

TE PĀ

Annual Report 2023





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NAU MAI, HAERE MAI, WHAKATAU MAI, KI TE PĀ TŪWATAWATA O TE PĀ



Ko wai Te Pā? Who is Te Pā?

Te Pā is a kaupapa Māori organisation that responds to community needs and vulnerable whānau. We have a substantial history working in the space of reintegration and social services with whānau who are in the justice system, exiting the system, or have been deported from overseas.

Our driving philosophy is supporting whānau to lead their own change and to be the rangatira they were destined to be.

We realise this by addressing the most difficult barriers, such as stigma, judgement, lack of access to equitable resources, and social exclusion, which prevent our tangata from reintegrating into their whānau, hapū, iwi, community and New Zealand society.

Te Pā is committed to improving the lives of tangata and whānau and are intentional about disrupting the pipeline of disadvantage for the next generation.

TANGATA WHENUA - TANGATA TIRITI

We acknowledge the unique status and rights of Māori and emphasise the need for a collaborative and equitable approach to issues affecting Māori communities.

MANA ŌRITE

We are governed by 50% Tangata Whenua and 50% Tangata Tiriti.

Two of the Tangata Whenua board members are mana whenua representatives.



Our Mahi

What we do

Te Pā provides a range of specialist services that heal, restore and transform the physical, mental and spiritual wellbeing of tangata, to enable a successful transition back into whānau and the community.

**MANA
MOTUHAKE**

Building interdependent and transformational partnerships to ensure increased collective impact for whānau.

**MANA
ŌRITE**

Unrelenting pursuit of equal power, control and authority to deliver transformed status quo and equitable outcomes for Māori.

**MANA
TANGATA**

Enhancing the mana of our people through connecting to one's whānau, hapū, iwi, marae or waka.

**MANA
ŪKAIPŌ**

Belonging and contributing to your whenua, kainga, tūrangaewae and Te Ao.

**MANA
WHĀNAU**

Whakamana te whānau by established meaningful, reciprocal and familial relationships.



Te Pā Tūwatawata o Ngā Tāngata - this tohu is visual manifestation of the five pou that make up our strategic direction, coming together as one.

TE PĀ

OUR VISION

Living, thriving ecology of care that heals, restores and transforms our people.

OUR MISSION

To whakakaha the cultural, social, economic and political imperatives of whānau.

	MANA MOTUHAKE Rangatiratanga	MANA ŌRITE Whanaungatanga	MANA TANGATA Arohatanga	MANA WHĀNAU Manaakitanga	MANA ŪKAIPŌ Whakapapa
Ā Mātou Whāinga	Building interdependent and transformational partnerships	Unrelenting pursuit of equal power, control and authority	Enhancing the mana of our people	Whakamana te whānau	Belonging and contributing to your whenua kainga, tūrangaewae and Te Ao
Ā Mātou Rautaki	Increased collective impact for whānau	Transformed status quo and equitable outcomes for Māori	Connected to one's whānau, hapū, iwi, marae and waka	Established meaningful, reciprocal and familial relationships	Changing one generation at a time
Ngā Huanga o Angitū	Increase in critical partnerships Te Pā is a credible and recognised brand	Increased governance and leadership decisions that transform status quo for Māori	Realised potential intellectually, emotionally, socially and spiritually	Increased intergenerational whānau transformation	Mokopunatanga



HEAMANA/CHAIR REPORT

Kei te tika te kōrero, mā pango, mā whero ka oti te mahi.
The saying is true, when we come together, the work gets done.



Maximising opportunity

In recent years, the Te Pā Board and Leadership Team have applied considerable attention to developing and resourcing the strong infrastructure an organisation needs to grow sustainably and ethically. Since 2021, all high-level planning has been underpinned by Te Pā Mana Ōrite strategic framework, which has ensured consistency with our mission to whakakaha the cultural, social, economic, and political imperatives of whānau.

As the need for Te Pā services continues to increase year on year, the Board has sought to grow not only our services and in turn our kaimahi numbers, but also to diversify our offerings to augment the difference we can make in the lives of tangata and whānau. To this end, a financial investment strategy has been developed this year which will see Te Pā investing in residential properties, providing much-needed accommodation for our tangata at a time when demand greatly exceeds supply, while also protecting and improving the bottom line of the organisation.

The strategy draft was reviewed by leading financial advisers in asset management, KPMG, to ensure the decisions made are robust and will stand the test of time, especially given today's climate of financial uncertainty. Prudent oversight of the strategy and related expenditure will be maintained by the Board's Audit & Risk Komiti into the future.

Collaborating for outcomes

Growing Te Pā collaborative efforts with other kaupapa Māori providers in recent years has seen our collective tangata and whānau benefit through outcomes that far outweigh what one organisation can provide on its own. The Māori-led Taumata Kōrero network has grown and strengthened since Te Pā joined in 2022.

Taumata Kōrero is a network of Kaupapa Māori providers who are committed to making a collective positive difference in Tāmaki Makaurau through identifying the concerns and aspirations of their community, amplifying their voices, and working towards solutions that benefit whānau, hāpori and iwi in Tāmaki Makaurau.

He mihi

On behalf of the board, I would like to thank CEO Tui Ah Loo and her team for another exemplary year in pursuing the Te Pā vision and mission, often during demanding circumstances. We are fortunate to be supported by such a dedicated team.

We particularly want to acknowledge and pay homage to Te Pā Kahurangi Vivi Lee for her 40 years of service to our tangata and whānau. Tēnā rawa atu koe, Vivi!

Te Poari

This year we farewelled Judith Wishart, a Tangata Tiriti board member and our Quaker representative. We thank Judith for her contribution to the Te Pā board and wish her all the very best in the future.

And to my fellow board members I extend my gratitude for your time, knowledge, and commitment to the kaupapa of Te Pā.

Paimaariere.

Hurimoana Dennis

Heamana/Chair
Tainui Representative appointed by Kiingi Tūheitia
Tangata Whenua Board Member
Ngāti Porou, Ngāti Kahungunu, Rongowhakaata

TANGATA WHENUA BOARD MEMBERS



Hurimoana Dennis

Chairperson
Tainui Representative
Ngāti Porou, Ngāti Kahungunu,
Rongowhakaata

Experience: Justice sector, leadership for Māori, Māori-lead community development, innovation.



Graham Tipene

Ngāti Whātua, Ngāti Kahu, Ngāti Hine, Ngāti Hauā, Ngāti Manu

Experience: Te Ao Māori designer (tā moko, civic structures), governance, cultural advisor, health and education.



Professor Tracey McIntosh, MNZM

Ngāi Tūhoe

Experience: Academic, Māori studies, research, education, justice sector.



Eruera Lee-Morgan

Ngāti Naho, Ngāti Tamaterā, Ngāti Rangiwewehi, Tūhourangi

Experience: Māori development, media, governance, Māori language revitalisation.

TANGATA TIRITI BOARD MEMBERS



Liz Caughey

Anglican Representative

Experience: Youth development, community networks, justice reform, advocacy.



Peter-Paul Barker

Auckland Hebrew Representative

Experience: Art collector, student of the art and culture of Africa, Oceania and Asia, and consultant for more than thirty years. Experienced in the complexities of rehabilitation and reintegration of prisoners.



Deacon Hans Flapper

Catholic Representative

Experience: Accounting and management. More than a decade of Church Ministry in parish and as Chaplain at Auckland Prison – Paremoremo.

MĀREIKURA



Janet Hepi

Life Member
Former Hebrew representative on the Board

KAHURANGI



Vivi Lee

Kahurangi
Ngāti Ruanui
Experience: 40 years of loyal service to Te Pā tangata and whānau.

CEO



Tui Ah Loo

Secretary
Chief Executive Officer
Ngāti Porou, Te Aitanga-a-Hauiti, Rongowhakaata, Ngāti Kahungunu ki Wairoa, Tūhoe oku iwi
Experience: Strategic relationships, justice sector leadership, Māori development.

TUMU WHAKARAE/CEO REPORT

Tui Ah Loo

Tumu Whakarae/CEO
Ngāti Porou, Te Aitanga-a-Hauiti, Rongowhakaata,
Ngāti Kahungunu ki Wairoa, Tūhoe oku iwi



*He toka tū moana.
As durable as a rock pounded by the surf.*

The past year has provided Te Pā with another mix of both opportunities and trying times. Having come out the other side of the pandemic, challenges of a different kind tested the team's resilience and ability to respond to the needs of our people in harmony with external influences. Lessons learned and creativity activated during the previous three years meant our team was ready and enabled to support tangata and whānau when the adverse weather events of early 2023 caused widespread flooding and wind damage across Tāmaki Makaurau and Te Tai Tokerau, whilst also maintaining business as usual.

Alongside a network of Taumata Kōrero partners we were able to leverage and mobilise our collective resources to support whānau in Tai Tokerau and Tai Rāwhiti with much needed resources.

Our Organisation

On an uplifting note, the move to our dedicated new Pā in Royal Oak in June revitalised the mauri of the entire Te Pā whānau. Here we have a tūrangawaewae where we can put down the roots that will hold us strong and resolute into the future as we pursue our vision of a *living, thriving ecology of care that heals, restores, and transforms our people.*

The blessing of our new Pā was graced and officiated by the presence of Pae Ārahi Akuhata Rangi, our Tangata Whenua board member Graham Tipene, Tangata Tiriti board member Hans Flapper, and our respected Māreikura Janet Hepi, along with our staff.

In the morning we celebrated with karakia, himene and kai, followed by an evening of musing and dancing in acknowledgement of the efforts and contributions of our staff, under the watchful eye of David Grear, General Manager Housing & Operations.

Our new Pā is more than just plaster and tile; it is a reflection of the unwavering support and dedication of our board members, leaders and kaimahi. It stands as a testament to our commitment to healing, restoration and transformation – a space where lives are uplifted, and journeys of growth are embraced.

With profound gratitude, we extend our thanks to all who have supported Te Pā throughout our journey over the past year. Together, we look forward to a promising future.

Our People

Celebrating 40 years of commitment and service to Te Pā tangata and whānau

In July we celebrated our Kahurangi, Vivi Lee, Ngāti Ruanui, for 40 years of loyal service to Te Pā tangata and whānau. Vivi joined what was then the Prisoners' Aid and Rehabilitation Society in 1983 - since rebranded to PARS Inc and more recently to Te Pā - and remains a staunch advocate of prisoners, released prisoners and their whānau, and deportees and their whānau, to this day.

Vivi has kindly given her permission for us to share some of her story.

In 1983, Vivi caught the attention of Prisoners' Aid and Rehabilitation Society board member, Con Young. Con saw great potential in Vivi and recommended her to the then-Director of the organisation, Bill Young, for a role as a field officer. Having expected to always be a factory worker, Vivi took the role for a year – never dreaming that she would still be at Te Pā more than half her lifetime later. She remembers how her first take-home pay was little more than \$142 a week and she still has her original contract.

Those early days were full-on, but she absolutely loved the mahi. A typical working day meant being at the Otahuhu District Court prior to tangata, whānau and associates arriving, to tautoko those who were appearing that day and assisting them with the court process, then attending Mount Eden Prison to work with tangata there before heading over to the office in Khyber Pass Road to figure out how to fit in all the work generated. Then she would be back the next day to do it all again.

Living with integrity has always been hugely important to Vivi. In her words, "Whatever way I walked was on behalf of my paternal grandmother and great-grandmother. Everything I do, I do in their mana." She has a phenomenal recall for names, and those who backed her are painted indelibly on her memory. In order for Vivi to work inside the prisons, clearance was required from the then three superintendents of the facilities, and it was many years later before Vivi learnt of the significance of the unanimous backing she'd been given by all of the prison directors. She is deeply grateful to them and many others for their faith and belief in her, especially Bill Young, who was to become her mentor, and who she fondly remembers as being the epitome of manaakitanga. Bill trusted her implicitly and encouraged and supported her every step of the way. They remained close friends until he passed, and her loyalty to those on that Executive Committee is one of the reasons Vivi has remained with Te Pā for so many years. While humble in her achievements, she will allow herself to recognise that Bill would have been very proud.

With husband, Tom, Vivi had four tamarki and they have gifted her 15 mokopuna and one mokotuarua, with another on the way. Tom had a great deal of respect for Te Pā and always backed Vivi in the work she did for the organisation, which often saw her travelling. Losing Tom in tragic circumstances in 2015, then a daughter and grandson within five weeks of each other a couple of years later were particularly difficult, and Vivi is grateful to Te Pā for being a constant in her life through tough times such as these.

Prisons are by their very nature, uneasy environments, and Vivi has had to fight for her right to be there. She's tough with the tangata because she's needed to be, but she believes that to earn respect, you have to show respect. She is proudly Kīngitanga and her knowledge of Māoritanga and use of traditional whanaungatanga (for example, creating connection and rapport through the smaller details like remembering tangata names and the names of their kids) have helped her build a strong reputation, too.

But what is the main thing that has kept Vivi motivated to come back to her job day after day for 40 years? Her answer is uncomplicated: She stayed where her heart lay, and that is with the tangata. Her greatest job satisfaction comes from knowing she has done everything she can for a tangata, and to see him happy and moving forward in life.

As for the future, when she retires Vivi will head back down home to Taranaki where she'll dedicate herself to growing her knowledge of te reo and supporting her marae. She hopes to be remembered as someone who did their job well; most importantly by the tangata she worked with.

Vivi is modest about her achievements and has no idea of just how many tangata and whānau she's helped over the years, instead giving all credit to those who supported her. *Kāore te kūmera e kōrero mō tōna ake reka. The kūmera never speaks of its own sweetness.* Such is the mana and humility of this wahine toa.



Collaboration in Action

Taumata Kōrero

Te Pā is privileged to be a part of Taumata Kōrero, a collaboration of iwi, Māori organisations, and representatives of various government agencies, who are committed to making a positive difference through identifying the concerns and aspirations of their community, amplifying their voices, and working towards solutions that benefit whānau, hapori and iwi in Tāmaki Makaurau. Taumata Kōrero is chaired by Hurimoana Dennis, Te Pā board chair, who is able to act as the interface between government agencies and members of Taumata Kōrero to ensure increased collective impact for whānau.

*Ahakoā te aha, mahingia te mahi,
hei painga mō te iwi.
No matter what just do the work
for the wellbeing of the people.*



Atlantic Institute Global Justice and Transformation: New Zealand and the Māori Experience

Te Pā was thrilled and honoured to host members of the Atlantic Institute from South Africa, Malaysia, Thailand, and America, who were attending a thematic gathering on Global Justice and Transformation in Aotearoa in January of this year alongside those from other community groups, government agencies, and the tertiary education sector.

Thematic convenings are smaller gatherings of Global Atlantic Fellows who are focused on a particular theme. Previous thematic gatherings have included Effects on Health (in Jordan), Social Entrepreneurship (in South Africa), Collective Leadership (in Oxford), and Conversations on Hope (in South Africa). In this case, holding the gathering in Aotearoa recognised the critical importance of place and context in learning, connecting, and collaborating for greater impact.

The thematic gathering focused on Indigenous approaches to criminal justice reform and system change. Te Pā hosted Fellows over a three-day exchange to share ideas and strategies, and to learn from each other's contexts. Following the exchange, Te Pā hosts attended a noho marae at Tāheke Marae in Rotorua to share what we had learnt and reflect together as a bigger group. The culmination of the exchange was a two-day symposium which featured both local and international perspectives, with speakers including Global Atlantic Fellows and experts in various criminal justice systems. There, I had the privilege of presenting alongside experts such as Professor Tracey McIntosh, Julia Whaipooti, Eugene Ryder, Chief Judge Hon. Heemi Taumaunu, and Judge Ida Malosi, Principal Youth Court Judge.

Te Pā was privileged to have been invited to host, participate in, share, and learn from other Indigenous activists, community leaders, practitioners, and legal experts from around the world and Aotearoa. Special thanks to Marcus Akuhata-Bown for inviting Te Pā to be a part of such a transformative experience.



Lindsley from The Philippines flying the flag at Takaparawhau.



Te Pā staff and our Indigenous Fellows outside Te Noho Kotahitanga Marae at Unitec for their introduction to Te Tiriti o Waitangi.



Te Pā staff attending the two-day symposium. Left to right: CEO Tui Ah Loo, Creedence Cable, Hope Hana-Wheeler, Aroha Jessop.



Our Fellows: Left to right Thami from South Africa, Tharani from Malaysia, CEO of Te Pā Tui Ah Loo, Lindsley from Philippines, Clair from USA and Ratawit from Thailand.



Te Pā staff and Fellows capturing the moment with Chief Judge Hon. Heemi Taumaunu and Principal Youth Court Judge Ida Malosi.



Collaborators in Justice reform and transformation, Professor Tracey McIntosh and Julia Whaipooti, with CEO Tui Ah Loo.

Our Services

The range of Te Pā services grows year-on-year, and these new services are examples of solutions which support us in healing, restoring and transforming our whānau. Key areas of growth included expanding our services across Te Pā with the appointment of a Pou Hononga, whose primary responsibility is connecting people being deported (primarily from Australia) with specialised cultural support to enable them to re/connect to Te Ao Māori. This includes, where appropriate, searching for, establishing, and reviving lost links to whānau, hapū, and iwi. This specialist service includes facilitated access for returnees to engage in Toi Māori through ta moko, whakairo, mau rākau, waka ama, and kapa haka.

Later this year, we will also launch a new service that delivers health support and access for returnees with a focus on trauma-informed therapeutic interventions.

We are grateful to the Ministry of Social Development for the continued funding of the Community Connector Service which has enabled Te Pā to expand our services to whānau affected by extreme weather conditions in Tāmaki Makaurau.

He Mihi

There are so many who contribute to the vision and mission of Te Pā, and I am grateful to all for their support.

My heartfelt thanks and appreciation go out to the entire Te Pā team for their ongoing flexibility and commitment to providing exemplary service, despite whatever external curveballs come our way. From our longstanding kaimahi to those who have joined in more recent times, I am grateful for the unique pūkenga and pūmanawa you bring to your role.

I want to acknowledge and thank the Te Pā Chair and Board; an exceptional group of rangatira who have supported me as Tumū Whakarae to navigate another complex, challenging, and rewarding year. With your support, Te Pā continues to move strongly forward.

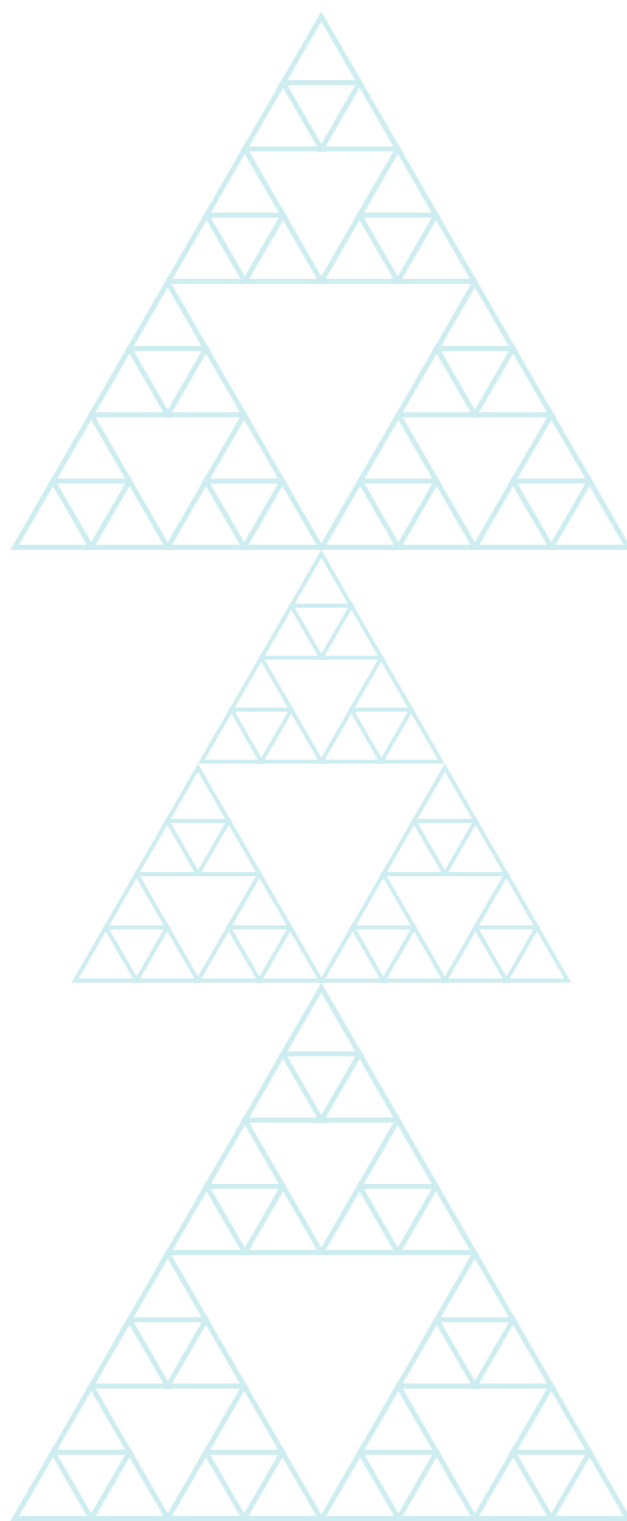
I extend my appreciation and thanks to our partners, and the community groups and service providers we work alongside who contribute to improved social, cultural, and economic outcomes for our tangata and whānau. I would also like to acknowledge the PARS societies throughout Aotearoa who continue to entrust us with the administration of the National Child Travel Fund.

To the many individual donors and philanthropic funders such as Share My Super, Awhero Nui Charitable Trust, Te Atatū Marae Coalition, Māori Women's Welfare League Te Atatū peka, and others who provide much needed financial

support and resources to Te Pā; your giving enables us to keep delivering the services that make whānau stronger and support tangata to be the rangatira they were destined to be.

Lastly and most importantly, I want to acknowledge the tangata and whānau we serve; thank you for trusting Te Pā to tautoko your journey.

He aha te mea nui o te ao? Māku e kī atu, he tangata, he tangata, he tangata.



FROM STUDENT PLACEMENT TO LEAD PRACTITIONER

He kākano, kia hua, kia puāwai, kia tupu rangatira.
A seed that bears fruit will thrive and become noble.

In July 2021, my journey took an unexpected turn as I ventured into the heart of Te Pā while pursuing my Bachelor of Arts in Criminology and Criminal Justice at AUT. In the final leg of my degree, I needed 150 hours of work-integrated learning, a requirement for graduation. With a flicker of hope and ambition, I reached out to my mentor, Hope Hana-Wheeler who was a senior practitioner at Te Pā.

For me, Te Pā (which was then known as PARS Inc) stood out from other Kaupapa Māori reintegration organisations. It wasn't just their dedication to Te Tiriti o Waitangi, recognising the unique status and rights of Māori, but their resounding commitment to a collaborative and equitable approach that resonated with me.

I was so anxious on the day of my mihi whakatau. My parents came offering unwavering support as they sang my waiata tautoko. I couldn't help but feel nervous, wondering what I had gotten myself into. When I first heard of Te Pā, I couldn't help but think about the deep-rooted trauma that my people, my whānau, and I had experienced due to the justice system and its far-reaching consequences.

My journey within Te Pā led me to the Te Hokinga Mai - Raki team. They aimed to support tangata in remand or serving short sentences and I had the privilege of shadowing them in their mahi. It wasn't just the practical experience I learned from; the conversations I had with the kaiārahi proved to be unexpectedly healing. Through their stories, I discovered that the experiences of my whānau were not isolated incidents; they were shared by many and, crucially, conquered with the proper support.

As my student placement ended, I reflected on my whānau's challenges when attempting to reintegrate into the community. The weight of their struggles had pervaded our entire whānau. I couldn't help but wish that my whānau had been beneficiaries of the incredible support I had witnessed from the kaiārahi in THMR.

When my placement ended, my māmā and I spent months making poi as a token of appreciation for Te Pā. During this time, I also took on the role of teaching Te Reo Māori at AUT. In April 2022, my māmā and I presented our poi to Whaea Tui. There, my māmā and I were both offered jobs at Te Pā. Whaea Tui asked me if I could choose which team I could be in, which team would it be. Naturally, I said THMR!



In May 2022, I officially joined Te Pā as the Support Administrator for THMR. The journey had come full circle, and I was now part of the team I admired so much. In September 2022, further opportunities opened up for me. I was offered the roles of Lead Programme Facilitator for Kia Puāwai te Kākano, Te Reo Programme Facilitator, and Mātauranga and Tikanga Māori Designer. These new roles started in the new year, but I couldn't bring myself to leave THMR.

It wasn't until June 2023 that I genuinely contemplated moving on when the Lead Practitioner role for Kia Puāwai te Kākano was offered to me. It was a bittersweet decision, but one I made with the future in mind. THMR deserved an administrator dedicated solely to their cause, as did Kia Puāwai te Kākano. Our tamariki and mokopuna are the seeds of our future, and they deserve nurturing, the space to blossom, and the opportunity to grow.

Maia Kingi-Thomas
Lead Practitioner Kia Puāwai te Kākano
Te Aitanga-a-Mahaki, Ngāti Porou, Tūhoe

PEOPLE & CULTURE

Introduction

Kia tupu, kia hua, kia puāwai Te Pā ā muri nei.

Te Pā will grow, develop and flourish long into the future.

The creation of our People & Culture strategy and its leading role of Kaihautū in 2022 is another example of Te Pā pursuing new frontiers, exploring opportunities, and pushing the boundaries of the social service reintegration space. Nested firmly within these developments is an enduring belief that Kaupapa Māori is the platform from which the organisation can and will meet the needs of tangata and whānau who are directly or indirectly affected by incarceration.

Understanding Kaihautū People & Culture¹

The role of Kaihautū People & Culture has been created to ensure that there is a synergy and a clear line of sight between the strategic vision, mission and values of the organisation and its people. It is also there to provide rigour to any business growth opportunities through thought leadership, strategic visioning, systems design (or reconfiguring the same), and executive leadership for our senior management group.

How to read this report

Whilst People & Culture covers several key business areas² this report is focused on three leading developments that have occurred in the organisation over the period July 2022-June 2023. These are:

1. Workforce development
2. Systems development
3. Te Reo me ōnā tikanga Māori framework

Workforce development

Ako Anamata³ is an established education training platform created in 2020 to address the learning and development needs of the Te Pā workforce. For the 2022-2023 period, Te Pā invested in 19 workforce development events arranged and supported by internal and external facilitators. There were also 15 individual staff supported through their professional development requests that relate directly to their roles and/or service needs. Furthermore, nearly 40 frontline staff received internal/external professional supervision⁴ which is an exponential growth for Te Pā. Overall Te Pā has increased its workforce development support significantly to ensure our people are equipped and resourced to carry out their duties appropriately and effectively.

A new framework is being developed to reinforce the tikanga and kawa of Te Pā and to play a supporting role in the implementation of our reo ona tikanga Māori strategy.

Systems development

There have been three significant systems development for the organisation: **1.** Hono Kahurangi Quality Assurance, **2.** Te Marutau Occupational Health & Safety, and **3.** Individual Performance & Development.⁵ All three systems specify a design logic framework approach, essential back-office and in-service systems support, and demonstrated evidence of compliance to external standard setting and legislative bodies.⁶

There is a large piece of work being done in developing our Whā Naū framework which will transform the way in which Te Pā delivers on its whānau centric strategy, and how services and staff approach their performance and practice when working with tangata, whānau and hapori Māori.

Te Reo me ōnā tikanga Māori framework

The development of a comprehensive Te reo me ōnā tikanga Māori teaching framework has been a significant progression in lifting matauranga Māori within Te Pā. Whilst there are established cultural inputs⁷ such as karakia, whakatau, powhiri, mihimihi, and pepeha to name a few, a structured approach to learning reo Māori facilitated by the appointment of an internal subject matter expert will ensure that Te Pā stays focused on its commitment to our language as a portal to Te Ao Māori.

In closing

Significant time and resources have gone into key priority areas in workforce development and systems development to ensure Te Pā can meet the continued growth challenges of the business moving forward. It has been imperative that throughout any 'refurbishment' of our business systems we stay focused on business as usual whilst keeping a future focused approach to what it is we will need in the coming months. This agility factor allows us to move quickly and seamlessly, minimising any disruption to business as usual.

It has been a very demanding, fast paced, and eventful 12 months.

Josh Piripi

Kaihautū People & Culture
Ngāti Kahu, Ngāti Kuri, Te Rarawa –
Ngā Puhī ki Whaingaroa

¹ The captain of a waka, keeping watch on the horizon, navigating strategically, and keeping a finger on the pulse of business, making sure that any developments are aligned to the vision, mission, and values of the organisation.

² Mana (maintaining the cultural integrity of the organisation), Te Waharoa (supporting HR), Te Tipu (equipping & resourcing staff), Te Marutau (occupational health & safety), Te Maru (health & wellness), Ako Anamata (learning & development), Hono Kahurangi (quality assurance) and Te Hinonga (projects).

³ Learning & Development with the future in mind, established in 2020 as a means to lift workforce capacity and capability across the organisation.

⁴ Professional supervision has now been phased out in favour of mentorship and leadership coaching for all staff which fits with the growth of the organisation and its evolving kaupapa.

⁵ Prior to 2022 there were no frameworks for these business activities to guide decisions, actions, or practice.

⁶ This also involved a comprehensive review of business policies and practices to ensure we are internally compliant.

⁷ Considered relative value of equal importance alongside meeting transactional needs for tangata and whānau.

ĀNEI MĀTOU O TE PĀ. HERE WE ARE, TE PĀ!

While we diligently provide services and collaborate with other agencies to awhi our tangata on their journey to healing and reintegration, our identity extends far beyond our functions.

When we asked staff why they enjoy working at Te Pā, it became clear that Te Pā is an entity fuelled by the energy of its people, where our dedicated staff find genuine fulfilment in their work, where our tangata not only receive our support, but also share their wisdom and enlightenment, reminding us that our mission is much more than just a job.

After speaking with staff, it became clear that when the job gets hard, we find solace in returning to our office, a place where camaraderie and laughter are ever-present, offering a sanctuary of support for one another.

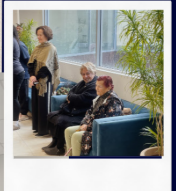
One staff member fittingly described Te Pā as home. Others described it as place that celebrates diversity, is

whānau orientated and acts like it. It is a place where another staff member explained it as a place where you can truly be yourself and accepted, echoing the sentiment that Te Pā celebrates diversity and is whānau focused. It is a place that fosters an environment of support all from our board members and CEO, right down to the frontline kaimahi so that we can extend that aroha to our tangata.

The culture at Te Pā is the result of an ongoing commitment to craft a better future for our people and the generations to come. So, when you ask, "Who is Te Pā?" the answer becomes clear: Te Pā is its people – he tangata, the embodiment of empowerment, compassion, and a collective drive to make a lasting difference.

"I get to be happy at home and happy at work."
- Elijah

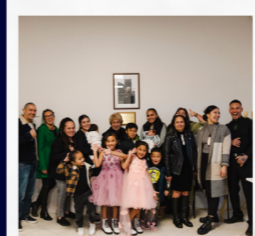
"I love the work culture, the people and what we do for the community."
- Vin



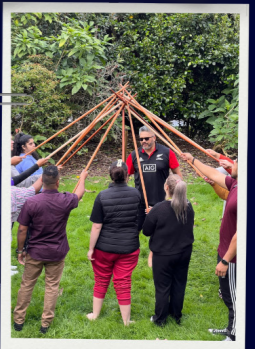
"I like the ecology of care and how it applies to everyone, not just our tangata, but the staff working at Te Pa and our stakeholders."
- Pamela



"It's a cool place, good vibes, good Kaupapa. I love working with the people here."
- Jade



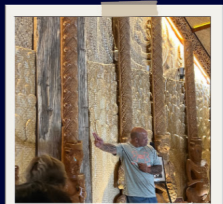
"Working at Te Pa is my way of giving back to my people."
- Sally



"Everyone has fun and a good time."
- Leua



"Te Pa feels like home."
- Naveen



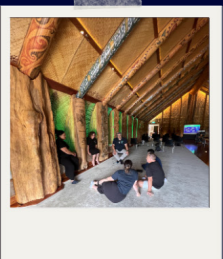
"I love the people."
- Ruth



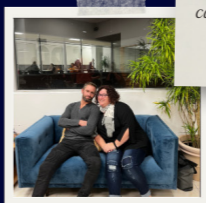
"Working here is pretty choice, you get to experience a different walk of life that you wouldn't get at any other job."
- Alistair



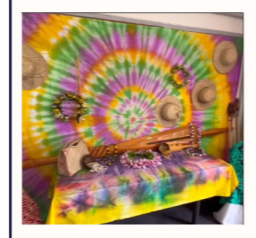
"Te Pa is a place where everyone can be apart of everything that happens here."
- Josh



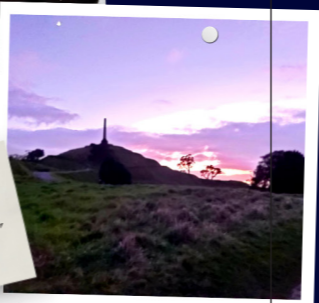
"Everyone brings something valuable to the table whether its academic or practical knowledge and there's a lot of laughter which is needed in this line of mahi."
- Leka



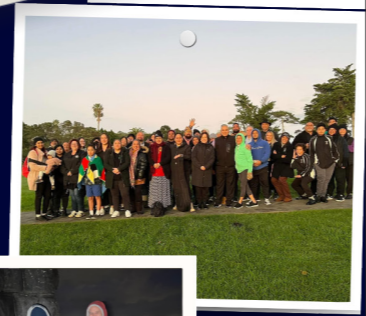
"It's a family orientated place, not only in the workspace but with our tangata as well."
- Nia



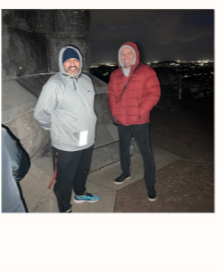
"It's an enjoyable place to work at, everyone has a really great sense of humour, and everyone is supportive of one another."
- Bryan



"In our mahi, we use a lot of our own energy but then we come back to the office and being around everyone fills our cup up."
- Nate



"I have the opportunity to learn from not only my amazing colleagues but also the tangata that I support."
- Stobhan



"I like the diversity and what everyone brings from their background to help us succeed."
- Atu



"I love how Te Pa embraces and genuinely celebrates every culture."
- Gina



OUR SERVICES

Te Whā Nau Services

- Whānau Resilience Service – Kia Puāwai Te Kākano**
 Our early intervention whānau resilience programme Kia Puāwai te Kākano, focuses on lifting the hearts and minds of vulnerable tamariki between the ages of five and twelve to forge their own path, to live their own dreams, to aim for their own goals. See more on page 28.
- Child Travel Fund**
 Whānau is central to everything we do here at Te Pā – it connects us and harnesses our collective strength. For our tangata in any of the fourteen prisons across Aotearoa, the whānau connection is equally important, yet fragile. The goal of the Child Travel Fund is to remove the barrier of distance between incarcerated parents and their tamariki so that they can keep their connection strong. See more on page 29.
- He Ara Whānau**
 This service provides navigation support to whānau of Māori sentenced to imprisonment or remanded into custody at Auckland Prison, Auckland Region Women’s Correction Facility, Mt Eden Corrections Facility, and Spring Hill Corrections Facility. The service focuses on working with whānau to create a plan that is centred on the principles of whānau ora through accessing and connecting wrap-around support with and for the whānau.
- Community Connector Service**
 This service was introduced in 2021 for those who have been directly impacted by COVID-19, to ensure they are able to access the support and services that are offered across multiple government agencies and service providers. Support includes assisting whānau to access income entitlements, funding for immediate hardship, food and other essential items during self-isolation, plus wider services, programmes, and resources to support their wellbeing. From February to June 2023, the service was expanded to support those who were impacted by extreme weather conditions in Auckland.
- Rangatahi Services - Te Ohomai Rangatahi**
 Te Ohomai Rangatahi is a rangatahi-centred and whānau-inclusive service for rangatahi who have been part of the justice system. This service specialises in preventing rangatahi from entering the justice system, or when they are in it, to get out and stay out. See more on page 27.

Reintegration Services

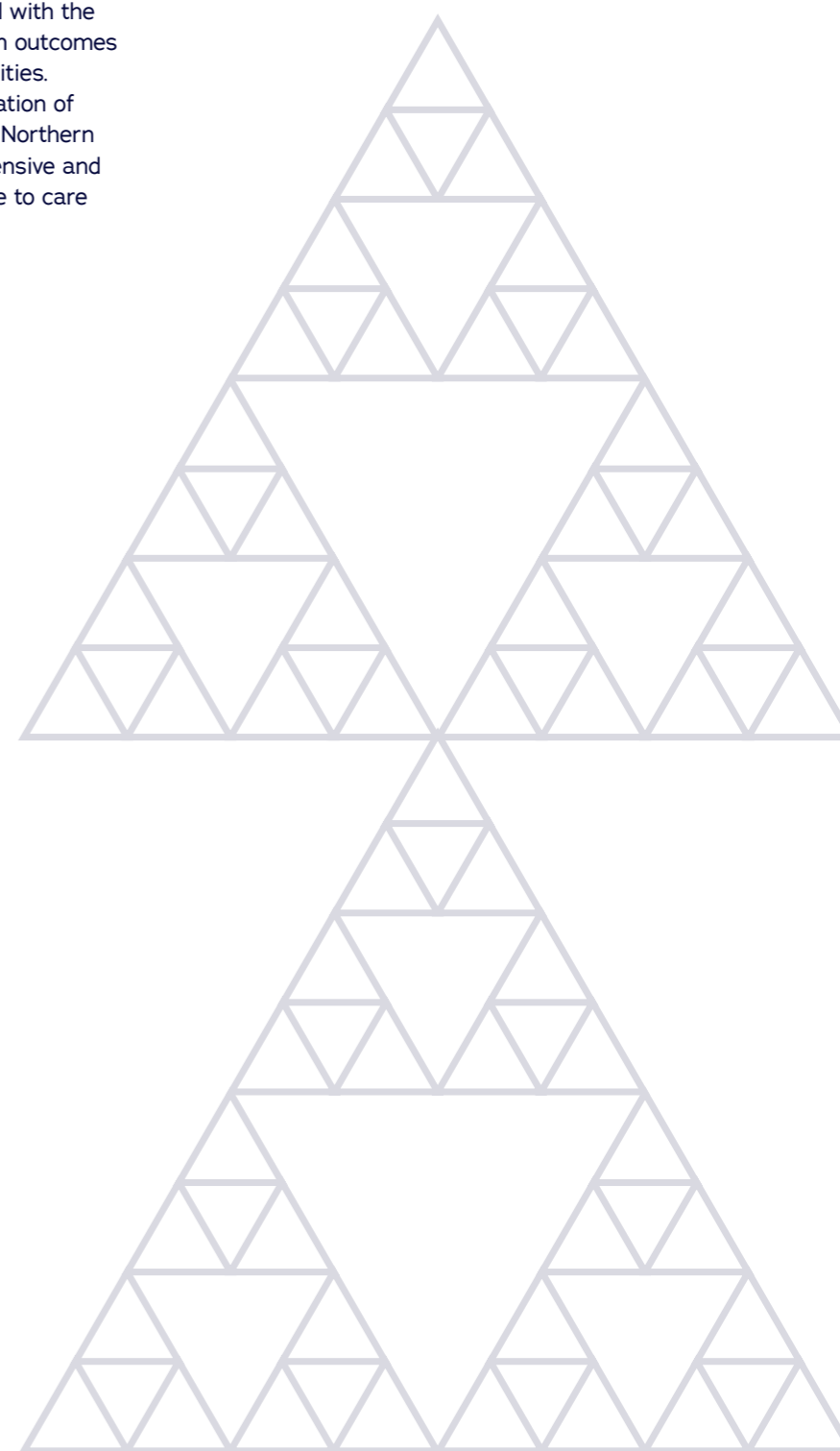
- Reintegration Support Long Servers (RSLs) – Anga Pae Tata**
 The primary aim of Anga Pae Tata – Supported and Emergency Accommodation Service is to assist and support high-risk, high-need tangata through their transition from prison into the community in the Northern Region, to enable them to develop skills and strategies to lead independent and productive lives.
- Returning Offenders – Anga Pae Tawhiti**
 The Anga Pae Tawhiti Service supports whānau returning to Aotearoa under deportation order to overcome the barriers to their reintegration. By creating a foundation of āhurutanga, tangata are supported to thrive in their new environment and reclaim Aotearoa as their tūrangawaewae. See page 24.
- Hiki Mana, Hiki Ora - Creating Positive Pathways**
 This service is delivered in partnership with Kāhui Tū Kaha and focuses on providing permanent housing and support services with the goal of assisting tangata to reach achieve better life outcomes and the ability to sustain a tenancy.
- Te Hokinga Mai - Raki Out of Gate Service**
 This service is delivered in partnership with Kāhui Tū Kaha and Ngāti Hine Health Trust and focuses on providing reintegration services to tangata who are on remand (either accused or convicted) or serving a short sentence (less than two years) in prisons in the Northern Region. The service includes a rolling remand education programme for those on remand in prison.

Hou Ora Services

- Assessment and Triage Services**
 These services are delivered in collaboration with Turuki Health Care and provide mental health and addiction services for tangata and vulnerable whānau who would otherwise be marginalised from accessing health services.
- Hepatitis C Assessment and Linkage to Treatments Services**
 These services are delivered in collaboration with Te Whatu Ora – Health New Zealand with the overarching aim of improving Māori health outcomes and the reduction of Māori health inequalities. The service is intended to support elimination of hepatitis C amongst at-risk people in the Northern Region through the provision of comprehensive and systematic hepatitis C testing and linkage to care through Te Pā services.

Employment Services

- Mahi Āwhina Supported Employment Service**
 This service is open to both tāne and wāhine and provides help preparing for finding and sustaining employment. The goal is to empower tangata with self-confidence, self-worth, and financial independence. One of the fundamental principles of Mahi Āwhina is that the service is tangata-led. See page 25.



LIFE BEYOND DEPORTATION – THE STORY OF NEHE

At Te Pā, we see the effects of society’s judgement and bias playing out in the lives of our people every day. Being released from prison comes with any number of challenges, and no one just ‘does their time’ then rejoins the community and gets on with their life. The post-prison reality is a maze of rules and requirements, and the barriers are substantial and wearying. Those deported to Aotearoa – often after many years away – also face the daunting reality of reintegrating into a community that can be very different from the one they left.

For the Te Pā team, hearing that our support has helped tangata to succeed despite such adversity, is a driver for us in pursuing our vision of a ‘Living, thriving ecology of care that heals, restores and transforms our people’. Former Te Pā client, Nehe, is one such tangata, and he has kindly agreed to us sharing some of his journey, starting with what he wrote to his case worker in 2021 when he was leaving Te Pā.

In October 2020, I was deported from Brisbane to Auckland. Apart from the normal fears and concerns associated with deportation, I had even greater anxieties. I was released from prison three weeks earlier, only to receive the news that my sister, who had been our mother’s caregiver, had died from cancer two days prior. While I had other family in New Zealand, I had been previously rejected by them because of my criminal lifestyle, so I was prepared for the worst, and I was resigned to the fact that I would be on my own. I had nowhere to live but I figured I was resourceful enough to sort something out when I got to New Zealand. My arrival in Auckland met with two weeks of COVID isolation, and this gave me time to hunt around for accommodation and work. However, everywhere I looked, I was rejected, and the stigma of being a deportee began to weigh heavily on me. On top of that, in the two weeks I was in isolation, I had three aunties die: two from COVID-19. My life was falling apart around me.

At the end of my isolation, I met with someone from Te Pā [known as PARS at the time] who took me to a hotel that had been arranged by Australian Border Force as temporary accommodation. I’m sure she was talking to me, but I wasn’t listening; I was too busy worrying about how I could find a place to live in only seven days. It must have been written all over my face because she sat me down and asked if I was OK. I said I was really worried about where I was going to live, and she said, “It’s all good, we’ve got you sorted”. What a huge relief!

The next week, another kaimahi from Te Pā picked me up and took me to my new share house, then the following week she took me to my probation officer, helped me set up my bank account, and set up my Work and Income account for me! Within three months of arriving in New Zealand, I had reconnected with my mother on a level I never thought possible, and I was moving into her house at her request to become her carer. I was, and am, truly grateful for the support I was given. It would have been so much harder for me without Te Pā.

Recently, Nehe got back in touch to update us on his life more than two-and-a-half years down the line. At Te Pā, our driving philosophy is supporting tangata to lead their own change and to be the rangatira they were destined to be, and Nehe is a perfect example of the changes that can take place when one’s potential is harnessed. Since our last contact in 2021, his life has gone from strength to strength, and he credits Te Pā with being a ‘vital cog’ in the first three months of trying to find his bearings and supporting him on a new path.

The positive changes in Nehe’s life have been remarkable. His relationship with his mother who has dementia has been wonderfully renewed, and he shares her care with his brother. In fact, he has a good relationship with all of his siblings again, and has reconnected with his sons; most of whom he hadn’t seen in five years. He also started a law degree at Waikato University – quite the challenge, he recognises, at the age of 54. He met and married a beautiful wahine and travelled to Italy and Greece for their honeymoon. They’ve also bought a house together. It’s certainly been an action-packed couple of years!

Nehe’s own success has lit a fire inside him to help other tāne and wahine on their journey, and his experiences and growth will undoubtedly be an inspiration to others to claim the life they aspire to as well.

**He kai kei aku ringa.
There is food at the end of my hands.**

Nehe is the embodiment of this whakataukī which signifies resilience, empowerment, and hope. It refers to being responsible for the resources and capabilities one needs to grow and develop, and the ability to use those resources and our skills to create success.

MAHI ĀWHINA TEAM PROFILE

David Gear

General Manager Housing & Operations

Our Mahi Āwhina team, Moka and Tugi, whakapapa to the beautiful Island of Niue and bring the vibrancy and flair of their Niuean heritage every day they walk through the door of Te Pā. As a dynamic duo, they function in sync when working to support our tangata, and their mahi is done with laughter, passion, and dedication.

As their manager it is a privilege to work with two kaimahi so committed to making a difference and breaking the cycle of disadvantage so many of our whānau are trapped in. Te Pā is blessed to have these two amazing kaimahi working every day to make a difference.



Tugi MEdLd Employment Specialist Mahi Āwhina

As an Employment Specialist at Te Pā, I am dedicated to preparing former inmates for the workforce and finding them employment. This involves advocacy work, widespread networking, and explaining contractual details to our tangata.

My affiliation with Te Pā started in 2012, during my criminology degree practicum. This rewarding path has led me back for the third time to work on significant contracts such as Return Offenders, Te Ira Rangatahi, and Anga Pae Tata. Te Pā has been a big part of my life and my growth as a person.

My resume reflects an eclectic mix of global experiences abroad, alongside substantial involvement in civil and landscape construction projects in Auckland.

What truly pulls me back time and again to Te Pā is the culture, the people, and the leadership of Tui Ah Loo, along with the community work that aligns closely with my passion for societal change.

My education in Criminology and Social Sciences, a Postgraduate Certificate in Education, and a Master’s Degree in Organisational Leadership harmonise with my life experiences and equip me well for the role I play at Te Pā.

Moka

Service Leader
Mahi Āwhina

I have always worked in people services from government departments to private education and training. I embarked on my journey with Te Pā back in 2018, starting with the Returned Offenders contract then on to Supported Accommodation. It was when I started leading the Mahi Āwhina Services that I discovered “my jam”. The mahi is truly mana-enhancing and I am privileged to impact the lives of our tangata and their families. Over the years there have been magnificent success stories of our tangata who are thriving in their mahi and some that have gone on to start their own small businesses or have transitioned into education and training.

What has been really important to me in this point in my career is strong leadership, and Te Pā has this in the visionary and dynamic wahine toa, CEO Tui Ah Loo, and the management team. Being able to mahi for an organisation that aligns with my own values is a blessing.

MOTUHI – WHERE THERE’S A WILL THERE’S A WAY

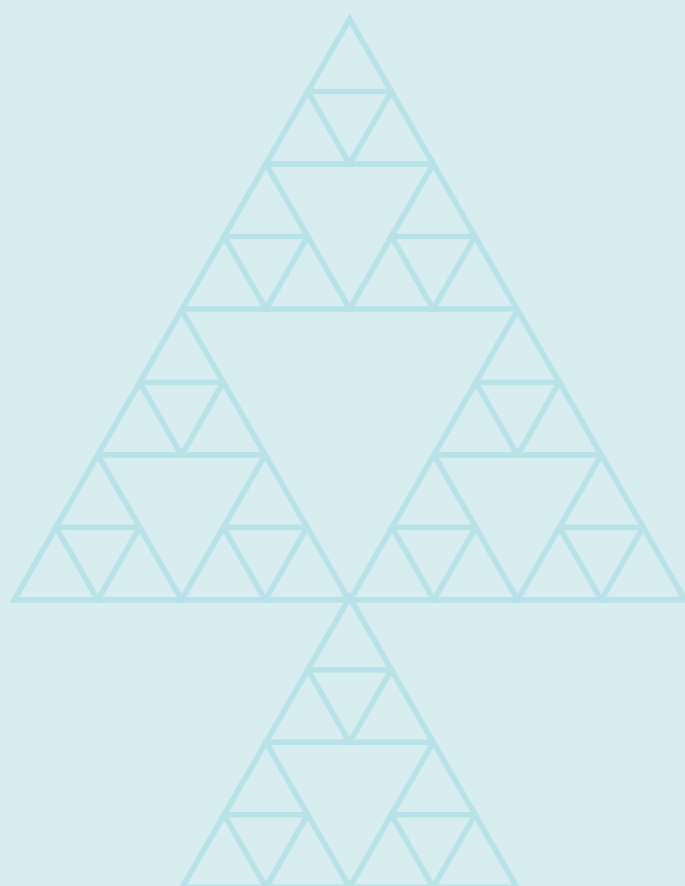
Tugi Togiaheulu MEdLd
Employment Specialist, Mahi Āwhina

More often than not, tangata come to Te Pā with complex and varied needs that directly affect their ability to reintegrate into the community. As a kaiārahi at Te Pā, my role involves first understanding what each individual's needs are, then developing a personalised support plan based on those needs that will enable them to thrive.

Over the past year, I have engaged in an intensive reintegrative process with our tangata, Motuhi. Securing paid employment is a key factor in helping tangata to build a new life, but at 64, Motuhi's age was always going to make this more difficult. Add to this his history of offending and the amount of time he had spent in prison, and Motuhi was facing significant hurdles in his quest for employment. Often, unskilled labour jobs are a good place to start, but due to his age, Motuhi's physical ability ruled this out as a practical option.

Taking into account his interests and inherent enthusiasm and good humour, we suggested truck driving, and Motuhi was keen! Our first step was to facilitate him obtaining a heavy vehicle licence, and here another obstacle was realised. With Motuhi's first language being Tongan, the written theory test was particularly challenging. Not one to give up, and prepared to put in the mahi, Motuhi persevered, and after several attempts he passed the test with an excellent score. He was rightly proud of his achievement, and so were we!

With a class 2 truck licence to his name and the support of his probation officer, we were able to secure Motuhi fulltime employment delivering Gib board to worksites across Tāmaki Makaurau. More than a year later, Motuhi is still loving his job and is deeply grateful to Te Pā for our support in helping him secure his dream job.



EVERY JOURNEY IS UNIQUE – ETHAN’S STORY

Ruth Tafu
Team Leader, Te Ohomai Rangatahi

At Te Pā, we recognise that everyone's journey is unique. No two tangata have the same needs when they come to us, and approaches that work for one may not work for another. So, our role as kaitiaki of our rangatahi is to meet tangata 'where they are at'; to learn what their individual needs, wants, and aspirations are, so that we are better able to support them in identifying and achieving their goals.

When we first started working with 23-year-old Ethan, he had little to no whānau support and no accommodation. With a history of violence and drug use, he had burnt his bridges with any former support systems, so had to start from scratch. First, we helped him with immediate necessities, such as applying for income support, re-opening his bank account, and obtaining ID, and we were able to provide him with temporary housing in one of our Te Pā units.

Once a tangata's most pressing needs are addressed, we work with them on their next steps. Creating a plan specific to each tangata's needs is crucial to successful reintegration, and I also helped Ethan to understand that plans need to be flexible enough to change sometimes, and that being in the right state of mind and equipped with the right tools to deal with any changes are equally important.

At Te Pā, we believe that viewing situations through a cultural lens is paramount to understanding the context and steps needed to heal, restore, and encourage our rangatahi to thrive in all areas of their lives. When he first came to Te Pā, Ethan only identified as Pākehā, but being exposed to te ao Māori, te reo Māori, and whakawhanaungatanga encouraged Ethan to acknowledge and embrace his Māori heritage. This is the beginning of a journey that will add great value and perspective to his plans for his future.

A major goal for Ethan is to reconnect with his mother who he hasn't had any contact with for over two years. One of the main strains with the relationship was the way he communicated with her and his stepfather, so part of his individualised plan was to equip him with the tools to effectively express himself. Through exercises such as role playing, we have seen positive changes in the words Ethan uses, as well as the delivery of what he has to say. These improvements were such a boost to Ethan's confidence that he was able to look for and find a flat all on his own. A short time beforehand, he would not have imagined this would be possible. Better decision making and a focus on keeping on taking steps forward have also seen him rebuild a relationship with his brother, which will hopefully help him to reconnect and rebuild a relationship with his mother and his grandparents.

When I first started working with Ethan he was closed off and didn't say a great deal. He talked about how he had lost so much, including close relationships with people he cared about. He was homeless and had no idea how to bounce back from the position he was in. Seeing where Ethan is now, I am proud of the work and effort he has put in to get to this point, his perseverance when things got uncomfortable, and his commitment to achieving his goals. I believe that if Ethan continues to make the most of the support around him, he will soon be reunited with his whānau and will be well-equipped to nurture those relationships. I look forward to seeing him achieve his goals and living his best life.

KIA PUĀWAI TE KĀKANO – REALISING POSITIVE CHANGE FOR TAMARIKI AND THEIR WHĀNAU



Te Pā is committed to improving the lives of those in the justice system, and to calling a halt to the intergenerational pipeline of disadvantage for the tamariki and rangatahi of prisoners. The issues these young people face, such as whānau harm, are not new: the previous generation, and all too often others before that, experienced the same challenges and, unsurprisingly, the same outcomes.

In order to truly effect intergenerational change, layers of support need to be provided to each generation, and with that in mind, in 2020 the Te Pā team researched what early intervention might look like for vulnerable tamariki. Gathering insights from those with lived experience of whānau harm was pivotal to the design of a programme that would contribute positively to eliminating whānau harm for the next generation. The findings of our research led to the development of “Kia Puāwai Te Kākano” (The Blossoming of a Seed); a whānau resilience early prevention programme that focuses on lifting the hearts and minds of vulnerable tamariki between the ages of five and twelve who are being raised in complex home situations, so that they can one day be the leaders they were destined to be.

Recently we talked with one mum, Hazel, who has five tamariki aged between the ages of five and eleven on the programme. While Kia Puāwai te Kākano is a tamariki-centric programme, Hazel says that the positive impacts have been significant for her whole whānau. Not only is this aspirational programme teaching her tamariki resilience and broadening their life experiences, but she herself is seeing life through different eyes. One of the many bonuses she and her whānau have experienced is positive shifts in the home environment. She and her tamariki now communicate openly, discussing things as a whānau, with importance placed on each and everyone’s perspective.

A key difference Hazel has seen between Kia Puāwai te Kākano and other programmes for vulnerable tamariki, is the way in which the trauma they have experienced and are still going through, is left alone unless they want to talk about it. And they don’t. They just want to be kids and have fun. This approach of asking the tamariki what they want is core to the programme’s success. Tamariki – indeed everyone – thrive when their wants and needs are paid heed to in a world where most decisions are made for them by others.

Even when well-intentioned, the outcomes can fall far short of what the tamariki want for themselves. Te Pā believes that the right to self determination learned at an early age sets an expectation in these young ones that this is what they deserve in life – to forge their own path, to live their own dreams, to aim for their own goals. The facilitators help the tamariki to solve their own problems, and positive reinforcement is a constant, with the tamariki frequently being reminded, “You are important, you matter”.

During the school term the facilitators meet with the tamariki once a fortnight and in the school holidays they meet three times a week. Te Pā provides transport to and from programmed activities, which Hazel, who has five other tamariki to care for at home, says removes a significant barrier for whānau who are struggling to make ends meet. She loves that, among other things, the tamariki are being taught ‘an eco way of thinking’, making things from raw materials and learning how to look after the environment.

One of the greatest supports Hazel cites is that Te Pā adapted the programme to be able to continue online during times such as the pandemic lockdowns and the more recent weather crises. The tamariki were provided with devices that enabled them to stay in touch with the programme facilitators and the other tamariki, helping them to feel connected and supported – both essential to mental health and wellbeing.

Not only has Hazel been blown away by the support the facilitators have given her tamariki, but also that offered to the parents. She feels included, valued, and truly cared about, and sums up the opportunity for her and her tamariki to be a part of Kia Puāwai te Kākano as an absolute blessing.

Te Pā is deeply grateful for the generosity of our Share My Super donors. Your support is directly helping to stem the tide of intergenerational cycles of disadvantage, and to create futures full of hope for our young people.

CHILD TRAVEL FUND

Whānau is central to everything we do here at Te Pā. It connects us and harnesses our collective strength. For our tangata in any of the fourteen prisons across Aotearoa, whānau connections are equally important, yet fragile. The goal of the Child Travel Fund is to remove barriers of distance between incarcerated whānau and their tamariki so that they can maintain a healthy connection.

With the lifting of restrictions on travel and the re-opening of all the prison sites to visitors post-pandemic, the fund saw a surge in requests for support. Whānau across the country have been accessing the financial support the fund offers to visit their loved ones in prison and ensure they maintain these crucial relationships. The financial year 2022 to 2023 has seen more whānau supported than any of the previous three years. This is a testament to the work put in by Te Pā to promote usage of the fund, the desire of whānau to remain connected, and the ongoing need for assistance in these challenging economic times.

Applications & Whānau Supported



July - June	2021/22	2022/23	Variance
Total applications	112	409	297
Whānau supported	77	216	139
Total children supported	185	663	478

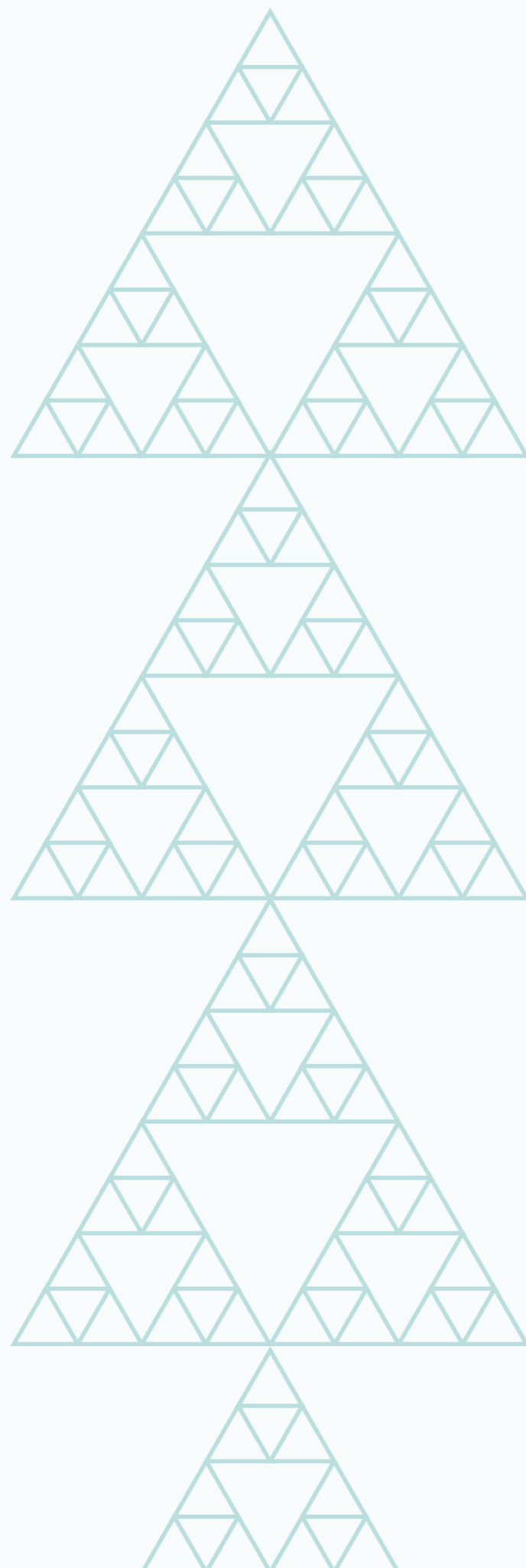
Finances, Distance Travelled & Accommodation



July - June	2022/23
Distance travelled	276,602 km
Travel paid	\$113,171.99
Accommodation grant paid	\$17,400
Total paid	\$130,571.99

WHĀNAU VOICE

- “The service your organization provides see my granddaughter maintain a healthy relationship with her mother in prison, it has helped my granddaughter become a well-adjusted wee girl who knows she’ll always have that opportunity to see her mother and enjoy now Children Day. It also helps me emotionally as for any parent a child in prison is an emotional time, on the financial side of matters it again is a God send as raising a grandchild is a financial strain and so the help is amazing, and I appreciate your organization greatly. Without the service I would not be able to travel to take my granddaughter to see her mother as I do now.”
- “I would be happy to show my appreciation with a few words on what this funding for my children has meant for them, to be able to visit for 1 hour with their dad. It has supported my whānau to be able to travel the 3.5 to 4 hours over the mountains to get to the Prison (slower in the wintery weather) two times a month with the same hours’ return trip and sometimes go the night before to stay somewhere so my youngest two who get very car sick don’t always have to have such an early start and can enjoy their visit better. It has meant I can occasionally buy them something to eat for the return trip without added stress to find and prepare food beforehand. As I don’t have my husband, my children’s father, home to support us with income through his work, it has been difficult to make ends meet as I now have to support him in custody as well, so my tamariki says a big ‘Thankyou’ for your support.”
- “Hi, my name is Janna and I want to say a HUGE thank you for the support of funds to take my Granddaughter to see her dad. Without this assistance my Granddaughter would suffer mentally being away from her dad. After visits they both walk away happy and smiling and talking about their visit! We play cards games and other games provided by the prison to make visits more child friendly! Because of the support in funds, we receive she is a happier child knowing we get to see dad once a month and she looks forward to the next visit!! Thank you so much for the support, without it we would not be able to visit!”



ŪKAIPŌ – SUPPORTED HOME FOR WĀHINE ON RELEASE OR DEPORTED FROM OVERSEAS

Sandra*, a 44-year-old wahine Māori hailing from the beautiful Waikato region, came into the care of Te Pā in March 2022 after being released from prison. Her journey began at our supported accommodation whare, Ūkaipō. Initially, Sandra was working with the Out of Gate team, and shortly after, she was connected with the Te Pā Ministry of Health team known as Hauora. The Hauora team specialises in providing support with Alcohol and Drug (AoD) challenges, as well as connecting tāngata with community mental health and AoD services.

Sandra was raised in an environment that was heavy with the presence of drug use, gang violence, and abuse. Her engagement with Te Pā has laid the foundation for a shift away from this lifestyle and created a different future for herself. Sandra’s tamariki have been her driving reason for change throughout her entire journey. At our first hui she emphasised her desire to remain AoD-free and to build a brighter future for herself and her tamariki.

Sandra was initially referred to Hauora to support her in engaging in AoD counseling. We successfully facilitated her connection with Turuki Health Care, where Sandra began receiving weekly one-on-one AoD support. Her journey with Turuki Health Care also re-introduced her to rongoā, a traditional Māori healing practice, which she incorporated into her healing journey.

During our mahi with Sandra, she established strong community bonds through reconnecting with the church and her faith. When we first began our journey with Sandra, her anxiety acted as a barrier, hindering her from engaging in routine activities such as social outings. But, together we were able to build up her kete of tools to effectively manage her anxiety, and gradually she began to recognise her own small yet meaningful transformations.

Sandra’s ability to stay at Ūkaipō for as long as she required provided a consistent, secure environment where she could focus on her healing. The Ūkaipō whānau environment allowed Sandra to heal whilst also enabling our kaiārahi to provide comprehensive wrap-around support. Sandra also took on a role as a kaitiaki of Ūkaipō and supported other wāhine to transition and settle into the whare.

Sandra has now participated in over 40 one-on-one sessions with a Hauora practitioner at Te Pā. She has completed her probation period successfully, remained free from drugs for more than two years, and is attending community Narcotics Anonymous meetings. Although achieving these big goals is amazing, the true change came in the small incremental changes Sandra made. For example, simple things like going to the mall by herself, meeting new people and becoming comfortable in a group setting. These changes are often overlooked in favor of the big wins, however, we can see with Sandra that these small wins make positive and sustainable differences.

Ahakoā he iti he pounamu. Although it is small, it is of great value.

Sally Takimoana Everiss
Hauora Lead Practitioner

*Not her real name

TĀNGATA ORA PERFORMANCE OUTCOMES

Performance outcomes 2023



450

Reintegrated tangata released from prison

Last year: **445**

33

Reintegrated tangata on remand when released

Last year: **40**

163

Reintegrated tangata deported back to Aotearoa

Last year: **297**

14

Reintegrated rangatahi deported back to Aotearoa

Last year: **20**



745

Engaged with tangata in whakawhanaungatanga ake

Last year: **783**

656

Supported tangata with personal health and wellness services

Last year: **400**

288

Supported tangata with cultural wellness

Last year: **207**

598

Supported tangata to connect with pro-social whānau and hapori

Last year: **316**

These are consolidated numbers for the various services provided by The Pā Incorporated under the contractual agreements with the Government and private organisations. These numbers are not audited.

Performance outcomes 2023



63

Supported rangatahi at risk to stabilise

Last year: **26**

206

Supported tangata with emergency accommodation

Last year: **253**

308

Supported tangata with transitional accommodation

Last year: **205**

275

Supported tangata with sustainable accommodation

Last year: **290**

705

Supported tangata with financial aid services and stabilisation

Last year: **491**

419

Supported tangata with employment opportunities, income related services and employment resilience

Last year: **155**

108

Supported tangata to engage positively with mandated conditions

Last year: **405**

Referrals for tangata returning from overseas dropped due to a shift in policy in Australia and a more inclusive Governmental approach to New Zealanders caught up in the justice system. Our referrals for domestic tangata are consistent with the previous financial year. This is the first year that we have reported on the Community Connector Service where referrals were a range of post-COVID support and support to whānau as a result of extreme weather events in Auckland.

The economic climate and the cost of living crisis saw an increase in demand for financial assistance, support for food, rent, power, and other basic needs. Te Pā has an increased focus on connecting our tangata back to their whānau and hapori to build resilience and insulate people as much as possible from these financial stressors. We have seen a spike in the need for support around basic health and wellbeing as tangata and their whānau prioritise other needs to make ends meet. Utilising our strong network of partners across the social services spectrum, we have engaged a range of general and specialist health services to support our tangata. Suitable, sustainable accommodation continues to be a focus for all our services across the Pā, as many whānau struggle to find good quality homes in the private rental market. We continue to use innovative approaches to support our tangata into stable accommodation, either via our own houses, or through our community partners, government agencies and advocacy/support with private landlords.



213

Completed kanohi ki te kanohi alcohol and drug counselling sessions

Last year: 275



204

Supported tangata with mental health, and drug and alcohol substance abuse

Last year: 191



82

Navigated tangata to specialised mental health, and drug and alcohol services

Last year: 84

Referrals

949

Assessments & Plans

738

Some of our tangata have had more than one assessment/TOP as we have internal referral pathways and/or more than one referral for some tangata

Demographics of all services: Gender

186



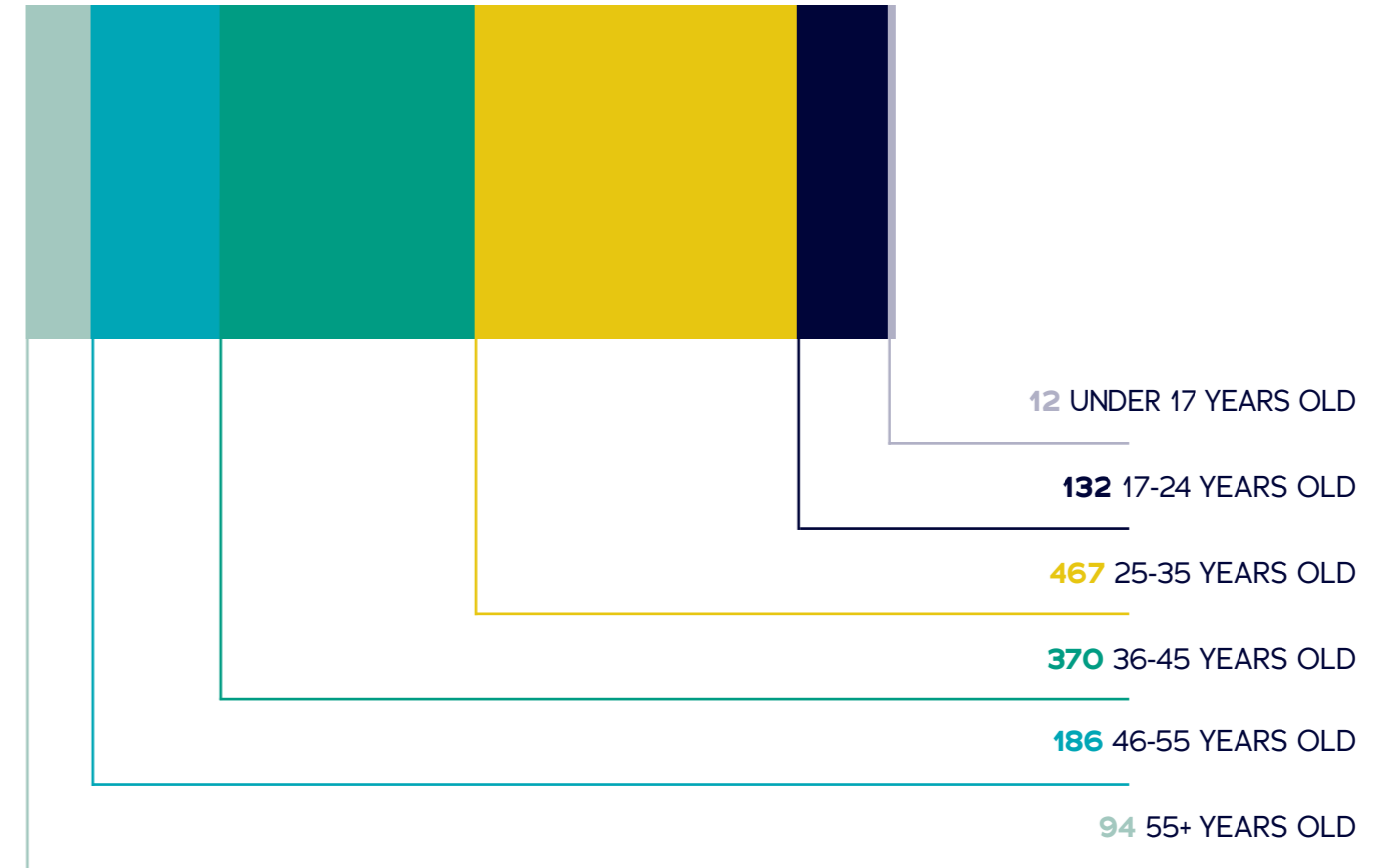
WAHINE

1075



TANE

Age Group



Ethnicity*

- NZ MĀORI 670
- NZ EUROPEAN 221
- PACIFIC ISLANDS 194
- OTHER 124
- COOK ISLAND MĀORI 57



*Some tangata identified with more than one ethnicity

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