



The HEART Movement: 2023



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Who we are and what we are aspiring to do...

The Taumata of HEART is a group of community members, we are all Change Agents and some were also members of the HEART Advisory Group. We have been a part of the creation and development of HEART since the very beginning. We all have a deep vested interest in the continuing success of HEART. Being part of HEART has changed our lives.

In 2022, the active Taumata were Roxanne Adams, Sirikit Diaz, Jo Flavell, Philippa Holmes, Theresa Holmes, Tess Liew, Nandita Mathur, Tara Moala, Margaret Ngapera, Carla Perese, Rebecca Ruwhiu-Collins, Tyrone Tangata-Makiri and Cristy Trewartha.

The Taumata thanks Te Waipuna Puawai for being the kaitiaki of the HEART Movement for near 10 years. The HEART Movement is now ready to step into its own mana motuhake.

The Taumata aspires to guide HEART to create more impact than ever before. We will do this by...

- **Holding the kaitiaki of HEART** - guardianship of the essence of HEART, ensuring our mana is maintained, staying true to the reason the HEART Movement was created.
- **Continuing to design the HEART process** - learning from the ideas which go through the process, honouring the Change Agents who bring those to us, making changes which streamline and support even more growth.
- **Tautoko HEART activities** - be active and present in the mahi that is taking place under the name of the HEART Movement, create tangible support through our networks.
- **Guiding activities towards our Theory of Change** - make clear connections if they have not already been made, seek to deepen the impact of activities with our knowledge of what works.

The Theory of Change

Our Theory of Change is a 20 year plan and a way of thinking about how to create healthy relationships in Tāmaki. It is the foundation of the HEART Movement and we will keep this front and centre of HEART as we move forward.

There are varying degrees of understanding of the Theory of Change by our Change Agents currently. This will be something we will work to improve.

As we have worked on healthy relationships in Tāmaki, there have been changes made to the way we are working and what is needed at the time. There have been three iterations of the Theory of Change, which have been documented as follows.

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- Our Theory of Change was created in 2012. This phase took place under the leadership of Cristy Trewartha, [click through to see this](#).
 - Our Theory of Change was used to evolve the strategic plan in 2018. This phase took place under the leadership of Nandita Mathur, [click through to see this](#).
 - The HEART Movement team grew and four key Change Agents began leading actions within the phases of the Theory of Change in 2021. This phase took place under the leadership of Ren Joe, [click through to see this](#). Ren has also recorded a short video telling the story of a fictional character, Pania who walks through the phases of Theory of Change, [click through to see this](#).

The [Examples of The Process in Action](#) show how HEART activities can be categorised by the phases of change. [Open the google folder](#) to see all iterations of the Theory of Change over the past ten years.

The HEART Process

Recently, the Taumata has created a new process through which new activities will be created under the HEART Movement. This will be in place for 2023 and may be subject to change, we will then reassess.

- Taumata members will meet bi-monthly at venues within the community, at least six members must attend for a hui to go ahead.
- Change Agents, Partner or Member Organisations can bring ideas / kaupapa to the Taumata hui for tautoko to go ahead under the HEART Movement. There will be a document on the website which can help them prepare - people will be encouraged to bring ideas which are not fully formed! There is no requirement to submit anything before the hui. Information to support their idea can be sent to the Taumata afterwards if necessary.
- Ideas will receive one of three outcomes at the hui, and confirmed by email after the hui.
 - The idea currently does not fit into the HEART Movement and is guided elsewhere
 - The idea needs some awahi to grow, support is specified which can help the idea reach a stage where it can go ahead
 - The idea fits into the Theory of Change - and is working towards creating healthy relationships in Tāmaki - it is given tautoko to go ahead as a HEART kaupapa
- An idea which receives tautoko from the Taumata will also receive - through conversation...
 - Identification of the phase which the idea sits in (learning, connecting, acting or influencing - see [the 2021 Theory of Change iteration](#))
 - Identification of tools which will support or enhance the impact of the idea
 - Identification of resources which the idea needs to go ahead
 - A support Change Agent for the entirety of the idea's journey as a HEART kaupapa

Depending on the idea...	
Tools that people with ideas could access are,	Resources that ideas may need access to are,
The HEART Theory of Change	Funding (which will need to be obtained, but we see as being achievable because of the good reputation which HEART and connected organisations have currently)
The HEART Way of Working	
TIES Tools	
The Rākau Tautoko Way of Working	
Who DARES Wins Framework	Venues
The 4 C's of mental health promotion	Volunteers (Change Agents)
Event management	The HEART BBQ
Health and safety	Community knowledge
Volunteer management	Promotion avenues (social media, word of mouth)
Conversation starters on healthy relationships / family violence prevention	Our extensive network of local partner and member organisations and their staff
More tools and resources will be added as they are collected and when relevant for ideas.	

The benefits we can see in using the HEART process are,

- Opens up the opportunity for everyone to do anything - a mother of a whānau / a teacher in a school / a pastor of a church / an organisation doing a 3 year programme.
- There is no need for an umbrella organisation or legal entity, each group organises and manages their own funds, with the Taumata's tautoko.
- Once there is a stream of activities going ahead, there will be community-led HEART activities which cover all phases of the Theory of Change. This means there will always be parts of our community who are learning, connecting, acting and influencing - around healthy relationships.

People will bring ideas to the HEART process because,

- The credibility / reputation of the HEART Movement is solid, with high trust and high quality
- The network the HEART Movement has in the community is varied and far reaching
- There is no hierarchy in the HEART Movement, but there is a high level of knowledge and community mobilisation expertise in the Taumata members and Change Agents
- The process could make things happen really fast

Promotion of the HEART process will need to happen by,

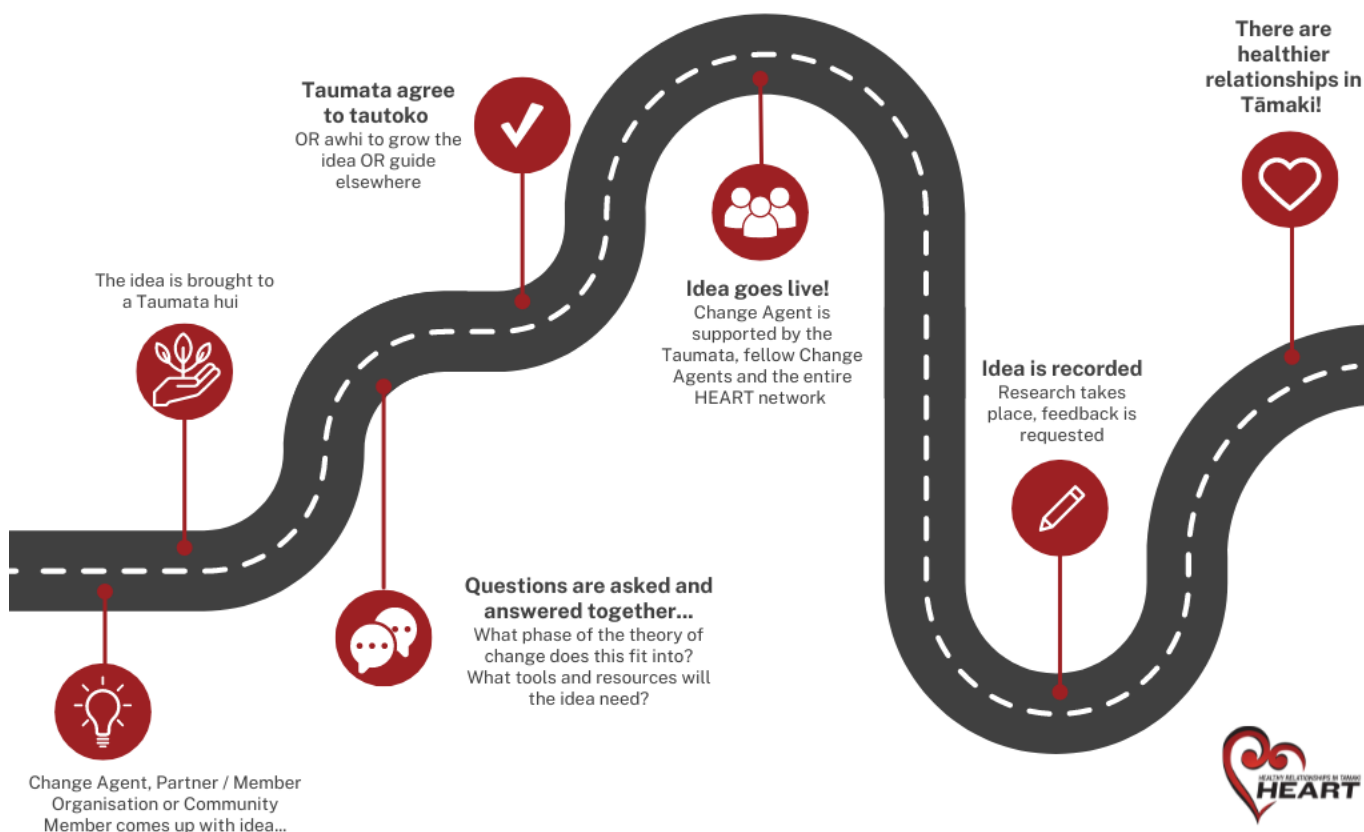
- Change Agents and Taumata members proactively promoting in their networks so there is a stream of activities being presented and taking place in the community, keeping HEART active
- Taumata members having conversations with people with ideas as a first step
- The HEART website clearly outlining the process
- Promotion of the HEART process being a regular feature on HEART social media

A visual of the HEART process

The visual below illustrates the journey of an idea which goes through the process and how it will work.

This will be published on the HEART website along with instructions, support, and contact details for those looking to bring ideas to upcoming Taumata hui.

The HEART Process



To continue your understanding of the process and how it might work for you or an idea you might have, please see [examples of the HEART Process in action](#), from page 7.

The role of Key Partner Organisations

Under this new structure, there is a need to spread the workload. Some parts of the work of the HEART Movement will continue outside of the HEART process. There will be more opportunities and we are keen to talk to other organisations about what else they might be interested in leading. Some foundational parts of HEART which could be led by key partner organisations are:

- **Education / Training** - a key partner organisation could take this responsibility on, to find funding for and organise hosting of community trainings. These have in the past made up the bulk of the learning phase of the Theory of Change. The trainings would be advertised as part of HEART Movement activities and have a wide focus on working towards healthy relationships in Tāmaki.
- **Change Agent Support and Growth** - as an integral part of HEART, a key partner organisation will support and grow the Change Agents in ability, and number. This means holding a database, creating opportunities for learning and connection, building leadership and careful recruitment.
- **Koru Gatherings** - a large part of the HEART Movement has been our koru groups, operating on the rules, “no judgement, no advice”. To date these have been centred on weekly women and men groups. Key partner organisations could take on the responsibility of holding these groups (singularly may be best) as well as possibly creating koru gatherings for other demographics - youth, parents, etc. Different timeframes - weekly, monthly, quarterly, etc.
- **Research / Design Lead** - HEART will continue to be research-led and innovative in the family violence prevention space. The organisation which takes this on will find funding and create reporting on the impact the HEART Movement is having on healthy relationships / family violence through this new structure, throughout 2023. This will also include a central person that is weaving all threads of the mahi together and ensuring activities and progress is being recorded - through community storytelling. This will include the collation of storytelling (write ups on activities) on the website and sending of the monthly newsletter.
- **Online Presence** - It is important to continue our online presence - on the website and social media for HEART. The person / people who hold this responsibility will be the public voice of HEART. This responsibility will include holding and managing the website, social media, directing any inquiries, creating and implementing a social media calendar, organising and managing funds to support this to happen.
- **Housing Physical Resources** - The physical HEART resources like the BBQ, tshirts, flag and other miscellaneous resources need a central home in the community and one which can be made accessible when needed.

Examples of the HEART process in action

Utilising the HEART process could look very different for different ideas. Below are four examples (all fictional) which show how the process might work. Each idea links to one of the four phases of the Theory of Change...

+ School staff training

Ryan is a teacher at a local Primary School and is concerned about the number of incidents of bullying this year, both in the student body and within the staff. He is alerted to the HEART process and wonders if there is something that can be done about creating healthier relationships at the school. Carla is on the school board and has a conversation with Ryan, who then comes to the next Taumata hui. After kōrero with the Taumata, Ryan decides to do some more thinking and return to the next hui.

Ryan returns to the Taumata with a fully formed idea about training the school staff on bullying and healthy relationships.

The Taumata agrees.

- This idea fits into the **Learning Phase** of the Theory of Change - creating conversation about healthy relationships to the community
- The tools this idea will use are: The HEART Theory of Change
- The resources this idea needs are: Connection with Change Agents, facilitators from partner organisations, resources from It's not OK.

Tautoko from the HEART Movement looks like.

- Ryan is put in touch with the key partner organisation who is responsible for community trainings to see if there are any synergies.
- After being directed to the HEART toolbox on our website, Ryan sees the HEART Way of Working and decides that co-creating a school staff way of working would be a good idea.
- Hinemoa is a Change Agent who also works at the school, she is engaged to facilitate a training with the school staff on creating a new Way of Working which aims to identify, address and eliminate bullying behaviours at the school.

The school staff training is a success and has a ripple effect through every classroom. Other schools hear about this and ask if Change Agents could run something similar for their school staff. A few staff members love learning about the HEART Movement over the process and get involved to eventually become Change Agents too.

+ New Koru Group for LGBT Teens

Rawiri is a young gay man who lives in Panmure. He is confident in his sexuality but knows there are many others in his community who are not. He attends the mens koru group and enjoys himself and wishes there was something like that for LGBT groups in our area. He talks more with Joel, who lets him know about the HEART Movement and the HEART process.

Joel accompanies Rawiri to the next Taumata hui, and is surprised when Rawiri pulls out a powerpoint presentation showcasing the need for a LGBT Koru Group in Glen Innes.

The Taumata agrees.

- An LGBT Teen Koru Group fits into the **Connection Phase** of the Theory of Change
- There is a need for this group but wants Rawiri to be aware of the safety aspects to running a koru group. Tools which can help Rawiri upskill are: (Koru Group rules, safety in running peer support groups, connection with Youthline peer support training.
- The experience of running koru groups is a resource which many HEART Change Agents have. Josie is a Change Agent and a local member of the LGBT community and would love to support this teen group.

Tautoko from the HEART Movement looks like,

- Through our network, contact is made with Rainbow Youth NZ. Rawiri feels more confident making contact with them, with the support of Joel and under the banner of the HEART Movement. They happen to have funding available for something like a koru group.
- Change Agent Josie meets with the group and co-facilitates the group with Rawiri, she is happy that he is leading safe, supportive groups so moves to weekly debriefs with Rawiri instead. Because she also works at GIFC, this becomes part of her work role.
- As well as the womens and mens koru groups, the LGBT koru group is shared regularly on HEART social media and in the newsletter.

Rawiri's LGBT koru group is going from strength to strength and continues to be a proud fixture on the HEART calendar. Rainbow Youth include the koru group rules on their guidance in running safe and supportive peer groups.

+ A Community Event

Mere has been an active Change Agent for years and attended the recent HEART Wānanga. She has been thinking about bringing lots of organisations together to create a community event focused on healthy relationships promotion and family violence prevention. The Taumata calls for ideas and she is one of the first Change Agents to make contact to present her idea.

The Taumata agrees.

- This idea fits into the **Action Phase** of the Theory of Change - promoting healthy relationships and speaking out on an intolerance to family violence in the community
- The tools this idea will use are: event management, volunteer management, TIES tools for engagement
- The resources this idea needs are: venue, funding, promotion, network

Mere is well connected and organised, she has run lots of small events before and has friends with event management experience who can help her. It's decided she needs minimal support and can go ahead with tautoko from the Taumata, and the Change Agent who is attached to the kaupapa joins her as a teina, to learn about event management.

Tautoko from the HEART Movement looks like.

- Tara (of the Taumata) meets with Mere to talk through the Theory of Change and how the idea can make even more impact with elements of our learnings.
- Mere is directed to the TIES website and looks over the tools on there about engagement with meetings and leadership. This strengthens her process.
- The Taumata helps to promote the event and through the HEART network, Faith Family offer to host the event, Tamaki Budgeting offers a koha for administration costs, Peter Thorburn comes to be a guest speaker, many organisations attend and support.

The event is a success and Mere feeds back that she felt supported throughout although it would've been good to upskill in health and safety. Learnings were recorded and the event was documented on the HEART website. Attendees ask if this can be an annual event.

+ A Neighbourhood BBQ

Karena is a new and enthusiastic Change Agent who has recently moved into Leybourne Circle. She talks at the Tāmaki Urban Market Garden about wanting to meet her neighbours and Lucy tells her about the HEART BBQ. Karena decides to create a Meet Your Neighbour BBQ and comes to present her idea to the Taumata.

The Taumata agrees.

- This idea fits into the **Influence Phase** of the Theory of Change - creating conversation about healthy relationships in a neighbourhood
- The tools this idea will use are: event management, volunteer management, conversation starters
- The resources this idea needs are: the HEART BBQ, our network, funding, volunteers

Tautoko from the HEART Movement looks like,

- Karena is introduced to Change Agents who also live on Leybourne Circle including Candace. They find that their children go to the same school where Candace is able to rope Karena into the Garden to Table project.

While using the HEART BBQ, Karena suggests signage be painted on its side, which clearly states how to get involved with HEART and use the BBQ. This is organised and it is then used more regularly, directly because of Karena's suggestion.

+ **Summary on examples**

These examples show,

- **Ideas can come to the Taumata in any stage of their development**
- **Ideas fit into overlapping phases of the Theory of Change**
- **Tools and our toolbox will continue to be shared and grow as we use them**
- **There are many and varied ways our network can support kaupapa**
- **The more engaged and proactive our Taumata members and Change Agents are, the better outcomes for the ideas and the HEART Movement**

Summary

It is the hope of the Taumata that the impact of the HEART Movement over 2023 will grow to be bigger and better than ever before. The process is designed to be as community driven as possible and we will continue to be open to feedback from those Change Agents who honour us with their ideas. Our practice will be reflective and we will share our findings at the end of the year.

We look forward to connecting and working alongside you, the community of HEART, to continue the journey of building healthy relationships and preventing family violence in Tāmaki.

