



# Te Awamārahi Marae

Mahere Rautaki 2022 - 2027



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Te Awamārahi Marae, he whānau mana motuhake, tino rangatiratanga, whānau whakapono ki ngā mātāpono o te Kīngitanga, whakapono ki ngā kupu o te Atua

## OVERVIEW

Our Mahere Rautaki 2022-2027 sets a clear vision and purposeful mission that will enable our marae to maintain itself as a thriving community for generations to come. Our holistic approach to achieving our vision is outlined within four pou as follows:

- 1. Our Marae**  
Thriving, connected and financially sustainable
- 2. Our Whānau**  
Strong in our identity
- 3. Our Tikanga**  
Strong in our tikanga, karakia and reo
- 4. Our Mahi**  
Fit for purpose and high performing

Our Mahere Rautaki builds on the foundations of previous strategic efforts of our marae and provides focus on a narrow range of high impact activities that we believe will make a large contribution to the goals we have set. Having such focus means other activities will be left to organisations that are better resourced and equipped to undertake them. We will grow strategic relationships with those organisations as a means to achieving some of the goals within our Rautaki.

The clarity of the objectives and goals in our Mahere Rautaki influences the capabilities we need to successfully execute our activities. We cannot do everything at the same time and so have an accompanying high-level plan that breaks these down into annual blocks.

## OUR VISION

Te Awamārahi Marae ("our marae") is thriving, committed to the Kīngitanga and its principles, strong in its beliefs

## OUR MISSION

To look after and enhance our marae, our whakapapa, and our tikanga.

## OUR OBJECTIVES

*What are we trying to achieve?*

### Our Marae

Thriving, connected and financially sustainable

### Our Whānau

Strong in our identity

### Our Tikanga

Strong in our tikanga, karakia and reo

### Our Mahi

Fit for purpose and high performing

## OUR GOALS

*How will we know we are on track?*

1. Connections between our marae and marae whānau are strong.
2. Our marae can **connect** whānau to opportunities that strengthens their wellbeing.
3. Our marae is financially sustainable to meet its purpose and objectives.
4. Our marae whānau can trace their connection (through whakapapa) to our marae and hapū.
5. Our marae can identify its whānau, their needs and capabilities to plan appropriately and support the ongoing development of our marae.
6. Our whānau can uphold and maintain our tikanga, karakia and reo.
7. Our whānau know how to perform all roles on our marae.
8. Our marae buildings are fit for purpose.
9. Our marae leadership and kaimahi are capable in their roles.
10. Our marae has effective and efficient systems and processes in place to execute our strategic priorities.

## OUR VALUES

*Guides our behaviours and decisions*

### Whakaiti

To act with humility

### Whakapono

To have trust and faith

### Aroha

To love and be respectful

### Rangimārie

To be calm and peaceful

### Manaakitanga

To care wholeheartedly

### Kotahitanga

To be united in purpose

### Mahitahi

To work together

# Our High Level Workplan - 2022 to 2027

This workplan provides an annual view of our work areas over the next five years. The workplan helps to phase the work to ensure it is realistic given the resources we have. The phasing may change over time. While initiatives may be primarily classified under one of the priorities, they are likely to impact on at least one of the other three areas given the holistic nature of the work.

Priority 1	Our Marae					
Priority 1 Objectives	Thriving, connected and financially sustainable.					
Priority 1 Goals	1. Connections between our marae and marae whānau are strong. 2. Connecting whānau to opportunities that strengthens their wellbeing. 3. Our marae is financially sustainable to meet its purpose and objectives.					
Priority 1 Measures		2022	2023	2024	2025	2026
1.1	A comprehensive communication plan is developed by June 2023 aimed at connecting our whānau to the marae no matter where they live. Implementation of the plan is underway by August 2022.					
1.2	An annual “whānau connection initiative” is undertaken to support whanaungatanga and encourage marae participation from August 2022.					
1.3	The history and stories of Te Awamārahi Marae are collated and used to develop learning and recognition resources for marae whānau to access/receive.					
1.4	A biennial heritage haerenga is held to promote our history and connections to our marae and surrounding whenua.					
2.1	Survey undertaken to determine whānau wellbeing needs to facilitate access to programmes or services that can help.					
3.1	Feasibility report identifying opportunities to financially sustain the marae is completed in 2023. Any approved initiatives pursued from 2023.					

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Priority 2		Our Whānau				
Priority 2 Objectives	Strong in our identity					
Priority 2 Goals	4. Our marae whānau can trace their connection (through whakapapa) to our marae and hapū. 5. Our marae can identify its whānau, their needs and capabilities to plan appropriately and support the ongoing development of our marae.					
Priority 1 Measures		2022	2023	2024	2025	2026
4.1	Our Marae whakapapa is produced for whānau to access to strengthen knowledge of our whānau connection to Te Awamārahi Marae and our hapū.	■				
4.2	Annual whakapapa wānanga is held from 2023 for whānau to trace their linkages to our marae and hapū, and add names/narratives where appropriate.	■	■	■	■	■
5.1	Our Marae register is in place by April 2023 to identify whānau and keep them informed on what is happening at the marae and vice versa.	■	—————			
5.2	A whānau skills and employment database is created and updated annually from 2024.			■	■	■
5.3	Our skilled whānau are engaged to contribute their skills/service to our marae.	—————				

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Priority 3	Our Tikanga				
Priority 3 Objectives	Strong in our tikanga, karakia and reo				
Priority 3 Goals	6. Our whānau can uphold and maintain our tikanga, karakia and reo. 7. Our whānau know how to perform all roles on our marae.				
Priority 1 Measures	2022	2023	2024	2025	2026
6.1	At least two cultural learning initiatives are held each year (e.g. tikanga, te reo, waiata, kapa haka, karakia, whakapapa, marae mahi wānanga, annual haerenga) from 2022.				
6.2	An annual marae-based education session is held on the Kiingitanga from 2023.				
6.3	Whakarakei i te whareniui with tukutuku panels. Feasibility to create tukutuku panels for our whareniui is completed. The feasibility includes approvals and wānanga for kōrero and tikanga to create panels unique to our hapū and marae.				
7.1	A succession and leadership plan (including training sessions) is created and implemented for all marae roles by November 2023.				

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Priority 4		Our Mahi				
Priority 4 Objectives	Fit for purpose & high performing					
Priority 4 Goals	8. Our marae buildings are fit for purpose. 9. Our marae leadership and kaimahi are capable in their roles. 10. Our marae has effective and efficient systems and processes in place to execute our strategic priorities.					
Priority 1 Measures		2022	2023	2024	2025	2026
8.1	A long term Facilities Management Plan for the marae buildings and assets is approved and implemented. The Plan includes Health and Safety procedures.					
8.2	Feasibility study to develop marae facilities (e.g. infrastructure, IT, mattress room, playground and Hauora Centre) is completed, approved and implemented by April 2024.					
9.1	A succession and leadership plan (including training sessions, diversity, age, gender, capability) for our Trustees and marae roopu (e.g. Women's Committee and Maintenance) is completed by June 2023. This includes a review of our governance documents - i.e. Charter to ensure it and our governing arrangements are still fit for purpose.					
10.1	All marae policies and procedures are approved and implemented to a high standard from August 2022. All policies and procedures are fit for purpose. 90% satisfaction rate achieved from marae whānau and users regarding their experience at our marae.					
10.2	Each working roopu of Te Awamārahi Marae has an annual plan approved by the Trustees by April each year.					