

KAAPUIA

July 10th 2023



Ko te Atua o too taatou piringa, ko Kiingi Tuuheitia Pootatau
Te Wherowhero too taatou poutokomanawa, ka puta, ka ora.

Noo reira, tangihia ngaa mate, mihia te tangata, teenaa taatou.

Teenaa koutou e paanui mai nei i teenei whakaputanga o te Kaapuia.
Ka ruunaa i te katoa ki te kuuitanga o te kaupapa Kaapuia. Teenaa, nei
ra te paataka iringa koorero o Kaapuia.

Teenaa taatou katoa.

Welcome to the fourth refreshed edition of the Kaapuia paanui. This paanui helps to keep Te Whakakitenga o Waikato and kaimahi of our entities updated on the progress of our future-focussed structural review that aims to build the cultural, social, environmental, and economic legacy of Waikato-Tainui.

'Kaapuia' references the tongikura of Kiingi Taawhiao and reminds us of the importance and strength of being unified.

*Ki te kotahi te kaakaho ka whati,
ki te kaapuia e kore e whati.*

- Kiingi Taawhiao

Whakatupuranga 2050

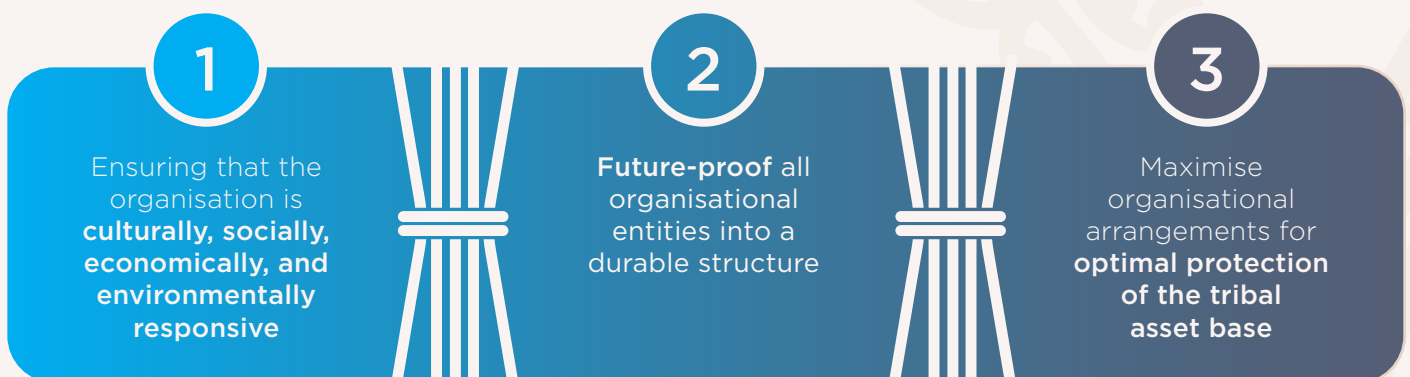
Our iwi has a history of change. Since the beginning, we have evolved and adapted over time to better serve our people.

Change has been a frequent occurrence in our recent history – from name changes and rule alterations to governance reviews and navigating the challenges of COVID-19. We have changed with the times to ensure the wellbeing and progress of our people.

Whakatupuranga 2050 is the horizon we are working towards to drive outcomes for our marae and whaanau. It's our pathway forward. Our organisational structure is an enabler to help us reach that horizon. It is prudent for us to regularly take stock of our current set up to see if it is meeting the changing needs of our whaanau, marae and hapuu and the ever-evolving world in which we live.

To that end Kaapuia aims to ensure that our structure and entities are sound, enduring and more responsive to the cultural, social, economic and environmental needs of our people – both now and in the future. At its core, Kaapuia is an approach which encourages us to reflect often and adjust our course accordingly.

This current review is underpinned by three interdependent priorities: **people focus; future-proofing; and legacy building.**



This structural review consists of the following four phases or waahanga:



Learning and insights from Waahanga 2:

Early in the year we held a series of waananga and hui to provide an opportunity for kaimahi, our tribal representatives and whaanau, to share their views and thoughts on Whakatupuranga 2050 and how our current structure is supporting these aspirations.

These waananga and hui gave us valuable insights that will help shape the structural review and help drive this mahi forward. We thank all of those who participated for your time and for the openness in which you shared.

Key engagement statistics:

142 Participants engaged in Waahanga 2

30+ Hours of engagement

8 Virtual and in-person waananga were held

11 Virtual interviews were conducted

55 Survey responses were collected

2060 Post-it notes were generated from engagement

What we continued to hear throughout this process was the call for significant and transformative change. This is consistent with the resolution of Te Whakakitenga o Waikato to support the structural review and scope on 28 May 2022 – with 97% in favour of a review.

We have been taking our time to distil the information that was shared and understand some of the key themes that have emerged. It is critical that this feedback guides and shapes the next waahanga of this Kaapuia review and our recommendations going forward.

Some high-level themes we heard from marae, whaanau and kaimahi

Tikanga o Te Kiingitanga

Tribal aspirations and values at the heart of the structure will ensure we are able to continue building an enduring legacy under Te Korowai o Te Kiingitanga. Our structure should reflect our rich tribal histories, whakapapa and maatauranga.

Collaboration

Collaboration is working well in some spaces, but there are opportunities for this to be strengthened to drive greater outcomes, particularly for our marae.

Decision-making

In any iwi organisation there are sensitive trade-offs or tensions that exist and require balancing, e.g. moni vs. rawa, the role of marae vs. hapuu, and short-term budgets vs. long-term aspirations. We must look at how we make effective decisions to help understand these tensions and navigate forward with confidence.

Outcomes for whaanau

Pathways to mana motuhake and opportunities to express tino rangatiratanga should be established for whaanau, marae and hapuu. What this looks like and how our structure best supports it needs to be further explored.

Resourcing

Te Whakakitenga o Waikato is in a strong financial position. Moving forward it will be important to assess how we monitor and evaluate what we are doing and how we have used our resources to support the mana motuhake of our whaanau, marae and hapuu.

Next Steps

As we progress mahi in the next phases of this Kaapuia review, the komiti will soon be hosting a series of hui to share deeper feedback and learnings from engagements undertaken in waahanga one and two. Our komiti members are keen to ensure that you have an opportunity to learn more about the review and get an update on the next steps.

In our next paanui, we will share key information about the hui and upcoming work in the next phase of Kaapuia.

Ngaa manaakitanga,

Tania Martin,
Kaapuia Komiti Chair.