

K'aute Pasifika

PACIFIC. NEVER PASSIVE.



2023

ANNUAL REPORT



We work with our communities toward a shared vision of improved health and wellbeing. We are a charitable trust based in Kirikiriroa/Hamilton and provide health, education, employment and social services to all individuals, families and communities, regardless of ethnicity. Our point of difference is our use of Pacific models of care.

Our vision

Dynamic, healthy, strong, educated, collaborative, sustainable Pacific communities living to their full potential.

Our mission

To improve holistic wellbeing of Pacific communities in New Zealand.

Our values



Service



Unity



Respect



Faith





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CHAIR'S REPORT

E muamua lava ona ave le vi'iga i le Atua, aua lona alofa e tumau e fa'avavau. Warm Pasifika greetings.

It is a privilege to present the K'aute Pasifika annual report 2023. K'aute Pasifika aspires to be synonymous with Pacific excellence and high-quality service, underpinned by Pacific models. This year has been another significant step toward this aspiration.

Our Constitution, ratified in November 2022, established a new board appointments panel, criteria and board appointments process. The previous board, founders and advisors had recognised the need for a different approach to propel the organisation to the next step in our journey. I want to acknowledge the governance review and constitutional change led by the previous board and trustees, in particular, the outgoing trustees and Chair, Edgar Wilson, who chaired K'aute Pasifika for six years.

The Opening of the K'aute Pasifika Village in January and the establishment of our integrated wellbeing model of care, is a testament to Edgar's leadership, vision of our founders and the service of the other trustees who stood down at the conclusion of the 2022 AGM. It is also important to recognise the service of all our previous/past Chairs, trustees, employees and volunteers, founders and community leaders.

As part of the board appointment process in May 2023, we welcomed new Board members Dr Keakaokawai Varner Hemi, Assistant Vice-Chancellor Pacific, Office of Deputy Vice-Chancellor Academic, University of Waikato, and Joeli Scott Ratuki, Managing Partner of law firm, Tompkins Wake. Both Dr Keakaokawai, and Joeli Scott bring their Pasifika heritage and a depth of skills and experience within the education, health and commercial sectors.

We are immensely proud of the achievements of the organisation including the opening of the K'aute Pasifika Village, opening the K'aute Pasifika Early Learning Service, the development of our integrated wellbeing model and construction of the new Wellbeing Centre and offices. We continue to grow the capacity and capability of our organisation and work to improve delivery of our services to our Pasifika and wider community.

We continue to drive towards the implementation of comprehensive primary care, initially led by Dr Debbie

Ryan and continued by the team. The delivery model for comprehensive primary care is informed by the voices of the community collected over our journey and in more recent years, during large fono held for this purpose.

During the last year we also established a new Pasifika Housing Waikato Trust focussed on helping to deliver more affordable Pasifika homes within the region. We continue to work very closely with the Ministry for Pacific Peoples to improve options for homes for our Pasifika communities and acknowledge the Ministry's confidence in the ability of K'aute Pasifika and Pacific Housing Waikato to be competent stewards of the investment.

This past year has seen ongoing financial stability and growth for the Trust to reinvest into our community and services. The support from our funders and donor organisations continues for which we are extremely grateful for. This support has allowed us to complete our K'aute Pasifika Village.

At the heart of K'aute Pasifika is our people. The people we serve, and the people in our organisation. Our commitment to the communities we serve remains unwavering. We know that ensuring Pasifika are well homed, healthy, educated and employed will ensure that we fulfil our mission - improved holistic wellbeing of our Pacific communities.

I want to thank Leaupepe Rachel and our management team for their ongoing hard work and continued dedication to our vision and mission, and living our Pasifika values of service, unity, respect and faith.

The Board remains committed to ensuring that K'aute Pasifika continues our journey towards driving for equity and striving for excellence. I want to express my deep appreciation to our founders, the board, our team, volunteers, partners, community and supporters who have contributed to our journey and accomplishments.

Thank you for your ongoing trust and support.

"Tautua nei, mo se taeao manuia" - Serve today for a better tomorrow.

Namulauulu Lale Ieremia

Chair



CHIEF EXECUTIVE'S REPORT

Talofa lava, malo e lelei, malo ni, fakalofa lahi atu, mauri, aloha, namaste, tēnā koutou katoa and warm Pacific greetings to you all. Firstly, I acknowledge our heavenly Father in all things and in all our efforts.

The opening of the first phase of our K'aute Pasifika Village on 17th January this year in Kirikiriroa, Waikato, marked a momentous occasion attended by over 1,000 people. This Village represents the culmination of a 24-year-old dream nurtured by Pasifika communities and is a testament to resilience and tenacity. We extend our heartfelt gratitude to all board members, staff, supporters, and contributors who have breathed life into this visionary project.

The K'aute Pasifika Village stands as a collective achievement, showcasing what is possible when central government, local government, tangata whenua, the philanthropic and business communities, and our broader community unite with a shared vision for the betterment of all.

The growth of K'aute Pasifika in breadth of services has meant we have had to create efficient and effective systems to support our frontline teams. The implementation of a bold digital strategy has been a critical part of ensuring that we collect and use pieces of information respectfully and wisely, to serve our community and create improved wellbeing outcomes. Our management team and team leaders dedicated time to embedding our values of service, unity, respect and faith (SURF) in everything we do. We are developing the "K'aute way" which is a framework that guides how we work with each other and with the communities we serve.

Our vision of vibrant, healthy, educated, and collaborative Pacific communities achieving their full potential is embodied in the K'aute Pasifika Early Learning Centre. This initiative stems from 24 years of community feedback and aspiration, and we proudly opened in April this year. At the heart of our Early Learning Centre's philosophy is the nurturing of an environment where children can connect with their roots and develop a strong sense of security and belonging.

We continue to work on the development of our integrated model of care which will include the delivery of primary care services to our community and over time our intention is to support the broader health system by enabling the delivery of secondary care services in the community. We welcome Dr Vui Tamatoa, Clinical Director and Alex Poor Chief Data Officer.

I acknowledge all of our funders, partners, private and public sector organisations that have supported us over the last year and we look forward to continuing to work with you all towards a shared vision of a thriving multi-cultural community where we are all visible and valued. I also acknowledge the previous Chair, Edgar Wilson, who chaired the organisation and supported the current and previous CEO for many years, and also his fellow board members who had the courage to refresh our governance processes and constitution to best ensure the attainment of future significant aspirations. This group also played a significant role in the delivery of the Village over recent years in particular.

It is important that we do not lose sight of the fact that there is more to be done. Our families deserve the best. K'aute Pasifika's seeks to become the beating heart of a regional movement that continues to drive equitable outcomes for our people and to then start to drive excellent outcomes for all people using Pacific models of care.

We continue to work towards excellence in our services to transform our futures and we look forward to continuing our contribution as Pasifika to the fabric of Aotearoa, our contribution which is marked by principles of service and reciprocity and characterised by creativity, innovation, vibrancy and humour.

**Ia soifua ia ma ia manuia,
Leaupepe Rachel Karalus
CEO**

OUR BOARD



Namulauulu Lale
Ieremia, Chair



Craig McFarlane



Doug Wilson



Dr Keakaokowai
Varner Hemi



Joeli Scott Ratuki

OUR TEAM

We have skilled team of over 60 people including qualified nurses, social workers, counsellors, teachers, community health workers, employment consultants, whānau ora navigators, finance and administration.

Our management team:

Leaupepe Rachel Karalus
CEO

Dianne Mulhern
General Manager

Raewyn Shackleton
Chief Financial Officer

Roy Chou-Lee
People and Culture Manager

Vui Dr Tamatoa Blaiklock
Clinical Director

Alex Poor
Chief Data Officer

Our team leaders:

Mareta Matenga
Project Manager - Village Guardian

Anggie Tuifua
Social Services

Moliame Moala
Whānau Ora

Roz Hooker
Administration

Steven Naidu
Employment and Education

Barbara Bilcich
Communications and Engagement Lead

Nolan Naidoo
Group Finance Manager



OUR SERVICES

K'aute Pasifika is a charitable trust that provides a wide range of health, education, employment and social services.

Our holistic wraparound approach is based on the Pacific models of care including the Fonofale model, which considers cultural values and beliefs, along with four interrelated dimensions: spiritual, physical, mental, and others, all contributing to an individual's wellbeing. We believe that connecting culture and family are essential for wellbeing.

We enable our clients to navigate systems and programmes that exist, and support them to create a plan that helps achieve their potential and thrive.

OUR SERVICES INCLUDE:

- **Health services:** Well Child health assessments for children under 5 years old, mental health and addiction services, cervical screening, immunisations, chronic disease management, smoking cessation and other specialised services.
- **Education services:** Mentoring and coaching for Pacific students, and Talanoa Ako supporting families to champion their children's learning.
- **Early Learning centre:** We provide meaningful learning environments that empower the wellbeing of our fanau/children. Our inclusive environment is rich in Pasifika language, culture, identity and Christianity to ensure fanau develop a sense of security and belonging.
- **Social services:** Family wellbeing and family violence prevention programmes, integrated safety response, community connectors and Whānau Ora programmes.
- **Employment services:** Supporting clients with the skills they need to achieve employment and/or training outcomes.

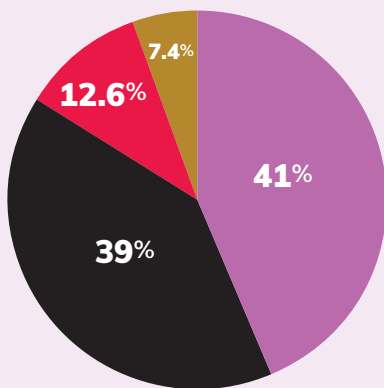
We are driven by solutions that result in positive outcomes for our Pasifika communities. We are here to create healthier, stronger and more prosperous individuals, families, and communities.



K'AUTE PASIFIKA SNAPSHOT

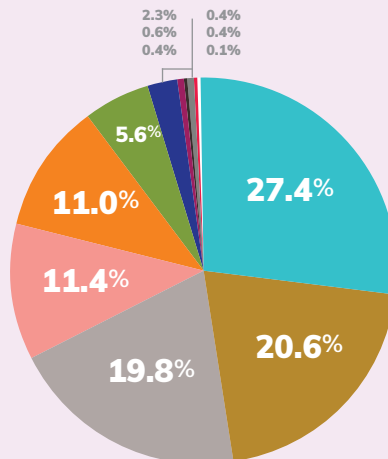
Total Number of clients who we have supported: **4226**

Ethnicity



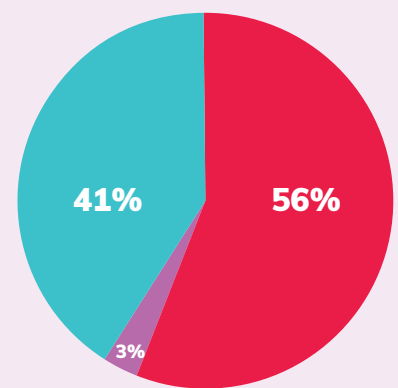
- Pacific
- Māori
- Pakeha
- Other

Breakdown of Pacific Ethnicities



- Samoa
- Tonga
- Fiji
- Cook Island
- Other
- Kiribati
- Niue
- Tokelau
- Solomon Islands
- Tuvalu
- Papua New Guinea
- Vanuatu

Gender



- Female
- Male
- Unknown

HEALTH SERVICES

1840 

Meetings and assessments

1015 

Home visits

EMPLOYMENT

105 

People employed

47 

People into training

MENTAL HEALTH

500



Tamariki supported through Te Haumirimiri Ngākau Mokokopuna

713



People Supported

EDUCATION

42



Parents participated in Talanoa Ako

136



Year 12 & 13 students supported

WHĀNAU ORA

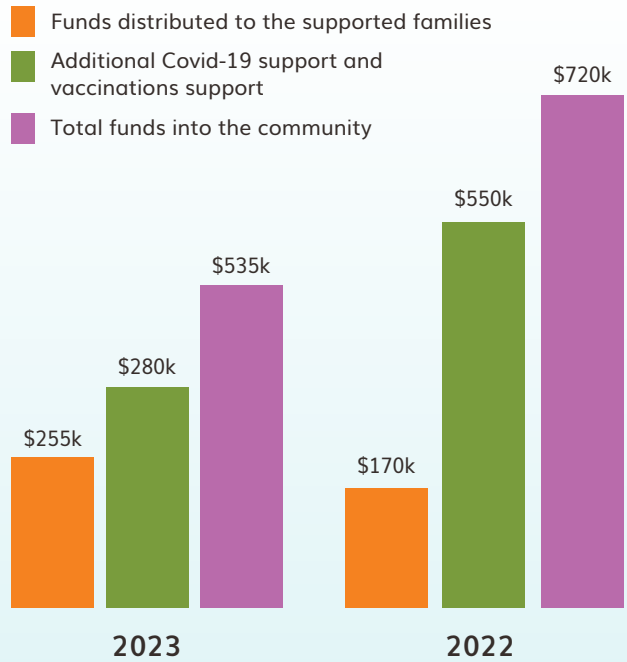
150

Target families to support



181

Families actually supported onto programme



SOCIAL SERVICES



831

Home visits



1284

Other meetings & assessments



\$235^K

Discretionary support & funding distribution

OUR K'AUTE PASIFIKA VILLAGE OPENS



On 17th January 2023, over 1500 people from across Aotearoa and the broader Pacific Region gathered to celebrate the momentous opening of the first stage of K'aute Pasifika's Village, in Kirikiriroa. The first of its kind in New Zealand, the Village will provide Pasifika focused holistic, wraparound services including an early learning centre, integrated wellbeing services and an iconic fale (meeting house) for community and cultural events.

The village is the physical manifestation of a community aspiration conceived 24 plus years ago by Pasifika communities in Kirikiriroa. Leaupepe Rachel Karalus CEO of K'aute Pasifika, acknowledges it has been a long journey and humbling to see the dream come to fruition.

“The K'aute Pasifika Village is a grassroots initiative that delivers on communities' voices and aspirations. We acknowledge the tenacity and resilience of past and present board members, staff, supporters and everyone involved that has helped bring the vision of the village to life,” says Leaupepe Rachel Karalus.

With a commitment to improving health and wellbeing outcomes for Pacific and broader communities, the village extends its services across various wellbeing domains, including health, education, employment, and housing.

“This is another step in a broader vision of supporting Pasifika aspiration and contribution to our Waikato Region,” says Karalus. “We know we must achieve equity in the services we offer our communities before continuing to strive for excellence in our services to transform our futures.”

This huge achievement has been made possible thanks to key collaborations and partnerships.

“Our relationship with tangata whenua has been key to helping us achieve this part of our vision and journey. We sincerely thank each and every person for their contribution,” says Leaupepe Rachel Karalus.

Located in the heart of Kirikiriroa on the west town green belt, the village received crucial support from the Hamilton City Council, which approved the leasing of the site to K'aute Pasifika. This fully funded project received the initial capital funding from Kānoa - Regional Economic Development & Investment Unit, Trust Waikato, Ministry of Education, Ministry of Social Development, Department of Internal Affairs, and Well Energy Trust.

“This is a development which was delivered by our community with central government, local government, philanthropic funders, and business and is reflective of an attitude that if we move together, it might take a little longer, but we will travel a lot further.”

Namalau’ulu Lale Ieremia, Chair of K’aute Pasifika Trust, underscored the importance of partnership and shared vision in this project.

In a region with a growing Pacific population of almost 25,000, plans are already in motion for the establishment of similar Villages and Pacific housing solutions, ensuring a brighter future for all.

| K’aute Pasifika Village | 2023 | 2022 |
|-------------------------|--------|--------|
| (spend per year) | \$3.9m | \$5.4m |



WELL CHILD PROVIDES INVALUABLE SUPPORT FOR PROFESSIONAL WORKING MUM

Lemaluotiafau Faaea is a dedicated staff member of the Private Client team at Norris Ward McKinnon, a prominent Hamilton law firm. Her journey with K'aute Pasifika began following the birth of her second child when she was referred to our Well Child Services team by her midwife. This connection marked the beginning of a positive and supportive experience for Lemaluotiafau and her family, as K'aute Pasifika's Well Child programme became an invaluable source of care and guidance.

The K'aute Pasifika Well Child programme, which is offered free of charge for children aged 0-5 years and their families, plays a vital role in safeguarding and enhancing children's health, allowing them to flourish and reach their full potential. This essential service includes health and development assessments, family care and support, health education and immunisations.

For Lemaluotiafau and her family, the Well Child programme made a significant difference, as it was tailored to their unique needs.

"All Well Child services were home visits and included immunisations until our daughter turned one. This made it easier as we didn't need to travel. Furthermore, the nurses were of Pacific descent and understood that we have bigger babies and it's nothing to be concerned about. The medical studies just haven't caught up."

When asked what message she would convey to others facing similar circumstances, Lemaluotiafau says,

"It is great to have Well Child services provided by Pacific nurses. Maoitele and her team are part of our family, and we've enjoyed working with them."

Maoitele Silafau Lowen, a registered nurse, has worked at K'aute Pasifika for 18 years and says it is a privilege to support our Pasifika mothers.

"The first 1,000 days of a child's life a critical. It is such a privilege to work with families in our communities. To be welcomed in their homes and allowed to be part of their aiga/family. And to watch the children grow, the pleasure is all mine."

Lemaluotiafau's story is a testament to the positive impact of K'aute Pasifika's Well Child Programme and highlights the importance of culturally sound and personalised support in nurturing healthy families.



IT WAS THE FIRST TIME I FELT LOVE – OVERCOMING ADVERSITY TO BECOME ME



Mother of two, Loreena Purcell grew up never feeling heard and loved. Growing up in an unstable home, and the victim of violence, sexual abuse and neglect it was a challenge for her to feel safe and trust people.

At the age of 19, Loreena became pregnant and gave birth to her son. She was in an unhealthy relationship with her partner at the time, and experienced physical violence and emotional abuse.

Sadly, by the time Loreena had her second child the cycle of physical, verbal and emotional violence continued. Loreena felt hopeless, alone, scared and scarred by the years of trauma she had experienced.

The turning point for Loreena was the result of an assault in front of her daughter on her 25th birthday. When you've been held down and assaulted in front of your children and you can't fight back, your life changes. You start to question if your children are safe with you, and how am I going to keep my children and I safe.

I lost everything didn't even have clothes, had been beaten, and was living at Women's refuge. It was a realisation for me, that things have got to change."

The physical assault Loreena experienced was the catalyst for the decision she made to self-refer herself to the Whānau Resilience programme.

Unfortunately, in December 2022, Loreena received an application for a Parenting order for her daughter. Thankfully the Judge allowed her daughter to remain in her care. This was a devastating blow for Loreena,

but she was determined to turn her life around and not lose custody of her daughter.

Disconnected from her family but determined to make changes for her children Loreena enrolled in the Whānau Resilience programme desperately seeking help.

With the support of Marina, our Whānau Resilience Coordinator, Loreena was slowly able to overcome her challenges and build a better life for herself and her children.

Marina supported Loreena to take the steps to build trust, identify the reasons for her trauma, develop plans and strategies to enable Loreena to become resilient.

"The Whānau Resilience programme helped me to understand how the trauma started in my life, heal my past and fix the trauma so that it stops reoccurring."

I felt listened to, I felt I could trust someone, and I felt cared about. Marina went out of her way to help me, she would come with me to Court and appointments. She treated me like a person, not my trauma.

I am now focused on the health and wellbeing of myself and my kids, through healing becomes me being able to be me."

Loreena was also able to start her own healing process. Her message to other victims of violence is to keep seeking out help, no matter how hard it may be.

"Reach out keep referring yourself for help, keep doing referrals, nothing is going to change unless you take that step to change. Your trauma doesn't define your crown.

"I don't know if I would have made it through without Marina, she inspired me to push my kids for greatness in their sports, when you have someone that believes in you wholeheartedly, it was the first time I felt love."

A PASIFIKA WORKFORCE SUCCESS STORY

Kartika's journey to assemble a diverse team at Roman Blinds began when she approached K'aute Pasifika two years ago while recruiting for staff. As the manager she wanted to create a positive and diverse work culture, founded on principles of meaningful work, open communication, and unwavering core values.

"A positive work culture is important and working with a cool bunch of people helps," says Kartika. "I made it clear the first time I met with Steven that we all come from different backgrounds. It's truly important that each person is open, and, plus, we have the best morning teas."

Kartika's meeting with Steven Naidu, team leader of the Employment and Education team at K'aute Pasifika, marked a pivotal moment in Roman Blinds' history and as a result many new Pasifika employees have joined the team.

Seini Tabunase is just one of the success stories to have benefited from this collaboration. A mother of two children, Seini moved to New Zealand with her family from Fiji six years ago. Having worked in the garment factory in Fiji for over 13 years, Seini was the perfect fit for the job.

"I was so happy when I got the job! I enjoy working with the ladies. I told my husband I'm not going to leave this place; I'm going to stay here. I'm so grateful to K'aute Pasifika for helping my family."



Kartika's says Seini has fitted right into the team.

"We love Seini! Her skill set and demeanour are a perfect fit for our business. We can't thank you enough for the services K'aute Pasifika and your team provide."

Our team walked alongside and supported Seini to complete our Employment Readiness programme. Supporting Pasifika individuals into meaningful employment is a passion for Steven and his dedicated team. They walk alongside individuals, offering support with whatever they need including CV writing and job interview preparations.

"Our commitment is to deliver the best services for our families, knowing that our efforts have a real impact on their lives," says Steven.

"As an employer, Roman Blinds have been really supportive of giving our clients opportunities," says Steven. "I love that Kartika embraces the talents of our Pasifika people, not only helping them gets job, but also building their skills and experience in a supportive work culture."

EMPOWERING FAMILIES TO CREATE HEALTHIER HOMES

Warm, dry, and energy efficient homes are essential for all our people to have positive social, educational and employment outcomes. Homes that are properly insulated, heated, and ventilated can boost school attendance rates, reduce the likelihood of health issues like asthma, rheumatic fever, and bronchitis, and lessen the impact of rising energy bills, especially in winter.

To help address poor housing conditions that often affect our communities, and especially children, the elderly and disabled, K'aute Pasifika has partnered with AirSuite sensors to help Pasifika families improve indoor air quality and reduce the risk of health problems. AirSuite sensors monitor temperature, humidity, carbon dioxide, and volatile organic compounds (VOCs) in the air. This data can be used to identify problems with ventilation, heating, and insulation, and to make changes to improve indoor air quality.

K'aute Pasifika's Affordable Energy for all Navigator, Foa Samuelu, describes how AirSuite sensors help them to support Pasifika families.

“The data helps us to identify whether the issue is behavioural or structural. And whether I have to educate the families on how they can make changes to their living environment, or whether it's a case of advocacy and landlords committing to property maintenance,” says Foa.

If the problem is structural, Foa can use the AirSuite data to have fact based conversations with landlords about the need for repairs or improvements. For example, if the data shows that a home is damp and cold, Foa can explain to the landlord why they need to install a heat pump or double glaze the windows.

K'aute Pasifika also uses the AirSuite data to inform their advocacy work and we recently used the data to show the government that many Pasifika families are living in homes with poor indoor air quality. This helped to secure government funding for a new programme to help Pasifika families improve their homes.



AirSuite sensors have also helped inform the delivery of new programmes including the distribution of dehumidifiers and bubble wrap to families with damp homes. The bubble wrap is a cheap and effective way to insulate windows and control moisture levels.

K'aute Pasifika CEO Leaupepe Rachel Karalus says that AirSuite has given them the knowledge and tools they need to help Pasifika families improve their health and well being.

“AirSuite provided the knowledge, information, and tools to enable us to gather critical data to help our families understand how small adjustments to the way we live can improve health outcomes. The data collected has enabled us to provide individual and tailored support to increase equitable health outcomes for our families.”

EARLY LEARNING CENTRE OPENS



Our vision of dynamic, healthy, strong, educated, collaborative, sustainable Pacific communities living to their full potential can be seen in the creation of the K'aute Pasifika Early Learning Centre (ELC).

Creating an ELC as part of our K'aute Pasifika Village was an aspiration and part of feedback from our Pasifika communities at all of the consultations conducted over the last 24 plus years. We were extremely delighted to open the doors of our ELC in April this year.

Our centre's philosophy and curriculum is driven by our unique model and framework, allowing children to thrive in culturally appropriate learning environments. Our teachers are trained to provide best practices ensuring Pasifika pedagogy is embedded in their teaching.

Leaupepe Rachel Karalus says the creation of an early learning centre was an aspiration the community shared over 24 years ago.



“Our aspiration is to provide an Early Learning centre that recognises and values Pasifika worldviews, beliefs, language, culture, identity and Christianity.”



THANK YOU!

We are truly grateful to our funders and partners for their continued support, which enables us to serve our communities.



FINANCIALS

| K'aute Pasifika Trust | | |
|---|----------------------|----------------------|
| Consolidated Statement of Comprehensive Revenue and Expenses (Summary) | | |
| For the 12 months ended 30 June 2023 | | |
| | 2023 Total \$ | 2022 Total \$ |
| Revenue from non-exchange transactions | | |
| Grants and Donations | 806,012 | 134,989 |
| Grant Funds Utilised - K'aute Pasifika Village | 3,918,677 | 5,417,295 |
| | 4,724,689 | 5,552,284 |
| Revenue from exchange transactions | | |
| Income Contracted | | |
| Health Services | 3,169,617 | 3,371,967 |
| Social Services | 864,784 | 792,176 |
| Housing Service | - | 100,040 |
| Employment & Training | 875,810 | 863,517 |
| Educational Services | 22,000 | 22,000 |
| Whanau Ora Service | 857,172 | 840,033 |
| Other Contracts | 150,449 | 92,902 |
| | 5,939,832 | 6,082,635 |
| Other Income | | |
| COVID 19 Response | 395,540 | 1,292,502 |
| Community Activities | 549,344 | 208,648 |
| Sundry Income | 189,919 | 43,500 |
| | 1,134,803 | 1,544,650 |
| Total Revenue | 11,799,324 | 13,179,569 |
| Expenses | | |
| Salaries and Employment Related Expenses | 4,669,150 | 3,979,460 |
| Operational & Office Expenses | 299,450 | 272,777 |
| Overheads & Utilities Expenses | 340,394 | 209,543 |
| Vehicle Expenses | 75,515 | 99,229 |
| Professional Expenses | 118,185 | 161,138 |
| Contract Direct Expense | 647,793 | 375,281 |
| Workforce Development | 32,394 | 19,631 |
| Project & Grant Expenses | 578,249 | 141,381 |
| Covid 19 Response | 396,290 | 1,195,003 |
| Family Commissions | 254,900 | 177,574 |
| Other Operating | 36,378 | 4,709 |
| Total Expenses | 7,448,698 | 6,635,726 |
| Net Surplus/(Deficit) - before unspent funds | 4,350,627 | 6,543,843 |
| Less/Plus Unspent Funding (accrual) | (152,042) | (199,921) |
| Net Surplus/(Deficit) before depreciation | 4,198,585 | 6,343,922 |
| Less: Depreciation - Expense | 209,039 | 76,832 |
| Add: CAPEX Transfer to Balance Sheet | 43,991 | |
| Net Surplus/(Deficit) for the period | 4,033,537 | 6,267,090 |
| Net Surplus attributable to Operating Activities | 114,860 | 849,795 |
| Net Surplus attributable to Pan Pasifika Hub | 3,918,677 | 5,417,295 |
| | 4,033,537 | 6,267,090 |



K'aute Pasifika

PACIFIC. NEVER PASSIVE.

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SERVICE
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RESPECT
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FAITH
FALALA'ANGA