



Our Mission is to nurture and enhance Pourau Incorporations whenua, whānau, and whai rawa

### OUR PRINCIPLES

#### Kaitiakitanga

We are guardians of the whenua; we must be balanced in our way of optimising management of the whenua and its productivity.

#### Rangatiratanga

We have integrity, we empower our whānau.

#### Manaakitanga

We nurture and respect peoples mana.

#### Whanaungatanga

If we nurture the whenua, the whenua will look after the whānau; the generations to come, and anyone associated with our farm.

#### Kaikokiritanga

We strive for excellence, we are agile to evolve, and we build leadership capability within the whānau.

### HOW WILL WE LIVE OUR VALUES

- Make considered decisions with all the information available.
- Sustainable use of the resources we have.

- We will say what we mean.

- We host our manuhiri in accordance with tikanga and kawa protocols
- We are open in our dealings, and transparent with our responses.

- We will hold regular shareholder events so we can continue to update our whakapapa and develop relationships with whānau.
- Regular visits to culturally significant areas will strengthen whanaungatanga to our whenua.

- We seek out up coming whānau for succession to the committee.

### WHAT DOES IT LOOK LIKE

- Surrounding awa and ngahere are in optimum condition – native species are seen.

- Our whānau benefit from the shares they hold, either financially or culturally. Whānau determine how our whenua is managed.

- The mana of Pourau is held in high regard with our whānau and manuhiri.

- We know who each other is.
- We connect regularly.
- We are physically connected to our whenua.

- We have a good mix of ages representing Pourau Inc. either as a committee member or in a role to assist the committee.

## Mission Statement:

To nurture and enhance Pourau Incorporations whenua, whānau, and whai rawa

## Whakataukī:

“Kore rawa mātou i riro no o tātou mātua te ao tūroa, he taonga tuku iho kua minono no a tātou mokopuna”

“We did not inherit this world from our parents, we borrowed it from our children”



POURAU

MISSION – NEXT 5 YEARS	KEY FOCUS	OBJECTIVES	CRITICAL SUCCESS FACTORS	KEY PERFORMANCE INDICATORS
<ul style="list-style-type: none"><li>To steward lease agreements and commercial activities</li><li>Review and report annually</li></ul>	<b>Business Whai rawa</b>	To maximise our lease potential in the market	<ul style="list-style-type: none"><li>All lease payments received</li><li>Maintenance schedules completed</li><li>Development schedules completed</li></ul>	<ul style="list-style-type: none"><li>Payments reconciled monthly</li><li>Maintenance schedules delivered on and reviewed annually</li><li>Development schedules delivered on and reviewed annually</li><li>Annual visit held to sight whenua development, kaitiakitanga &amp; maintenance works</li></ul>
<ul style="list-style-type: none"><li>To steward income and investments with a focus on sustainable growth</li></ul>	<b>Financial Whai rawa</b>	To ensure the whenua is bringing a sustainable return for re-investment and return to owners	<ul style="list-style-type: none"><li>Annual dividend paid to whānau</li><li>Income of \$204k per year</li><li>Investment portfolio to bring a return greater than bank interest rates</li></ul>	<ul style="list-style-type: none"><li>Whānau receive annual financial returns from the farm</li><li>Our lease holders are aligned with our values, relationships are healthy</li><li>Investment portfolio long run return of 6-10%</li></ul>
<ul style="list-style-type: none"><li>We share the same values and work together well with our leaseholders – whanaungatanga with leaseholders is established and maintained</li><li>We deliver sustainable returns to whānau /shareholders</li></ul>	<b>People Whānau</b>	Values based relationships where tikanga and kawa are upheld	<ul style="list-style-type: none"><li>Each lease holder meets annually with the committee, engagement is respectful</li><li>AGM's are inclusive with good whānau kōrero</li><li>Regular updates are communicated to all stakeholders</li></ul>	<ul style="list-style-type: none"><li>Annual stakeholder hui held</li><li>Shareholder returns are provided annually and are balanced with investment back into the whenua</li><li>A quarterly pānui is sent out to all stakeholders</li></ul>
<ul style="list-style-type: none"><li>Nurture and develop a shared appreciation of our Te Reo Māori and Tikanga</li></ul>	<b>Culture Whānau</b>	Lift our knowledge through the generations of our rich language and protocols	<ul style="list-style-type: none"><li>Annual events held for whānau to wānanga</li><li>Historical account of our history written in a book format</li><li>All hui and events are guided by tikanga including karakia and waiata at the beginning and conclusion of hui</li></ul>	<ul style="list-style-type: none"><li>Wānanga held annually - either at AGM, farm visits, or reunions</li><li>We have produced a book telling the history of the whenua, whakapapa and whānau stories</li><li>Whānau are more familiar with formalities that align with kaupapa Māori</li></ul>
<ul style="list-style-type: none"><li>To preserve and develop non-productive lands with cultural and spiritual significance</li></ul>	<b>Conservation Whenua</b>	To nurture the whenua and the environment	<ul style="list-style-type: none"><li>Area's clearly mapped that are available for cultural and spiritual development (farm environment plan)</li><li>Commitment to restoring the natural flora and fauna of un-productive whenua</li></ul>	<ul style="list-style-type: none"><li>At least 1-2 projects either undertaken or underway</li><li>Networking with other conservation kaupapa in the area</li></ul>