



ESTABLISHMENT ANNUAL REPORT

FOR YEAR ENDING MARCH 2022

Hāpai Tūhono Charitable Trust

Charities Registration: 50064688

Incorporation Date: 7 May 2021

NZBN: 9420949300277



CONTENTS

ENTITY INFORMATION	3
Legal Status	3
Contact Information	3
Web and Email	3
ABOUT HĀPAI TŪHONO CHARITABLE TRUST	4
Our Mission	4
Our Goals	4
Our Areas of Work	4
STRATEGIC PRIORITIES	5
Pou Tuatahi – Hāpaitanga	5
Pou Tuarua - Tūhonotanga	5
Pou Tuatoru - Mana Motuhake	6
GOVERNANCE AND FUNDING	7
Volunteers and Donations	7
Sources of funding	7
Trust Board	7
Kaimahi	8
AMORANGI REPORT	9
IMPACT IN 2021 - 2022	11
Key Outcomes	11
Key Outcomes Continued	12
Key Outcomes Continued	13
PARTNERSHIPS AND COLLABORATIONS	14
STRATEGIC EXPENDITURE PRINCIPLES	15
Hāpaitanga	15
Tūhonotanga	15
Mana Motuhake	15
FINANCIAL SUMMARY	16
Financial Performance for the year ending 30 June 2022	16

ENTITY INFORMATION

Legal Status

Hāpai Tūhono Charitable Trust was legally incorporated on the 7th day of May 2021.

The legal and trading name of the organisation is Hāpai Tūhono Charitable Trust, the organization is a Charitable Trust incorporated under the Charitable Trusts Act 1957. The incorporation number is: 50064688.

Contact Information

Physical address: 4/59 Druces Rd
Wiri
Auckland 2104

Mailing address: PO BOX 76347
Manukau City Box Lobby
5 Freeman Way
Manukau 2104

Phone: 021 1769 725

Web and Email

Website: www.hapaituhono.co.nz

Contact email: kiaora@hapaituhono.co.nz

ABOUT HĀPAI TŪHONO CHARITABLE TRUST

Our Mission

Developing aspirations and nurturing connections to realise Māori potential. A whānau approach to long term sustainable success.

Our Goals

Rangatahi and Whānau

Moemoea: We partner with rangatahi and whānau to realise their vocational aspirations.

Community

Rangapū: We join forces with those in our community to achieve shared outcomes.

Employers

Ngā Wāhi Pai: We collaborate with employers to create workplaces where Māori thrive.

Change

Te Kore: We continue to improve practice using Māori methodology, research and evaluation.

Our Areas of Work

We walk alongside rangatahi, whānau and kaimahi Māori, predominantly in South Auckland, to co-create bespoke care and career plans and actionable pathways, enabling Māori success in education, employment and in life.

STRATEGIC PRIORITIES

Three strategic pou guide our mahi

Pou Tuatahi – Hāpaitanga

Delivering strength-based “mana enhancing” rangatahi and whānau-centered programmes

We are committed to rangatahi and whānau at the centre of decision-making, using Mātauranga Māori and a Te Ao Māori worldview in all we do.

Acknowledging racism, systemic failure, and inequality, addressing the inequities and intergenerational trauma that has created barriers hindering access and opportunities for Māori to actively participate in everyday life in Aotearoa.

We recognise that transformational change requires relationships as opposed to transactions. Our commitment is to work with rangatahi and whānau long-term, to see them through the ups and downs of their journey to Mana Motuhake.

“Tangata ako ana i te kainga, te turanga ki te marae, tau ana”

A person nurtured in the community contributes strongly to society

Pou Tuarua - Tūhonotanga

Fostering relationships that enable long-term, transformational change for Māori

The core of our mahi is to foster deep connections with our rangatahi, whānau, hāpori and other organisations delivering outcomes for Māori. Our responsibility is not to duplicate services but to draw on our wealth of knowledge and connections to make a difference. We value our vast networks in central and local government and our philanthropic partners, through which we acquire resources to work with rangatahi & whānau.

“Waiho i te toipoto, kua i te toiroa”

Let us keep close together, not far apart

Pou Tuatoru - Mana Motuhake

Advocating for and delivering outcomes that are uniquely and proudly Māori

We are unapologetically committed to Te Tiriti O Waitangi and Tino Rangatiratanga, promoting transformational outcomes for Māori to create life and wealth sovereignty. Drawing on years of lived experience and expertise, we collaborate with our rangatahi, whānau and hāpori to do “whatever it takes”. Our work acknowledges the resilience of our tupuna, and we understand the need to advocate with courage where required..

“Whāia e koe te iti kahurangi ki te tūohu koe, me he maunga teitei”

Pursue excellence, Should you stumble, let it be to a lofty mountain

GOVERNANCE AND FUNDING

The Trust Board is the legal authority and provides kaitiakitanga of the organisation. The Board is made up of three volunteers who ensure that Hāpai Tūhono meets its legal and financial obligations. Financial oversight is provided by the Board and an external Accountant. The Amorangi oversees day-to-day operations, funding and financial matters and thereby fulfils the strategies set by the Board.

Volunteers and Donations

The Trust Board consists of volunteers who bring a range of expertise to Hāpai Tūhono, including careers, education, governance, and Te Reo Māori me ona Tikanga, all of which contribute to the effective governance of Hāpai Tūhono.

There are no volunteers in any other roles due to the work's required skill level. Hāpai Tūhono has not accepted any other donations (material or in-kind) over the last 12 months.

Sources of funding

Hāpai Tūhono derives funding through partnerships with government and philanthropic organisations that share our vision for long-term sustainable success for Māori.

Hāpai Tūhono has successfully raised funding through funding applications and proposals. Hāpai Tūhono has used no other funding streams.

Trust Board

Kate Cherrington | Board Chair

Davida Sua Sua | Trustee

Ailsa Tini | Trustee

Kaimahi

Tanya Kaihe | Amorangi

Lenny Andrews | Pou Hāpai

Bryan Marsh | Pou Tūhono

Renee Tawhi | Kaiwhakahere Hāpai

Tahlia Tini | Kairuruku

Ngawai Rewha | Kaihāpai

Tony Ormsby | Kaihāpai

Kelly Maipi | Kaihāpai

Mana Whenua Ropata | Kai

AMORANGI REPORT

Tanya Kaihe – Amorangi (CEO) and Founder

Tēnā koutou katoa,

Hāpai Tūhono is founded with a passion for inspiring Māori to have purposeful lives, fulfilling their career aspirations, creating wealth sovereignty and Mana Motuhake. The cornerstone of our mahi leverages reciprocal relationships with service providers, government and hāpori to deliver bespoke outcomes for rangatahi and whānau.

I am privileged to be a founder and, as Amorangi, lead Hāpai Tūhono through its first year.

It has been a year of incredible growth for the Hāpai Tūhono whānau. From three like-minded colleagues working from home, Hāpai Tūhono is now a team of eight working from offices in South Auckland. The Hāpai Tūhono whānau will continue to grow as we capacity build and deliver outcomes for stakeholders and hāpori.

While the journey for Hāpai Tūhono is one of growth and success, it has not come without challenges. Funders are asking organisations to be collaborative and innovative. In contrast, the funding process is often transactional and pits organisations against each other to fight for the same funding pool. Some funders are also reluctant to consider applications that remunerate mahi in the community at a rate comparable to the private sector. In the face of rising living costs and record inflation, funders must reflect the collaboration and innovation sought, to ensure that the community receives the capacity and capability it deserves.

In 2021-2022, COVID-19 laid bare the systemic barriers and institutional racism Māori must overcome in every sector of society. When faced with this challenge, Māori organisations challenged the status quo, demanded better and led solutions for our people. This collective resilience inspired Hāpai Tūhono to work through the challenges of COVID-19 and continue to empower rangatahi and whānau.

Throughout 2021-2022 we were fortunate to attract \$100,000 of which was delivered directly to the Community through COVID-19 support programmes.

We collaborated with 40 Kaimahi Māori and their employers in partnership with Te Puni Kokiri. The coming year will see us furthering our relationships and working with another 40 Kaimahi Māori.

Through relationships with Foundation North and MSD, Hāpai Tūhono intensively worked toward bespoke outcomes with 28 rangatahi. In the coming year, this number will grow to 70.

Near the end of 2021-2022, we are excited to partner with the DIA to explore developing a Te Ao Māori approach to Māori Career Development, "He Taonga Pūrākau". This work aims to innovate how career services and support are delivered to Māori and will be a flagship programme in our own delivery. Our aspiration is that it will become a significant part of our delivery and long-term sustainability strategy. This project will continue to grow and evolve over 2022-2023.

I am grateful for the Mana-Wahine Māori that make up our Board. They are strong national and international advocates for indigenous outcomes and enrich our mahi through their support and guidance. I am proud to lead a team of vibrant, resilient and intelligent kaimahi committed to delivering the high standard of work that our whānau and rangatahi deserve.

We have also had the support of several community collaborators and community heroes who share our passion and vision of Mana Motuhake.

While government and philanthropics need to collaborate more and change the funding regime to support more long-term sustainable outcomes - none of our work would be possible without the trust and shared vision of our funders.

We have spent much of the first year of Hāpai Tūhono preparing and establishing our processes and programmes in the Community. The whakatauki "Kāore te kumara e kōrero ana mo tona ake reka" is important to our mahi. We focus our resources on our rangatahi and programmes and ensure the wellbeing of our Kaimahi. We believe that the strength of our work will speak for itself as we continue to embed our mahi in the community.

Finally, our Māori whānau and rangatahi are creative, resourceful and whole. Hāpai Tūhono is excited that they chose us to support realising their aspirations and journey of Mana Motuhake.

Nāku noa nā,



Tanya Kaihe

IMPACT IN 2021 - 2022

COVID-19 exacerbated issues of inequity and inequality within the Māori communities Hāpai Tūhono serves. Hāpai Tūhono saw this challenge as an opportunity to engage the community in a meaningful way.

Key Outcomes

He Poutama Rangatahi	
Details	Outcome
<p>He Poutama Rangatahi works with rangatahi Māori who are at risk of being long term NEETs.</p> <p>Deliver two years of intensive wrap-around pastoral care, mentoring and support through a Te Ao Māori worldview to empower rangatahi to engage in meaningful, sustained long-term employment, study, and training outcomes.</p> <p>Collaborating with rangatahi to co-design bespoke solutions unique to their individual needs.</p> <p>At capacity will deliver to 50 rangatahi Māori</p>	<p>19 rangatahi Māori</p> <p>Rangatahi enrolled in tertiary education</p> <p>Rangatahi exploring training options to work in IT</p> <p>Rangatahi exploring Māori hauora frameworks and empowering healthy decisions</p> <p>Leveraging collaborative relationships with providers to support rangatahi in areas including relationships, alcohol, finances, budgeting, income support, depression, and grief</p> <p>Creating career plans and pathway plans to realise short-, medium-, and long-term aspirations for their mahi and their personal development</p> <p>Empowering rangatahi to be proud of their Māori heritage and leveraging it into their goals and aspirations</p> <p>Receiving one-on-one intensive pastoral care to navigate the challenges and opportunities</p>

Key Outcomes Continued

Hāpai Rangatahi (Funded by Foundation North)	
Details	Outcome
<p>Working with rangatahi who are starting their employment journey.</p> <p>Providing a year of wrap-around pastoral care and working with employers to develop rangatahi aspirations to leverage a job into lifelong career aspirations.</p> <p>Seeking outcomes tailored to the rangatahi and employer with whom they work.</p> <p>At capacity will deliver to 20 rangatahi Māori</p>	<p>9 rangatahi Māori</p> <p>All currently in full-time employment</p> <p>Working with career development experts to develop in-depth career, training, and development plans</p> <p>Connecting rangatahi to their taha Māori and using the pūrakau of their tupuna to empower their career decisions</p> <p>Developing rangatahi</p>

Te Puni Kokiri Cadetship	
Details	Outcome
<p>Partnering with businesses and their Māori kaimahi.</p> <p>Empowering Māori kaimahi through professional, personal and cultural development addressing each kaimahi aspirations and goals.</p> <p>Working with employers to develop cultural competency and provide a space for Māori kaimahi to thrive.</p>	<p>40 kaimahi Māori</p> <p>Working with employers from a range of industries, including manufacturing, iwi services, STEM, insurance, and NLP coaching</p> <p>Kaimahi receiving mentoring and coaching from Māori experts in tikanga, Te Reo and holistic Māori frameworks</p> <p>Kaimahi co-creating individualised Career Development Plans with professional Māori Career Consultant</p> <p>Connecting employers to services to develop strategy and practice that provides a culturally appropriate workplace for Māori to thrive.</p>

Key Outcomes Continued

Community COVID-19 Response	
Details	Outcome
<p>Working with Year 13 rangatahi Māori from Tangaroa College.</p> <p>Supporting their resilience during COVID lockdown through pastoral care check-ins and connecting to services and resources.</p> <p>Working with them after lockdown to finish their final school year with their Mana intact.</p>	<p>26 rangatahi Māori</p> <p>Providing laptops, phones and other technology to enable rangatahi to engage with education and services while in lockdown</p> <p>Providing career development sessions for rangatahi upon returning to school</p> <p>Supporting rangatahi to celebrate completing their school journey with their Mana despite the interruptions of COVID</p>

“Our mahi is more than a vocation; it is our passion. Doing whatever it takes is at the heart of what we do.”

PARTNERSHIPS AND COLLABORATIONS

Connecting services, enhancing mana, and uplifting communities.

We would like to sincerely thank all of our Funders and collaborators who have worked alongside us over the last 12 months.

This funding allows us to walk alongside rangatahi, whānau and kaimahi Māori across Auckland and New Zealand.



“We are the communities that we serve; our connections create opportunities for our rangatahi, whānau and hāpori”

STRATEGIC EXPENDITURE PRINCIPLES

Hāpai Tūhono implements expenditure principles that are linked to our strategic priorities. The Performance Statements that follow detail our approach to spending as a strategic activity at all levels of our organisation. We have maintained a prudent yet innovative approach to funding utilisation that centers on rangatahi and whānau and long-term financial sustainability in our day-to-day operations.

Hāpaitanga

Hāpai Tūhono engages providers that give autonomy to rangatahi and whānau to face challenges with Mana and dignity. Skilled kaimahi 'walk-alongside' rangatahi and whānau providing one-on-one support as they work with providers in the Community.

Activities funded at this level include services that support whānau and rangatahi to heal trauma, address systemic issues and dismantle barriers.

Tūhonotanga

Connecting rangatahi and whānau to opportunities that leverage strengths to realise long-term aspirations and success. Hāpai Tūhono recognises that Māori success is intergenerational and aspirational.

Activities funded at this level include individualised career development pathways via our bespoke "Care and Career Plans"; professional development and resources to facilitate successful transitions.

Mana Motuhake

Identity and whakawhānaungatanga play a critical role in transformational change for Māori. Exploring self-identity and success through a Te Ao Māori lens will support rangatahi and whānau on their Mana Motuhake journey.

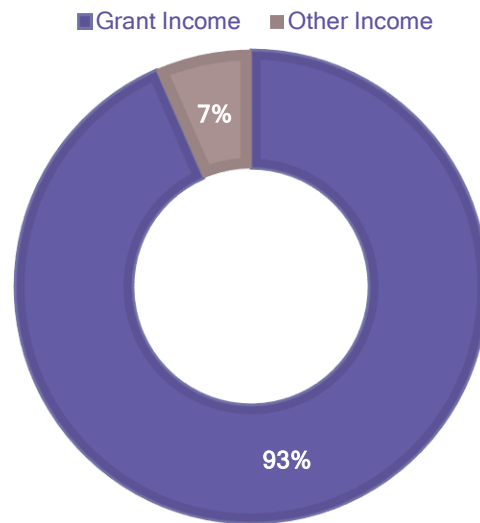
Activities funded at this level include He Taonga Pūrakau, our keystone personal and career development programme, and wananga and events. We also continue to provide intensive one-on-one support.

FINANCIAL SUMMARY

Financial Performance for the year ending 30 June 2022

The information in this report has been summarised from the audited consolidated annual financial statements of Hāpai Tūhono Charitable Trust for the year ending 30 June 2022. The full audited financial statements are available for download on www.hapaituhono.co.nz or on the Charities Services website.

TOTAL INCOME \$521,790



TOTAL EXPENDITURE \$354,609

