

strategic plan 2021-2024

nau mai te ao hou

/verb/

[samoan] *tofa mamao*

[english] *welcoming the future*



Mahi Mihinare

Anglican Action

justice through service

Our Board of Trustees



Anglican Action practices justice through service and gives people hope. As such this organisation seeks to recognise injustice and take action against inequality and discrimination by actively advocating for those with no voice.

This 2021 – 2024 Strategic Plan encompasses the partnership outlined in Te Tiriti O Waitangi and seeks to embed this in its aims and goals. Each challenge that is faced within this organisation is met with a determination that there is a better outcome that can be achieved for every person.

The Board of Anglican Action recognises the strength that is within the organisation and acknowledges the input of Kaumatua and staff to this document and as Chairperson and as representative of the Board of Trustees I endorse this Strategic Plan.

Jane Manson, Anglican Action Mission Trust Board Chair

It's now just on twenty years since Anglican Action began operating in Te Ara Hou Village, thereby fulfilling the vision of Karen Morrison-Hume and others. In that time, the work of Anglican Action has expanded beyond expectations until the stage has been reached when we have a staff of 87 catering for the needs of hundreds of clients and administering an annual budget in excess of \$6M. As one who has been involved in the governance of Anglican Action throughout the period, I can only marvel at the dedication and commitment of those who have demonstrated how Justice can be achieved through Service and Hope provided to so many people who have contributed to and benefited from all that Anglican Action has to offer.

Gerald Bailey, Anglican Action Mission Trust Board Deputy Chair



Our Kaumatua



Mahi Mihinare
Ko Toona Tuu Whakakake Maa Te Mahi Ka Whai Tika

Mahi Mihinare
He Umanga Whakakotahi i Te Haahi Me Te Tiriti
Ki Te Tautoko i Ngaa Hiahia Aka Harakeke

Me Te Wero Mai i Ngaa Tapa
Ki Te Roopuu Iwi Tahatahi
Moo Te Whakaara Ki Te Wewete
Kia Tuu Tangata Ai i Toona Tino Rangatiratanga

Ko Taa Maatou He Tuumanako

Matua Pine Campbell, Mission Kaumatua



Our Tumu Whakarae - CEO - Missioner

Mahi Mihinare Anglican Action describes itself as a community whanau with all the inherent responsibilities, obligations and accountabilities, celebrations and aroha that weaves and binds us. We laugh and cry together.

Whakapapa is acknowledged, upheld and honoured; there is deep respect for those who have gone before and upon whose shoulders we stand. There is an abiding commitment to one another as we navigate the present moment with those who seek Life beyond the harsh, punitive and unjust margins.

There is reverence and honouring of mana whenua, Ngati Haua, who graciously and generously offer us the hospitality and manaakitanga of Mangaonua where Te Ara Hou is located. We also acknowledge and give thanks for mana whenua in the other locations of our services - Ngaati Wairere, Ngaati Maahanga, Ngaati Hauaa, Ngaati Korokii Kahukura and Ngaati Tamainupoo. Our mahi is made possible by your generosity and is deeply respected by this Mission.

We welcome a future that has now been re-evaluated in light of a global pandemic that taught us many lessons and offered an opportunity to dive deeply into our mission, purpose, beliefs and values. We have emerged after a year-long process excited by the possibilities expressed in this plan that focusses and strengthens us in our resolve to:

- Pursue Justice through Service
- Offer and ignite Hope
- Commit deeply to our sacred covenant under Te Tiriti o Waitangi
- Address the desecration of the environment and respond to the climate emergency
- Act kindly, seek justice and walk humbly with the Divine

Our team, our whanau, our people are ready for the challenge!

Karen Morrison-Hume, Tumu Whakarae, CEO, Missioner



Mission

Anglican Action stands for Justice Through Service.

Anglican Action unites Faith and Treaty in an agency committed to flax roots support and challenge from the margins to an unequal society in order to liberate and empower.

Anglican Action celebrates the spirituality of life and believes that every sister and brother, known or stranger, of this land or another, is considered to be our neighbour.

All of creation is sacred and of equal and infinite value with a soul worthy of care and respect.

To this end, Anglican Action commits itself to the pursuit of justice through service within and beyond the borders of Aotearoa New Zealand.

We will advocate and stand in solidarity with all of creation and every brother and sister being denied justice or the basic human necessities of life.

We offer hope



Te Tiriti o Waitangi – Position Statement

We recognise that He Whakaputanga o te Rangatiratanga o Nū Tirene and Te Tiriti o Waitangi are the foundational documents of Aotearoa, and that they affirm continued tino rangatiratanga of hapū and iwi in their own lands.

We are committed to uniting Faith and Treaty. As a workplace we are committed to ongoing learning and engagement with kaupapa Māori, and to fostering a culture supportive of Māori leadership and a tikanga-based future.

We seek to learn from and model practices from mana whenua, and we support the restoration of mautauranga Māori and tikanga Māori, in order to decolonise institutions, systems, and power in Aotearoa.



Te Tiriti o Waitangi

Ko Wikitoria te Kuini o Ingarani i tana mahara atawai ki nga Rangatira me nga Hapu o Nu Tirani i tana hiahia hoki kia tohungia ki a ratou o ratou rangatiratanga me to ratou wenua, a kia mau tonu hoki te Rongo ki a ratou me te Atanoho hoki kua wakaaro ia he mea tika kia tukua mai tetahi Rangatira - hei kai wakarite ki nga Tangata maori o Nu Tirani - kia wakaetia e nga Rangatira maori te Kawanatanga o te Kuini ki nga wahikatoa o te wenua nei me nga motu - na te mea hoki he tokomaha ke nga tangata o tona Iwi Kua noho ki tenei wenua, a e haere mai nei.

Na ko te Kuini e hiahia ana kia wakaritea te Kawanatanga kia kaua ai nga kino e puta mai ki te tangata maori ki te Pakeha e noho ture kore ana.

Na kua pai te Kuini kia tukua a hau a Wiremu Hopihona he Kapitana i te Roiara Nawi hei Kawana mo nga wahi katoa o Nu Tirani e tukua aiane amua atu ki te Kuini, e mea atu ana ia ki nga Rangatira o te wakaminenga o nga hapu o Nu Tirani me era Rangatira atu enei ture ka korerotia nei.

Ko te tuatahi

Ko nga Rangatira o te wakaminenga me nga Rangatira katoa hoki ki hai i uri ki taua wakaminenga ka tuku rawa atu ki te Kuini o Ingarani ake tonu atu - te Kawanatanga katoa o o ratou wenua.

Ko te tuarua

Ko te Kuini o Ingarani ka wakarite ka wakaae ki nga Rangatira ki nga hapu - ki nga tangata katoa o Nu Tirani te tino rangatiratanga o o ratou wenua o ratou kainga me o ratou taonga katoa. Otiia ko nga Rangatira o te wakaminenga me nga Rangatira katoa atu ka tuku ki te Kuini te hokonga o era wahi wenua e pai ai te tangata nona te wenua - ki te ritenga o te utu e wakaritea ai e ratou ko te kai hoko e meatia nei e te Kuini hei kai hoko mona.

Ko te tuatoru

Hei wakaritenga mai hoki tenei mo te wakaetanga ki te Kawanatanga o te Kuini - Ka tiakina e te Kuini o Ingarani nga tangata maori katoa o Nu Tirani ka tukua ki a ratou nga tikanga katoa rite tahi ki ana mea ki nga tangata o Ingarani.

[signed] W. Hobson Consul & Lieutenant Governor

Na ko matou ko nga Rangatira o te Wakaminenga o nga hapu o Nu Tirani ka huihui nei ki Waitangi ko matou hoki ko nga Rangatira o Nu Tirani ka kite nei i te ritenga o enei kupu. Ka tangohia ka wakaetia katoatia e matou, koia ka tohungia ai o matou ingoa o matou tohu.

Ka meatia tenei ki Waitangi i te ono o nga ra o Pepueri i te tau kotahi mano e waru rau e wa te kau o to tatou Ariki.

Ko nga Rangatira o te Wakaminenga



The Treaty of Waitangi

Her Majesty Victoria Queen of the United Kingdom of Great Britain and Ireland regarding with Her Royal Favor the Native Chiefs and Tribes of New Zealand and anxious to protect their just Rights and Property and to secure to them the enjoyment of Peace and Good Order has deemed it necessary in consequence of the great number of Her Majesty's Subjects who have already settled in New Zealand and the rapid extension of Emigration both from Europe and Australia which is still in progress to constitute and appoint a functionary properly authorised to treat with the Aborigines of New Zealand for the recognition of Her Majesty's Sovereign authority over the whole or any part of those islands – Her Majesty therefore being desirous to establish a settled form of Civil Government with a view to avert the evil consequences which must result from the absence of the necessary Laws and Institutions alike to the native population and to Her subjects has been graciously pleased to empower and to authorise me William Hobson a Captain in Her Majesty's Royal Navy Consul and Lieutenant-Governor of such parts of New Zealand as may be or hereafter shall be ceded to her Majesty to invite the confederated and independent Chiefs of New Zealand to concur in the following Articles and Conditions.

The Chiefs of the Confederation of the United Tribes of New Zealand and the separate and independent Chiefs who have not become members of the Confederation cede to Her Majesty the Queen of England absolutely and without reservation all the rights and powers of Sovereignty which the said Confederation or Individual Chiefs respectively exercise or possess, or may be supposed to exercise or to possess over their respective Territories as the sole sovereigns thereof.

Her Majesty the Queen of England confirms and guarantees to the Chiefs and Tribes of New Zealand and to the respective families and individuals thereof the full exclusive and undisturbed possession of their Lands and Estates Forests Fisheries and other properties which they may collectively or individually possess so long as it is their wish and desire to retain the same in their possession; but the Chiefs of the United Tribes and the individual Chiefs yield to Her Majesty the exclusive right of Preemption over such lands as the proprietors thereof may be disposed to alienate at such prices as may be agreed upon between the respective Proprietors and persons appointed by Her Majesty to treat with them in that behalf.

In consideration thereof Her Majesty the Queen of England extends to the Natives of New Zealand Her royal protection and imparts to them all the Rights and Privileges of British Subjects.

(signed) William Hobson, Lieutenant-Governor.

Now therefore We the Chiefs of the Confederation of the United Tribes of New Zealand being assembled in Congress at Victoria in Waitangi and We the Separate and Independent Chiefs of New Zealand claiming authority over the Tribes and Territories which are specified after our respective names, having been made fully to understand the Provisions of the foregoing Treaty, accept and enter into the same in the full spirit and meaning thereof in witness of which we have attached our signatures or marks at the places and the dates respectively specified. Done at Waitangi this Sixth day of February in the year of Our Lord one thousand eight hundred and forty.

purpose

To offer hope

Ko ta matou he tumanako

To pursue justice through service

Ma te mahi ka whai tika

belief

We believe every person is of infinite and equal value and all of creation is sacred

Ko ngā mea e ora ana o te orokohanga mai o te Ao, he taurite, he mutunga kore, he wairua whaitake tō ngā uara kātoa, ā, e tika ana te manaaki me te whakaute.

"We birth the Beloved Community by becoming the Beloved Community"

- Valerie Kaur

values

Whakahou - Regeneration

This value refers to living in the rhythms and cycles that are life-giving without wasting, exploiting or violating the natural order.

Whakaoratanga - Restoration

This value refers to the restoring of individuals to themselves to enhance their sense of self, their mana, their mauri, spirit and humanity.

Whakaratonga - Redistribution

This value reminds us that inequality is rooted in systems of greed and destructive consumption. This value is not based on merit but on the commitment to equity that ensures everyone receives all they need to flourish and thrive.

Tau Taupaki - Reciprocity

This value reminds us that life is not a balance sheet or ledger. It is based on giving and receiving freely. In this "economy" of community, we learn to be generous and open-handed and to offer support, care, our time and talents to whoever needs it.



commitments



Te Tiriti o Waitangi

The foundation for all relationships, practice and planning.



Environment

Address climate change by prioritising sustainable practices.



Housing

Ensure every person has a safe and secure place they call home.



Technology

A strategy for continuous development and improvement.



Research & Development

For advocacy to address injustice.



objectives

1

Recognise and uphold Te Tiriti o Waitangi as a sacred covenant relationship

Objective focus:

- Establish and develop Māori leadership across every part of the Mission

2

Implement Raranga te Muka Tangata, the Mission's cultural connectedness framework

Objective focus:

- Achieve equity, inclusiveness and dignity regardless of ethnicity, culture, orientation, or gender

3

Manifest hope

Objective focus:

- All practice, advocacy and narratives reflect the value, respect and future for people and planet.

4

Build alliances to provide comprehensive housing options

Objective focus:

- Ensure everyone has a home as part of their transition back to full independence in the community
- All children in our care are kept safe and have the opportunity to thrive and flourish in a home environment of aroha and love



objectives

5 Develop a technology strategy for continuous improvement

5

Objective focus:

- Develop data for research and advocacy
- Develop indicators to assess the connection between the social and environmental factors that may negatively impact on culture, equity and the projected futures for vulnerable communities

6 Establish investments to resource the work of the Mission

6

Objective focus:

- Increase diversity of housing stock
- Enhance research and development
- Develop workforce capability

7 Foster transformation of structures and systems that promote best outcomes for our people

7

Objective focus:

- Engage in policy development
- Make submissions relevant to our services
- Undertake research within our services to build a body of credible evidence for social justice purposes



