



Warming Hearts
Inspiring Minds

Te Whakaritorito Trust

We mentor children and whanau with creative activities that enable their potential to be fulfilled

Trustee Vacancies

We're seeking trustees to work with our whanau team. If you have leadership, teaching, fundraising, or project development skills with an interest in planning activities that enable youth and their whanau to be creative, that would be great.

Our mentors provides training and support with positive feedback enabling you to improve your contribution in unique ways. The positions are voluntary and you are required to attend a minimum of 6 hui per year.

If you're interested

Ring Roger on (06) 8706448

Text him on 027 2324700

Or email your CV to info@mentor.kiwi.nz

Wanted School Principals

We're looking for school principals who'd like youth mentors to provide group activities in their school starting early next year. We can provide mentors experienced in kapa haka, Maori visual arts, creative dance, theatre sports, vegetable gardening and other activities of your choice. If you'd like to work in partnership with us we can draw up a contract with aims and goals for each activity. For further information:-

Ring Roger on (06) 8706448

Text him on 027 2324700

Or send an email to
info@mentor.kiwi.nz

CORE VALUES

Caring
Integrity
Humility
Respect
Loving Kindness
Forgiveness
Compassion
Justice

Trust Projects

Facilitate an independent transformative action process with schools building inclusive cultures

Enable youth to discover their capacities and strengths for particular projects and activities

Encourage facilitators to support new ventures that challenge and extend the capabilities of youth

Deliver culturally relevant services focussing on work themes of concern to youth mentors

Better use networking to help volunteers form friendly alliances with one another

Mentor troubled youth to prevent them being abused or stereotyped

Communicate with youth leaders providing worthwhile activities valued by young people and whanau

Te Whakaritorito Trust



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Te Whakaritorito News

A ani i te koa Kirihimete me te Tau Hou hari!

Have a Joyful Christmas and a Happy New Year!

And How About A Fresh Start?

In my travels I'm constantly coming across people who desperately need a fresh start in their lives but are in denial about what's currently preventing them from reaching their full potential. Loving partners who are so dependent on one another don't trust one another to take some private space apart and offline from one another. It's all right to have mutual friends but how to keep contact with friends your partner doesn't particularly share common interests with. Isn't it good for females to still have female company once in a while and males to have male company? The person with an alcohol problem who is in denial about consequences their drinking has upon family and friends, wonders why they keep getting avoided and yet still won't face their own responsibilities for getting drunk and wasted. The manager who is so busy putting out fires in their business and managing daily crises, travels blind regarding the company's future and won't take time with colleagues to go back to the drawing board, make a fresh start and vision a new collective future that could best include employees and clients' aspirations. And for this to happen, the whole organisational community needs to be involved in purposeful, visionary conversation several times a year. To have a planning day once a year with just a few executives usually means the process is being undermined by control freaks focused on the past and present rather than the future.

Most of all, these managers, control freaks and others get into a habitual mindset where they're passive followers of their own thoughts and one another's thoughts. It doesn't occur to them there may be a different way of thinking about their problems so they don't seriously work on the causes for their lack of progress. Mindfulness and meditation have often been used beneficially by people to reflect on their thoughts and feelings. With help from people who've experienced the benefits of meditation it's possible to become an inner witness that watches and observes the kind of thoughts we allow by default to control our minds. On the basis of this perspective, transformation can occur which is a process of becoming critically aware of how and why our presuppositions have come to constrain the way we perceive, understand and feel about our world. Taking time out for inner reflection helps people suspend judgment about habitual thoughts and feelings they're having. This new space makes possible a more inclusive, discriminating view where choices based on new understandings can lead to increased self-esteem and a new inner state of peaceful serenity. Once this inner serenity is experienced a person becomes

Whiti Anaunau
Whiringa-a-Rangi
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Warming Hearts
Inspiring Minds

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Roger McNeill
Ann Gieskens

How About A Fresh Start? (Continued)

more confident about exploring new possibilities for themselves, their family and friends.

I'm surprised with many people I've met who don't have a Curricula Vitae or if they do there's no reflection on their work and learning experiences that led them to come up with personal objectives. In the past I've had the privilege of helping people have a fresh look at where they're going, what sort of direction they'd like to have and how their capabilities and strengths could be enhanced with further practice, work and spare-time opportunities. Once people consider their future direction, they possess clear signposts for seeking new resources to help them walk a new path in keeping with their vocation, talents and interests. It's in and through the disclosure of one's self to another that meaning develops and is enhanced. In fact, when I've completed a CV based on what clients tell me about their work experience, learning events, interests and spare-time activities; many have what is akin to a spiritual, uplifting experience when they could see their CV now included strengths and talents they were previously unaware of or took for granted.

People who appreciate their future objectives at gut level are much more useful to organisations endeavouring to chart their collective futures. However, for organizational leaders who aren't focusing on their future, just marking time and not breaking out of their routines enough to take the changing world around them seriously, self-directed individuals can become a threat. Rather than being driven by what they feel called to do, employees are expected to fit in and follow job descriptions they didn't even have a hand in creating themselves in the first place.

Anyway, job descriptions need to be regarded as temporary 'cause each person's personal development needs and learning experiences change over time. This is why I believe in order for job descriptions to include a person's transferable skills and accumulative personal abilities they need to be reviewed every six to twelve months. For organisations who don't take seriously the changing development needs of their employees or volunteers means such people inevitably end up making a fresh start by

leaving the organisation altogether and search for a better contractual alliance elsewhere. Alternatively they attend seminars and workshops outside of work time to provide the extension and enhancement their employers refused to provide. Adult education today includes the immediate environment of learning practice as well as what individuals brings to the learning situation: a unique context composed of familial and social histories, an individual orientation which includes readiness for change, experienced resolution of prior stressful events and a predisposition for transformative experience which is socially grounded rather than being at the mercy of middle class pre-constructed head trips.

For those deprived of these transformative experiences, the need to burn out and move on is accelerated by the lack of regular purposeful meetings with those responsible for the organisation's mission. Unfortunately, organisations who have regular staff meetings tend to emphasise domestic and maintenance procedures that sabotage anyone bringing up new ideas and deny smooth space for testing research and innovation. This means people with entrepreneurial and creative potential get marginalized and left to their own devices. The only hope they have to break the boredom and lack of creative social interaction within the organisation is to wait for a holiday when they can relax, go wild and in the presence of good company reflect on how their priorities could be reshaped for another year. If you feel you're just marking time in your work and reached a turning point where you'd like to begin imagining something better to lift your spirits and save you from becoming a round peg in a square hole, we at Te Whakaritorito can help you discover your true place in the world by recognizing special talents and abilities you can contribute.. Ring or text 027 2324700 to contact our Occupational Coach for a time and place to meet so you can realise your dreams of working and choosing the right opportunities for you!

Te Rangi Marie!
Roger McNeill, Community Mentor



What team activities would you like to see happen with your students in the first term 2018?



Theatre Sports

Te Whakaritorito Trust offers a variety of activities starting again early next year. For example we have an experienced mentor, Gray Ruffell who facilitates Theatre Sports in impromptu "on the spot" acting, where students act out a scene such as walking the dog, going for a swim or travelling to space. As a result, participants learn communication skills, team-building and self-confidence in a relaxed and fun environment. Theatre Sports teaches the importance of active listening and respecting others. Vocabulary is explored as participants have to think about how they work with words in getting their message clearly understood. Students perform many tasks without verbal cues, for example mime. Through these situations they rely on facial expressions, spatial awareness and bodily gestures to communicate with one other. The value of Theatre Sports can be clarified with the proverb "Tell me and I'll forget. Show me and I may remember. Involve me and I'll understand".

Along with the fun and laughter theatre sports brings, it helps students develop practical strengths and key competencies in many areas. We can partner with your school or agency offering one hour every week during the school term or alternatively a one off half day program. If you're interested contact Roger McNeill, Community Mentor (Mobile 027 2324700) so Gray and I can arrange to meet with you or your elected representative to discuss your needs and relevant goals for such a program.



Te Ara Ki Te Ao Maori

One day at a hui a school principal asked what if we weren't to call what we're doing kapa haka and a youth mentor answered Te Ara Ki Te Ao Maori (Journey into the Maori world). This would mean that instead of preparing students to perform competitively to enter a kapa haka festival, instead we'd mentor them in such activities as saying an opening and closing karakia, greeting one another in Maori, help them be more aware of their cultural background, learn how to korero in Maori and sing waiata or himene relevant to their school culture so they could experience a bi-cultural meaning of life. What was learnt cooperatively could be shared at school camp or on a local marae where the context was more welcoming, relaxing and hospitable than with school culture where often you're expected to just fit in and follow the leader. Instead the goal would be for every student and adult to embrace being a servant leader from the heart for the benefit of everyone in the school community being able to learn from one another's styles and talents. We're fortunate to have experienced youth mentors that can offer this kind of Tikanga Maori program for students. If you or your school are interested in such a program please contact the Trust office at Mobile 027 2324700 to arrange a hui at a time suitable to you and your staff so we can together discuss your needs and goals for 2018.

Tipping Point continued



Ron Rowe
AGM presenter on Tipping Point

A day late or a dollar short won't a Tipping Point make, Resentment is doubt's fraternal twin. To buy time is actually oxymoronic. We talk of buying time yet once that minute or hour has passed it can never ever be regained. Purpose – when fully understood and genuinely believed to fulfil the need then all that happens will help enable the tipping point. Being a day late or a dollar short can change the course of our lives. It's like many things in life. If you don't do something when the opportunity beckons then that opportunity rarely returns as it was first presented. We all make choices all of the time that will either enable or prevent us from reaching the Tipping Point. It is fatal to enter into any activity in any field without having the will to succeed. That will to succeed shows in all that we do or don't do.

Ron Rowe, AGM Presenter



Kapa haka Pakowhai School

INFINITE POSSIBILITIES PROGRAMME



This year I've become an accredited Certified Trainer/Trailblazer of a programme based on the book "Infinite Possibilities: The Art of Living Your Dream" by Mike Dooley. It outlines the universal principles of positive thought that enable every person to thrive rather than simply survive.

The programme encourages people to examine beliefs and thoughts that have been limiting them and may be leading to struggles and negatives choices. It helps people discover ways to redirect those beliefs and thoughts in a more positive way, creating a more fulfilling and happy life.

This programme has proven empowering with young teens, to give them tools to learn that no matter their circumstances, they can realise their dreams and goals. I truly believe this programme can help them to have a more positive impact on those around them as well.

As an accredited Infinite Possibilities Trainer/Trailblazer, I can deliver this programme in a dynamic way at my discretion. It can be customised in different formats from a one hour introduction session, a single 3.5 hour seminar, or over six hours delivered in several sessions.

Infinite Possibilities books and materials are also available through a scholarship fund that would result in a non-cost powerful programme. I'd love to discuss the possibility of delivering this life-enriching programme to young people age 14-18 or a group of your adult mentors.

With appreciation for your time in considering the introduction of this programme.

**Fariddy Yunis Author – Writer –
Lecturer www.fariddyyunis.com**

The Tipping Point

The Tipping Point is an analogy that explains the phenomenon of why some people, organisations, products, businesses and authors become hugely successful (tip toward the positive) while others never seem to break apart from the masses as anyone special. **Everyone, everything in the universe has a tipping point for good or positive or for not so good or negative...** Like the pendulum on a clock swings one way then the other as pressure is exerted to it... The **Leaning Tower of Pisa** (Italian: *Torre pendente di Pisa*) is known worldwide for its unintended tilt. The tower's tilt began during construction in the 12th century, caused by an inadequate foundation on ground too soft on one side to properly support the structure's weight. The top of the tower is displaced horizontally 3.9 metres (12 ft 10 in) from the centre. **The first analogy is "inadequate foundation".. nothing succeeds without a solid and true foundation!**

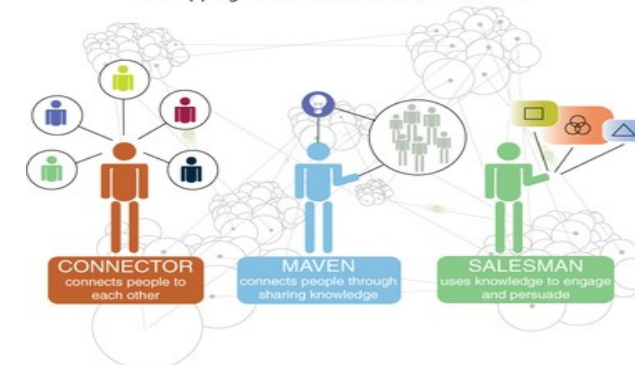
The Tipping Point: How Little Things Can Make a Big Difference is a book by Malcolm Gladwell, first published by Little Brown in 2000. Gladwell defines a tipping point as "the moment of critical mass, the threshold, the boiling point".^[1] The book seeks to explain and describe the "mysterious" sociological changes that mark everyday life. As Gladwell states: "Ideas, products, messages and behaviours spread like viruses do" **Gladwell describes the "three rules of epidemics" (or the three "agents of change") as the tipping points of epidemics.**

The Law of the Few

"The Law of the Few" is as Gladwell states: "The success of any kind of social epidemic is heavily dependent on the involvement of people with a particular and rare set of social gifts" and the 80/20 Pareto Principle is the idea that in any situation roughly 80 percent of the 'work' will be done by 20 percent of the participants.

Visualizing The Tipping Point

The Tipping Point + The Social Media Network



These people are described in the following ways:

Connectors are the people in a community who know large numbers of people and who are in the habit of making introductions. **A connector is essentially the social equivalent of a computer network hub.** They usually know people across an array of social, cultural, professional and economic circles and make a habit of connecting people who work or live in different circles. They are people who "link us up with the world...people with a special gift for bringing the world together".^[5] They are "a handful of people with a truly extraordinary knack ... for making friends and acquaintances".^[6] Gladwell characterizes these individuals as having social networks of over one hundred people. Gladwell attributes the social success of Connectors to the fact "their ability to span many different worlds is a function of something intrinsic to their personality, some combination of curiosity, self-confidence, sociability and energy".

Mavens are "information specialists", or "people we rely on to connect us with new information".^[4] They accumulate knowledge, especially about the marketplace and know how to share it with others. "A Maven is someone who wants to solve other people's problems by solving his own".^[8]

According to Gladwell, Mavens start "word-of-mouth epidemics" due to their knowledge, social skills and ability to communicate. "Mavens are really information brokers, sharing and trading what they know".

Salesmen are persuaders", charismatic people with powerful negotiation skills. They tend to have an indefinable trait that goes beyond what they say, which makes others want to agree with them.

Continued on page 5



Raureka Community Project

Mihimihi - Greetings



Last 24th August, I went to Raureka School and spoke with Sharnita Raheke and Mandy Sharpe who work together as co-ordinators of the Raureka community project. Their enthusiasm and passion for what they are doing is contagious. Their over all aim is to improve community well-being which will be facilitated by building a community hub at Raureka School. The proposal was initiated in 2012, following a spate of attempted suicides, as a way to bring the community together in one central facility. Sharnita Raheke said they had answered what their whanau and friends wanted to see in the community by developing this hub. Among many other things, there is also a vege garden and a toolshed for community use.

Raureka school was chosen because its central to the community, and needs a bigger hall. The concept is loosely based on the Victory Community Centre in Nelson, because their principals were fruitful. The hub is being developed by Raureka school, the Ministry of Education and a community trust. The department of Internal Affairs also provides community funding. I told them I wanted to help somehow and was invited for a pot-luck dinner with them on a Saturday evening last month where a good time was had by everyone who came!

Ann Gieskens

To greet people in the morning you say "Te Ata Marie!" (I wish you peace of the morning). Don't say "morena" which is an alliteration of the English word "morning" and just means morning and says nothing of any substance. Similarly, to greet people when you say goodnight you say "Po Marire!" (peace of the night). "Kia ora" didn't originally mean 'hello' or 'thank you' although it can be used in these senses. "Kia ora!" really means "Long life!" just as "namastay" in Indian means I salute the spirit within you. If someone says "Kia ora!" to you don't say "Kia ora!" back. Respond by saying Tena Koe! Similarly if someone says "Tena koe!" to you don't say the same back, say Kia ora! You wouldn't want the other person to think you were a parrot.

I guess if you haven't learnt Maori you need to appreciate there are two types of Maori – classic proverbial Maori as handed down orally by our tipuna and modern Maori which invents new words for English concepts that didn't originally exist in Maori. This enables Te Reo Maori not only to revive but be strong enough to teach subjects such as science and technology. For example the word for computer "rorohiko" literally means "quick flashing brain like lightening".

To show appreciation for a good meal you say "Tino reka te kai!" (this food is delicious). To encourage someone you say "Kia kaha!" (be strong, give it heaps), "Ka pai!" (well done) or "Ka pai to mahi!" (you're doing well). If you make a mistake say "aroha mai!" (I'm sorry) or "Nooku te he!" (sorry, my mistake).

To say goodbye to someone leaving say "Haere ra!" and to say goodbye to someone staying say "E noho ra!" If you're seeing the person again soon say "Ka kite ano!" (see you again later) or "Ka kite ano apopo!" (see you tomorrow) or just "Hei konei ra!" (goodbye). Well that's enough for today. "Ka huri!" "Te rangi marie!" (I'm finished! Heavenly Peace!)

Roger McNeill



Tipping Point continued

The Stickiness Factor

The Stickiness Factor refers to the specific content of a message that renders its impact memorable. Popular children's television programmes such as *Sesame Street* and *Blue's Clues* pioneered the properties of the stickiness factor, thus enhancing effective retention of educational content as well as entertainment value.

The Power of Context

Human behaviour is sensitive to and strongly influenced by its environment. Gladwell explains: "Epidemics are sensitive to the conditions and circumstances of the times and places in which they occur". **The maximum number of individuals in a society or group that someone can have real social relationships with Gladwell dubs the "rule of 150."**

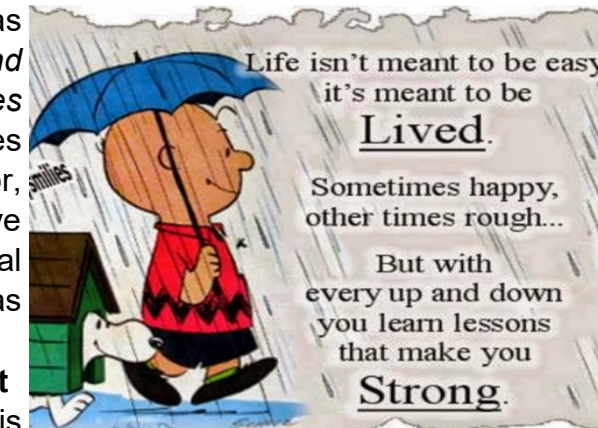
All abstract knowledge is a faded reality: this is because to understand the world isn't enough, you must see, touch, hear, smell, taste and live in its presence and drink the vital heat of existence in the very heart of reality. **It is only then a Tipping Point will become obvious. Great truths are felt before they're expressed. So 'gut feelings' can and are able to be developed..**

What are our roles? In these new times, how does one figure out their strengths and use that to create something unique?

"No plan survives first contact with reality as other factors augment the plan so all strategies then are emergent in today's world." That is... the tipping point doesn't have to go to a point where it can't be retrieved.. it can be realigned in

your favour and that of your clients/members/supporters.

Expectations... to achieve anything at all one must expect a positive outcome.. putting aside all the hindrances or things and people who may impede progress, even though these things may hurt and slow progress, those who make it are those who carry on.. knowing that their truth in the vision will win out...A person who is always asking, "Is what I do worthwhile?" and "Am I the right person to do it?" will always be



ineffective themselves and a discouragement to others. We must shut our eyes a little and think a little more of the subject and of ourselves than we may deserve. (GH Hardy)

As any psychiatrist will tell you avoiding the emotional pangs of disappointment or grief even, doesn't make it go away. Disappointment builds and builds until a tipping point is reached and then it will surface often in ways that are difficult.

The **bystander effect** or **bystander apathy** is a social-[psychological](#) phenomenon in which individuals are less likely to offer help to a victim when other people are present. The greater the number of bystanders, the less likely it is that any one of them will help. Several factors contribute to the bystander effect, including ambiguity, cohesiveness and diffusion of responsibility. Research has shown the term "bystander apathy" is an incorrect description because people feel genuine concern for the victim.

Pretty much all research shows that confusion or frustration in matters or issues will tend to make us 'mistake prone' or not as careful as we can be. When this happens the pendulum swings the Tipping Point into the negative sector so more confusion and frustration begins permanently directing our behaviours for the most part.