June 2023 – August 2023 snapshot insights wānanga

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Te Hiko
Centre for
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The aim of the insights wānanga is to support our practice

We look across our quarterly snapshots as a team to:

- exercise the muscles we use to pause and reflect.

- practice seeing what we are noticing and making sense of it.

- approach this with the inquisitiveness of a child – Who's that? What is that? Why?

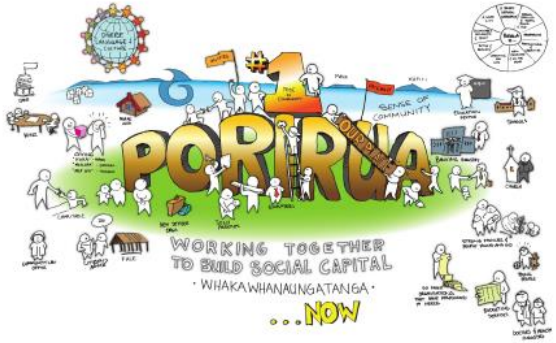
We started off by thinking about our theories of change

How do we believe that change is made?

One tool we have at Te Hiko is the visual '**plugging the drain'**.

Another tool is the **"We speak, you listen" tree** – shifting from never growing to flourishing.







Looking at those ideas of the plug and the tree – we asked ourselves “what does building social capital look like in the communities we work in?”

- ✓ Supporting our community to have more say and lead the way in what’s right for them.
- ✓ Nourishng people to hold on to as much capacity as they can.
- ✓ To work together and achieve things together.
- ✓ Getting feedback from people in the group, to help with each other’s queries. Our experience carries us a long way, but the whanau voice makes everything stronger.
- ✓ Our biggest resource is people, so to grow our wealth we have to grow our people – allow them to lead, to share their narrative, own their narrative, help them to think of themselves as something different, something they can aspire to.
- ✓ Our TOC is about growing and developing whanau. We’re going from the side of the tree that’s had no development and growth, generation after generation. We’re starting to grow the leaves, we’re starting to help whanau to discover what works for them so they can water their own gardens so they can grow leaves on their side of the tree.
- ✓ In the mulitplication of our effect we start to see abundance – the knowledge carried around by community members. We share knowledge and the community multiplies that through telling the stories repeatedly – that plugs the drain

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Next we asked “What are some of the things we notice about how to build community?”

- ✓ It’s about growing people – when you grow people you are growing their leadership.
- ✓ Trusting our people to come up with their own solutions and help us to keep things running
- ✓ Making plain what’s happening, providing all the information, so people can see where they can contribute
- ✓ Some of our community will have the knowledge needed – its about linking people to people and making the right connections
- ✓ We plug people who are out of the loop into good networks connecting people with their own community
- ✓ It’s about having focused conversations and building up relationships one conversation at a time
- ✓ Focusing on quality not quantity – making sure the right expertise is leading – people with deep experience of the issue
- ✓ We each have a different view of expertise in the way we work within our communities – we are all working to bring out expertise within our people, expertise they don’t realise they have, that we can see in people. We support them to bring it to the fore.

Thinking about each of our projects in turn, what are some of the key things we are curious about and want to reflect on?

Local Economics (Good Cents, Wealth Pool and Timebank)

We are curious about an evening Good Cents course – is there demand? Will this work better for some community members?

Our local economies workstream is now so big that we have considered it as three different initiatives. As it grows we are wondering how best to induct and train our new kaimahi.

We are also growing community members into new roles. Savings Pool members are stepping up to run aspects of the pool. The Porirua Timebank has been revitalised and the members are leading the hosting of the new community hub Pātē. We wonder how best to share information and knowledge. We wonder what support community members will need, what their current and future needs will be. We know some of it will be IT support and access.

We wonder what Porirua Timebank will look like over the next few months – a new website, new forms, applications coming in already. The timebank has had some previous bumps in Porirua so we are curious to see how it will progress with our latest approach.

We are curious about how best to highlight our progress in local economies and shine a light on what we are learning.



Ngahere Korowai

Our Men's Group have asked for support to bring more youth into the project. We are working with Le Fale and others on this and are curious to know how it will go.

We are diversifying into other environmental work as the group makes connections across all elements of environmental restoration. This now includes training to undertake the water testing at Cannons Creek lakes.

We are curious about where this connected thinking will take us as our groups gets inspired and more opportunities present.

We wonder whether the group members can feel the impact they are making. This would be a great question to ask the group.





Mahi kai

We are curious about adding meat to the fruit and vege co-op. People have been asking for this, so we are exploring this option. Can we make this work?

The seedling project – could there be a sales option with that – we have trailed this with 2 co-ops and there is strong interest. Community interest in seedling plantings has been strong. We are continuing to try different things to see where this might take us.

Communities are embracing the propagation/urban farm workshops and have provided a list of what they would like to grow. Energy is created when people's choices are activated. We see the ripple effect as people take what they have learned and show others.

NZ P-Pull

NZ P-Pull snapshot asks about the struggle between money and kaupapa – is it about money or kaupapa? We are sometimes offered work but the kaupapa is not that cool if it's about telling people. Our work is not about money it's about change. We ask first – is there an opportunity for change in the kaupapa?

Whanaufluence/BroTalk

One of our biggest curiosities is about the prison work – how do we get in, get the right facilitators, run it well, what will its impact be? How long can we run it? We worked hard to get an inmate led approach and believe this will have impact. It's a waiting game – support and observe.

Ageing Well

We notice that the Ageing Well coffee group is becoming self-sustaining. We provide assistance, but the dependence on kaimahi is reducing. We wonder how to keep this trend going.

Community-led has a different context when working with cognitive impairment. Our focus is often on helping people retain the capacity they have – affirming and supporting. The distinction between volunteers and group members is blurred. We want to support volunteers in their roles while recognising their sometimes limited and reducing capacity.

We are curious about taking what we have learned from PCOMS and Good Cents and working with a group to explore the hoarding issue. Could a 'too much stuff' group be useful?

Wesley Rātā Village

Wesley Rātā village continues to evolve as the housing development progresses and the community activation grows.

There are still questions about future development, future spaces etc. so working with what we have, within the uncertainty is core to our approach.

Our work connecting the threads of communication across the residents, the guiding group, the village kaimahi is bearing fruit. The Koha café is a good example.

Our refreshed vision and goals statement is connecting with people better as they can see how the various activities and groups fit. It's easier to see now things are happening.



We had some key insights from this learning and reflection session – what have we learnt over this period (June 2023 – August 2023)

Staying open minded and listening for the sparks of inspiration and the new energy, leads us in unplanned directions. When we listen for opportunities our work blossoms in unexpected ways.

Having well-funded projects is not always a complete benefit. Money can change dynamics and threaten kaupapa. Ensuring our group members understand and can implement the kaupapa is important and ongoing work.

Bringing on community leaders requires thoughtful balancing of support. We want to ensure community members have enough training, the right tools and sufficient information to be confident leaders. We also want to recognise what people already know, who they are in their communities, their own expertise, the contribution they are already making. Staying aware of this balance helps us shift approach as needed.

Our wealth is our people – we grow social capital by growing our people. This is not fast work – every conversation, every relationship is important.