WAIKATO TAINUI

Wellbeing Waikato
TOIORA O WAIKATO
Research.
Knowledge.
Storytelling.

Well Being Waikato – Charitable Trust

Role Description

For full details of the Roles and Responsibilities

October 2026

Introduction:

The Waikato Wellbeing Project is a regional initiative to achieve a more environmentally sustainable, prosperous and inclusive Waikato region by 2030. Te Ao Maaori (Maaori world view) principles are embedded Waikato Wellbeing Project. It is an independent charitable trust and community-led initiative that researches, analyzes, and advocates for social, economic, and environmental wellbeing across the Waikato

The Waikato Wellbeing Project works to improve the wellbeing of communities across the Waikato by:

- Researching key challenges such as housing, poverty, youth employment and food security.
- Advocating for affordable housing and better living conditions.
- Supporting rangatahi into education, training and employment.
- Bringing communities together to develop solutions through collaboration and workshops.
- Embedding Te Ao Maaori and maatauranga Maaori into its approach to create a sustainable and prosperous Waikato by 2030.

Role Purpose

Trustees provide governance, stewardship, and strategic leadership to Wellbeing Waikato, ensuring the organisation fulfils its charitable purpose and advances long-term wellbeing outcomes across the Waikato region.

Trustees act collectively to guide the organisation in achieving its vision: our mokopuna are thriving. This requires a commitment to intergenerational thinking, systems awareness, and grounding decisions in both evidence and lived experience.

The Trust is established for the following charitable purposes:

a. to promote and benefit the general health and wellbeing of the Waikato community, through research, knowledge sharing, storytelling and advocacy which aims to uncover the root causes of Waikato region's wellbeing challenges;
b. the relief of poverty and its causes, through the undertaking and publishing of research and reports on wellbeing, including but not limited to youth wellbeing, health, housing, access to food, energy security and social equity;
c. the advancement of social and community welfare;
d. the advancement of education and learning;
e. to provide and facilitate community workshops, events, resources and forums for public dialogue in relation to wellbeing, for the benefit of the Waikato community, and to enhance social cohesion;
f. the support of other charitable organisations which further the above purposes;
g. any other purposes within New Zealand which are charitable according to the law of New Zealand.

Key Responsibilities of Trustees

Trustees are responsible for:

Strategic Leadership

- Setting and safeguarding the strategic direction of the Trust
- Ensuring alignment with the Trust's purpose and long-term vision

- Applying systems thinking to complex wellbeing challenges

Stewardship and Accountability

- Upholding the Trust Deed and legal obligations
- Ensuring financial sustainability and prudent resource use
- Monitoring performance and impact

Collective Decision-Making

- Acting in the best interests of the Trust as a whole
- Bringing independent judgement while supporting collective decisions
- Engaging constructively with diverse perspectives

Advocacy and Influence

- Acting as ambassadors for Wellbeing Waikato
- Supporting relationships with stakeholders, funders, and partners
- Strengthening the Trust's visibility, credibility, and reach

Organisational Capability and People

- Ensuring the Trust has the capability, capacity, and culture required to deliver on its vision, mission, and business plan
- Supporting the attraction, development, and retention of high-quality people aligned to the organisation's purpose and values
- Overseeing performance expectations and ensuring appropriate mechanisms are in place for performance review and accountability
- Providing support and constructive challenge to enable effective leadership and organisational performance

- To work collaboratively with Council to achieve their tribal vision and strategic goals.
- To ensure that the aspirations of Waikato-Tainui influence and inform Council decision-making and are in the best interests of their tribal members and the wider Waikato community.
- To participate in, and add value to, the Council's decision-making processes through representation on Council's committees with full voting and speaking rights in decision-making roles within the committees; and
- To provide for an enduring relationship between the parties through:
- A commitment to being open, honest and transparent in communication;
- A commitment to work together in the spirit of cooperation, compromise and good faith;
- Respect of the mana whakahaere rights and responsibilities of Waikato-Tainui and
- An ongoing commitment to further exploring potential opportunities for partnership with Council.

Skills and Competencies Sought

Trustees will demonstrate

- Knowledge or understanding of tikanga, maatauranga Maaori and the ability to represent the views and aspirations of Maaori.
- Knowledge or understanding of Kiingitanga, Waikatotanga, and Whakatupuranga 2050.

- Excellent communication skills, with the ability to engage across iwi, community, and Council partners.
- Previous governance experience or involvement in committee and experience working at a governance or strategic level
- Strategic future focused thinking
- Strategic relationship building
- Sound judgement and integrity
- Curiosity about how systems shape wellbeing outcomes
- Respect for both data and lived experience
- A commitment to collective leadership
- Willingness to engage with complexity and ambiguity
- Ability to contribute through relationships, influence, and insight

Te Ao Maaori and Regional Context

Trustees will demonstrate:

- Demonstrate an understanding of, or willingness to engage deeply with, te ao Maaori
- Respect and uphold tikanga and matauranga Maaori in governance practice
- Recognise the significance of mana whenua and their role within the Waikato
- Support approaches that reflect partnership, equity, and intergenerational wellbeing

Skills Matrix

The Board seeks a balanced mix of skills and perspectives. Trustees are not expected to hold all capabilities individually, but collectively the Board should reflect the following:

Capability Area	Description	Level Sought
Governance & Stewardship	Experience in governance, fiduciary oversight, and strategic decision-making	Strong
Systems Thinking	Ability to understand interconnected social, economic, and environmental systems	Strong
Te Ao Māori & Tikanga	Understanding of Māori worldviews, Te Tiriti o Waitangi, tikanga, and partnership approaches; connection to mana whenua desirable	Strong / Growing
Community & Social Impact	Experience working with or alongside communities, particularly in wellbeing or social sectors	Strong
Public Policy & Influence	Understanding of policy environments and ability to influence decision-making	Moderate–Strong
Financial & Commercial Acumen	Ability to interpret financial information and contribute to sustainability discussions	Moderate
Fundraising & Partnerships	Experience in securing funding, building partnerships, or leveraging networks	Strong
Data & Evidence Literacy	Ability to engage with data, insights, and evidence-informed decision-making	Moderate

Lived Experience Perspective	Connection to lived realities of whānau and communities in the Waikato	Strong
Regional Knowledge	Understanding of Waikato's social, economic, and cultural landscape	Strong
Geographic & Community Diversity	Brings perspectives, networks, or lived experience from across different parts of the Waikato, including rural, coastal, and smaller communities, supporting a Board that reflects the full diversity of the region	Strong
Leadership & Influence	Ability to contribute constructively, challenge appropriately, and support collective leadership	Strong

Expectations

Committee members are expected to:

- make themselves available to attend and participate in meetings;
- contribute the time necessary to study and understand the papers provided;
- apply good analytical skills, objectivity and judgement;
- express opinions, frankly, ask questions that go to the fundamental core of the issue and pursue independent lines of enquiry.

Term and Remuneration

- Initial term: 3 years
- Maximum tenure: 6 years (extendable to 9 years in exceptional circumstances)
- Remuneration: $250 per meeting (+ GST if applicable), plus reasonable expenses

Time Commitment

- Board meetings approximately every 8 weeks (2 hours, in person and via Teams)
- Preparation time (reading papers, typically 1–2 hours per meeting)
- Occasional additional engagement (strategy sessions, stakeholder events)