

# TUIA

2025

PROSPECTUS





# Contents

Explanation	1
Tuia Overview	2
Rangatahi Selection	3
Selection Process	3
Mayoral/Mentor and Rangatahi Expectations	6
Community Contribution	7
Examples	8
Wānanga	9
Rangatahi Stories	11
Maddox's story	11
Holli's story	13
Bridget's story	15
Tuia Timeframes	18
Key Contacts	19
Participating Councils, Iwi & Organisations	20

# Explanation

Tōia mai ngā tāonga a ngā mātua tīpuna. Tuia i runga, tuia i raro, tuia i roto, tuia i waho, tuia te here tāngata. Ka rongo te pō, ka rongo te ao. Tuia ngā rangatahi puta noa i te motu kia pupū ake te mana Māori. Ko te kotahitanga te waka e kawē nei te oranga mō ngā whānau, mō ngā hapū, mō ngā iwi. Poipoiā te rangatahi, ka puta, ka ora.

The name 'Tuia' is derived from a tauparapara (Māori proverbial saying) that is hundreds of years old. This saying recognises and explains the potential that lies within meaningful connections to: the past, present and future; to self; and to people, place and environment.

The word 'Tuia' means to weave and when people are woven together well, their collective contribution has a greater positive impact on community. We as a rangatahi (youth) leadership programme look to embody this by connecting young Māori from across Aotearoa/New Zealand - connecting passions, aspirations and dreams of rangatahi to serve our communities well.



# Tuia Overview

Tuia is an intentional, long-term, intergenerational approach to develop and enhance the way in which rangatahi Māori contribute to communities throughout New Zealand. We look to build a network, learn local history for rangatahi to help support them in their contribution to their communities. This is done through developing relationships between a diverse range of rangatahi throughout the country that recognises, accepts and celebrates diversity.

## Three pou make up the Tuia rangatahi experience:

1. Mentoring
2. Community contribution
3. Wānanga

At a local level, a mayor will select a rangatahi Māori from their district who they will develop a mutually beneficial mentoring relationship with, in order to enhance their ability to contribute well to community. This will happen on a monthly basis, involving both informal meetings and participation at formal occasions. The relationship will also provide both parties with the opportunity to gain a deeper insight into inter-generational issues, cultural values and experiences.

Selected rangatahi will be encouraged to undertake a community contribution project in their respective communities.

Rangatahi will also attend five wānanga in different parts of the country over the year to build networks, obtain support and have exposure to a diverse range of people from across the country.



# Rangatahi Selection

Who is eligible for the programme and how will they be selected?

The mentor will select a young Māori using the following criteria.

The rangatahi selected must:

- be aged between 18-25 years old;
- be actively involved in contributing to the wellbeing of their community at some level;
- be able to commit to being involved in this part-time programme of three three-day and two four-day wānanga (leadership forums) over a period of 12 months;
- have support from others to participate in the programme (whānau/hapū/pakeke/ employers/community etc.);
- be open minded and willing to contribute to discussions and workshops;  
and
- be well organised and have the ability to manage their time and commitments effectively.

## Selection Process

Each participating mentor in partnership with their community and past rangatahi participant (where applicable) will select the candidate against the criteria outlined on the previous page. Each mentor will determine what process they deem to be the most effective in order to identify their candidate.

### Selection process examples are:

- Personal application (e.g. essay / presentation)
- A nomination and selection process
- A personal choice
- In consultation with community groups
- On the advice of iwi and hapū groupings
- On the advice of the council's community development advisors

### Mentors should consider the following:

- Compatibility (shared interests)
- Gender (may be relevant)
- Connection to the community

**NB:** A Tuia Mentoring Toolkit is available and will be distributed to those participating mentors. This will include a range of strategies and experiences mentors can use to support the development of their rangatahi.



## Mayoral/Mentor Expectations

Mayors/mentors who agree to become a mentor recognise the potential this approach has to effect long-term positive change in the life of the rangatahi they are mentoring and through them, many communities around the country.

### Mayors/mentors will be required to:

- meet with the young person at least once a month;
- involve the young person in community activities that will assist their development as a leader;
- financially support the young person to attend five wānanga (leadership forums) per year. (Domestic transport costs only: approx. \$1000-\$3000 per year - variance in cost is largely relative to geographical considerations – earlier bookings beneficial);
- attend a one day mentoring training opportunity (optional).



Mayor Jamie Cleine  
Buller District Council

*"I have found the TUIA kaupapa to be really rewarding. It has been amazing to see how each of the rangitahi from Buller have engaged with and gained confidence in their identity through the programme. TUIA is very much about personal growth. Seeing that develop throughout the year and how each TUIA I've been involved with has shared their experience with me in different ways is why the programme adds value to me as a Mayor and our community."*

## Rangatahi Expectations

Young people who agree to take part in the programme will make the most of this unique opportunity by participating in all of the planned activities and meetings.

### The young people will commit to:

- Meet with their Mayor/mentor at least once a month;
- Be involved in additional community events at the invitation of the Mayor/mentor (where practical);
- Attend three three-day and two four-day wānanga (leadership forums) per year;
- Community contribution project(s) over a 12 month period (approx 100hrs).

# Community Contribution

## General Guidelines

### Hours

- The encouraged commitment for this is approximately 100 hours for the year, which equates to approx. two hours per week.
- There is no need to record hours of community contribution - the focus is on giving to the community rather than fulfilling a requirement.
- The hours can be made up of many small projects, one large project or a combination.

**NB:** Many rangatahi are already contributing to their communities - if this is the case for your rangatahi, then those contributions would count towards those 100 hours.

### Projects aim/nature

- There are no strict requirements for the aim or nature of the contribution activity. See next page for examples of past community contribution projects.
- The benefits of this is for rangatahi to be able to share their experience, practice new strategies, obtain peer support and demonstrate leadership skills.

### Reporting

- While not a formal requirement, some form of reflection about service activities is recommended.

# Examples



**Meschka Seifritz** combined her two majors, environmental and Māori studies by planning the first noho for her whānau (80+ people) in 11 years. The purpose of the four day wānanga was to reconnect whānau to their marae and enhance the mauri of their whenua and the taiao. Meschka is incredibly grateful to the TUIA kaupapa for inspiring and supporting her with her whānau wānanga and planting the seeds that will contribute for generations to come.

**Mentored by Grant Smith Mayor Palmerston North City 2021**



**Anna Douglas** led the creation of a Mātaitai Reserve for one of her hapū and a kaumātua and Rangatahi kaupapa that aims to preserve mātauranga Māori within whānau and hapū. Anna feels TUIA is a Kaupapa where inspiration is found and nurtured and has appreciated the rich connections, deep kōrero, and the ability to broaden the vision of what is possible for communities. It is a taonga to be passed on.

**Mentored by Alex Walker Mayor Central Hawke's Bay 2024**



**Taane Te Aho** combined his two majors, Te Reo Māori and Māori & Indigenous Studies by tutoring Te Reo Māori for Ngāti Koroki Kahukura wānanga and the University of Waikato's flagship immersion course - Te Tohu Paetahi. Taane has also collated a report of Indigenous Rangatahi based on invasive and taonga species for the NZ BioHeritage Science Challenge. As a result of his experience in Tuia, Taane is inspired to capture the work of his iwi in relation to Maara Kai, Poukai and Hītori which can serve as a valuable resource for future generations.

**Mentored by Susan O'Reagan Mayor of Waipā District Council 2024**



# WĀNANGA

There will be five marae-based wānanga throughout the year. The wānanga are an opportunity for rangatahi to connect with one another, as well as to connect with a variety of places, people and communities around Aotearoa.

The wānanga are structured according to an ancient tauparapara (Include the name) that connect rangatahi with one another, to whenua, to people and to communities across Aotearoa. Rangatahi will have the opportunity to explore local ancestral stories, learn from subject matter experts, and consider together how they can apply what they have learnt to their daily lives. There are five marae based wānanga, three three-day wānanga and two four-day wānanga that follows:

- March: Wānanga one - Tuia i Runga (Weaving above), Waikato
- May: Wānanga two - Tuia i Raro (Weaving below), Waiariki/Bay of Plenty
- July: Wānanga three - Tuia i Roto (Weaving within), Te Waipounamu
- September: Wānanga four - Tuia i Waho (Weaving without), Hawkes Bay
- November: Wānanga five - Tuia te Here Tangata (Weaving the threads of humanity), Wellington

Any alterations to wānanga, whether caused by Covid 19 or other factors will be communicated as soon as possible based on the latest information.

Additionally, its important to note that travel expenses for rangatahi attending wānanaga are anticipated to be covered by their sponsoring person or organisation.



# Rangatahi Stories



## Maddox's Story

This year, I embarked on the Tuia journey. If I am being honest, I was unsure about what I was getting myself into at the start and if this would really be for me.

I went into my first wānanga shy and sort of reserved, as I had a not-so-amazing experience with a couple of Māori Rugby camps. At those camps, it was supposed to be about 90% culture and 10% Rugby, but I quickly learned that it was all about what school you went to, where you are from, how many people you knew, and if you are any good at footy. Coming from a small town on the West Coast of the South Island, I knew nobody at these camps, so I was an outsider, and nobody from the so-called 'big schools' would even give you the time of day. I had this same unsettling feeling going into Tuia, that everyone would know everyone and already be in their own little cliques; however, that was definitely not the case with Tuia. It just felt like one big whānau, and like you'd met everyone years before this kaupapa.

I would highly recommend this kaupapa for any rangatahi Māori that positively contributes in their community through any volunteering, especially if you are not fully 'connected' to your Māoritanga like me, because Tuia can really open your mind up to think about ways to better connect yourself, whether that's even asking questions about your ancestors or starting to study Te Reo or even just having a sit-down with your whānau and talking about how you could all benefit from connecting to your Māoritanga more.

My Tuia journey began when the Mayor sent my dad an email one day asking if I would be keen to do it because they couldn't think of many rangatahi to go from our Region. So, I didn't feel like I deserved to be

there, as I knew most of the Tuia people had to apply and go through the process of interviews, whereas I didn't need to do any of that. But I quickly realized that it's not about deserving to be there and not about who does more stuff in the community and who is 'more Māori'. It is all about bringing good people doing good things together to learn from each other and about.

Tuia has been a big steppingstone for me to get more connected to my Māoritanga, as I grew up the first 11 years of my life in Germany and Italy learning those cultures, so Te Reo was not really an option. I also know that Tuia was a big steppingstone for others in my Tuia year because, at our last wānanga, so many Teina were going into new jobs/study/steps in life.

**Overall, Tuia for me was a safe space to be Māori, be proud to be Māori, make friends and lifelong connections around the motu, and a space to learn about my culture.**

### Maddox Manawatu

Ngāi Tahu, Ngāti Kurī, Ngāti Māmoe, Waitaha

Mentored by Jamie Cleine, Buller District Council





## Harono's Story

Before coming into this wānanga, I had felt a little lost in my journey, especially in terms of mahi, unsure of what I wanted to do in life and how I could use the skills I have in mahi that I love.

My experience on this journey through Tuia has been something I didn't realize I needed. Going into it, I thought it was a kaupapa that had no real hononga with te taha Māori. I assumed we were going there to learn about council policies and our role as Māori within the council.

This wānanga is, and has been, so much more. It has been a time for us, rangatahi Māori, to come together and share our dreams and whakaaro about what is most important to us. This wānanga has allowed me to dive deep into parts of myself I didn't know I had or that I needed to rediscover. Growing alongside other rangatahi Māori through this wānanga has been amazing. I've made lifelong friends during this process. As a rōpū, we go through many changes as each wānanga comes and goes, so having a safe place to return to each time has been one of my favorite aspects.

Our tuakana and kaiwhakahaere have been incredibly supportive and encouraging throughout the entire wānanga. They give up their time to come and tautoko us—as ringawera, as drivers, as listeners, and as leaders. They inspire me to be an amazing tuakana when my time comes.

Each wānanga has offered so much mātauranga, whakapapa, and kōrero for us to learn and hold in our own kete. The wānanga has pushed us to be vulnerable, to share our kōrero, and to be our true selves within and outside of te ao Māori.

It has given us the opportunity to become better kaihāpai for our mahi, our hapori, and our iwi. To be weavers of the things that came before us, that lay below us, that live within us, and that extend beyond us—things that weave us together as one. This, to me, is what being part of Tuia is all about.

I completely agree with Matua when he says rangatahi Māori are Io Matua's gift to the world. Because we are!

Nāhaku noa,

Harono Hokianga

Mentored by Mayor Sandra Hazelhurst Hastings District Council





## Aimee's Story

It's hard to put into words the impact of Tuia. It's something you feel within your wairua. It provides you with constant opportunities to take chances on yourself and inspires you to dream for the betterment of our people.

I was nervous going into Tuia. I didn't know what to expect. I was constantly questioning if I was the right person for the kaupapa and if I would be able to give to it in the way I thought it deserved. On the first night of Tuia-i-runga, we listened to Marcus's kōrero. In part of it, he turned around and said, "Of all the people who could have been given the opportunity to be on this kaupapa, every single one of you was chosen. You have all shown up; out of anywhere you could have been, you are here and are meant to be here." That's when it all clicked for me. I knew this was going to push me outside my comfort zone, and I was going to come out a better person because of it.

Tuia allows you to be tupuna-driven and future-focused in a safe environment, surrounded by rangatahi Māori who are like-minded and authentically themselves. It allows you to be Māori no matter where you are in your journey, without fear of judgment. One thing that stood out to me was the ability to continuously wānanga openly with everyone—listening to other people's kōrero from many walks of life and then being able to build, strengthen, and develop my own whakaaro based on knowledge I would never have gained if I wasn't part of Tuia.

Throughout the wānanga, you inherit key takeaways that allow you to weave together new understandings around the tauparapara that makes

up Tuia—how it is embedded in our everyday lives and how to be more aware of it. Engaging in Tuia forces you to consistently ask questions in and out of wānanga. It allows you to dream of different opportunities as if there were no obstacles and offers you the chance to develop as a leader. Being more aware of all this made me think about how I engage in a kaupapa that is bigger than ourselves.

There is truly nothing quite like the impact of Tuia. You learn from people you may never have met, gain a deeper understanding of what it means to give back, and develop and foster relationships with some of the greatest gifts to the world. It is a kaupapa I will forever be privileged to be part of, as it has helped me grow in ways I didn't know were possible and will allow me to give back to a kaupapa that has given and will continue to give so much to our people.

Aimee Sandrey

Mentored by Mayor Nadine Taylor Marlborough District Council



# Tuia Timeframes



## 2024

### November

- Selection Process initiated
- Confirmation of commitment to 2025 programme

## 2025

### February

- 11th of Feb - Selection of rangatahi participant confirmed
- First mentoring meeting with Mayor/mentor (this can be earlier if preferred)

### March

- Wānanga 1: Tuia i Runga (Waikato)
- Mentoring training
- Second mentoring meeting/Community contribution project identified

### April

- Third mentoring meeting

### May

- Wānanga 2: Tuia i Raro (Waiariki/Bay of Plenty)
- Fourth mentoring meeting

### June

- Fifth mentoring meeting

### July

- Wānanga 3: Tuia i Roto (Te Waipounamu)
- Sixth mentoring meeting

### August

- Seventh mentoring meeting

### September

- Wānanga 4: Tuia i Waho (Hawkes Bay)
- Eighth mentoring meeting

### October

- Ninth mentoring meeting

### November

- Wānanga 5: Tuia Te Here Tangata (Wellington)
- Tenth mentoring meeting

### December

- Final mentoring meeting for 2025
- Begin selection process for 2026

NB: each Tuia wānanga is held on the first weekend of every second month from March unless otherwise communicated.



## Key Contacts

### North Island Mentoring Support

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### South Island Mentoring Support

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### Wānanga Coordinator

Chanay Peri

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## Participating Councils, Iwi & Organisations

Buller DC, Central Hawkes Bay DC, Central Otago DC, Dunedin CC, Far North DC

Grey DC, Hamilton CC, Hastings DC, Hutt CC, Kaikoura DC, Kapiti Coast DC, Marlborough DC, Napier CC, Nelson CC, New Plymouth DC, Otorohanga DC, Palmerston Nth CC, Queenstown-Lakes DC, Rangitikei DC, Rotorua Lakes Council, Ruapehu DC, South Wairarapa DC, Tararua DC, Waipa DC, Wairoa DC, Waitomo DC, Western BOP, Whangarei DC.

Engage Safety, Mana Mokopuna, Ministry of Justice, St John, TeRangihikaia-Makere Trust, Te Ohu Whakawhanaunga, Te Ora Hou CHCH, Te Ora Hou Whanganui, Waikato Regional, Wairoa Taiwhenua Inc, Selwyn Council