



TE MANA PONO O TE RANGATIRA

Leadership Foundation

Organisation Charter

June 16, 2021

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Kia Hiwa Ra, Kia Hiwa Ra, Kia Hiwa Ra – Tihei Mauri Ora

This charter has been written by and through the collective that is the people of Aotearoa with an intention of helping build, sustain and maintain the many communities across our great and wonderful land. Te Mana Pono O Te Rangatira Leadership Foundation Trust is made up of storytellers, teachers, healers and seers who form the special character of the organisation that was established to serve the needs of the people.

Vision

The impact that two thousand graduates of our academy will have on the community and future generations in Aotearoa and the world.

Mission

‘Te mea nui o to wairua ko te mea kaha, kia rite ki te Atua’

The nature of who you are, knows no boundaries.

(This is a transliteration not a translation)

Special Character

TMP are an organisation that provides cultural-based leadership training, behavior change and self-development practices and methodologies to men with a focus toward creating family and community wellbeing through self-actualization and re-empowerment. Taking a holistic tikanga-centered approach based on principles of Mauritanga, Wairuatanga, Tino Rangatiratanga and Waioratanga and practice the wisdom associated with Tuhono, Purotu, Whakaritenga, Kotahitanga, Puawaitanga and Pareheretia, designed to effect positive change in men's lives and behaviour.

Executive Summary

KEY TO HEALTHY RANGATAHI IS POWERFUL RANGATIRATANGA.

Te Mana Pono o Te Rangatira Leadership Foundation is a registered non-profit organisation established in 2008 to provide cultural-based leadership training, behavior change and self-development practices and methodologies to men with a focus toward creating family and community wellbeing through self-actualization and re-empowerment. We take a holistic tikanga-centered approach based on principles of Mauritanga, Wairuatanga, Tino Rangatiratanga and Waioratanga and practice the wisdom associated with Tuhono, Purotu, Whakaritenga, Kotahitanga, Puawaitanga and Pareheretia, designed to effect positive change in men's lives and behaviour.

Although many of the young men we support are/will be referred to us either through the ministry of justice and or various other government agencies and/or community service providers, we are not restricted to any one sector but are able to meet the needs of a diverse range of demographics requiring life transformation and re-empowerment support and training we deliver.

We plan to build a residential housing facility providing long and short-term accommodation with wrap around support services for young men aged 16 to 21 classified as low risk to the community.

Whatatutu / Te Karaka is seen as an idyllic location and community to build this vision due to being situated on a very special whenua that has ready access to awa, maunga and a pa site that has been built as part of the Rangatahi experience while they share a part of their life journey with us as whangai.



Governance, Management Structure and Guiding Principles

BOARD OF TRUSTEES

Kaiwhakahaere Matua

Kaikaute Putea

Kaimaati Hinengaro

Tumuaki

Kaitaari Rangahu

Kaiāwhina Matua

Kaiwhakatakoto whakaaro

Kaimahi

Pūkenga Matua

Kairahi

Kaingaki Māra

Kiraupī

Kaihoroi

Organizational Change: In 2019 The organisation was re-founded through the introduction of Grendon Te Ariki Boynton as co-founder alongside Malcolm Akuhata-Brown. TMP has taken a radical new direction through specialist consultation in several key areas of its operation, delivery, and engagement. However, the kaupapa remains unchanged.

Founders



Malcolm Akuhata-Brown



Grendon Boynton

Board of Trustees



Owen Lloyd
Co-Chairperson



Grendon Boynton
Co-Chairperson



Roger Tichborne
Trustee



Wol Hansen
Trustee



Merliza Sarcol
Trustee

Guiding Principles

E whakapono matou te mea tuatahi ko te atua ko io te matua kore nana nga mea katoa.

“TMP believes every individual has the potential to change and right to live a safe and fulfilling life.” We highly value Whakapapa, Tikanga, Mana Motuhake references as practiced by our Tipuna and referred to within the Treaty of Waitangi.

We also acknowledge the fifty four (54) articles as presented within the Convention on the Rights of the Child Adopted and opened for signature, ratification and accession by General Assembly resolution 44/25 of 20 November 1989 entry into force 2 September 1990, in accordance with article 49 and UNROC; <https://www.msd.govt.nz/about-msd-and-our-work/publications-resources/monitoring/uncroc/#WhatistheUnitedNationsConventionontheRightsoftheChild>

E whakapono matou nga tangata katoa me nga ahurea e paingia ana e te atua.

“Celebrate the diversity and uniqueness of all peoples.”

TMP recognizes and adopts key principles and practices that adhere to the process by which diversity characterizes and shapes an individual's life experience critical to the formation of one's identity. The dimensions of diversity are complex and understood as factors of a person's age, class, culture, disability, ethnicity, gender, gender identity and expression, immigration status, political ideology, race, religion, sex, and sexual orientation.

As a Maori-centered organisation, TMP, works intentionally to alleviate all forms of structural barriers whanau, hapu and iwi experience. This often includes poverty, marginalization, alienation and racism. As such we acknowledge the extent to which colonization and today's Pakeha structures and values, continue to proliferate cultural and racial tensions. Māori are the traditional landowners with their rights acknowledged in the 1835 Declaration of Independence and the 1840 Tiriti o Waitangi. TMP honors and acknowledges Māori as a sovereign people.

E whakapono ana matou mo te oranga me te ahuru o a tatau tamariki / mokopuna, a matou wahine, to tatau herekore, a tatau reo me a tatau tikanga.

“TMP acknowledges children as taonga (Article 2 of Tiriti o Waitangi) with inherent cultural and legal rights, and that the sanctity of motherhood and womanhood is honored as sacred and unchallenged - Te Whare o te Tangata.”

This is woven throughout all our foundational governance, management and service delivery statutes, principles and practices. We believe to be the same for our Rangatahi as it is for our Wahine. Our program sets out to identify the individual uniqueness within wahine as compared to taane as well as demonstrate the powerful duality that comes from out of the relational bond between wahine / taane.

E whakapono ana matou ko nga pukenga me nga kaimahi katoa he tohu me te tino wheako i roto i o ratau tohungatanga.

“Acknowledgement of lived experiences and recognition of expertise as qualified by experience.”

TMP recognizes and adopts key principles and practices that focus on raising self-esteem and self-awareness, particularly as these relate to one's understanding of their personal and cultural values. We are committed to addressing hopes and desires as well as prejudices and biases and in developing strategies to best confront these in the greater interest of individuals and their whanau: That those who participate in our programmes are able to recognize and describe how cultural and social structures impact their lived experiences. We acknowledge that they are the experts of their own lives. TMP is in essence a co-collaborator in the achievement of healthy outcomes for whanau.

E whakapono ana matou te tangata he akuna ki te kainga tunga ki te marae tau ana.

“TMP honours the important need to provide adequate and affordable housing and safe homes for children and sees this as a shared responsibility of government and all whanau.”

Our operations manual clearly sets out the policies, procedures, rules and guidelines for the operation of Te Whare O Nga Ariki. It is designed for TMP staff to understand the day-to-day practical details that are needed to safely and successfully operate the whare.

The document is divided into six sections, which cover:

- 1) A brief overview of the home.
- 2) Keeping the home safe.
- 3) Household management.
- 4) Health and safety.
- 5) Managing critical incidents.
- 6) Reporting and recording.

In addition, Te Mana Pono O Te Rangatira Leadership Foundation (TMP) was established to promote the well-being of individuals and their families by providing information and support, leading, and enabling them to move towards greater social and economic independence as well as the ability to achieve their maximum potential.

Our Trust is predominantly concerned with the provision of accessible and empowering services for at risk children, taane and their families. The organisation is committed to the prevention of child abuse and the protection of children, as well as creating strong individuals who contribute to their community. This commitment means that the interests and welfare of children and taane will always be paramount. It is through the interventions with families that we have identified the need to provide transitional housing for taane.

TMP will utilise current services to achieve the desired outcomes in partnership with Ministry of Justice and other government, non-government agencies and stakeholders to enable taane to return successfully to their permanent care giving placement (whanau) or alternative placement that will support their needs.

As a kaupapa Māori service in Tairāwhiti and across the motu we must stand and look at today's social issues through a Māori lens. The evidence is shown through the large numbers of our Māori people that are incarcerated within prisons and youth prisons, that a response is needed. As a preventative measure; Te Whare O Nga Ariki will provide support to both taane and where possible their whanau to address Māori going into prisons.

Using a holistic approach TMP will support taane to connect to themselves, whanau, hapu and community. TMP offer's free social work, advocacy, supported bail, youth mentoring, information and support service to community.

E whakapono ana matou kia inihua nga taiohi kia hoki mai ki tona whanau ki runga me te honore me te pono.

"TMP is committed to restorative healing practices and reconciliation where possible and to ensuring whanau maintain and have access to good healthcare."

TMP align with the following principles:

The whenua, Papatuanuku, is a source of all life. She is the Mother. Ka ora te whenua, ka ora te tangata. Caring for the whenua is the first priority. Everything else must be measured against this.

We are not the centre of the Universe, but we are part of it. All living creatures are our brothers and sisters, and we are the potiki, the last born. Papatuanuku is our mother. We must care for them.

The Mauri is the web of connections that sustains life. If any of those connections is weakened or broken, the mauri is less able to sustain life. The integrity of the mauri and its web of connections has greater priority than the rights and needs of any individual or species.

Te Tangata, people, are not the masters of the mauri; we are part of the Mauri and embraced by it. Our role is to care for the Mauri. In doing so we are cared for by it. We find peace. We are at home.

No individual person is more important than any other. Each must contribute what they have to offer and receive what they need to be well. We are most well when we are sustained by the mauri, the web of connections that makes us who we are.

We give special care to the tiniest living creatures. Even though they are too small to be seen they are the foundation that keeps and sustains all life. Caring for them is caring for the mauri. This is the source of wellness, of sustainability.

E whakarite ana matou ki te ako ma te whai i te wairua anake.

"TMP recognizes whakapapa and stories from Te Ao Māori as intricately connected to today's experiences of Māori whānau."

Within indigenous culture, stories are a common repository of knowledge and facilitate the process of knowing. Māori academics (Indigenous to Aotearoa New Zealand) have

developed approaches based on key principles of Māori research, oral traditions and narrative inquiry to express experiences as Māori. To extend this, a Māori approach called Kaupapa Kōrero was developed to gather, present and understand Māori experiences. The application of whakapapa (genealogy) as a relational analytical framework provided a way of identifying personal kōrero (stories) and integrating them within layers of interrelated kōrero about their whānau (family), te ao Māori (Māori culture) and society that influences contemporary experiences of being Māori. Whakapapa also enabled a cross-examination of kōrero and identification of common intersecting factors such as Māori ethnicity, age, parenting status and socioeconomic position.

This Māori narrative approach revealed a more complex and nuanced understanding of the interrelatedness and influence of societal expectations, indigeneity, Māori culture and whānau.

Hence why a leadership academy such as TMP is well timed and positioned to help with the cultural-societal challenges Aotearoa continues to struggle with.

Approach to Ensuring the Organization Develops and Supports a Staff Profile that Reflects it's Mission and Special character

TMP believe that all services we offer must be of the highest quality and are either best practices or based on best practices principles. Evaluated with results guiding ongoing adaptation and innovation. We believe that our services are maximised when staff are skilled and passionate about their work. That requires educating and supervising staff; involving them in decisions; giving them opportunities to create, grow and succeed; and facilitating work teams supportive of each other both personally and professionally. We treat our staff, our clients, the stakeholders we serve, the community and the many groups with whom we collaborate with mutual respect and sensitivity, recognizing the importance of diversity.

TMP views sound financial stewardship as critical to the organization and to those who support us. Funding decisions are both transparent and inclusive.

TMP believe that the problems of our whānau / service users cannot be addressed in isolation. Schools, parents, religious groups, healthcare and Justice professionals, businesses, and other community organisations and agencies all have a role to play. Collaboration and consultation is key.

TMP believe that there are always new ways to solve problems and new and innovative ways to help our whānau / service users on their journey of re-empowerment in their lives.

Programme Accountability, Engagement, Assessment and Intervention Framework

TMP acknowledges that the engagement, assessment and interventions of our programmes on working with whanau, hapu and iwi are ongoing, complex, and sacred interactive processes that guide us to maintain a commitment to strengthening whanau. As such we value and work towards the psychological, emotional, physical, social and spiritual wellbeing of all individuals and their whanau.

To do this we are committed to critically evaluating and improving our programmes using appropriate formative and summative measures. Also, in recognizing the implications of the larger fields of practice with Māori we recognize the need to have all our staff suitably and competently trained particularly in their engagement and assessment of whanau, and, in their ability to deal with the sensitive nature of their issues. Principles of relationship-building (whanaungatanga), whanau accountability and ethical practice underpin our commitment to working with individuals and their whanau.

Assessment work is critical to ensuring those whanau we work with receive culturally appropriate, cost-effective, high-quality services. Our assessment processes adopt the values of strength and evidence-based practices and principles embedded within Kaupapa Māori methodologies, matauranga Māori and those from relevant health and health-related fields.

TMP understands the importance of being knowledgeable about evidence-based practices and in identifying, analyzing and implementing such practices to achieve our stated goals. We acknowledge the importance of maintaining good inter-professional relationships and external communications and recognize that those benefits that come to whanau are often the net result of inter-organizational collaborations and the expertise of other professionals. Such collective efforts help us in our decision making, information sharing and quality assurance processes.

Finally, TMP recognizes the importance of evaluating our organizational processes, programme outcomes and goals to ensure we develop more efficient and effective practices, policies, and service delivery. As such we are committed to implementing high quality qualitative and quantitative research to measure performance.

[CLICK HERE](#) to access Te Mana Pono o Te Rangatira Leadership Academy website. For each strategic goal addressed by the project, indicate the relevant priority(ies).

Approach to Education Delivery and Collaboration and Co-operation with the Established Education System

TMP encourage and support all rangatahi to become critical thinkers and through the discovery of their identities that comes through whakapapa, tikanga and kaupapa Māori methodologies they can gain a better understanding and healthy respect toward the usefulness and benefit of education and training in their life journey.

TMP acknowledge in early 2018 the Government set out its objectives for the education work programme. These have been updated to encompass what New Zealanders said was important to them. The objectives for education set the context for the National Education and Learning Priorities (NELP) and the Tertiary Education Strategy (TES), and outline the things the Government will focus on to improve outcomes and wellbeing across the education system.

The NELP and TES priorities help create education environments that are learner-centred, and where more learners, and especially Māori and Pacific learners, are successful. Therefore, they encourage all places of learning to focus on:

Objective 1: Learners at the centre – Learners with their whānau are at the centre of education.

Objective 2: Barrier-free access – Great education opportunities and outcomes are within reach for every learner.

Objective 3: Quality teaching and leadership – Quality teaching and leadership make the difference for learners and their whānau.

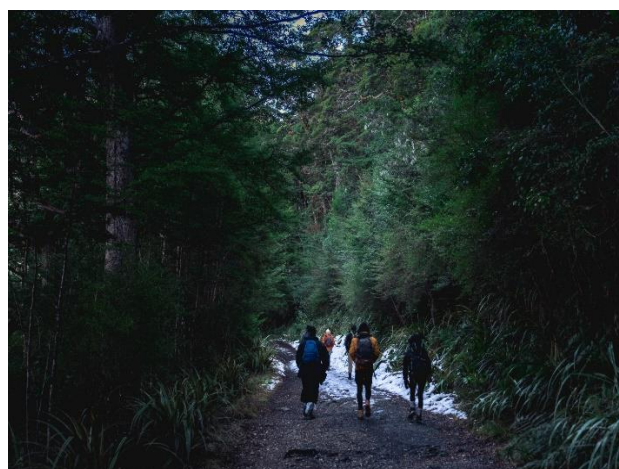
Objective 4: Future of learning and work – Learning that is relevant to the lives of New Zealanders today and throughout their lives.

Objective 5: World-class inclusive public education – New Zealand education is trusted and sustainable.

TMP believe the right learning space and ambience is important to the learning process so we opt for the marae style setting and wananga delivery model. Ensuring that they are safe and inclusive and free from racism, discrimination, and bullying.

By strengthening the quality of teaching our learners receive, we can give them the skills they need in education, work and life.

We actively collaborate with whānau, employers, industry and communities and take account of learners' needs, identities, languages and cultures in their practice, and incorporating te reo Māori and tikanga into everyday activities.



Approach to Meeting the Needs of Māori and the Community

Manaakitanga

To create an environment of trust that we can share, teach, learn and serve one another from as a collective.

Mana Motuhake

Being an open gateway to life transforming resources and services for our whānau.

Ponotanga

Ensure all we offer is developed in collaboration with our whānau and to always meet their needs from within their own community.

Te Maungarongo

Providing appropriate knowledge and resource to our whānau and helping them apply this to their lives.

Rangatiratanga

Remain Whānau and community focused in all that we do collectively.

Contribution to Aotearoa's Identity, Cultural, Social and Economic Development

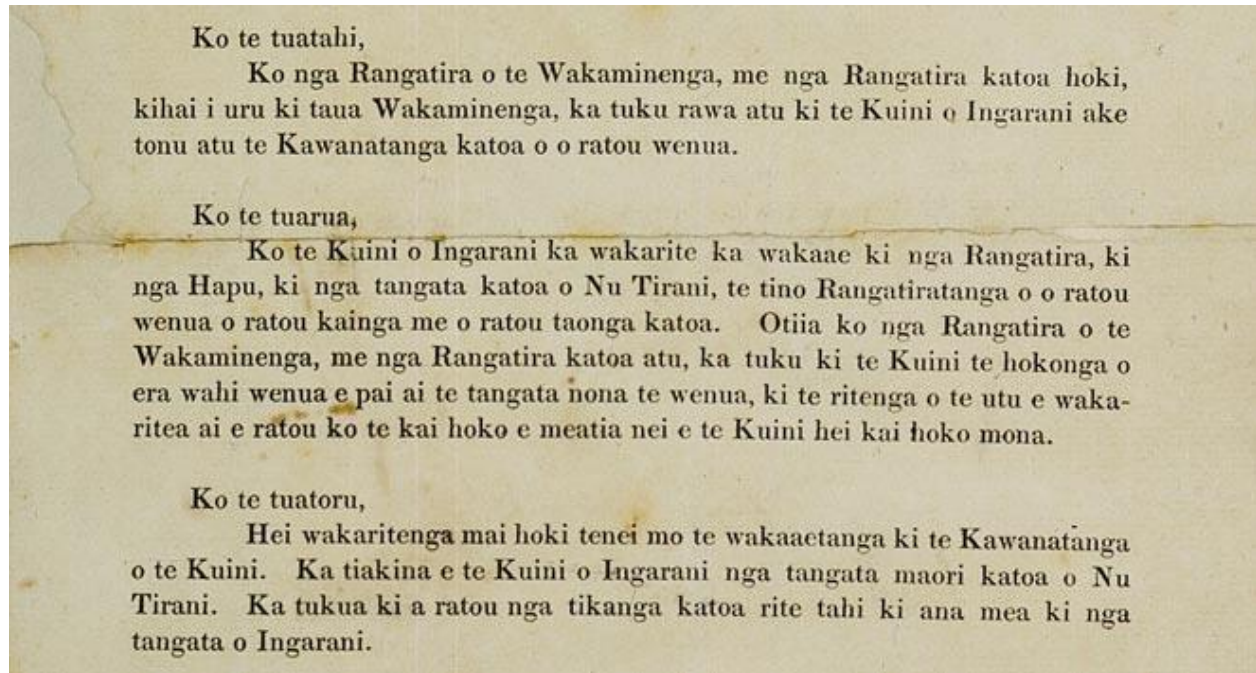
The work TMP does contributes significantly to the wellbeing of the nation, culturally and socio-economically through and by not deviating from its established core values and principles outlined in this charter when engaging with and teaching "Rangatahi" to make the journey to "Rangatira" – The vision and mission to create future leaders.

A Reference: Carla A. Houkamau & Chris G. Sibley to cite this article: Carla A. Houkamau & Chris G. Sibley (2019) The role of culture and identity for economic values: a quantitative study of Māori attitudes, *Journal of the Royal Society of New Zealand*, 49:sup1, 118-136, DOI: 10.1080/03036758.2019.1650782.

Link to this article: <https://doi.org/10.1080/03036758.2019.1650782>

PDF Download: <https://www.tandfonline.com/doi/pdf/10.1080/03036758.2019.1650782?needAccess=true>





The First

The chiefs of the Confederation and all the chiefs who have not joined that Confederation give absolutely to the Queen of England forever the complete government over their land.

The Second

The Queen of England agrees to protect the chiefs, the subtribes and all the people of New Zealand in the unqualified exercise of their chieftainship over their lands, villages and all their treasures. But on the other hand, the chiefs of the Confederation and all the chiefs will sell land to the Queen at a price agreed to by the person owning it and by the person buying it (the latter being) appointed by the Queen as her purchase agent.

The Third

For this agreed arrangement therefore concerning the government of the Queen, the Queen of England will protect all the ordinary people of New Zealand and will give them the same rights and duties of citizenship as the people of England.

As the following official English version of the treaty shows, there were some important differences between the two versions, especially in the terminology of the first and second articles:

Article the first

The Chiefs of the Confederation of the United Tribes of New Zealand and the separate and independent Chiefs who have not become members of the Confederation cede to her Majesty the Queen of England absolutely and without reservation all the rights and powers of Sovereignty which the said Confederation or Individual Chiefs respectively exercise or possess or may be supposed to exercise or to possess over their respective Territories as the sole sovereigns thereof.

Article the second

Her Majesty the Queen of England confirms and guarantees to the Chiefs and Tribes of New Zealand and to the respective families and individuals thereof the full exclusive and undisturbed possession of their Lands and Estates Forests Fisheries and other properties which they may collectively or individually possess so long as it is their wish and desire to retain the same in their possession; but the Chiefs of the United Tribes and the individual Chiefs yield to Her Majesty the exclusive right of Preemption over such lands as the proprietors thereof may be disposed to alienate at such prices as may be agreed upon between the respective Proprietors and persons appointed by Her Majesty to treat with them in that behalf.

Article the third

In consideration thereof Her Majesty the Queen of England extends to the Natives of New Zealand Her royal protection and imparts to them all the Rights and Privileges of British Subjects.'

TMP champions Mana Motuhake; As undisputable and as explicitly expressed in Tiriti o Waitangi and believes the establishment of a sound Kaupapa framework must support the critical transformation towards the core actions of by Māori for Māori.

Our service delivery will ensure that all critical measures of its interventions and engagement are collectively founded in the Tiriti o Waitangi, and the vision and mission set forth by the organizations' founders, trustees and management for the benefit of its recipients and stakeholders, now and for the generations to come.



Consultation Undertaken in Preparation of this Charter

Authors:

Grendon Te Ariki Boynton	TMP Co-Founder, Co-Chair and Executive Director.
Malcolm Akuhata-Brown	TMP Co-Founder and Tumuaki.
Luana Te Hira	TMP Board Secretary and Tumuaki.
Dr. Peter Mataira	TMP Trustee and Clinical Researcher.

Contributors and References:

Grendon Te Ariki Boynton	TMP Co-Founder, Co-Chair and Executive Director.
Malcolm Akuhata-Brown	TMP Co-Founder and Tumuaki.
Luana Te Hira	TMP Board Secretary and Tumuaki.
Owen Lloyd	TMP Co-Chair and Kaumatua.
Marcus Lloyd	Co-Founder and former Tumuaki.
Roger Tichborne	TMP Trust Member and Kaumatua.
Dr. Peter Mataira	TMP Trust Member and Clinical Researcher.
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Stakeholders, Collaborators and Community Alliances: (Support and or Endorsement)

- Nga Ariki Kaiputahi Iwi Trust.
- Nga Maia.
- Tiwaiwaka.
- Oranga Tamariki.

- Ministry of Social Development.
- Tairāwhiti City Council.
- NZ Māori Council.
- National Māori Authority Nga Ngaru.
- NZ Māori Affairs Committee.
- NZ Māori Party.
- Ministry of Justice.
- NZ Police.
- Corrections Services.
- Ministry of Health.
- Ministry of Education.
- Tertiary Education Commission.
- Manaaki Tairāwhiti.
- Tairāwhiti DHB.
- Te Kura O Te Karaka.
- Puku Ora.





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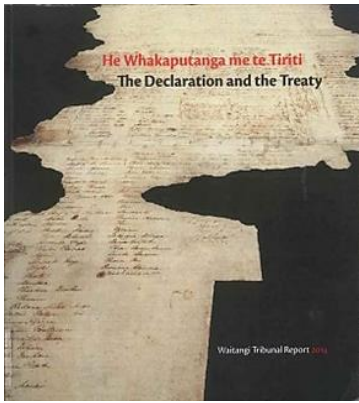
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1835 - Declaration of Independence

Mana Motūhake

- Whenua Rangatira (Independent State)
- Kingitanga (Sovereign Power)
- Huihuinga (Congress)
- Communication (Copy of Declaration to be sent to King of England)



In acknowledgement of the principles and values in which **Te Tiriti o Waitangi** informs all aspects of TMP:

- Preamble – Whakawhanaungatanga (Connectivity)
- Article One – Kawanatanga (Governance & Leadership)
- Article Two – Tino Rangatiratanga (Self Determination & Absolute Integrity)
- Article Three – Mana Ōritetanga (Equity & Equality)
- Article Four – Wairuatanga (Spirituality)



Te Whare Tapa Rima

- Te Taha Wairua (Spiritual Well Being)
- Te Taha Hinengaro (Mindfulness)
- Te Taha Tinana (Physical)
- Te Taha Whānau (Health Family)
- Whenua (Essence of Identity)

Te Whare Tipuna



Appendix 1 Document: Origin and Timeline

2008

Te Mana Pono o Te Rangatira Leadership Foundation is registered with the NZ Charities Office in November.

In that same month two Noho Wananga are set up and delivered.

2009

Te Tetekura A Tane; Māori Men's Violence Prevention and Intervention Theory is written by Dr. Peter Mataira as a guiding works for the organisation and an intervention and prevention program is set up and delivered through a series of individual and family therapy sessions and workshops.

2010

RFP to the Ministry of Justice who were seeking an organisation to deliver a 'Tikanga Based Leadership programme within the Tairāwhiti region for Māori men coming out of prison. (RFP was declined).

Set up Mau Rakau School - 'Te Rakau Tapu o Te Atua.' - (self-funded).

Commenced the development of the ancient Pā site "Whirikoka." Whirikoka the paramount chief who would hear the call of the awa as he stood tall high on the terraces called Whatatutu - (self-funded).

2011 to 2014

Ongoing development of Whirikoka Pā site Development.

Ongoing service delivery of individual and family therapy support programmes (self-funded).

2015

Ongoing development of Whirikoka Pā site Development.

Ongoing service delivery of individual and family therapy support programmes – (self-funded).

Commenced PILOT of Whakapapa / Whenua / Papatuanuku programme for Rangatahi involving them in the Whirikoka Pā site Development and a range of other initiatives that were monitored and assessed against outcomes and evidence recorded.

Wananga set up and delivered to and with six rangatahi from the First Nations Apache Washington State, USA.

Cultural Experience Excursion; Three Month Cultural Experience Excursion provided for a small group from the USA seeking a journey of identity, culture and language: Whakairo, Wero, Taiaha, Te Reo, Purakau, Whakapapa.



2016

Ongoing development of Whirikoka Pā site Development.

Ongoing service delivery of individual and family therapy support programmes – (self-funded).

Rangatahi native flora replanting programme at Whirikoka Pā site.

Hosted a group of twenty youth from San Diego, USA.

2017

Ongoing development of Whirikoka Pā site Development.

Ongoing service delivery of individual and family therapy support programmes – (self-funded).

Hosted another group of twenty (20) Native Americans' in support of the Standing Rock pipeline agenda / kaupapa (voices of rangatahi united). An example of reciprocity in action. **Video link:** <https://www.facebook.com/temanapono/videos/202658561344191>



2018

Ongoing development of Whirikoka Pā site Development.

Ongoing service delivery of individual and family therapy support programmes. (self-funded).

2019

Grendon Boynton joins TMP as newly appointed Co-founder, Co-Chair and Executive Director setting up governance and management policy and procedure, generating the strategic business plan (SBP) and executing it in collaboration with Malcolm Akuhata-Brown, Co-Founder.

Reached the final stage of ongoing development of Whirikoka Pā site Development.

Ongoing service delivery of individual and family therapy support programmes (self-funded).

2020

GPC Limited is appointed by the Board of Trustees to design Whare Nga Ariki and to be the consultant / project manager to the build. A design brief and concept drawings are created and a feasibility generated with the budget set at \$3 Million.

As part of the Strategic Business Plan (SBP), the following is generated and or put into action:

- New Trust Deed.
- Information Memorandum.
- Comprehensive organisation-wide operations manual.
- Charter development commences.
- Financial / funding strategy is created and implemented.
- A new website is designed and launched.
- GOVT and Community stakeholders' meetings are convened.
- Networking strategy is implemented.
- New board member is appointed - (Wol Hansen).
- David Heperi Board Treasurer resigns in December.

2021

Meetings with government agencies are held and pledges of financial support to build Whare Nga Ariki and fund its ongoing service delivery is received.

A new board treasurer is appointed - (Brad Korewha).

Ongoing business development in line with the articles within the strategic business plan.



Appendix 2 Document

CHARITABLE DEED OF TRUST DATED: AUGUST 2, 2019.

Changes and Amendments:

Date of Change:	December 5, 2021
Change:	David Heperi resigned as Trustee and Treasurer.
Ratified:	By the board on December 15 th 2021.

Date of Change:	March 3, 2021
Change:	New Treasurer Appointed in (Brad Korewha)
Ratified:	Nomination motion presented to the board by Grendon Boynton and all board of trustees confirming YES via email vote.

PARTIES:

1. **Name:** Owen Rutherford Lloyd / Co-Chairperson.
Occupation: Kaiwhakahaere.
2. **Name:** Grendon Te Ariki Boynton/Co-Chairperson.
Occupation: Managing Director.
3. **Name:** Merliza Sarcol/Trustee and General Secretary.
Occupation: Executive Administrator.
4. **Name:** Roger Tu Lewis Tichborne/Trustee.
Occupation: Civil Construction
5. **Name:** Warwick Hansen / Trustee.
Occupation: Psychologist / Counsellor

BACKGROUND:

The parties to this deed wish to establish a charitable trust in New Zealand ("the Trust") for the purposes described in clause 3 of this deed and are at the same time giving to the Trust the sum of \$10.00, to form the Initial Trust Fund.

OPERATIVE PART:

1. **NAME:**
The name of the Trust will be **Te Mana Pono O Te Rangatira Leadership Foundation.**
2. **OFFICE:**

The office of the Trust will be such place in New Zealand as the Trustees may determine from time to time. The initial office of the Trust will be **31 Te Hau Rd, Whatatutu RD 4094 Te Karaka**.

3. OBJECTS AND PURPOSES:

3.1 The charitable objects and purposes of the Trust (The Trust Purposes) are as follows:

- (a) Te Mana Pono o Te Rangatira Leadership Academy is a registered non-profit organisation established in 2008 to provide cultural-based leadership training, behavior change and self-development practices and methodologies to men with a focus toward creating family and community wellbeing through self-actualization and re-empowerment.
- (b) We take a holistic tikanga-centred approach based on principles of Mauritanga, Wairuatanga, Tino Rangatiratanga and Waioratanga and practice the wisdom associated with Tuhono, Purotu, Whakaritenga, Kotahitanga, Puawaitanga and Pareheretia, designed to effect positive change in men's behaviour".

4. POWERS:

4.1 The Trustees shall in addition to all other powers conferred by law on the Trustees have the following powers:

- (a) To adopt such means of making known the activities and objects of the Trust as they may deem expedient.
- (b) To seek, raise, accept and receive donations, subsidies, grants, endowments, gifts, legacies and bequests either in money or in kind or partly in money and partly in kind for all or any of the Trust Purposes.
- (c) To borrow, raise or secure the payment of money for the furtherance of the objects of the Trust in such manner and on such terms as the Trustees think fit.
- (d) To invest surplus funds in any way permitted by law for the investment of Trust funds and upon such terms as the Trustees think fit.
- (e) To pay all of the Trusts' proper expenses and outgoings, including the employment of professional advisers, agents, officers and staff the Trustees consider necessary or expedient.
- (f) To determine from time to time the amount which is to be made available for distribution out of the income or the capital of the Trust Fund or out of both the income and the capital and to pay or apply that amount for the furtherance of the objects of the Trust.
- (g) To purchase, erect, build, take on lease or otherwise obtain the use or occupation of and to manage, extend, improve, develop, alter, modify, pull down, demolish, maintain and repair and to sell, exchange, let, lease, or otherwise dispose of real and personal property of every description.
- (h) To carry on any business.

4.2

- (a) To give or lend (with or without security) monies or any real or personal property, and to give guarantees for the Trust Purposes to such persons or organizations and on such terms as the Trustees think fit without being bound to see to the application thereof.

- (b) To institute, initiate, or take and to defend, compromise, or abandon legal proceedings involving the property or affairs of the Trust.
- (c) To employ officers and staff and obtain professional and other advice and services to assist in the work of the Trust for such reasonable remuneration and on such terms as may be deemed expedient.
- (d) Subject to these Rules to exercise all or any of the powers conferred on Trustees by the Trustee Act 1956 or any statutory modification, variation, or re-enactment thereof.
- (e) To do all such other acts and things as are incidental to or will further or be conducive to the attainment of the Trust Purposes.

4.3 The Trustees are empowered to seek incorporation in accordance with the provisions of the Charitable Trusts Act 1957.

5. BOARD OF TRUSTEES:

5.1 There shall be not less than three nor more than eight Trustees.

5.2 The Initial Trustees are the signatories to this deed.

6. RETIREMENT AND APPOINTMENT OF TRUSTEES AND TERM:

6.1 A Trustee will cease to hold office:

6.1.1 On the expiration of his or her term of appointment

6.1.2 If he or she resign in writing addressed to the Board.

6.1.3 If he or she shall become bankrupt, insolvent, insane or incapable of carrying out his or her duties as trustee.

6.1.4 If he or she shall die

6.1.5 If he or she shall be convicted of an indictable offence

6.1.6 If he or she shall be absent from three consecutive meetings of the Board without reasonable cause or leave of absence granted by the Board.

6.2 Immediately before the first Annual General Meeting of the Trust, one of the Initial Trustees will retire. Another Initial Trustee will retire immediately prior to each subsequent Annual General Meeting until all Initial Trustees have retired from their initial terms of appointment. The order of retirement shall be established by agreement or lot at the first meeting of the Trust.

6.3 A retiring Trustee shall be eligible for re-election.

6.4 At each Annual General Meeting the Trustees shall by appointment fill any vacant Trustee Position.

6.5 Trustees appointed at an Annual General Meeting will be appointed for a term of seven years. For the purposes of this clause, a year will be the period from one Annual General Meeting to the next Annual General Meeting of the Trust.

6.6 The Trustees may at any time appoint additional Trustees for a term not exceeding seven years provided that the total number of Trustees does not exceed the maximum number permitted under this Deed.

- 6.7 Casual vacancies created by retirement, death or otherwise shall be filled by the remaining Trustees by appointment provided that an appointment made to replace a Trustee whose term has not expired shall be for the remainder of that term only.
- 6.8 Any Appointment of trustee will be by a motion decided by a two-thirds majority of votes.
- 6.9 When appointing Trustees in any circumstances, the Trustees must have regard to the need to appoint persons interested in the Trust Purposes and capable of assisting the Trust to carry out the Trust Purposes by their skill, expertise, profession, standing in the community or other qualification.

7. *TERMINATION OF APPOINTMENT OF TRUSTEE:*

- 7.1 The Trustees may, by a motion decided by a two-thirds majority of votes, terminate a Trustee's position as Trustee of the Trust if they believe that such an action is in the best interest of the Trust.

8. *FUNCTIONS AND DUTIES OF THE TRUSTEES:*

- 8.1 The management control and administration of the Trust property shall be vested in the Trustees.
- 8.2 The Board may exercise all or any of the powers of the Trust as set out in this Deed or otherwise conferred by law.

9. *PROCEEDINGS AND MEETINGS OF THE BOARD:*

- 9.1 The Trustees will hold an Annual General Meeting within four (4) months of the end of the Trust's financial year to approve the Trust's financial statements, review Trust policies and operations during the previous year and to make any appointments required by this Deed.
- 9.2 The Trustees shall meet at such times and places as they determine and shall elect a chairperson from amongst their number at their first meeting and at every subsequent Annual General Meeting.
- 9.3 The Trustees may make from time to time all such rules and regulations for the conduct of their meetings as they may deem desirable but not inconsistent with anything contained in this Deed.
- 9.4 The chairperson shall preside over all meetings of the Trustees at which she or he is present. In the absence of the chairperson from any meeting, the Trustees present shall appoint one of their number to preside at that meeting.

- 9.5 No business shall be transacted at any meeting unless a quorum is present at the time when the meeting proceeds to business. A quorum shall be a majority of trustees.
- 9.6 All questions before the Trustees shall be decided by consensus. However, where a consensus decision cannot be reached on a question, it shall, unless otherwise specified in this deed, be put as a motion to be decided by a majority of votes. If the voting is tied, the motion shall be lost.
- 9.7 Any meeting of the Trustees may be held by telephone or video conference.

10. POWER TO DELEGATE / COMMITTEES:

- 10.1 The Trustees may, from time to time, appoint any committee and may delegate any of their powers and duties to any such committee or to any person, and the committee or person, as the case may be, may without confirmation by the Trustees exercise or perform the delegated powers or duties in like manner and with the same effect as the Trustees could themselves have exercised or performed them.
- 10.2 Any committee or person to whom the Trustees have delegated powers or duties shall be bound by the charitable terms of the Trust.
- 10.3 Every such delegation shall be revocable at will, and no such delegation shall prevent the exercise of any power or the performance of any duty by the Trustees.
- 10.4 It shall not be necessary that any person who is appointed to be a member of any such committee, or to whom any such delegation is made, be a Trustee.

11. INCOME, BENEFIT OR ADVANTAGE TO BE APPLIED TO CHARITABLE PURPOSES:

- 11.1 Any income, benefit or advantage shall be applied to the Trust Purposes.
- 11.2 Any income, benefit or advantage shall be applied to the Trust Purposes.
- 11.3 A Trustee is entitled to such remuneration for services provided as may be reasonable having regard to that Trustee's duties and responsibilities for those services PROVIDED THAT any payment to a Trustee referred to in this clause must not exceed fair market value for services provided and no Trustee receiving such payment and no person associated with such Trustee may participate in, or materially influence, any decision made by the Trust in respect of the payment.
- 11.4 Each Trustee is entitled to be indemnified against, and reimbursed for, all expenses including travel expenses properly incurred in connection with the Trust and the Trustees' duties.
- 11.5 Nothing expressed or implied in this deed will permit the Trustees' activities; or any business carried on by or on behalf of or for the benefit of the Trustees in connection with the Trust, to be carried on for the private profit of any individual.
- 11.6 The provisions and effect of this clause 11 shall not be removed from this Deed and shall be included and implied into any document replacing this document.

12. FUNDS, PROPERTY AND ACCOUNTS:

- 12.1 The Trustees shall keep true and fair accounts of all money received and expended.
- 12.2 All monies received by the Trust shall be paid within three days to the credit of the Trust at such Bank as the Trustees shall appoint and cheques or withdrawals against the Bank account and other negotiable instruments shall be signed or endorsed by two Trustees as authorised by resolution of the Trustees.
- 12.3 All accounts and property of the Trust shall be held in the name of the Trust, except where the Trust is not incorporated, and the property is required by law to be held in the name of the trustees.

13. ALTERATION OF DEED:

- 13.1 The Trustees may, by consensus or pursuant to a motion decided by a two thirds majority of votes, by supplemental deed, make alterations or additions to the terms and provisions of this deed provided that no such alteration or addition shall detract from the exclusively charitable nature of the Trust or result in the distribution of its assets on winding up or dissolution for any purpose that is not exclusively charitable.

14. TRUSTEES LIABILITY AND INDEMNITY:

- 14.1 No Trustee will be liable for any losses other than those attributable to his own dishonesty or the willful commission of any act known by him or her to be a breach of trust.
- 14.2 No Trustee Member is obliged to take proceedings against a co-Trustee, or any former Trustee.
- 14.3 Each Trustee will be indemnified out of the Trust's assets for any liability incurred as the result of any act or omission as a Trustee, unless the liability is incurred as the result of that Trustee's own dishonesty or deliberate breach of trust.
- 14.4 The Trustees shall be entitled to take out and maintain from trust funds Trustee indemnity insurance premiums.

15. DISPOSITION OF SURPLUS ASSETS:

- 15.1 The Trustees shall have the power and authority to dissolve the Trust. Should the Trust be dissolved in accordance with this clause then all property and monies remaining after the due settlement of the affairs of the Trust shall be accounted for and paid and applied in New Zealand to such alternative charitable bodies and for such charitable purposes as the Trustees may determine in accordance with the general Trust Purposes set out in this Deed.

16. RESTRICTION TO CHARITABLE PURPOSES WITHIN NEW ZEALAND:

- 16.1 Notwithstanding anything contained in this Deed, its provisions shall at all times be interpreted and construed so as to limit the objects and powers of the Trust to powers and objects which are charitable within New Zealand and to the use of the Trust funds within New Zealand.

17. COMMON SEAL:

- 17.1 If the Trustees obtain incorporation as an incorporated charitable trust board, then the board shall have a common seal which shall be kept in the custody of the secretary, or such other officer as shall be appointed by the Trustees and shall be used only as directed by the Trustees. It shall be affixed to documents only in the presence of, and accompanied by the signature of, two Trustees.

Appendix 3: Strategic Business Plan

(Refer to the 12 Page Document Attached)

Appendix 4: Information Memorandum:

(Refer to the 24 Page Document Attached)

Appendix 5: Operations Manual:

(Refer to the 112 Page Document Attached)