

# Connections



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Cover photo: Former Pathways staff member Nicole McGill's 'Uniquely Aotearoa' entry in the annual Wise Group summer photo competition.

Our *Connections* newsletter is also available at [www.pathways.co.nz](http://www.pathways.co.nz) on the 'Info for family and whānau' page

# Pathways News



**Sally Pitts-Brown**

Chief executive, Pathways

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## Welcome! Tēnā koutou katoa

As I write this we are planning to honour and celebrate Matariki across Pathways and Real. Matariki is a special occasion in the New Zealand calendar that marks the start of the Māori New Year. Signified by the Matariki cluster of stars reappearing in our night sky, this is a time to reflect on the past year, celebrate the present, and plan for the year ahead. It is also the time to restart the Māori calendar.

It is also a time for us to reflect and look ahead from a Pathways and Real perspective.

We were delighted to host Minister Little at our Te Ao Mārama peer acute alternative service in Christchurch last month. This coincided with the budget announcement confirming community-based mental health crisis services would get an investment of \$27.45m over four years. Specialist child and adolescent mental health and addiction services would also get \$18.7m and a further \$10m would be spent on workforce development.

I'm thrilled by the indication that the community sector will see increased investment. More peer-led services are desperately needed in New Zealand. The evidence is clear they make a difference. Over 33 per cent of Pathways and Real staff self-identify as having their own lived experience. You can read more about the work we are doing to develop our peer workforce later in this newsletter.

A key priority for us now is the ongoing challenge to achieve pay equity for our workforce. We strongly believe that it is the work that people do that should be valued, and not where they work.

The reality is that right now this does not occur and the gap between what government organisations can pay and the community sector is getting bigger. In some instances, workers in female dominated occupations have experienced undervaluation based on sex, perceptions and prejudices,

which minimised their skills, responsibilities, conditions, experience, and effort required by their work.

Therefore, pay equity is about correcting any undervaluation of female dominated workforces. This is key for us as we believe that all our kaimahi, including support workers, peer workers, youth workers, nurses, occupational therapists, social workers, and front-line leaders, deserve to be compensated fairly for the work they do. We need this to be addressed if we are to have a responsive whānau-centred health system that is fair, equitable and enables people's wellbeing needs to be met when and where they need.

In October we will be reviewing and refreshing what we call our PPO (Peak Performance Organisation purpose). This is what sets our organisational strategy and focus for the next 5 years. For us, this replaces what most organisations would call their mission or vision statement. Peak Performance is values based, it puts people first and has a strong focus on helping us to always improve and be better at what we do. We last reviewed our PPO in 2017 and set our focus on being trauma informed in everything we do and growing our capability to meet the needs of young people and their whānau. I am excited to share our future vision with you later this year.

With COVID still part of our world as well as the winter ills and chills, it is important to take care of yourselves and your whānau. Please let us know if you, or your whānau member, needs any additional supports.

We always welcome any feedback or ideas for our newsletter, please feel free to get in touch with me at [sally.pitts-brown@pathways.co.nz](mailto:sally.pitts-brown@pathways.co.nz).

**Noho ora mai**  
**Sally**

## Free app to improve wellbeing:

### Manaaki Ora

Manaaki Ora is an app that supports individuals and whānau to build wellbeing and resilience. It includes information to help whānau identify their feelings and, when they feel overwhelmed, find out where to get support. It also has a section on how to support others.

It is based on the Māori model of health, Te Whare Tapa Whā and has te reo Māori features.

Whānau can use this app to find creative ways to build and maintain wellbeing from culturally centred activities. Activities within the app include:

- helping whānau identify their feelings and when they are starting to feel overwhelmed
- simple tools and ideas for self-help or supporting others
- how and where to get support for yourself or others
- simple, innovative activities to build wellbeing and resilience
- a culturally centred approach for Māori. Models of practice incorporated into this app include Te Whare Tapa Whā and manaaki tangata.

It is free to download on your smart phone through Google Play or the App Store.



*A winter warmer pack with porridge, soup mix, milk, baked beans, hot chocolate, soy sauce, sweet chilli sauce, herbal tea, and a great microwavable soup mug!*

## Staying toasty in the cold months ahead

Each year the health and wellbeing team in Auckland provide our housing and recovery whai ora with a winter pack of goodies. This year we decided warming kai was the way to go.

The winter warmer packs provide our whai ora with some easy, healthy, go-to kai when they need an extra bit of warmth, or when their cupboards are looking a little bare. They're also helpful for anyone needing to isolate.

We will also be providing each housing and recovery service with a new crockpot for winter!

## COVID-19 update

Like many parts of the country, we have been kept busy responding to the Omicron outbreak in Aotearoa. The efforts made to support people to get vaccinated have paid off - while we have seen a number of people contract COVID, fortunately all have recovered well.

Our COVID practices - keeping distance, working in bubbles, and using PPE - have allowed us to continue to provide services whilst also supporting staff who have had to isolate.

We have advocated and supported for vulnerable people to access antiviral medication. These reduce the seriousness of COVID symptoms and are best taken within 5 days of getting COVID symptoms, so acting fast is important.

GPs can prescribe antiviral medication if a person meets eligibility criteria, under which mental health and addictions are recognised as a health condition. If you or someone you care for with mental health or addiction issues tests positive for COVID, please talk to your Pathways or Real worker, or your GP straight away, to see if antiviral medication is an option.

Find out more at  
**Covid19.govt.nz**

## Nominate an exceptional staff member!

Every year the Trish Glen Award recognises staff members who make an outstanding contribution to Pathways and Real, and to the lives of the people we support.



The Trish Glen Award is made in honour of the late Trish Glen, a dedicated and passionate Pathways support worker who passed away in 2005. Those who knew Trish speak of her unique contribution, her commitment, her sense of team, her encouragement of others, and her personal courage.

If you know a Pathways or Real staff member who you think reflects these qualities and embodies our spirit of 'whatever it takes', please nominate them for the award. Talk to the team coach in your service and let them know the name of the staff member and why you think they deserve the award.

You will need to make your nominations by Wednesday, 3 August.

# Resilient, courageous, and always holding hope

## Peers at Pathways

At Pathways and Real we believe that people who have lived experience of mental health and addictions and recovery are in a great position to work alongside others. Peer support workers are people who have been trained to use their lived experience to help others in their recovery. Peers often hold a strong belief that wellbeing is possible for everyone because they have experienced it.

For some time now we have focused on growing the numbers of peer support workers in our teams. Currently, over 30 per cent of our staff identify as having lived experience of mental illness or addiction recovery. We want to have qualified peer support workers in all areas of our services, embracing the message of hope and recovery for tāngata whai ora.

*“When people find affiliation with others whom they feel are ‘like’ them, they feel a connection.”*

– Shery Mead



**kia mātara**  
peer support training

Our newest development, which we are soon to launch, is Kia Mātara. This is a uniquely tailored peer training programme that we have developed with leading peer and educational experts.

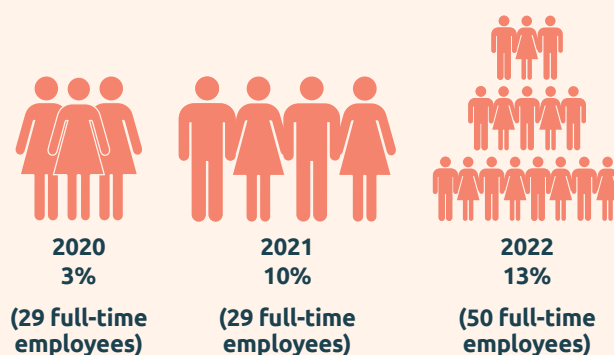
The programme has been designed to meet the national peer competencies released by Te Pou. With our training programme rolling out across Aotearoa we will soon see many more peers within our services.

## Growing our peer workforce

We have been busy growing our peer workforce over the last few years. To start with, we have increased the understanding of lived experience and peer support within our staff. We've held national workshops to introduce staff to lived experience descriptions, peer core values, and the power of peer support.

We also recognised support staff with lived experience and peer training as peer support workers, increasing our peer workforce by 10 per cent.

### Our peer support team is growing



We have been working with Careerforce (an industry training organisation) to develop a peer focus on the National Health and Wellbeing Level 4 certificate (Peer). This has involved the delivery of learning sets specifically focused on peer support practices and has been led by Pathways peer development lead, Janice McGill.

Earlier this year we welcomed our first graduates of the Health and Wellbeing Level 4 (Peer) programme, Kylie McLean and Malcolm Woodhouse. Both Kylie and Malcolm completed the course in 12 months and will join other graduates of the program later this year to finally celebrate their success. Congratulations!



Kylie McLean

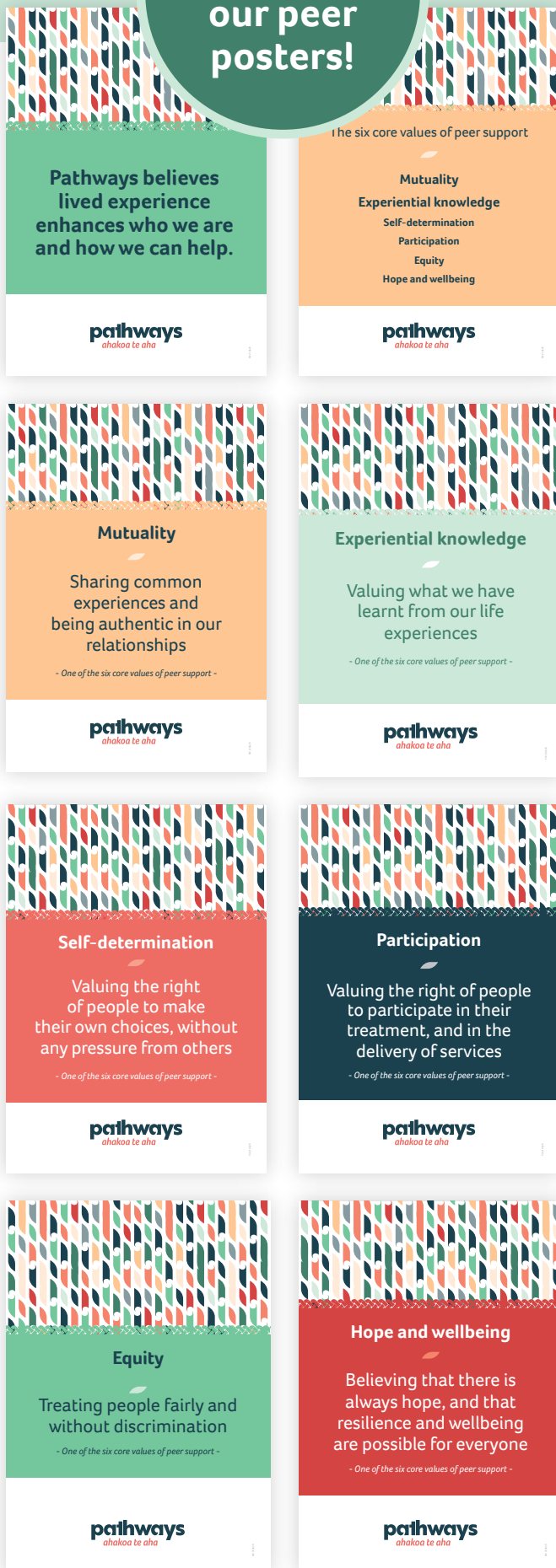


Malcolm Woodhead

“No matter how much lived experience a person has, the key is learning, and to use the learning to support and benefit the taiohi. Firstly, focusing on building trust in a mana-enhancing manner to create a space where the taiohi feels safe and respected.” – Kylie McLean, youth worker in Hamilton

“Peer support to me means using my lived experience of mental illness in a trauma-informed way when supporting guests. This gives them hope that they can also recover and lead a happy and meaningful life.” – Malcolm Woodhead, support worker in Nelson.

Keep an eye out for our peer posters!



Peers with Pathways chief executive Sally Pitts-Brown and Minister of Health Andrew Little outside Pathways peer-led service, Te Ao Marama.

## Minister Little visits Te Ao Mārama

On Tuesday, 17 May we were honoured to host Minister of Health, Hon Andrew Little, at Te Ao Mārama, a Pathways residential service based in Christchurch.

During the visit Minister Little said "Services like Te Ao Mārama, which are in the community, which provide a combination of clinical and peer-led support, do amazing things for people who are on that journey of recovery."

He also took the opportunity to announce the Government's \$100 million investment into specialist mental health services. We are delighted and hopeful that this investment will provide more resourcing for and increase the number of vital community-based services across Aotearoa.

## Inspiring peer posters in services

Pathways peer posters are now in all services. The posters raise awareness for peer core values: Mutuality, Experiential knowledge, Self-determination, Participation, Equity, Hope and Wellbeing.



Tangata whai ora, Robert, enjoys the poster that is outside his room. He loves reading the posters and thinks they are "beautiful and inspiring".

## Connecting and learning through waiata

*By Renee Newton, service and relationship manager in Hamilton*



## Kotahi te kohao o te ngira e kuhuna ai te miro ma, te miro pango, te miro whero.

Through the eye of the needle pass the  
white thread, the black thread, and the  
red thread.

This whakataauākī was quoted by the first Māori King, Pōtatau Te Wherowhero. It is used when we talk about connection and collaboration when coming together to work towards a shared vision.

Recently Pathways and Real kaimahi from across the Midland takiwā came together every second Wednesday afternoon at Te Whare o Te Hononga to practice waiata in the lead up to Mā te kōrero, which was held on Thursday, 30 June.

The roopu learned waiata that would be recognised nationally, and a waiata koroua (chant) that is only sung by Waikato. While these waiata were new for most, everyone was committed to learning with many practicing in their own time.

The time spent learning together was an amazing opportunity to connect, learn, stretch and grow. I am reminded of “tū ki tō mana Māori” meaning, “we stand in the shadows of our tipuna (ancestors)”.

As Māori we must not forget to honour those who have gone before us. We should stand proud of who we are and what we are capable of.

Thank you to the staff who supported this kaupapa by cooking the kai hākari that was shared at the end of each fortnightly practice.



## Championing te reo Māori in the Midland region

This quarter saw our Midland regional leadership team spend a day together for the first time in over two years. We have nine new team coaches who have started across our region this quarter.

The day was not only about whakawhanaungatanga with each other as regional leadership, it was also an introduction to some of our executive team from both Pathways and Real who joined us in person and via video conference: chief executive Sally Pitts-Brown, kaihautū Anaru Hawkins, kaiwhirimuka Chaz Naera, child and youth director Miriam Swanson, and clinical director Dr Lyndy Matthews.

We were privileged to catch a glimpse of a new framework that will guide our workforce when supporting whānau Māori, as well as our collective commitment as a regional leadership team to spending 15 minutes a week together practicing pronunciation of te reo Māori to honour our language and our people.

We identified local champions for reo Māori in Hamilton, Hauraki, Tauranga Moana, Taupo and Rotorua, who will lead groups of Midland team coaches each Thursday for our akoranga (learnings).

## Kōrero Mai, Kōrero Atu on Pink Shirt Day

Bullying in Aotearoa is a real problem. We have the third-highest rate of school bullying; our communities face even higher rates. Sadly, those who are bullied are far more likely to experience mental health issues like depression, anxiety, and suicidal thoughts.

Pathways and Real teams celebrated Pink Shirt Day at our housing and recovery services, and at our Harakeke House office, spreading the word to our kaimahi and whai ora: Kōrero Mai, Kōrero Atu, Mauri Tū, Mauri Ora – Speak Up, Stand Together, Stop Bullying!

We share this message and celebrate Pink Shirt Day because we want our people to feel safe, valued and confident to be themselves. It was an amazing event with singing, dancing, dress-ups, and pink cupcakes!



*Pathways and Real team members dressed up in pink to support Pink Shirt Day 2022.*



## The value of peer support: a story of hope from Chloe

I don't want to sound cheesy, but this really is how my respite experience went.

I can't remember exactly what happened when I arrived at Tupu Ake, it was all a blur. I was at my rock bottom after spending time in hospital and being extremely mentally unwell. I was exhausted and did not know if it was day or night.

I do remember the kind eyes of the peer supporters when I arrived. I was a scared and broken 20 year old young woman, and felt safe in their presence straight away. The freedom of picking my room, a small gesture of kindness to give me back my power amongst the overwhelming chaos of entering respite.

I was blessed to be able to stay at Tupu Ake for 13 days and even though change in wellness doesn't happen overnight, I was discharged with a lifesaving element – HOPE.

Every single peer supporter and nurse took the time to talk to me, to listen and even shared their own journeys and struggles. They made me feel important, worthy and for the first time not alone or 'abnormal' in my experience.

Nobody understands mental illness like a person who has experienced it themselves. When I got frustrated, they wouldn't take it to heart, when I broke down in tears, they didn't pity me but empathised with my pain. Peer support treated me as Chloe, not just a guest in Room 4.

Going the extra mile to help me overcome struggles of wellness, like eating or hygiene struggles, nobody put pressure on me. They took the time to sit with me and provide emotional support or encourage me by giving me fluffy towels instead of standard ones, which motivated me to shower. It's the little things that make a difference, the peers taking the time to connect with you.

In my darkest hour and most vulnerable moments the people of Tupu Ake saved my life. My journey has only just begun, and I am so thankful for the care and love from the peer support team. Being understood makes all the difference, I never thought I would live to see the next day...let alone walk back into the world with hope that I too can get well.

Chloe.

## Making music with the Hamlin Road Blues Brothers

After weekly Zoom music groups with health and wellbeing team member Vaughan King during the 2021 lockdowns, whai ora at Hamlin Road showed an interest in hearing more music. The harmonica was a key instrument in the sessions, so Vaughan asked: "How about we learn to play the harmonica?"



Each whai ora was given a harmonica from the healthy lifestyles budget and the group now looks forward to a set weekly music session with Vaughan. Engagement and attendance has been great, with support from Hamlin Road staff who motivate everyone in a very inclusive way.

Playing the harmonica is a good way to work on controlling breathing. A big part of the group is learning techniques to get different musical sounds, and relaxing to play openly with confidence.

Currently learning how to 'bend a note', the group has already learnt the song *Blues Train* as well as the start of *The Last Post* in the lead up to ANZAC Day.

On the road to being blues masters, the group also had their very own in-house photo shoot with blues glasses. The Blues Brothers photo is proudly framed on the wall in their whare. We think it makes an awesome album cover! They also proudly wear individual Blues Brothers ID cards on lanyards.

Feedback from the band members is that they feel they have had a confidence boost and feel proud to be a part of the blues club. We look forward to hearing more new songs!

## An egg-cellent Easter picnic

We had fun activities at our socially distanced whāi ora and whānau Easter picnic at a local park in Hamilton - Easter egg croquet, egg and spoon confidence course, games, a dress up competition,



*Eating some delicious kai under the trees*

our resident staff DJ Mark playing tunes, and Easter eggs galore! One of our whāi ora spoke about what Easter means to them, that it's about the people around us and about being together.

After the activities we sat down with lovely individual picnic bags prepared by our wonderful staff.

Our gratitude and thanks go to all the staff who made this happen, and Chocolate Works who generously donated Easter eggs for our whāi ora to enjoy.

## Celebrating the wins, both big and small

At Te Whare o Te Hononga, our Real transition service, we are all about celebrating success – big or small.

Recently we've had taiohi who struggled with social interactions. Through the support we offer, we've seen major growth, with taiohi now able to engage and create friendships. Three of our taiohi gained employment, a huge achievement and opportunity to grow and gain experience working alongside others.

It's so important to celebrate each and every milestone, so that rangatahi feel valued and can be excited about what is possible for their future.

## Edwin's arboretum adventure

Edwin and I decided to go on an adventure to Taitua Arboretum in Whatawhata. Edwin had mentioned over several days that he was excited to be going somewhere different for a walk.

When we arrived, Edwin and I were greeted with chickens and young chicks at the entrance. We watched a chicken walk away with three chicks following behind her. In a large bush nearby we could hear more cheeps, then one by one more baby chickens left the bush and chased after their mama chicken.



*Edwin and his support worker at Shaw's Bird Park*

We set off around the smaller trek, stopping for photos to capture our outing. As we were walking along, taking in the smell and essence of nature, Edwin commented on how peaceful it was.

Back at the carpark Edwin said he really enjoyed the walk and looks forward to returning to Taitua Arboretum.

We then drove to Shaw's Bird Park. We spent a good amount of time chatting with the birds and captured some neat photos. Edwin took his time taking in all the different bird species, reading out their names, and was glad to see a tui.

Ka ora te whenua, Ka ora te tāngata – When the land is well, the people will be well.

## Jacob's path to independence

**By Rose Chandler, support worker**

When Jacob arrived at our Tauranga Wairua respite where, he appeared to have very limited skills with simple tasks like making toast. He needed extra time to do small tasks.

With support over a few days, Jacob was making his toast, buttering it, and serving his food from the pot to his plate. Staff noticed a significant increase in his appetite and overall outlook. Another staff member helped Jacob make a Mother's Day card for his mother.

Jacob is independent with his daily self-care and, given the appropriate support and time, he could do anything he chooses.

## Providing a safe and stable environment for taiohi in Tauranga

**By Caleb Putt, team coach**

Real Bay of Plenty launched a new transitional support service in Tauranga on Monday, 11 April, in partnership with Oranga Tamariki.

Up to two taiohi in Oranga Tamariki care will be placed with the 24/7, double staffed service for between three to six months at a time. The goal is to provide a stable, safe, and meaningful stay before they transition to a more permanent placement.

Real team coach Caleb Putt recruited a new team of youth workers for the transitional support service. He says the speed at which the team has come together is testament to Real team coaches and staff in Tauranga, who welcomed and actively supported the new staff at their sites.

In the lead up to the service going live, the team also had an awesome two weeks together on-site, participating in training and team-building activities – including testing their cooking and baking skills in the whare!



*The Real Levers Rd team during their two weeks of team building*

## Restricted licence support from an awesome local community partner

**By Caelan de Rooy, social worker**

Two of our anxious and brave young wāhine are being supported through their restricted licences by one of our awesome local community partners, Ryan from DriversEd in Tauranga.

The two wāhine are so close to achieving a long-time goal of driving independently. This will allow them greater employment opportunities, increased freedom and autonomy, and a sense of pride as they take another step towards tino rangatiratanga.

Ryan was chosen to support our Whetū Marewa rangatahi for his empathy and experience working with anxious teens. If you would like to book lessons for taiohi in the Tauranga region, please contact Ryan: [www.drived.co.nz](http://www.drived.co.nz)



*Turangi youth worker Inoke outside Tongariro School for the overnight stay with rangatahi*

## The importance of extra time

**By Jasmine Weaver, youth worker**

We had the idea for an overnight stay after rangatahi in our Real after school group in Turangi requested more time. The group is a safe space for taiohi to be themselves, spend time with friends and get advice on issues they're facing. They felt one hour once a week wasn't enough.

Inoke and I stayed overnight in the wharekura where at Tongariro School with a group of 12 rangatahi. While there, we connected through board games and basketball, team-building activities and shared kai. Yummy baking was provided by some of the school staff, and whānau dropped off extra food and treats throughout the evening. There was lots of laughter, creating a safe, fun space to build relationships and trust.

The overnighter was also an opportunity to offer psychoeducation about emotional regulation and drug and alcohol use, and further develop our group values. A table of resources relating to common challenges faced by rangatahi generated lots of questions and led to rich conversations.

The next day, the rangatahi got ready for school and everyone worked together to clean the wharekura before leaving. Feedback about the stay was really positive, and everyone is keen for the next overnight stay.

## A happy Sunday at Brooklyn

One of our guests in respite shared her ideas and experiences in teaching us how to make dumplings from scratch.

All the guests in the house, including staff, participated in making dumpling skins with just flour and water. We spent many happy hours folding up each dumpling one by one, with lots of chats and laughter in between.

The experience of the session was heartfelt and therapeutic as we all got to put our hands into the flour, kneading the dough, and filling with the mixture.



*A tray of handmade dumplings, each one unique to the person who made them.*

## A farewell, a welcome and a milestone

**By Kristy Carswell, team coach**

Brussels Street is a bespoke service based in Miramar, Wellington. We support whai ora that have complex mental and physical health needs in a supportive and nurturing environment that encourages a gradual transition to independence.

Recently, we bid farewell to our long-serving stalwart of the service, Jomon, while also welcoming a new member to the team, Bijay, who joins us from sunny Nelson.

The team came together to celebrate our achievements and reflect on our time at the service. When we asked our current guest, Maree, if she would like to join us for this celebration, she agreed and we assisted her to get to the dining room table. We really want to acknowledge how far our Maree has come, even this small action is a big step for her. Ka pai Maree!



*The Brussels Street team gather at the dining room table with Maree to celebrate together.*

## Welcome Ella, Wairarapa's new dietitian

Kia ora e te whānau, my name is Ella and I'm the new dietitian for the Pathways health and wellbeing team in Wellington. I have been with Pathways since April 2022.

I grew up in Whanganui and spent my university years down in Dunedin. I am passionate about supporting people in a way that makes sense to them, which is why I was naturally drawn to the community setting.

I believe a nutritious diet should be a right and not a privilege and I enjoy working with others to make this a reality for people. I am supported by Te Kahui Manukura o Kai Ora, a support network of Māori dietitians from all over Aotearoa.

Outside of work I enjoy cooking and eating, growing vegetables in my garden, tending to my indoor plants, and playing netball.



## Fantastic fun day in Hauraki

It was Fun Day at the Paeroa Domain. Our Hauraki team enjoyed the opportunity to soak up the sun while having a game with our tāngata whai ora. There were only a few of us playing, however the competitiveness was on point! The games were fierce, funny, frivolous but always fair.

The lovely Elizabeth Varghese, healthy lifestyle coordinator in Kirikiriroa, joined in on the day for the game of rounders and shared lunch. We hope to have Elizabeth's tāngata whai ora come visit Hauraki next time. We will be ready for another fabulous day.



*Staff and whai ora enjoy a game of rounders*

## No more nicotine - Thomas stops smoking

Hi, my name's Thomas. I've been supported by Pathways for four and a half years. I'd like to share my story about stopping smoking cigarettes and reducing my nicotine intake by using a vape.

Recently I found myself smoking 35 – 40 rollies a day. I was not happy about smoking this much. I was feeling physically unwell, and my mental health was suffering, at times I even felt lifeless and dead. Because I was spending so much of my weekly income on cigarettes, I wasn't buying much food.

I have a memory of watching a video about smoking with my family, there was a message that has stuck with me ever since: 'Smoking is poisonous – not good for you – why do you do it?'

I'm now at the stage in my recovery where I feel I can have a serious go at giving up smoking. I worked up to it by stopping drinking alcohol and heavily reducing my sugar intake. I have also been using Nicotine Reduction Therapy (NRT).

I learnt some techniques from doing CBT meditation to help me stop smoking. Now I can close my eyes and recognise the thoughts that come from the urge to smoke. I have learnt not to suppress or engage further with these thoughts because this ends up with me smoking. I found I could more often 'move away' from these thoughts and not smoke.

The game changer came about six weeks ago when my mother recognised my wish to stop smoking and bought me a vape. I haven't smoked a cigarette since, and I've already reduced the nicotine level in the vape juice by three quarters – from 12mg to 3mg. I've also stopped using any NRT.

My goal is to reduce the nicotine level in the vape juice to zero by the time you are reading this. With the help of my family and the great staff at Pathways, I'm sure I will achieve it.



*By the time you read this, Thomas plans to have achieved his goal of reducing the nicotine level in his vape to zero.*

## The Wise Group garden competition

This year our Wise Group garden competition included several new categories and opportunities for artistic flair: Best mini garden; Veggie selection; Fruit bowl; Biggest pumpkin; From garden to plate; Preserves and jams; Best bouquet; and one for all the 'kids' – a sand saucer competition.

It was fantastic to see some people growing veggies for the very first time and being able to harvest fresh lettuce from their mini gardens.



*Lisa tends her mini garden.*

## This is me! Melissa Lovegrove art exhibition



*Kate (Pathways Support Worker) and Melissa Lovegrove stand surrounded by Melissa's art at the exhibition opening*

On Saturday, 5 March 2022, Melissa Lovegrove's lifelong dream and goal of having her own art exhibition was achieved. For one month, our local Gover Street Gallery displayed pieces of Melissa's original art, created over the past six years.

Melissa has been working alongside Pathways since 2002, and over that time has grown and worked extremely hard on increasing her confidence and self-belief. Art and painting have been a huge positive outlet for her to express herself. Melissa's favourite medium is abstract, using acrylics.

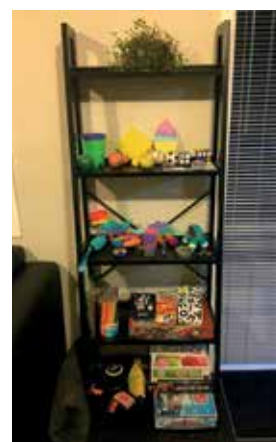
We are so proud of Melissa and the progress she has made with her wellbeing, and the work she has put in to achieve this wonderful goal.

## Sensory modulation a welcome intervention

Our Real respite team in Taranaki have found that when taiohi are experiencing anxiety, distress or just need comforting, the sensory modulation kit has been a welcome and very effective intervention.

The weighted blanket and dog have been a favourite. Taiohi have felt more grounded, calm, and relaxed after using the weighted blanket, able to process their thoughts in a way that made sense to them. The weighted dog has been a popular one for the animal lovers, sometimes providing a cuddly replacement when they cannot have their pets with them.

Fidget spinners, pop its, squishy toys and magnetic sand are also popular. Fidget toys have been amazing for guests to release extra energy, or to distract their mind.



## Now I lay me down to sleep...

Sleep is such an important part of our wider wellbeing. The average person sleeps for eight hours per day, which equates to a third of a person's life – a 90 year old would spend 30 years of their life asleep.

For many of the people we support, their sleep is impacted by additional factors. For some, the medications they may be taking to assist their wellbeing can exacerbate those factors, including causing hypersalivation while they are sleeping. Some of the people we support have said:

"I wake up throughout the night because my pillow is soaked...I [salivate] that much. It makes me feel so ashamed of myself...I can't help it. My medications help my mind stay clear and I like that...but I don't like waking up like that either."

"I have bought three new pillows this year. I buy one – now from second-hand stores as I don't have much spare money – probably every other month, as my pillows...they just get yucky."

To assist sleep for those experiencing hypersalivation we purchased some specially designed, moisture-resistant, comfortable pillows. They don't retain odours and aren't the uncomfortable plastic variety of years ago.

Our sleep fairies/staff set about delivering them to those who wished to have them.

"I finally slept all night and didn't wake up with a wet face."

"They are comfortable...and they work. Thank you."

"I go to sleep, and I don't wake up feeling so yuck anymore."

While our focus is certainly to assist people to live their very best lives – assisting them to sleep their very best is just as crucial as well.

## Staunch advocates celebrate Pink Shirt Day

Friday, 20 May 2022 was celebrated in a sea of pink in Whanganui. Our adult respite team hosted its 9th annual Pink Shirt Day breakfast for our kai tautoko.

Head chef for this auspicious occasion was Matt Cobb (with the stylish pink beard), one of our brilliant casual support workers, with sous-chef Kristal, the team coach of our adult respite service. A delicious hot meal was shared with plenty of storytelling and laughs.

Pink Shirt Day holds special meaning to all of us. We are staunch advocates for the fair and equitable treatment of our whai ora and each other. We stand up and speak out against racism, sexism, ageism, and protect the mana of our people.



*The Whanganui team dressed in pink, to celebrate Pink Shirt Day*



*A table full of hot cross buns and buckets of colourful easter eggs.*

## A little treat of Easter kindness

**By Fiona Maclean, administrator in Wairarapa**

This year, the Wairarapa administration team Kelly and Fiona were happy to play Easter bunny, bouncing around our services to deliver hot cross buns of different flavors and colorful buckets filled with Easter eggs to share with the people we support.

Our respite, residential services and our community mobile team all received their buckets to share amongst the community and with people who would not have celebrated Easter at all. It was nice to be able to make people smile with a little treat of kindness.



*Kelly and Fiona, ready to bounce out to our services for Easter*

Conversations with people around the office about what family/whānau and friends do at this time of the year were interesting to hear, including some great childhood traditions some people still follow.

## New support group provides good foundation for family/whānau

**By Debbie Aporo, AOD team**

In March this year we were excited to launch our very first family/whānau support group.

Four people started the six-week group, and three people completed the programme. Over the six weeks, we covered a range of topics that we thought would provide a good foundation for people.

**Session 1:** The cycle of change and what is recovery.

**Session 2:** The alcohol and drug continuum with the bio, psycho-social spiritual model and co-dependent relationships.

**Session 3:** The Drama Triangle and the Assertive ABC triangle, along with assertive skills.

**Session 4:** The cycle of anxiety and the cycle of addiction.

**Session 5:** Loss and grief; and unhelpful styles of thinking.

**Session 6:** The Te Whare Tapa Whā lifestyle balance and self-care.

We celebrated the end of the programme with a shared meal and discussed which resources are available in the community. Eight people enrolled for the second round of the programme, which started on Tuesday, 10 May.

## The benefits of our bike to work crew

Four Nelson/Marlborough Pathways and Real co-workers participated in a nationwide online cycling challenge called Love to Ride ([www.lovetoride.net/nz](http://www.lovetoride.net/nz)) for one month.

Nicole, Mike, Jo and Bruno all bike to work most days, but avid cyclist Mike also enjoys long rides on the weekend. As part of the Love to Ride challenge they tracked their rides for four weeks. By the end they had collectively cycled 1,300km over 44 rides!

The bike to work crew finds that cycling helps their mental health and physical wellbeing, while strengthening their relationship as a team.



*Bruno and Jo with their bikes, ready to ride.*

## Hope and possibility: Izzy's story

Last year Izzy had found her anxiety had become so debilitating her life had been put on hold. Then she took the bold decision to accept help.

"I used to feel embarrassed and ashamed of how I felt," says Izzy.

With a whole lot of courage and grit she worked with her psychologist, WorkBridge, and her two Pathways support workers to improve her wellbeing. She has been learning tools and strategies to manage her anxiety and finds talking about mental health much easier.

All her hard work paid off. Izzy has re-kindled old friendships, started working part-time, is learning to drive, and has started her Bachelor of Social Work.

"I thought it was unrealistic to get to where I am now. I've learnt having support is a good thing," says Izzy. "With a lot of hard work, there is hope and possibility."



*Izzy in the driver's seat.*

## The courage to continue: Weter's story

**By Wendy Davies from the Nelson mobile team**

Weter has been working hard developing himself over the past few years. Recently he's been taking literacy classes and driving lessons, and next week he starts a te reo Māori certificate.

Weter's biggest challenge was starting a new job. It tested him in ways he wasn't expecting; the nerves, expectations, learning new skills, and doubting himself. At times he wanted to give up, however Weter found the courage to continue.

Weter has been in his new role for two months and says "I'm loving it, I'm meeting new people, working hard and earning more money. I've learnt not to give up and not be too hard on myself!"

Ka pai Weter!

## Taking the opportunity to connect

Attendance at our Real groups has been up and down because of COVID. Despite being tough for some of our taiohi, it has also created opportunities for moments of connection.

Recently we took two young wāhine on a wellbeing outing to a funky cafe in the city centre. We had a real girls outing, talking about buying clothes when you have curves, how to practice self-care, how hard it is to make friends when you transition from school to tertiary education, and about how to have confidence as a young woman.

An unexpected moment at the end gave everyone a boost. When we dropped one of our taiohi home, she got out the car and said "I haven't been having much fun lately and that was everything I needed today."

## A welcome visit with our furry friends

The guests and staff at Hillier crisis respite are fortunate to have weekly house visits from two pet therapy dogs, Sadie and Thunder. Thunder also visits the Selwyn Street forensic residential team.

We've seen many hugs given, much laughter and genuine connections made. Both services hope that these beautiful dogs continue to play a part in tāngata whai ora recovery for a long time to come.



*Thunder the pet therapy dog.*



*Sadie the pet therapy dog.*

## Future inspiration and motivation

Taiohi in Ōtautahi have been working on goal setting. We did an activity where we picked some words that related to things we wanted to achieve, and laid them out in time frames, from short-term goals to long-term goals, to discuss as a group.

Some of our words were: independence, hobbies, home, creativity, health, adventure and leadership.

We then created some vision boards with a glimpse and visual representation to motivate and inspire moving on from Real.

Sounds like our taiohi will be doing some awesome stuff in the future!



# real

## A new service for taiohi with experience of trauma

*By Miriam Swanson, child and youth director*

We were delighted to officially launch our new Real service, Haumanu, at Salmond House in Wellington on Friday, 10 June.

Haumanu is a Wellington-based clinical service which offers specialist therapy for taiohi me nga whānau who have experienced trauma.

The word Haumanu speaks to a sense of safety, rejuvenation, and restoration of health – and this is exactly what we hope for our taiohi!

At the launch, chief executive for Pathways and Real, Sally Pitts-Brown, reaffirmed our commitment to respond to the needs of taiohi me nga whānau, and our aspiration for this service to grow into a “centre of excellence in responding to trauma”.

The Haumanu team – Jess Garisch, Maddie Brocklesby and Abi Simmonds – will meet with young people at Salmond House.

They will also be available to reinforce the awesome work going on in Real teams nationally, with support and consultation in meeting the needs of taiohi where trauma has occurred.

*Abigail Freeland (Platform) enjoying one of the new child-centred spaces at Salmond House*



*Maddie Brocklesby, Jess Garisch and Abigail Simmonds cut a birthday cake to mark the launch of Real's new clinical service, Haumanu, with support from the Salmond House crew.*

## Our voices matter and we deserve to be heard – Youth Week 2022!

*By Tori Simon, youth worker*

Real Talk Tāmaki Makaurau had the privilege of being invited to the E Tu Rangatahi Youth Expo, hosted by Quality Education Services (QES). We absolutely loved being a part of this kaupapa, it was a great way for us to connect with taiohi in the community and give them information about Real services.

We got to connect with other youth services like QES, Manukau Institute of Technology, Youthline, Ministry of Social Development, MSL Group, New Zealand Institute of Sport, and ATC Military Prep. We were even lucky enough to have a kōrero with local Labour MP Jenny Salesa about our Real Talk programme.

Being out in the community making connections, talking, laughing, having kai, and sharing stories about our journey supporting taiohi where everyone contributes to the passion we have for our mahi. We feel grateful that we got to experience this moment and represent Real.





## Giant Jenga wars!

Since acquiring a giant Jenga set, our Real groups in Christchurch have had intense giant Jenga games! We have found that our Jenga game presents an anxiety challenge as the stakes get higher and the tower sways. Taiohi have been encouraging each other on their turns, celebrating the wins, the tower falls, and ganging up on our youth worker Chris to knock the tower down.

We are now constantly being asked to play this game and we have become dedicated to the competition between groups. Our highest tower is currently held by our Friday group with 29 rows of giant Jenga!

## Follow us on social media!

Are you following us yet?  
Check us out!

**RealNZyouth** on Facebook,  
Instagram and YouTube.

**f** **@** **▶** **realNZyouth**



*April (middle back) with her team, (back row, left-right) Miracle Epere, Georgie Ireland, (front row, left-right) Bernie Harper, Jackie Knapp*

## Celebrating April, team coach in Kirikiriroa

Staff at Te Whare o Rongo in Kirikiriroa recently threw a surprise celebration to acknowledge our team coach, April. It has been a year since she started here and we wanted to completely surprise her, which we did – there were tears of joy from April!

April is a big part of our team, going above and beyond even when COVID hit the whare. April supports all staff, not forgetting night staff. Her actions speak louder than words, and she is always available for the team. If you want to know what a team coach is about, then April proves there is truly no 'I' in team. She is the whare inspiration.

Staff organised an afternoon tea and decorated our whānau room. We invited guests who have mentored and supported April in her journey, organised a koha and purchased gifts.

Before April was presented with a bone carving necklace it was passed to everyone to allow our mauri to be placed within it while we sang. It was an opportunity to express what April has inspired in each of us, both staff and taiohi from Te Whare o Rongo and Te Whare o Huapai.



## Basic Thai chicken and cashew curry

Making your own curry beats takeaways any time. You can control how spicy you like it, and it's better value too. Thai curry paste will keep for ages in the fridge, so you can use it to make more curries. Once you've mastered this basic chicken curry, try adding vegetables or making a fish or vegetarian curry using the same method.

**GF** Serves 4

### Equipment

Frypan or wide pot with a lid

### Ingredients

- 1 tbsp cooking oil
- 1 onion, finely sliced
- 2 cloves garlic, grated or finely chopped
- 1 tsp grated or finely chopped fresh ginger
- 1-2 tbsp green or red Thai curry paste
- 1 can light coconut cream
- ¼ cup water
- 500g chicken, cut into bite sized pieces
- 1-2 tbsp lime juice
- ¼ cup cashews

### To serve

- Steamed rice
- Green vegetables (beans or broccoli)
- Fresh coriander, roughly chopped
- Sliced fresh chilli (optional)

### Instructions

1. Heat cooking oil in a large frypan over medium heat.
2. Add the onion, garlic and ginger and cook for a few minutes, stirring often, until softened and fragrant.
3. Add the curry paste (1 tbsp for mild, 2 tbsp for medium-hot) and a splash of coconut cream and cook for another few minutes until the mixture is well combined.
4. Add the chicken to the pan and stir to coat in the spice mixture.
5. Add the rest of the coconut cream, ¼ cup of water and a pinch of salt. Stir to combine and simmer for 15 minutes, or until the chicken is cooked through. Keep an eye on it, stirring from time to time, and add a splash more water if the sauce gets too thick.
6. Once the chicken is cooked stir through the cashews and the juice of half a lime (about 1 tbsp). Stir through, taste and adjust seasoning with more salt and lime, to suit your taste.
7. Serve with rice and top with fresh coriander and sliced chilli, if you like. Serve steamed greens like beans or broccoli on the side for a complete meal.

Recipe from the Pathways cookbook, *Wholesome: Recipes and inspiration to nourish body and mind*, by Amber Bremner.



### Meet

## Clare Lennox

Service and relationship manager in Auckland



Tēnā koutou katoa

Ko Tāmaki Makaurau whenua tupu

Kei Titirangi au e noho ana

He Kaihananga au i Pathways me Real

Ko Clare Lennox ahau

Kia ora, my name is Clare Lennox and I'm a service and relationship manager at Pathways and Real. In this role, I lead the wide range of services we offer in Tāmaki Makaurau.

I am proud to say that I have worked for Pathways for over 20 years. It is unusual these days to have had an entire career in one organisation, but that is what I have been lucky enough to have.

I come from a small town in Tāmaki Makaurau called Titirangi. I have lived there for most of my life, under the backdrop of the beautiful Waitakare Ranges.

My background is a registered social worker, and I began my career as a clinician in one of our acute respite services.

Through my journey with Pathways, I have had opportunities to develop both professionally and personally. I was able to move into a team coach role and to my current role.

I'm also privileged to be part of our national clinical leads group. I have worked on many different projects and had opportunities to be part of the establishment of services in other regions. These experiences have challenged me and enabled me to keep a fresh perspective. I am a firm believer in the continuous journey of learning that we are on throughout life.

It would be impossible to stay in an organisation for such a long time without really loving it and feeling that sense of connection to its values which fit closely with my own personal and professional values.

I feel passionate about making a difference and have strong sense of social justice. The people we support, tāngata whai ora and their whānau, are at the centre of everything we do.

I live with my teenage son and husband and our dog, Marley, who we recently rescued. My boys had been begging me for one for what feels like forever, but I was always reluctant. However, I am happy to say that Marley has turned our lives completely upside down. We are all enjoying being a lot happier and healthier with increased physical activity that an energetic dog demands. Our favourite thing is to take long walks with Marley on the rugged beaches out west.

**Story ideas?** We'd love to hear from you! Talk to your service's team coach or email: [contactus@pathways.co.nz](mailto:contactus@pathways.co.nz)