

# TE HONONGA

## Hōngongoi | July 2015



### CELEBRATING 15 YEARS



#### HE MIHI

E ngā tōpito o ngā hau e wha, e ngā kare o ngā tai moana, ngā awa, me ngā maunga whakahii e mimirī nei, e papaki nei i nga kare o te ngakau, tēnā koutou.

Ō tātau mate tuatini, i takoto mai ai i roto i te kōpū o te whenua, e tika ana hei poroporoaki i a rātau. Ka hoki nga whakaaro ki te kuia kurupounamu a Mate Kaiwai, nānā anō i tapāina te ingoa o Kāhui Tautoko – hei rautaki i te ara whakamua. E te whāea, e kore e warewaretia ki tōu i whakahau mo mātou. Otira āpiti hono, tātai hono, te hunga mate ki te whenua; āpiti hono, tātai hono tātou nga waihotanga ake kia tatou.

Ka rere tonu te mihi maioha nā te ngākau māhaki mai te whānau o Kāhui Tautoko. Ka rere atu te reo o mihi, o tangi, o aroha, otira te karanga o tūwhakaiti kia koutou te kāhui rangatira i whakamana, i whakarangatira mai i a mātou i roto i ngā tau tekau mā rima kua taha ake nei. Na runga mai i te aroha mutunga kore, nei rā te mihi.

He kāhui maunga, he kāhui tangata, he kāhui tautoko e.

This month the whānau of Kāhui Tautoko Consulting celebrate 15 years in business....and what a journey it has been! As we have reflected on these 15 years we think of our humble beginnings and the words spoken by Auntie Mate Kaiwai when she named us *"I see you going out and uplifting our people....so your name is Kāhui Tautoko"*. We have strived so hard to uphold Auntie Mate's vision – to do quality work; to focus on respectful relationships; to be reliable; to fix things when we haven't quite got it right; to acknowledge our staff and their partners and whānau; to look after our clients and to keep our eye on the vision that she laid down for us. This issue of Te Hononga lets you share some of our journey and gives us a chance to thank and acknowledge many whānau, friends, colleagues and organisations who have helped us to reach this milestone. To everyone, family, friends, staff and clients who have helped us to reach this anniversary we say thank you, thank you from the bottom of our hearts....

# HIGHLIGHTS OF OUR 15 YEAR JOURNEY



2000

Aunty Mate Kaiwai names our Company.  
Mara & Marama incorporate Kāhui  
Tautoko Consulting 27/7/2000

2000

Kāhui Tautoko achieves its first contract  
working for the Department of  
Corrections reviewing health services in  
NZ's prisons)

2001

Kāhui Tautoko begins hiring more staff -  
wins second contract with Ministry of  
Social Development - and work expands

2003

Kāhui Tautoko is nominated at the  
Maori Business Women's Awards

2003

Caren Rangī joins us as a Director and  
Kāhui Tautoko earns first contract  
working in the Pacific Islands. KTCL  
becomes ISO9001 accredited

2004

Marama Parore leaves Kāhui Tautoko and  
takes up senior Māori leadership role at  
Pharmac

2008

KTCL opens subsidiary company in  
Vancouver BC, Canada - Piri Robinson  
joins as co-Director. Now 4 staff in NZ  
office and 4 staff in Canada

2009

Kāhui Tautoko staff and other Māori  
whanau living in Vancouver form **TE TINĪ A  
MAUI** Kapa Haka group in Vancouver

2010

Kāhui Tautoko staff from both offices  
celebrate Company's 10th birthday at  
Pipitea Marae in Wellington, NZ

2015

**WE CELEBRATE 15 YEARS  
IN BUSINESS**

## He Maimai Aroha



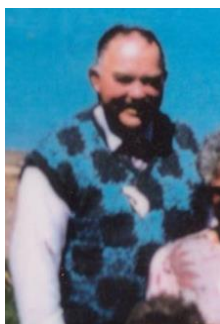
Over the years we have been blessed to have been supported by various leaders some of whom have now left us - people such as the late Parekura Horomia. He had always been a supporter of Kāhui Tautoko – often attending our social events and catching me at the airport and saying *“how you fulla’s doing – your mahi good?”* Here he was at our 10<sup>th</sup> Company birthday, with that very recognisable smiling face... thank you Parekura for all you did for us.



Our beautiful Auntie Mate (d.2009) who named us. Forever remembered with love and affection as we try to uphold her vision.....moe mai e kui

Another supporter was Meegan Joe (d.2010). Every time we saw her she was always encouraging and positive. A staunch supporter of Maori women and especially those in business, she was a great role model and respected leader.

Syd Jackson (d.2007) was also a supporter and had warm and affectionate words for us whenever we saw him. Syd was a good friend and professional colleague to Mara, and she enjoyed his quiet, thoughtful and intelligent korero whenever she had the pleasure of catching up with him. She recalls being humbled by enjoying his and Deirdre’s hospitality and companionship on the deck of their lovely whare at Whangaruru one Christmas not too long before he unexpectedly passed.



And we couldn’t let this opportunity go by without thanking Pa Rongo Wirepa (d. 2006) who not only mentored and supported when a few of us still worked at the Health Funding Authority, but who continued to support us when Kāhui Tautoko came about. We miss you Rongo.....

## THE PEOPLE OF KĀHUI TAUTOKO



No matter how and when you came to us - or how and when you left us – we thank you and recognize you for your contributions to Kāhui Tautoko Consulting, to clients and communities and to our whānau. We hope you have taken Auntie Mate Kaiwai's words with you to keep "uplifting others" and that your time and journey with Kāhui Tautoko has added to your basket of knowledge...we wish you well....

PAST AND PRESENT STAFF (casual, temp & permanent)	SUBCONTRACTORS (including partners in projects)
Arthur Selwyn Brian Eden Bridget Pivac Cain Kerehoma Careene Andrews Caren Rangi Carla Te Hau Cassandra Anderson Chantelle Eden Cheryl Eden Christine (Gala) August Dearnar Carroll Desiree Higgins Duncan Andrews Horiana MacGregor Jessica Higgins John Bond John Rogers Justine Pivac Karen Vercoe Lorna Dyll Mania Maniapoto Marama Parore Marj Joe Matiu Maniapoto Michelle Wilson Naomi Manu Patrick Hape Paul Muller Piri Robinson Rachel Rogers Reremoana Houkamau Tama Robson Te Raina Gunn Veronica Thompson Wiremu Manaia Yvonne Eden	Adele Carpinter Alex Hyde Allen & Clarke Annette Karepa Anthony Royal Audrey Robin Ausaga Faasalele Berry Rangi Brittany Bingham (Canada) Caren Rangi (Ei Mua Consulting) Doreen Bennett (Poutahi Enterprises) Frank Hippolite Heather Kizito Hine Hape Jon Royal June Andrews Kataraina Hapi Leon DeMuth Linda Thompson (Kahu Pounamu Ltd) Lisa King (Hei Taura Ltd) Mabel Fatialofa Makere Papuni Mauriora Associates Mereana Pitman Meredith Jameison Nicole Coupe Quentin Solomon Sapere Tamihana Katene Tania Simpson (Kowhai Consulting) Te Maari Joe Te Puoho Katene Tessa Castree Toni Roberts Velma McClellan Wayne Te Kanawa (Canada) Wesley Paul (Canada)



## THE PEOPLE OF KĀHUI TAUTOKO



### "SPECIAL MENTIONS"

We wanted to make special mention and give extra special recognition to a few people on the list who have gone above and beyond to support Kāhui Tautoko:

- **Te Maari Joe** and **Uncle Binny Andrews**: for being our amazing Kaumatua over the years and guiding us safely.....
- Whanau of **Marama Parore**, **Caren Rangi**, **Careene Andrews**, **Piri Robinson** and **Cain Kerehoma** for always supporting in more ways than one....you know what you do....
- The **Eden whanau** (Yvonne, Brian, Chaney & Cheryl) – an amazing family who supported us in many ways for many years....and finally
- **Carla Te Hau** – who came, went, came back, went and came back again! We luv ya!

### The Faces Over The Years

#### COMPANY CO-DIRECTORS OVER THE YEARS (NZ and Canada) – thank you!



Marama Parore



Caren Rangi



Careene Andrews



Piri Robinson

*Mara and close friends  
Audrey Robin & Brenda  
Kupa along with KTCL's  
other original founding  
Director Marama Parore – at  
Kāhui Tautoko's 10<sup>th</sup>  
birthday at Pipitea Marae*





**SOME OF OUR WONDERFUL STAFF OVER THE YEARS**  
**Apologies to those we didn't have photos for**



The New Zealand office team:  
Careene, Naomi Manu, Horiana MacGregor and Arthur Selwyn – keeping the home fires burning...kapai whanau!!



Yvonne



Carla



Mania



Cain



Cheryl



Karen



Te Raina



Chantelle



Christine (Gala)



Quentin & Justine



Michelle



Patrick



Dearna



John



## STAFF AND FAMILY GETAWAYS AND RETREATS

One of the ways that Kāhui Tautoko tried to look after and recognize staff for their work and family for their contributions was to bring them away with us during our 6 monthly and annual planning retreats. During these we worked hard to review progress; update our accreditation requirements; plan ahead etc – but we also PLAYED as well and enjoyed each others Company. We know that it is not common practice to pay for these kinds of things for partners of staff – but Kāhui Tautoko recognised that without strong whānau support, our staff couldn't do the work they had to do. We thank all staff and their partners & families for being part of our whanau over the years and we hope these photos bring back some good memories!



Self-drive House-boating on the Shuswap Lakes in BC Canada in 2015...this was our 15<sup>th</sup> birthday shout!

### RETREATS OVER THE YEARS – the amazing places we have been (to work of course!)

- 2003: Auckland (and Maori Business Awards)
- 2004: Waikanae and Waiheke Island
- 2005: Waikanae
- 2006: Napier and Rotorua (and Maori Sports Awards)
- 2007: Namale resort, Fiji and Taupo Lake Retreat
- 2008: Tarawera Lodge (Maori Media Awards) and Raetihi Lodge, Picton
- 2009: Ahu Ahu Beach Villas, New Plymouth and Sydney Australia (& Beyonce!)
- 2010: NZ and Canada office retreat: Los Angeles, Las Vegas (Cain & Renay's wedding) and Wellington (10<sup>th</sup> birthday)
- 2011: Wellington and Taupo (and thanks Te Tapenakara for the mirimiri)
- 2012: Rarotonga (Careene's wedding) and Queenstown
- 2013: Waiheke Island and Hawaii (Te Manahua Kapa Haka)
- 2014: Lower Hutt and Martinborough
- 2015: House-boating on Shuswap Lakes, Okanagan, BC Canada (see above photo)







Staff and whanau together at Mount Tarawera lodges before heading to the Maori Media Awards in Rotorua...chaaaa we look flash alright!



The beautiful Namale Resort in Fiji where a few of us got to spend some R&R. An amazing place and an amazing time for looking after ourselves and catching some rays! (above and below)



Working hard planning and reflecting (at left)

Then all strapped up for Ziplines at Waiheke Island (below).....





# Kāhui Tautoko Celebrating 15 years in business - 2000 - 2015



The team in Los Angeles (can you tell?)



The team in Las Vegas where Cain and Renay got married (you mean eloped 2010)



Mirimiri by the warm hands of Te Tapenakara staff from Waiohau – we brought them in each year for the staff - to take away all those “cardboards” as Rita, Maude, Tipene and Mate would say!



Piri with FN tribal members attending the Self Governance Conference at a Phoenix NBA basketball match... lucky you!



The team jet-boating rafting in Taupo (or at least dressed like they are)



The team in Whistler Canada (don't you know Maoris can't ski LOL)



The team in Queenstown at the 2012 retreat... beautiful part of NZ



STRIKE A POSE – again! In LAX



# Kāhui Tautoko Celebrating 15 years in business - 2000 - 2015



The team off to Sydney in 2009 (planning retreat of course) – and to see Beyonce!



The team in Rarotonga for Careene's wedding....we still found time to hold our planning retreat though! (below)



Staff and whanau at the Taupo Lake retreat (above) – and again, doing our planning (below)



Ten pin bowling – always good to relieve some stress and “smash” something!



Canada team getaway to San Francisco



**CLIENTS, PARTNERS,  
COLLEAGUES.....FRIENDS  
THANK YOU**



Without clients who have contracted Kāhui Tautoko Consulting over the years to support them – we would not be here today. We acknowledge and thank all of you for allowing us to be part of your journey. Kāhui Tautoko Consulting recognises that without your trust and support of us – this 15th anniversary may not have been possible. With sincere appreciation – kia ora and thank you all...



**ACC**

ADA 2007 Ltd  
Arai Te Uru Whare Hauora  
Awarua Social and Health Services  
Best Care (Whakapai Hauora)  
Central Health Limited  
Central PHO  
Cook Islands Taokotainga Charitable Trust  
Counties Manukau District Health Board  
Crown Forestry Rental Trust  
Department of Corrections  
Department of Internal Affairs  
Hapai Te Hauora  
Hawkes Bay District Health Board  
He Puna Hauora  
He Waka Tapu  
Hinepukohurangi Trust  
Huakina Development Trust  
Huia Publishers  
Hutt Valley Cook Islands Association  
IANZ  
Ikaroa Maori Womens Welfare League  
Industry Training Federation  
Jigsaw National Office  
Kahungunu Executive  
Kahungunu Health Services (Choices)  
Kai Tahu Ki Otago Ltd  
Kokiri Marae  
Maataa Waka ki Te Tau Ihu Trust  
Maataa Waka ki Wairau  
Mahitahi Trust  
Mangaroa Hauora  
Manu Ariki  
Maori Education Trust  
Massey University  
Mauke Organisation of Wellington  
MidCentral District Health Board  
Ministry of Education  
Ministry of Health

Ministry of Pacific Island Affairs  
Ministry of Social Development  
National Screening Unit  
National Network of Stopping Violence  
Nga Kaitiaki Hauora o Waikaremoana  
Nga Kaitiaki o Ngati Kauwhata  
Nga Kete Matauranga Pounamu Charitable Trust  
Nga Ngaru Hauora o Aotearoa  
Nga Pou Mana  
Nga Tai o te Awa  
Ngai Te Rangi Iwi Trust  
Ngati Apa Ki te Ra To  
Ngati Hine Health Trust  
Ngati Kahungunu Ki Poneke  
Ngāti Kahungunu ki Wairarapa  
Ngati Kapo O Aotearoa Inc  
Ngati Koata ki te Tonga Trust  
Northland District Health Board  
NZAID  
Pacific Health Service  
Pharmac  
PIANGO - Pacific Island Association of Non-Governmental Associations  
Poumanawa Oranga  
Poutahi Enterprises  
Puao te Ata Tu a Tuhoe Trust  
Puukaki ki te Aakitai Aucklands Women's Prison  
Manukau  
Rangitaane o Manawatu  
Rangitaane o Tamaki nui a rua  
Rangitāne o Wairarapa  
Rangiwewehi Charitable Trust  
Rata Te Awhina Trust  
Rauawaawa Kaumatua Charitable Trust  
Raukura Haoura O Tainui  
Service IQ Wellington  
SPARC  
Sport Taranaki  
Sport Waikato



## CLIENTS continued



### NZ CLIENTS continued

Takiri Mai te Ata  
 Taumata Hauora - Nga Tae o Te Awa  
 Te Aitanga a Hauiti Hauora  
 Te Ao Hou Trust  
 Te Ha o te Oranga  
 Te Hauora O Te Hiku O Te Ika Trust  
 Te Hou Ora Whanau Services  
 Te Kaahui o Rauru  
 Te Kaha o te Rangatahi  
 Te Kāhui Rongoā Trust  
 Te Korowai Aroha o Aotearoa  
 Te Kotahitanga o Ngati Whakaue  
 Te Kupenga Hauora - Ahuriri  
 Te Menenga Pai Trust  
 Te Puna Ora O Mataatua Charitable Trust  
 Te Puni Kokiri  
 Te Roopu Awhina Ki Porirua  
 Te Roopu Huihuinga Hauora  
 Te Roopu Tautoko ki te Tonga  
 Te Roopu Whakapakari Ora Trust  
 Te Runanga o Ngati Pikiao Trust  
 Te Runanga o Te Rarawa  
 Te Runanga o Toa Rangatira Inc  
 Te Tai O Marokura  
 Te Taiwhenua o Whanganui a Orotu  
 Te Tapenakara mo te Iwi  
 Te Tihi o Ruahine Whanau Ora Alliance  
 Te Wairua o te Ora  
 Te Waka Whaiora Trust  
 Te Wakahuia Manawatu Trust  
 Te Wananga Whare Tapere o Takitimu  
 Te Whakaruruhau O Nga Reo Irirangi Maori  
 (National Body of Iwi Radio Stations)  
 Te Whanau a Apanui Te Kaha  
 Te Whanau Kotahi o te Ora  
 Te Whanau O Rongomaiwahine  
 Te Whare Maire o Tapuwae  
 Tokomairiro Waiora Inc  
 Tuakau Homebuilders  
 Tumai Ora Whanau Services  
 Turuki Health Care  
 Whaiora Whanui  
 Whanau Family Support Services

### CANADA CLIENTS

Assembly of First Nations, Ottawa  
 Chehalis / Sts'ailes First Nation, Mission  
 Cowichan Tribes, Duncan  
 First Nations Health Authority (formerly First  
 Nation Health Society)  
 First Nations Health Council  
 First Nations Information Governance Centre,  
 Ottawa  
 Fraser Health Authority, Surrey  
 Health Canada – First Nations & Inuit Health  
 Branch  
 Heiltsuk First Nation, Bella Bella  
 Katzie First Nation, Port Moody  
 Ministry of Health, BC Province  
 Musqueam Indian Band, Vancouver  
 Nuxalk Nation, Bella Coola  
 Providence Health, Vancouver  
 Skidegate Band Council, Haida Gwaii  
 Snaw'Naw'As First Nation, Vancouver Island  
 Southern Stl'atl'Imx Health Society, Pemberton  
 Squamish Nation, Vancouver  
 Sto:lo Nation, Chilliwack  
 Vancouver Coastal Health, Vancouver



Mara with some AMAZING Māori women role  
 models...sister Careene, Lisa King, Audrey Robin,  
 Marj Joe and Tania Simpson.....

## PLACES WE'VE HAD THE PLEASURE OF WORKING



### New Zealand / Aotearoa

#### Kāhui Tautoko in Aotearoa

- Kaitiaia
- Whangarei
- Auckland
- Coromandel
- New Plymouth
- Wellington
- Hawke's Bay
- Wairoa
- Te Kaha
- Hamilton
- Gisborne
- Palmerston North
- Waikanae
- Porirua
- Waipukurau
- Rotorua
- Ruatoki
- Waimana
- Opotiki
- Ruatahuna
- Lake Waikaremoana
- Whakatane
- Tauranga
- Thames
- Hawera
- Taupo



## PLACES WE'VE HAD THE PLEASURE OF WORKING



### New Zealand / Aotearoa

#### Kahui Tautoko in Aotearoa

- Hokitika
- Christchurch
- Kaikoura
- Dunedin
- Invercargill
- Nelson
- Blenheim
- Greymouth



### KTCL going global

#### Sites KTCL has worked

- Ottawa
- Vancouver
- New Zealand
- Alberta
- Regina
- Cook Islands
- Tonga
- Yukon Territory
- Northwest Territories
- Samoa
- Maritoba
- Alaska
- Ontario
- Quebec
- Nova Scotia
- New Brunswick
- Hawaii
- Portland
- Seattle





## FUN TIMES WITH CLIENTS & FRIENDS IN AOTEAROA







## FUN TIMES WITH CLIENTS & FRIENDS IN CANADA



## TE TINI A MAUI

(the many descendants of Maui)



Our Vancouver-based Kapa Haka Roopu (that is frequently 'enhanced' by KTCL New Zealand staff members and whanau! Kia ora whānau.....)

In 2009 through the efforts of Mania Maniapoto and Ben Ngaia – who relocated with us to open the Vancouver office – our Vancouver-based Kapa Haka group was formed and name Te Tini a Maui. Made up of all our Kāhui Tautoko staff as well as a few Maori who lived in Vancouver, through Mania's expert kaiako skills we progressed from learning a song to learning whole brackets. Very soon we were asked to perform at public functions with the support of the New Zealand Consulate, our First Nations clients and many other friends and colleagues. This group has not only been about kapa haka – it has been about retaining connection to our culture and identity; maintaining a strong whanau network in Vancouver and providing an excuse to get together, gossip and laugh about what's happening back at home and have a kai together each week.

Te Tini a Maui fits well with the kaupapa of Kāhui Tautoko Consulting, since the sharing of our culture uplifts people a great deal – both us as performers but those who share the performance with us, our audiences. We have been so proud to be a part of this little roopu that started so humbly in 2009 and now does international gigs (chaaaa). We know we're no Matatini roopu – but we do our best to share the best of what Maori and Aotearoa have to offer! The group has performed at NZ-related events and functions in Canada and Seattle, including Waitangi Day and ANZAC Day celebrations each year in Vancouver.

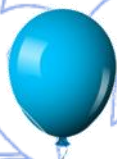
Let's go down memory lane to some of the events that Te Tini a Maui has supported...

### BC CHIEFS ANNUAL CONFERENCE – Harrison Hot Springs, BC, Canada

We had the privilege of performing for the BC Chiefs Annual Conference in 2010 at a beautiful resort at Harrison Springs. The Chiefs paid us well with accommodation for all our whanau at a very posh lakeside retreat, which of course we made the most of.....soaking up large in the hot tub.







VANCOUVER FUNDRAISER FOR TSUNAMI RELIEF IN SAMOA (in conjunction with NZ Consulate we raised over CAD\$5,000 that night)



INTERNATIONAL WINE FESTIVAL (NZ & Argentina hosts) April 2010



This was the highlight of our kapa haka year in 2010. Being able to represent our tupuna and whanau at home was an experience for all our group we will long remember. This time in full regalia and what a big difference the piu piu made to our performance. What begun as just first time kapa learners has grown into this professional performing group of Maori ambassadors who show case to the world what NZ wine and Maori people represent. A big congratulations to Mania for bringing this all together for an amazing week. And yep after much wine tasting from our roopu we unanimously agreed kiwi's beat the Argentinians in wine as well.....oops were we meant to spit the wine out and waste it....no way we swallowed every drop in our glasses....hahaha

#### TRAVEL EXPO, LAS VEGAS – 2011

Supporting NZ Wholesale travel agents at a worldwide Travel Expo in Las Vegas was a true highlight....hope it led to lots more visitors to NZ (to see REAL kapa roopu LOL)



#### TE MANAHUA: (Ex-Pat) Kapa Haka Festival, Hawaii – 2013

For Te Manahua, our friend and Squamish Nation Chief Ian Campbell became a fully fledged member of Te Tini a Maui, so that he could lead us out in our entry with the Squamish Nation Journey Song and conduct the mihi on behalf of Canada tangata whenua before handing the rakau over to the group to perform. We wanted to honour the fact that we were representing Canada in our entry so we needed the blessing of the tangata whenua of that country to do this. This was an amazing experience and one we will all never forget!





TE MANAHUA: (Ex-Pat) Kapa Haka Festival, Hawaii – 2013 (continued)







**Q'ATUWAS: Tribal Journeys, Bella Bella, BC hosted by Heiltsuk First Nation (2014)**

The visiting canoes lined up on the shores of Waglisla: Bella Bella....our Kapa Haka group Te Tini a Maui was asked to perform at the cultural events to help celebrate the diverse cultures of ocean-going canoe people



**Supporting the RNZAF in Atlanta, Georgia for their technicians conference on the Orion P3 – way to go RNZAF – showing the world your skills....**



Te Tini a Maui all ready for performance at the RNZAF conference





Chicago for NZ Trade and Enterprise / NZ Embassy – promoting New Zealand before the All Blacks/USA game in 2014



So – what's in store for 2015? Watch out for the next edition of Te Hononga!





*Ngati Kahungunu (Tangoio), Whakatohea (Opape), Ngati Raukawa (Ngatokowaru)*



## Personal reflections from Mara Andrews on a 15 year journey.....

Well whānau – all I can say is that this has been an amazing journey. Since I am the only one left now who has been with Kāhui Tautoko since we started in July 2000 – I am tasked with reflecting on our journey. Thanks first to my original business partner Marama Parore who climbed into this waka with me and agreed we should take this leap and to Caren Rangi and Piri Robinson who spent time as co-Directors of NZ and Canada offices – a huge thank you. I did not expect to still be in business after 15 years. Just reaching our 10<sup>th</sup> birthday was a wonderful achievement in itself. As my former fellow-Directors will attest to – 95% of the time the work is simply exhilarating, motivating and very rewarding. More often than not you get to come home at the end of the day and feel good that you have done something positive for our people. We have had, and continue to have, amazing clients and contracts to work with and good partners /suppliers. Like any business we have faced our challenges though – some with staff where perhaps we didn't have the right 'fit'; some with financial pressure when cash-flow wasn't what we had planned for and payments weren't coming in on time; and the challenges of typical seasonal trends (busy at end of fiscal years and slower at the start). We had times when our Bank, our Accountant and our family really had to help us out. And I want to acknowledge my parents, my family and our bankers who supported us when times were shaky and who have been there by our side all the way. I know this is the nature of business ... but one doesn't survive these challenges unless you stay positive, optimistic; focused on your goal, and without strong support behind you. I recall Rongo Wirepa saying once *"if you do the right things the money will come – don't focus on the money – focus on your kaupapa"*. That was such good advice.

It always sounds weird to me when the Accountants talk about Kāhui Tautoko being a 'multi-million dollar' business over its 15 years of operation! I guess that's what they're there for – to watch the pennies....me...I'm here to spend them otherwise I'd be living in a big flash mansion somewhere LOL! In all seriousness – my advice to new business-owners, stay optimistic even in the toughest times and if you are meant to be doing this, you will pull through. Also – surround yourself with trusted family, experts and advisors – and trust your instincts. It is hard – there is no doubt. You have to make tough decisions. You get hurt by people you never expected would hurt you. But you very much learn who your REAL friends are and how important whanau support is.

I have been really fortunate. I got good advice from a number of people before launching into this venture and along the way – not least of all people like Aunty Mate Kaiwai and Rongo WiRepa - but also many former bosses like Graham Scott, David Moore, Rob Cooper, Kara Puketapu, Neville Baker, Kingi Smiler, Tamati Reedy, Robin Hapi, Star Renata, Phil Edgington and many others from whom I learned a great deal in the course of my career. I get inspired by and learn a lot from great mentors and roles models (Māori businesswomen like Tania Simpson @ Kowhai Consulting; health leaders like Sir Mason Durie, Dr Chris Cunningham and Dr Paparangi Reid

Continued....







Me at the Inukshuk monument atop Whistler mountain. It is a marker & wayfinder.....works for me!

political leaders like Hon. Tariana Turia (Tariana we will be forever grateful for what you did for us), Meka Whaitiri (who did us proud in Parliament by welcoming our Canadian First Nations visitors from her parliamentary seat in 2013); and the late Parekura Horomia- all of whom have in their way helped me personally as well as Kahui Tautoko.

Kaumātua like Te Maari Joe and Uncle Binny have been essential in keeping us on track with our kaupapa (and telling us off when we aren't – ay Marj?). I want to make special mention of friends, colleagues and role models that we affectionately termed our “pounamu” clients – the ones who stayed with us from the outset....Audrey Robin, Brenda Kupa, Danielle Harris, Christine Maxwell and Mo Houkamau. Thank you for the many dinners, drinks, “shooting the breeze” sessions, tears and laughter...we love you all.

I know that many people have benefitted from Kāhui Tautoko as this 15 year snapshot of our life has shown - myself and my family; our staff; our clients and communities we have strived to ‘uplift’ and support. Kāhui Tautoko has enabled me personally to do many things I never dreamed I could...including my favorite thing – travelling!

I must acknowledge the First Nations people of Canada for allowing us to be part of their journey and being able to contribute to their development. We have made many wonderful friends in Canada who have made us part of their whanau, and so welcome in their territories.

Finally I want to especially thank my sister Careene who came in and ran our New Zealand office when I relocated to Canada. Without her strength and resolve to keep things going and make it work – we may not have kept KTCL NZ going. Thanks for allowing me some selfish time to go to Canada....and thanks to all our friends and clients who trusted in Careene and stayed with Kāhui Tautoko (tell the truth – it was the laugh that got you right?!?!). Thanks also to my girls Desiree and Jessica and my moko Keahi – I love you heaps and heaps and thank you for putting up with your mother/ nanny and her mahi all these years (although I know you love all the prezzies)! And finally to Mum & Dad who have been there all the way through thick and thin....thanks for your endless support. There are too many people to thank and I am sure I have missed some out. Please accept my apologies if I did – and thank you from the bottom of my heart for helping us reach 15 years!

Arohanui, Mara Andrews