forward to watching it grow under the expertise of and leadership of its kaitiaki.

In August trustees met with the Leadership team for a strategic development workshop. This was a valuable session to achieve effective synergy between Board and Management and to agree on core areas for future focuses.

Te Aroha Noa was founded on Palmerston North's Central Baptist Church's concern to meet the needs of local community, through unconditional love, or "love with no strings attached". It's a love for all people, expressed in all that we do. We are grateful to Steve Fail, for his continued support to the Board.



I would also like to acknowledge Louis Te Mete (Rangitāne) and Whaea Metarina Savage for their support and guidance on cultural issues and general interest in the work of Te Aroha Noa.

I would like to offer thanks also to fellow Trustees on the Board - Grant Baldwin, Kenneth Bidlake, Angela Drake, Peter Crawford, and Sharon Taufu, as well as our secretary Garry Aiken.

Finally, I want to express our appreciation to all our funding providers and stakeholders, as without them, we would not be able to operate and make a difference to the lives of whānau in our community.

CEO Report

Donna MacNicol

Tangata ako ana i

Te kāenga, te tūranga ki

Te marae, tau ana

"A person nurtured in the community contributes strongly to society".

Nga mihi nui ki a koutou,

What an interesting, fast moving twelve months it has been not only for Te Aroha Noa and community but for everyone, everywhere. We have lived through a pandemic and have seen some significant social change supported by legislation and policy. We are watching a war occur in Ukraine and we are feeling the effects of this in our daily lives even though we are so far away. Not only are my thoughts with the people of Ukraine, they are also with our whanau here in New Zealand/Aotearoa and more specifically Highbury, Papaioea. Times are tough for many at the moment and Te Aroha Noa is continuing to step into the space alongside our Highbury whanau.

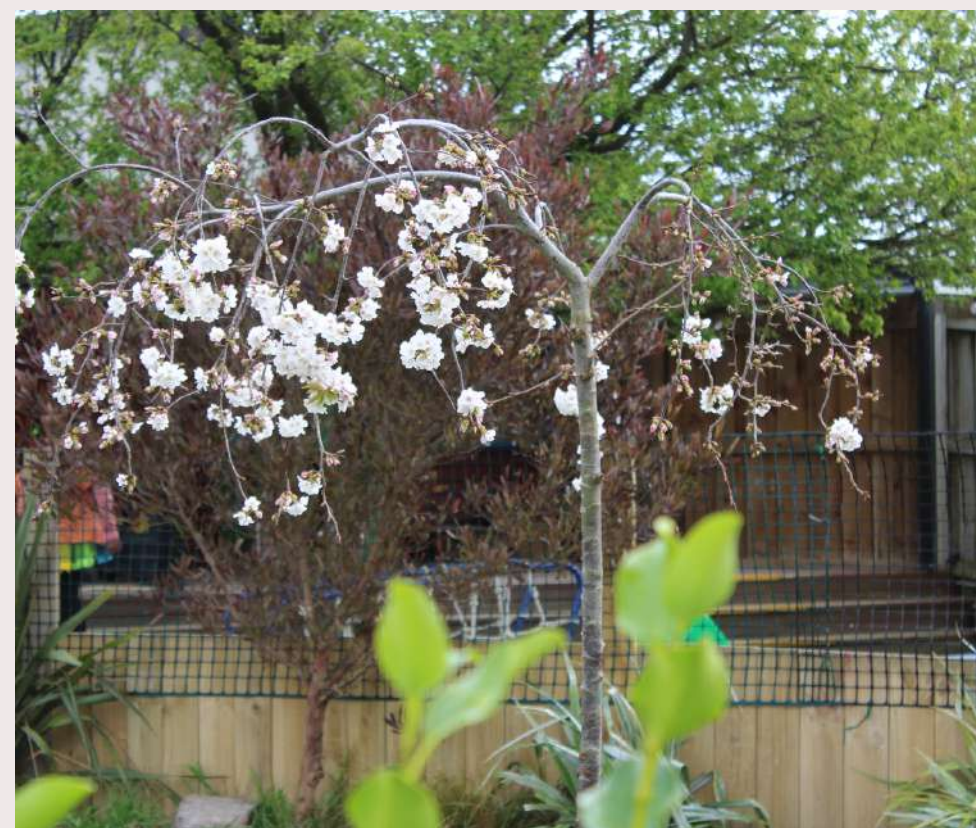
This year was our year of Reflection, a time of reviewing, rebuilding and restoring. This supported our team to continue our 'point of difference' programme development and commitment to responding to community has continued to be innovative, whānau & community focused. I would like to acknowledge our Leadership Team, Hinemoa Hall, Nadine Higgins, Chris Pohe, Ashleigh Couper, Randy Freddie, Pania Taylor, Pou Valu, Rene Aish and Becs Paki who all continue to be creative courageous leaders within our organisation and community. Therefore with this skill base Te Aroha Noa has continued to develop and grow some outstanding programmes and services. Tu Hapainga, Te Mahuri Mentoring Academy, Mama Ataahua, He Ngakau Rangatahi and Tenancy for Whanau have all been developed and grown in 2022. With this in mind Te Aroha Noa is stepping into 2023 with view that this will be the year of realising Potential.

Finally and importantly I want to thank Whaea Meterina Savage, Cultural Advisor Louis Te Mete, Chris Pohe 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.



"This year was our year of reflection, a time of reviewing, rebuilding and restoring."

To the Te Aroha Noa Board of Trustees I say thank you on behalf of myself and the Te Aroha Noa whanau. Your wisdom, guidance and strong belief and support of our kaupapa have been invaluable. 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 whanau and community without your support, insight and courage, Te Aroha Noa would not be the place it is today as we move forward into 2023 with love and kindness.



te aroha noa

COMMUNITY SERVICES

Community Engagement

As the Community Engagement team, we are always looking for the potential in our community that we can help grow.

An area of development and potential this year is the establishment and growth of the Te Aroha Noa mahinga kai, community garden. The project was born this year through a vision to contribute to and increase food security in our community.

We have formed many supportive relationships on this journey. Bunnings Warehouse and Manawatu Food Action Network donated their resources and expertise to build the initial planter boxes alongside our He Ngākau Rangatahi team.

With the financial support of ENM, we have been able to bring Rehutai on board as our 'garden kaitiaki' to not only grow the garden, but to engage our community in the gardening process. Her vision is to create collective unity within our community through taiao practices, and she believes that "our kai should be our rongoā & our rongoā should be our kai".

Just like our garden, much of our work in community engagement is about seeing the potential in our community, planting the seed and providing resources and love in order to see people grow and thrive. We have seen this with many of our CE initiatives, including our Tū Hāpainga Mens group and the New Kiwi Club that both grew from just an idea, and seeing the potential.

Our mahinga kai has so much potential for community engagement and learning opportunities. Aside from meeting needs for fresh and healthy kai, we envision cooking classes and workshops on planting, harvesting and preserving. We hope to see all our departments involved in different ways including our ECC, HNR, HNM and wider community. We want to see our community learn skills that they can take home and share with their whānau. We can't wait to see where this project takes us, and the ways it will benefit our community.

"Our kai should be our
rongoā & our rongoā should
be our kai"



Tū Hāpainga



Te Kaupapa o Tū Hāpainga men's group and its fundamental learning framework comes from a Te Ao Māori perspective, using the concept of 'Te Whare Tapa Whā' – the four cornerstones (or sides) of Māori health.

Embracing these four principles of 'taha Tinana, taha Wairua, taha Whānau and taha Hinengaro, has enabled group participants of all cultural ethnicity's and beliefs, to confidently engage with other tāne during group activities and events.

Tū Hāpainga men's group and Te Aroha Noa community services were privilege to host this year's 2022 Father's Day breakfast – 'Fathers and their Whānau'. This event was a celebration and acknowledgement of individual accomplishments. We heard from one of our tāne who spoke about his journey and the changes he has made for himself and his whānau. His korero was made even more special by having his wife and tamariki there to hear his testimony. His wife's response confirmed that his whānau are a significant contributor to his motivation for healthier choices.

“Te Aroha Noa Community Services provides a safe place to navigate change, it's up to you (me) to put in the work”



He Ngākau Matua

Potential in He Ngākau Matua looks like Pou and Brydie seeing all the strengths in their young parents and supporting them to identify and grow them. These strengths turn into possibilities in how we could use them to live the life we want to. To be both the mother and woman we aspire to be, this person is our higher self. We all have the potential to be her, we just need the vision, the courage and motivation to get there.

This is where He Ngākau Matua really comes into play with their mahi, once we see the strengths, we start firing ideas of what each parent could do with their gifted talents to live a fulfilling life. We aim to be their last social workers and they become the chain breakers in their whānau, creating the best life for their tamariki. When our parents are inspired by an idea of how they want their life to be like, be it a career choice, parenting style, healthy relationship with themselves or others then that becomes our goal.

We are motivated by what we know they can achieve, we feed off of the possibilities and have many uplifting and empowering kōrero with our parents. An abundance of time, awhi and energy is spent reminding them of their dreams and that sometimes we fall, but then it's a pep talk, a shoulder rub and back in the ring to fight our contenders such as anxiety and low self-worth. The ring can be a scary and confronting space, but HNM are their biggest cheerleaders, constantly reminding them of the rewards, their biggest win to getting all the potential HNM has spotted and more, they win making better decisions and then win doors opening to opportunities. He Ngākau Matua are raising their young parents to be winners so that they can raise champions.



"We are motivated by what we know they can achieve... The ring can be a scary and confronting place, but HNM are their biggest supporters..."



He Ngākau Rangatahi

“When educating the minds of our youth, we must not forget to educate their hearts”

This year we have had a massive interest in our HNR programme. The majority of our current cohort has been excluded from school due to Non- attendance and Behavioural issues. Since starting with HNR, one of the highlights for this year has been the attendance and engagement from our rangatahi. Attendance for our ropu sits between 75 – 80% overall, for most of our rangatahi. Our greatest achievement thus far is seeing our rangatahi thrive in the way they interact with their peers, TANCS staff and our stakeholders. In our HNR space we continue practicing Whakawhānaungatanga and Manaakitanga through the mahi we do and the way we interact with our rangatahi and whanau. With this we have seen some positive changes in our rangatahi with the way they uphold their own mana, in this space and their homes and within the community.

Strengths- Based

Strength Based approach means that we focus on the strengths of our rangatahi. We unpack complicated situations and seek out how the rangatahi can use their strengths to solve problems and deal with conflict. Another aspect to this is our strong Relational practice, which empowers the rangatahi to take ownership of their actions. We ensure that our rangatahi are in the heart of any mahi we do. This means that they are aware and accountable for their actions and the outcome of any situations. Applying this kaupapa in our space has allowed kaimahi to develop a very effective Trust and system between Tuakana and Teina. A staff at the Whanganui museum observed that as we entered their building, the rangatahi immediately went off on their own. She asked, “how do you manage them” – and I said, we don’t, we operate on a trust system, that they will uphold the kaupapa of HNR when we are out in public spaces.

Competency

This year, we have supported our rangatahi with their Education mahi alongside Te Kura. Our education plan focuses on getting our rangatahi back on track with the basics – Literacy and Numeracy. Our junior programme focuses on building a platform for our rangatahi so they are familiar with some of the content before they begin their NCEA mahi. The majority of our rangatahi have also been disengaged from mainstream education since Intermediate. We currently have 7 rangatahi who have just started on their NCEA work for the first time. Four of our rangatahi have Achieved all their Literacy credits (13 credits) and are close to achieving their Numeracy credits.



More importantly, this is the first time for some of our rangatahi to achieve any credits. As a result, we will be increasing our subjects delivered in HNR to 4 core subjects which will allow our rangatahi to gain up to 40 credits in 20 weeks. From an HNR perspective, we want to ensure that the mahi we do with our rangatahi is relevant and aligns with getting our rangatahi Work ready or ready for further study once they leave our space.

Participation and engagement

Kaimahi have been consistent with encouraging our rangatahi to participate and engage in all activities. This year we have participated in various activities:

- Mates and Dates
- Pukaha Field trip
- Rubbish collecting around the parks
- Mau rakau
- Pepeha and Karakia
- YMCA open day
- UCOL open day
- Smashing Stones
- Community garden project
- BTI packaging preparation
- TANCS staff events etc.

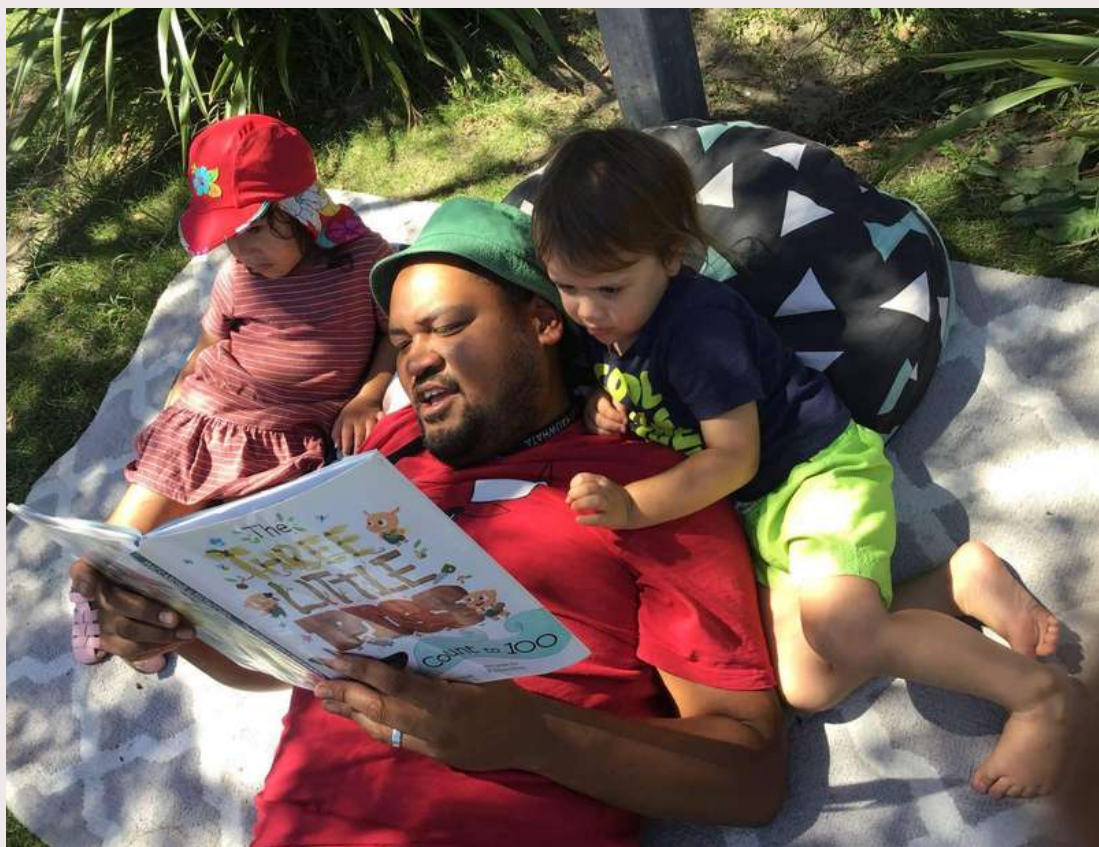
HNR have supported rangatahi to ensure that they give every activity a go. With this space, they have learnt to work with others while also learning about themselves. The biggest highlight in this space is seeing our rangatahi practise Teina – Teina and Teina – Tuakana relationships. This means that HNR are growing young leaders within our space that are confident to lead and support others with certain tasks.



Early Childhood Centre



"As kaiako we know that for our tamariki and whānau to feel a sense of belonging, they must first feel safe, nurtured and cared for..."



Unleashing the potential of all people(s) in our space this year has focussed heavily on nourishing our tamariki social and emotional wellbeing. As kaiako we know that for our tamariki and whānau to feel a sense of belonging, they must first feel safe, nurtured, and cared for in our environment. To support and awahi our tamariki potential when with us, we have reflected on our values and how this is important to our community. These values are:

Whānaungatanga

A community where relationships are foundational and we are all connected through love, respect and shared experiences to develop a strong sense of belonging.

Aroha/Manaakitanga

Through unconditional love, manaakitanga acknowledges the mana of others, which is built through trust in an inclusive and supportive environment.

Social/Emotional Learning

The ability to positively interact with others, express feelings, restore balance and communicate effectively.

Mana Enhancing

Empowering all to succeed by celebrating together the strengths and gifts they carry with them.

This year as a centre, we were also able to rename our two rooms. For years we have referred to these two spaces as the unders and the overs, to support the sense of belonging and identity as an early childhood centre, a name change was exactly what we needed! With the support of Rangitāne, we were gifted Puawai for our younger room. Puawai to us means to nurture the seeds and they will blossom. When we do this with our tamariki, imagine the potential that is unleashed. For our older room, Manawa Tamariki was gifted. Manawa Tamariki was given to us with the meaning of following the hearts of our children and putting them at the centre of everything we do. We would like to acknowledge Louis Te Mete for his guidance and knowledge of these beautiful names.



Whānau Development



I have noticed that I have had a lot more self-esteem and confidence within myself and I've been finding more things to be grateful for. I've been looking after myself and my kid. It's been fun meeting the girls in the group and getting to know new people. It really makes me realize what I have and appreciate the things I have and the people in my life.
Thankyou pania and keri for being here xx
♥ Renee
29.9.2022

"Mama Ataahua is an 8 week programme that aims to equip mothers with tools for a positive lifestyle for themselves and their whānau, enhance the wellbeing of the family through positive modelling and decision making, for the wāhine attending to establish friendships & support during and after the group AND to provide mothers with a deeper level of mana and understanding of themselves."

"I've noticed myself being more aware of my emotions and dealing with them. I've done more self-care."
"Māmā Ataahua has helped become more confident and made me realise I am enough, and just because I've been through trauma doesn't mean I'm not worthy. I've learnt how to journal and to be grateful for the little things in life.
Appreciate Pania & Keri so much!
much love Becca.
Becca 29.09.22



Potential comes in all shapes and forms within the Whanau Development team. As our practice is strengths-based we focus heavily on what our whanau can do as opposed to what they can't do. Whānau finding strength through trauma and/or addictions for the betterment of their whanau below are a few of my potential whanau:

*A young Mama of 2 who came out of an abusive relationship and now stepped into her power and is studying to become a social worker.

*A 45 year old Mama of 4 who has ADHD, anxiety, depression, Crohn's disease and Asthma who moved mountains to initiate her start towards study to become a life coach and has now started her own business from home.

*A 37 yr old mama of 4 who found her way through meth drug addiction, domestic violence and the uplifting of her children, to now holding down a steady full-time job, with shared care arrangement with her children and looking towards study in her future.

*A Mama of 3 soon to be 4 who had her very first experience of a Wahakura workshop as well as the first connection to her Māori side, and now is on a discovery journey to find out about her own whakapapa for a grounding sense of identity and is set to start her money management study in early 2023.



Te Māhuri Mentoring Academy

Potential in TMMA is underpinned by the belief that we have unlimited potential in life based on our aspirations and we can tap into that capacity through effort, consistency, and healthy relationships. We believe that walking out in our potential is like building a big brick wall, it is not achieved in one huge activity but by consistently laying on a brick at a time. Every session, whether it be 1 on 1, group or with the tama's parent/caregivers, we are intentional in supporting a tama and/or whānau to rise to the wero (challenge) of a difficult task. Every wero achieved is another brick that goes from their potential to their reality. What once was a wero becomes a milestone in their journey and a trophy to add to their whānau legacy.

In 2022, TMMA 'levelled up' in seeing our potential become reality. These highlights include:

- Attended the Māori All Blacks vs Ireland rugby game in Wellington (unintentionally made a viral Tik Tok with half a million views),
- Private tour of the Manawatū Turbo's training facility where we received signed game worn jerseys and met the All Black who grew up in the same neighbourhood as the tama.
- Attended a Turbos game, hung out with the players in the changing rooms and had running races on the field afterwards.
- The TMMA year 7-9 basketball team made their debut playing an official game vs local high schooler's.
- Facilitated family bonding / relationship-building trips for the tama and their whānau centred on improving their communication, understanding each other's emotions and passing on the strengths and legacy of their tipuna (ancestors).
- 2 Tama graduated from TMMA as they transitioned to high school.
- 5 tama received their 'rifle shooting badge' (one of the most difficult achievements in TMMA). This is where the tama's conduct and effort is to an 'elite level' and we can trust him to be responsible with using firearms. It took the tama 1-2 years to achieve this milestone.

"TMMA is
underpinned by the
belief that we have
unlimited potential in
life based on our
aspirations..."



Counselling



As this is being written, Spring is in the air. The world is waking up again from its slumber and bursting forth again into a dazzling display – bright pink cherry blossoms, vibrant yellow kowhai and daffodils, tiny lambs and calves in the paddocks of lush green being warmed by the sun. Springtime is this wonderful season of emergence, what was hidden in the imagination of those trees, seeds, bulbs and animals now emerging into the world in all its spectacular beauty.

At Te Aroha Noa, we recognise that same wonderful beauty and potential in the heart of each person, in their hopes and dreams of lives that want to be lived and the goals they aspire to. As the poet David Whyte says, we recognise there is a “shape that lies in the seed of you, waiting to grow and spread its branches against some future sky”. In our team we endeavor to work alongside each person or whanau to support them in the ways they want to grow and thrive into that more beautiful and unique wonderful expression of themselves.

"We recognise that same wonderful beauty and potential in the heart of each person..."



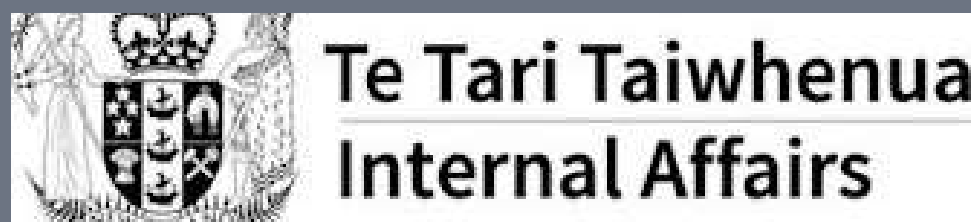
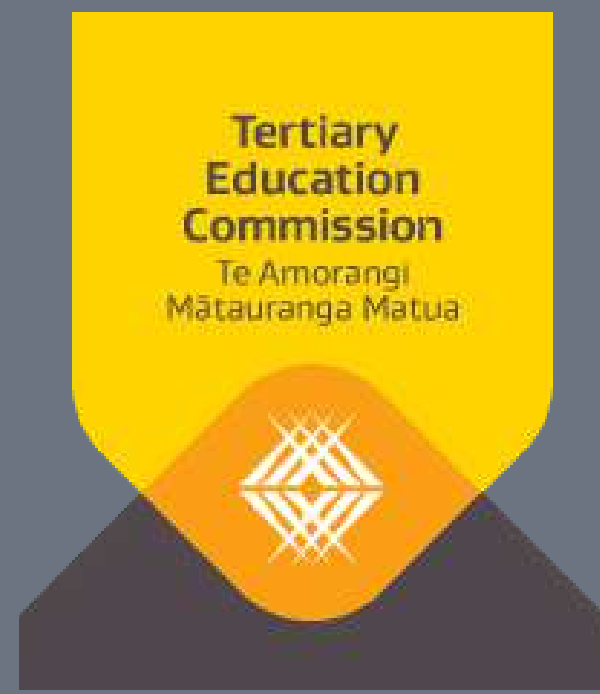
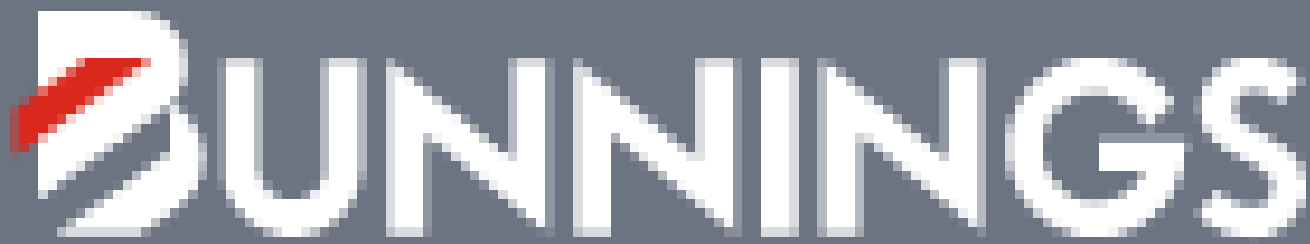
Through a range of approaches that include Individual, Couple and Whanau Counselling, Child Centered Play Therapy, Art Therapy, and working in tandem with other teams at Te Aroha Noa, this team creatively assists people explore their hopes and dreams for their lives. We support people to grow deeper roots into their own lives, into ‘tūrangawaewae’- their strengths and values, and what they want for themselves - drawing on the rich nutrients that come from this soil. At the same time we know this isn’t easy so we also support people to identify and address the obstacles that can get in the way, helping them problem solve, gather resources, let go of the things that need to be let go of, In doing this we hope people are able to experience themselves as capable, creative, wise, and able to trust themselves as they emerge into the world more fully themselves, more fully from the dream in the seed and into the bright, beautiful, vibrant, creative, and much needed expression of life that they are.

"Poipoia Te Kākano Kia Puawai – Nurture the seed and it will blossom."



"We support people to grow deeper roots into their own lives, into tūrangawaewae..."

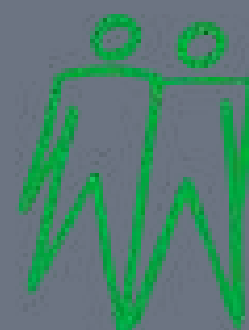
SPECIAL THANKS



Mana o te Tangata Trust



Page Trust



Rotary



Potential

"To live a God inspired life, unleashing the potential of all people(s)."



te aroha noa

COMMUNITY SERVICES