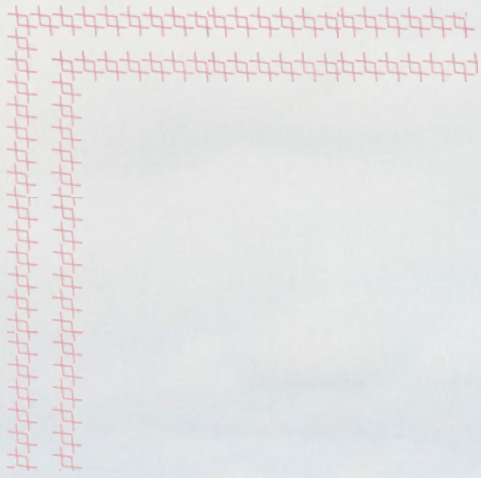




TOI TANGATA[®]

AROTAKE Ā-TAU

2022 - 2023





MIHIMIHI

He kitenga kaupapa, he hokinga mahara ki ngā kura i tangihia, kia maimai aroha ki a rātou mā i tō mai ai i te roi i te kamo, nuinui mā, roroa mā, whakaterea rā ngā waka ki ō anō Hawaiki, waiho mai mā muri nei koutou e kōrero, haere, haere, haere atu rā.

Tō ana he rā, ara mai ana he rā, nau mai ki ngā taipitopito nei e tūhura ana i ngā mahi kua oti i a Toi Tangata i te tau kua hori ake nei. Inā te nui o ngā kaupapa i horahia ai i tēnei tau, ngā kaupapa e arotahi nei ki te whakaora tonu i te iwi me te whānuitanga o tēnei mea te hauora hei tā te tirohanga Māori.
A tēnā, kia tahuri ki ōna reka.

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TOI TANGATA

OUR STRATEGIC PLAN

Te Pae Tawhiti | Our Vision

Tangata Tū, Tangata Ora

Our whānau are healthy, active and able to achieve to their full potential.

Te Pae Tata | Our Mission

Mā te mātauranga tuku iho, ka tipu, ka ora, ka toi tangata e!

To unleash Mātauranga Māori concepts for all people to be healthy and active!

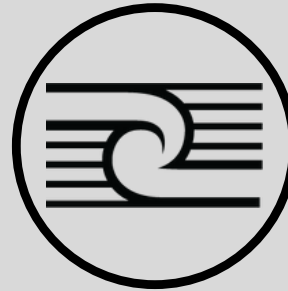
STRATEGIC ENHANCEMENTS

Ngā Manukura



We provide services, advice and support to develop the leadership capability of the health workforce in whānau, communities, and across the health and social services sectors.

Te Mana Whakahaere



We provide services, advice and support to strengthen the self-determination of whānau, communities and organisations.

Toiora



We actively promote healthy and active lifestyles in a wholistic way.

Mauriora



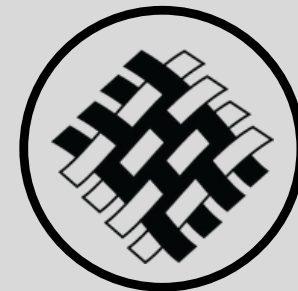
Our activities are underpinned by Māori ways of knowing and being. Mātauranga Māori and Kaupapa Māori are utilised as catalysts for positive change and development.

Waiora



Our activities will be consistent with Kaitiakitanga. We will encourage and exemplify positive environmental practices.

Te Oranga



We recognise that full participation in society for Māori and all peoples are the result of a range of different impacts and influences. Working across sectors will likely increase positive outcomes.

Chairperson and Chief Executive Overview

E ngā iwi huri noa, nei rā ngā matihere e rere atu nei!

Rātou mā kua riro ki te kāpunipunitanga o te wairua, nei ka tangi, nei ka mihi. Tātou te hunga ora, e takatū ana ki te mata o te whenua ngā manahau e rere atu nei!

Toi Tangata has enjoyed another positive year in 2023. We have seen a significant expansion of our work with the kaupapa Mātaiao ki Tāmaki, Deep South Research, Healthier Lives, and a similar increase in our number of new kaimahi. We continue to team up with more organisations across a wider range of kaupapa.

Our fundamental commitment remains doing more and better for our whānau and communities. We, as Toi Tangata, continue to paddle in unison and navigate our waka to guide others towards a more empowered future of hauora. Despite the uncertain waters that lie ahead, particularly with the pending changes in the Māori health system and the current economic downturn, we continue to be effective and efficient in what we do. The commitment and dedication of our staff and board to make meaningful and impactful change for our people continues.

Ka whawhai tonu mātou mō te oranga o Ngāi Māori.



Jacob Tapiata
Chairperson



Darrio Penetito-Hemara
Chief Executive



Toi Tangata CEO, Darrio Penetito-Hemara, delivering an opening address at the inaugural Oceania Cup CrossFit Competition. Image credit: Crispy Dudes

NGĀ HUA

5

5 He Pī Ka Rere wānanga were delivered to kōhanga reo and early childhood centres nationwide.

3

Three interns graduated the Growing the Puna kaupapa.

3

We delivered 3 Toi Ako professional development wānanga.

O TE TAU

60

We reached 60 people with our
Toi Ako ā-tinana kaupapa.

5

We delivered 5 Toi Ako
professional development
webinars.

514

We reached 514 people with our
Toi Ako online kaupapa,



Nga manukura | Leadership & Te Mana Whakahaere | Autonomy



Toi Tangata provides services, advice and support to develop the leadership capability of the health workforce in whānau, communities and across the health and social service sectors.

Toi Tangata provides services, advice and support to strengthen the self-determination of whānau, communities and organisations.

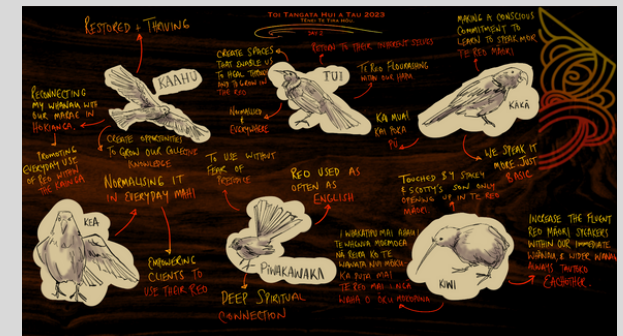
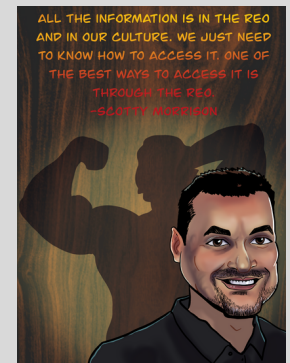
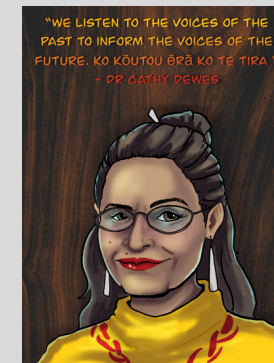
Toi Tangata Hui ā Tau 2023

The Toi Tangata Hui ā Tau 2023 brought together passionate advocates of te reo Māori to reflect on their journeys, celebrate achievements, and chart a path forward for te tira hou.

As we commemorated the 50th year since the signing of the Māori Language Petition and the 40th year of the Kōhanga Reo movement, we reflected upon one of the most precious taonga tuku iho we have - te reo Māori. Our hui ā tau contemplated both the paths we have already traversed and our current position in this moment. Of equal importance, we looked towards “te tira hou,” the new generation, borne from the intergenerational vision of restoring the mauri of our people through the vehicle of our reo Māori. The hui attracted whanau and kaimahi from across the health and related services sectors, providing a platform for sharing experiences, exchanging wisdom, and collectively envisioning what it means to be well. It was a celebration of resilience, determination, and interconnectedness.

Our theme posed an important question: How can te reo Māori continue to guide us towards well-being? A resounding and powerful answer to this pātai reminded us that if we want to live in a world that is not dictated by western systems and structures, then we must value the role of te reo in shaping a world that is uniquely ours with the need for te reo to be embedded in the contexts from which it derives - te taiao.

***“Ko te mana, te mauri, me te wairua Māori me tiaki e tātou.
Ko te reo te waka hei whakapūmau i ēnei tikanga.”
- Dr Cathy Dewes ONZM***





Deep South Challenge: Supporting marae in research leadership

Over the last year we have been in relation with three Southern Kaipara marae and their representatives, supporting them to develop their capacity and leadership in the kai research space within their localities. It has been challenging to navigate people's capacity but our researchers have pivoted well, recognising the demands of the project and calling other whānau members in to build a wider team.

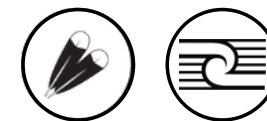
The marae representatives are currently carrying out interviews with their kaumātua and pakeke. These interviews will be transcribed and analysed to help guide the future direction, actions, and priorities of each marae with regard to their local kai systems. The organising of our Te Aroha Pā and Te Kia Ora marae researchers in particular has been awesome as they call in a wide range of social and environmental organisations to expand on paid employment opportunities for whānau in the kai and wider taiao spaces.

We are constantly making sense of the support that is needed and the role we are playing. Sometimes we are sounding boards for ideas, at other times we are ensuring processes of consent are upheld, but largely we are just holding the space and the intention of the kaupapa while these conversations grow and take hold within the communities of our researchers. We will be interviewing each of our marae researchers next year to reflect further on our role in supporting marae leadership in this space.

National Nutrition Survey Development - Māori Advisory Group

The National Nutrition Survey has been in development for the last two years while Toi Tangata has been a member of the Māori advisory group since March 2022. Following pilot testing of the dietary assessment tool, the final report was completed in September 2022 and submitted to the MOH, bringing the kaupapa to a close. The rollout of the survey itself following its development requires significant political support which has not yet been secured from the incoming government. Advocacy groups will continue to lobby for the prioritisation of the survey, but there are currently no confirmed plans for its implementation within the upcoming four-year term.





He Puna Reo Hauora

We have been working hard to increase the confidence and use of te reo Māori by kaimahi hauora Māori. He Puna Reo Hauora was sparked by the health sector's increasing demand for mātauranga based kaupapa Māori delivery for whānau across the motu, but with very little invested into te reo Māori learning and use. To compliment the recent initiatives to improve te reo Māori use and visibility within the sector, this kaupapa, led by Renei Ngawati, was initiated as part of our workforce development approach.

In 2021, a scoping project was undertaken to gather insights from kaimahi hauora Māori about their aspirations, enablers and barriers to Te Reo Māori learning.

In 2022, the foundational work and strategic approach for He Puna Reo Hauora was completed including:

- a) the formation of an ohu across hauora Māori that Toi Tangata work closely with and;
- b) seeking funding support to host the first face to face kura reo unique to the sector.

The kaupapa is built on the right for te reo Māori to be an integral part of health delivery and for the right of Māori to converse in te reo Māori as rongoā. A key development has been achieving a pathway for immersion learning support for kaimahi hauora Māori. We look forward to the next steps for this kaupapa.





He Pī Ka Rere

He Pī Ka Rere has continued to provide opportunities for kaiako to deliver rich teaching and learning experiences to tamariki mokopuna that draws upon mātauranga Māori to improve engagement with kori, kai and te ao Māori. The depth of mātauranga in this rauemi has been new knowledge for some kaiako, while for others it has reinforced the relationship between kori, kai and mātauranga Māori, further equipping kaiako with knowledge to lead mātauranga Māori based activities to improve the health of our tamariki.



He Pī Ka Rere has been delivered to a variety of workplaces throughout Aotearoa this year. To add to learning environments already delivering HPKR, a wānanga was held for this kaupapa in Taranaki in collaboration with Tui Ora, which saw an additional 10 learning centres attend this workshop. In attendance were kaimahi from Tui Ora, Te Kōhanga reo o Wai-o-Turi, Te Puawaitanga o Ngāti Ruanui (ECE), Heart foundation, Westown Kindergarten, Te kōhanga reo o Te Kōpae Tamariki kia Ū, Te Kōhanga reo of Whaiwakaiho, ECE student Te rito maioha, Te Kopae Piripono puna reo.



Mauri Ora | Cultural Identity



Toi Tangata activities are underpinned by Māori ways of knowing and being. Mātauranga Māori and kaupapa Māori are utilised as catalysts for positive change and development.

Toi Ako: Ana Kūmara

As Mauriora is grounded in a secure cultural identity, a central goal of our mahi is to open pathways to te Ao Māori. The Toi Ako: Ana Kūmara kaupapa was a collaborative effort involving Toi Tangata, Te Arawa Whānau Ora Collective, Kai Rotorua and Healthy Families Rotorua. Together, our aim was to rekindle the connection of local whanau to tūpuna practices centred around the Ana Kūmara.

This Toi Ako kaupapa aspired to breathe new life into these traditional methods of storing and preserving kūmara, utilising caves that were crafted many years ago for this very purpose. Guiding this initiative were our Pouārahi, Ranginui Rikirangi-Thomas, and Tihini Grant (Te Arawa), who shared kōrero about these traditional practices, which included the careful selection of specific soil, stones (pungapunga), and ferns.

Kai Māori Kai Ora Online Learning Module

As of May 2023 we have brought on Hinerangi Rhind to scope the Kai Māori Kai Ora online learning module. She has made a number of recommendations regarding suitable online learning platforms, the outline of the programme, its content and its potential rollout. She continues to support with the programme lesson planning, market testing and course evaluation creation.





Toi Ako Webinars

Toi Ako webinars contribute to our commitment to delivering workforce development opportunities, supporting and enabling the access of the Māori health sector to Māori methodologies in nutrition and physical activity. This period saw us deliver three Toi Ako webinars to the Māori nutrition and physical activity sector and beyond, facilitating kōrero with leaders in their respective fields.

Peter Peeti

This Toi Ako webinar was part 1 of a two-part wānanga series, Te Hāpai Ō with Peter Peeti. Peter shared the many opportunities and experiences mahinga kai has provided him over the years. This included becoming the head chef in restaurants and television shows, all while upholding the value of manaakitanga for whānau across the motu.

Nikki Penetito-Hemara

Nikki (Ngāti Ranginui, Ngāti Kahungunu, Te Whakatōhea) has dedicated her career to leading teams in health and education. Passionate about social innovation and systems change, focusing on creating positive impact for Māori, Nikki shared with us 'Kia Hīanga,' the Sport NZ Ihi Aotearoa Play Plan 2022-2025. It outlines a bicultural vision for play in Aotearoa, focusing on play for tamariki 5-12 years of age in a bicultural context. The plan includes actions committed by Sport NZ Ihi Aotearoa to enhance play experiences and support. Sport NZ believes a strong bicultural foundation is critical to our national identity and well-being, therefore Kia Hīanga uses Māui Hīanga as the foundational framework to give shape, reason and rationale to our commitments and actions.

Ngā Tūmanako

Mārama Jones (Ngāi Te Rangī, Ngāti Ranginui, Ngāti Pūkenga) and Kawariki Morgan (Ngāti Maniapoto, Ngāti Porou, Ngāti Hine, Te Whānau a Apanui) have both played crucial roles in the very successful kapa, Ngā Tūmanako. They shared with us the impacts kapa haka has had on their hauora, highlighting the breadth and depth of this cultural practice. There was high interest from attendees regarding support for rōpū haka within schools, signalling the demand and growth of kapa haka in the younger generation. We were very fortunate to have such experienced champions of this thriving practice share some of their wisdom with us all.



Mauri Ora | Cultural Identity



Growing the Puna

Over the past decade, our Growing the Puna programme has demonstrated its significance beyond your typical internship, emerging as a powerful avenue for tauria to reconnect with their whakapapa and identity. The impact of this initiative on the journey of self-discovery and cultural reconnection comes to life through the reflections of Paris King and Jewell Carlson, our most recent interns.

Paris King (Te Ati Haunui-a-Pāpārangī)

My journey began with this whakataukī: "Mā te rongō, ka mōhio; Mā te mōhio, ka mārama; Mā te mārama, ka mātau; Mā te mātau, ka ora." Inspired by personal experiences, including the loss of a loved one and observing healthcare inequalities, I was driven to tackle Māori health disparities. The wisdom of this whakataukī became a driving force behind my efforts. Throughout my internship journey, I discovered the power of community, developing tuakana-teina relationships and creating the Lionhearted programme. As a Toi Tangata intern, I found myself immersed in te ao Māori, reconnecting with te Reo Māori, climbing Tarawera, and absorbing the rich knowledge of Te Papa Tākaro o Te Arawa and Toi Tangata kaimahi along the way. My time with Toi Tangata became a catalyst for self-discovery and inspired me to live in the moment and embrace opportunities to make a difference.



Jewell Heitiki Carlson (Ngāti Koro)

For a long time I have had a deep-rooted connection to te taiao, and through our annual whanau hīkoi, it grew even deeper. Walking the same land as my tīpuna and feeling their mana, reconnecting with Te Taiao has become incredibly meaningful for me. The wānanga with Te Papa Tākaro o Te Arawa provided me with a mental challenge, fostering in-depth conversations about te Taiao and invoking the mana of my tīpuna. Despite facing physical challenges, like a fractured rib, my growing the Puna experience was transformative. The mishaps became avenues for unexpected kōrero, expanding my understanding of whakapapa and identity and emphasising the importance of seizing opportunities, even when wrapped in moments of mamae.

In essence, our Growing the Puna Internship Programme acts as a cultural compass, guiding tauria Māori through self-discovery, reconnecting them to whakapapa through the engagement with Te Taiao. Through shared experiences and reflective journeys, the programme becomes a lifechanging force in nurturing a sense of cultural belonging and purpose.



Toiora | Healthy lifestyles



Toi Tangata actively promotes healthy and active lifestyles in a holistic way.

Te Karere News Story

New study shows kūmara diet improves baby gut health and sleep

Ranginui contributed to this story about a study at The University of Auckland using mātauranga Māori to quantify the health benefits of kūmara for babies, suggesting that moving pēpī towards a consistent kūmara diet can help develop a greater gut health and improved sleep. This story garnered 1.6k views on Facebook and 226 views on YouTube.

Social Media Collaboration

Healthy Families Rotorua, Te Arawa Whānau Ora Collective and Kai Rotorua

The Toi Ako: Ana Kūmara kaupapa contributed to reviving a traditional practice while also encouraging people to think differently and explore their own cultural practices. It was all about embracing tikanga, sharing mātauranga, and even getting physically active. This kaupapa was filmed and shared via social media, garnering 28k views.

Te Karere News Story

Building reo competency among Māori health workforce

30 September 2022

Spearheaded by Darrio in a live kōrero with Scotty Morrison, this piece by Te Karere accrued 4.4k viewers on Facebook and 338 views on YouTube. Darrio spoke with Scotty Morrison on our call for funding to support kaimahi hauora seeking te reo Māori learning opportunities.



Toiora | Healthy lifestyles



Toi Tangata actively promotes healthy and active lifestyles in a holistic way.

Social Media Collaboration

Living by the Stars, Te Aorere Pewhairangi, Professor Matamua

Our Pouārahi, Ranginui Rikirangi-Thomas collaborated with Te Aorere Pewhairangi, Professor Rangi Matamua and Living by the Stars for their kaupapa, Matariki Kāinga Hokia. This collaboration connected to the Ana Kūmara kaupapa that Ranginui had contributed to. The whetū this video represented was Tipu-ā-Nuku.

Digital Media Story

Ana Kūmara

A group of approximately 30 people participated in the revival of an ancient ana kūmara (kūmara pit/cave) and the ceremony of tāmoē kūmara. The kaupapa was led by local matanga Tihini Grant and Ranginui Rikirangi-Thomas, and was held in collaboration with Healthy Families Rotorua, Te Arawa Whānau Ora Collective, Kai Rotorua & Healthy Families Rotorua. This particular ana kūmara was built circa 500 years ago, and will store the kūmara until they are ready to be shared throughout the community during Matariki. Ranginui led this collaboration through the Toi Ako kaupapa, featuring in a video which garnered 28k views on Facebook alone.



That's **Tipu-ā-nuku**, done!



337
LinkedIn Followers

7,312
Facebook Followers

1,844
Instagram Followers

3,027
Database members

We continually strive to enhance the positive reputation of Toi Tangata and those with whom we engage while actively promoting te reo Māori.



21
Campaigns

22,461
Emails

42.3%
Open Rate

Our seasonal ezines aim to share stories that support positive lifestyles, reflect the journey to well-being and connect all communities to kaupapa oranga Māori.



Waiora | Physical Environment



Toi Tangata activities will be consistent with kaitiakitanga. We will encourage and exemplify positive environmental practices.

Te Mana o Te Taiao

Toi Tangata's commitment to the strategic priority of reconnecting whānau to the environment is exemplified through the Te Mana o te Taiao project. This initiative aimed to enhance the engagement of rangatahi with the outdoors, fostering deeper connections to their Māori identity through te taiao.

In collaboration with Te Papa Tākaro o Te Arawa, known for their iwi-centric knowledge transfer programme grounded in experimental learning, Toi Tangata engaged two Summer Interns, Jewell Carlson and Paris King who actively participated as rangatahi in the wānanga. These wānanga were instrumental in shaping a workforce development strategy for taiao-based activities, aligning with the overarching goal of increasing whanau engagement.

The journey began with a wānanga hosted in Rotorua, focusing on establishing the need for a Kura Taiao workforce development approach. Subsequently, Toi Tangata Summer Interns and Te Papa Takaro o Te Arawa engaged in a one-day skill-based workshop on outdoor safety, incorporating essential elements such as outdoor first aid. These initial wānanga sessions served as crucial foundations, informing and preparing the team for the final haerenga.

The culmination of this immersive experience involved a hīkoi and wānanga up Tarawera, providing a hands-on and holistic approach to understanding and engaging with the environment. Through these intentional and culturally grounded initiatives, Toi Tangata not only facilitated the exploration of ways to enhance rangatahi participation in the outdoors but also nurtured a reconnection to te taiao, reinforcing Māori identity within whānau.



Waiora | Physical Environment



Toi Ako: Ngā Kai a Te Māori

Toi Tangata alongside Joe Mcleod hosted whānau, Māori food practitioners, and haukainga in the Far North for the Toi Wānanga - 'Ngā Kai a Te Māori.' The wānanga took place at and alongside haukainga at Waikarā marae. It was a beautiful few days sharing in the generosity of taiao, of haukainga, of knowledge holders and whānau. From gathering rongoa, to catching mullet, picking mussels, weaving rourou, preparing kai for the umu we had three jam packed days of kohikohi and whakarite kai. Whānau were hands on engaging in the mahi from start to finish.

In particular we hoped this wānanga would reawaken our tūpuna knowledge around the kai Māori that exists around us everyday - from our rākau and ngahere in particular. Our participants said that they now look at our rākau Māori and the environment generally very differently. Even just at a basic level they are able to name the rākau and see opportunities for kai and gathering, deepening their intimacies with te taiao. Approximately 30 participants were present including tamariki. Haukainga regularly stopped in to participate alongside the roopū. Since then we have maintained communications with Joe and his team who will be returning to the far North for more wānanga in early 2024.



Waiora | Physical Environment



Mātaiao ki Tāmaki

Mātaiao is part of Healthy Active Learning, a joint government initiative between Sport NZ Ihi Aotearoa, Te Whatu Ora - Health NZ and the Ministry of Education to improve the well-being of children and young people through healthy eating and drinking, and quality physical activity.

Mātaiao ki Tāmaki is a kaupapa Māori approach to the delivery of Healthy Active Learning into Kura Kaupapa Māori in Tāmaki Makaurau. Underpinned by the Atua Matua framework, Mātaiao implements a Te Ao Māori approach through whakapapa and mātauranga Māori to connect tamariki to te taiao for better health and well-being outcomes.

Our partnership with Mātaiao and Ihi Aotearoa Sport New Zealand began in March 2022, with our first objective being developing a delivery team. By July 2023 we had secured Chrissy Hilton as the Lead Facilitator of Mātaiao, with the employment of a further three positions in the works.



Healthier Lives National Science Challenge: Healthier Lives Implementation Project 2022 - 2024

We have been part of a three year research project as part of the National Science Challenges in the Healthier Lives research category. In 2022, we partnered with Waikato University and lead researcher, Professor John Oetzel, to investigate the mechanisms for Māori and Pasifika health organisations to implement health programmes and share implementation strategies across a nationwide network. In 2023, co-design and health organisation input was collected to inform what areas of health are the most prevalent for Māori and Pasifika communities. Toi Tangata has played a role in community research, focusing on Māori health organisations, their community realities and what the most important factors are that enable and disable effective support to whānau. From now until June 2024, the research will focus on a select number of Hauora Māori organisations who will implement selected health programmes and track what factors assist in successful implementation. The conclusion of this research project will see what determinants of programme implementation can be shared across a network for other health organisations to adapt for their communities.



Te Oranga | Participation in society



Tei Tangata recognises that full participation for Māori and all peoples are the result of a range of different impacts and influences. Our work across sectors will likely increase positive outcomes. Collaborative relationships with other organisations and stakeholders will be pursued to achieve the best possible results for Māori and the wider population.

Meaningful engagement across sectors is essential for positive hauora outcomes for Māori and the broader population. The establishment of Memorandums of Understanding (MoUs) and other strategic initiatives with a range of groups underscores our commitment to enhancing the well-being of all communities.

One notable partnership is with Healthy Families Rotorua, reflecting a shared commitment to promoting health and wellness. Through this collaboration, we have contributed to initiatives aimed at sharing mātauranga tuku iho and revitalising tūpuna practices, such as the Ana Kūmara kaupapa.

Connections with groups such as Te Papa Tākaro o Te Arawa, the Heart Foundation NZ and the Deep South Challenge demonstrate a commitment to working with diverse stakeholders, leveraging collective expertise to achieve positive results in health and cultural connection.

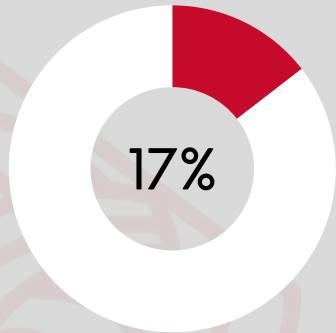
Our engagement with local marae in Te Taitokerau reflects the importance of grounding initiatives in both te ao Māori and the context of the communities we serve, embodying our respect for local knowledge, contributing to the effectiveness and sustainability of our mahi.

Our relationships with regional sports trusts, such as Sport Taranaki and Sport Whanganui reflect our commitment to physical activity and sports as integral components of well-being.

Our strategic relationships and partnerships encompass a diverse range of organisations, showcasing a comprehensive approach to addressing the multifaceted aspects of Māori well-being. Through MoUs and collaborative initiatives, we actively contribute to positive outcomes for Māori and the wider population.



FINANCIAL PERFORMANCE INDICATORS



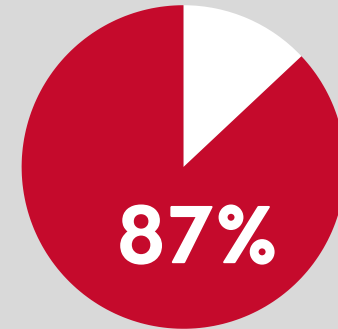
Net profit margin

Surplus as % of Total Revenue

3.5%

Return on Investment

Per annum



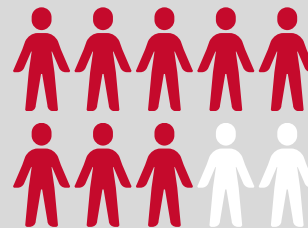
Contract Revenue

Conditional Deliverables

\$2.42

Working Capital

For every \$1 of debt



People Investment

79% of Related costs compared to Total Expenses

FINANCE, AUDIT & RISK (FAR) COMMITTEE



Pania Newton
FAR Chairperson

As the Chair of the Financial, Audit and Risk (FAR) Committee, I am pleased to present an overview of our audited performance, financial Indicators and risk enhancements for the 2023 financial year.

Our Annual Audited Performance Report The Performance Report for the year ended 30 June 2023 has been thoroughly audited by UHY Haines Norton (Auckland) Limited Chartered Accountants. We are delighted again to announce that an Unmodified Audit Report has been issued for the year. *Please refer to the following information associated with our Statement of Financial Performance and access to our detailed 2023 Performance Report.*

Our Financial Performance Indicators

The establishment of financial indicators, including more detailed budgets by cost centres, has significantly improved our financial literacy capacity. This has allowed us to maintain a holistic view of our financial situation while ensuring the importance of each contractual relationship is not overlooked.

Please refer to the following information associated with some of the key financial indicators used for 2023.

Our Risk Enhancements

Over the past year, we have acknowledged the necessity for more effective risk management. Consequently, we have implemented significant enhancements to our processes. Our refined approach to risk management now better equips us to navigate uncertainties and seize opportunities.

Looking forward

These improvements and enhancements have positioned us strongly as we continue to grow and navigate our journey in 2024, striving for greater outcomes for our kaupapa. We look forward to the opportunities and challenges that the new year will bring.

Statement of Financial Performance

Te Hotu Manawa Māori Charitable Trust For the year ended 30 June 2023

	Notes	2023	2022
Revenue			
Donations, fundraising and other similar revenue	1	-	8,000
Revenue from providing goods or services	1	1,340,050	957,213
Interest, dividends and other investment revenue	1	11,800	1,799
Other revenue	1	184,620	-
Total Revenue		1,536,470	967,012
Expenses			
Volunteer and employee related costs	2	1,001,213	653,884
Costs related to providing goods or service	2	240,072	276,501
Grants and donations made	2	6,843	21,352
Other expenses	2	24,942	24,295
Total Expenses		1,273,070	976,032
Surplus for the Year		263,400	(9,020)

*For full disclosure of financial statements please visit toitangata.co.nz

Meet the Team

POARI



Jacob Tapiata
Te Arawa, Ngāti Porou

Jacob is the Chairperson of the Toi Tangata Board. He has extensive experience in strategic planning, Māori / marae development and is strongly committed to building the reo Māori capability of his Iwi and marae. His background is in the tertiary area where he has both researched and taught within the University sector.



Dr Isaac Warbrick
*Ngāti Te Ata, Te Arawa
Ngāpuhi*

Dr Isaac Warbrick is a Director of Taupua Waiora Centre for Māori Research at Auckland University of Technology. His research looks at the application of mātauranga Māori to physical activity and shifting from a focus on weight loss, to one that is driven by (and enhanced with) kōrero tuku iho – including the use of the maramataka as a way to (re)connect 'health' with the taiao.



Leonie Matoes
Ngaa Rauru, Ngaa Ruahine

Leonie believes true partnership between the western world and te ao Māori can help achieve prosperity. Having held leadership roles in both the Iwi and Government sector, her career started in kaupapa Māori public health, spanning service design, research, and innovation before moving into indigenous enterprise development with her Iwi, community development, and impact investment.



Pania Newton
*Ngāpuhi, Te Rarawa,
Waikato*

Pania holds a Conjoint Degree in Law and Health Sciences from the University of Auckland and qualifications from Te Whare Wānanga o Awanuiārangi and Te Wānanga o Aotearoa in the areas of Māori food sovereignty practices and performing arts. Pania is passionate about te taiao, te reo Māori me ōna tikanga, health, and justice.



Lewin Husband
Ngāti Maru, Ngāti Hikairo

Lewin is a registered teacher who has taught in both full immersion and bilingual settings. He has a strong commitment to education, te reo Māori, physical activity, media studies and music. He is a graduate of Ka Eke Poutama through Te Whare Hukahuka and holds many qualifications in education, Māori media, sport and recreation, and te reo Māori.

KAIMAHI



Darrio Penetito-Hemara
*Ngāti Hauā, Ngāpuhi,
Ngāti Tamaterā*

**Kaiwhakahaere Matua
(Chief Executive Officer)**

A product of Kōhanga reo and kura kaupapa Māori, Darrio Penetito-Hemara has worked in the Māori, education, sport, recreation and health sectors space for over 10 years. Thriving in diverse environments and drawing upon his lived experiences and deep understanding of Te Ao Māori, Darrio contributes a rich array of pūkenga to the leadership team at Toi Tangata. His role involves establishing the overall direction, strategy, and goals for the organisation.



Matire Seath
Ngāti Whātua

**Poutiaki Pūtea, Pakihi me te
Pūmanawa Tangata
(Business, Finance & HR
Manager)**

Matire leads the planning, organising, directing and monitoring of the financial and business activities of Toi Tangata. This includes everything from planning and organisation to directing and monitoring various facets like procurement, contract funding, compliance, and optimising the use of assets and funds within the organisation. Applying fundamental business management principles, Matire plays a key role in steering Toi Tangata's financial resources.



Toni Pivac-Hohaia
*Ngāti Whātua, Ngāpuhi,
Ngāti Pūkenga*

**Kaiārahi Whakapā-ā-Motu
(National Communications
Manager)**

Toni leads the implementation of our Communications and Engagement Strategy, playing a pivotal role in overseeing its various activities. She is tasked with providing support for the development, coordination, and implementation of media and communications initiatives. Toni brings a wealth of knowledge to her role, holding a Bachelor of Communication Studies from AUT University.



Ranginui Rikirangi-Thomas
*Ngāti Pikiao, Ngāti Whakaue,
Ngāti Ranginui*

**Pouarahi
(Training and Education
Manager)**

Ranginui spearheads He Pī Ka Rere, our national kaupapa Māori physical activity and nutrition programme for tamariki in early learning environments. He holds a Bachelor of Arts in Te Reo Māori / Sport and Leisure and a Graduate Diploma in Teaching (Secondary). Ranginui is a former secondary school teacher of te reo, health and physical activity. He is also a graduate of the Institute of Excellence in the Māori Language, Te Panekiretanga.

KAIMAHI



Haylee Koroī

Te Rarawa, Ngāpuhi, Ngāti Kahu

Kaiārahi (Training and Nutrition Lead)

Haylee hails from the valley of Utakura in the Hokianga, and the small pā of Pukepoto located just outside of Kaitaia. She is the lead for the kaupapa 'Kai Māori Kai Ora, having previously project managed the kaupapa 'He Kai Kei Aku Ringa'. Haylee's work is guided by a philosophy of centring whakapapa.



Chelsea Laurell Cunningham-McLean

Ngāti Kahungunu, Kai Tahu, Ngāti Tūwharetoa, Ngā Rauru

Kaiārahi (Design, Innovation and Research Lead)

While completing her studies in Physical Education and Health at Otago University, Chelsea found her love for Māori physical activity and health. Her postgraduate studies focused on whānau engagement with whakapapa, ancestral land and seascapes. Her true passion lies in whānau well-being, reconnecting and understanding the influence of whakapapa and identity to well-being. She is a former Growing the Puna intern,



Crystal Pekepo

Ngāti Kahungunu, Ngāti Vara

Kaimahi (Quality Service Management)

As a mother of six children and a kuia to two, Crystal understands the importance of community and whānau led kaupapa. With her extensive experience in design innovation research and facilitation, Crystal brings a unique perspective to her work. She is deeply committed to supporting projects that are driven by kaupapa Māori and have a strong focus on community. Currently, Crystal is lending her expertise to Toi Tangata, where she provides project support to kaimahi.



Fiona Wilson

Ngāti Tukorehe, Muaūpoko, Ngai Tahu, Ngāti Ana Kie Ra Toa, Rangitane ki Wairau

Kaimahi (Strategic Business Leadership)

Fiona has over 35 years of experience working in Accounting, Audit, Governance and Operational Practices within Māori Business across Aotearoa. Fiona supports the CEO and Management to design and implement innovative solutions for Toi Tangata operational and business success, as well as enhancing the quality of Toi Tangata strategic and business performance. Fiona is passionate about ensuring Toi Tangata role models Māori Business excellence.

KAIMAHI



Renei Ngawati

Ngāti Hine, Ngāti Porou

Kaimahi

(Healthier Lives, Toi te Reo)

Renei has a background in kaupapa Māori research, Māori development, and health promotion, holding a Masters in Public Health specialising in iwi outcomes through sport, hauora, and identity. She has a deep commitment to and te ao Māori. focusitanga oan the building blocks thate create thMāoriving whakapapa. Renei's role includes community-based hauora research. She also leads the Toi Tangata Toi te Reo direction, enabling spaces for kaimahi hauora Māori to grow their confidence in te reo Māori through hauora related mahi.



Danielle Huia Jones

Ngāti Tuwharetoa, Te Arawa, Ngāpuhi

Kaimahi (Comms)

Danielle supports Toi Tangata's kaupapa by providing administrative and project support. She has a background in administration, development, and public service. She has completed a Bachelor of Arts Degree from Victoria University of Wellington and a Graduate Diploma from the University of Auckland in Geography. Although Kerikeri is where she calls home, Danielle currently works remotely overseas following her tāne and with her tama in tow.



Chrissy Hilton

Ngāti Kahungunu, Ngāti Ranginui, Te Arawa

**Kaiārahi Mātaiao ki Tāmaki
(Mātaiao ki Tāmaki Lead Facilitator)**

Born in Hastings and raised alongside her whānau in Maraenui, Chrissy now lives in Tāmaki Makaurau where she dedicates much of her time to Mau Rākau – traditional Māori weaponry. She has joined the Toi Tangata team as Lead Facilitator for Mātaiao ki Tāmaki which is embedded in the Atua Matua Model of the observation and study of taiao and the building of taiao literacy.

COLLABORATIONS/PARTNERS



THE DEEP SOUTH

Te Kōmata o Te Tonga



Te Aka Whai Ora
Māori Health Authority



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