

AOD Workshop Report

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Palmerston North

1. Background

The AOD sector in Mid-Central has not met in person since the Covid-19 pandemic in 2019. This workshop provided an opportunity for kaimahi to reconnect and explore how to work together.

Organisers acknowledged that participants are keenly aware of many challenges in AOD and sought to focus the workshop on celebrating successes and understanding how service providers would like to work together.

This workshop used an appreciative inquiry approach. This sets a positive, participant-led framework for exploring solutions and building connections and knowledge.

Note that this report provides a high level overview of the qualitative information collated at the workshop. It does not provide a robust analysis and deep dive into the findings, however all the raw data is available to do this (individual responses are included in Appendix 1)

2. Summary of activities

Successes

This activity invited participants to list their personal and professional successes from the past four years. Celebrating 'wins' and reflecting on important moments helped to set a positive tone for the workshop and facilitated connection between participants across shared success.

There were 272 responses, the majority are from 2023. Recent successes are easy to identify and 2020-2022 were impacted by COVID-19 constraints.

● 2020	49
● 2021	46
● 2022	62
● 2023	114



Celebrations included arrival of children and grandchildren, graduating and completing courses/degrees, tangatai whaiora and their whanau successes (quitting smoking, buying a whare), and specific organisations/services (e.g. Whaiora Trust, Te Whatu Ora), OST clinicians. Details of these successes are listed in Appendix 1.

What we want more...

Participants at the workshop could indicate what they would like “more of”. There were 81 responses ranging from ‘services and funding’ to ‘resources’.

The need for ongoing connection, hui, whakawhanaungatanga and collaboration was a recurring theme. Participants also wanted more kaimahi/staff (including clinicians) and approaches that allowed for more community focused, whānau-centric approaches.



How we can work together

Participants were invited to visually present a solution as to how the sector could work together and given a series of ‘conditions’ they could consider to frame their response:

1. Limited budget
2. Unlimited budget
3. Solution required by the end of the week
4. What if your 10 year old self or Nanny was designing the solution.

Groups presented their creations orally and some included waiata and poetry to share their vision. (see Appendix 2)

The presentations reflected the moemoea (aspirations) of how AOD could be delivered. There was a strong recognition that the sector has always operated on limited funding, but that does not limit either the need or the resourcefulness of kaimahi and organisations to work with whānau.

While concrete solutions as to ‘how to work together’ did not specifically emerge from this exercise, the outcomes reflected shared understanding and an opportunity to elevate ‘what’s on top’ for sector workers and what they want others (inside and outside of the sector) to know. In particular, the importance of te ao Māori and whānau-centric approaches were strong themes.

Next steps

The importance of continuing connections, networking and learning about other services and ways of working were among the next steps for those at the workshop.



Additional feedback

While the majority of the engagement was positive, there were a small number of participants that indicated they were less comfortable with the approach and would not participate in future workshops if it was 'more of the same' (n=2).

One participant wrote:

Missed the mark; did not address the elephant in the room" creating a pathway to supervised clinical detox and on to residential treatment. Going to A&E is not humane.

Where is the secondary team? Where did they go?

We need regular hui together to listen to each others' issues to help each other. Silos do not benefit anybody, especially not our tangata whaiora.

Collate a database of all here today who they work for and their email

There honest feedback highlights a key consideration for future workshops that allow participants to set the agenda (themes, topics, issues) to meet their needs AND to ensure that the right people in the room to effect change are there.

They also raise the importance of different areas of focus (systems change, operational activities, kaimahi support and knowledge building) that will attract and engage different kaimahi, depending on their needs.

3. Analysis

In general, this workshop provided an initial touch point for AOD kaimahi across different sectors to connect and meet. The turnout of over 100 participants indicates how much the sector felt the need to meet others and learn 'who is in the room'.

The activities demonstrated a willingness to share, learn and collaborate with others, with an emphasis on whānau-centric, community and Te Ao Māori approaches.

Participants voiced a desire to continue to build on the relationships established at the workshop and for further opportunities to meet, collaborate, share resources and problem-solve issues; None indicated that they or their organisation were able to provide this, reflecting a need for resource (funding and human) to support the opportunities.

Networking and continued hui are desired, as is deep dives on specific issues impacting the AOD sector. Deep dives into what people mean by 'networking', the types of hui they desire/need and specific issue-focussed workshops is needed.

Identifying 'who is in the room' (both in terms of agencies/ organisations/ clinicians and roles e.g. Governance, system changers, decision makers, service delivery) will also support further engagement opportunities.

4. Recommendations

1. Work with AOD sector to understand how they would use a contact database of participants at the workshop (consider how data would be input, updated and kept secure)
 - a. Identify who could provide and upkeep this database– is this something Te Whatu Ora or the PHO could offer?
2. Work with AOD kaimahi to identify what 'networking' means to them, what would be the intended outcomes (to shape and define further delivery).
3. Work with AOD kaimahi to identify issues and/or areas of knowledge they would like to discuss and support each other on.
 - a. Determine how discussions can be facilitated (working groups, forums, in person vs. online).

Appendicies

Appendix 1

Successes

Completed degree
helped a friend to achieve sobriety post lockdown #1
Began my degree
1st niece born in the family
Birth of 5 grandchild
made it through the year
completed masters degree
Skux like maggie
New baby girl!
Covid response Palmerston north hospital
Whaiora trust survived being in lockdown
Created the "Moana framework" with Te Aroha Noa
Retro-fit
Customer program
BCWH. Started work at piki again whaiora trust.
timatanga i te ako i te reo maori
Transition from education sector to health sector
Connected whanau that were hard to reach
Welcomed a fit and healthy grandson in covid
Kainga ora health and well being adviser role established
Kainga ora retro fitting homes (dry, warm, insulated)
Gave up drinking coca cola & had over a full year of sobriety
Kainga ora building more homes for whanau
Kainga ora established to address customers needs with new customer centric approach
Whaiora delivered 500+ kai packages to whanau who where in isolation
Started the BBSW degree (Bicultural social work)
Completed Te Taketake
Diploma in addiction + coexisting disorders
my 1st moko was born om state highway S.

2020-2023 grandchildren * 4
Kainga ora!
Whaiora turned 20 years old & celebrated
(MH & IA, Te whatu ora) response to covid - developing 'the hub' to ensure ongoing MH & IA access
New shed built
Privileged to work with wgmt homelessness (DCM)
Older adult mental health
Joining psychiatry training programme RANZEP
First year of university away from my whanau
Whakapai Hauora
Completed Te Ara Whanau Ora full course
Youth line
Adaptation to a digital world
Mana whaikaha
started working here as a connector
Managed W.F.H challenges
- poor wifi
- poor cell coverage
- kids at home
OAMH general adult MH
Hui
Kai
refereeing youthwork
Mid central older adult mental health team
- small but dedicated, hardworking, efficient team.
- team members have 10-20 years of knowledge & experience each
got my cats
I am still here
Funding for raranga
New life
Awesome team
started my te reo hiko
Brought my own whare
Watching grandson being born
Running a wahine maori stop smoking program
private practice supervisor

Appendix 1

Great team at Te Ara Rau access & choice
Alcohol & drug levin.
Diploma passed
Matatini ora
Helped more people in need
BCWH wellbeing days gifted by our CEO
working in nga taiohi youth forensics was cool
left 30 year relationship
CCSDA
finished psych degree
owned a cafe
puku mohio intuition
Becoming a HIP increased my knowledge of available community networks
Youthline
social anxiety is everywhere... responsive, impact, programmes to awhi rangatahi
General adult mental health
Joined SPEC training
BCWH
began mahi @ piki rangatahi mental health and addictions
whakapai hauora
Daughter made indoor netball nationals team
MH & A Te whatu ora.
completing masters in mental health nursing.
whaiora trust yr 3. placement tauira @ whaiora trust
BCWH
learnt how to work through house lockdown, phone contact zoom text more.
I returned to work in the addition service at MCH
Mana o te tangata.
encouraged to do our mahi the way we do
completed a level 4 cert in IT
Mortgage FREE
Kainga ora
established stakeholders meeting for safer communities

salvation army - ASARS
despite minimal staff we were able to still deliver our contracted programs in two prisons
"Anoitua" the team to understand our skills & dreams
Covid safety taught. daughter moved back home
Growth
creating whakapapa
matauranga wananga
Reg nurse, AUD practitioner, professional supervisor.
manager in health
Iwi response to covid!
Being the UMP
Man supporting families
Dahlia was born
whanau has stopped smoking & vaping.
Levin joined the sector
started sharing my gifts openly as a kaimirimiriri
Skux like mel (T.W)
New job @ TSA
started working for Sc
maintained friendships!
I finally completed my BSW @ massey
salvation army
- collective collaboration enabled us to deliver our AOD program online to the men in prison
New granddaughter born
strengthening communication between AOD stakeholders
employed by think hauora
being able to practice in a culturally appropriate way
Joined some men's groups
- mission 4 men
- snapback fitness
started new job @ TSA
Whanau started her nail business
BCWH
Living normal after covid
marae o te tangata
i sat in marae space to do with AOD
continued CPD/ ongoing training

Appendix 1

mana o te tangata received contract for crisis cafe (te punawai) for our tangata
Academic achievements
Raranga every Tuesday
supportive team led by amazing leader
Mid central supporting for education that awesome
1st registered social worked + 1 more on the way (social worker)
Graduating undergrad- uni and seeing my whanau again
IMH service
increase in cultural development training for service
kainga ora
- proactively working to build + engage stakeholder relationships
te whatu ora
we established a new service "specialist providing mental health & addiction services" went live April 2022
Tangata whaiora winning at making positive changes
Tangata whaiora winning at making positive changes
St dominics; completing nursing degree
Being part of the most amazing mahi team, who live kaupapa maori
development of whanau voice within our hapu iwi & haponi
Te Whakahuia manawatu trust
completed another degree
supportive team, CEO, kaimah through covid + allowing ongoing mahi to occur
completed a degree with a bachelor of health science with a major in mental health & addiction.
Horowhenua mental health & addiction service
youthline
cost of living- supporting rangatahi into healthier spaces
community MH & addiction service
gone home for 4 months are 5 years
whaiora trust moko was born
started a new job
Funding!
Workforce development
Lived experience support (move)

Whaiora trust
Completed studies, started SWRB, provisional registration
Mash trust
moved from taranaki makaurau to papaioea
Made sig changes to marae programme
Continued commitment to addictions
Friends wedding in raro
Friends trip in QT
Support with HWC JYT
BCWH
MH & A Te Whatu Ora went live new service specialist primary MH & A Te whatu Ora
Naloxowe kit distribution to OST clients
Specialist primary MHAS
2 new grandchildren 2022
Started primary liaison programme
New OST clinical head - out of retirement
Employed within BCWH in PKTAH
New life
Big funding package
Meeting new work colleagues
Starting my te reo journey
building my first home
Survived covid!!
Maintained employment
Finished my BSW!
Whanau has completed her study/cert to become a nail tech
Continued funding for Te Ara Rau access choice
Whanau achieving their moemoea
BCWH
Massive support from our OST lead manager
BCWH
Whanau got her full drivers license
Heartlands foxton
BCWH
Achieved (finally) SSAS L2!!
Whanau quitting smoking
Brought a boat
Finished my grad Dip from WINTEC

Appendix 1

Grandson accepted into NZ Broadcasting school
Found a business partner in Justin
THINK hauora palmerston north
Finishing my bach of social work!!
Whanau in the process of buying their FIRST whare
BCWH
He puna pukenga
BCWH
Start of new programme
Started back with Te whatu ora in specialist primary MHAS
Raukawa whanau ora
Multiple cases of people recovering from mental health & AOD & re-entering the workforce & love of life
Whaiora trust
Graduation
Specialist primary MHHAS
Completed solution focused therapy training and used it!
Mana o te tangata
Moved into peer support role due to contract being available
CCS disability action
New grandchild brought a house
Continue to provide client centred care
Started working manawa supporting families
Raukawa whanau ora
Become a clinician
New house
New job
Did not grow any taller
Man supporting families
Past ACT training
working as very supportive OST team at mid central
MAI kowhai
New computer system - electronic file note system
new position
Dalcam
Supporting someone precious as they navigated suicide attempts and low self image. Helping them make change

Mana o te tangata
Tangata whaiora from out of prison within 3 weeks is now doing mahi
Retained most of the OST team through restructure
New OST clinician to medcentral
Good relationship with NUO's
Completed acceptance committed therapy course (ACT)
Worked with time limited therapies :)
Maree Urbahu RN
MH & AS
I survived 2 years working in MH in Melbourne. I learnt a lot and made new friends
Best care- whakapai ora
Tangata whaiora getting to rehab & embracing it. On his recovery journey
MH & A Te whatu ora
celebrating having an awesome team doing fantastic mahi
Youthline
Completed change in service delivery vs 2020 - GROWTH
2- degree
2-master
1- diploma
1 - poly-tech cert
Drive!!!
Training!!!
Levin Had a Baby
Fully Registered social worker
1st boy in the family
Whakapai hauora set
- trainings
-goals
Pokemon Trainer
Horowhenua
MH/addiction service
Finished my Degree + was employed
whakapai hauora
back working in AOD
whakapai hauora
started in my new job/role
mc'd a rangatahi led programme (showcase)
BCWH

Appendix 1

moved into a rangatahi space. focused on community kids of Highbuey, so far is success full
Te Whakahuia M.T
Skux like Julie
recovery focused practice sthengths base harm reduction
motivational interviewing
founding member of the lion academy
men's transitional to evolution circle
son 2yr/old into kohanga reo
changed jobs, moved to Te Waka huia
Rongomai project showcase
BCWH
completing my social studies work tohu
Appreciate you Donna. Best T.L 2020+
My team
youthline (as a social work student) - seeing my first client from beginning to end
Communication with NAO's, whaiora centered
whanau support
mai i kowhai - our digital documentation is awesome
housing support
offered a new role working with whanau at risk of abuse/violence
RN O AMH
Adequate psychiatry cover for older adult service, increased member of staff working towards safe staffing. Manager supportive of team and pay increase for nurses
manawatu supporting families
finished post graduate, certified for CBT
finished 3 years at MHAS horowhenua service
P. north
became an AOD kaimahi
survived covid restrictions
manawatu supporting families
son turns 4 yo
great new job

Appendix 1

Skills

love of culture
Self awareness
Empathy
Time
Share knowledge
Compassion
trust
Honesty
Honesty
Being up for date changes
Resilience
patience
Communication
determination
Teamwork
Caring
Love
Hope
Self belief
Courage
support
Courageous conversations
Consistency
Time management
Adaptability
Bravery
Acceptance
Willingness to change
resilience
Whanau
Communication
Knowledge, improving skills, learning to live in new norms
Strengths - whanau
connecting
Knowledge ngaa taakepuu
Thick skin
permission giving
empowering
Manaakitanga
whakawhanaungatanga
Mahi tahi
whanake

Networking
Connections
Work in high pressure crisis environment
Deescalation techniques
Good boundaries
Strength base approach
Aaio - tanga
Te Whaka Rongo
Passion for addiction work
Confidence
communication
rapport building
whakawhanaungatanga
non- judgemental approach
Active listening
empathy
Rangatahi
Rangatahitanga
manakitanga
communication
patience
knowledge / tikanga
Collective collaboration
Lived experience
Resilience
mauri ora
determination
manakitanga
learnt what support actually means - whose journey is it? - am I enabling, controlling or supporting?
Skux like Marama
working from home
aroha
Being humble
professionalism
Empathy
Open to new ideas & change
perseverance
Humour!
Networking
Concentration
Indigeneity
Mana whenua

Appendix 1

Lived experience
Straight to the point
Knowledge to see them succeed
teamwork
Mental health awareness
Emotional intelligence
community linking
therapy building
Whaiora & whanau centred
networking
resilience
reality based focus
effective comms
being able to adapt to change
punctual
flexible
re-connection
Specialist primary MHAS
2 new grandchildren
Started primary liaison programme
Naloxowe kit distribution to OST clients
MH & addiction te whatu ora
went live new service specialist primary
MH&A te whatu ora
friends wedding in raro
friends trip in QT
support with HWC JYT
BCWH
continued commitment to addiction
maori trust
realizing that we can be in states of
different lanes
Agile & flexible
Belief
what are our roles? + who are
secondary?
Hardwork
Compassion
Dedication
love for others
Pono to self
Tika and pono to self whilst on my
journey to better serve our people.
life & education
Addiction therapist
Endurance

resilience
continuous learning
Empathy
listening
knowledge
Growth & training
Rule management
friendly
therapy, soul work, counselling,
mindfulness
way of treatment for various SW,
addiction, education
A servant heart
love your community
good work life balance
peer support
resilience
relationship development
malleable
trust
whakapapa connection
Kui ma, koro ma
dedicating
compassion
self- awareness
curiosity
Aim for equality
Cause we skux like fee
Ata - reflective practice
He maori
strong whanau connections
turning off your map
REFRAME
Be passionate
- have a passion for the mahi you do
whanau
Resilience
GOD
empathy
Aroha
Patience
perseverance
getting out of comfort zone
Humble
Empathy... post traumatic wisdom

Appendix 1

Connections
Flexible working
Increase appreciation of self care
courage
love
pono
passion
aroha
perseverance
resilience
asking for support
friends & whanau
patience & trust
passion for the whanau we work with, understanding whanau ora & the importance of a moemoea
wanganga - re indigenise my space
Tikanga kawa
Tamariki
Te ao maori
wananga
started my masters in maori health, open opportunities to work in my iwi for & with my whanau
supervision
humility
colaborate
flexibility - do what it takes
working in community
social frame works for Te whaeke
working in collaboration
resilience & support network
Ever evolving
Therapies - MI, ACT, CBT
wisdom
experience
friendship
love of people
humour
empathy
respect
active listener
some mental health experience
advocacy

whanau led, whanau centred strengths based
perseverance
hard work
courage
new Knowledge in therapies
mana wairua
communication
knowledge - god became a man to make man god
The ability to communicate to all walks of life, build rapport quickly
lots of years of knowledge in M.H
listening and occupation therapy, group facilitation
Te whare tapa wha
passionate about the kaupapa
networking
creativity
coordinating
knowing who the people are in your community to support the kaupapa
community, families/whanau, te tiriti
listening
accepting
whakawhanaungatanga
lived experienced, psychology, te reo maori
Experienced RN
listening, ass. skills
communication - mother, grandmother, sister
62 years of knowledge
worked well together!
Whanau ora!
WFH
team celebration

Appendix 1

We want more:

kaupapa maori, residential! + detox
funding
funding
funding
Access to AOD counselling
connection between services
more collectively working together
More time for hands on mahi
staff
Staff & funding
AOD 'clinicians.' flexibility in funding. Get back to core work of AUD. Therapeutic work. Group work. Early intervention
Social detox
Social detox
Whaanau ora focus
Detox facilities
Pay parity
Pay parity
aroha
whakawhanaungatanga in the work force esp. locally. (like this hui)
More collaborative approach
Clear pathway to detox + treatment
Close connection between all services/agencies
\$
Staff training
Humour & wages
More people like Situe
therapeutic not just clinical
Rehabs or options
Pasifika AOD services
Networking
Whaanau focused kaimahi (go the extra mile for whaanau when needed, sometimes outside of their role)
More clinicians! Kaimahi
Working as a collective
Need more doctors, nurses, other allied members entering the workforce. More collaboration between different specialities within mental health and

outside. Need more psychologists to join the teams!
Need more SUB-ACTIVE services in the community. Need more community based groups for tangata wneli ora. Need pay rise for everyone!
More kaimahi support crew/clinicians
More opportunities to connect with pt. Adequate resources, more psychologists, money.
More awhe me tautoko for our AOD whanau. Kindness
Knowledge
Children AOD groups
Better services in community. More staff. Good management who has knowledge on addictions
Resources
Resources & solution pathways
More well being days for our hauora!
Youth contracts
Mentoring
better collaboration (esp with secondary services). Increase work development. More \$\$\$\$. More networking. improved referral pathways
Direction
People friendly, not system friendly
Group work
Kaupapa maori services for whaanau
Less bureaucracy to get mahi done quicker
HUI -connections
More community response
Significant other work
Resources, collaboration between services, kindness, more sub acute facilities
Relationships with other services
Compassion
Compassion, listening skills, confidence, understanding
Networking across the sector so we can be more holistic
more wananga in the sector
literally just clone us. We have all the skills just need MORE of us

Appendix 1

DAPAANZ registration esp for under level 7 qualifications.
Cultural competency for kaimahi
Connection with AOD supports
Kaupapa Maori
Dedicated staff in secondary services (we are depleted in the reviews)
working together, more connected
better relationship between DHB & NGOs
Housing specific & accessible housing
Workers / kaimahi
Community lead. Up skill but also support towards/for the up skill
Identify & minimise the gaps
People on the ground. Networking. More teamwork with other agencies, 2 monthly? More structural
Work in community
Manaakitanga, connection also whanaungatanga
Abolish the old systematic approach
Support
More kaimahi to do Te Ara Whaanau Ora training
Holistic approach
Visibility with funders and policy makers

Appendix 2

Working together



Group 1

- Exploring where things fit, not needing structure
- Values encompass everything
- Weaving together mahi sparking off each other
- Talk about the process
- Values around being outside
- Nature important, no artificiality
- Sparking off each other

Appendix 2



Group 2

- Those who seek will find
- Flying without fear
- Become part of the legacy
- Connect with the place
- Get inspired by people who think like you
- Keep bloodlines strong
- Looking after yourself
- Embracing those things passed down to us
- Leadership
- Working alongside whanau
- Meet basics in life \$\$ housing, environment, life, working together
- Toanga of the people we work with

Appendix 2



Group 3

- Having no budget = no excuses.
- Whānau Ora concept, calling on traditional ways of maintaining wellbeing.
- Using our natural resources (as per Te Ao Maori)
- Networking with others
- Exercise
- Meditation
- Family and whānau connections
- Kapa haka
- Using touch for healing
- Open minded and collectivity
- Ask the experts
- Empowering people politically to be activated
- Participation and treaty relationships
- How to clinicians use their professional experiences to engage and support the people.
- Plans that are do-able and achievable
- Next generation must step up to the mark “what motivates whānau to change?”
- Values needs to be owned and embedded by the kaimahi “need to know that you care.”
- Need to have fun.

Appendix 2



Group 4

- Te Whare Tapa Wha
- Non clinical vibe = people can “be”
- Having Fun important
- Manaakitanga
- Kai, Music,
- Media messages and voting, having a joint voice of what we do and what we need.
- A big, beautiful space without barriers, people feel likes kings and queens of their own lives
- Clinical can “take over” in the space of acuity. How to get people to live their lives, even if in hospital.
- Using nature and community spaces for people to “be.”
- Using self soothing techniques and teaching whaiora.

Appendix 2



Group 5

- Need \$
- Mana – people working together, whanau and own driver of waiora and pathway
- Quality times
- Work together – has to happen with or without money. Long history of work being done
- Funding for residential rehab and detoxification needed – use common skills and develop staff resources.
- Having fun, joy, happiness and sex.

Appendix 2



Group 6

- Contract is adapted to Maori focus
- Whanau ora workers – kai as needed
- Variety of experiences
- Need heroes to identify with
- 10 year old self – already knew was a rebel, determination. Whole whanau has to be right for the person to be right.
- Social detox, residential services needed and access to specialist services
- Having time to walk with people to their journey. Being there.

Appendix 2



Group 7

- Different perspectives
- “rough around the edges”
- Funnelling the resources to mee needs
- Unique approaches for unique people
- Connect past present future
- How to hold space for selves and people we contact with
- How do we awahi uniqueness? Different walks of life.
- Valuing all skills brought to the table
- Working with people everywhere, Land Based Training. Networking with those outside the usual contacts
- Ensure families have as much resource as they can get – e.g. how to garden, support people to be resilient and being able to support self.
- Shame on you government – easy to blame. We have it within ourselves within our communities as we are there, govt is not.
- What has the most value? Things that cost \$ or things that are personally valued.
- Looking after self.
- Having Fun
- Big imaginations in Tamariki – put into practice
- Fix it by Friday – can’t change who I am – self care, become a challenge to the world.
- Mum would say “how would I like to be treated?”
- People with the right kite are the greatest value.
- Bright ideas are already there, need to form the big picture – a jigsaw.
- More korero – face to face.

Appendix 2



Group 8

- Rangitahi – sports and talents – pathway to get to good lives
- “your plan not mine”
- Whanau that are free
- Whanau first
- Our hero

Appendix 2



Group 10

Waka – we aren't necessarily in the same waka, all in the same storm. Must row in the same directions

Working with whanau

Invest time

Carrying each other and supporting each other

Teleporting to work together

Pioneer spirit lives on

How to work together with geographically

Limitless seasonal mood, uninhibited, creativity, infinite possibilities

10 year old self – rangitahi = endangered species. What is available locally? Youth leadership needed.

"too much hoihoi!" – simple lives, feel valued for ourselves and her mahi.

Appendix 2



Group 11

- “free spirited” group
- Structured with no structure
- Mahi = food, life, culture,
- Birds and the bees necessary to have anything
- Our story is our own
- Rest and re creating ourselves – being able to go with unexpected
- Identifying success and inspirations
- Collections of parts that make the whole
- People afraid of boredom – no chance of that in sector
- Passion for the people appreciate their journeys – our role is about restoring their mana. Value their journey and story.
- Mana reflects everybody – empower families, whanau, community.
- Must show decision makers that we are here for our whanau. Speak up

Appendix 2

Group 9

All whakawhanaungatanga – need to share our experiences

Pepi, whanau, teamwork

Day to day work we do without a thought

Our values and beliefs that we bring to the space of our work

Remember the overload of adult responsibilities

Nannies already fixed it but we may have forgotten the korero

MANA

Negotiating spaces that may be dangerous and finding ways to do so safely

Korero shared is vital

Whanua lead, whanau centred, strength based

No budget, no problem. We are resilient, look to our natural resources. Build our own raft, not reliant on others to do for us.

Whanua are taonga, nurture the mana

Aroha – a calling to do the mahi. Pick them up or drop them? Must feed the Wairoa, empower to do their own wellness.

Journey must be from pepi to nannies – hear the korero.

Waiaata from one of the groups

We all need Kotahitanga

Mahi Mahi Unity Rules

Hey, Luxton

LEAVE OUR FUNDS ALONE!

Working together we're no fools

HEI LUXTON

LEAVE OUR FUNDS ALONE

Today is the day that we find out, who's who..
Before this... I didn't have a clue

→ 2020 to 2023

As a collective, we can find the possibilities.

Coffee, food, sceneries + retreats

Supporting our community

Listening to Mana Beats

ADD services coming together, doing the mahi
no matter the weather.

How ^{do} we stay in touch, when times get tough.

ADD Collective, Mana, Strong, Manaaki, Tautoko,
Walk side by side through the rough.

Times, dreams + aspirations - your plan, not mine.

ADD workers, we built different, one of a kind.

CHORUS: What you want? Baby I got it
What you need? Baby I got it.

ADD, ^{DHB} MOE, MST, wherever you want to be.

Funding, food, resources.

Things that we need

Our ultimate goal is to

Provide mana-enhancing services, to our whānau
That are free —

CHORUS: What you want? Baby I got it.
What you need?