

October 2023

pathways real

ahakoā te aha

# Connections



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Connections online or  
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## A note from our Toihau

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### Tēnā koutou katoa

Welcome to our latest edition of Connections! I'm loving the warmer days and the change of seasons. I'm not sure about the wind but as my family keep reminding me, it's Spring! Which is a great time to think about 'what is the one thing I'm doing for my wellbeing?'. Perhaps it's going for a walk outside, planting summer vegetable gardens or connecting with nature.

We recently celebrated Mental Health Awareness Week (18-24 September). It's an annual event run by the Mental Health Foundation with the theme focusing on five tools to boost our mental health: Take Notice (me aro tonu), Give (tukua), Be Active (me kori tonu), Connect (me whakawhanaunga) and Keep Learning (me ako tonu). It was a great reminder that by making a small conscious effort, we can make both ourselves and others around us feel good.

Many of you will have heard the term Pay Equity in the media (where you have a predominantly female workforce there is much evidence that they are paid less than male dominated workforces). Pathways believes strongly that our workforce should be paid fairly for the work they do. That's why for the last 18 months, along with 14 other employers representing care and support workers (including peer and youth workers), we have been working through the pay equity process alongside the unions to seek to have this addressed.

You might see or hear members of peak bodies, unions or named employers talking about this in the media. This is because these groups are working together to keep the pressure on government for a sector-wide pay equity agreement and to give support workers certainty as soon as possible.

It is election time and Platform (peak body for mental health and addiction NGO's and community organisations) recently hosted a mental health and addictions election debate with over 200 people attending in person and another 500 people online.

The event, facilitated by Guyon Espiner, saw four candidates across the political spectrum participate and respond to important topics - Brooke van Velden (ACT), Chlöe Swarbrick (Greens), Hon Dr Ayesha Verrall (Labour), and Matt Doocey (National). It was fantastic to have a focussed conversation about mental health and addictions. A recording of the event is available on the [Platform website](#).

Additionally, Platform's key messages for all political parties in 2023 are:

- Back the strength, skills and solutions we have in the community.
- Act on the work that has been done – be courageous.
- Fight the reasons behind inequality like poverty, housing and income.
- Save lives by changing how Aotearoa supports people with mental health and addiction needs.

I encourage you all to vote and make your voice count.

This will be our last Connections newsletter for the year but keep an eye out for our seasonal celebration cards coming out in December.

Mā te whakarongo, ka mōhio  
Mā te mōhio, ka mārama,  
Mā te mārama, ka matau,  
Mā te matau, ka ora.

Through listening, comes knowledge.  
Through knowledge, comes understanding.  
Through understanding, comes wisdom.  
Through wisdom, comes wellbeing.

Take care  
Noho ora mai,  
Sally

**Connect with us online!**

[www.pathways.co.nz](http://www.pathways.co.nz)  
in f @pathwaysnewzealand

[www.real.org.nz](http://www.real.org.nz)  
f y @realNZyouth

To learn more about our journey to-date, visit [www.pathways.co.nz](http://www.pathways.co.nz) to access archived issues of *Connections*.

**Cover photo:** Pathways team coach Narmadha Dhayanandan's entry in the annual 2022-23 Wise Group Summer Photo Competition.

### Peers update

*By Janice McGill, Pathways and Real peer development lead*

At Pathways and Real, peer support and lived experience is an integral part of what we do. We currently have over 64 people trained in peer support in recognised roles across the country. We also know that over a third of our workforce identify with their own lived experience of mental health or addictions. We have been growing the number of peers in our organisation through our training programme Kia Mataara.

#### Kia Mataara



*Kia Mataara trainees in Auckland*

Kia Mataara, our peer training programme, has been successfully hosted in Wellington, Hamilton, and Auckland so far this year, with a Canterbury delivery underway. Kia Mataara is designed by educators and peer leaders within Pathways against the national peer competencies. It takes twelve weeks to complete and features in-person and virtual workshops, reflective workplace practices and learnings and one-on-one professional conversations. Graduates of the programme have been giving amazing feedback on the inspiration and engagement with Peer values that the training has given them. We have completed a programme review and will now be looking to conduct a comprehensive evaluation of Kia Mataara. Alongside building our peer leadership through training, we are also growing our peer supervision capacity, to make sure we have skilled peer supervisors delivering supervision across regions.

#### Peers in Pathways and Real

- 31% of our workforce identify as having lived experience of mental health or addiction
- 64 people currently in recognised peer roles
- 54 people completed Kia Mataara during 2023

#### Outcomes for tāngata whai ora and whānau

A key focus area for Pathways and Real is to make peer support available to all whai ora and taiohi who use our services. We know how the power of peer support changes lives; it builds recovery skills, hope and wellbeing. That's why we are supporting our peer trained graduates to enter peer support roles in many of our teams. A number of whai ora who received peer support have been inspired in their recovery to join the peer workforce. They become part of the kaupapa and spread the wisdom of lived experience across our mental health and addiction services.

#### Pathways Peer Leadership Advisory Group

Our Pathways Peer Leadership Advisory Group now has nine members from across the motu. The group is responsible for guiding and developing our peer workforce, providing a focused lived experience voice within Pathways. Members influence and build partnerships, seek and exchange ideas, and are busy building communities of practice in their regions. The group is made up of Chris Mullen and Penny Weston, Peer team coaches from the Northern region. Michelle Stephens and Geoffrey Doull are Peer support workers from the Te Manawa Taki (Midland) region where Kylie McLean is also a peer youth worker. Leah Kininmouth and Tina Sheveleva Peer team coaches are from the Te Waipounamu (Southern) region. The leadership group also has Amanda Bradley, Peer general manager helping implement its workplan.

*We believe in the power of peers*

**Harness your lived experience of mental health to make a difference**

**pathways real**



View our latest job listings in your region



**He waka eke noa**  
We are all in this together

# Language Matters

## Language Matters

By Amanda Purdie (She/Her), Pathways and Real workforce development lead

We know how powerful language can be in the field of mental health and addiction. It has the ability to elevate mana, and equally it can be used to discriminate.

Soon, we will launch our *Language Matters* campaign, the next initiative in creating safe and equitable environments for Rainbow communities. The campaign will support kaimahi in growing awareness of language used when referring or talking to people who identify as LGBTTQIA+.

*Language Matters* focuses on four key areas:

### Using open language

Open language encourages us to be more intentional about what we say, and why we say it. It helps us stay curious and open to learning, promoting empathy and helping to avoid inadvertent exclusion. For example, instead of asking: "Do you have a girlfriend/boyfriend?" you can ask: "Do you have a partner?" Instead of: "Are you a boy or a girl?" try: "What pronouns do you prefer?"

### Educating ourselves

Doing some research about relevant terminology and concepts allows you to have more informed and sensitive interactions, helping create a culture of understanding (instead of just asking the Queer person you know). Some great resources to get started are [The GenderBread Person resource](#), and Supporting Aotearoa's Rainbow People ([www.rainbowmentalhealth.com](http://www.rainbowmentalhealth.com)).

### Offering options

Offering options, rather than making assumptions, recognises each individual's unique identity and experiences, leading to more respectful and considerate conversations. For example, instead of asking: "Who is the man and who is the woman?" (which assumes Rainbow romantic relationships are like heterosexual relationships), wait for the person to describe their relationship or experience to you, if they feel safe to do so.

### Creating safer spaces

Creating spaces where everyone feels comfortable expressing themselves authentically, is essential for building trust, fostering a sense of belonging, and allowing individuals to thrive without fear of judgment. A local hospital service has rainbows all over their notice board and team values listed on the wall, stating they value their Rainbow community patients. What are some things you could come up with?



## Keeping cyber safe in a tech world

Technology allows us to connect with each other, and influences many aspects of our work and personal lives. We use it all the time. As a result, cyber security is a term we also use and hear often.

It describes technologies and approaches that can protect against unauthorised access or misuse of online data. Cybercriminals set out to extort money by gaining access to IT systems, preventing access or causing disruption, then blackmailing organisations or people to get access back. The disruption is significant.

At Pathways and Real we have additional cyber security measures in place to help protect our IT systems from attack.

How can you help keep yourself cyber safe?

- **Use strong passwords** and don't share them with others; change passwords often and ensure they are stored securely (encrypted files).
- **Keep your information private** and only enter financial information on secure websites (look for a padlock symbol in the browser address bar).
- **Make sure your devices are secure** with strong passwords and other security options like fingerprint or face recognition technology. Remember TVs and smartwatches are commonly connected to the internet and as such are vulnerable.
- **Pay attention to software updates**, these often have important security upgrades.
- **Be careful about wifi**. Unsecured wifi networks are very public and easy access points for hackers. Make sure your own wifi is well protected with a strong password.
- **Back up your data** on external hard drives or in the Cloud, and create new back-ups regularly.

## Whetū Marewa comes to Hauraki

We are so excited to grow our youth primary health service, Whetū Marewa, in our region.



The Hauraki Whetū Marewa team (L-R): Mesui, Chantal and Sarah.

### Sarah, youth worker

**What are you most excited about in your new role?**

The learning process and the opportunity to help others to develop and grow as I do.

**What do you love about Whetū Marewa?**

The fact that it even exists! Growing up through my teens there wasn't a service around like this and I could have done with the support it provides. I love that it is now around to help other young people and I that I get to be part of that.

### Mesui, youth worker

**What are you most excited about in your new role?**

I am most excited to change lives. It is the most rewarding thing working with taiohi, seeing them grow and reach their full potential.

**What do you love about Whetū Marewa?**

Everyone here is so friendly and always willing to help.

### Chantal, registered nurse

**What are you most excited about in your new role?**

We have the opportunity to build a new service from the ground up. We have a new team and we're able to go and build connections with other services. There is such a need for this service for the taiohi of Hauraki and I love that I can be a part of that. I am also so excited for the possibility of supporting our taiohi to become the peer support workers of the future!

**What do you love about your Whetū Marewa?**

I love that it is so accessible and that taiohi have choice to use the service. I also love that it is available for taiohi with mild to moderate mental health and addiction struggles. Often these are the ones who are overlooked and supporting them decreases the likelihood of deterioration in the future.

### Interested in this service?

Visit [www.real.org.nz](http://www.real.org.nz) to learn more or contact the Hauraki Whetū Marewa team at [WMhauraki@real.org.nz](mailto:WMhauraki@real.org.nz).

## Dungeons and Dragons

Dungeons and Dragons (commonly called DnD) is a game of fantasy and creativity that tāngata whai ora in Hauraki have been enjoying, led by support worker, Brodie.

Despite the rise of online gaming, DnD has remained popular as a social gathering event, with figurines, a board and other props to assist players' imaginations as they shape the game.

In DnD, players form an adventuring party and explore fantasy worlds together, embarking on epic quests. The Dungeon Master, is the game's referee/storyteller/mentor, the trusted advisor and role model who creates a world for the players to immerse themselves in, encouraging creativity and problem solving.

There's no winning or losing in DnD in the traditional sense, the goal is for players to face challenges, adapt to different situations, and create a sense of connection with others.



Brodie Campbell, support worker, leads his Dungeons and Dragons group.

With a huge number of different components, DnD is a great way to help with social anxiety, depression, loneliness and many other difficulties.

Check out the latest stories from Hauraki in the Te Manawa Taki spread on pages 14-15.

# Employment as a health intervention

By Adel Stephenson, Pathways general manager - regional

When it comes to employment, we know a paid job can be a key part of helping tāngata whai ora maintain wellbeing.

## Employment is good for mental health

Not only does employment contribute to income, it can also build self-esteem and confidence. For many people, work can be good for their health and can give a sense of purpose in life.

With the right support, people with mental distress can, and do, perform well in the workplace. They can continue to be highly effective employees and a long-term asset for businesses. Most people who have an experience of mental illness recover and return to work very successfully.

## Following the evidence – employment works

Individual placement and support (IPS) is an evidence-based approach to helping people find and stay in work. Integrated with mental health treatment and support, the approach is proven to work and is used across the world.

IPS was originally developed for people experiencing mental illness and has since been tested in the fields of addiction, corrections, military and some long-term physical injuries. More than 20 randomised controlled trials and 30 years of evidence have shown that IPS is a very effective form of employment assistance for people with mental health conditions.

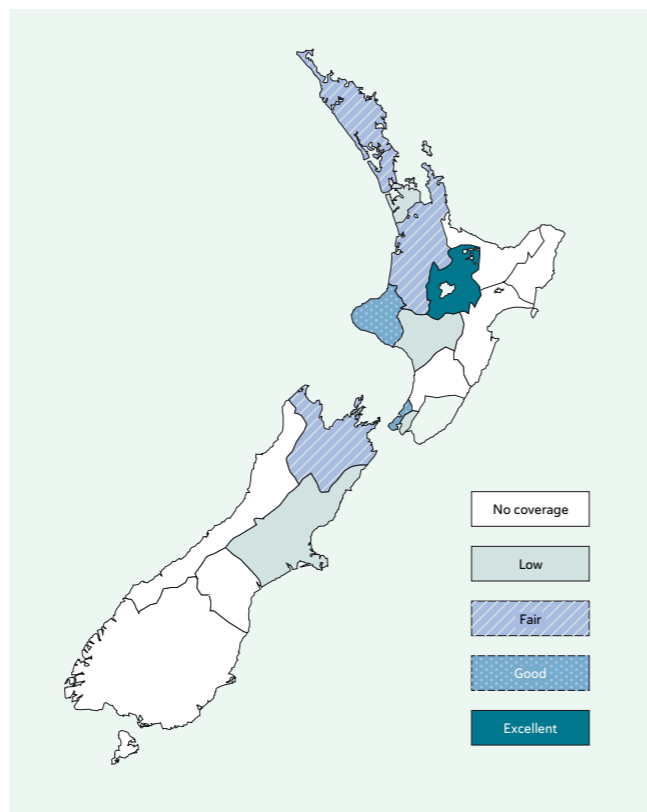


## What can you expect from IPS programmes?

- A warm welcome.
- Experience of employment support tailored to you and your individual needs.
- A focus on your strengths and skills when identifying jobs and career options.
- Your mental health team ensuring care and treatment plans are aligned with employment support plans.
- Knowledge that evidence-based, best practice principles for employment support are being used.

## Employment support in Aotearoa

Just over half of the current health regions in Aotearoa (13 out of 20) have some level of employment support integrated with secondary mental health and addiction teams. There are five regions where IPS employment support has reached “good” or “excellent” coverage (Northland, Lakes, Taranaki, Capital & Coast and Nelson Marlborough).



## How do I access employment support providers who offer the IPS approach?

Funding and accessibility differs across different regions, but you can ask your mental health clinician for options in your region. In most regions where we operate, Pathways and Real collaborate with Workwise, another organisation in the Wise Group whānau.

Alternatively, you can email [info@workcounts.co.nz](mailto:info@workcounts.co.nz) for more information.

### Helpful websites

Workwise Employment Agency: [www.workwise.org.nz](http://www.workwise.org.nz)

Work Counts: [www.workcounts.co.nz](http://www.workcounts.co.nz)



Part of the Wise Group

## Eight principles guide the IPS approach

### Zero exclusion

A person's desire to be employed is the only criteria to access employment support. Personal experiences like work history, current mental health symptoms, addiction and convictions do not affect access, but are used to tailor the intensity of employment support.

### Individually tailored

The employment support is person-centred, focusing on their skills and experience and what they would like to do.

### Rapid job search

There are no lengthy preparations for looking for work. Job search starts within four weeks of being referred to an employment specialist.

### Focus on competitive employment

This means jobs in the open labour market paying minimum wage or above, and not jobs reserved for people with mental health and addiction issues.

### Financial guidance

People are assisted to understand the financial implications of taking up work. Employment support services have excellent working relationships with local Work and Income staff.

### Job development

Employment specialists are actively out and about in the local community helping to identify and create job openings and opportunities. They do not rely only on job advertisements and vacancies.

### Ongoing support to the employee and employer

The person and the employer get ongoing support once employment commences, as needed.

### Employment and clinical support are integrated

Support is coordinated and driven by the person. Treatment plans consider employment aspirations and employment status, and healthcare is work-focused, supporting wellbeing.

## Finding motivation to work – Glen's story

Glen\* was referred to Workwise in August 2021 by the local community mental health team. When his employment consultant first started working with him, Glen seemed to be very capable but lacked the motivation or drive to get a job.



The employment consultant worked together with him to look at what he wanted to do and where he wanted to work. They also sought advice from his psychiatrist. It took time for Glen to build up the confidence that he needed to approach the idea of employment, but he finally got there.

He applied for a job in the area he wanted to work in, was offered an interview and a fixed-term job. He was over the moon and very excited about this achievement.

When the contract ended, they asked Glen to stay on longer, which suited Glen well. He had built some good relationships there and found that the work environment was supportive and challenging in different ways.

A few months later Glen told us that he had taken on a permanent position, which he was thrilled about. This was a great success for the employment consultant to share with the community mental health team who were just as excited for Glen.

Story provided by Workwise.

\*Name has been changed to protect privacy.



## What we heard from people using Workwise services

*“My employment consultant gives me hope that I am a worthy person and will get a job”*

*“Workwise listened to what I would like to be and believed in my goals”*

*“I have felt safe in sharing information throughout the time with my employment consultant. My voice has always been heard and respected”*



summarising or teaching someone else can really help. Ask a teacher about what 'how to study' information and support your school has.

### Take care of your health

Your physical wellbeing plays a crucial role in managing stress. Regular exercise releases endorphins that support your mood, while eating well and getting enough sleep enhances cognitive function and memory.

### Manage your time – breaks and rewards

Putting off study doesn't make the exam go away – it just makes the task feel even bigger, increasing stress. Make yourself a realistic study schedule with manageable chunks of work, taking regular breaks and giving yourself rewards to help maintain your concentration.

After 25 minutes of focused study, take a five-minute break and have the biscuit you've saved for when you get through that chunk of work, or turn up a song to top volume. Take short breaks after study sessions to recharge and do activities you enjoy.

### Seek support

You don't have to manage alone. Reach out to friends, family, or teachers if you feel overwhelmed. Sometimes, just talking about your stress can provide immense relief. If you find things becoming unmanageable, let people know so they can increase their support or help you find someone else that can help.

### Not all stress is bad

In small doses, stress can actually help us achieve – it works as a 'call to action' to focus our attention on the task in front of us. Remember, worry or stress about exams can be your brain's way of saying that you care about the result and focus is required.

Remember your wellbeing is more important than any grade; and while exams can seem overwhelming, they are the current thing, not the only thing. As the good Dr Seuss says: "You have brains in your head. You have feet in your shoes. You can steer yourself any direction you choose."

## Prepping for end of year exams – managing stress

By Miriam Swanson, Real child and youth director

Let's face it, exams are not everyone's cup of tea. Juggling so many demands on time, energy and brain space can be tough. As a psychologist, I know the impacts of stress can be a big factor on our performance.

Remember that the point of education is learning (isn't it?), and exams are just one way that we use to see what people have learnt. Below are some tips to help manage exam stress and get the best out of your study, so you can show off what you know.

### Reframe the task

It is easy to get focused on the exam itself, and 'passing or failing' (often with our own self-imposed definition of what those terms mean!). Reframing exams to focus on the process instead of the outcome can reduce anxiety and help us perform better. Try seeing exams as an opportunity to refresh and review what you have learnt over the year, deepening your understanding and showing off your knowledge.

### Use effective study strategies

Not everyone learns the same way, but sometimes not knowing what to do, or where to start, means we can feel powerless and panic sets in. Efficient study strategies can significantly reduce stress; active study techniques like

## Taiohi voices have magnitude! Use your voice this election.

Election day:  
Saturday, 14 October 2023

If you're over 18, make sure you're enrolled to have your say in this year's general election.

Visit [www.vote.nz](http://www.vote.nz) to enrol or to check your information is correct.



Follow us on social media!



Are you following us yet? Check us out! @RealNZyouth on Facebook, Instagram and YouTube.

## Focus on Real Talk – Q&A with kaimahi in Ōtautahi

Real Talk is a 10-week programme for taiohi aged 12-18 years who need extra support around managing anxiety, depression and/or stress-related behaviours.

The programme is aimed at taiohi with mild to moderate needs who are not currently engaged in secondary care. Real Talk is designed to help taiohi develop self-esteem and self-confidence, using cognitive behaviour therapy (CBT), sensory modulation and mindfulness tools to manage and reduce anxiety and depressive symptoms. Taiohi also develop tools to help maintain and develop positive relationships,

decrease feelings of isolation and loneliness, and strengthen resilience.

Real Talk currently operates in Ōtautahi, Tāmaki Makaurau and Wairarapa.

Visit [www.real.org.nz](http://www.real.org.nz) to learn more and get in contact with teams in your area.

Some of the team at Real Talk Ōtautahi tell us what they love about their mahi below.

### Barend Real Talk youth worker



#### What is your favourite part of your role?

My favourite part of my job is the difference I can make in a young person's life, giving them the opportunity to reach their full potential

#### What kinds of activities do you do with taiohi to support them with their goals?

We run 10 group sessions over 10 weeks. Each session gives our young people a chance to take something home that they can use as strategies to cope with difficulties in life, whether it is around their

mental health, physical health or something else. For instance, the CBT board game where they learn a lot of concepts by playing a game and visualizing it for themselves.

Some young people are very anxious about joining group sessions so we do one on ones with them to make them more comfortable. I usually go on walks where we can have multiple conversations so that they can get used to me, which helps them feel ready to join group to learn even more.

### Michelle Real Talk social worker



#### What is your favourite part of your role?

Just spending time with our taiohi and creating moments of joy or seeing things click in groups or individually. I love the chats where you get to connect and be in their world or when they ask advice or tell a joke or connect with someone else in the group.

I love our whānau night and being able to support whānau through things with their taiohi and seeing the impact or the understanding they might gain for themselves, it gives me a lot of hope for when our taiohi have finished with the program. Our roles involve a lot of fun so that's always a highlight!

#### What kinds of activities do you do with taiohi to support them with their goals?

A lot of our taiohi come to us for support around managing anxiety or low mood so in group we do lots of activities that are designed to assist in working towards this goal, such as learning about thinking traps, sensory modulation sessions, and vision boards. Outside of group, I've done things like trips to the mall to manage walking in and being around lots of people; beach walks to get out of the house; visiting tertiary education places for taiohi interested in further study; and sometimes just having conversations around the skills we're learning in group and how these fit into their lives.

## Ka mua, ka muri – looking back to move forward

Our organisation's journey and growth of Te Āo Māori began around 2016. This was the year the Pathways and Real executive team and senior leadership group made our first tangible commitment to our whānau Māori. It was also during 2016 that our waiata, Mau Raa, was born.

Our journey has moved swiftly over the past seven years, including milestones like the establishment of our Kaihautū position, a Māori voice at the executive table, then the establishment of our Kaiwhirimuka, our national youth cultural lead. We rolled into 2019 to hold our first a hui-a-Māori in Horahora, a kaimahi and leadership commitment to carving out the space we need in Pathways and Real, a mainstream organisation, for kaimahi Māori to feel good to be Māori – for us to thrive, to respond as Māori. From this hui also came the establishment of our regional cultural leads positions, Kaiwhakaputahua, to form Te Kahui Kōkiri alongside our Kaihautū and Kaiwhirimuka.

The backbone of our mahi as Te Kahui Kōkiri comes from the articles in Te Tiriti o Waitangi, which ultimately speak to equity for Māori in our services. Internally, our Rautaki Māori (our organisation's strategy for Māori health and wellbeing) ensures we uphold our intention to be an exemplary Tāngata Tiriti-based organisation, using the articles in Te Tiriti to guide us when looking after our Māori workforce and caring for our whānau Māori within our services.

Te Ao Māori has progressed over the past seven years because Sally, our chief executive, Ross Phillips, business operations manager, and Anaru Hawkins, Kaihautū, have discussed, debated and worked hard to ensure what we do is tika and pono (genuine and authentic). Keri Opai, Pathways board member, has been a constant in his support of us providing advice and guidance throughout. Our leadership team has worked hard to make sure a Māori lens is reflected throughout everything we do.

On the ground we have the four regional Kaitiaki who facilitate Te Ao Māori amongst our services and respond where tikanga Māori is required. They also ensure we, where identified, provide tautoko for our Māori staff, tāngata whai ora and taiohi during tangihanga, in our practice and work.

It is the sum total of all of these contributions that has brought us to the place we find ourselves in with Te Ao Māori. We are humbled and grateful - nei rā te mihi.

## Introducing Nopera and Renee, our new Kaiwhakaputahua

We welcomed Nopera and Renee into the newly established Kaiwhakaputahua roles in July 2023. This is an exciting realisation of our commitment to being and doing better by and with Māori. Each position is connected to two regions: one to Te Waipounamu and Central, the other to Te Manawa Taki and Northern.



Renee and Nopera were officially welcomed to Pathways and Real with a mihi whakataua in Te Whanganui-a-Tara in July 2023.

Keri Opai, Pathways board member and ardent supporter of our Te Ao Māori kaupapa, gifted us with the name Kaiwhakaputahua. It means a role that responds, supports, informs and guides the Te Ao Māori work we do nationally.

Both roles provide national cover across the four regions that now allows our Kaihautū to invest energy into developing our rautaki Māori and its challenges. We're excited for what lies ahead for Pathways and Real and will be sure to keep whānau informed.

▶ Learn more about our new Kaiwhakaputahua, Nopera and Renee, and what being tāngata tiriti means to them, on the next page.

## Nopera Hauwaho, Kaiwhakaputahua (Central and Te Waipounamu)



Tēnā rā tātou katoa. He uri nō Taranaki. Ngāti Ruanui, Ngā Ruahinerangi, anō hoki Ngāi Tūhoe ki Waimana.

On the 10 July Renee and I were welcomed into Te Kahui Kōkiri as Kaiwhakaputahua – cultural leads providing cultural support across Pathways and Real services.

### How do you spend your weekends?

On Saturdays I enjoy spending the morning out on a golf course pretending to be Tiger Woods and Sundays are spent with whānau and often a cooked breakfast with my wife Katie. To say 'I don't mind watching rugby' is an understatement, I'm also as active as the players on the screen. Almost.

### What does it mean to be tāngata tiriti?

What does it mean to be tāngata tiriti? I have often heard the phrase 'haumi' being thrown around in loose conversation, particularly in relation to non-Māori.

In my journey of reclaiming Te Reo Māori, my kaiako Ngairo Eruera clarified a karakia we were learning, and it was the ending that first introduced me to this idea of what a haumi is. The soft learning was that we could think of 'haumi' as 'homie' – my mate, my friend. It became a thought that as we finish or close off using this common phrase, we are binding ourselves and our homies together as one.

Another thought that was shared while visiting a ceremonial waka in Tauranga moana was that a haumi on a waka is an additional supporting piece to the hull of a canoe's stern end. Its role is imperative, yet expendable. It has value in the direction of the waka yet is not solely relied upon. It was then later connected to how we, as carriers of Te Reo Māori, could work with haumi/homies to support and accelerate Te Reo Māori in Aotearoa.

As kaiako reo Māori in mainstream schools, we are often isolated in our mahi and it became apparent to me the need to have haumi/homies to help move the kaupapa. Thankfully there were some diamonds in the rough and upon leaving the school to take up the opportunity here at Pathways, I left with full confidence that my homies would still carry the kaupapa.

## Renee Newton, Kaiwhakaputahua (Northern and Te Manawa Taki)



He uri nō Waikato Tainui, Ngati Hikairo, Ngati Ahuru me Ngati Mahanga.

In July my eight-year haerenga in Pathways and Real now sees me in one of two brand new roles – Kaiwhakaputahua, cultural lead supporting our Northern, Taranaki and Te Manawa Taki regions.

### How do you spend your weekends?

Friday nights in my whare are spent with hubby, our three tamariki and our two moko. This time is really important for me and my hubby, given our weeks are spent with lots of other whānau. We had to make sure we carve time out for our own to check in and connect. I cook for everyone, normally a roast dinner (I love to cook). Saturdays are spent with our moko, watching our youngest son play soccer.

### What does it mean to be tangata tiriti?

My mum is from Manchester, UK. She married my dad, who is Waikato Tainui. My mum is fair skinned and with no whakapapa Māori, however by learning through her relationship with my dad she is seen and respected as a haumi (ally) by Māori. This is not because she married a Māori, but because her behaviour puts our tikanga, kawa and taonga the front of anything she does for our whānau and those she regularly connects with. I trust her not only because she is my mum, in fact I love her endlessly for that. As a wāhine Māori, I trust my mum with our taonga, she protects them fiercely, often fighting battles that are not hers. A basic example of this is around te reo me ona tikanga. Mum's a teacher aide in a primary school and when there is mahi delivered in the kura that doesn't quite make sense based on her lifetime of living with us as tamariki Māori, she will always check in with us around what is being taught and whether it is tika and not teka!

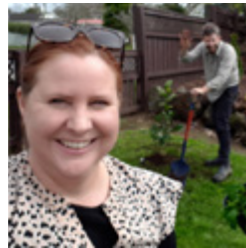


Tāmaki Makaurau/Auckland

### Future planning with fruit tree planting: Good things take time!

Everyone loves having fresh fruit to pick straight off the tree. We want to create environments where people are interested and confident in producing cost effective, nutritious, healthy food to eat.

Back in September 2018, three Pathways service and relationship managers (Clare, Frank, and Avril) donned their gumboots and spent the day planting 15 citrus trees and passionfruit vines at our housing and recovery sites in Counties Manukau. Check out the retro photo where Frank is doing all the hard work and Clare is supervising!



Five years on from planting day, Allen, team coach at our one of our services, has shared that all our hard work has come to fruition. There's an abundance of amazing lemons and mandarins that he brings in bags to Harakeke House to share with everyone.

The fruit trees at one of our housing and recovery sites are now also bearing fruit, and we have a wonderful bounty of mandarins that have been harvested this year. These have been enjoyed by tāngata whai ora, whānau and staff - and really helps to ease the cost of living.



Sharing the bounty at Harakeke House in 2023



Tāmaki Makaurau/Auckland

### Matariki 2023

To celebrate Matariki, the health and wellbeing team in Tāmaki Makaurau held an event that gave tāngata whai ora and kaimahi an opportunity to learn about the nine stars of Matariki.

The nine stars and their meaning were dotted around a room. We all walked around to read them out and korero with different people we may not have spoken to before. We all reflected on which star resonated with us.

Everyone had the opportunity to create a star of their own to add to a mural of the night sky with the nine stars of Matariki. We wrote a hope for the year ahead or acknowledged a loved one on our stars. It came together beautifully.

Of course, it isn't a health and wellbeing event without some good healthy kai. We wrapped up the end of the event with a chance to connect over roasted vegetables, an assortment of meat and fry bread.

Taranaki

### Fire safety education

Our Mill Road service hosted a fire safety education session by Chris from Fire and Emergency New Zealand for our tāngata whai ora and staff.

Education and discussions included the importance of having working fire alarms, staying present in the kitchen whilst cooking, not smoking inside, and having an escape plan. We watched a video about the speed at which fire could engulf a house and did a quiz about the number of callouts our local fire service has, and the reasons why, which were eye opening. There were great prizes of coffee cups, drink bottles and fire blankets for the quiz attendees.



One of the quiz prize winners at our fire safety education session

Tāmaki Makaurau/Auckland

### Hidden encouraging messages

*Ko wai mātou? Ko Real Mana Taiohi mātou. Who are we? We are Real Mana Taiohi.*

That is the name of our whare. The meaning of our name is to uplift the mana of our taiohi, our goal is to uplift, encourage and tautoko our taiohi.

In every room of our whare there is a sensory box for taiohi to use. We have sensory items like stress balls, fidget spinners, playdough, and many more cool things.

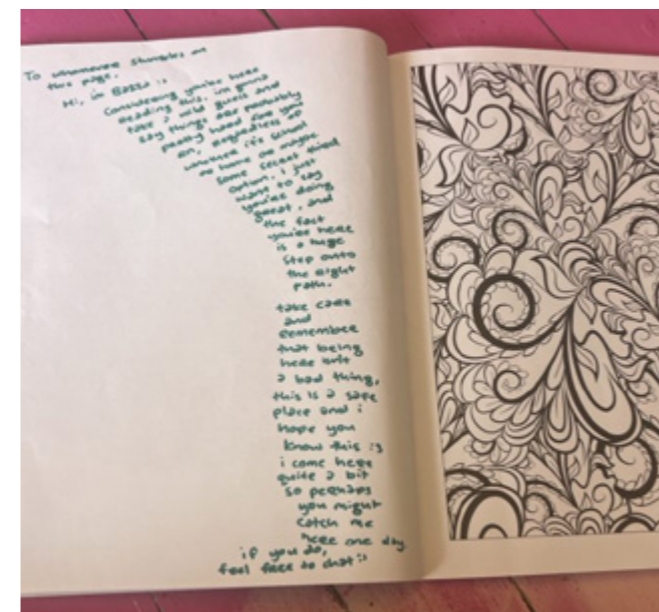
This photo is of a message left by a taiohi who has stayed in our whare, written in one of the colouring books for future taiohi to read.

"To whoever stumbles on this page, Hi, I'm Bazza, considering you're here reading this, I'm gonna take a wild guess and say things are probably pretty hard for you right now. Regardless of whether it's school or home or maybe some secret third option. I just want to say, you're doing great, and the fact that you are here is a huge step onto the right path.

Take care and remember that being here isn't a bad thing, this is a safe place and I hope you know this =)

I come here quite a bit, so perhaps you might catch me here one day. If you do, feel free to chat =)."

After seeing that note, we looked through the colouring book and saw other positive affirmations from other taiohi who have also stayed with us in our whare. Our taiohi are our inspiration.



Whaea Tui serving the Matariki hangi

Taranaki

### Matariki connection and kai

Our Taranaki teams and tāngata whai ora came together to share in a hangi lunch at Puriri House to celebrate Matariki/Puanga.

The kai was delicious and included traditional meat, veggies and everyone's favourite, fried bread, cooked to perfection by Whaea Tui and her whānau. There was also a fun Te Reo quiz lead by one of our Te Reo group members, and attendees of that group definitely had the advantage when it came to knowing the answers!

Taranaki

### Sign language lessons in Taranaki

Some of the Pathways team in Taranaki have been learning sign language under the guidance of sign language tutor, Chanelle, and fellow staff member, Kayla.

We were very surprised to find we could learn signs for the whole alphabet in just 20 minutes, and that we could retain the information days (and weeks) later, as "it just made so much sense!"

Chanelle and Kayla will be continuing the lessons for several weeks and the team are looking forward to connecting with our deaf tāngata whai ora in a more meaningful way.



The Pathways team signing the first initial of their names



#### Kirikiroa/Hamilton

### The Chiefs in Kirikiriroa

Our whai ora were given the opportunity to go to FMG Stadium in Kirikiriroa Hamilton to watch a Chiefs v Hurricanes rugby game. Despite the stormy weather, we all braved the elements and excitedly went to the game.

Many of our whai ora had never been to the rugby stadium to watch a game, and the excitement on their faces when we arrived was amazing. We had photos with Little Chief, the Chiefs' mascot, and were given Chiefs flags and merchandise; some of our whai ora even scored free t-shirts!

It was a great game with our local Chiefs taking the win, and after the match the smiles on the faces of our whai ora were magical! They were very happy and grateful for being given the opportunity to attend a game. Our huge appreciation and a big thank you to the Chiefs rugby team for this amazing opportunity for our whai ora, thank you for making a difference in people's lives.

#### Kirikiroa/Hamilton

### Sharing kai, laughter and connection

Out walking with tāngata whai ora in Kirikiriroa, the topic of kai and their favourite recipes has often come up. One of our whai ora recommended his blueberry muffin recipe. Blueberries are so good for us, and cooking and preparing food is one of my favourite things to do with the people we support.

A whakatau to a new resident on his first visit to our whare was the perfect occasion to make the muffin recipe. We did the shopping and baked the muffins for all to enjoy. Time was spent laughing and connecting.

Later, during one of our popular kai activities, our new whai ora mentioned he also had a favourite recipe – banoffee pie. For our next kai gathering we had tāngata whai ora from other sites join us to prepare the pie. There was silence in the air as everyone enjoyed the delicious treat, along with a coffee. We all thoroughly enjoyed sharing recipes, laughter, and quality time. Even as we all took turns cleaning up our kitchen after the baking, the small space crammed with people, the jokes and laughter kept coming. I felt humbled to have had this time hosting, creating and enjoying the day together.



#### Kirikiroa/Hamilton

### Grow through adventure

The Waikato Whetū Marewa team has launched their new adventure therapy programme called Grow Through Adventure.

The programme is for taiohi aged 14-18 who experience anxiety, low self-esteem and are potentially isolated from their friends and community groups. It was created by the team's occupational therapist and uses outdoor adventure activities to help develop understanding of mental resolve, self-regulation skills, and empathetic understanding. Taiohi learn how the limits they place on themselves are self-imposed, that they have untapped skills and resiliency which far exceeds their expectations.

The first program was launched with a group of six wāhine who were all facing a variety of challenges around their mental wellbeing, making everyday life activities challenging.

Over six weeks they went on adventures such as rock climbing, paddle boarding, mountain biking, surfing, walking up Wairere Falls and walking the Pinnacles. Along the way they learnt about regulating emotions in challenging situations; being present in the moment; respect and appreciation for nature; the power of mindset; trusting themselves and others, and listening to their instincts; as well as experiencing reflection and growth.

We saw the taiohi building on their strengths, overcoming their fears, challenging themselves and growing together as group. After the programme, some went on and got management jobs, returned to school, started a new course, and found new interests. Together, the wāhine grew through adventure.



#### Hauraki

### Matariki at Ko Matariki ki Hauraki

On Sunday, 23 July, I had the privilege of hosting our Pathways Hautapu at Ko Matariki Ki Hauraki in celebration of Matariki.

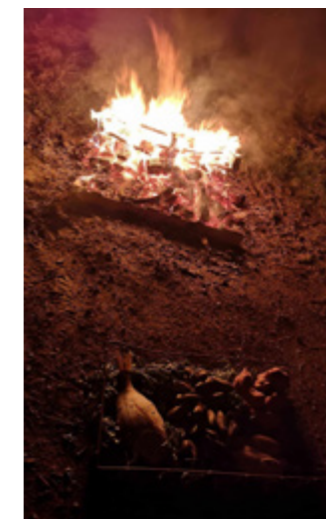
In the early hours of the morning, while others were tucked up in bed, our whānau from Hauraki and Kirikiriroa joined us around the campfire to create and share the warmth and aroha of Matariki.

The karakia and the Hauraki narratives were explained in both English and Te Reo Māori so all tāngata could follow what was happening in the moment and understand the process of our why. Spiritual karakia connects us to the different whetu and the elements of the taiao (the environment around us).

This gave us all an opportunity to come together as whānau, to connect, to share, and to listen to stories about Matariki. We were able to locate and view the Matariki cluster in the sky and begin the formal service for our Hautapu. We had a time to remember and share, a time to release loved ones who have passed between this Matariki and the last. We reflected on the year that has been and had time to set aspirations for the year to come.

The Hautapu ended with the offering of kai, with the steam released to rise and nourish ngā whetu ō Matariki - the stars of Matariki. Lastly, we shared a time of waiata and had an opportunity to share our experience of the morning.

To end the ceremony, when daylight had joined us, we enjoyed some kai beautifully made for us to have together. Our spiritual cups were filled and this whole experience inspired me to continue our great mahi here at Pathways.



#### Hauraki

### Real cool in Hauraki

We have been busy establishing a beautiful new space for our Hauraki Whetū Marewa service. The service has been in the region since mid 2022 and we are now expanding with welcoming new space at Pohutukawa House in Thames, to enrich the support we give to our taiohi.

The space will be a multi-functional room for taiohi and kaimahi to connect with waiata, arts and crafts, and cooking as well as other activities. Awesome sensory modulation items will be introduced to the room.

We have also welcomed new staff with registered nurse, Chantal, and youth worker, Sarah, starting in the past few weeks, and more to come. We look forward to the Real Whetū Marewa team growing and seeing what it will become for Hauraki whānau!

*Learn more about Hauraki's Whetū Marewa kaimahi in the Spotlight on Hauraki on page 5.*

#### Te Moana-a-Toi/Bay of Plenty

### Cultural day in Tauranga

To celebrate our diverse kaimahi in Tauranga we are having a culture day each month. We kicked off with Hemi sharing his Samoan culture, with a delicious big cook up of balusami, which is meat cooked with taro leaves, onion and coconut cream; then sapa sui which is vermicelli, soy sauce and chicken. The space was adorned with Samoan flags and common words and greetings with phonetic explanations of how to pronounce them were scattered around the walls.

The staff wore lava lava and there was Samoan music playing and traditional dancing lessons for everyone to get involved in!

Fa'afetai Hemi for a fun day.





## Whanganui

### One small step for mankind, one GIANT leap for Iritana

By Julie, Pathways support worker

Iritana, one of the people we support, expressed an interest in using public transport to explore the Whanganui community. This stemmed from her time living in Wellington where she would regularly catch the bus for her day-to-day activities.

This achievement involved numerous steps, from obtaining a 'Bee Card', learning how to top it up with funds and use it correctly. Iritana was supported to use the bus alongside staff before transitioning to a one-way trip on her own, with staff meeting her at the destination. The final ongoing achievement was a two-way trip into the Whanganui community via the bus on her own.

Iritana is now able to regularly catch the bus on her own, which provides her with the benefit of being able to explore on her own, giving her a real sense of achievement, of which she is proud. Ka pai Iritana.



## Whanganui

### Andrew's incredible journey

By Leah, Pathways residential support worker

Recently at our housing and recovery service, we had a surprise lunch to celebrate two years of sobriety for one of the people we support.

Andrew was surrounded with friends and whānau, his community mental health key worker and his alcohol and drug (AOD) clinician, who worked passionately alongside him to support his recovery. Andrew's AOD clinician presented him with a very significant and personal two-year sobriety token, that he now holds close to his heart.

This achievement demonstrates what can be achieved through collaboration – in this case with Pathways teams, our clinical team, community supports and whānau.

Andrew, you are a true inspiration and we are all so proud and blessed to have been a part of your remarkable journey of recovery. We are excited to support you on your next chapter of life.

Keep up the amazing mahi Andrew.



Andrew (right) is presented with a two-year sobriety token by his AOD clinician

## Whanganui

### Winter warmer lunch

By Emma, Real youth support worker

For several years now I have used my Thermomix to create nutritious, hearty meals for my whānau that also saves me time. Winter can be a time of year where everything becomes that little bit harder (at least for myself). I wanted to find a way to bring staff together whilst enjoying great food and good company.

During this winter warmer lunch, I made (with help) a tomato soup with bread; apricot chicken risotto; and finished it off with a yummy fruity sorbet. This was very well received by staff and a great way to connect. We hope to do it again.



## Wairarapa

### Matariki in the Wairarapa

By Selina, Pathways AOD nurse

Matariki was celebrated in a very special way here in the Wairarapa. The kaimahi at Pathways in Masterton wanted to provide a space for Matariki to be truly reflected for ourselves, as well as some special whai ora who attended.

The morning represented renewal, reflection, and connection. It provided an opportunity to honour and remember our loved ones who have passed away, while also celebrating the achievements and aspirations of the present and future.

We gathered at one of our residential facilities at 6am with our whānau. Tamariki roasted marshmallows; lights lit up the dark sky, lighting the path for our beautiful Matariki stars to be acknowledged.

During our Matariki celebrations we all took the time to write an aspiration and set a goal for the next year. Our aspirations will be placed in a time capsule to reflect on for Matariki 2024.

## Te Whanganui-a-Tara/Wellington

### On the course to be healthier

By Kate, Pathways team coach

Kahui has recently completed the Hapai Hauora self-management course with her healthcare provider, Hora Te Pai.

Kahui learned about different chronic conditions and that enabled her to find alternative ways to manage her diabetes. She enjoyed the course as the organiser made her feel comfortable asking questions. She found it easy to understand as the language used was simple.

Overall, Kahui found the course helpful as she gained more insight and awareness on managing her condition.



## Wairarapa

### Vision boards

By Eilish, Pathways team coach

Some of the world's most influential thought leaders, such as Deepak Chopra, Gabrielle Bernstein, and Oprah, all agree: it's wholly possible to turn your dreams into reality. It's called manifestation.

Well... that, and hard work. We decided to create vision boards to help motivate whai ora to change their dreams into reality. This photo is of a board made by one of our respite whai ora. He described the task as mindful and inspiring. We think he did a fantastic job and look forward to seeing the other works of art yet to come!



## Wairarapa

### Crafting toys

By Fiona, Pathways support worker

I have been working with someone whose two young children have been having a hard time in care. She asked me if I could help her make some weighted toys for her children.

She found suitable toys she wanted to use, and we started the process of un-stuffing part of the toys, to restuff with small wheat bags we had made. We did this until we felt we had the right weight.

The mum's confidence, smile and excitement to give these to her children was priceless. I will be doing this again with others in our heathy lifestyles programme, in the mindfulness and sensory modulation component.

### Putting trust in our modern ways

As shared with Carole, Pathways community support worker

Due to negative voices, it is hard for me to accept change. Due to physical changes, I could no longer take myself around the supermarket. My diet had changed to more convenient food, which I know was not the best of choices. I had no-one to do the shopping for me.

My support person talked to me about Click and Collect. I thought that this was a good idea, even though I knew I would need help navigating my way around the website.

I then hit a roadblock – I don't have a debit card so I can't progress with this. Let's just say my voices were telling me that this is a very unsafe thing to follow through on.

After several months of support on the safety measures with the debit card, talking to my bank and taking the time to process all of these things, I finally managed to get myself a debit card. I can now shop for my weekly groceries! I can't tell you in words how good fresh fruit and veges taste.

This has now changed my life so much.



### Fishing - Good for the soul

By Eliza, Pathways support worker

After a discussion the week before, we decided to go out to Mapua and fish for the day off the wharf. The whai ora who wanted to come brought along their fishing rods and tackle boxes. They looked confident setting up the rods and baiting their hooks. One whai ora said he was pleased to have come out as the sea air was good for the mind and soul.

We spent about 1.5 hours fishing and, while they had heaps of bites, unfortunately didn't catch anything. One of the whai ora suggested that we do more group activities as he really enjoyed himself. They shared that being by the seaside was calming, and the change of environment improves their wellbeing.

On the way back we stopped at a dairy for ice cream, something one of the whai ora was super excited about as he had not had a real fruit ice cream in a long time. This brought back lots of happy memories for him.

### Southern leaders embrace new music skills

By Jane, Pathways administrator, and Aleisha, Pathways team coach

As part of our commitment in Te Waipounamu to leading pop-up waiata in services across Ōtautahi, some of the teams are making time in the day to practice guitar and sing waiata.

Still a way to go – but we're getting there, with practice!

Aleisha, team coach of community services, is showing her skill and concentration in the photo above.



### The three wise men: Good times

By Vanessa, team coach, Brightwater Aged Care

'PB' from Pathways came to visit Tony and Terry at Brightwater Aged Care in June.

PB was brought out to Brightwater by a Pathways support worker to catch up with Terry and Tony, as they had all been in Ngawhātu Hospital in Nelson at the same time and had developed good friendships there. Together they discussed the good old times that they all remember about Ngawhātu.

Terry stated:

*"They all have good memories and love talking about people they used to know and activities they were involved in. Good times!"*

*It is with sadness that Tony passed away soon after the above photo, with his whānau by his side. A celebration of Tony and his life was held at Brightwater with whānau, friends and Pathways kaimahi.*



### Open art session

By Tess, Pathways team coach

In an open art session with our art therapy student, guests and staff were encouraged to collaborate on a project to express their creativity.

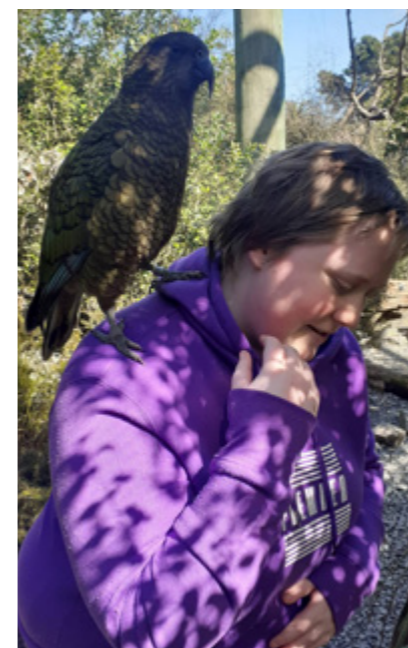
Starting with a few blobs of paint in the middle of some paper and using a variety of tools, the collaboration resulted in a moment of shared joy as well as a new piece of artwork for the house.

### Will forever be my favourite day

By Haylee, supported by Olivia, Real support worker

For my entire life, I've struggled to know why I'm here. Struggled to find a reason to stay here. Yet it's been right in front of my face my whole life.

On this day, there was a group being shown around Natureland by one of the keepers. The group went into the kea habitat and one of the kea climbed up onto the keeper's arm. She (the kea, they're all girls) didn't go onto anyone else's arm.



My amazing youth worker and I went in to see the kea a few minutes after the group had moved on to a different part of the park. One of the kea was on the ground, picking at a treat. Olivia told me, laughing, to put my arm out to her – so I did.

The beautiful kea came onto my arm almost immediately. Olivia and I were both completely stunned! The kea climbed all the way up to my shoulder and started grooming my hair and my face. I didn't want to move because I didn't want to frighten her.

This incredible moment, a moment I have only ever seen happen between a kea and a keeper who have a bond, was the moment I knew who I am.

An animal lover.

An animal enthusiast.

An animal researcher.

An animal carer.

I've struggled so massively with my mental health for the last six years of my life, and I've missed out on a lot. But now it's time to get back up. A goal I'm going to – not hoping to, but GOING TO, achieve by the end of this year is volunteering at Natureland in the kitchen, doing food preparation.

Some things I've learned over the past few months is that no matter how long you've been out, it's never too late to get back in, and that if you stay true to yourself, stay true to who you are and who you want to be, everything else falls into place.

See you soon pretty girl. Hopefully you'll remember me.

### Karawhiua! Kupu to use every day

Incorporate these kupu into your conversations with your whānau, friends or Pathways support worker!

Give te reo a go!

#### Karawhiua

Go for it! Give it heaps!

#### Kia kaha

Be strong, get stuck in, keep going

#### Ka wani kē

Neat alright!

#### Ka mau te wehi

That's amazing!

#### He mahi pai noa iho

Easy as, not a problem

#### Tūmeke!

Mean!

#### Te ātaahua hoki!

Beautiful!

#### Kua pau te hau

Exhausted

#### Miharo kē

How Astonishing! Awesome!

#### Ka mau te pai

That's excellent, great, fantastic

### Upcoming events

World Mental Health Day 10 October

NZ General Election Day 14 October

World Kindness Day 13 November

Men's Health Month November



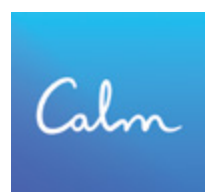
## Digital resources to support wellbeing



**Atu-Mai** is a free violence prevention programme, delivered either online or in person, that equips Pasifika people with the knowledge and tools to live violence-free. To access the programme, visit [www.atumai.nz](http://www.atumai.nz).



**Just a Thought** is the Wise Group's online therapy app to improve your mental health. Easy to use anywhere, anytime. Best of all, it works. Visit [www.justathought.co.nz](http://www.justathought.co.nz) to learn more.



**Calm** is an online app for guided meditation and sleep that you can download to your smartphone. Although Calm is free to download through Google Play and the App Store, the amount of free content is limited.

NEED TO TALK?

1737

free call or text any time

**1737** is a national helpline that you can call or text anytime to talk with a trained counsellor.



[www.wellbeingsupport.health.nz](http://www.wellbeingsupport.health.nz) is a new website, launched to help people seeking free mild/moderate mental health or addiction support to easily find local providers who can help.



**Manaaki Ora** is an app that supports individuals and whānau to build wellbeing and resilience. Download on your smart phone through Google Play or the App Store.



**Triple P Online** (TPOL) programmes offer access to online parenting support programmes. Visit [www.triplep-parenting.net.nz](http://www.triplep-parenting.net.nz).



**Planter** is an online app that helps you select plants you'd like to grow in your garden, find out a bit about them, and add them to a plan. The app will then email you a personalised planting calendar. Visit [www.planter.co.nz](http://www.planter.co.nz) to create your plan.

## Featured app: Aroā Wellbeing

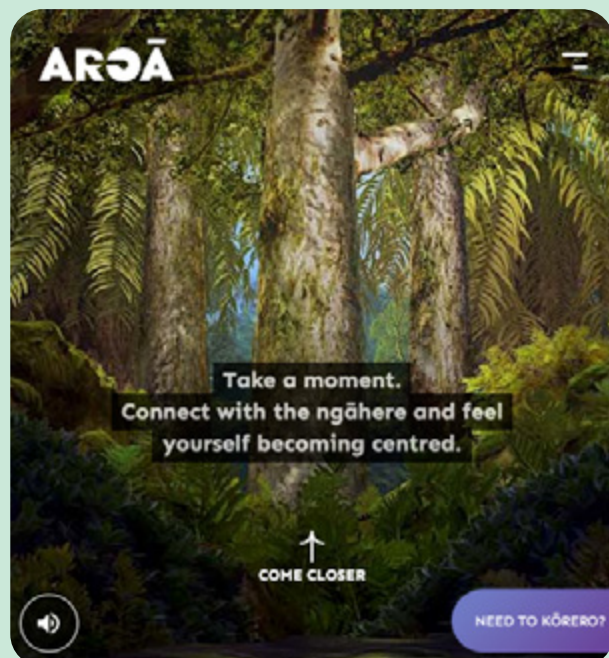
AROĀ

**Aroā Wellbeing** ([aroawellbeing.co.nz](http://aroawellbeing.co.nz)) is a digital wellbeing tool that is uniquely designed by rangatahi, for rangatahi. However, regardless of your age, you may find that it does a great job to help you 'check in' and 'chill out'.

Te Aka Whai Ora launched the site to develop easier access to wellbeing tools for whānau Māori. The tool calmly walks you through a series of sensory activities that help to ground and soothe. By scrolling through a birdsong-filled native Aotearoa forest, you come to a menu of options to pursue, including listening to soothing karakia, being led through calming and centering breathing exercises, and finding resources.

The site is easy to navigate, has super soothing exercises, and easy to access links to other resources. It's a gateway to other wellbeing digital tools that are useful for whānau looking to improve their mental health and wellbeing, many of which we have profiled in previous issues of Connections.

With an intent to keep improving and adding more, Aroā should definitely be bookmarked as a favourite in your browser.



**Oho Mauri** is an app that focuses on bringing an awakening to all aspects of our tinana (body), hinengaro (mind), and wairua (spirit). Download this free app from the App Store and Google Play.



## Orange, almond and chia seed muffins

These zesty dairy free orange muffins are easy to make and will fill your home with the delicious smell of orange and sweet spices while they're cooking. Chia seeds are a good source of omega-3 fatty acids, and they're available from the bulk bins at most supermarkets.

### Equipment

Grater  
Mixing bowl  
Spatula  
12 hole muffin tin  
Baking paper

### Ingredients

#### Dry ingredients

2 cups standard flour  
½ cup sugar  
¼ cup ground almonds  
2 tbsp chia seeds  
2 tsp baking powder  
1 tsp ground cloves (or cinnamon)  
¼ tsp baking soda  
Pinch of salt

#### Wet ingredients

2 oranges  
¼ cup cooking oil  
1 egg  
1 tsp natural vanilla extract

### Instructions

1. Preheat oven to 200°C.
2. Grease muffin tin with a little cooking oil and line each hole with a small square of baking paper to ensure they don't stick.
3. Place all dry ingredients in a large mixing bowl and stir to combine.
4. Use the fine side of a grater to zest the oranges, then cut them in half and squeeze the juice into a measuring cup. Add enough water to bring the total quantity of liquid up to 1 cup.
5. Mix the orange juice and water with orange zest, cooking oil, egg and vanilla, then pour into the bowl with dry ingredients and use a spatula to fold everything together. Don't over-mix it.
6. Spoon mixture evenly into each hole of the muffin tin.
7. Bake for 25 minutes, until golden and firm to the touch.