

Trustee

Te Rūnanga o NgāiTakoto



1. He Kupu Whakataki | Purpose of the Role

Trustees of Te Rūnanga o NgāiTakoto are kaitiaki - guardians of the Trust and its people. The fundamental purpose of this role is to govern with integrity, in alignment with NgāiTakototanga, and in the long-term best interests of NgāiTakoto - for present and future generations.

Trustees hold collective accountability for setting strategic direction, overseeing the management of Trust assets, and ensuring the Rūnanga fulfils its purpose as the post-settlement governance entity for NgāiTakoto, established under the NgāiTakoto Claims Settlement Act 2015.

Refer to Schedule 1 (Powers of the Trustees) of the Trust Deed for the full scope of trustee powers.

2. Ngā Kawenga Matua | Core Governance Responsibilities

- Exercise governance over Trust assets and resources as a kaitiaki of NgāiTakoto
- Advance NgāiTakoto cultural, environmental, educational, economic, and social aspirations
- Set strategic direction in alignment with NgāiTakototanga and agreed priorities
- Monitor organisational performance and risk, ensuring transparency and accountability
- Appoint and monitor the Chief Executive
- Set policies, strategic plans, and annual priorities
- Ensure prudent financial oversight and risk management
- Uphold and role-model NgāiTakoto values in all governance practice
- Engage meaningfully with the Kaumātua Taumata and give due consideration to their advice
- Declare conflicts of interest promptly and comply with clause 16 of the Trust Deed
- Comply at all times with the Code of Conduct adopted by the Board

3. Āhua o te Tūranga | Scope of the Role

All Trustees carry equal collective accountability. No Trustee is involved in operational management. The Trustees' role is to govern - not to manage. The boundary between governance and management must be actively maintained.

4. Te Tūranga | Appointment and Tenure

Appointment	Elected via Marae or General electoral process - Schedule 3, Trust Deed
Term	3-year term; eligible for re-election to a maximum of three consecutive terms (9 years total)
Eligibility	Must be a Registered Adult Member of NgāiTakoto; must consent to Police vetting and ongoing governance training (Schedule 3, clause 1.1)
Marae Trustees	Must also demonstrate active participation in the relevant Marae of NgāiTakoto (Schedule 3, clause 1.1e)

5. Utu Mahi | Remuneration

Monthly honorarium	\$250 per month
Board meeting attendance	\$250 per meeting attended
Review	Benchmarked independently at least every five years - clause 3.5, Trust Deed

6. Te Whakapaunga Wā | Time Commitment

- Minimum approximately 1 day per month, plus Annual or Special General Meetings
- Additional time for wānanga, training, and community engagement as required
- Trustees must commit to regular governance training as a condition of appointment

7. Ngā Pūkenga me ngā Āheinga | Required Competencies & Capabilities

Trustees are expected to demonstrate capability across the following domains, consistent with the Pou Arataki Trustee Capability Matrix:

Competency Domain	What this looks like in practice
Te Tumu Herenga Waka Strategic & Governance Leadership	Understands and upholds the purpose and vision of the Trust. Works constructively as part of a collective to support strong governance. Sets strategic direction and evaluates governance effectiveness. Promotes leadership that is kaupapa-driven and future-focused.
Te Whai Whakaaro Informed & Principled Decision-making	Applies sound judgment and weighs evidence carefully. Considers tikanga, kaupapa, and long-term iwi outcomes. Participates actively in decision-making while respecting consensus. Maintains confidentiality and acts in the best interest of the iwi.
Te Pūkenga Tahua Financial & Commercial Acumen	Understands key financial reports and budgetary processes. Supports fiscal transparency and long-term sustainability. Identifies financial risks and opportunities. Contributes to commercial strategy.
Te Kōrero Rangatira Communication & Engagement	Communicates clearly and maintains trust-based relationships. Represents the Trust positively across iwi and external forums. Acts with diplomacy, manaaki, and professionalism.
NgāiTakototanga Cultural Leadership & Identity	Demonstrates respect for te reo, tikanga, and NgāiTakototanga. Embeds cultural values in governance thinking and practice. Champions the cultural integrity of the Trust.
Te Pou Taiao Kaitiakitanga & Environmental Insight	Understands environmental issues and their connection to whānau wellbeing. Supports environmentally responsible governance and the protection of NgāiTakoto taonga.