

one.

a Wise Group magazine

Our community will not tolerate intimidating, threatening, lewd or abusive behaviour

ENOUGH!

Take action against legal highs

The sale of legal highs is choking our community. It's time to get together and take action.

Our Council is proposing a policy that will ban legal high shops from schools, churches and neighbourhoods. We want your views on this.

*this
issue!*

Enough! The fight against legal highs | It's time to talk
Building on our strengths for a brighter future | *and more...*

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one.

Issue **09** Autumn 2014

One magazine is proudly produced for you by the Wise communication team. We've printed *One* to ensure everyone can share in our latest news and information. We'd love to hear your feedback, please contact us at one@wisegroup.co.nz

Welcome!

It takes courage to stand up and say 'Enough!' But that's exactly what the Wise Group and many other businesses and residents have said in response to the psychoactive substance (also known as legal high) abuse our communities are facing, with fantastic results.

The 'Enough!' campaign helped the Hamilton City Council restrict the sale of legal highs in Hamilton. We were thrilled that as this issue of *One* magazine went to print, the Government was moving to legislate a ban on legal highs within two weeks. You can read more about the Enough! campaign on page 2.

Le Va's recent GPS conference is another great example of communities coming together to courageously tackle the big issues. The GPS 2.0 conference provided the opportunity for Pacific communities to discuss innovative solutions for addressing issues such as suicide, mental illness and disabilities. See page 8 for more.

Acting courageously within our communities to address the issues is how the Wise Group started 25 years ago, and this courage ensures we continue to address the challenges our communities face.

Happy reading!

ENOUGH!

The fight against legal highs

They used to be sold in dairies, so how bad can they be?

The Wise Group is deeply concerned about the negative impact that psychoactive substances (also known as legal highs) have on our communities, on our families and on the people we support.

Addictions affect a significant number of New Zealanders and contribute to social and economic harm to individuals, their families/whanau and the wider community. Around 115,000 people have a substance use disorder in any year, yet only around 30,000 people receive specialist treatment.

After starting to see the effect of synthetic cannabis on the local Hamilton East community, the Wise Group took action.

Chief executive Julie Nelson and business analyst Ren Hammington first noticed the devastating effect on the community after U nJoy, a legal highs shop, began operating in Hamilton East's Grey Street.

"We started to see some changes that were really worrying," Ren says. "People were either 'high' or wanted

money to get their fix. Staff couldn't walk down to get a coffee without being harassed. There were large groups hanging around across the road in Steele Park. Defecation, lewd acts, drunken behaviour, fights, intimidation, begging, people being abused and intimidated – you name it, we saw it. There were many occasions where we had to call the Police."

"People think because the products are legal, they are safe but what they don't realise is that the ones on the market now are 3 to 45 times stronger than the ones that were available in 2011," Ren says.

Julie says a number of our mental health and addictions teams have reported a noticeable increase in the number of service users needing additional support due to the effects of using new psychoactive substances.

When it comes to psychoactive substances, there is so much we don't know. The 'newness' of these products and their pace of change mean the long-term effects are not well understood. More research is required

to fully understand the potential risk to users but what we do know is recognised in health warnings on the packaging of psychoactive products.

"We know that synthetic cannabinoids can trigger psychosis, especially in vulnerable people and destabilise a previously well managed psychosis," Julie says. "The combination of legal highs with prescription medicines and/or other substances can also complicate diagnosis and treatment of symptoms. Therefore, for vulnerable populations, including people with existing mental health or addiction issues, the use of psychoactive substances is risky."

But it's a complicated issue. The Psychoactive Substances Act was introduced in July 2013 and a regulatory authority was established within the Ministry of Health that issues licences to sell legal highs. Existing retailers are operating with interim licences, while new licences are not being issued until the regulations come into effect early-to mid-2015. Under the Act, councils can't ban the sale of psychoactive substances, but they can restrict where psychoactive

substances can be sold by creating a Local Approved Products Policy (LAPP). The LAPP takes into consideration sensitive sites such as churches and schools or high traffic areas like bus stops. It can also set a buffer zone between the retailers, making sure there aren't lots of shops operating in the same area. When issuing licences, the regulatory authority refers to local policy before considering the licence.

When Julie and Ren found out that submissions on the Hamilton LAPP were happening in January 2014 they realised the local community still had time to have its say. Recognising what a significant issue it was, the Wise Group freed up Ren from his usual duties so that he could organise a community meeting to educate local businesses and residents about how they could get their views heard. The meeting was attended by approximately 50 people, including local MPs David Bennett and Sue Moroney, members of the Waikato District Health Board, Police, Waikato Times and a number of business owners from Hamilton East.

By mid-December a working group had been established, a template had been developed to make it easier for people to make submissions, a website had been set up and posters had been created to raise awareness of the issue. By the time the policy went up for council consideration in January, the Hamilton East working party submission had 4,992 signatures.

"This was never about moving it out of our back yard and into someone else's,"




Ren says. "When we saw council's proposed policy, which recommended either Te Rapa or the central city, we realised immediately that it would have eliminated the problem in Hamilton East. But we felt we had a duty to the wider community because we could speak to what we had seen. By law, councils have to choose somewhere and we wanted them to choose the area we believed would cause the least harm.

In March 2014 the policy was adopted by Hamilton City Councillors 12 to 1 to restrict legal high sellers to the city centre. However, because they have to be at least 100m away from sensitive sites, it meant that all six of the existing Hamilton retailers, including the ones in the city centre, were non-compliant.

Subsequently, the regulatory authority has suspended their licences for a period of 21 days and, despite a judicial review being requested, local MPs David Bennett and Tim Macindoe are confident that the suspensions will continue beyond that timeframe.

"The suspension is just the first step along the road to cancellation of licenses, but it's an absolute victory for all of Hamilton, not just Hamilton East," Ren says. "The designated area where retailers can operate is also very small, which will ultimately limit the number of retailers when licenses come up in 2015."

 www.enough.org.nz

THE LOW DOWN ON LEGAL HIGHS

- Synthetic cannabinoids are chemicals that bind to the same brain receptors that natural cannabis does, but more effectively.
- At least 200 synthetic cannabinoids have been developed over the past three decades. There was a slow uptake in New Zealand however there has been an escalation in use over the past two years.
- Most of these chemicals bear no actual similarity to THC, the main active chemical in natural cannabis.
- Synthetic cannabinoids can be between 3 to 45 times stronger than natural cannabis and this potency increases the potential for overdose and severe toxic effects.
- **The negative effect that a synthetic cannabinoids 'black market' might have, is often used as an argument to keep them legal. We disagree. Keeping them legal sends a message to young or vulnerable people that they are safe – we know they're not.**

Seeing the big picture of a person's wellbeing



Linkage has continued its success with a number of new initiatives, including the launch of a new website and a new service to provide assessments for clients of Work and Income.

Other recent developments include an information, education and navigation service to family/whanau, friends and the wider public in the Lakes district, delivering initiatives as part of the Social Sector Trials in Whakatane and an information hub based in the Wellington region.

Linkage's dream is to strengthen the wellbeing of every community by forging opportunities to access health and social services.

Connected communities are healthier and stronger

In November 2013, Linkage launched a new website, including a revitalised Webhealth directory of wellbeing and social service providers. The website also features information on all Linkage's services and a community noticeboard that includes jobs or opportunities, events and notices.

Webhealth makes it easy to find details about health and social services that are the best fit for a person and which meet their most urgent needs – at the right time, in the best way. Users can find information by typing in search words or by simply clicking or touching on icons and using filters.

Linkage general manager Kristy Townsend says the Webhealth

directory was optimised for use by anyone wanting to find information about services, but especially those who might be in a position to refer or help someone find details about a service on the spot.

"In refreshing the Linkage brand and suite of services, we were also motivated by what we know about the importance of people having something to do and the impact that loneliness can have on a person's wellbeing – so we wanted to make activities and jobs easy to find, at the same time as connecting people with services."

MyLinkage is a unique feature. People can log in to create and manage live lists of Webhealth service providers. These lists can be set up and used by anyone – from referrers and service providers to individuals and families. And because Linkage is committed to the quality and currency of information, they can trust that the information on Webhealth is right.

"Collectively, we've worked hard to make sure the website is a true community resource that supports people across New Zealand to connect with the right information and services, at the right time for them," Kristy says.

'The right information, at the right time, in the right way' underpins a lot of Linkage's work. To achieve this, the team provides services for a variety of people in communities across New Zealand.

 www.linkage.co.nz

www.linkage.co.nz

Inspiring hope through choice

ACC advocacy

The Linkage independent ACC advocacy service, funded by ACC, is provided to New Zealanders nationwide.

"This service is designed to support people with the right information and advice through the ACC claims process, especially when things aren't going so well," Kristy says.

"The ACC advocacy service is telephone based, confidential and free. We want to make sure people who have claims with ACC get what they are entitled to and we believe effective communication is the best way to quickly resolve any issues which might arise."

GP integration

Integrated mental health care involves primary and secondary services connecting and sharing resources so people get the best care possible. Funded by Taranaki District Health Board, Linkage's GP integration programme supports people using mental health services in Taranaki to make a smooth transition from secondary services (such as a community mental health service) to primary services (their GP).

Work ability assessments

Linkage's work ability assessment service, funded by Ministry of Social Development, focuses on identifying strengths and the right supports for people who receive support from Work and Income who may be facing barriers to realising their employment dreams. To break down any barriers to help a person achieve their employment dreams, there may be times when Work and Income needs additional information. This could be about a person's strengths and aspirations, the type of work they might be looking for and the supports and services they might need.

Service navigation

Service navigation is Linkage's longest running service, funded by Waikato District Health Board. The Linkage service navigation team is available to listen, help people connect with the right services, and get them back on track. The free service is offered over the phone.

What people really think

Feedback from people who have accessed Linkage's service navigation team:

"In the privacy of a spacious modern room our appointment begins. [My Linkage service navigator] listens and I talk, her manner is gentle and her empathy genuine."

"I am truly thankful for all the help I received from this service. Friendly [and] kind always, meant a lot...at a time when I was very lost and confused, I really needed someone to show me the way. And I got it from Linkage."

"I found that I was treated with respect and dignity from the moment I entered your service, I felt that you were clearly looking out for my wellbeing... following my visit I felt like a weight had been lifted off my shoulders and I had things to look forward to."

Linkage

Being responsive and people focused

New Pathways chief executive Sally Pitts-Brown is excited about working with such a strong team and making a real difference in people's lives. "Everything comes back to providing the best possible services to the people we work with and this team is passionate and courageous in their pursuit of that. They also genuinely believe in the vision and values of our organisation."

"It's about seeing everyone we work with as an individual and making sure we can respond to individual needs – one size doesn't fit all and we need to be responsive and person focused if we are to genuinely help people to live their dreams and flourish. And just as importantly it's about looking beyond the individual to consider how each person is supported by their family/whanau and their community."

Sally's appointment completed the leadership team of Pathways, which last year went through major changes to incorporate human instinct theory into the organisational design through the introduction of family sized teams. Sally takes over from Jacqui Graham who had been acting chief executive for nine months as Pathways recruited for the chief executive role.

Sally leads a team of four regional general managers – Nick Swain (Northern), Denise Aylward (Midland), David Hughes (Central) and Jackie Moore (Southern). Alongside the general managers and completing the executive team are Ross Phillips, business improvement manager and Glen Simblett, clinical director.



Get to know Sally

Originally trained as an occupational therapist, Sally has many years' experience in leadership roles across the mental health and social services sectors both in New Zealand and the UK. These have included working at Capital and Coast DHB as service manager for the Regional Forensic and Rehabilitation Service and prior to that, six years in London working as head occupational therapist and day care services manager for the Camberwell sector, Maudsley Hospital.

Sally originally joined the Wise Group nine and a half years ago, working for Blueprint for Learning, and eventually took up the role of chief executive for Blueprint. After returning from her six-month sabbatical in Spain in December 2012, Sally became a strategic project lead for the Wise Group, completing a number of key projects for Pathways.



Sally Pitts-Brown

Sally is married with two primary school aged children and a schnauzer puppy. She describes herself as an "overcompensating working mum."

"I throw myself into my children, spending as much time as I can with them and getting to know their friends and their families. I also get involved with their school as much as I can. I'm on their school board, so I can be a part of ensuring the school provides an excellent education and an environment where they can flourish."

At home she loves to cook and says "I'm constantly devouring recipes and have a bit of a passion for buying cookbooks." She also loves hot yoga, a practice she says makes her feel like she has arrived in Bali every morning.

Sally gained a real passion for travel after doing a one-year AFS scholarship in Malaysia when she was 17, and says travel has always been an important part of her life.

"Taking time out to travel restores my energy and helps me to reflect on what is important to me. In fact, it was taking time out that led me back to Pathways. It was the act of stepping away for a while that really made me realise that Pathways was an organisation I love, doing work that I am passionate about and that I totally connected with the values of. The rest is history!"

 www.pathways.co.nz

"Everything comes back to providing the best possible services to the people we work with and this team is passionate and courageous in their pursuit of that. They also genuinely believe in the vision and values of our organisation."

PATHWAYS

Opposite page, from left: Nick Swain, general manager northern, Jackie Moore, general manager southern, Denise Aylward, general manager midland, Glen Simblett, clinical director, Ross Phillips, business improvement manager, Sally Pitts-Brown, chief executive, David Hughes, general manager central.

It's time to talk

More than 300 people gathered for Le Va's bi-annual conference, GPS 2.0 - Growing Pacific solutions for our families - in March, and the message was clear: it's time to talk.

Le Va chief executive Dr Monique Faleafa says the energy at the conference was immense, vibrant and positive about a call to strengthening collective action.

"To have solutions, we need to understand the issues, and to understand the issues we need to talk. There are safe ways of talking about things that might be considered tapu to Pacific peoples – like sexuality, sexual health, suicide, abuse, mental illness, addictions and disabilities," she says. "We provided a start."

Focusing on innovative solutions

Other strong messages woven through all presentations and discussion at GPS included a focus on specific cultural, ethnic, rainbow and youth approaches – and that "culture is key to integrated solutions."

"These solutions lie within our own communities, so let's work together to make it happen and to achieve better outcomes," Monique says.

Innovative solutions that meet the needs of Pacific families and communities in New Zealand were shared – particularly across social sectors and priority areas: mental health, public health, addictions, disability, suicide prevention, and the community workforce.

Pasifika suicide prevention

GPS included the formal launch of the Pacific suicide prevention programme, part of Waka Hourua, by Hon Tariana Turia, Associate Minister of Health.

Monique says Waka Hourua, the first national Maori and Pacific suicide prevention programme, in partnership with Te Rau Matatini, was a call to action for shared responsibility for suicide prevention.

"The tragic issue is that our Pacific people who attempt suicide usually don't want to die – they usually want a better life. And if we think about our conference theme, GPS and drawing upon the knowledge of our ancestors to guide us into the future, it reminds me, as a child of the migration that our parents came to New Zealand for – a better life.



"They came with so much aspiration, courage and hope, and their dream was for their children and generations to come to flourish well in to the future. We need to come together for suicide prevention – look past our differences and come together – to ensure that every single Pacific person in New Zealand has the opportunity and the hope to achieve a better life.

"We know that no one organisation can prevent suicide on its own – we can all play our part, we can all take collective responsibility and collective action to prevent suicide in our communities, in our workplaces, and in our families."

➤ A full summary of presentations and discussions at GPS 2.0 can be found at www.leva.co.nz.

Topics raise discussion and emotion

From issues and priorities in Pacific Islands to cultural connection in relation to sexuality and gender identity, the topics covered by keynote speakers at GPS 2.0 raised discussion and emotion.

International speaker and Harvard Medical School

associate professor Dr Joseph Betancourt presented on cultural competency, exploring themes of how to engage young people with culture, service user-informed cultural competency and the importance of recognising and valuing cultural pride at all levels of staff within healthcare environments.

Director General of the Secretariat of the Pacific

community Dr Colin Tukuitonga talked about the challenges facing smaller Pacific Islands, health, social, education, forestry, fisheries and even accidental harm as key areas of focus.

With regards to mental health, Dr Tukuitonga said it was "a big issue in the region which is largely unrecognised. We have this idea that you just get on with it."

Dr Francis Agnew, Waitemata DHB clinical director and Pacific Inc chairperson

formally launched Pacific Inc, outlining where we have come from and where we are going to. Le Va is a part of Pacific Inc, which is part of the Wise Group.

"It's not just a transactional agreement we have with the Wise Group. What makes it work so well is the alignment of our shared values in the work we do to serve all of our communities in New Zealand. The Wise Group believes and practices values based leadership," he said.

Programme manager for The Project Phylesha

Brown-Acton gave an emotional and personal view on "how culture and religion has an impact on me as a member of the LGBTIQ (lesbian, gay, bisexual, transgender, intersex, queer/questioning) community."

She talked extensively about the challenges and issues facing people who identify as LGBTIQ which were common to people of all Pacific Island cultures.

"For Pacific rainbow peoples, our cultural belonging and identity is anchored in genealogy and va relationships."

Ms Brown-Acton's speech finished with comments from The Project founder and director Betty Sio, who joined via Skype from London.

Delegates at GPS 2.0



Kalo Mila



Members of the Sistemā Orchestra, which performed at GPS 2.0



Building on our strengths for a brighter future



More than 70 per cent of Wise Group staff feel high levels of pride and passion for the work they do, and they want to be involved in helping the Wise Group organisations succeed.

In December last year, 77.5 per cent of staff across the Wise Group took part in the annual One and All People Survey, conducted by Kenexa. The survey identified how the group was performing in areas including leadership, learning, teamwork, communication and reward and recognition.

In order to collect a strong representative sample, a response rate of at least 70 per cent is expected for an organisation of the Wise Group's size, so to have 77.5 per cent of staff complete the survey gives us a really good understanding of what people want and think, according to Simon Batters Wise Group human resources manager.

The results highlight the organisation's strengths as well as areas where we need to make improvements.

"It's promising to see there have been improvements in the past year, since the 2012 survey. In particular these were in areas of performance management, inclusive management and team work, and team roles and responsibilities being clearly defined," Simon says.

"Results show that staff believe in Wise Group leadership and have strong positive impressions of their managers and team mates. They feel valued by the organisation and supported to grow and do a good job."

"It's also clear staff believe in what the Wise Group is trying to do, they have pride and passion for their work and feel a sense of personal achievement from doing work that makes a difference."

Recommended focus areas for 2014.

Support, performance and growth

People are getting more feedback, but there is still room for improvement.

We want to see more people with performance plans because we know people with structured development are more engaged than those without it.

Ensure people feel valued

We know we can do more to make people feel valued.

There's a strong sense of care and respect amongst teams and their managers.

People want to know what is going on at the Wise Group and they want to be part of it, so we need to do more to make sure opinions are heard.

We need to involve everyone in building a great workplace

People want to know they personally are needed and want to be involved in improving the Wise Group.

Many managers have involved their teams in action planning.

“Results show that staff believe in Wise Group leadership and have strong positive impressions of their managers and team mates. They feel valued by the organisation and supported to grow and do a good job.”

“This year, the organisation was benchmarking itself against other community services and it's great to see the Wise Group is a leader in many categories in this sector – so the focus is now on becoming a great workplace regardless of sector,” Simon says.

To view the full Wise Group survey results, and read more about the ways the Wise Group will set this year's top challenges, visit the Wise Group intranet.



one and all

WISE GROUP PEOPLE SURVEY 2013

Continuing to help Cantabrians in need

Fundraising continues for The Monastery, but thanks to a grant from the Lion Foundation, the doors to this much needed service have remained open.

Since May 2011 the Wise Group has been providing people directly affected by the Christchurch earthquakes with free stays at The Monastery, a wellness retreat in the Waikato, and during that time more than 500 people have benefited.

These stays have been funded entirely by the Wise Group and donations raised through Social Angels, at a cost of \$515,000 per year. Unfortunately the Wise Group is no longer in a position to continue funding this service, but Wise Group chief executive Julie Nelson says they see first-hand the difference it makes to people and are committed to finding funding streams to keep the service going.

International research shows stress from major events can take several years to materialise and that it is beneficial for people who have experienced trauma to take time out, to stop and pause. The Monastery enables guests to focus on their own wellbeing by providing a space to rejuvenate and time for reflection. Their stay is structured around healthy foundations of nutritious food, counselling, therapeutic activities and restful sleep.

“Many front line staff and individuals in key positions have utilised The Monastery and through their feedback we know that this has helped transform their lives and most importantly supported them to remain in the Canterbury region.”

“The attraction of The Monastery is that it is away from any earthquake risk, that people are receiving care from people not connected to their community and anonymity is assured. This has been critical for people who have used this service. Unfortunately the problem is that The Monastery does not neatly fit into any funding stream, partly because it is not located in Canterbury.”

But this service is about more than just Canterbury, Julie says. “The Monastery remains the only specialist residential based trauma service in New Zealand, and whenever there is any disaster in New Zealand, be it Pike River or the Wairarapa Balloon tragedy, The Monastery receives calls for assistance.”

In order to continue to keep this service open, the Wise Group will continue its efforts to secure funding through public donations and funding grants. The Monastery has also returned to taking paying guests who want a week-long wellness retreat.



Much needed service

While it has been more than three years since the September 2010 and February 2011 earthquakes, Christchurch residents are still struggling.

- The Christchurch Earthquake Recovery Authority's (CERA's) third wellbeing survey, released in March 2014, showed that 'secondary stressors', including insurance woes, living in a damaged environment and the loss of recreational facilities, had replaced aftershocks and safety fears as the biggest concerns.
- The survey also identified middle aged Cantabrians, aged between 35 and 49, as the new at risk group for post-earthquake stress. Almost a quarter of Cantabrians said their quality of life had deteriorated compared to 12 months before, and 22 per cent indicated they had been living with this type of stress most or all of the time in the past year.
- International post-disaster trends show antisocial behaviour, suicide attempts and mental health referrals often peak in the third year of recovery and Christchurch is following on trend. Psychiatric presentations to Christchurch District Health Board were at an all time high, with emergency services fielding a 35 per cent increase of new patients over the past two years. Each month, more than 400 people access the psychiatric emergency service suffering from acute mental distress, delusions, hallucinations or self harm. (Stuff.co.nz, 25 February 2014)
- Australian disaster psychologist, Dr Rob Gordon, said in February 2014 that the fourth year of recovery after any big disaster brings new pressures. He said Cantabrians needed to be very conscious about taking care of themselves.
- In April 2013, the New Zealand Association of Psychotherapists expressed grave concern for the ongoing struggles of Canterbury residents, after it was reported that there was a record 209,000 prescriptions for anti-depressants written to the people of Christchurch in 2012.

What you can do to help

Payroll giving is an easy way to make donations directly from your salary or wages. If 2000 people gave \$10 a fortnight, The Monastery would have more than \$500,000 a year to continue providing free wellness retreats. For more information, see the story on page 14.

Building strength and resilience – one guest's story:

Sue Hadley, who stayed at The Monastery in March 2014, says it helped immensely. By taking time out, Sue has been able to gain the strength to cope with her grief and stress. The Monastery provided a caring, nurturing environment which has increased her resilience for the future, and the counselling sessions have given her the skills to manage future stresses.

"The earthquake damaged my house but it was still liveable, but I just couldn't stop crying and I ended up having a complete breakdown," Sue says, who works for the Department of Corrections.


Sue's mother's house, on the other side of town, was far worse. "She had no electricity or running water for weeks and she had no sewerage for months and months. She lived in it for a year with an uneven floor and cracks down the walls. Eventually she was told it would have to come down. I was so worried about her. At one stage, I was biking through mud across Christchurch just to get to her house. Then, after she moved into a new house in December 2012, almost two years after the earthquake, my mum got cancer and nine months later she passed away."

The grief of losing her mum along with the constant worrying and stress finally took its toll, Sue says. "I was exhausted and desperate for a break."

Sue says people are still struggling – perhaps now more than ever because it has gone on for so long. "People have gone through hell. It is hitting a lot of people now. There are people who are still living in terrible situations. Roads are still being repaired. There is still so much going on. I've only just been told by the EQC that my house will be repaired but even that is stressful because I now have to pack everything up and move somewhere else while they work on my home."

"I still haven't been able to visit the city centre because it's too raw. So much has changed. There isn't anything left that I can show my grandchildren. I can't show them where I got married, or where my mother lived. It's an on-going grief that we have to deal with."

"I went to The Monastery feeling so tired, but I don't feel tired now. It was just a dream. It made such a difference getting away from Christchurch. It gave me a breather. I felt so looked after. It was a chance to pause after all the madness. It helped me put things into perspective and I have learnt how to look after myself more."

 *If you'd like to donate, please visit www.socialangels.org.nz/chch*

Payroll giving *it makes dollars and sense*

New Zealanders are giving people – each year an estimated \$1.2 billion is donated and 1.2 million of us donate our time. This money and time helps people and communities across the country make New Zealand a better place.

Payroll giving is one way to donate to a charity directly from your pay. Giving as you earn allows you to receive an immediate 33.33 per cent tax credit. For example, if you give \$10 per fortnight it only equates to \$6.67 out of your pay packet after tax credits. This saves having to wait until the end of the financial year to claim tax credits on your donations.

The Wise Group is proud to offer payroll giving to Social Angels for its staff. Any donations received through payroll

giving go to the Social Angels Joy Fund, unless you specify a particular Social Angels cause, which you can choose to do.

What you offer each pay day adds up and makes big differences in peoples' lives. Social Angels deeply appreciates its payroll givers' on-going support.

 www.socialangels.org.nz/payrollgiving

socialangels 

More than numbers

Taking stock of the workforce

A national initiative is underway to gather data which will inform mental health and addiction workforce planning, a vital part of successful service development.

The adult mental health and addiction sector has been invited to take part in the More than numbers project, building a national profile of the workforce and its development needs. More than numbers is led by Te Pou and Matua Rāki, with contribution and support from Te Rau Matatini, The Werry Centre and Le Va.

Te Pou chief executive Robyn Shearer says in order for services to be able to effectively plan for the future, “we must first know what is in front of us now.”

“Workforce planning aims to build a sustainable, skilled workforce that delivers quality services with great outcomes – for today, and the future. Organisations need to be able to access reliable and quality information about their workforce and the current and future needs of their communities,” she says.

This means identifying the skill mix and competencies of the mental health and addiction adult workforce, and looking at workforce development needs in relation to population, service delivery and the national mental health and addiction plan Rising to the Challenge.

More than numbers will provide the sector with this vital information through an organisational survey and an individual census. The survey kicked off in March and the census will follow later in the year. Workforce stocktake reports will be available in July 2014 and will integrate data collected in the survey with PRIMHD and the NZ Population Census 2013.

Tools and resources will also be made available online to support organisations to use this information for workforce planning and development.

www.tepou.co.nz/morethannumbers



Waikato youth to benefit from Real presence

Thanks to collaborative thinking and a lot of hard work, the Wise Group's youth service now has a Waikato team to support Waikato youth.

Real provides an increasingly broad range of services across the North Island all aimed at supporting young people to grow in confidence, realise their potential and achieve their dreams. Real Waikato is possible thanks to the work of The Hub Youth and Family Services which recently transitioned into the Wise Group as a part of Real and is now proudly the Real Waikato team.

The team previously known as 'The Hub' provided services across parts of the Waikato to young people and their families/whanau for many years. Many positive developments have followed their move into the Wise Group which sees Real's services broadening to include Child, Youth and Family (CYF), schools and other community development work.

The Real Waikato team is kept busy delivering the following services for CYF.

Mentoring

For young people aged 11-17 years old. An activity-based programme that focuses on particular needs identified by young people and is inclusive of their family/whanau. We guide them through their journey yet encourage the young person and their whanau to drive its direction.

Community service (or Taiao)

For at-risk young people who are completing their community service hours, this programme is a mix of physical activities and tasks with structured teaching of personal and social responsibility.

Rapid response

A service that supports CYF when a young person has specific needs requiring immediate attention.





Real Waikato also strives to support schools and the wider community with the following services that anyone can get involved in.

Kapa Haka

Tutoring from kindergarten level to secondary school and competition level, Kapa Haka increases Maori presence in the culture and life of the school. It is a long term commitment to a school and encourages students to push themselves past their fears and inhibitions to realise what they are capable of. It also works to meaningfully involve the entire school community – from governance to teaching staff to whanau – in supporting students to achieve at their best.

Tairanga

Meaning to uplift or empower, this programme is for boys aged 10-16 years old. It is based on activity, challenge, laughter and support. Its one-in-all-in approach encourages participants to reach higher and feel good about themselves.

Complementary modules are run as part of CYF or community support and can be customised to meet young peoples' needs, delivered in small or large groups or as one-on-one sessions.

Time to Celebrate

To celebrate its past, present and future, Real Waikato held a celebration at Kakariki House in March.

Opened by our kaumatua Tex Clark, the celebration was interspersed with waiata and performances by Kimihia Primary School and Te Awamutu College students that very nearly lifted the roof. It was an opportunity for the team to celebrate how far they've come and thank key people for support, guidance and direction.

Youth coach Chaz Naera presented on what Real Waikato does and thanked everyone present.

"I liken the support we've received to our programme, Tairanga – you empowered us."

Real Waikato manager Anaru Hawkins gave heartfelt thanks to people present, saying: "Kore kau matou he kiko na koutou i whangai, when we felt like we didn't have anything, you made us feel like we did."

It was also a chance for the Wise Group and schools to thank the Real Waikato team for their resilience and continued work through the uncertain times they've come through. Wise Group strategic lead Paul Ingle paid special respect to the team volunteering to keep their work going while trusting that the group's CYF approval and subsequent funding would come through. Kimihia Primary School was one of the first schools to sign up to the Kapa Haka programme and has been with the Real Waikato team from the start. Principal Kirsten Ratana honoured Real Waikato for their dedication and what they have brought to the school.

A student from Te Awamutu College, Jess, also thanked Anaru, Chaz and Paige for always being there when they were needed, without fail. Throughout the celebration, all present were amazed and uplifted by the powerful Kapa Haka performances.

www.real.org.nz/waikato





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