

Second Annual Report to the JR McKenzie Trust Board and the Ngātokowaru Marae Committee January 2009

Mihi

Ka rere te kupu tuatahi ki a ia te Waahi Ngaro, ko ia te timatanga me te whakamutunga o ngā mea katoa.

Ki ngā mate huhua o te wā, ngā mate e tangi tonu nei tatou, haere haere, whakangaro atu.

Ka huri ki a tātou ngā kanohi ora o rātou mā, tātou o te ao matemate nei, tēnā tātou katoa.

Ka rere tonu ngā mihi nui ki te Poari o te JR McKenzie Trust. He miharo tonu tēnei o ngā mahi mo te hapū nei o Ngāti Pareraukawa ki Hōkio. Kei te kā tonu ngā ahi o tō mātou marae i tēnei tautoko a koutou. He nui hoki ngā hua kua puta mai i ngā marama kua pāhi ake nei. Kei te waimarie mātou i ēnei painga mo te hapū, mo te iwi.

Heoi anō, kei te mihi tonu mātou o Ngāti Pareraukawa ki a koutou, lain, Alyson, Pānia, John, PJ, koutou ma kua ūtaina tēnei kaupapa atawhai, tēnā koutou tēnā koutou tēnā koutou katoa.

Introduction to 2007-2008 Annual Report

In the first annual report to the JR McKenzie Trust Board's Te Kāwai Toro Committee prepared in August 2007, we reviewed the aims of the 2006 application to the Board and reported on the ways in which we saw ourselves achieving those aims. We reported on various activities which we had organised and their success. We linked these milestones to whānau development and the ways in which we recognised that we had been empowered by the opportunity to participate in Te Kāwai Toro - the JR McKenzie Trust Board's support for whānau development.

In the second year of this project (September 2007 - December 2008) there are a number of developments which are significant and which form the core part of this report. They are:

- a) Whānau Co-ordinator
- b) From rangatahi wellbeing to whānau wellbeing
- c) Strengthening the relationship with the Trust Board.

1.0 Whānau Co-ordinator

In 2007 we recognised that the potential of the mentoring programme and of our vision for whānau development could be better realised if we employed a full-time co-ordinator to work with rangatahi, mentors, mentees and the wider hapū. We also realised the positive potential of the Whānau Co-ordinator working with the Trust Board and possibly with the wider philanthropic sector. A proposal was put to the JR McKenzie Trust Board to that effect and this was approved and supported, hence our journey on the road to becoming an employer, appointing a co-ordinator, managing that role and supporting the appointee to do the job. We distributed an invitation amongst our own networks and while the concept was applauded there was some reluctance to apply for the position. It seemed obvious that a Ngāti Pareraukawa person would be best for the position but this needed further discussion.

The first call for expressions of interest at the end of 2007 drew only one response and the decision was made to re-advertise early in the new year. This lack of response was in part because the position was seen as a fixed term appointment and therefore did not attract professionals in permanent positions such as teachers, health professionals and social workers whom we had hoped to attract. We found they were reluctant to change jobs for a temporary position. Others felt that working for the hapū could be too isolating, too demanding or potentially lacked clear boundaries: one could become the “marae do-it-all” person expected to do everything from maintenance to mowing lawns and recording minutes, fixing the spouting, running hui, representing the marae at meetings from local and regional government to resource management and hearings. It was recognised that there would be challenges in working for one’s own whānau and hapū.

There was some anxiety about the appointment and this is reported on more fully in the Evaluation 2008. At the same time there was excitement and a great deal of speculation about how the position would work and how it would contribute to our development as a hapū.

A committee of three people was appointed to re-define the appointment process. One was a parent who had been very involved in the goal setting workshops and in later hui. He has experience in staff development and training in the military. The second was a whānau member who has been very supportive of the programme from the beginning and has experience in appointing staff at Te Wānanga-o-Raukawa. The third was a sixth former who had attended all the hui and whom we considered would well represent the rangatahi perspective. It was also perceived that this was an opportunity for a rangatahi to learn about the appointment process. As it turned out all three of the appointments committee indicated that they learned a great deal from each other and from the process. They were able to discuss their previous experiences of job interviews and work out what would be an ideal situation for a marae. Challenges such as defining an ideal

person involved much discussion and debate in coming to an agreed position.

This committee set out a plan for re-advertising, for re-defining the position and for interviewing and appointing a Whānau Co-ordinator. After receiving three expressions of interest from men: one in his twenties, one in his thirties and one in his forties, they sent out a set of instructions to the candidates on the process for appointment. They included a list of qualities and attributes required for the job where the employee would be required to be a role model.

Qualities and attributes of a role model

This list is not exhaustive, nor exclusive, but we think because our children, nieces, nephews, mokopuna are directly involved, we must ensure that their experiences are from a reputable role model who has demonstrated and knows how to display these qualities.

Rangatiratanga

The demonstration of qualities of a rangatira, i.e. trustworthiness, reliability, commitment, generosity, leadership, humility, reputable.

Manaakitanga

The expression of generosity towards others, i.e. caring, generous, respectful, acting in mana-enhancing ways towards others.

Whanaungatanga

Promoter of kinship, rangatahi, interdependence and obligations.

Kotahitanga

Encouraging of unity and harmony amongst own whānau, all whānau, hapū and all involved.

Kaitiakitanga

Preserver and guardian of cultural knowledge, te reo, whakapapa of Ngāti Pareraukawa. Able to record, store, maintain, recall and use information appropriately and with integrity.

Wairuatanga

Nurturing and nourishing the taha wairua of rangatahi, whānau and hapū. Not necessarily a religious journey, but an emotional and spiritual journey.

Ūkaipōtanga

Believer in maintaining Ngātokowaru marae and Pareraukawa hapū as our source of strength. Believing in rangatahi and believing that they have an important contribution to make to the survival of Ngāti Pareraukawa.

Pūkengatanga

Teaching, preserving and creating knowledge and understanding about Ngāti Pareraukawa.

The candidates were asked to address these kaupapa and values in a powerpoint presentation to the hapū in March 2008. Each candidate did this very well and each expressed support for the other candidates. After the appointment committee had met, they made a recommendation to Te Huarahi o te Ora Management Committee which accepted the recommendation to appoint Pātaka Moore. Again the other two candidates expressed their support for the appointment and for the programme in its entirety.

Because Pātaka was already employed by Te Wānanga-o-Raukawa, a period of negotiation ensued. It was decided he would remain in their employment with his benefits and insurances in-tact but that he would be seconded to work as a Whānau Development Co-ordinator for 2 years with Ngātokowaru Marae. We entered into an agreement with Te Wānanga-o-Raukawa following negotiations with the Tumuaki, Finance Director and HR Director. The wānanga provides office facilities including internet access and email. This was set up prior to the position beginning. They invoice the Marae Committee monthly for salary and expenses.

As Whānau Co-ordinator, Pātaka negotiates a work plan at the beginning of each calendar month, with the Project Chair. He reports on this plan the following month and draws up a new work plan. This provides time for supervision, support and prioritising work. This has worked well and provides the basis of reports to our Te Huarahi o te Ora Committee and the Marae Committee.

It is a great opportunity for us having a full-time co-ordinator. There are many successes, some examples of which are outlined below.

During the year the Whānau Co-ordinator has developed and strengthened the Wellington Ngāti Pareraukawa group. In 2008, he identified that we had



a dozen whānau at Victoria University (and other recent graduates living in Wellington) and invited them to meet with him. The goal was to ensure that they all met one another and could provide support for one other, for their studies and could meet others in Wellington who were willing to provide whānau support. The group has grown to 18 and we anticipate will grow again in 2009 when we will meet with the

Pro-Vice Chancellor Māori, Piri Sciascia, Piri has expressed interest in and support for the group indicating that the information and concept of a hapū based whānau on campus was of interest to the university. Some whānau have brought others to the hui who, while not Ngāti Pareraukawa, are from

Ngāti Raukawa and wish to join the group. We have supported this as there is research that indicates that support groups/peer groups are of value for students at tertiary institutions.

The Whānau Co-ordinator collated information on all the students goals and disciplines and was able to identify students who are for example, interested in environmental studies. When the opportunity to apply for a number of new scholarships in environmental studies arose, Pātaka was able to provide the information to two post-graduate students at Victoria who applied for



and were successful in being granted scholarships for 2009 - one a \$10,000 Masters scholarship and the other a fees scholarship to complete a Bachelors degree in 2009. Incidentally, he also sent application forms to another rangatahi of ours at Otago who received a fees scholarship for 2009 worth \$5500. Two others at Te Wānanga-o-Raukawa also received \$5000 fees scholarships for 2009. Having a Whānau Co-ordinator who has knowledge of who our rangatahi are and what they are studying improves our chances of sending relevant information to them when we become aware of it. The benefits of this for the successful recipients has been considerable.

This past year the Whānau Co-ordinator accessed Ōtaki & Porirua Trust Board scholarship applications in bulk and handed them out at the August whānau hui at the marae. The applicants were all given assistance and support to complete the forms while at the marae. This resulted in a higher than usual number of applications from Ngāti Pareraukawa to the Ōtaki & Porirua Trusts Board (OPTB) for High School and University scholarships and a high success rate for the rangatahi in being awarded scholarships for 2009.

The Co-ordinator has also been the lynch pin in the organisation of each hui. We were aware that there are dangers in having an employee whom we may come to expect to take on all the jobs which we have in the past volunteered to do. The committee was adamant that their role would continue and not be taken over by a paid Co-ordinator. We therefore asked our committee to each take responsibility for working with the co-ordinator to be the key organiser of a hui. This ensures that we continue to work with the Co-ordinator rather than leaving the job to him. Some whānau articulated that marae have always operated on volunteer labour and they did not want this to change. We have kept this in mind in planning and running hui.



The Whānau Co-ordinator has set up databases that are comprehensive and the marae will benefit in the long term from having detailed systems in place about each of our whānau who participate in hui. This has been very beneficial and again the result of having someone dedicated to the task. These databases have many uses for the hapū.

The website has been used to a greater extent now and a process is in place for having two people working on maintaining it and updating it. The Co-ordinator has worked on this each month as well. Further, he has instigated a hapū newsletter which is posted on the website and sent out to hapū members. This has helped to bring people to the marae and others have written to report that they now feel involved and engaged with their marae for the first time.

As Co-ordinator, Pātaka has been asked to represent the hapū in various forums at local and regional government level, at hearings, in preparing submissions and applications for funding to the Ministry of Health to upgrade our marae water quality. These are seen as natural positions for him to take on and his interest in environmental matters makes him even more an obvious candidate. What we have found is that there are many jobs which marae could easily hand on to him and our challenge is to manage this. In some respects there is a role for a facilitator and an administrator for the marae.



In 2008 we noted that our marae is now being used more than in previous years. We had 2 weddings at the marae; something that we do not have regularly. We had more tangihanga than in any year since the meeting house was opened 30 years ago. This may be because people feel more comfortable with holding their tangi at the marae and more people are familiar with the running of the marae.

Each year we have 2-3 whānau asking to reserve the marae for whānau reunions, holiday periods and Christmas gatherings. If our marae is used more often and for a greater variety of hui by more of our whānau then this contributes to whānau development. External groups from Massey and Auckland universities, Te Wānanga-o-Raukawa and Te Rūnanga o Raukawa also asked us to host various hui at the marae in 2008. All of these events contribute to whānau development and increase a feeling of pride in the way our marae hosts events. There is an expectation that whenever there are hui at the marae, the Whānau Co-ordinator is present. These are seen as opportunities to promote Te Huarahi o te Ora and whānau development in a broad sense.

2.0 From rangatahi wellbeing to whānau wellbeing

After the first year and with the evaluation having been completed it was decided by our Te Huarahi o te Ora Management Committee to refocus in 2008 on whānau activities rather than rangatahi. In essence it can be argued that rangatahi are not a discrete grouping, they are a part of whānau and it would be more valuable to bring whānau together at hui rather than have rangatahi isolated from their parents and kaumātua when discussing goal setting. There was also a perception by some parents that rangatahi hui are for teenagers. Some parents wanted to drop their kids off at the marae as if it were a school camp. We have evaluated this and resolved that this is not in line with the kaupapa. The value of parents being with their young people as they discuss their health and education goals cannot be underestimated. Those who came alone tended to be teenage boys and this created some tensions, as while there was a willingness to draw these boys in to the fold, having them involved as isolated units defeats the purpose of promoting whānau ora concepts and whānau development generally. We have been reluctant to be a place where teenagers can spend a weekend without the support of some of their immediate family who can continue the work at home that has been done at each hui. This is not resolved as there are whānau who want the benefits of the marae for their children without having to commit to being there themselves. It is a tension we continue to work with.



A decision was also made to set goals for each hui so that parents and rangatahi knew what would be the focus of the hui and in some cases to prepare for the hui. At the January hui, goals were set based on Dr Mason Durie's Whare Tapa Whā framework. Each participant was asked to set learning goals for the hui.



A Taha Wairua goal was to learn a karakia to bless the food - all those present completed this during the hui and there was great satisfaction with this. Te Taha whānau challenged each person, young and old, to trace their whakapapa from the tupuna, Pareraukawa to themselves - everyone achieved this and when asked at any time to recite their whakapapa were able to do so. It was eight or nine generations for most people present. This created a sense of considerable satisfaction for those participating and brought the photographs of our tupuna in the Meeting House to life.

From January 2008 to January 2009 we have convened 7 hui:

Date	Theme
January	Whakapapa, Whare Tupuna, Goal setting
February	Te Whare Tapa Wha, karakia, whakapapa
March	Whānau Co-ordinator presentations
May	JR McKenzie Trust Board hui
August	Environment/Speakers/OPTB applications
November 23	Whānau day - baptisms
November 29	Whānau Day - Working Bee
January 10 2009	Whānau Day - Hapū and Iwi Sports Day

These hui were organised and based around activities which were requested by those participating. The November hui for example had been planned as an activities day, however some suggested that a working bee be convened.

A list of possible jobs was circulated and advertised and it was a great pleasure to see so many new people come to take on a job. All the jobs were listed on the new kitchen whiteboard and as people arrived they posted their names next to painting, gardening, kitchen cupboards, pantry cleaning, stock taking, water blasting, windows, compost, spouting replacement, firewood. People who



had not previously participated came and commented that it was great to come and be given something to do. We were surprised that close to 100 people contributed during the day - all the spouting on the dining room was replaced, buildings cleaned and stock taking completed. When someone has cleaned down a building or replaced spouting, it increases their sense of belonging to a place and ownership for future maintenance. We have been asked to organise another working bee in 2009 as a theme for a hui. We believe that we need many opportunities for people to contribute.



The hapū and iwi sports day was another hui which was requested by rangatahi. The kaupapa was that Ngāti Pareraukawa should support our neighbouring hapū by organising a sports day. The Whānau Co-ordinator invited whānau from Nelson and Palmerston North to assist with running a Touch Tournament. The theme included promoting healthy eating, healthy drinks, sun safety and hospitality. Two parents were asked to

note acts of kindness or support during the day as opportunities for prizes in recognition of manaakitanga or whanaungatanga at the end of the day. On

the day, six teams registered and Ngāti Pareraukawa then fielded two Touch Rugby teams from amongst our whānau. Eight teams made up the draw at the Ōtaki Domain. A sausage sizzle, water and fruit juice were the only refreshments available (though one parent brought a super large bag of jelly beans which were handed out to all present.) The day appealed as kids and parents can play in the same teams and enjoy participating together. It was extremely successful and we have been asked several times whether it could be made an annual tournament. Others have asked that other sports be added such as lawn bowls and darts, again sports that whānau teams can play together. Our committee has yet to review this.

In summary these activities have focussed on whānau rather than rangatahi alone. However they provide opportunities to talk about goals, about aspirations, about contact with mentors, about possibilities for the future. They provide occasions for whānau to meet together, share kai, support one another and be healthy.

The Whānau Co-ordinator has worked to provide these opportunities and to respond to requests by those participating for a variety of activities. We believe we achieved this well.

3.0 Strengthening the relationship with the Trust Board

One of the highlights of the year has been the strengthening of the relationship we have built with the JR McKenzie Trust Board.

Early in 2008, a conference was convened at Shantytown near Greymouth by the West Coast Community Trust for various Philanthropic Trusts from throughout the country. We were invited to deliver a presentation with Ian Hines and PJ Devonshire. Jane Andrew and Rachael Selby travelled to Shantytown for this and presented to a group of around thirty people. It was an opportunity for us to become aware of the range of Trusts in New Zealand that may be of interest to us and other marae.

The JR McKenzie Trust Board also convened a meeting of Te Kāwai Toro recipients in late February 2008 in Wellington. We were able to be welcomed to their office in Wellington, share a dinner and a one day gathering the next day. There is always much to learn from other whānau, hapū and marae about their activities. Te Kāwai Toro has a committee of people who have much to offer and we have found meeting with them is an opportunity for us to learn from the expertise that they bring to the gatherings. Their discussion about the possibility of holding their May 2008 meeting at Ngātokowaru was an opportunity for us to host the full Board at Ngātokowaru at this time. A bus brought all the Board members from the airport to the marae and returned them again at the end of the day just prior to Queens Birthday Weekend. Our kuia and mātua were very pleased

to have the Board come to the marae so that we could offer our hospitality to them.

Pātaka and Ema Moore have participated in three further hui with aboriginal people interested in whānau development and with others from the philanthropic sector. These discussions are ongoing and we are pleased to participate. It is through these that we have continued to develop our relationships with other whānau, hapū and iwi and with other funders. We anticipate developing this relationship further in 2009.

Conclusion

2008 has been a year in which we have broadened from rangatahi to whānau. We continue to be challenged to include more whānau at the marae and to find creative ways of doing this. We are also challenged to ensure that the original focus on mentoring relationships is not diluted in the effort to include greater numbers. The success with the groups which have been developed in Dunedin and Wellington has been unexpected and will be a priority early in 2009. Consolidating these rōpu could have long term positive outcomes for whānau who choose to study in Dunedin and Wellington.

The request for activity-based hui at home has been realised and in 2009 we want to ensure that more whānau have opportunities for leadership roles. At



every hui, we have new faces and feel pleasure with this. The support and presence of kaumātua at our hui is a result of their commitment to the programme. They express joy in seeing the marae used and in seeing so many people contributing. We do not anticipate having any difficulty with planning a programme for 2009 which will be well received by the whānau. We already have a whānau reunion

booked for Easter 2010. These are becoming more popular and draw more whānau from overseas as well as NZ.

The Ngātokowaru Marae Committee representing Ngāti Pareraukawa acknowledges the support of the JR McKenzie Trust Board in supporting the whānau development programme and the Whānau Co-ordinator in the past year.

Pātaka Moore
Whānau Co-ordinator
Te Huarahi o te Ora

Rachael Selby
Chair
Ngātokowaru Marae Committee