



New voice expands youth sector vision

Young people are at the heart of Ara Taiohi, a new national youth sector organisation created by NZ Aotearoa Adolescent Health and Development (NZAHD) and the National Youth Workers Network Aotearoa (NYWNA). 'Ara' means 'pathway to/for' and 'taiohi' means 'young person' in Aotearoa/New Zealand.

Ara Taiohi has been set up to support people who work with young people, thereby enhancing youth development. It's a bold move that combines the experience, know-how and trusting relationships NZAHD and NYWNA have developed over the last two decades, with a greater vision to lead, support and galvanise the youth sector.

The name of the new organisation was chosen in consultation with Māori executive members of NZAHD and NYWNA and their two kaumātua, Tamati Cairns and Ruru Hona. When Ara Taiohi is up and running, NZAHD and NYWNA will both wind up.

Meeting the challenge

Over the last 18 months, challenges to youth sector leadership and capability have come from our memberships, stakeholders and government. We, along with many others, have identified the need to bring the sector together, provide a stronger voice, and improve training and development of people who work with young people so that rangatahi thrive.

Coming together feels like a natural partnership. NZAHD and NYWNA have always fostered inter-connections and whakawhānaungatanga, and our memberships overlap by about a third. Ara Taiohi will help us to make the best use of our resources, reduce duplication, serve our communities and reach out to the wider youth sector.

The time is right

Now is the time for change. Both NZAHD and NYWNA have felt the effects of the changing economic and political environment. We want to be proactive and ensure the youth sector determines its own future, rather than wait and have new ways of working imposed on us.

We've tried to keep a balance between bringing people on board and getting on with the job. We need to be proactive and take the kete of knowledge and experience accumulated by our organisations and the wider sector into the future in a positive, sustainable way.

We also set our sights on launching Ara Taiohi at Involve. We didn't want to miss the chance to tap into the passion and commitment of the largest gathering of people who work with young people in Aotearoa. We want to acknowledge the achievements of the past and celebrate a new beginning. Ara Taiohi will be a strong movement by and for the youth sector. 2010 is a coming of age in a sector that will always be young at heart.

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Treaty-based partnership

Ara Taiohi is a Treaty-based organisation. This means we will demonstrate a collective commitment to Te Tiriti o Waitangi and kaupapa Māori at all levels. While Māori need to be in leadership roles, the Board as a whole will take responsibility for honouring the Treaty, and tikanga/kaupapa Māori will be among the required skill set for all Board members.

In line with the recommendations of our Māori caucuses, Te Wāhanga Māori and Te Rōpū, Māori leadership in Ara Taiohi will operate at three levels:

- **Patron** of high status who will accord mana to the organisation by their very involvement.
- **Kaumātua** (male or female) who is versed in te reo me ona tikanga to provide cultural advice to the board, though not a member.
- **Kaihautū** who is versed in kaupapa Māori to sit alongside the chairperson of the Board, provide political advice to the Board, cultural advice for staff and convene the Māori caucus. The kaihautū and other members of the caucus will have rangatiratanga over some Māori elements of the organisation's work.

Putting the Treaty partnership into practice will be an ongoing journey. Based on the experience of Te Wāhanga Māori and Te Rōpū, and research carried out for the Rangatahi Māori Development Project, we believe the best way to meet Māori needs and encourage Māori membership is to do the following things well:

- **Whānaungatanga:** encourage links with Māori at a local and regional level.
- **Tautoko:** support those who work with rangatahi Māori, including training.
- **Mātauranga:** provide accurate information about other members including iwi affiliations and mahi.
- **Pūrākau:** celebrate good stories and provide exemplars/models of good Māori development.

Transition committee kaumātua Ruru Hona (Ngati Kahu/Nga Puhi), who is also NYWNA kaumātua, says he's honoured to be involved in implementing the partnership.

'Making all Ara Taiohi Board members responsible for the Treaty partnership is a radical approach to governance for both iwi and tauwiwi in accordance with the mana of the Treaty rather than being focussed on numbers. I hope this will be an example to other organisations that will benefit all rangatahi. I also hope it will give rangatahi Māori the confidence of being treated equally and seeing their cares and needs brought more to the fore, with greater understanding of where they fit in society.'

Stakeholders say

Sue Bagshaw, NZAAHD life member: 'It's a wise decision to close both organisations down and start again. Stop the siloed thinking and bring people together to work effectively and have a good voice with government on youth issues.'

Stephen Bell, Youthline national spokesperson: "There's a gap in the sector. We need inclusive leadership to speak and advocate on youth issues. We need to stand up, work together and claim this space that is led by the sector, not government."



From left: James Makowharemahihi, Cherrill Rave, Elizabeth Kerekere and kaumātua Ruru Hona.

Ara Taiohi at a glance

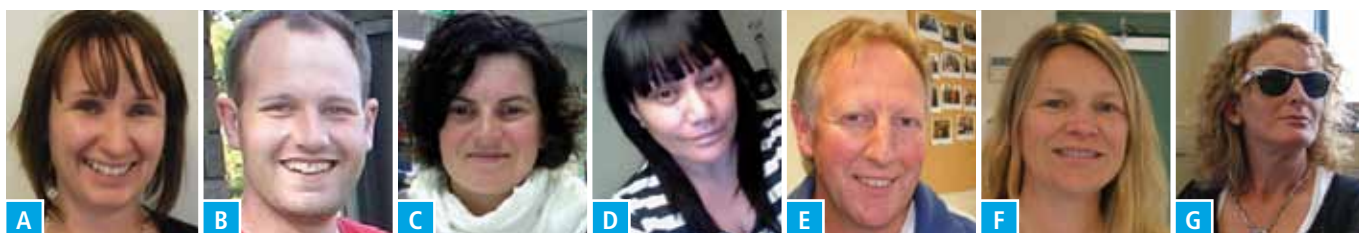
Kaupapa	Mo te oranga o nga rangatahi me nga kaitiaki e mahi ana mo ratou. <i>For the wellbeing of rangatahi and all the people who support them.</i>
Mission	To support people who work with young people.
Values	<ol style="list-style-type: none"> 1. Kaitautoko kaiārahi: support and lead at the same time. 2. Inclusive: embracing diversity. 3. Responsive: evolving with the sector.
Purposes	<ol style="list-style-type: none"> 1. Connect the sector by fostering a nationwide movement with local networks, caucuses, hui, forums (including e-based), newsletter and website. 2. Raise the standards by providing quality information and research, self-assessment tools, training, and a professional body for youth workers. 3. Champion youth development including youth health, education and justice, by promoting effective leadership and a cohesive voice that celebrates and promotes young people, youth development and the work of the youth sector.
Principles	<ol style="list-style-type: none"> 1. Treaty-based: The whole organisation will demonstrate a collective commitment to Te Tiriti and kaupapa Māori. Leadership will include a kaumātua to provide cultural advice, kaihautū to sit alongside board chairperson, and Māori caucus. 2. Youth development is shaped by the big picture and connectedness of young people, and comes from a strengths-based approach, quality relationships, full participation and good information.

Stakeholders say

Ric Odom, YMCA New Zealand national CEO: "This new organisation will add considerable value to the youth sector. NZAAHD and the NYWNA have worked hard for their respective members over the years and have quite rightly earned a high degree of respect. But now is the perfect time to create a single national organisation that represents individuals and organisations who work with young people."

The movers and shakers

A transition committee of dedicated volunteers has spent the last six months developing and breathing life into Ara Taiohi, with input from many people in the sector. We're excited by the new opportunities. We're aware of the grief that surrounds the passing of both NYWNA and NZAAHD, and are committed to retaining the strengths of both organisations, including our members. In this, we've been helped by kaumātua Ruru Hona and change managers Pip Desmond and Petra van den Munckhof.



Here's why we've done it:

A Trissel Mayor

NZAAHD president and Palmerston North Youth One Stop Shop director

'I'm excited that Ara Taiohi will bring together the wider youth sector, provide and create opportunities for inspiring leadership and raise the bar for service delivery. I passionately believe that we all have this opportunity to create something better and bolder, with every person who works with young people, that will increase the wellbeing of young people in Aotearoa.'

B Rod Baxter

NYWNA chair and BGI youth worker

'This is our best chance as youth workers to clarify our professional identity. We can advance the development of youth work so young people and their whānau receive even better care. Soon we'll be able to ensure that the Code of Ethics is a living document and doesn't gather dust on our bookshelves.'

C Rebecca Blaikie (as advisor)

Office of the Children's Commissioner advisor

'I am excited about a bigger, diverse and more connected youth sector movement so our young people are valued, included and thrive. It is inspirational for all of us who have our hearts and heads firmly grounded in New Zealand's Aotearoa youth sector.'

D Sarah Chapman (as new NZAAHD national executive officer)

'GeT oN ThE buS – it's not about us. Ara Taiohi is a NEW more robust vehicle for you and I and everyone contributing to the Aotearoa youth sector. The 'wairua/spirit' is pioneering, the 'mauri/life force' is intriguing and the 'mana/status' is inclusive. It's about developing a pathway for the young generations to come. Get on board!'

E John Harrington

Canterbury Youth Workers Collective coordinator

Ara Taiohi will give youth work its own identity and allow youth workers to have their own body which will give them recognition and status, accountability through the Code of Ethics and the ability to set new standards. Ara Taiohi will give youth workers the opportunity to connect and collaborate with all other people that work in the youth development sector nationally.'

F Kirsten Smith

Evolve Youth Service Wellington service manager

'Having worked for and with both NZAAHD and NYWNA, I find saying goodbye bittersweet. They are both amazing organisations filled with wonderful people. The "sweet" that outweighs the sadness is in knowing that passionate and fabulous people will still be there in Ara Taiohi because the youth sector is so full of them! As a stronger, more connected and inclusive organisation, young people will have access to the best possible support and development opportunities.'

G Hilary Sumpter

YWCA Auckland chief executive

'For me this new organisation will connect the people and the passion to create greater outcomes for our young people, through facilitating sector collaboration, providing support for the people who work with young people and championing the value of work done with our rangatahi – who are our taonga.'

Stakeholders say

Peter Watson, SYHPANZ chair: 'We need to bring together a coalition of groups and create a savvy and effective voice with clear messages that talks with government and the media on youth issues.'



Members matter

The strength of Ara Taiohi comes from our members. Together, we can create a committed, nationwide movement of people who work with young people. Our collective skills, knowledge, passion and connections will help shape an Aotearoa/New Zealand where young people are valued, included and thrive.

Ara Taiohi is still in its early stages. We've had to make some key decisions, but there's plenty of space for more member ideas and input. Make the most of opportunities at Involve (see page 7) and afterwards to talk about what you want and how you think Ara Taiohi should move forward! Here's the framework so far:

Members

- Ara Taiohi will have two membership categories: personal and group.
- All members will be asked to sign up to the kaupapa and purposes of Ara Taiohi.
- Each personal or group member will have one vote.
- Personal and group membership benefits will differ.
- Group members will be asked to name all staff and volunteers so Ara Taiohi can send information directly to them. However, the named people will receive smaller subsidies for training, hui and resources than people who've paid personal membership fees.
- Branches must join independently from your head office.
- Youth workers are asked to join Ara Taiohi first to have a say in developing your professional body.
- All paid-up members of NZAAHD will automatically transfer to Ara Taiohi until your membership expires. You may opt out if you wish.

Board members

- You must be a personal member of Ara Taiohi to stand for the Board.
- Board members are there to guide the direction of Ara Taiohi, support its effective running, and implement the Treaty-based partnership.
- Together, Board members' skills and attributes will include commitment to the kaupapa of Ara Taiohi, strategic thinking and planning ability, financial literacy, people management experience, connections with the membership and wider youth sector, knowledge of Te Tiriti and tikanga Māori, and passion for youth development.

Giving members a voice

- Ara Taiohi is committed to representing the youth sector's diversity, evolving with its changing needs, and giving voice to people who work with young people at the grassroots. Our three core values are kaitautoko kaiārahi (support and lead at the same time), and being inclusive and responsive.
- **Caucuses:** The power and voice of Ara Taiohi membership will be primarily through caucuses. These will be based on interest areas (eg youth health, youth work, rangatahi Māori, Pasifika) rather than geographical region, and will develop organically according to the needs and wishes of members. Caucuses are a unique opportunity to champion specific aspects of youth development, and feed your collective views through to the management and governance of Ara Taiohi. There will be regional and national hui for caucus leaders.
- **Networks:** Our survey (page 6) shows most of you favour networks over formal branches. You see them as the best way to minimise resources and bureaucracy and increase participation. We agree.

Networks will be set up by and for members working with young people in local and regional areas. Some will evolve from existing NZAAHD and NYWNA branches and networks. They're a unique opportunity to share experiences, collaborate on projects, support each other and connect the sector. Ara Taiohi will support networks with good information, coordination, training, hui and sometimes just a friendly ear.

- Networks and caucuses may 'meet' electronically and/or kanohi ki te kanohi. The executive officer of Ara Taiohi will develop close relationships with them in order to represent your views to the Board, wider sector and government.

A place for young people

- Young people are at the heart of Ara Taiohi. Young people working with young people can join the organisation and receive all the benefits of membership, including standing for the Board.
- Whenever Ara Taiohi advocates on youth issues, young people's voices will be part of that process, in line with our commitment to champion youth development. Youth participation will be supported and enacted at membership level so that young people have a strong voice throughout the organisation.

Stakeholders say

Carl Crafar, Ministry of Youth Development general manager: 'A diverse but cohesive organisation that provides leadership to the sector is an important step in making the youth sector strong, stable and dynamic. I am looking forward to working in partnership with Ara Taiohi as this is an exciting and important development.'

Cherrill Rave, Youthline youth worker: 'This looks great!! A fresh, new look, support organisation for the entire youth sector!! Upskill, professional body, training and support – all the words I wanted to see in the new organisation!!!'



What you get...

1. Get connected

- Whakawhanaungatanga and manaakitanga
- Local and regional networks
- Forums, training, hui and fono
- Links across youth health, youth work, youth justice, education
- National youth development conference

2. Get vocal

- Credible, effective voice on youth issues
- Caucuses in special interest areas eg youth health, youth work, rangatahi Māori, Pasifika
- Youth Week to celebrate and promote young people and the people who support them

- Ways of working that recognise young people's unique identity in Aotearoa/NZ
- Partnerships with tangata whenua, community, government, private and philanthropic sectors

3. Get informed

- Regular e-updates, web-based forums, submissions and publications
- Quarterly magazine
- Good models of rangatahi Māori health and development
- Access to research, evaluation and good practice

4. Get stronger

- Training in core competencies
- Treaty-based training
- Promotion of best practice
- Quality self-assessment tools
- Professional body for youth workers
- Code of Ethics for youth workers

... And what you give

Your

- Expertise
- Knowledge
- Passion
- Connections
- Financial support
- Research and information
- Diversity
- Frameworks for young people to participate
- Service to your community
- Whakawhānaungatanga and manaakitanga



Join Ara Taiohi Now!

Inaugural membership fees until 30 June 2011

- **Personal:** Free membership (special offer only till 30 June 2011)
- **Group** (including NGOS, iwi, statutory agencies):
\$350 (incl GST) up to 10 people
\$500 (incl GST) more than 10 people

NB All paid-up members of NZAAHD will automatically transfer to Ara Taiohi until your membership expires. Please let us know if you wish to opt out.

How to join

- **Contact:** Ara Taiohi, PO Box 11420, Manners St, Wellington 6142
- **Phone:** 04 802 5000
- **Email:** admin@arataiohi.org.nz for more information and a membership form, *or*
- **Join online** at: www.arataiohi.org.nz

Stakeholders say

Simon Harger-Forde, NZ AIDS Foundation director: "I'm impressed that the youth sector is committing to come together to do things differently. A national youth sector organisation can create opportunities to connect, collaborate, strengthen our practice, improve efficiency, and advocate for the young people we serve. That's very important."



Sector calls for stronger leadership and voice

Thanks to all NZAAHD/NYWNA members and stakeholders who filled out our online survey about Ara Taiohi. We got almost 200 responses, most of them overwhelmingly supportive, with lots of astute and constructive comments which will feed into its development.

What you said:

- **Leadership and a powerful cohesive voice** are the top two potential benefits of belonging to Ara Taiohi (see graph below). You want us to work with the community sector, government and business on issues affecting young people and the youth sector. You also want us to promote youth development and youth health, celebrate young people and those who work with them, and provide effective advocacy on youth issues.
- **Connection, a professional body for youth workers, quality assurance and information-sharing** are other important or very important benefits to you as potential members.

Informal networks

Most respondents (64%) favour informal networks based on region and/or interest group rather than formal branches. As one person said: "Once you get into independent structures with separate governance, you

lose the 'oneness' of an organisation and the agility to be organic and responsive, as too many of your resources are going to maintaining the structure rather than doing the work."

However, you want networks to have enough structure and support so they can coordinate activities and keep their focus and accountability.

Sustainable members

Two-thirds of organisations are either interested (20%) or may be interested (46%) in becoming 'sustainable members' who pay higher fees in return for extra rights/services. Most suggest these should be in the form of discounts for training and conferences, and website links with space for promotion in newsletters, for example.

A few oppose this option on the grounds that it sets groups and people apart, which is against the inclusive philosophy of Ara Taiohi. Some are happy to pay extra just to support the kaupapa.

Membership fees

Quite a few of you are looking for a bargain and favour the lowest personal membership fee option of \$40. However, more than a third (35%) support the \$70 and \$100 options, with some prepared to go as high as \$400. We were also reminded that \$40 may be too high for students and volunteers. Organisations responded in a similar manner.

Governance

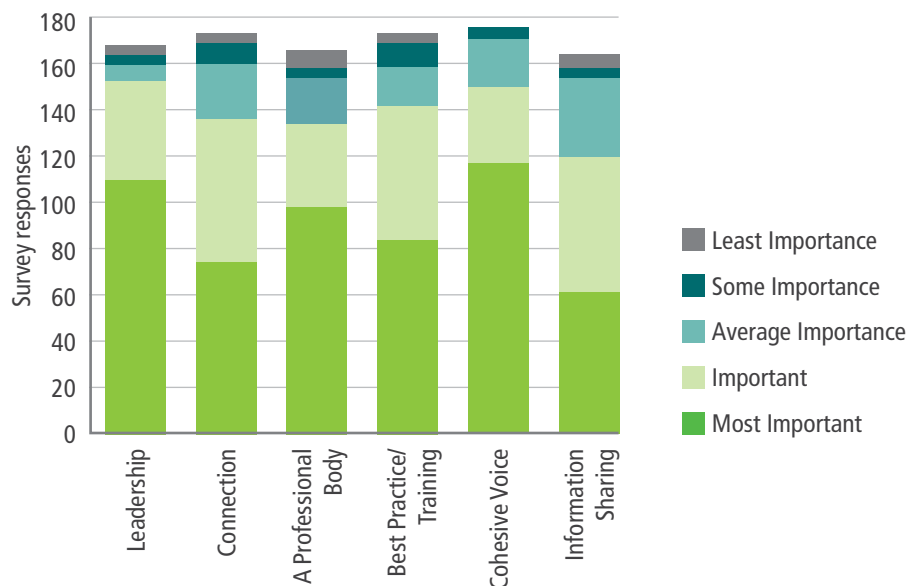
A number of people commented on governance although it was outside the survey questions. A few recommend that Board members should be drawn from beyond the membership to include high-profile skilled people. Others caution about the need to stay connected. "Don't make it bigger than it needs to be," one person said. "Centralisation can get out of touch and local services are all different and have different needs. Organisations need to know how to lobby, network etc at a local level, not rely on another bureaucratic structure."



Stakeholders say

Leona Tiraa, Evolve Wellington Youth Service social worker: 'When I first heard about it, I thought "Yes!" It's a good match. NZAAHD and NYWNA are both amazing and they have strengths in different areas. They both have a lot to offer.'

Member benefits of Ara Taiohi



Professional body for youth workers urgent

Setting up a professional body for youth workers is a priority for Ara Taiohi. There are probably around 3,000 paid youth workers in New Zealand, as well as many volunteers. Many are poorly paid and transient, with few opportunities for training. We want to address those issues urgently, in line with our commitment to raise the standards in the youth sector.

The professional body will:

- offer youth workers credibility, status and recognition;
- provide accountability and compliance of youth workers in the interests of young people, their families, whānau and communities;
- set up competency processes for youth workers; and
- connect youth workers locally and nationally.

Support is overwhelming for the professional body, with 76% of those who defined themselves as youth workers in our survey saying they would join one. There were many encouraging comments such as, "This is vital and long overdue. There is a need for a professional, accountable body which is governed through a community organisation rather than government regulation. This is critical if we are to build a sustainable workforce."

Join Ara Taiohi now and have your say in developing a professional body for youth workers! All youth workers will be eligible to apply and of course you will be asked to sign up to the Code of Ethics.

Get involved at Involve

Wed, 17 Nov 11:30 – 1:30pm	Launch of Ara Taiohi once the pōwhiri has set the scene for the conference: Ara Taiohi kaumātua Ruru Hona will unveil and bless Ara Taiohi's kaupapa, purpose and of course its name. There will also be a short presentation from NZAAHD and NYWNA leaders.
Wed, 17 Nov 5-6pm	Q&A session about Ara Taiohi: Find out what benefits you get from being a member, how to be involved and get the best out of it, and what you can bring.
Thurs 18 Nov 3.45-4.45pm	Leadership conversation with guest speaker Dr Karen Pittman: Come and explore what leadership means in and to the youth sector. This session will focus on a 'big picture' approach to planning, research, quality assurance, advocacy (voice), and policy development through Ara Taiohi to build a better world for rangatahi and the people who support them.
Thurs 18 Nov 6.30pm	Conference dinner , where the launch of Ara Taiohi will be celebrated with fun activities and spot prizes.



Stakeholders say

MacDonald Paul Gourlie, Lyttelton Harbour Basin Youth Council president (in response to receiving our one-pager): 'Please keep me informed as Ara Taiohi comes into being. Any information you can send me I would like to present at our next meeting so that we can tautoko your efforts. Love the kaupapa, and timely. Noa iti naku Mac. Kia ora ano.'

Manu Caddie, NYWNA executive member: 'It's good for the sector to bring together NZAAHD's health and evidence-based strengths, and NYWNA's youth worker strengths. It's important to avoid dependency on government funding and gain resilience by having philanthropy and membership as the main source of funding (this is difficult but it's possible with big contributors) to maintain an independent voice which has legitimacy in an under-resourced sector.'

Ara Taiohi go live!

