

# HE WAKA TAPU

*Me mahi tahi tātou mo te oranga o te whānau*



Annual Report

2017 - 2018

# MIHI

Manawa mai te putanga ō tē pūrongo-ā-tau

Tākina te kawa ō He Waka Tapu

Tākina te reo ō He Waka Tapu

Tākina te waipunenga ō ngā tāngata

Nau mai ki He Waka Tapu

Whakatairangatia, whirikoka ai

Hei pūreke whakaruruhau mō te nui, mō te rahi

Tihei uriuri, tihei nakonako, tihei mauri ora !



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# KIA ORA

## Board Chair Report

Tuia i runga, tuia i raro

Tuia i roto, tuia i waho

Tuia i te herenga tāngata

Te whare e tū nei, tēnā koe

Tū tonu, tū tonu

E ngā rangatira, ngā reo, ngā waka,

E ngā mana whenua, te hau kāinga, ngā kaitiaki o tenei

whenua tēnā koutou katoa



### ***Me mahi tahi tātou mo te oranga o te whānau***

Congratulations to the management team and our Board of Directors for getting us through, what has been another exciting and challenging year.

I accepted the nomination to take on the role of chair, as Dallas Seymour had indicated he needed to take some time out. Although at first I was a little reluctant, I am pleased that I accepted, as some very exciting developments have occurred over the last few months.



I look forward to another year ahead, seeing the continued growth of the organisation and to share in the many achievements that are taking place.

To the CEO, Jackie Burrows, who was appointed as the CEO in July 2018 after filling an interim role. Jackie had occupied this role while the board decided on what was the best option for the organisation. Jackie deserves a huge congratulations on a fantastic job of keeping the team together and moving us forward to a place I would never had imagined back in 1994.

To all my fellow directors, who have put their hands up and helped to complete some of the issues that we had put on hold. Thank you and well done. I also want to thank BDO accountants who have been very supportive of the organisation through this last 12 months. This has been a year of change and BDO have ensured that the Board is getting the financial reporting it requires. To Phillip and Jenna thank you.

Lastly to all the staff and their whānau, thank you for the great work you offer to whānau who come to us for support. We all look forward to a healthy non-violent 2019

Daryl Gregory  
Chair Board of Directors  
He Waka Tapu LTD



# NAU MAI HAERE MAI

## Chief Executive Report

*Tohaina ō painga ki te ao*

*Share your gifts with the world*

This year we have achieved tremendous results and faced a number of challenges. I had the privilege of moving into Interim CEO Role on the 1st January 2018 and on the 1st July 2018 becoming the permanent CEO of He Waka Tapu. After an extremely busy and hard end of year in 2017, I have enjoyed being able to get my hands on the hoe and begin to move the Waka forward, alongside a supportive Board, strong management team and an amazing number of kaimahi.

Early 2018 a review of all services across He Waka Tapu was completed with some minor restructuring across the organisation. This allowed the development of a community team named Te Pā Tipu: The pā of growth – it gives a space for growth. It works as a seedbed to strengthen and develop those ready for the world and everything that they face in the world. This team is led by Toni Tinirau and has allowed He Waka Tapu to truly begin integrated support or as we know it 'Whānau wellbeing'. The Te Pā Tipu team works to wrap supports around whaiora and their whānau whatever door they come through at He Waka Tapu.

Across the whole of He Waka Tapu I am proud to say services have grown, Heybro 0800 and Precinct Navigators pilots were launched in June 2018 with exceptional results across both services being demonstrated thus far. Heybro 0800 is an exciting service that provides true prevention for our Tane, Damien Petersen (Coordinator at He Waka Tapu) introduced the concept to myself and across the Whānau Intervention team it has been developed to really demonstrate how it is possible to work in the prevention model with some exciting outcomes demonstrated.



July 2018 Canterbury Police and He Waka Tapu launched a six-month pilot in partnership focusing on engagement with family harm perpetrators in the Christchurch Central Custody Unit. Navigators from He Waka Tapu work with family harm perpetrators both inside and outside of the custody environment, to address the causes of offending and support the reduction of incidences of family harm in our community.

The use of Navigators is unique to this initiative, it has been exciting to be able to partner with the Police and their Integrated Safety Response (ISR) team to support our whānau in this way. This initiative was brought into our suite of services as it is about taking every opportunity to improve the lives of our people, our communities and our loved ones.

Across the Alcohol and Drug services the mahi continues to develop, with Huata Noa moving into a management role in July 2018. It has been great to have a tane's voice at the table, which has brought some innovative thinking in the AOD mahi and across the whole management team. As we know this mahi is not glamorous but it is essential to support our whānau needs and bring positive change within the whānau.

Leading an organisation through change can be difficult, however, it has been made less so when surrounded by a supportive Board and positive visionary leaders. I have the greatest admiration for all our kaimahi who throughout the year remained unwavering in their commitment to the mahi they do.

I am proud to report that in 2018, He Waka Tapu has worked with over 3000 individual whaiora and their whānau, expanding our reach with new services into Hakatere (Ashburton) and across Canterbury. We have provided increased support to more communities than ever before and used the social media platform to ensure our whānau voice is being heard.

Moving forward I am encouraged by the promise of tomorrow and He Waka Tapu's aspirations for the future; a future that inspires kaimahi to build on a culture of learning and acceptance, allows for mistakes and places a greater focus on bringing your strengths to the table.

I continue to wake up every day excited to be working at He Waka Tapu, alongside an amazing team of people. I want the whole of He Waka Tapu to continue to be inspired by the courage and determination of those we support, their stories and the challenges they face in pursuit of a positive future. To carry forward the work alongside whānau, to be the change agents and advocate against the status quo, so that our whānau get the best.

Jackie Burrows

**NEW LEADERSHIP  
DIDN'T CHANGE  
OUR MAHI IT JUST  
CHANGED WHO  
WAS STEERING OUR  
WAKA**



# Whānau

## Reducing Family Violence:

Focusing on whānau safety across our mahi along with our stakeholders throughout 2018 has been a priority. New initiatives has seen a number of new kaimahi having a positive impact with whānau in the reduction of family harm.

We know great ideas can come from any member of our team and this was highlighted when one of our kaimahi had an idea around keeping whānau safe. 0800 HEYBRO, a six month pilot was launched in June 6th 2018 within the Canterbury region. Supported by Police and the Integrated Safety Team 0800 HEYBRO took the nations interest with calls being received from all over the motu. This initiative created two new positions with the number being manned 24/7. The calls we received varied in the level of tautoko required, with the followup and entry into services this meant tane and whānau were accessing support at a time that really mattered. 0800 HEYBRO is now an option for all inmates across Christchurch prisons, in a hope to equip them prior to release.

**As a result of its positive impact, the pilot is being further supported until June 2019.**

After identifying a gap within the Christchurch police precinct, a second pilot was launched our Precinct Navigators. This pilot has our kaimahi being placed within the Canterbury Police Custodial Suite (Precinct). Kaimahi are there to assist, specifically with regards to family harm. Navigators are a welcoming face for those who end up in the cells, they offer tautoko and a link into services that can provide continued support if required. From this mahi we are able to collect information that tells us what gaps need to be filled for our tane. One of these much needed gaps is emergency housing. This will be a focus for us in 2019.



## **Outreach:**

Hakatere (Ashburton) continues to grow. Working in partnership with the YMCA we have been able to secure premises with office space within their building.

Working across both Rangatahi and now with support from Te Putahitanga alongside their whānau has allowed a full wrap around approach to be implemented supporting whānau.

2018 saw an increase of Ministry of Justice and Corrections

2019 will see an increase of Mana Ake kaimahi (Mental Health workers) into Ashburton schools alongside Pasifika Futures, Barnadoes and Presbyterian Support, this is an exciting initiative by the government and we look forward to bringing our kaimahi strength into this mahi.

## **Whānau Wellbeing:**

HWT annual events are getting bigger and whānau are supporting in their numbers, we have grown in our experience and are able to think outside the square on what we know will work when supporting and delivering these events, its not only about whānau moving but also other benefits like the wairua component of enjoying time together and the creation of natural endorphins that support mental health. In planning these we ask ourselves, "Is this important to whānau well being?" if yes then move forward and make it happen.





**When whānau turn up we know we are on the right track.**

City to Surf continues to be an attraction with over 1200 whānau joining together in 2018 with other NGOs from Christchurch.

**We see generations of whānau show up and moving in health together.**

2018 Suicide prevention symposium is an event that allowed discussions to be had around a hard topic that is affecting our whānau. Suicide prevention requires all of community to create change so our loved ones don't choose to take their lives. 83% of attendees thought the speakers were engaging and 75% thought the information was understandable, we were happy to receive that feedback as that was a focus area for us this year and we got it right!

### **Whānau Fun:**

Finishing 2018 off with a Christmas themed Whānau Fun 5km run or walk through the Red Zoned regenerate land on the Eastside. Managed by Adrian from ActiveQT and supported by Ara and The IT team, the day had a great turnout despite the unpredictable weather. The wairua of Christmas was in the air and tamariki smiles were huge. Finishing the course with the 400m slip slide was a definite winner!





**Move  
the  
Māori  
Nation**

Move the Māori Nation moved forward in strength during 2018 with the injection of our new kaimahi, Shyloe Ioane. Supported by Tyler Rodgers & Jordan Wawatai this dynamic team saw over 15 free weekly sessions on offer to the community, within schools and throughout our programmes. Drawing on her own experiences in moving towards wellness Shyloe was able to create engaging workouts that included mums, dads, pēpi, whaiora and kaimahi.

The creation of Mauria te Pono, a programme within MMN gave an opportunity for people who were over 110kgs to come together in an inclusive and supportive environment that catered to their needs. Joining with others on the same journey attracted both tane and wahine with the age ranging from 20 - 65. A six week programme with multiple health checks and support saw an average weightloss of 2.5kgs lost per participant and the added bonus of confidence and new friendships.

*Māori Nation*

# Community



## True Integration:

Te Pā Tipu was formed in January 2018 bringing integration across the whole of HWT.

- AOD kaimahi
- Mental Health nursing
- Social work expertise
- Community support workers
- Registered nurses
- Activity and Sporting kaimahi

The combination of skill-sets has enabled the team to outreach to whānau in their homes and provide immediate ideas, support or interventions to whānau from the issues and concerns that they live with each day.

The service has taken health care into the homes where whānau have accessed the smear programme, health checks for tamariki and kaumauta where nurses can identify if further consult is required and negotiate this space including transport to and from consults. The team utilise Te Whare Tapa Whā to have whānau identify any imbalance in their lives then use this information to support the whānau in creating a realistic and achievable well-being plan.



Getting our whānau moving has been a focus of HWT for the past five years, and never more so in the past 12 months, by mobilising assessments so whānau can relax in their own surroundings while we invite them to consider any one of our activity options available. Where taua/koro or whānau just want to start gently or 'close-by' we will walk with them around the block discussing any other concerns or joys they are experiencing.

**Te Pā Tipu has removed the "office" engagement and ensures we are mobile and accessible to the community, " we roll up our sleeves and help mum (or dad) do the dishes and kōrero in an authentic and organic way" states Manager Toni Tinirau.**

**Integrated Care Coordinator:**

**Whānau Ora doesn't just happen it takes a concentrated effort to make sure whānau needs are being met.**

HWT wants integration of services and supports to occur in a timely and seamless manner for whai ora, whānau and the referrers. This is managed by running regular status reports, negotiation with the facilitators of HWT programmes and other external services.



# Kaimahi

Our kaimahi are important to us, they are busy and we know this.

**Laughter is our medicine and we have plenty of that to share.**

We prioritize kaimahi wellness through whakawhanaungatanga, open door policies, free fruit and vege, alongside allocated workout times within their working day.

Growth in personnel brings a whole heap of new personalities and sense of humors. Having new kaimahi on board has bought a gender balance that for many years was very much wahine based.

The skill mix, professionalism and connection to many external organisations is such an added bonus for whānau who access our services. Having a variety of options for whānau to choose what and how they find wellness is whats needed.

Over the past year we have recruited whānau navigators, suicide prevention kaimahi, a mental health nurse, clinical expertise, outreach specialists, personal trainers, administration and a kairingaraupa who maintain our grounds and cook all our meals to fill the puku of whaiora who attend groups and cater to onsite hui.

A recent kaimahi satisfaction survey which is the fourth of its kind over the last six years tells that our kaimahi are extremely satisfied with their mahi, environment and direction that He Waka Tapu is taking.





## **We look for gold and the "point of difference" kaimahi can bring.**

We find the "right fit" coupled with qualifications for the mahi we provide. He Waka Tapu has always been known for providing opportunities to kaimahi that enter the health sector with limited experience in the field, but they carry the capabilities (gold) of working with whānau that is real and genuine. We have amazing kaimahi at He Waka Tapu and we are proud of how they engage with whānau.

Up-skilling and professional development has always been something we pride ourselves on. All kaimahi have the opportunity to create professional development plans that support their mahi. We were asked this year "What is the difference in kaupapa Māori clinical and mainstream clinical"?

*Our answer was*

**"The professional qualification is the same, the point of difference is how we engage with our people. Our culture and tikanga Māori is who we are. That in itself creates connection which is meaningful and real".**

Kaimahi have attended multiple symposiums throughout the motu , MHERC trainings, Financial Literacy, Te Wānanga o Aotearoa Courses, Cultural Competency, Whānau Safety, First Aid, Health Promotion, Te Matau a Māui Facilitation, Suicide Prevention and much much more.

We thank every one of kaimahi for the creative and real ways in which you work with our people.



# Me mahi tahi tātou - Working together

The concept that it takes a village to raise our tamariki is by no mistake in the Māori world view, raising whānau in hapū and iwi is considered the only way.

**Today's Pā looks much different than days of old, instead it takes key relationships born out of communication, trust and hope to ensure we are sitting at the table with the right organisations for our whānau.**

Some of these important key relationships in 2018 have been;

Whaiora / Whānau / Pegasus Health / Settlers health Centre / Eastcare / Eastern Pharmacy / Oranga Tamariki / Ministry of Social Development / Corrections / CDHB / MoH/Te Puna Oranga / Ngā Maata Waka / Te Pūtahitanga / Te Puawaitanga / Rehua Marae / Intergrated Safety Response / Tū Pono Collaborative / Te Herenga Tangata / Te Puni Kōkiri / Rata Foundation / Bros For Change / Te Whare Hauora / Corrections / NZ Police / Ministry of Justice / BDO / CDHB / Te Rau Matatini / ActiveQT/ Gardenfresh / Green Grocers / Celebration Gym / Yoga Warriors.

For a comprehensive list of all our relationships please check out this link  
<https://www.hewakatapu.org.nz/files/HWT-Relationship-Table.pdf>



# Future Development

2018 has seen He Waka Tapu premises pushed to capacity with the injection of new kaimahi within the whānau safety team, and community team. This meant a lot of shifts for some, and property management having to work smarter to keep us under one roof.

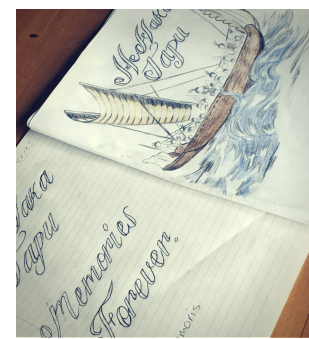
We all have felt the impact of growth over a short period of time almost doubling in FTE (Full time employment) from 40 staff in 2016 to now just over 70 FTE.

With growth comes change our landlord He Waka Hou Trust is now in the beginning stages of developing new premises, with the help of W2 Architects. He Waka Hou and He Waka Tapu Trust will work towards having a a newly purpose built facility with the added ability to offer extended health services which will include General Practice (Doctor), Dentist, Rongoa and Miri Miri.

Bring on 2019









# **Financials**



# Statement of Comprehensive Revenue and Expenses

He Waka Tapu Limited  
For the year ended 31 March 2018

	NOTES	2018	2017
<b>Revenue</b>			
Exchange Transactions	2	4,194,017	3,587,171
Non-Exchange Transactions	3	60,380	89,160
Other Income	4	7,613	3,373
<b>Total Sales</b>		<b>4,262,010</b>	<b>3,679,704</b>
<b>Total Revenue</b>		<b>4,262,010</b>	<b>3,679,704</b>
<b>Expenses</b>			
Funding Expenses	5	184,283	196,789
Accounting Fees		50,542	70,753
Audit Fees		4,004	4,500
Community Events		46,206	43,868
Depreciation		112,252	120,876
Motor Vehicle		56,481	42,680
Motor Vehicle - Operating Lease		79,029	55,380
Property Expenses		66,587	74,550
Wages & Salaries		3,010,809	2,319,922
Other Expenses	6	644,486	481,054
<b>Total Expenses</b>		<b>4,254,678</b>	<b>3,410,372</b>
<b>Total Surplus/(Deficit) for the Year</b>		<b>7,332</b>	<b>269,331</b>
<b>Other Comprehensive Revenue and Expenses for the Year</b>		<b>7,332</b>	<b>269,331</b>



These financial statements are to be read in conjunction with the accompanying Notes and the Independent Auditor's Report. These statements have been audited.

# Statement of Changes in Net Assets

He Waka Tapu Limited

For the year ended 31 March 2018

	2018	2017
<b>Revenue and Expenses</b>		
Equity at the Beginning of the Year	1,530,650	1,261,318
Total Surplus/(Deficit) for the Year	7,332	269,331
Equity at the End of the Year	1,537,981	1,530,650



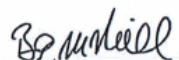
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# Statement of Financial Position

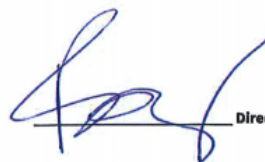
He Waka Tapu Limited

As at 31 March 2018

	NOTES	31 MAR 2018	31 MAR 2017
<b>Current Assets</b>			
Bank Accounts and Cash	7	599,929	1,832,055
Receivables from Exchange Transactions	8	344,708	304,185
<b>Total Current Assets</b>		<b>944,638</b>	<b>2,136,240</b>
<b>Current Liabilities</b>			
Payables and Accruals from Exchange Transactions	9	342,927	377,603
Income in Advance		296,978	492,562
<b>Total Current Liabilities</b>		<b>639,904</b>	<b>870,166</b>
<b>Working Capital</b>		<b>304,733</b>	<b>1,266,075</b>
<b>Non Current Assets</b>			
Property, Plant & Equipment	10	233,248	264,575
Term Deposits		1,000,000	-
<b>Total Non Current Assets</b>		<b>1,233,248</b>	<b>264,575</b>
<b>Net Assets</b>		<b>1,537,981</b>	<b>1,530,650</b>
<b>Equity</b>			
Accumulated Funds		1,537,981	1,530,650
<b>Total Equity</b>		<b>1,537,981</b>	<b>1,530,650</b>

 Director

3 December 2018  
Date

 Director

3/12/2018  
Date



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