

Quarterly Report

2019 / 2020

October - December



WAIKATO
TAINUI

Ngaa Kupu Whakataki

Executive Summary

This is the quarter three report of the first year delivering on Te Ara Whakatupuranga (Five-Year Plan). This report to Te Whakakitenga o Waikato presents progress updates on all our initiatives (see *Ngaa Tohu* tables), as well as key highlights shared across our Waikato-Tainui teams. From 1 October 2019 to 31 December 2019, we have continued to deliver to our marae and tribal members throughout the third quarter.

Highlights

We celebrated a new partnership with OPSM and Triton Hearing to provide support and better access to hearing and vision services for our kaumaatua. Through our partnership with OPSM, we also experienced first-hand their *One Sight* programme, which provides access to quality vision care and glasses in underserved communities worldwide. Staff from OPSM visited Te Kura Kaupapa Maaori o Bernard Fergusson in Ngaaruawaahia offering a free assessment to its students. This resulted in 23 tamariki needing and receiving a free pair of glasses. We also launched several new tools and services for tribal members including our whaanau-based Taonga Peepe packs for peepe six-months and under; Puna Pakihi, Waikato-Tainui's very own business e-directory for businesses owned by tribal members; and Te Rau Mahi, an online recruitment and employment tool that connects tribal members with employment opportunities. In this quarter, we also hosted another successful Tira Hoe, and entered into a new oati partnership with Te Patupoo, as part of our ongoing commitment to work with our hapuu and marae to achieve settlements which reflect their aspirations.

Financial summary

Overall, we have achieved a surplus of \$2.7m against a budget of \$1.6m for Q3. The surplus exists through predominantly savings resulting from distribution spend slower than anticipated overall. We are currently forecasting a surplus overall by year end.

On the cover: Sonny and Linda Herangi attend the launch of our partnership with OPSM and Triton.



Rukumoana Schaafhausen
CHAIR, TE ARATAURA

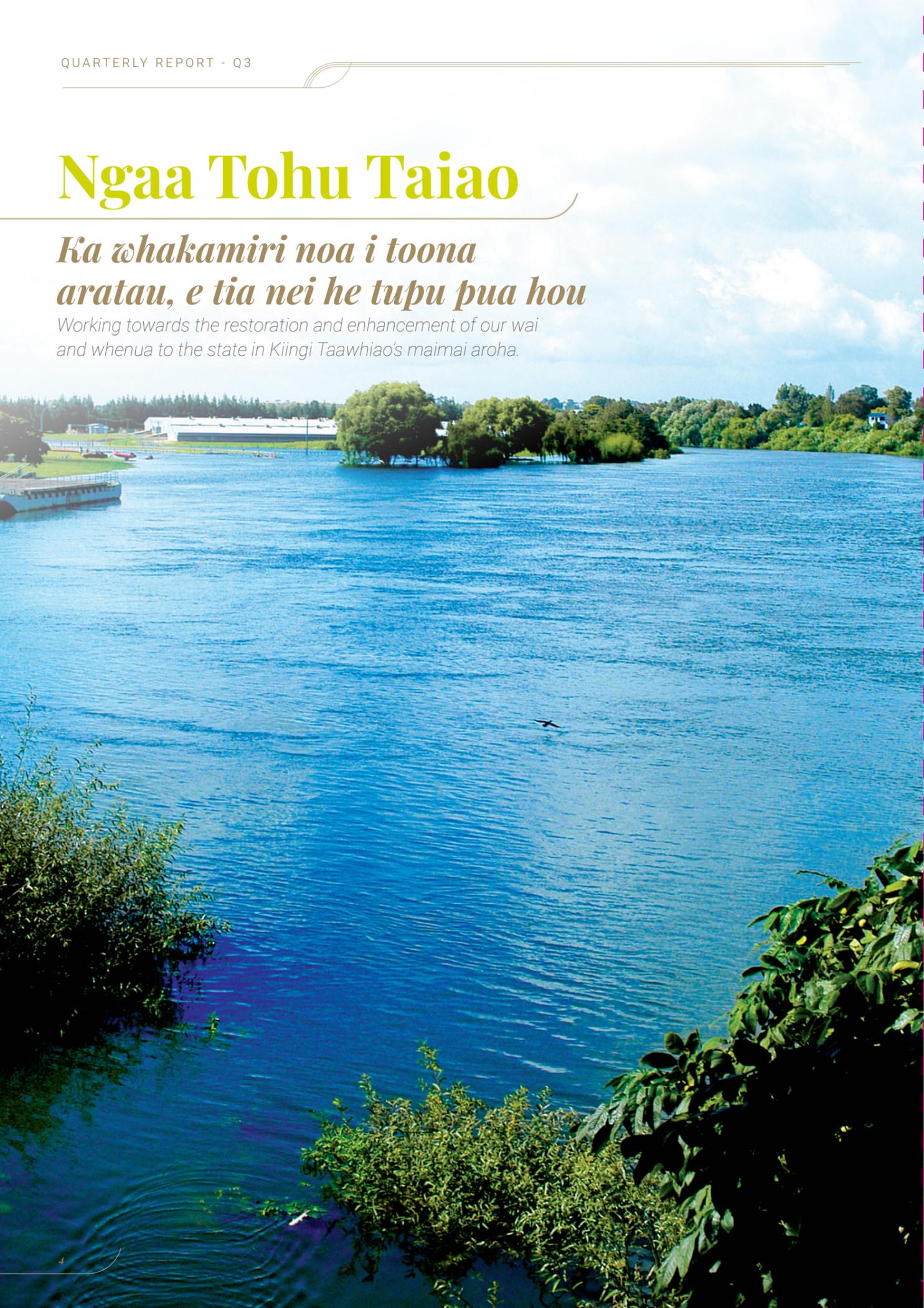


Donna Flavell
TUMU WHAKARAE

Ngaa Tohu Taiao

Ka whakamiri noa i toona aratau, e tia nei he tupu pua hou

Working towards the restoration and enhancement of our wai and whenua to the state in Kiingi Taawhiao's maimai aroha.



Marae supported in district council planning process

Ensuring our marae have a voice in district planning processes has been a priority of the Oranga team, who have spent the past few months supporting marae through reviewing the draft District Plan for the Waikato District.

The district plan is an important document as it sets out the rules and regulations for activities that can occur on our wai and whenua within the region.

Activities range from those related to economic development to those with agricultural, community, horticultural, social, commercial and recreational purposes.

The Taiao team have been working with Tuurangawaewae Marae and other mana whenua to ensure that the values and aspirations of our Marae and whaanau are captured within the plan and are forefront of the planning process.

In November, the tribe attended a hearing at Waikato District Council to present its position in reference to the Tangata Whenua chapter of the council's draft district plan.

Along with trustees from Tuurangawaewae Marae, several whaanau from marae across the Waikato district attended the hearing to listen and support our evidence, which was presented to a panel of seven commissioners who will consider the draft.

"It's involved analysing the plan and writing submissions in response of the current draft, researching and critiquing rules in the plan and some of the consequences of those rules – intended and unintended, and engaging with Council staff," said Marae Tukere, General Manager Oranga.

"We will need to attend hearings throughout the year to submit evidence, so it is a very intensive process. But it's paramount that our marae and tribal members have a voice in these planning documents and it's our responsibility to make sure that happens," she added.

Some evidence submitted by Marae outlined the following:

"Present in support today are representatives from some of the 39 marae within the Waikato district, including trustees and kaumaatua from Tuurangawaewae Marae, as well as Waahi, Taupiri, Waingarō, Waikeri, Hukanui and others. I want to acknowledge you all and thank you all for your attendance. They are here because they know the importance of ensuring that the District Plan, and in particular the Tangata Whenua Chapter, properly reflects and provides visibility to their values, relationships, interests and aspirations in the District. They are here because it is important that our connection to our awa and whenua is acknowledged, and our aspirations are enabled throughout the plan."

The Resource Management Act 1991 (RMA) requires local councils to review their District Plan every 10 years.

Waikato District Council have drafted a new District Plan which covers all of the Waikato district, so instead of two District Plans there is one. The proposed Waikato District Plan is currently being reviewed in two stages.

The Minister for the Environment granted Waikato District Council a 14-month extension of time to give a decision on the Proposed Waikato District Plan, which means that the decision may be made on or before 18 September 2021. This will enable a single integrated decision for Stages 1 and 2 of the Proposed District Plan.

Initiative: Implement a five-year programme of investment to improve wai and whenua

Para Kore kaupapa helping reshape tribal offices

As an organisation, Waikato-Tainui staff have identified the need to role model the values of being better kaitiaki of our taiao, and in October, took steps to address our recycling and waste management practices. The changes included removing all rubbish bins from offices, installing new general waste, paper and plastic recycling stations to a centralised space, and providing free workshops to help support staff in their learning.

“This really is the beginning of our Para Kore journey, and it will be an ongoing, ever-evolving one for our staff as we learn to better understand our role as kaitiaki of our taiao,” said Ngatiriti Eparaima-Hautapu, who is leading the Para Kore initiative on behalf of the organisation.

“We want to encourage each other as peers, to think and be accountable for what we do in our day-to-day office lives. Making Para Kore the norm and not the exception will be a challenge, but we know our teams are definitely up for it,” adds Ngatiriti.

In addition to the changes that have been implemented, staff were fortunate to have Tamoko and Waimirangi Ormsby facilitate workshops with them. Founders of the Pipiri ki a Papatuaanuku initiative and champions of promoting earth-conscious behaviours, their session included an overview of basic introductory principles to being better kaitiaki and unpacking common misunderstandings about recycling.

Para Kore staff champions also visited the Whaingaroa Xtreme Zero Waste centre, where they were given a tour of the facilities by well-known Para Kore advocate Jaqui Forbes.

“We certainly want to explore more opportunities to work closely with experts like this. We also want to look at our marae and tribal members; no doubt there are whaanau who have been driving this kaupapa for many years, so we are keen to see what we can learn from them as well,” Ngatiriti said.



Waikato-Tainui staff visit the Whaingaroa Xtreme Zero Waste centre in Raglan.

Initiative: Ngaa Mahi Matua - Business as Usual

Council consent application for water under review

The Oranga team are currently part of a group of mana whenua engaging with the Waipā District Council on their consent application to the Waikato Regional Council to continue to operate their wastewater treatment plant in Cambridge.

For a number of years, the plant has been non-compliant and not operated in accordance with the terms of its current consent. As a result, Waikato Regional Council has issued a notice to Waipā District Council directing that they reduce the discharge.

Key Environmental Facts: WAIKATO RIVER

- **Length:** 425km
- **Headwaters:** Mt Ruapehu
- **Finishes:** Flows out to sea at Te Puuaha o Waikato (Port Waikato)
- **Passes through:** Lake Taupoo, Huka Falls, Cambridge, Hamilton, Ngaaruwaahia and Huntly
- The Waikato River is the longest river in New Zealand. Its catchment covers 14,260 square km or 12 per cent of the area of the North Island. The river starts its journey to the sea from high in the central North Island volcanic zone, 2797 metres above sea level.
- The Waikato region generates more power than any other region in New Zealand. There are eight hydro-electric dams, capable of generating 1450MW of electricity, in the middle reach of the river.
- It takes several weeks for a drop of water to flow from Taupo to Port Waikato, without the dams it would take about seven days.
- Lake Karapiro, the largest hydro lake on the river, is home to a variety of cultural and sporting events, including those at an international level.

Information Source: Waikato Regional Council

“Our Taiao team made recommendations to Te Arataura that we should not support the continuation of this situation and we should oppose the consent renewal application” said Taroi Rawiri, Taiao Manager.

“Continued use and take of water from our awa like this is not sustainable and a clear breach of the consent. Waipā District Council must be accountable for their actions. Our focus is the health and wellbeing of our awa, and consequently our people so we are determined to push for an outcome that upholds these priorities,” Taroi added.

Te Arataura supported the recommendation and a number of mana whenua groups have also taken this position.

The team will now engage in long-term discussions on what the options are going forward, with the likelihood of the consent application moving into a hearing process.

Other council engagements being managed by Waikato-Tainui include:

- Healthy Rivers Waiora Plan Change 1
- Waikato Regional Plan Review
- Waikato District Council appointment of Maangai Maaori
- Hamilton City Council – tangata whenua working group for Peacockes Development
- AFFCO / Open Country Resource Consent
- Tata Valley Proposal Resource Consent
- Sleepyhead Development at Ohinewai

Initiative: Implement a five-year programme of investment to improve wai and whenua

INITIATIVE	FY20 METRIC	TEAM	QUARTERLY MILESTONES	Q1	Q2	Q3	Q4
\$535,000							
Training and support for our tribal members so that they can lead Taiao initiatives	Training programme developed in association with relevant service providers	Oranga	Complete needs analysis to understand training requirements for the programme	█	█		
		Education & Pathways	Complete scan for service providers who can deliver the programme			█	
		Oranga	Seek expressions of interest from marae and tribal members for the programme (to commence FY21)				█
\$341,667							
Implement a five-year programme of investment to improve wai (including Kaawhia, Aotea, Whaingaroa and Manukau harbours) and whenua	Environmental scan completed and priority restoration areas identified	Operations	Listing received for 100% of tribally owned whenua	█	█		
	Third party funding secured to support restoration projects	Oranga	Complete scan of potential funding partners including Accord partners		█		
		Oranga	Complete estimate of costs for restoration projects		█		
		Oranga	Funding strategy plan in place to progress applications / agreements with all funding partners			█	
		Oranga	Co-funding strategy in development for all tribal entities to provide consistency on our approach to land restoration			█	
		Oranga	Commitments in place with Accord and other relevant partners to support the restoration of wai and whenua			█	
	Report card for the awa is updated and monitoring methods agreed with mana whenua	Rights & Interests	Restoration plans have been developed for priority projects in association with mana whenua				█
		Oranga					█

Total Q3 Milestones	10	On track / Complete	6
Delays	4	Issues exists	0

INITIATIVE	FY20 METRIC	TEAM	QUARTERLY MILESTONES	Q1	Q2	Q3	Q4
\$100,000							
Secure water rights	Water rights plan in place for the Waikato River with planning undertaken for other bodies of water	Rights & Interests	Draft the water rights plan for the Waikato River	█			
		Rights & Interests	Socialise drafted plan and gather feedback		█	█	
		Rights & Interests	Water rights plan submitted for approval				█
\$20,000							
Develop and operationalise Iwi Environmental Standards consistent with Tai Tumu, Tai Pari, Tai Ao	Standards and assessment tool developed with a plan to assess all tribally owned whenua	Oranga	Baseline information converted to standards	█	█	█	
		Oranga	Undertake assessment of tribally owned whenua using tool (completed FY21)			█	█
		Oranga	Whenua report card created				█
\$62,500							
Support our whaanau to respond to climate change impacts (and other environmental challenges) on their marae	Marae critically impacted by climate change identified and mitigation/response plans being developed (implementation FY22)	Rights & Interests	Advocated for policy change to support our position		█	█	█
		Oranga	Identify marae critically impacted by climate change and consolidate activity into their Oranga Marae Plan			█	█
		Oranga	Develop mitigation/response plan template for our marae			█	█
		Rights & Interests	Confirm our position on climate change				█
OVERALL BUDGET \$1,059,167							

FULL YEAR BUDGET	ACTUAL TO DATE SPEND*	<i>Draft plan for water rights (T1) underway, expected to be ready for socialisation by Q4. Oranga and R&I undertaking joint workstream to complete funding strategy and Waikato Waipaa River Restoration strategy plan (T3). Complete scan of service providers deferred to Q4. RFP for specialised training providers drafted (T4).</i>
\$1,059,167	\$396,642	

Ngaa Tohu Hapori

*Kia tupu ki te hua o te rengarenga,
kia pakari ki te hua o te kawariki*

To grow a prosperous, healthy, vibrant, innovative and culturally strong iwi.



Jade and Kaupuke Waitere, along with their son Te Whetuu Maataiata, attend the launch of Taonga Peepe - Waikato-Tainui's new initiative for peepe six-months and under.

Taonga Peepe kits aim to help whaanau connect with iwi

The importance of whakapapa and maintaining connections to their iwi, hapuu and marae, is a whakaaro that Kaupuke and Jade Waitere want to ensure their children are strong in. As the parents of Te Ritihia (3 years) and Te Whetuu Maataiata (9 months), they want to give their tamariki every opportunity to be contributors to their iwi in the future.

"With the passing of Kaupuke's grandfather, his nana spoke to us about the importance of whakapapa. She shared with us her links to different iwi. This sparked a desire from both Kaupuke and I to learn more about our own iwi affiliations and how we can connect with those iwi," said Jade, who is from Ngaati Porou and Te Whaanau aa Apanui.

An invitation to be one of the first ten Waikato-Tainui whaanau to receive a Taonga Peepe kit for their new born peepe was a special honour said Kaupuke (Te Papatapu and Tuurangawaewae Marae).

"It's good to have support from the iwi in this stage of our lives. Having babies is definitely one of those life changing things."

"It's good to have support from the iwi in this stage of our lives. Having babies is definitely one of those life changing things."

Taonga Peepe is a whaanau-based initiative to help nurture the wellbeing and development of our youngest tribal members. Under the umbrella of our Koiora Strategy, we partnered with Waikato Plunket and Waikato DHB to create the taonga peepe kit for peepe six-months and under.

"We recognise that whakapapa is intrinsic to the wellbeing of whaanau. Having a sense of belonging, knowing who they are and where they come from are important for our peepe. It's our hope that by giving these taonga kits, we are able to reinforce their relationship with the iwi," said Johnine Davis, Hapori



Te Arataura member Linda Te Aho and Taonga Peepe recipient Tauninihi Waititi (Te Koopua Marae).

Advisor. Each kit contains a range of carefully selected items that are made or produced by tribal members, and include:

- A personal pounamu pendant.
- Pukapuka Puipui Aki, a memory book to capture the milestones of peepe.
- Pukapuka Taurite Maaori which supports the visual and cognitive development of peepe.
- Woolen Blanket crocheted by the Maaori Womens Welfare League.
- Kaakahu with embroidered symbol for Aroha.

As an initial pilot, 50 Taonga Peepe kits will be delivered to the first 50 whaanau to register their peepe (six months and under) by March 2020.

“I really enjoyed the Pukapuka Puipui Aki. I found so many benefits from this book like documenting memories of and for my son, and developing my Waikato reo for my children,” said Jade. “We were also grateful for the beautiful pounamu we received for our tama. It was on our wish list. We put him on it whilst he was teething, and it worked wonders.”

The delivery of roadshows, and partnering with kohanga reo, early childhood centres and neo-natal providers to promote the initiative and registration process are just some of the ways they also believe will help more whaanau reconnect.

And although they are certainly appreciative of the taonga they received, extending the kits to include other potential items like kawakawa balm, reusable nappies, thermometers and cot accessories would also be very helpful said Kaupuke.

“I think keeping active in terms of progress to whaanau of peepe about milestones would be a good way to whakanui those who have reconnected. Perhaps sending a happy first birthday email or making a social media status about registered babies is a great way to celebrate and recognise that connection.”

Whaanau wishing to get involved need to register peepe online, by calling 0800 TAINUI or by coming into our Hamilton offices to complete forms. At least one of peepe’s parents or caregivers must also be registered and we will need a copy of peepe’s birth certificate.



Te Ariki Tamaroa Whatumoana Paki (left) and Te Arataura member Linda Te Aho (far right) present Tuhoro Paki, Jessica Hita and their daughter Te Ata Hapara Hita-Paki with her taonga peepe kit.

Initiative: Establish Waikato-Tainui wellbeing standards

New series business waananga kick-off with tech kaupapa



An innovative group of tribal entrepreneurs tested their business ideas as part of our new series of business start-up waananga held in November. Hosted in partnership with Te Waananga o Aotearoa’s Te Ahikoomako - Centre for Maaori Innovation and Entrepreneurship, a cohort of 15 Waikato-Tainui tribal members attended a three-day waananga in Hamilton to learn how to take their idea and turn it into a business.

“The kaupapa for this waananga was technology. All of the business ideas they presented had a tech focus, and there were some very creative and original concepts shared from this roopu,” said Karleen Turner-Puriri, Whanake Manager.



Participants spent time working through their business model, demand and market validation and further development of their product. There were presentations from special keynote speakers including TWOW Deputy Chair and Waikato regional councillor Tipa Mahuta, who talked about whakapapa and our connection to entrepreneurship; tech entrepreneur and tribal member Nikora Ngaropo, who runs the successful Young Animators programme, and TedX motivational speaker and pitch coach Chris Hanlon.



On the final day, they each had three minutes to pitch their ideas to a judging panel utilising the tools they’d learned during the waananga.

“Following on from the waananga, each participant has had a one to one session at Ahikoomako to further develop their business and move into prototyping. Our participants also have a pipeline into Kokiri, which is our accelerator program at Ahikoomako,” said Karleen.



Plans are underway for more start-up waananga to be held in 2020, with a focus on another business kaupapa such as tourism. Marae and tribal members wanting to know more can contact our Whanake team on 0800 TAINUI.

Initiative: Support the development and growth of commercial and social enterprises for tribal members and marae

Exclusive business directory for tribal members online

Waikato-Tainui tribal members who own a business are being encouraged to promote their services in the tribe's new and exclusive business directory.

Puna Pakihi is an online e-directory that features businesses owned by our tribal members. Launched in December, it will be used to promote their businesses to tribal networks and as a tool for everyone to find and purchase products and services.

"We want to support more of our whaanau and marae in businesses because we know it creates independence and enables mana motuhake. It's our desire to see *Puna Pakihi* serve as one of many tools that will benefit their businesses," said Trina Pohatu-McQueen, Whanake Project Advisor.

The directory will be uploaded to the tribal website, promoted across our social media platforms and published in PDF format so it can be easily circulated.

"At the initial launch we had 43 tribal businesses listed in *Puna Pakihi*. We now have 82 businesses in the directory and we know it will continue to grow as more people access and use it," added Trina.

Tribal members wanting to register their business in *Puna Pakihi* can do this online <https://www.waikatotainui.com/services/pakihi/> or by contacting 0800 TAINUI.



Initiative: Support the development and growth of commercial + social enterprises for tribal members and marae

Te Rau Mahi employment portal goes live

Waikato-Tainui has launched its very own online recruitment and employment portal and hopes it will make it much easier to connect tribal members with employment opportunities.

Te Rau Mahi, which went live in late November, will operate as a database to monitor employment outcomes and help build meaningful relationships with our industry partners said Kaaro Iti-Moeke, Career Pathways Manager.

"By establishing our own recruitment tool specifically for tribal members, we are can better facilitate that link between potential employers and our whaanau looking for jobs. It also means we can give industry partners including tribal members who have their own business, another option of listing employment opportunities directly with us as opposed to other recruitment platforms like Seek."

Similar to the LinkedIn format, *Te Rau Mahi* is a way for business owners, organisations and our job seekers to connect and network.

Some 450 members including organisations and tradies, have registered with *Te Rau Mahi*. At the initial go live date, 12 jobs were listed, with one successful placement into employment coming directly through the online portal.

Ongoing updates and customisation of the tool's functionality would continue as *Te Rau Mahi* develops said Kaaro. This includes giving users the ability to register for the tribe's employment workshops and apprenticeships and allowing tribal members in business to register their details in *Puna Pakihi* – Waikato-Tainui's exclusive business e-directory.

Mihi Cowley (Ngaati Mahuta ki Tai, Aaruka Marae), the owner and manager of Hamilton café and catering business Nourish Pod, registered her business in *Te Rau Mahi*.

She wants to be able to support our own huanga where possible and advertised a casual café work role in the portal. Advertising exclusively in *Te Rau Mahi* is one way she believes she is able to help provide employment and experience for other tribal members.

For more information or to register for *Te Rau Mahi*, please visit <https://teraumahi.waikatotainui.com/>.



Waikato-Tainui CEO Donna Flavell welcomes guests to the launch of *Te Rau Mahi* - the tribe's recruitment and employment portal.

Initiative: Supporting tribal members into individual career pathways

Collective impact brings community and tribe together

Shaping a future that is designed by and with whaanau and community, is the challenge Waikato-Tainui and some of our tribal members have taken up for Hamilton's Melville community.

The Melville Collective Impact project is a pilot initiative aimed at bringing together all sectors of our communities including whaanau and mana whenua, as well as education, industry and community partners to form a collective approach to wellbeing.

"We are ready to re-engage in our community, support our neighbours as whaanau and change the outcomes for our tamariki and mokopuna as a community. We can only do this together and with the help of Waikato-Tainui. My family are excited to be on this journey," said Melville School Trustee Roha Barton-George (Mootakotako Marae).

Fellow Melville School Trustee and long-term resident April Taelangi said she is also excited by what this project will mean for their community.

"Our voice and the work by our hands will make the difference to the future of Maaori in our community. I am excited by what this project has stirred up in Melville. There is still much to do."

Facilitated by our Education & Pathways and Oranga teams, the project is still in its early stages but has already made good progress, establishing a whaanau design team who will work closely with the tribe and be more involved in the co-design of this project.

Melville community whaanau have identified a number of priorities for their community including a central hub that can be used as a place to gather and network; initiating events and activities that are inclusive of the whole community; and creating a safe environment for tamariki and rangatahi.

"This is a long-term project that is intergenerational so it's critical we have everyone involved from rangatahi, through to pakeke and kaumaatua. For this to be successful it needs to be community-led and sustained by whaanau," adds Kimai.

Tribal members wanting to know more about the Melville Collective Impact project can contact 0800 TAINUI or by emailing maria.hareroa-martens@tainui.co.nz.



Iwi educators discuss curriculum changes for NZ history

Our Education & Pathways team were part of a waananga recently, with other Tainui Waka education representatives to discuss the government's recent announcement to have NZ History in the national curriculum by 2022.

Hosted in partnership with the Ministry of Education (MOE), iwi representatives from Waikato, Maniapoto and Raukawa attended the hui, along with education providers Kaahui Ako: He Waka Eke Noa and Te Kura (Correspondence School).

The aim of the hui was to give iwi an opportunity to workshop directly with staff from MOE's regional and national office on the proposed changes.

"The consensus for those attending the hui was to attain a clear position that iwi could use to elevate their voice in this space to ensure our stories are told by us, our way," said Raewyn Mahara, General Manager Education & Pathways.

"As a result of the waananga, we collated a list of statements that articulate our position. Only iwi reps participated in this part and we then rated and prioritised the list. Each iwi will have the opportunity to use this information to construct their own response to the PM's announcement that is contextualised to their respective rohe," adds Raewyn.

The National Curriculum currently enables schools and kura to decide how New Zealand history is covered. According to the government, the proposed changes are expected to include:

- The Arrival of Maaori to Aotearoa New Zealand
- First encounters and early colonial history of Aotearoa New Zealand
- Te Tiriti o Waitangi / Treaty of Waitangi and its history
- Colonisation of, and immigration to, Aotearoa New Zealand, including the New Zealand Wars
- Evolving national identity of Aotearoa New Zealand in the late 19th and early 20th Centuries
- Aotearoa New Zealand's role in the Pacific
- Aotearoa New Zealand in the late 20th century and evolution of a national identity with cultural plurality

The next steps for Waikato-Tainui are to release our position statement and confirm an action plan to progress forward said Raewyn.

"It will outline our intentions in this space and our requirements of the Ministry and Government to support us to ensure our stories are protected and represented by those we endorse. It's also means we need to prepare our people to be ready to know our stories and to know how and what we want to share."



Initiative: Grow education and career pathway partnerships to improve quality learning

Initiative: Grow education and career pathway partnerships to improve quality learning

INITIATIVE	FY20 METRIC	TEAM	QUARTERLY MILESTONES	Q1	Q2	Q3	Q4
\$204,400							
Manage gaps or misalignments with health and wellbeing service delivery	An advocacy team established and working alongside government agencies and providers to ensure gaps in social and economic services for our marae and tribal members are being addressed	Rights & Interests	Advocacy team establishing and maintaining relationships with key government agencies	█	█		
		Rights & Interests	Government agency data sharing agreements have been drafted			█	
		Rights & Interests	Commence development of Super Accord with multiple agencies			█	█
		Rights & Interests	Fit for purpose review of all current Accords complete			█	█
\$571,500							
Creation of opportunities across the housing continuum Creation of home ownership opportunities Creation of papakainga or communal living opportunities	Secure housing data from relevant government agencies Existing home ownership support programmes are responding effectively to whaanau needs Innovative solutions and partnerships are developed to assist tribal members along the housing continuum with a focus on warm, safe, secure and dry homes and first home buyers	Oranga	Housing data secured from relevant agencies and tribal members (align to our data strategy)				█
		Oranga	Deliver home ownership work programmes	█	█	█	█
		Oranga	Refreshing our strategy for housing including innovative housing solutions that can deliver on warm, safe, secure and dry homes				█
\$167,667							
Grow education and career pathway partnerships to improve quality learning	Waikato-Tainui quality learning standards framework is developed to measure our education partners	Education & Pathways	Relationships formed with the five education sectors (early childhood, primary, secondary, tertiary, industry) across mainstream and Maaori medium	█			
		Education & Pathways	Co-develop key success criteria for all five sectors		█	█	
	Education & Pathways	Partnerships formalised including funding support and key success criteria is in place for all five sectors					█

Total Q3 Milestones	13	On track / Complete	11
Delays	2	Issues exists	0

INITIATIVE	FY20 METRIC	TEAM	QUARTERLY MILESTONES	Q1	Q2	Q3	Q4
\$296,000							
Support the development and growth of commercial and social enterprises for tribal members and marae	Programme and criteria established	Oranga	Programme and criteria established		█		
	Investment strategy established and funding partners identified	Oranga	Investment strategy to support social and economic enterprises established including how to harness innovation				█
\$685,000							
Establish Waikato-Tainui wellbeing standards and monitoring unit for hauora and social wellbeing	Secure data to inform the development of our health and wellbeing standards Develop the health and wellbeing standards	Oranga	Define a Waikato-Tainui holistic hauora approach including key measures and data sources for our wellbeing indicators	█	█		
		Oranga	Specifications developed for capture, retention and use of external data sources		█	█	
		Oranga	Government agency data sharing agreements have been drafted			█	
		Oranga	Data analytics being undertaken to establish our wellbeing indicators baseline				█
		Oranga	Draft health model prepared (to be complete FY21)				█
\$782,733							
Supporting tribal members into individual career pathways	Our rangatahi have personalised education and career pathways to support them now and into the future Grant programme is in place and communicated to our tribal members and is being fully utilised	Education & Pathways	200 tribal members supported into full-time or part-time employment	█	█	█	
		Education & Pathways	120 tribal members supported through pastoral care	█	█	█	
		Education & Pathways	10 pre-employment workshops delivered	█	█	█	
		Education & Pathways	50 tribal members supported into apprenticeships	█	█	█	
		Education & Pathways	400 tribal members participate in STEM pathway programmes	█	█	█	
		Heritage & Identity	Grants programme is in place and paying grants in line with our Disributions Policy	█	█	█	
OVERALL BUDGET \$2,707,300							

FULL YEAR BUDGET	ACTUAL TO DATE SPEND
\$2,707,300	\$740,258

Work in progress for data sharing agreements with local and regional providers including Waikato DHB, Counties DHB and Pinnacle Health (H4). However delays in delivery of overall data sharing agreement with government (H5). Milestone deferred to Q4.

Ngaa Tohu Kaupapa

Tooku marae, tooku tuurangawae

Our marae are vibrant and self-sufficient.



Waiwaia captain Amiria McGarvey (front left) and her crew paddling along the Waikato River

Tira Hoe a living curriculum

For over 10 years, Amiria McGarvey (Te Awamaraahi Marae) has volunteered her time to be part of Te Tira Hoe o Waikato and supported a kaupapa that she describes as a “living curriculum”.

“The journey in its entirety, connects us to the teachings of old and through it, we connect to whakapapa, we are immersed in karakia and tikanga, we embrace the importance of Kiingitanga and we see the impact ignorance has on the health and wellbeing of our Tupuna Awa.”

Hosted by the tribe every two years, the Tira Hoe was held in late November, with approx. 50 registered tribal members participating in the four-day journey. Reinforcing the relationship of people and our tupuna awa, participants paddled 125kms by awa and 300kms by road, starting at Waikato Iti - the source of the Waikato River and concluding at Te Puuaha o Waikato.

“Logistically the Tira Hoe is a mammoth task but we are fortunate to have many people, like Amiria, who koha their time and volunteer to support and ensure the tira’s success,” said Hinga Whiu, Event Manager.

“It’s a game changer for those of our tribal members who may not have a strong connection with their marae, with their iwi and with their awa. It’s transformational in that you see them grow aa-wairua nei as the journey starts and the penny drops when the journey ends. They realise that their very being, of where they come from, of who they were and have become - that they are of this whenua and awa, that they are Waikato – and they want to effect change amongst their own whaanau because of this transformation.”

Over the years, other river iwi have joined Waikato-Tainui for the tira journey including Ngaati Tahu-Ngaati Whaoa, Tuuwharetoa and Ngaati Rangī.

Past participants of the tira have also moved on to develop their own commercial and tourism opportunities.

“We’ve had teachers who have participated on the Tira, return and deliver one for their kura. We’ve had participants establish their own tourism opportunities where they are delivering the same experience to corporate and industry partners to enrich their understanding of our history of the awa,” adds Hinga.

Joining the tira as a way of giving back, Amiria, who has a background in hauora and community development, credits the experience with shaping a renewed sense of her own beliefs. Through its collective impact, Amiria says she’s come to appreciate how kaupapa like the tira can be a vehicle for learning.

“The landscape of the Tira Hoe has changed over the last 10 years. Participants are hungry for knowledge. They want to make informed and empowering decisions in their workplaces where it will make a difference; they want to work innovatively to provide further opportunities for our people; and they want to do more in their place of being. Tira Hoe is one of many empowering kaupapa the tribe delivers which fills the soul and provides a pathway for action for those of us fortunate to be involved.”

Amiria also acknowledges the manaaki and support of volunteers for the tira’s success and believes there are greater opportunities the tribe should consider for the future.

“The Tira is invaluable and should be delivered in every school across the Waikato and Tuuwharetoa rohe, so students receive the same knowledge specific to our iwi. If we consider the big picture, the question we should be asking ourselves is if the Tira Hoe is a resource for iwi taketake to experience and take key learnings from? After working in this space, my answer is yes - absolutely.”



Initiative: Engage our marae to co-design, develop and deliver systems to connect tribal members to their marae



Amiria (left) with her cousins Rangita Wilson (middle) and Ngahia Raumati (right) at Waikato Iti - the source of the Waikato River.



Waananga strive to help marae and tribal members preserve maatauranga and taonga

Giving marae tools that will help them preserve their taonga and support the collection of maatauranga, is a key motivator behind a series of unique waananga the tribe recently held for tribal members.

In partnership with tohunga tiaki taonga from Te Papa and Alexander Turnbull Library, approx. 25 tribal members attended the Taonga Tuku Iho Conservation and Preservation workshop in early December.

The free workshop featured presentations from leading textiles conservator Rangi Te Kanawa and taonga curator Isaac Te Awa. They offered participants an opportunity to learn proper preservation and storage practices for taonga such as toki (adzes), whalebone, pounamu, wood, whaariki, old photos and paintings, as well as historical diaries and documents.

“The workshop was excellent and well received by our whaanau. It was very insightful and gave them an overview on how to look after their taonga,” said Haereata Poutapu, Maatauranga Advisor.

“We are already planning a second one for March 2020 and are encouraged with the feedback we’ve received so far. Given we want our taonga around for future generations, it’s important that we pulled them together and get them involved in this kind of kaupapa,” she added.

We also hosted the second Tuupuna Times waananga at Taupiri Marae. Facilitated by Dr Tangiwai Rewi (Te Awamaarahi Marae), the aim of these waananga are to help preserve the narratives of our ruuruhi and koroheke.

As part of her PhD research, Tangiwai looked at ways in which knowledge is transmitted inter-generationally, and the teaching and learning methods (or pedagogies) used to do this. She focussed on the practices associated with celebrations of the Kiingitanga.

“I set out to analyse whether there is any correlation between the traditional Maaori knowledge frameworks of old being utilised in the way we learn the roles associated with three domains on the marae ‘communal gathering place’: te whakarite, whakapai marae/wharenuui, te wharekai/ kaauta and te paepae during three key Kiingitanga events. My thesis explored how learning was undertaken in ngaa whare waananga tawhito ‘traditional houses of learning’ before documenting my participants’ narratives about how they learned their roles on the marae.”

An outcome of her research noted that participants wanted their life stories recorded before their lives ended or they succumbed to long-term neurological conditions like dementia and Alzheimers. As a result, Tangiwai, who is also chair of the taurahere roopu in Dunedin, developed Tuupuna Times.

During the waananga, whaanau were given guidelines for interviewing and the types of questions you can use to initiate koorero, as well as tips on the different ways in which interviews can be recorded.

“Seven questions serve as conversation starters to compiling a narrative about one’s life story - please make sure you take your loved one through these questions so there is a record of their life to share for the coming generations.”

Initiative: Support the gathering of maatauranga, recording and storage of our taonga, waahi tapu and waahi tuupuna



Participants attending the Taonga Conservation and Preservation workshop from left to right: Renee Davis (Waikare & Hukanui-aa-muri Marae), Darren Nathan (Maungatautari Marae), Iti o Waikato Paretoivitch (Reretewhioi, Turangawaewae Marae), Rachael Samuel (Rukumoana Marae), Isacc Te Awa (Te Papa o Tongarewa Staff member – Ngai Tahu/Ngaapuhi), Mahia Green (Raakaunui Marae), Sara Tairi (Maungatautari Marae), Momo Haunui-Kara (Waingarō Marae), Maria Tamaki (Puurekireki Marae), Rangi Kanawa (Textile Conservator – Te Tokanganui aa noho Marae), Aroha Paekau (Te Papa o Rotu Marae), Ratauhinga Turner (Tauhei Marae).

Paimaarire waananga open to all learners

The third Paimaarire waananga took place at Tauranganui Marae at the end of November. These waananga provide an introduction on the origins of Paimaarire, its three kura, and the use of Paimaarire on marae. The intention of these workshops is to increase the amount of tribal members who have an introductory understanding of the Paimaarire.

“The workshops also support marae in maintaining the use of traditional karakia for key events and help us identify rangatahi to take on roles pertaining to tikanga on their marae,” said Mahana Toka, Maatauranga Advisor.

At each workshop, adds Mahana, there’s always new stories shared about the use of karakia both on the marae and at home by whaanau.

“It’s always a privilege to sit beside our whanau, to give them something that we’ve learnt, and they always teach us something new as well.”

Over these three quarters, more than 50 tribal members have attended the Paimaarire waananga, with a total of 350 participants completing the workshops since they started. If your marae is interested in holding a Paimaarire workshop, please contact Mahana on mahana.toka@tainui.co.nz.

Initiative: Support the gathering of maatauranga, recording and storage of our taonga, waahi tapu and waahi tuupuna



The new pou being installed at Rangiriri

Ten new pou unveiled at Rangiriri



The significance of Rangiriri was once again acknowledged with the unveiling of ten new pou by Ngaati Naho in November. Special guests gathered in the early hours of the morning to join Ngaati Naho as they unveiled the new pou, which was partly funded through the Te Puutake o Te Riri fund administered by Te Puni Kookiri.

Created by carvers in our Heritage and Identity team, the pou whakairo were erected at Rangiriri Paa to commemorate the New Zealand Wars. Produced over a three-month timeframe, commissioning of the ten pou was a “major undertaking for the crew,” said team leader Renata Te Wiata.

“Just to give some context, it would normally take a month, from start to finish, to complete one pou. For us to produce 10 within three months is a huge achievement for the boys and I’m really proud of their efforts and dedication to complete this mahi.” Each pou reflect different koorero that is special to the area adds Renata.

“Four of the pou represent significant taniwha on the awa – Tarakomako, Karutahi, Te Ngeru and Te Iaroa. The remaining six - Hoki Whenua Mai, Te Urutapu Nui a Tu Kai Taua, Manga Paakura, Wai Mana Whenua, Nga Muka and Te Paahuatanga o te Karaka – reference important events or stories of Rangiriri and its surroundings.”

With initial work on the pou beginning in September, the team worked around the clock to ensure they were ready by November including treatment and painting of the pou.

“Despite the tight deadline, under the leadership of some of our senior carvers and through support from our General Manager Paki Rawiri, we managed to get them in the ground and standing, ready to be unveiled.”

Initiative: Support the gathering of maatauranga, recording and storage of our taonga, waahi tapu and waahi tuupuna

Te Huinga Taniwha

The inaugural Te Huinga Taniwha Mana Whenua Waananga was held in November. Some 250 tribal members registered for this new kaupapa delivered under our Tikanga Ora, Reo Ora (TORO) initiative led by our Education & Pathways team.

The kaupapa consisted of five waananga groups:

- Kiingitanga (looking at Tongikura is Kotahitanga),
- Rangiriri (Te Pae o te Riri),
- Ngaati Hauaa (Tumuakitanga),
- Mahuta ki Uta, Mahuta ki Tai: Mahuta ki Uta, Mahuta ki Tai and Te Kei o te Waka (Kia Tuupato ki te Remu o taku Kahu)

Throughout the day, participants were given the opportunity to engage in various interactive workshops and activities.



Initiative: Deliver Waikato-Tainui reo and tikanga programmes at tribal members, marae and hapuu level

INITIATIVE	FY20 METRIC	TEAM	QUARTERLY MILESTONES	Q1	Q2	Q3	Q4
\$119,000							
Support Marae to develop a Oranga Marae Plan (Marae Development Strategy)	Support our Marae to develop Oranga Marae Plans that identify their aspirations and provide pathways to achieve those aspirations (including potential funders and service providers)	Oranga	All elements relative to the Oranga Marae Plans have been developed	█	█		
		Oranga	Engagement plan in place outlining how and when we will engage with marae		█		
		Oranga	Roll-out Oranga Marae Plans to four marae				█
\$1,011,500							
Deliver Waikato-Tainui reo and tikanga programmes at tribal member, marae and hapuu level	Marae engaged to co-design tikanga and reo based programmes including knowledge repositories to support research and development of TORO related activities	Education & Pathways	Te Reo Waananga held with 500 tribal members	█	█	█	
		Education & Pathways	Train the trainer programme to deliver Reo Uukaipoo in the home in place (five trainers, 50 whaanau)	█	█	█	
	TORO's five strategic pou are fully resourced to support marae-based programmes	Education & Pathways	Marae-based Reo Kaakaho programme and resources developed and rolled out in line with Oranga Marae Plans			█	
		Education & Pathways	Launch of packages for Puna Kupu, Uupoko Ariki, and Poukai Series		█		
\$638,602							
Support the gathering of maatauranga and safe recording and storage of our taonga, waahi tapu and waahi tuupuna including supporting marae and whaanau to protect their taonga	Complete a stocktake of all Waikato-Tainui taonga and sites of significance	Heritage & Identity	Complete stocktake of our taonga and sites of significance	█	█	█	
		Heritage & Identity	Complete digitisation of our tribal archives				
	Working alongside kaumaatua as the holders of knowledge	Heritage & Identity	Delivered four Paimaarire Waananga to Tauraahere and our marae	█	█	█	
		Heritage & Identity	Record mini-documentaries for 20% of our top 100 significant sites	█	█	█	
		Heritage & Identity	Deliver four waananga, including tools and templates, to assist whaanau to capture knowledge from our kaumaatua			█	

Total Q3 Milestones	11	On track / Complete	9
Delays	1	Issues exists	1

INITIATIVE	FY20 METRIC	TEAM	QUARTERLY MILESTONES	Q1	Q2	Q3	Q4
\$1,441,000							
Development of a strategic approach to maintenance and build projects across our 68 Marae	Undertake audit of current state of marae facilities	Oranga	Structural assessment standards have been reconfirmed for audit purposes	█	█		
		Oranga	Review completed of current information held on marae structures to confirm work programme for maintenance support			█	█
	Oranga	Engage with marae who have access issues related to safe drinking water and develop solutions	Roll-out of work programme to assist marae in implementing their maintenance plan in line with audit findings including solutions for safe drinking water			█	█
\$644,000							
Engage our marae to co-design, develop and deliver systems to connect tribal members to their marae and improve overall marae engagement	Develop Marae engagement plans	Communications	Engagement platform for marae and tribal members conceptualised	█			
		Communications	Engagement plan in place outlining how and when we will engage with marae		█		
	Tribal events held and delivered including Waikato-Tainui Games, Tira Hoe, Kaumaatua events and more	Communications	Te Hookioi delivered including information about 100% of our marae across the year	█	█	█	
		Communications	Tira Hoe delivered	█			
		Communications	Kaumaatua Matariki Ball held	█			
		Communications	Tauraahere roadshows delivered		█	█	
Communications	Waikato-Tainui Games delivered with 100% marae represented				█		
OVERALL BUDGET \$3,854,101							

FULL YEAR BUDGET
\$2,854,101

ACTUAL TO DATE SPEND
\$1,120,699

Review of data held by councils, Department of Internal Affairs currently underway. Recommendations to be made once data confirmed. Safe drinking water solutions project likely to be carried over for FY21 due to staff capacity (K2). Tauraahere Roadshows (K4) cancelled until further notice.

Ngaa Tohu Whai Rawa

Ki te kaapuia, e kore e whati

Maximising our collective strength to achieve our aspirations.



Representatives of Te Patupoo, Waikato-Tainui and kaumaatua at the signing of the Oati partnership and Kawenata Tapu with Te Patupoo.

Oati partnership reached with Te Patupoo

As part of our ongoing commitment to work with our hapuu and marae to achieve settlements which reflect their aspirations, Waikato-Tainui entered into an Oati partnership with Te Patupoo.

The signing of a Kawenata Tapu with Te Patupoo in November last year, acknowledges the interests both parties hold in relation to our respective historical Treaty of Waitangi claims including the West Coast Harbours (Kaawhia, Aotea, Whaingaroa, Manukau).

The Kawenata will foster and advance opportunities for the tribe and Te Patupoo to work together on our respective claims in accordance with agreed tikanga.

“The aim of our oati partnerships is to enable us, along with our Waikato hapuu, to jointly resolve historical claims according to our kawa and tikanga,” said Terri Hohneck, Settlement Protection Manager.

“Our oati underpin the engagement processes between ourselves and hapuu. It is intended as a living document that ensures we progress any settlements together whilst building foundations for the future.”

The tribe have already signed Oati agreements with Ngaati Mahuta in 2017, and Ngaati Te Wehi in 2018. As part of our workstream, the Settlement Protection Team work closely to support our negotiator Rahui Papa and regularly meet with our Oati partners to co-design and develop strategies to address claims related matters.

In 2019, the tribe along with our Oati partners developed two key mandate documents – the draft Waikato-Tainui Mandate Strategy and the draft Waikato-Tainui Remaining Claims Deed of Mandate.

Both documents went through their respective submission processes and included the development of the Negotiation Team framework, a critical and new space which will see direct input by the respective Harbour representatives into negotiations.

“The purpose and scope of the negotiations team and members is to provide advice, guidance, input and feedback throughout negotiations. We are currently in the process of developing terms of reference in collaboration with our Oati partners,” added Terri.

Approval of the Waikato-Tainui Remaining Claims Deed of Mandate is expected to be confirmed by March 2020.

“Our oati underpin the engagement processes between ourselves and hapuu. It is intended as a living document that ensures we progress any settlements together whilst building foundations for the future.”

Initiative: Continue to diligently pursue and settle outstanding settlement claims

INITIATIVE	FY20 METRIC	TEAM	QUARTERLY MILESTONES	Q1	Q2	Q3	Q4
\$400,000							
Continue to diligently pursue and settle outstanding settlement claims	Consultation hui with tribal members and Government	Rights & Interests	Complete mandate engagement hui	█			
		Rights & Interest	Mandate approved		█	█	
		Rights & Interest	Negotiations commence				█
\$280,000							
Review and refine Waikato-Tainui's investment management framework, including SIPO and investment parameters	Review of the SIPO completed by the Group Investment Committee and put in place and includes a link to whenua investment in line with the Whenua Committee requirements (note CAPEX required for any further whenua purchases)	Governance & Legal	Group investment framework confirmed	█	█	█	
		Governance & Legal	SIPO drafted for all Group entities trusts		█	█	
		Governance & Legal	Implementation of Group investment framework and SIPO			█	█
\$135,000							
Investment in and protection of our 'Waikato-Tainui' brand and identifying marks	Development of an investment strategy to understand the value of our brand, its use across the Group and how this can be leveraged to benefit our tribal members and marae	Communications	Merchandise Policy drafted for approval	█	█	█	
		Communications	Branding strategy including value proposition and strategic partnerships drafted		█	█	
		Communications	Branding strategy approved				█

Total Q3 Milestones	7	On track / Complete	3
Delays	4	Issues exists	0

INITIATIVE	FY20 METRIC	TEAM	QUARTERLY MILESTONES	Q1	Q2	Q3	Q4
\$139,667							
Leverage strategic investments (H2A, tourism, cultural) to create investment opportunities	Roadmap completed to outline opportunities and initiatives for our marae	Rights & Interest	Develop engagement and investment plan across all Waikato-Tainui entities	█	█		
		Rights & Interest	Capture commercial, social enterprises, and industry activities in a roadmap of the H2A corridor		█		
		Rights & Interest	Engagement plan in place outlining how and when we will engage with marae		█		
		Rights & Interest	Identify private and public sector partnerships to support investments			█	
		Rights & Interest	Support marae with investment and enterprise opportunities in line with our strategic investments				█
\$-							
Establish a collaboration network that connects tribal members to business, innovation and education ecosystems	Development of collaboration network across our Waikato-Tainui entities, marae and tribal member businesses	Operations	Map current networks (internal teams, partnerships, marae, enterprises)		█		
		Operations	Collaboration network purpose and objectives defined				█
		Operations	Scope collaboration network including partners, relationships, and investment parameters				█
OVERALL BUDGET \$954,667							

FULL YEAR BUDGET	ACTUAL TO DATE SPEND	<i>Implementation of framework (W2) to be confirmed following consultation with externals and TAT in Q4. Additional spend being driven by outstanding claims but forecast to be close to budget by year end. Draft merchandise policy and branding strategy (W4) deferred to Q4.</i>
\$954,667	\$1,005,705	

Ngaa Tohu Mahi Tonu

Mehemea he mahi pai moo te tangata, mahia

A high performing organisation making an impact.



Waikato-Tainui kaimahi get creative with their end of year staff photos.



Kaimahi wellbeing at forefront of hauora strategy

Staff engagement and wellbeing are at the forefront of a new initiative that will help develop a hauora strategy for Waikato-Tainui kaimahi.

The new strategy will be co-designed by kaimahi representatives from across our seven business units: Operations, Governance & Legal, Communications & Engagement, Rights & Interest, Oranga, Heritage & Identity and Education & Pathways.

The strategy will help inform the organisation on what priorities staff want to see in the hauora space and will support the development of health and wellbeing indicators for kaimahi as outlined in Te Ara Whakatupuranga (Five-Year Plan). An engagement survey will also be undertaken in February 2020 to help the organisation better understand our workforce drivers.

“One of our aspirations is to be a high-performing organisation that delivers for our people, which also means creating a work environment that supports staff to achieve this,” said Eve Steenson, People and Culture Manager.

“We recognise that this is a unique workplace and with 85% of staff being Waikato-Tainui tribal members, there is genuine passion and drive to deliver for our marae and tribal members,” added Eve.

In addition to the hauora strategy and engagement survey, the organisation will also focus on a number of other key areas including coaching and support for team managers, renewing our recruitment, selection and induction processes and lifting internal capability by investing in training and development for all our kaimahi.

“Key measures of our success include attracting and retaining talent, ensuring our turnover rate remains low, our kaimahi engagement is at 90% and sitting above the national average, and productivity and quality in service delivery is improved,” said Eve.

Implementation of the hauora strategy is planned to be delivered in FY21.

Our Workforce Makeup

An overview of our organisation



* Primary data sources: Datacom (payroll system)

Initiative: Take stock of the current organisational capability and culture

INITIATIVE	FY20 METRIC	TEAM	QUARTERLY MILESTONES	Q1	Q2	Q3	Q4
\$142,200							
Fast-track the capture of relevant tribal member and marae data	Consultation with tribal members, marae and other Waikato-Tainui organisations to agree the data that needs to be obtained and how	Operations	Data capture developed in line with our digital strategy (including incentives)	Yellow	Yellow		
		Operations	Map the path of data from capture, retention and use of all data sources (internal and external)		Green	Green	
		Operations	Data Governance model developed		Green		Grey
		Operations	Establish a single source of data in order to have a single point of contact with our tribal members and marae	Green	Green	Green	
		Heritage & Identity	50% of our marae are uplifting their marae dividend through our portal (100% by FY22)				Grey
\$31,000							
Take stock of the current organisational capability and culture	Skills and capability matrix in place and monitored	Operations	Strategic workforce plan in place and being regularly reviewed including a skills and capability matrix		Green	Green	Grey
		Operations	Kaimahi hauora strategy drafted and ready for approval		Red	Yellow	
	Health and wellbeing indicators for kaimahi have been established	Operations	Kaimahi engagement survey undertaken annually to measure level of engagement and kaimahi satisfaction			Yellow	
\$-							
Tailor and deploy Waikato-Tainui innovation capability (culture, people systems, processes, partnerships) to our marae and Waikato-Tainui enterprises	Develop and put in place an innovation and improvement strategy	Operations	A process has been put in place so that innovative ideas are being translated into improved services and engagement with our tribal members		Yellow		
		Operations	Innovative ideas are regularly being translated into improved services and engagement with our tribal members				Grey
		Oranga	Investment strategy to support social and economic enterprises established including how to harness innovation				Grey

Total Q3 Milestones

12

On track / Complete

6

Delays

6

Issues exists

0

INITIATIVE	FY20 METRIC	TEAM	QUARTERLY MILESTONES	Q1	Q2	Q3	Q4	
\$1,007,500								
Review current service delivery model and adjust to ensure successful delivery of outcomes	Programme delivery model reviewed including progress monitoring and reporting framework	Operations	Clearly define what efficiency looks like for Waikato-Tainui and establish organisational efficiency gains	Yellow	Yellow	Green		
		Operations	Review current project management system and process and update according to efficiency gains	Green	Green	Green	Grey	
	There are clear measures in place through the service delivery model review that enable Waikato-Tainui to measure organisational efficiency	Governance & Legal	Consultation on governance support and training programme		Yellow	Yellow		
		Governance & Legal	Group policy framework completed		Green	Green		
		Governance & Legal	Preliminary advice provided for potential entities structure			Yellow		
	Governance training (including health & safety training), Rules review and elections undertaken over the period	Governance & Legal	Incorporated Societies Act review completed (best practices, existing issues)			Yellow		
		Governance & Legal	Governance support and training programme developed			Yellow		
		Governance & Legal	Consultation hui with marae in preparation for FY21 Elections				Grey	
	\$325,400							
	Develop and deploy a suite of digital solutions to support the needs of tribal members, marae and our organisations	Comprehensive review of our current systems, their capacity and constraints	Communications	Consultation and engagement with kaimahi, marae and tribal members completed	Green			
Communications			Map the path of data and storage		Yellow			
Needs analysis capturing our requirements to support effective and efficient services to our marae and tribal members		Communications	Digital strategy approved and ready for implementation		Yellow			
		Communications	Recommended digital systems and strategy implemented				Grey	
OVERALL BUDGET \$1,506,100								

FULL YEAR BUDGET

\$1,506,100

ACTUAL TO DATE SPEND*

\$600,474

Key to work to be completed in Q4 including implementation of project management system, presentation to TAT of governance training framework and appointment of external advisors to review potential entities structures (M3). Kaimahi engagement survey and review of workforce plans deferred to Q4. Working group formed to develop kaimahi hauora strategy (M4).

Partnerships & Externally Funded Initiatives



Sonny and Linda Herangi were some of the first kaumaatua to get their hearing tested in Triton's portable hearing bus.

New partnerships to support sight and hearing needs for kaumaatua

Linda and Sonny Herangi are the epitome of love. Married for 53-years, they have lived a life full of ups and downs. And with every milestone celebrated and the challenges that have come their way, they have always done things side by side.

So, it was an easy decision for them when they were asked to participate in the launch of the tribe's partnership with OPSM and Triton Hearing in November. Always willing to support kaupapa that help our people, their answer was a simple yes.

"We think the partnership is awesome. It will definitely make things easier for our kaumaatua, our tribal members and more importantly our tamariki," said Linda (Aramiro Paa - Te Kaharoa).

The partnership will see OPSM and Triton provide support and better access to more cost-effective hearing and vision services for kaumaatua. The new agreement will help simplify the assessment process for registered tribal members 60-years and over.

And with 11,000 registered tribal members currently sitting in this group, it was important to make the administration process easier for kaumaatua, said Paki Rawiri, General Manager Heritage & Identity.

"A high percentage of the spend for kaumaatua medical grants is concentrated on glasses and hearing aids so it was a natural progression to take a collective approach to these service providers. Both OPSM and Triton show a genuine commitment to supporting communities, so we are very pleased to partner with them to create opportunities for the future."

Kaumaatua can access support for vision and hearing needs in two ways:

- By contacting OPSM or Triton directly to complete an initial assessment. If an assessment determines that prescription glasses or a hearing aid fitting is required, OPSM and Triton will liaise directly with our Grants Team to approve the \$500 medical grant.
- By contacting our Grants Team who will complete a pre-approval authorisation online, which will be emailed directly to the appropriate OPSM or Triton branch, and printed out for the kaumaatua to take into the assessment with them.

Both Linda and Sonny (Tuurangawaewae Marae) were among the first tribal members to access Triton's services and have their hearing checked.

"They made us feel very special throughout the whole process from being assessed for our hearing aids to fitting and trialling them for the two weeks period before purchasing and most importantly, how to care for them," said Linda.



The free follow-up services with offers of aftercare support over the phone were also great she added.

"Wearing my hearing aids for the first time and being able to hear the birds singing outside our window, and to hear my mokopuna talking to me was a great experience that I can now enjoy as being normal again. It's amazing."

As part of our relationship with OPSM, we also experienced first-hand their One Sight programme, an international not-for-profit group that provides access to quality vision care and glasses in underserved communities worldwide. Staff from OPSM visited Te Kura Kaupapa Maaori o Bernard Fergusson in Ngaaruawaahia offering a free assessment to its students.

"A total of 173 students were tested and 27 were identified as needing glasses. They all received prescriptions for free glasses which is a major win for those kids and their whaanau. They are now in a better position to learn and achieve. It's these types of services that we want to create more of with our partners," said Paki.

Any marae or tribal members wanting to know more can contact 0800 TAINUI or email aawhina@tainui.co.nz.



Waikato-Tainui CEO Donna Flavell (centre) pictured with Ben Mayson - Triton (left) and James Melton - OPSM/Luxottica (right).

Grant: Kaumaatua Medical

Rangatahi celebrated through awards and scholarships

The successes of our rangatahi were celebrated through two special awards evening hosted by Waikato-Tainui. The 2019 Partnership Scholarship recipients and their whaanau attended a dinner along with our key partners Tainui Group Holdings, the Department of Conservation, Simpson Grierson and NZTA - who each sponsored a scholarship award.

Each scholarship provides opportunity for recipients to work with our partners in their recognised areas through internships, as well as financial support towards their ongoing studies. With over 57 applications, nine rangatahi were selected:

Tainui Group Holdings Harbour Asset Management Grant - \$5000.00

Recipient: Jessie Wharekura

Department of Conservation Scholarship - \$5000.00 each recipient

DOC Recipients: Jystyce Maniapoto, Robert Walker and Tukaharoa Katipa

Simpson Grierson Scholarship and Internship - \$5000.00

Simpson Grierson Recipient: Danielle Graham

Waikato-Tainui and NZTA Kaapuia Ngaa Kaakahi Grant - \$4000.00 each recipient

NZTA Recipients: Jazz Puriri, Mere kara Kara, Sam Pene and Ngarui Manukau

The dinner was a chance for our partners and recipients to meet and discuss what this new relationship will look like. In November we also hosted the annual Tuuhokairangi awards at Wintec's The Atrium. The awards are for Year 12 and Year 13 taiohi who have excelled in their studies in both English and Te Reo Maaori.

Now in its second year, the awards celebrate and recognised the achievements of rangatahi who have excelled in the Science Technology Engineering Arts and Mathematics (STEAM) programmes supported by the tribe.



Home maintenance workshops aim to help home owners

A home maintenance workshop aimed at providing general tips and guidelines on keeping your house in good condition proved a huge success with tribal members who attended.

Toiora Whare, Toiora Whaanau is a pilot programme designed to improve housing conditions for low income whaanau. Waikato-Tainui partnered with Habitat for Humanity, Te Puni Kōkiri and Whare Ora to co-design and implement the workshop with a specific focus on home repairs and maintenance. Open to tribal members who own their own home, participants were able to learn and engage in several mini-workshops across four stations including:

- **Basic Plumbing skills** - including how to unblock drains and take apart S pipes etc.
- **Basic Electrical skill** - including how to get the most out of your heat pump, changing filters and what light bulbs will you get most value for money from
- **Exterior maintenance upkeep** - How to wash your house, how often it needs to be done, clearing your gutters and upkeep of your roof etc.
- **Mara kai** - how to set one up, what to plant during the seasons and how to keep your mara healthy
- **Whare Ora services** - A Waikato DHB initiative aimed at helping people ensure that the inside of their whare are warm and health, and safe for our tamariki to be growing up in.
- **Te Puni Kōkiri** - Learn about the different programmes that Te Puni Kōkiri are currently delivering to help support our people into their own homes and Papakainga support programmes
- **When you need a professional Tradesman on the Job**

Although Habitat for Humanity led delivery of the workshops, all partners were involved in various aspects of the programme said Karleen Turner-Puriri, Whanake Manager. It was important she added, as the relationship would ensure alignment across agencies who all have critical roles to play.

"The impacts of poor housing conditions in the Maaori community are well researched and identified as a contributor to preventable health problems, social and economic deprivation," said Karleen.

"We know a proportion of our whaanau live in homes which are intergenerational or held in collective ownership. This programme offers tangible way of providing safer and healthier living conditions."

All the agencies have agreed on a shared vision to improve whaanau wellbeing for Maaori home owners in the Waikato. The primary role of Waikato-Tainui will be to work directly with our people to ensure that they are actively engaged in this programme said Karleen.

"We are already working in this space and will bring that collective intelligence to the table which will be of immense value to the pilot."

Following on from the pilot workshop, plans for future home ownership workshops will be reviewed and discussed between the agencies including Waikato-Tainui.

Initiative: Support tribal members into individual career pathways

Initiative: Creation of home ownership opportunities across the housing spectrum

Images from the Toiora Whare, Toiora Whaanau home maintenance workshop.



TRITON HEAR

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