

## RUAPUHA UEKAHA HAPU TRUST

Notes from the Draft Trust Order Workshop held on Saturday, 28 November 2015 at Te Korapatu Marae commencing at 11am.

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### ATTENDEES:

Barney Thompson, Waiata Ngataki, J Kaiwai, Lena Manaia, Georgina Gibbons, Cecilia Hodson, Chrissy Toroa, Betty Mathews, Jack Kira, Frank Kira, Miria Davis, Peter Douglas, John Koning, Tamarapa Lloyd, Ariana Hemara-Wahanui, Amy Wharekura, Josephine Anderson, Daniel Cairns, Norman Tane, Steve Keung, L D Stockler-Tane, Lillian Tapara, Puhī Tapara, Adrian Martin, Pare Mathews, Garth Cairns, Grant Morgan, Maxine Poa, Lee Taituha.

### APOLOGIES:

Tama Tane, Polly Marsh & Whanau, Maryanne Morgan, R Kaa, Daniel, Wiki, Phillip, Joe and Debbie Cairns, Missy Love, Angela Pope, Liane Green, Reopiki Takerei, Tony Green, Valma Hemara-Wahanui, Ngahua Hemara-Wahanui, Trish Davis, Maurice Davis, April Costar, Erica Davis, Maia Davis, Marama Morrison, Pania King, Ngahua Ashby, John Anderson, Walter Anderson, Ani Johnson, Lynn Green, Chuck Davis, Eugene Carnachan, Aroha Carnachan, Sonny Carnachan, Andre Carnachan.

### Mihi:

Barney Thompson welcomed everyone to Te Korapatu Marae.

Peter Douglas apologised for arriving late and thanked everyone for attending the hui.

The purpose of the hui was to gather people's ideas to help formulate a new trust order. The Trust would be reporting back to the Court in February. To help with the development of a new trust order an independent group had been engaged. They had a clear process that they would follow today.

Tamarapa Lloyd and Amy Wharekura from EY Tahi introduced themselves. The key point of the workshop was to gather ideas on the future direction of the Trust. There were three parts to consider;

- Strategy
- Structure
- Systems

Today's workshop was just about strategy. Including and engaging with the beneficiaries was an important aspect of developing a strategy. The Trust had a Vision, Mission, Values and a Goal but the important element was how do to put that into practice?

The workshop was based upon three questions which would be answered from the perspective of a trustee; a beneficiary and; a staff member. The attendees were split into three groups.

The following are notes from the group I was in (Miria Davis)

The question posed by Tamarapa was; **if you were a trustee and looking ahead three years what would you like to be able to say the Trust had achieved.**

Feedback included;

- That policies and the trust order were in place
- That the agreed strategies are defined
- That the strategy is ratified
- That long term planning is in place.

Another question was posed; **What would be the tangible things you would want to do as a trustee?**

**Feedback included;**

- Kaumatua grants
- Education grants
- Hardship grants
- Clear pathway for the associate trustee positions
- Succession planning is well established
- Increasing profitability
- Election of trustees
- Diversify to reduce the dependency on the Caves
- Prudent trusteeship
- Developing relationships with other groups
- Objects of the Trust are well defined
- Engaging young people to be a part of the Trust
- Be technology savvy
- Growing enterprise in the Waitomo area – agriculture and aquaculture.

In summary the group thought it is important to have a good investment strategy to grow existing assets and to develop other assets relative to future growth. It was important to have in place a workforce development strategy to build capability and capacity to run the organisation and its businesses including the Caves. Building connections with the beneficiaries and their cultural heritage was identified as important.

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**If you were a beneficiary and looking ahead three years what would you like to be able to say the Trust had achieved.**

Feedback included:

- Beneficiaries are actively involved with the Trust
- Trustees know the beneficiaries are alive
- The Trust had provided me with the opportunity to learn about my whakapapa to Maniapoto
- That I belong to a well-run organisation
- That they are assisting our tamariki/rangatahi
- The Trust had established a youth committee, summits and wananga.

In summary it is important that the Trust is committed to all its' beneficiaries particularly tamariki and rangatahi. Markers, milestone and descriptions included;

- Holding the trust accountable
  - Complying with the trust order
  - Preserving cultural identity
  - Having a voice was important
  - Strong emphasis on creating a space for young people to create and learn in
  - Whakapapa connection to mana whenua strengthened
  - Helping rangatahi by filling the void in the transition from school to the work place
  - Develop a rangatahi tour guiding course.
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**If you were a staff member and looking ahead three years what would you like to be able to say the Trust had achieved.**

Feedback included;

- That we had grown our young people to become our leaders
- That we had grown our people
- That we had trained people in our organisation
- Secondments to DoC and THL to develop further skills and knowledge

- Staff are culturally aware as a result of working for the Trust.

Tamarapa gave a summary of some of the discussion points and organised them into themes;

- New trust order in place and understand the mechanics of the trust order
  - Good policies and grants
  - Succession planning in place
  - Sustainable business growth achieved
  - Skill assessment and gaps identified
  - Employment creation and business partnerships forming Maori to Maori business connections
  - View to diversifying, balanced portfolio and what that would look like
  - Monitoring educational outcomes
  - Protecting the environment.
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Feedback from other groups was similar to our group and included;

- Importance of communication and to keep that up i.e. panui and facebook
- Transparency around decision making
- Beneficiaries being able to update their details
- Kotahitanga important – thinking as a collective rather than individuals
- Hold a hapu reunion
- Hold rangatahi summits
- Beneficiaries being treated equally
- Market leaders in tourism
- Being valued by the beneficiaries
- Stakeholder relationships respected
- Secondments to grow leaders and fill the gaps
- Grow capacity, capability and grow visitor numbers

Peter thanked everyone for their participation in the workshop. He advised that Tamarapa and Amy would collate their feedback and put it in a document for use in formulating the new trust order.

Workshop closed at 1.30pm