

# **Te Kunenga**

## **Māori Strategy and Action**

### **Plan 2025**



**He aha te mea nui o te ao, māku e kii atu  
he tāngata, he tāngata, he tāngata**

What is the greatest thing in the world, I will tell you  
it is the people, the people, the people



# Karakia

## Tūwhera – opening

Manawa mai te mauri nuku

*Embrace the life force of the earth*

Manawa mai te mauri neke

*Embrace the life force of the sky*

Manawa mai te mauri aio

*Embrace the life force of peace*

Kia wātea te hinengaro

*To clear and bring clarity to the mind*

te tinana me te wairua

*the body and the spirit*

E Rongo kia tau mai tō mauri

*Rongo (god of peace) bestow upon me  
your essence*

Whakairihia ake ki runga kia wātea

*Hang it above so it is clear*

Haumi e hui e taiki e!

*Bring it together, bind it, so it is done!*

# Ngā Kupu Arataki – Introduction

Tumu whakarae / CEO – Kathryn Ross

I am immensely proud to lead Skylight and its staff and contractors on this transformative journey towards becoming a Te Tiriti-based organisation. Over the past 29 years we have continually evolved. The development of our first-ever Māori strategy - Te Kupenga - marks a significant milestone in our commitment to upholding Te Tiriti as the founding document of our nation. This strategy not only reflects our dedication to honouring our past, but also our vision for a future where Te Tiriti guides all our actions and decisions.

[This Strategy was approved by the Skylight Board on 10 April 2025](#)

In this Strategy and Action plan we use many Māori terms and phrases. The glossary points the reader to where they can find more information.

## Ngā Whaingā – Vision

Guided by the preamble and articles of Te Tiriti o Waitangi, we will be a transformative force in Aotearoa, empowering tamariki, rangatahi, and their whānau to achieve resilience and successfully navigate trauma, grief and loss. Through our commitment, we will become an example of cultural integrity, partnership, and innovation, enabling equitable access and wellbeing outcomes for Māori and future generations.

## Tā mātou whakatakanga – Our Mission

To embed Te Tiriti o Waitangi and a Māori world view in all that we do and prioritise the needs of tamariki and rangatahi to achieve equitable outcomes and enhance their resilience, so they thrive.

Tamariki and rangatahi are taonga with inherent mana from their whakapapa. They all deserve to thrive. Given the current health outcomes for Māori, we need to take positive steps to ensure there are more equitable outcomes in the future.

Te Tiriti o Waitangi is the foundation document of Aotearoa New Zealand, and we are a tangata-Tiriti organisation. Therefore Te Tiriti – its preamble and articles – need to be embedded in all that we do.

To achieve our vision, we know we need to do things differently with Māori. We acknowledge:

- Kawanatanga – the Crown has the right to establish a government, over British subjects for the protection of Māori, and Skylight operates within this
- Rangatiratanga – the full authority of Māori over their lands, homes, and things important to them – tino rangatiratanga
- Tāngata Rite – justice and fairness, the obligation to positively promote equity, equitable treatment and equitable outcomes vis-à-vis non-Māori, substantive equality in all that we do
- Wairuatanga - Māori and non-Māori alike have the freedom and protection to practise their religion, faith, spiritual and cultural customs. Skylight recognises wairua as one of the four foundations in Te Whare Tapa Whā upon which its services are base.

We acknowledge that by promoting Te Ao Māori we are benefiting all in our society.

Te Kunenga - is about the beginning of our (Skylight's) formal journey as a Te Tiriti-based organisation and within Te Ao Māori. Some words that connect us to 'Te Kunenga' include origin, evolution, and development. As Skylight and its rangatira (Board) and kaimahi (staff

and contractors) are on this journey, the name Te Kunenga fits our strategy and action plan perfectly.

Through Te Kunenga we have an opportunity to explore and delve into tikanga, pūrākau (stories), karakia and grow our cultural capability. 'Te Kunenga' is a new beginning for us.

## Mahere Rautaki Arotau – Strategic Priorities

We have previously identified four strategic organisational priorities that inform this Strategy.

- To become a Te Tiriti o Waitangi-based organisation.
- To collaborate in partnership with tāngata whenua to meet their aspirations.
- To ensure financial sustainability and growth through innovation and diversification.
- To enhance our organisation's efficiency and effectiveness.

## Ngā Uara – Values

To guide our culture, values, and behaviour we have adopted the Māori values of Aroha (love), Manaakitanga (respect and kindness), Wairuatanga (holistic wellbeing), Whanaungatanga (connections and relationships).

These values guide how we relate to each other and serve our tamariki, rangatahi, whānau and communities and to continually improve health outcomes and wellbeing. We will do this in practical ways including:

**Ko tā te tamaiti:** Child Centric – empowering and inspiring our children through their passions, wants and needs.

**Ngākau pono:** Integrity – when engaging with our whānau and wider communities we are guided by respect and integrity.

**Whakamanamanahia:** Empowered / Uplifting Relationships – it is important to know the value of identity and self-worth (mana), when we are creating relationships, empowering, and connecting with people.

**Tāngata Rite:** Equity – A right guaranteed under Te Tiriti to Māori and a principle of the primary health care system<sup>1</sup> applicable to the wider health and disability system. Inclusivity and connecting of people with knowledge, skills, and expertise to create equitable outcomes. The importance of valuing culture and heritage when discussing equity.

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<sup>1</sup> The Hauora report (Waitangi Tribunal 2019 Wai 2575)

# Skylight Trust – Ko mātou. Who we are.

Our vision - To become the centre of excellence in Aotearoa for building resilient tamariki, rangatahi and whānau.

We will do this by providing leadership and services with tamariki, rangatahi and their whānau who have experienced loss, grief, and tough times.

Our unique offering is a full spectrum of care for those tamariki and rangatahi aged between 5-24 years with mild to moderate mental health concerns.

We support and provide counselling services, programmes, and resources for 5–18-year-olds and their whānau throughout Aotearoa New Zealand who are facing life changing situations, around grief, loss, and trauma – whatever the cause.

Skylight is a national not-for-profit trust that supports tamariki, rangatahi and their whānau to navigate through tough times by facilitating their access to expert information, education, professional services, and support.

We also offer education, training and support for professionals, agencies and others who assist those dealing with grief, loss, and trauma.

# Te Tiriti o Waitangi commitment

We are on a journey to become a Te Tiriti-based organisation. We are all working towards reflecting the true intention of Te Tiriti o Waitangi in everything that we do.

The preamble and articles of Te Tiriti o Waitangi are the foundations of our commitment.

Skylight will honour Te Tiriti o Waitangi. We will implement manaakitanga in the development and delivery of our services.

## **We will commit to**

- Strengthening our relationships with iwi, starting first with the iwi of Te Whanganui-a-Tara, Wellington and expanding to where we deliver our services across the motu.
- Our Board, kaimahi, and contractors becoming comfortable, then confident and ultimately capable kaitiaki of our organisation.
- Addressing racism and discrimination in the context of Aotearoa and in all its forms.
- Aligning our programmes with cultural competency that recognise and support the expression of hauora Māori health model Te Whare Tapa Whā.
- Embedding a cultural focus in new programmes.
- Providing Professional Learning and Development opportunities to ensure cultural competencies for all.
- Working in partnership in the design, delivery, and monitoring of our services.
- Creating a culturally safe and welcoming environment for Māori, where the use of Te Reo and Māori concepts and tikanga is supported and encouraged.

# Our key shifts (strategic areas of focus)

## 1. Tō Mātou Tira – Our People

We will know we are successful when -

- all Trustees, kaimahi and contractors' competencies are based on our capability and learning framework
- we are respected and trusted by Māori
- we engage in te reo Māori and tikanga Māori
- our Trustees and workforce are representative of our community.

## 2. Ō Mātou Ratonga – Our Services

We will know we are successful when -

- 100% of our services (counselling, programmes, resources, and support) have a Māori cultural focus embedded within them
- our services and access to them enable Māori tamariki, rangatahi and whānau mental health outcomes to be equitable
- current organisational policies and processes are enhanced.

## 3. Ō Mātou Hononga – Our partnerships

Partnering for greater impact.

We will know we are successful when –

- we understand that Māori know what works best for Māori
- our Board, staff and contractors understand the value of and have genuine relationships and partnerships with Māori
- we have credible relationships and partnerships with iwi and hapū everywhere we operate across the motu
- we belong to networks that want better outcomes for Māori
- engage Māori in all matters that affect Māori.

# Ō Mātou Aronga Ako – Our key actions

We have four learning pillars to assist us on our journey -

- **Te Tiriti o Waitangi** – Preamble, Articles, He Whakaputanga, History.
- **Te Reo Māori me ngā Tikanga** - The language and Māori customary practices.
- **Ako** - to learn to be inquisitive and curious around inquiry learning; Māori engagement, leadership, Māori initiatives, Hauora in its many facets.
- **Ka pū te ruha ka hao te rangatahi** - When the old net is cast aside the new net goes fishing. This proverb talks of our younger generation taking up the reigns left by their elders and our support for them.

## Ngā Pou Akoranga – Learning Pillars

Te Reo me ngā Tikanga Māori		Te Tiriti o Waitangi
<p><b>Correct Pronunciation</b></p> <ul style="list-style-type: none"> <li>- <i>Strategies around the vowel sounds</i></li> <li>- <i>Diphthongs &amp; diagraphs</i></li> <li>- <i>Confidence around correct pronunciation of Māori words</i></li> <li>- <i>Understanding of dialectic differences</i></li> </ul> <p><b>Mihimihi</b></p> <ul style="list-style-type: none"> <li>- <i>A sense of belonging and being connected</i></li> <li>- <i>Self-worth and self-determination</i></li> </ul> <p><b>Conversational language</b></p> <ul style="list-style-type: none"> <li>- <i>Greetings &amp; farewells</i></li> <li>- <i>Asking someone how they are feeling</i></li> </ul>	<p><b>Karakia</b></p> <ul style="list-style-type: none"> <li>- <i>waerea, ruruku, pure, rongomau</i></li> <li>- <i>tākina, kawa, takutaku inoi, hāhi</i></li> </ul> <p><b>Marae</b></p> <ul style="list-style-type: none"> <li>- <i>Tapu + Noa</i></li> <li>- <i>Tikanga</i></li> <li>- <i>Roles &amp; responsibilities</i></li> </ul> <p><b>Core Values</b></p> <ul style="list-style-type: none"> <li>- <i>Manaakitanga + Tika me Pono</i></li> <li>- <i>Whanaungatanga</i></li> <li>- <i>Kotahitanga + Kaitiakitanga</i></li> <li>- <i>Rangatiratanga</i></li> </ul> <p><b>Mana + Tapu + Noa</b></p> <ul style="list-style-type: none"> <li>- <i>Taiao - Environment</i></li> <li>- <i>Tāngata - People</i></li> <li>- <i>Tikanga - Customary practices</i></li> </ul>	<p><b>NZ History</b></p> <ul style="list-style-type: none"> <li>• Te Tiriti o Waitangi</li> <li>• He Whakaputanga o te Rangatiratanga o Niu Tirenī</li> <li>• Wai 2575 recommendations</li> <li>• Learning opportunities such as the Wall Walk</li> </ul> <p><b>Tāngata Rite</b></p> <p>(Equality v Equity)</p> <ul style="list-style-type: none"> <li>- Health</li> <li>- Education</li> <li>- Housing</li> <li>- Incarceration</li> </ul>

Ako	Ka hao te rangatahi
<p><b>Hauora – Wellbeing</b></p> <ul style="list-style-type: none"> <li>- Ahurea - Culture</li> <li>- Te Reo - The language</li> <li>- Taiao - Environment</li> <li>- Tikanga - Customary practices</li> </ul> <p><b>Māori Engagement + Relationships</b></p> <ul style="list-style-type: none"> <li>- Leadership</li> <li>- Collaboration</li> <li>- Building trust</li> <li>- Benefits of early engagement</li> </ul> <p><b>Kaupapa Māori</b></p> <ul style="list-style-type: none"> <li>- Matariki</li> <li>- Kingitanga</li> <li>- Te Wiki o te reo Māori</li> <li>- Waitangi celebrations</li> <li>- Iwi, Hapū, Marae initiatives</li> </ul>	<p><b>Tuākana - Teina<sup>2</sup></b></p> <ul style="list-style-type: none"> <li>- Connection and relationships</li> <li>- The value of wānanga and ako</li> <li>- Sharing and valuing people, culture, heritage</li> </ul> <p><b>Succession planning with youth</b></p> <ul style="list-style-type: none"> <li>- Youth leadership forums</li> <li>- Programmes within our schools <ul style="list-style-type: none"> <li>• Adjusting Our Sales</li> <li>• SMART</li> <li>• Mana Tane</li> <li>• Lego club</li> </ul> </li> <li>- Dreams, goals, aspirations, and desires</li> </ul> <p><b>Whakatauki</b></p> <p><i>Ka pū te ruha ka hao te Rangatahi (The net)</i></p> <p><i>Ko te kai a te Rangatira he kōrero (food of the leader)</i></p> <p><i>Ko te manu I kai I te miro nōna te ngāhere. Ko te manu I kai te mātauranga nōna te ao (knowledge)</i></p> <p><i>Tama Tū Tama Ora, Tama Noho Tama Mate (active)</i></p>

<sup>2</sup> See Appendix 1 for an explanation of this important relationship in Te Ao Māori

## Te Reo Māori

<b>Core Competency</b>	<b>Comfortable</b>	<b>Confident</b>	<b>Capable</b>
	Knows basics, able to engage appropriately in a short-term transactional setting	Conducts self appropriately has an awareness of what is likely to be important to Māori	Able to lead and advise others, has deep knowledge in their subject area
Correct pronunciation	<ul style="list-style-type: none"> <li>correctly articulate vowels, diphthongs and diagraphs.</li> <li>demonstrate correct pronunciation of words &amp; phrases.</li> <li>self-correct myself using strategies I have learned.</li> <li>demonstrate that I am committed to my learning.</li> </ul>	<ul style="list-style-type: none"> <li>utilise all strategies learned when navigating through correct pronunciation.</li> <li>demonstrate confidence with the use and meaning of most te reo māori kupu.</li> </ul>	<ul style="list-style-type: none"> <li>mentor, guide and champion other people on their te reo journey. TUAKANA/TEINA.</li> <li>use te reo Māori appropriately in conversations and communications.</li> </ul>
Mihimihi and Pepeha		<ul style="list-style-type: none"> <li>deliver mihimihi &amp; whakapapa competently and confidently in-front of others.</li> <li>explain and demonstrate the holistic connection to Identity.</li> </ul>	<ul style="list-style-type: none"> <li>identify the importance of Mihimihi / Pepeha by having a sense of belonging, self-worth and connection to my heritage, culture, and place as well as responsibility.</li> <li>comprehends the importance of connection of identity to environment, to responsibility, to sustainability of heritage, culture, belonging.</li> </ul>

<b>Core Competency</b>	<b>Comfortable</b>	<b>Confident</b>	<b>Capable</b>
	Knows basics, able to engage appropriately in a short-term transactional setting	Conducts self appropriately has an awareness of what is likely to be important to Māori	Able to lead and advise others, has deep knowledge in their subject area
Greetings & Farewells	<ul style="list-style-type: none"> <li>normalise greetings, farewells, and simple phrases.</li> </ul>	<ul style="list-style-type: none"> <li>confident in using a variety of greetings within a formal and informal setting.</li> </ul>	<ul style="list-style-type: none"> <li>capable of inserting and incorporating kiwaha &amp; whakatauki into everyday conversations.</li> </ul>
Conversational language	<ul style="list-style-type: none"> <li>familiarise myself with various vocabulary.</li> <li>recite mihi mihi confidently and correctly as well as introduce myself to others.</li> <li>engaging in simple dialogue including simple greetings and asking people how they are feeling.</li> </ul>	<ul style="list-style-type: none"> <li>use and respond to language that is likely to occur in familiar Māori settings including directions and requests.</li> <li>demonstrate confidence when engaging in conversational language.</li> <li>open and close meetings appropriately and understand and interpret these events.</li> <li>can confidently use a variety of Māori language patterns spontaneously.</li> </ul>	<ul style="list-style-type: none"> <li>lead and initiate conversations in te reo, as well as comprehend advance conversations.</li> <li>Able to lead and advise others, has deep knowledge in their subject area.</li> </ul>

## Te Tiriti O Waitangi

<b>Core Competency</b>	<b>Comfortable</b>	<b>Confident</b>	<b>Capable</b>
<p>Knows basics, able to engage appropriately in a short-term transactional setting.</p>	<p>Conducts self appropriately with awareness of what is likely to be important to Māori.</p>	<p>Able to lead and advise others, has deep knowledge in their subject area</p>	
<p>Te Tiriti o Waitangi</p> <ul style="list-style-type: none"> <li>- Preamble</li> <li>- Articles</li> </ul>	<ul style="list-style-type: none"> <li>• Understands Te Tiriti o Waitangi is the legal document and respects and acknowledges Mana Whenua rights and responsibilities.</li> <li>• Understands the history and the significance of the events surrounding the drafting of Te Tiriti and the legacy it has left us today.</li> <li>• Acknowledges and respects each iwi has their own interaction and history of Te Tiriti o Waitangi.</li> </ul>	<ul style="list-style-type: none"> <li>• I understand significant historical events, locations of significant importance and tribal areas of iwi / hapū in my rohe.</li> <li>• I acknowledge and understand the importance of a Māori focus and perspective when planning policies and drafting strategies.</li> </ul>	<ul style="list-style-type: none"> <li>• I have an in depth understanding of Te Tiriti o Waitangi in the historical and contemporary text including the differences between the two versions.</li> <li>• I am actively contributing and participating in various Kaupapa Māori initiatives that enhance and develop my learning of good Tiriti partnership practices.</li> <li>• I share my experience and knowledge around good Tiriti practice with others as well as challenging non-māori concepts and ideologies.</li> <li>• I comprehend the difference between “Tino Rangatiratanga” (Sovereignty) and Mana Motuhake (self determination &amp; self worth).</li> </ul>

Core Competency	Comfortable	Confident	Capable
<p>Mana Ōrite</p> <ul style="list-style-type: none"> <li>- Equity</li> <li>- Equality</li> </ul>	<p>Knows basics, able to engage appropriately in a short-term transactional setting.</p> <ul style="list-style-type: none"> <li>• Understands how the impacts of colonisation may affect people's attitudes and behaviours today.</li> <li>• We understand there are inequalities within various sectors such as Health, Education, Housing, Incarceration, Senior leadership roles.</li> <li>• We commit to achieving equitable healthy outcomes through the functions we are responsible for.</li> <li>• Has basic knowledge of structural racism and can locate self within it.</li> <li>• Can describe the difference between casual racism, internalised racism, and structural racism.</li> </ul>	<p>Conducts self appropriately with awareness of what is likely to be important to Māori.</p> <ul style="list-style-type: none"> <li>• I understand the importance of incorporating Māori values and principles into my everyday thought process.</li> <li>• I understand that Māori success is different to non-Māori. The value of mātauranga Māori is integral to Māori success and achievement.</li> <li>• Identifies and develops techniques to measure institutional racism, structural discrimination, and advance equity.</li> <li>• Can explain impacts of colonisation and identify contemporary instances of colonisation.</li> <li>• Can explain and elaborate the difference between equity and special measures.</li> <li>• Identifies where and how racism is operating and can display techniques to address institutional racism and advance equity.</li> </ul>	<p>Able to lead and advise others, has deep knowledge in their subject area</p> <ul style="list-style-type: none"> <li>• Engage in various historical events that support the learning and understanding of how colonisation has contributed to Māori wellbeing.</li> <li>• Can facilitate and advise systemic methods to address and measure institutional racism and advance equity.</li> <li>• Teaches others about how to address institutional racism.</li> </ul>

## AKO

<b>Core Competency</b>	<b>Comfortable</b>	<b>Confident</b>	<b>Capable</b>
	Knows basics, able to engage appropriately in a short-term transactional setting	Conducts self appropriately with an awareness of what is likely to be important to Māori	Able to lead and advise others, has deep knowledge in their subject area
<b>Hauora</b> <ul style="list-style-type: none"> <li>- Culture</li> <li>- Language</li> <li>- Environment</li> <li>- Tikanga</li> </ul>	<ul style="list-style-type: none"> <li>• Feeling comfortable when engaging in Te Ao Māori concepts of well-being including holistic, spiritual, and cultural perspectives.</li> <li>• Understanding <b>Hauora</b> from various perspectives. The wellbeing of culture &amp; heritage, environment, the language, people, beliefs, and customs.</li> </ul>	<ul style="list-style-type: none"> <li>• Very confident in understanding the importance of Identity, connection, relationship, sense of belonging to one's environment (Pepeha).</li> <li>• Very confident in comprehending how wellbeing of culture &amp; heritage, environment, language, people, beliefs, and customs play a major role within Te Ao Māori well-being.</li> </ul>	<ul style="list-style-type: none"> <li>• Has a very good comprehension of the importance around Tikanga &amp; Kawa, when using kupu (words) such as tipua, kaitiaki, mana, mauri, wairua, waioara, ihi, wehi, wana.</li> <li>• There is a broad understanding of "Te Whare Tapa Whā" and we understand that within a Māori scope all four concepts inter-connect with culture, environment, language, and people.</li> </ul>
<b>Māori Engagement &amp; Relationships</b> <ul style="list-style-type: none"> <li>- Leadership</li> <li>- Collaboration</li> </ul>	<ul style="list-style-type: none"> <li>• When growing and developing iwi, hapū relationships it is important to value Māori perspectives and knowledge e.g, kōrero, hītori, pūrākau, waiata, whakapapa, pepeha.</li> <li>• Acknowledges and understands the importance of Māori voice, contribution and supporting</li> </ul>	<ul style="list-style-type: none"> <li>• Building and sustaining positive relationships based on trust, honesty, sincerity, open minded discussions and most of all respect and integrity for one another.</li> <li>• Knows the importance of "toitū" in supporting, growing, developing, and nurturing</li> </ul>	<ul style="list-style-type: none"> <li>• Tuākana / Teina is a māori concept associated with growing and developing leaders, mentors, and champions. Through the concept of tuākana/teina we build resilience, determination, focus, humility and so much more.</li> </ul>

	Māori success across a variety of spectrums.	leadership within whānau, hāpori and rangatahi.	<ul style="list-style-type: none"> <li>Knows how to engage and share similar learning intentions/outcomes with other Māori agencies/organisations/iwi rūnanga. Knowing the importance of sustainable relationships moving forward.</li> </ul>
<b>Core Competency</b>	<b>Comfortable</b> Knows basics, able to engage appropriately in a short-term transactional setting	<b>Confident</b> Conducts self appropriately with an awareness of what is likely to be important to Māori	<b>Capable</b> Able to lead and advise others, has deep knowledge in their subject area
<b>Kaupapa Māori</b> <ul style="list-style-type: none"> <li>Matariki</li> <li>Te wiki o te reo</li> <li>Rangatiratanga</li> <li>Kingitanga</li> <li>Iwi, Hapū Marae</li> </ul>	<ul style="list-style-type: none"> <li>We are proactive in contributing to various Kaupapa Māori throughout the year. We endeavour to engage in te wiki o te reo Māori by using a variety of Māori phases, greetings, and farewells.</li> </ul>	<ul style="list-style-type: none"> <li>We are passionate around implementing aspects and learnings connected to Mataariki Hauora, Te Kingitanga and the importance of <b>Kōtahitanga</b>, establishing positive relations &amp; partnerships with <b>Iwi, Hapū, Marae</b> entities.</li> </ul>	<ul style="list-style-type: none"> <li>We are extremely passionate around investing time and energy into all aspects of Kaupapa Māori initiatives. If we use a “Mā tatou, mō tatou” approach, we all succeed and benefit as one people. By us, for us approach to healthy relationships.</li> <li>Be a voice and a strong advocate for kaupapa Māori, as well as promote and contribute to networks that promote kaupapa Māori initiatives.</li> </ul>

## Ka pū te ruha ka Hao te Rangatahi

<b>Core Competency</b>	<b>Comfortable</b> Knows basics, able to engage appropriately in a short-term transactional setting	<b>Confident</b> Conducts self appropriately with an awareness of what is likely to be important to Māori	<b>Capable</b> Able to lead and advise others, has deep knowledge in their subject area
“Ka pū te ruha ka hao te rangatahi”	<ul style="list-style-type: none"> <li>Feeling safe and comfortable engaging and using the concept of “Tuākana – Teina” in various aspects of wellbeing.</li> <li>Able to build and developo purposeful connections and relationships with tamariki, rangatahi, whānau and wider communities.</li> </ul>	<ul style="list-style-type: none"> <li>Familiar and confident in understanding how “Tuākana – Teina” concept supports and develops positive relationships.</li> <li>We support our whānau and tamariki to build good mentors, leaders, and champions within a safe and encouraging environment.</li> </ul>	<ul style="list-style-type: none"> <li>Proficient and competent when using the concept of “Tuākana – Teina” in all aspects of health and wellbeing.</li> <li>Creating opportunities for rangatahi and whānau to excel and express their passions and emotional intelligence in aspiring to be the best version of themselves.</li> </ul>
Pūrākau Pakiwaitara	<ul style="list-style-type: none"> <li>The sharing and valuing of peoples input, thoughts, perspectives around healing and wellbeing.</li> <li>Being comfortable by including and valuing Mōari voice, te reo, waiata, kōrero, karakia that resonates with their Pepeha and Whakapapa.</li> </ul>	<ul style="list-style-type: none"> <li>Positive affirmations around identity, self-worth, self-determination, self-empowerment (Mana Motuhake).</li> <li>Understanding the importance of learning about the stories and narratives of local iwi and hapū and how they relate to positive health outcomes.</li> </ul>	<ul style="list-style-type: none"> <li>Having confident and capable role models that can guide, nurture, inspire, uplift, and encourage.</li> <li>Extremely capable and competent in weaving hapū, iwi stories and narratives into a health and wellbeing strategy that benefits tamariki, rangatahi and whānau.</li> </ul>
Whakatauki Whakatauāki	<ul style="list-style-type: none"> <li>The importance of allowing iwi, hapū, whānau and marae the opportunity to share kīwaha, whakatauki, whakatauāki, pepeha, waiata, kōrero into all aspects of wellbeing.</li> </ul>	<ul style="list-style-type: none"> <li>Exploring and comprehending the significance of Māori proverbial sayings, although short in wording, in depth in explanation.</li> </ul>	<ul style="list-style-type: none"> <li>Contextualising Māori proverbial sayings, which have direct links to taha wairua, taha hinengaro, taha whānau, taha tinana.</li> </ul>

# Glossary

Below are some of the Māori words and concepts used in this document. Readers are encouraged to explore and learn widely about these and other Māori words and concepts for they are often richer than their direct translation. [Te Aka- Māori Dictionary](#) is an excellent resource to help with this.

**Ahurea** - culture

**Aroha** – love

**Hāhi** – Church

**Hāpori** – Community

**Hauora** – Health

**Hītori** – history

**Ihi** – Essential force, excitement

**Kaitiaki** – Guardian

**Kaitiakitanga** – Guardianship

**Karakia** – Incantation

**Kaupapa** – Topic, policy

**Kaupapa Māori** – Māori initiative, event

**Kawa** – Marae protocol

**Kōrero** – Talk, information

**Kōtahitanga** – Unity

**Kupu** – Word

**Mana** – Identity, power

**Mana Motuhake** – Personal identity

**Manaakitanga** – Hospitality, kindness, generosity, support

**Mātauranga** – Knowledge

**Mauri** – Spiritual life force

**Mihi** – To greet

**Mihimihi** – Acknowledgment

**me** – and

**Motu** – used as a noun – we mean across Aotearoa New Zealand, literally island, country (anything separated or isolated) etc

**Noa** – non-sacred, unrestricted

**Pepeha** – Self introduction

**Pono** – True

**Pūrākau** – stories

**Rangitahi** – youth

**Rangatira** – Chief

**Rangatiratanga** –

**Ruruku** – Type of karakia

**Rongomau** – Peace

**Pono** – True

**Pou** – Post or pole

**Pure** – Type of karakia (purification)

**Taiao** – environment

**Tākina** – to recite

**Takutaku inoi** – to recite karakia, to pray

**Tamaiti** - child

**Tamariki** – Children

**Tapu** – Sacred, restricted

**Tāngata** – people

**Tangata-Tiriti** – Non-Māori Treaty partners

**Te** – the

**Te Ao Māori** – The Māori World

**Te Reo Māori** – the Māori language

**Te Tiriti (o Waitangi)** – the Māori language version of the Treaty of Waitangi

**Te Whare Tapa Whā** – The house of four sides. [A Māori health model](#) developed by Tā Mason Durie.

**Te Wiki** – the week

**Tika** – Correct

**Tikanga** – correct procedure, custom, habit, lore

**Tipua** – Extraordinary, supernatural

**Toitū** – To endure

**Waiora** – Healthy

**Wānanga** – to learn

**Waerea** – Type of karakia

**Waiata** – to sing / song, chant (noun)

**Wairua** – Spirit

**Wairuatanga** – Spiritual

**Wana** – Exciting, thrilling

**Wehi** – Awesome

**Whakapapa** – Genealogy

**Whakatauki** – Proverbial saying

**Whānau** – Family

**Whanaungatanga** – Relationship

# WAIATA

Purea nei e te hau  
Horoia e te ua  
Whitiwhitia e te ra  
Mahea ake nga poraruraru  
Makere ana nga here.

*Scattered by the wind  
washed by the rain  
and transformed by the sun,  
all doubts are swept away  
and all restrains are cast down.*

E rere wairua, e rere  
Ki nga ao o te rangi  
Whitiwhitia e te ra  
Mahea ake nga poraruraru  
Makere ana nga here,  
Makere ana nga here.

*Fly O free spirit, fly  
to the clouds in the heavens,  
transformed by the sun,  
with all doubts swept away  
and all restrains cast down.  
Yes, all restrains are cast down.*

# Karakia

Whakakapi – closing

Unuhia, Unuhia  
Unuhia ki te uru tapu nui  
Kia wātea, kia māmā te ngākau  
Te tīnana, te wairua ki te ara  
tāngata  
Koia rā e Rongo  
Whakairihia ake ki runga  
Kia tina. Tina. Hui e, Taiki e!

*Draw upon  
Draw on the supreme sacredness  
To clear and free the soul  
The body and spirit of mankind  
Alas it is Rongo (god of peace)  
Suspended high above us  
Alas bind it together, it is done*

## Appendix 1 - Tuākana – Teina

The “tuākana – teina” relationship, is an integral part of traditional Māori society, provides a model for buddy systems. An older or more expert tuākana (brother, sister, or cousin) helps and guides a younger or less expert teina (originally a younger sibling or cousin of the same gender), in a learning environment that recognises the value of wānanga / ako.

Tuākana-teina roles may be reversed at any time, depending on the knowledge and understanding between the two siblings.

Other positive learnings that derive from this concept include:

1. Strengthening bonds, connections and building purposeful relationships between siblings, whānau and our wider communities.
2. The importance of respect and integrity is woven within the discussions and relationships built.
3. Sharing and valuing peoples input, concepts, ideas, thoughts, views and perspectives.
4. Working collaboratively together towards a common goal or outcome that benefits both the tuākana-teina.
5. Building and growing leaders and mentors for future and current rangatahi generations.
6. Understanding what motivates us in terms of emotional intelligence such as passions, connections, aspirations etc.
7. Normalising self worth and self-determination of who we are and how we can be a more healthier sustainable version of ourselves.
8. Allowing ourselves self-gratitude and creating positive affirmations of all the positive things that make us unique and special.
9. Having good strong role models (tuākana) allows us to be courageous and adventurous with experimentation of wellbeing.
10. Creating opportunities for rangatahi and whānau to excel and express their passions and their emotional intelligence.