



Te Whare Tikanga Māori

Hui a-Tau Māori 2015

Held at Online

Tātai Tauatanga / Succession Plan

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Te Whare Tikanga Māori

Tātai Tauatanga / Succession Plan



Emergent Leadership for the Future

Succession planning is a means for Te Whare Tikanga Māori to ensure its continued effective performance through leadership continuity. For Te Whare Tikanga Māori to plan for the replacement of key leaders, potential leaders must first be identified and prepared to take on those roles. It is not enough to select people in the organisation who seem "right" for the job. Not only should the experience and duties be considered, but also the personality, the leadership skills, and the readiness for taking on a key leadership role.

Clear objectives are critical to establishing effective succession planning. These objectives tend to be core to many organisations that have well-established practices:

- Identify those with the potential to assume greater responsibility in the organisation;
- Provide critical development experiences to those that can move into key roles;
- Engage the leadership in supporting the development of high-potential leaders;
- Build a database that can be used to make better decisions for key roles.

Additional objectives may be embedded in the succession process:

- Improve member commitment and retention;
- Meet the role development expectations of existing members;
- Counter the increasing difficulty and costs of recruiting members with low participation and knowledge.

A succession plan should involve nurturing and developing whānau Māori from within. Members who are perceived to have the skills, knowledge, qualities, experience and the desire can be groomed to move up to fill specific, key positions.

The absence of a succession plan can undermine Te Whare Tikanga Māori's effectiveness and its sustainability. Without a succession planning process, Te Whare Tikanga Māori may not have a means of ensuring that the programs and services that are crucial to its operation are sustained beyond the tenure of the individual currently responsible for them.

What makes for good Māori leadership?

Leadership requires the presentation of an achievable and desirable future state or outcome for which people are willing to follow their chosen leader. A good leader is viewed from the perspective of intentionally doing the right thing at the right time for the right reason and for the benefit of the people served. Both leader and follower are equally important. The emphasis ... is on what makes for good Māori leadership? It is clear that good followership creates good leadership. That is, without people who are willing to follow there would be no opportunity for anyone to exercise leadership.

From a firm foundation, a good leader paints a picture of some identifiable vision that people have aspirations for and then focusses on motivating, encouraging and supporting people to follow them and a mutually beneficial strategy toward achievement of the common vision. This is what a good leader has to do... the importance of transformation leadership and focusing on the vision, rather than the leader.

While the leader is a valued member of any team it is the common vision that is most important. This is consistent with Mant's (1977) approach of moving from binary to ternary approaches as a way by which goals can be best achieved. The binary approach is the typical master- servant relationship: whereas the ternary approach focuses on the goal and the master and servant being both servants. This connectivity allows both to have a common language and vision and in so doing results in humility and real power-sharing.

The ongoing leadership evolution will be continually influenced and shaped by Māori themselves. Leadership from men and women of all ages and affiliations, remain the most potent factor in Māori society and an effective catalyst for constructive change. Those who lead have obligations as well as rights, irrespective of

lineage or qualifications. They have to prove themselves in service and be open, transparent and accountable to those for whom they serve and with the mandate to lead.

As past leaders and their achievements are acknowledged, today's leaders are constantly reminded of people's high expectations for them to continue the work and advance the cause further. It also places a heavy burden on the shoulders of today's leaders to look after the interests of not only present but upcoming generations and to ensure that their futures are well assured. In this way, contemporary Māori leadership is about iwi, hapū, whānau, Māori socio-economic advancement and political influence.

Present Māori vitality owes much to earlier generations, and traditional times. The Māori leadership system is still relevant. Today's leadership will predictably come from Māori building on the gains from those gone before. That leadership will be ongoing and ever changing. New personalities will emerge. They will have their own unique styles of leadership to meet the challenges of the day and take advantage of the opportunities of tomorrow.

<http://www.review.mai.ac.nz/index.php/MR/article/viewFile/334/477>, MAI Review, 2010, 2, Page 13

Tātai Tauatanga / Succession Plan 2016-2017 as of NZPF Conference 2016 (Plan A)

November 2015: Te Whare Tikanga Māori confirm Tātai Tauatanga / Succession Plan (Plan A) at Hui a-Tau Māori 2015. Nominee Profiles presented.

Note: NZPF Constitution, Clause: 7.1.1: *A Tangata Whenua Co-President and a Tangata Tiriti Co-President elected in alternate years for a term of (2) years #*

Year	Poari Kaitiaki / Trustee Board			Kapa Mātauranga /Education Team			Kaiwhakahaere	Journal Editor
	Co-President	Trustee	Trustee	Co-convenor	Team member	Team member		
2013	M Pilkington	S Foster	A Tamati-Aubrey	M Lavender				M Mateparae
2014	M Pilkington	A Tamati-Aubrey	Vacancy	M. Lavender	C. Martin	H. Ruru	A Robertson	M. Mateparae
2015	A Tamati-Aubrey	M Mateparae	A Stewart	C. Martin	*	*	D. Palmer	
2016	A Tamati-Aubrey#	A Stewart	C Murray	C. Martin	*	*	D. Palmer	
2017	A Tamati-Aubrey	A Stewart	C Murray	C Martin	*	*	D. Palmer	

- As Kaitiaki / Trustees we have learned it is important each position is filled to ensure personal wellness and workload knowledge and management.
- * At the National Executive April 2015 Te Whare Tikanga Māori agreed to:
 - 1. Endorse one nominee as Te Whare Tikanga Māori Kapa Mātauranga – Kaiwhakahaere for 2015-16 and*
 - 2. Leave the remaining two positions of Te Whare Tikanga Māori Kapa Mātauranga – Kaimahi vacant for 2015-16 and*
 - 3. Give the endorsed Kaiwhakahaere the mandate to spend the savings made from this action on items that will benefit whānau Māori. These items include but are not limited to bringing together the programme development team or co-opting or retaining consultant expertise should the need arise”.*
 - 2d. We recommend the above be carried over for the 2016 – 2017.*
- As Māori Federation officers we have endeavoured to find the best solution for Te Whare Tikanga Māori as a whole.
- We present the updated ‘Tātai Tauatanga / Succession Plan’ 2016-2017 as of NZPF Conference 2016

Tūtohu / Recommendation 1: Te Whare Tikanga Māori agree to Tātai Tauatanga / Succession Plan 2016-2017 as of NZPF Conference 2016 (Plan A)

Tātai Tauatanga / Succession Plan 2016-2017 as of NZPF Conference 2016 (Plan B)

The purpose of Te Whare Tikanga Māori Succession Plan leading into the proposed 'whole of Playcentre' restructure is Governance.

November 2015: Te Whare Tikanga Māori confirm Tātai Tauatanga / Succession Plan (Plan B) at Hui a-Tau Māori 2015. Nominee Profiles presented.

References/Sources:

1. Key Components of Te Whanau Tupu Ngātahi o Aotearoa – Playcentre Aotearoa Inc. May 2015
2. Te Whānau Tupu Ngātahi o Aotearoa – Playcentre Aotearoa Incorporated, Background Paper April National Executive 2015

Background

The proposed 'whole of Playcentre' restructure has options for Governance. Suggested 'Regional Offices for Service Delivery' or Operations are Northland, Auckland, Western Bay of Plenty, Waikato, Hutt, Canterbury and Otago.

Suggestions of the Structure for Governance, Key Components of Te Whanau Tupu Ngātahi o Aotearoa – Playcentre Aotearoa Inc. are:

5. Seven Playcentre Regional Offices will be established and will have the responsibility for delivering services and support to Centres.

The services and support the Regional Offices will provide to centres includes; support with philosophy, teaching and learning, curriculum, self-review, co-operacy, adult education, governance, communication, finances, compliance requirements, ELI, regulations & licensing, health & safety, property, HR, bicultural support and effective governance.

6. Regional Offices will be located in the following areas:							
New name	Northern	Auckland	Eastern	Western	Central	Upper South Island	Southern
Association groupings	* Far North * Northland * Mid Northland * North Shore	* Auckland * Counties * Tamaki * Te Akoranga	* TVC * Western BoP * Eastern BoP * Rotorua * Tairāwhiti * Hawkes Bay * Central Hawkes Bay	<input type="checkbox"/> Waikato <input type="checkbox"/> East Waikato <input type="checkbox"/> King Country <input type="checkbox"/> Taranaki	<input type="checkbox"/> Whanganui <input type="checkbox"/> Central Districts <input type="checkbox"/> Wellington <input type="checkbox"/> Hutt <input type="checkbox"/> Wairarapa	<input type="checkbox"/> Buller/Westland <input type="checkbox"/> Nelson <input type="checkbox"/> Marlborough <input type="checkbox"/> Canterbury <input type="checkbox"/> Mid Canterbury	<input type="checkbox"/> South Canterbury <input type="checkbox"/> Otago <input type="checkbox"/> Southland
Regional Office	Northland	Auckland	Western BoP	Waikato	Hutt	Canterbury	Otago

What is Governance?

Governance consists of four key functions:

- *Advocacy — to publicly support and recommend our philosophy and service.*
- *Planning — setting the strategic direction and planning in response to environmental scanning.*
- *Evaluation — an assessment of what we do, the quality and relevancy of the services we deliver, the culture we create, and the achievement of our vision.*
- *Fiduciary care — safeguarding of assets, legal obligations, financial care, risk management and employee relations.*

In order to have an effective shared governance system we need:

- *shared facilitative leadership,*
- *mutual accountability/co-operacy,*
- *organisational learning,*
- *generative thinking,*
- *strategic thinking.*

Our governance system will be based on the principles of

<ul style="list-style-type: none">• <i>co-operacy,</i>• <i>self-determination,</i>• <i>genuine partnership based on Te Tiriti o Waitangi,</i>• <i>community level decision-making,</i>• <i>emergent leadership,</i>	<ul style="list-style-type: none">• <i>rangatiratanga,</i>• <i>mana,</i>• <i>whānaungatanga</i>• <i>wairuatanga</i>
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Centre Governance

16. Each Playcentre is responsible for making governance decisions in partnership with Rōpū Māori, about the individual Centre.

Governance decisions means - decisions about values and culture, vision and priorities, self-review, innovation and local level planning decisions. Existing mechanisms for making Centre-level governance decisions will continue (that is regular business meetings and forums operating under a consensus decision-making framework).

Centre Members will still be responsible for the running of their Centre. They will continue to make the governance decisions they need to, in partnership with Rōpū Māori, such as:

- *decisions about their values and culture,*
- *decisions and processes around self-review,*
- *budgets and use of resources,*
- *encouraging and implementing innovation, and*
- *building and maintaining relationships with the local community and other Centres.*

The involvement of Rōpū Māori in the governance of Centres is the culmination of decades of work by Te Whare Tikanga Māori members. They have striven for co-governance at this level and this is our opportunity to honour our commitment to partnership.

Volunteers will still be important in order to keep the Centre running.

Centres will not be left on their own; they will still meet formally and informally with other nearby Centres, forming a Cluster. Centres will be asked to send two representatives to Cluster meetings, although any member may attend. Māori members of Centres are automatically members of the rōpū from their Centre enrolment date.

Cluster

17. Clusters of between 5 and 20 Centres (approx.) will be established, the purpose of which is to share information and learning, discuss and put into action National strategic projects, build and maintain relationships between Centres, and send representatives to Regional meetings.

The boundaries and size of the Cluster will be determined by the Centres within them. Regular Cluster meetings will be held at locations and times that maximise the ability for Centre members to participate. Meetings will be coordinated by a Centre Cluster Facilitator (a volunteer role) and supported by the Regional Office.

Rōpū Māori

18. Rōpū Māori will be established, the purpose of which is to allow Māori Playcentre members (and parents of Māori children) to share information and learning and build and maintain relationships across the Region.

19. Rōpū Māori may cover one or more clusters within a Region. The most appropriate geographic boundary and meeting process will be determined by the Māori whānau within the Rōpū.

Clusters and Rōpū Māori

In order to maintain and strengthen links and networks between Centres, they will join together with nearby Centres (possibly from their old Association) to form a Cluster. No governance decisions will be made at Cluster level.

Clusters and Rōpū Māori will be able to:

- share best practice and learn from each other,*
- share their successes, challenges and information,*
- discuss and put into action the national strategic plans and initiatives,*
- discuss values and culture,*
- participate in self-review,*
- innovate,*
- build and maintain relationships with the local community and with other Centres, Clusters and Rōpū Māori,*
- undertake education and Professional Development,*
- form project groups,*
- collaborate on specific issues,*
- celebrate graduations, and*
- participate in PR opportunities.*

Cluster and Rōpū Māori Meetings Purpose

The purpose of a Cluster meeting is to:

- get Centre members together to develop support networks and learn from each other,*
- coordinate activities and events,*
- discuss organisational strategic direction and National issues*

The purpose of Rōpū Māori meetings is to:

- provide co-governance at Centre level,*
- support, value and embrace whānau Māori within Playcentre,*
- celebrate, empower and educate tamariki and whānau. And*
- ensure that Māori reach their full potential.*

The meeting allows kanohi-ki-te-kanohi/face-to-face contact for Māori.

Membership

The size of the Cluster can be determined by the Centres within them. We suggest between 5 and 20 Centres, which allows for current Associations to form a Cluster, or for Centres to join or form a Cluster with other Centres they feel closely associated with. An average Cluster meeting could be approximately 30 people, so it can be held in Centres.

Rōpū Māori may cover one or more Clusters (there may not be enough members to be viable if just one Cluster, may need two or three Clusters to be able to be sustainable).

The Cluster meeting would be attended by:

- Centre representatives (two from each Centre),*
- staff (Community Support Worker, Centre Administrator, Māori Field Workers, and others as invited by Centres, Rōpū Māori and the Regional Manager)*
- targeted volunteers — those volunteers specifically interested and volunteering in the areas of property, equipment, education, fundraising, PR, strategic initiatives, etc., as decided by Cluster members.*

Regional staff cannot make governance decisions but they can support Centres to be involved in governance, by keeping them informed and encouraging and assisting the clusters and Rōpū Māori.

Centre-level whānau Māori can choose to attend the Cluster meeting if they wish, however, they do not need to be the Centre representative. They may wish to dedicate energy and time to focus on the Rōpū Māori instead.

Region Governance

3. Regional and national hui have a decision making function. Representatives from clusters and Rōpū Māori work in a two house model similar to National Exec to establish their position on decisions. Representatives from each region's houses then meet together to negotiate national decisions. The Board of Trustees has a leadership and advisory role and a lesser decision making role.

National Governance

20. A Governance Board will be established with responsibility for:

- being Guardians of Playcentre philosophy*
- providing vision, leadership and strategic direction for Playcentre,*
- monitoring risks and acting to address them,*
- maintaining oversight of the operations of Playcentre, through reports from the General*

... it is still to be decided how the above levels will provide for the Two House model and collaborative decision-making

The board of trustees will have three members selected by Te Whare Tikanga Māori and three selected by Tāngata Tiriti. Hui a Tau (an annual gathering for Te Whare Tikanga Māori) remains.

The above information was circulated for the NZ Playcentre Federation April 2015 National Executive meeting and Conference 2015 as Discussion and Decision Papers.

Participation and Co-governance for a whānau Māori Playcentre member

A proposed Playcentre journey and the tools for a whānau Māori could look like the graph below.

Level	PARTICIPATION	CO-GOVERNANCE	TOOLS & RESOURCES
	<i>Whānau Māori Playcentre member</i>	<i>Playcentre Rōpū Māori</i>	
Centre	Governance: decision-making	- in partnership	- Rōpū Māori - Māori Field Workers
Cluster	Support & Network	- No governance decisions - May cover more than 1 cluster	- Māori Field Workers - & other Regional staff / expertise
Region	Governance: decision-making	- in partnership	- Raukawa-Mihinare 2 house model
National	Governance: decision-making	- in partnership as Te Whare Tikanga Māori	- Raukawa-Mihinare 2 house model

Rōpū Māori today in suggested Regions

Below indicates which Associations have rōpū Māori and their current status.

Region	Northern	Auckland	Eastern	Western	Central	Upper South Island	Southern
Rōpū groupings	* Far North * Northland ^ * Mid Northland ^ * North Shore # ^	* Auckland ^ * Counties ^ * Tamaki # ^ * Te Akoranga # ^	* TVC ^ * Western BoP ^ * Eastern BoP ^ * Rotorua % * Tairāwhiti # ^ * Hawkes Bay # * Central Hawkes Bay ^	* Waikato # ^ * East Waikato ^ * King Country * Taranaki # ^	* Whanganui ^ * Central Districts ^ * Wellington # ^ * Hutt # ^ * Wairarapa	* Buller/Westland ^ * Nelson # ^ * Marlborough # ^ * Canterbury ^ * Mid Canterbury	* South Canterbury * Otago ^ * Southland # ^

- indicates active rōpū Māori

^ - indicates active representation within Te Whare Tikanga Māori since 2013

% - indicates rōpū Māori disbanded

National Governance: 7 into 3

The proposed governance model for the 'whole of Playcentre' restructure indicates there are 3 positions at the national level for Te Whare Tikanga Māori. The below graph is a suggestion as to how to involve all rōpū Māori over a 3 - 6 year period.

Region	Northern	Auckland	Eastern	Western	Central	Upper South Island	Southern
Representatives	2 Rōpū Māori	2 Rōpū Māori	2 Rōpū Māori	2 Rōpū Māori	2 Rōpū Māori	2 Rōpū Māori	2 Rōpū Māori
Regional rotation	1	2	1	2	3	1	2
<i>Trust Board</i>	<i>1 Tangata Whenua</i>		<i>1 Tangata Whenua</i>			<i>1 Tangata Whenua</i>	
National Rotation	2		1			3	

Year	Poari Kaitiaki / Trustee Board			Indication for Poari Kaitiaki / Trustee Board 2017
	Trustee	Trustee	Trustee	
2016	A Tamati-Aubrey	A Stewart	C Murray	A. Stewart, A. Tamati-Aubrey, C. Martin, C. Murray
2017				

1. As Kaitiaki / Trustees we have learned it is important each position is filled to ensure personal wellness, workload knowledge and management.
2. As Māori Federation officers we have endeavoured to find the best solution for Te Whare Tikanga Māori as a whole towards *Whānau Tupu Ngātahi o Aotearoa – Playcentre Aotearoa Inc.*
3. We present the updated 'Tātai Tauatanga / Succession Plan' 2016-2017 as of NZPF Conference 2016 (Plan B)

Tūtohu / Recommendation 2: Te Whare Tikanga Māori agree to Tātai Tauatanga / Succession Plan 2016-2017 as of NZPF Conference 2016 (Plan B)



Te Whare Tikanga Māori

Tātai Tauatanga / Succession Plan

2016-2017

Māori Federation Officers Profiles

He rau ringa e oti ai te mahi.

With many hands (rau ringa) the job will be done.

If we consider this whakataukī within Playcentre, it promotes collaboration between each rūpū Māori, each Association and Federation for whānau to improve learning. We are reminded to engage with Te Whare Tikanga Māori to help whānau Māori to reach their potential as Māori.



Ko Aoraki te Mauka, Ko Otakou te Moana, Ko Araiteuru te Waka, Ko KaiTahu, KatiMamoe ka Iwi, Ko Ruahikihiki te Hapu, Ko Otakou te Papakaika. Ka huri taku aro ki Te Tai Hauaauro, kurei tangara, o aku tini waka Kei Mohakatino Tokomaru tena. Puta noa ki te tini o Te Atiawa. Ko Taranaki te Maunga, Ko Moana-nui-a-Tawhaki, Ko Mangaoraka te awa wai-iti Ko Puketapu te Iwi, Ko Manutahi te Hapu, Ko Manutahi te Papakainga. Ka huri taku aro ki Te Puhi or Te Puhi, Ko Ohau Tieke te Maunga, Ko Touwai te awa wai-iti, Ko Whanaupani me Kaitangata ngā Hapu, Ko Ngapuhi te Iwi. Ko Chance, ko Rawiri, ko Chaz, ko Vanessa, ko Dane me raua ko Cheyenne he kākano i ruiruia mai ki Te Ao. Ko Elaine Tamati-Aubrey ahau.



POSITION #: Perehitana Takirua / Co-President

IWI: KaiTahu, Te Atiawa-nui-tonu, Ngāti Mutunga, Ngāpuhi

HAPŪ: Ruahikihiki, Manutahi, Kaitangata, Whānaupani, Kaitangata

RŌPŪ: Puriri Whakamaru o Taranaki / Taranaki Playcentre Association

HOW HAVE YOU CONTRIBUTED TO YOUR CENTRE/ASSOCIATION?

Contributing whānau of Puriri W'akamaru o Taranaki 10 years, Association Board of Governance 1 year, Association PR 1 year.

*HOW WILL YOU CONTRIBUTE TO FEDERATION?

I have working knowledge and experience in the areas of: Strategic and Governance outlook; Sound communications; Human Resources; Risk Management; Project Planning and Management; Events Management; Promotions and Media, Marketing and Sponsorship; 8 years as a NZ Playcentre Federation officer.

**HOW WILL YOU CONTRIBUTE TO TE WHARE TIKANGA MĀORI FEDERATION TEAM?

I will contribute knowledge with: Mātauranga Māori, Policy Analysis, Systems Information and a little bit of crazy and haututū.

HOW WILL YOU CONTRIBUTE TO YOUR PREFERRED FEDERATION TEAM?

Please refer to * and **

PLEASE PROVIDE A BRIEF NON-PLAYCENTRE WORK, VOLUNTEER, EDUCATION AND LIFE HISTORY PRIOR TO AND/OR DURING PLAYCENTRE

A culturally diverse circle of whānau, friends and associates keeps me grounded.

I have an interest in relationship building and have an advanced understanding of Media through past employment. I have worked at various levels within Tertiary Education.

I provide 1:1 IT training covering various Finance and Administration Software and Microsoft applications.

I have employment experience in Media, Tertiary Education, Social Services, Hospitality and Private Business Sectors, 24 and 27 years respectively.

Within my whānau I am responsible for our Whānau Database which holds 5000+ contact details and links. My key role is to develop and maintain connections, data integrity and facilitate hui whānau for 1000+ people.

Ko Taranaki te maunga. Taranaki is the mountain
Ko Waiaua te awa. Waiaua is the river

Ko Tawhitirahi te maunga Tawhitirahi is the mountain,
Ko Te Awa Poka te awa Te Awa Poka is the river

Ko Kurahaupo te waka. Kurahaupo is the waka

Ko Mamari te waka Mamari is the waka

Ko Taranaki te iwi. Taranaki is the tribe

Ko Te Aupouri te iwi Te Aupouri is the tribe

Ko Orimupiko te marae. Orimupiko is the marae

Ko Potahi te marae Potahi is the marae

No Opunake toku papa.

My father is from Opunake

No Te Kao toku mama

My mother is from Te Kao

Ko Toko Stewart toku papa ka moe ia a Ngapeka Nopera toku mama ka puta mai aku kuini

Ko Avis Stewart toku ingoa

POSITION: Trustee / Kaitiaki

ASSOCIATION: Te Waewae Koukou o hau raro / Mid Northland

WHAT HAVE YOU BI-CULTURALLY CONTRIBUTED TO YOUR CENTRE/ASSOCIATION? Being present, attended both. Developed flip chart with Te Reo / English and phonetics

WHAT WILL YOU CONTRIBUTE TO FEDERATION? Common sense, honesty, transparency, language

WHAT WILL YOU CONTRIBUTE TO THE MĀORI FEDERATION OFFICERS TEAM? Sharing of resources / knowledge / opinions / ears / language

WHAT WILL YOU CONTRIBUTE TO YOUR PREFERRED FEDERATION TEAM? Knowledge / experiences / an ear / opinion / networks / language

PLEASE PROVIDE A BRIEF NON-PLAYCENTRE WORK, VOLUNTEER, EDUCATION AND LIFE HISTORY PRIOR TO AND/OR DURING PLAYCENTRE Born and partly schooled in Christchurch, raised and educated in Mangere, live in Kaikohe (22 years) Gave birth to 6 tamariki (5 sons and a daughter) and inherited 10+, Nanny to 27 + ngā mokopuna whāngai. (Ran out of toes to count).

Have a diploma in Social Work and will complete my last paper (sometime) for my degree.

My Playcentre journey started 18 years ago, I held many positions within the centre from the cleaner to the President as well as being the unqualified builder of display units , decks and sandbox seats that are still being utilised (all equipment was built under 1.5mtrs to avoid a building permit)

I became a member of the Association executive committee then I was later elected as the Non – Māori Co Convenor which was held for a number of years. Part of the Management committee from 2004 – 2007 after which the Association created employed positions as the volunteers had been on a decline.

I am currently employed as the CEO of the Mid Northland Playcentre Association, main duties are to ensure the licensing and compliance of all Playcentres are maintained. I have knowledge of employment relations, conflict resolution as well as problem solving skills.

I acknowledge and respect the diversity of whānau, hapū, Iwi, Tikanga, Kawa i Te Ao Māori.

I am willing to learn, share, support, and encourage the growth of our tamariki and whānau.



Ko Mauao Te Maunga
Ko Tauranga Te Moana
Ko Ngai Terangi Te Iwi
Ko Ngati Tauaiti Te Hapu
Ko Mataatua Te Waka
Ko Kutaroa Me Te Opureora Te Marae
Ko Cynthia Murray Toku ingoa

PREFERRED POSITION: Trustee / Kaitiaki
Association/Rōpū: Eastern Bay of Plenty Association



WHAT HAVE YOU BI-CULTURALLY CONTRIBUTED TO YOUR CENTRE/ASSOCIATION?

I have been bicultural convener since 2008 where I built a working relationship with REAP who are Rural Education Activities Program in Whakatane. I worked with the ECE coordinators, where we created a Taha Maori Kete folder in partnership. This Kete was to be used by our Playcentres and also by Reap during their ECE programs they offer to the community. This Kete was made to collate Maori resources useful to ECE services.

Previously I was a part of our first establish Roopu before 2008, I have attended some Maori hui and also attended National meetings participating in Maori Caucus.

At present I'm supporting our Bicultural Convener in establishing our Maori Roopu, which is still work in progress.

WHAT WILL YOU CONTRIBUTE TO FEDERATION?

- I will bring, honesty, transparency and trust.
- I don't like conflict and will find a way to eliminate or to fix.
- I bring property knowledge
- have good leadership skills
- Good Playcentre knowledge and experience
- Good communicator and Team player

My contribution to Federation is by offering my skills, experience, Partnership and support for others.

WHAT WILL YOU CONTRIBUTE TO THE MĀORI FEDERATION OFFICERS TEAM?

My contribution will be same as above for federation. I will support where ever I am needed. The biggest contribution I can make is continue the Whanau Tikanga our Whare entails and to ensure I'm up to date with The Past and Present.

WHAT WILL YOU CONTRIBUTE TO YOUR PREFERRED FEDERATION TEAM?

I will contribute my time and ensure I complete tasks I'm allocated too.

PLEASE PROVIDE A BRIEF NON-PLAYCENTRE WORK, VOLUNTEER, EDUCATION AND LIFE HISTORY PRIOR TO AND/OR DURING PLAYCENTRE

I am 2nd oldest of 6 siblings. I was born in Turangi. Mum is from Mourea Rotorua, dad is from Matakana Island Tauranga. I grew up with English being our main language, I have learnt basic Reo, just not fluent. I learnt a lot from my Whanau, knowing who I am, where I'm from and always taught To uphold Tikanga.

So previous to being a mum, I never finished school, I participated in numerous courses, electrical and horticulture. I worked in Shearing sheds as this was my family business. I have course PC course 3 and looking at starting course four.

I was young mum having my first son before my 17th birthday. I started Playcentre in Opotiki when he was 1 and ½. This was around start of 1998. All my five children went through Playcentre their ages are 19 to 11 years old. I have four boys and one girl. My Tane is John he is European and from Kaimai, Tauranga.

The skills I have today is what I have gained from being 100% committed to Playcentre and through emergent leadership into various Playcentre roles within centre and Association over these 17 ½ years. Playcentre has made me the person I am today. I am life member of Opotiki Playcentre and currently volunteering as role model and now volunteering as a support person/ trainee facilitator for space in Opotiki. I am Association President and also take care of Property role at present.

Non Playcentre jobs- over past 17 years I have done:

- Merchandiser in supermarkets
- Shed hand
- Currently I am under Geneva healthcare being my son caregiver and I am looking at starting my levels 1 in healthcare.
- Bookkeeper for our Earthmoving business – using Xero software, employing casual workers, take care of all health and safety paperwork.
- I was heavily involved in previous primary school was on BOT, PTA, volunteered many hours to organizing events and fundraisers

Over these 17 ½ years I have predominately done Playcentre jobs.

Centre level – I have done: rolls officer (Bulkfunding), equipment and Property officer, co-president, president, bicultural, paid supervisor then role model and now volunteered role model.

I also completed roles on association whilst at centre level. Association roles – I have done: bicultural convener, centre support worker, commenting on Ed team, property convener, co-president, president

I stepped out of Playcentre for 1 ½ years to care for my son whom had accident. Then I come back in as I needed to find me again. I stepped in 2013 into Property convener role then I stepped into president role where I'm currently now.

As you can see my life is Playcentre and it will continue to be this for years to come.

Kia ora Koutou x

POSITION: Mātauranga Kaiwhakahaere / Education Co-convenor

Ko wai au? Char Martin

IWI: Taranaki & Ngāti Mutunga

HAPŪ: Ngaruahine

RŌPŪ: Taranaki



HOW HAVE YOU CONTRIBUTED TO YOUR CENTRE/ASSOCIATION?

9 years

HOW WILL YOU CONTRIBUTE TO FEDERATION?

To continue to support education for Māori and non-Māori in Playcentre

HOW WILL YOU CONTRIBUTE TO TE WHARE TIKANGA MĀORI FEDERATION TEAM?

To be available and contribute in discussions that will enhance Māori participation in the Playcentre Environment.

HOW WILL YOU CONTRIBUTE TO YOUR PREFERRED FEDERATION TEAM?

To be available to contribute in all areas requires for the success of Playcentre.

PLEASE PROVIDE A BRIEF NON-PLAYCENTRE WORK, VOLUNTEER, EDUCATION AND LIFE HISTORY PRIOR TO AND/OR DURING PLAYCENTRE

Many avenues of interest, but education is my focus and in the last 2 years on Fed Ed I have learnt so much in a very short time. I look forward to expanding that even more, if I am accepted to continue.

Ko te taha o taku Papa
 Ko Mauao toku Maunga
 Ko Tauranga toku Moana
 Ko Ngaiteurangi toku Iwi
 Ko Ngai Tamawhariua toku Hapu
 Ko Te Rereatukahia toku Marae
 Ko Tom Pourau raua ko Heenie Takumoana Walker oku tupuna

Ko te taha o taku Mama
 Ko Moehau toku Maunga
 Ko Tikapa toku Moana
 Ko Tainui toku waka
 Ko Ngati Tamatera toku Iwi
 Ko Te Pai o Hauraki toku marae
 Ko Takarei Paraku raua ko Zena Harihona oku tupuna
 Ko Marion Paraku raua ko Thomas Pourau oku Matua
 Ko Te Hororiri toku tane hoa
 Ko Hohepa, ratou ko Te Hororiri, ko Anaru, ko Anahera aku tamariki
 Ko Donna Palmer taku ingoa



POSITION: Te Whare Tikanga Māori Administrator
 ASSOCIATION: Western Bay of Plenty Playcentre Association

WHAT HAVE YOU BI-CULTURALLY CONTRIBUTED TO YOUR CENTRE/ASSOCIATION? I have supported many Bicultural Co-ordinators and whanau in our association. I have been a voice for our whānau to ensure that information is passed on and have filled gaps when whanau have moved beyond Playcentre. Represented our whānau rūpū at National Exec and National Māori Hui. Suggested resources that are useful for our whānau and inducted and facilitated.

WHAT WILL YOU CONTRIBUTE TO FEDERATION? I will do my best to fulfil this role to the best of my ability in a supportive and approachable way that reflects positively for Te Whare Tikanga Māori.

WHAT WILL YOU CONTRIBUTE TO THE MĀORI FEDERATION OFFICERS TEAM? Effective Communication and support our team where they think I can help.

WHAT WILL YOU CONTRIBUTE TO YOUR PREFERRED FEDERATION TEAM? Effective Communication, be a supportive team player, contribute and participate where needed ensuring that I maintain a good balance with my whānau and work commitments. I consider it an honour to serve our people to enhance Māori participation in Playcentre. I embrace change that ensures that Playcentre will stay for our future mokopuna.

PLEASE PROVIDE A BRIEF NON-PLAYCENTRE WORK, VOLUNTEER, EDUCATION AND LIFE HISTORY PRIOR TO AND/OR DURING PLAYCENTRE. I started my Playcentre Journey 24 years ago at Mount Wellington Playcentre, then we moved here to Tauranga where I have been a member at several centres. In 2007 I was made a life member of the Western Bay of Plenty Playcentre Association. My voluntary life has included Playcentre roles of secretary, equipment officer, treasurer, bicultural officer, and at association level Vice President, Education officer, and bicultural officer. I have held secretary / treasurer positions on sports and marae clubs, board of trustee for Welcome Bay School. My employment life started with working in factories, cooking for a Maori Girls Hostel, Bank officer, Women's Refuge advocate, and whānau support worker, budget adviser for Ngaiteurangi Iwi Social Services, administrative assistant, workshop and SPACE facilitator and currently I am the administrator / licensee for Western Bay of Plenty Playcentre Association. Education includes Tertiary qualifications for Human Services, Pitmans word processing, Business Administration, Teaching Adults. Playcentre training Course 3. I enjoy time with my whānau and going home to Matakana Island on a regular basis.