

Chairing a successful AGM



Sonya Rimene

Community Governance Aotearoa 5 June 2024

HĀMUATANGA

Mā te kōrero ka mōhio
Mā te mōhio ka mārama
Mā te marama ka mātau
Mā te mātau ka ora ai te iwi

Haumi e, hui e, tāiki e!

Thru discussion we learn
Thru learning we are enlightened
Thru enlightenment we are
empowered
Thru empowerment the well
being of the people is achieved



PAENGAWHĀWHĀ/APRIL 2024

Kaupapa

1. Ko wai ahau?
2. Create the right conditions
3. Tips
4. Leadership

Ko Wai Ahau?



WAIRARAPA MOANA
nurturing our taonga



Rangitāne Tū Mai Rā Group Strategies



Our culture, people and environment are flourishing

Our assets continue to grow, to support current and future generations

WHAKAPAPA

Knowing our tupuna, hītori, reo and tikanga

Increased use and visibility of mātauranga-ā-Rangitāne

WHANAU

Understanding our needs and aspirations

Improved social and economic outcomes

WHENUA

Caring for our whenua as kaitiaki

Increased preservation and enhancement of our Te Taiao

WHAI RAWA

Realising opportunities to invest

Increased growth of our asset base

Rangitāne Tū Mai Rā Trust is a leading example for other iwi in combining natural resources, mātauranga-ā-iwi and technology to deliver benefits for our people and the communities within which they live



TE POU HONONGA

WĀHI WHARE, WĀHI TAONGA

TE TAIAO

WAIORA

WHAKATIPU RAWA



WHAKAPAKARI: Energising Growth, Inspiring talent, Empowering us to reach our goals

WHAKATIPU

To grow and develop

WHAI RAWA

Secure Investment

WHAI WĀHI MAHI

Become the employer of choice

MĀTAI PUNGAO

Exploring new technologies



WAIRARAPA MOANA
nurturing our taonga

Strategic Plan 2030

Key Tasks

Tasks for 2023/2024

1. Improve feed conversion efficiency and margin
2. Continue to improve reproduction performance & herd quality to be above industry average
3. Evolving and implementing our Biosecurity and Environmental Plan
4. Continue Nga Tangata Strategy, including , training and leadership initiatives
5. Continue our value chain strategy with Miraka including winter milk
6. Investigating new business opportunities
7. Implement health and safety review

Tasks for 2024/2025

1. Scope & Implement new social/culture investment programme
2. Farm 4 low impact high efficiency under roll out to Farm 3. Scope longer term roll out to other Farms.
3. Improve feed conversion efficiency and margin
4. Continue to improve reproduction performance & herd quality to be above industry average
5. Evolving and implementing our Biosecurity and Environmental Plan
6. Continue Nga Tangata Strategy, including wellbeing, training and leadership initiatives
7. Continue our value chain strategy with Miraka including winter milk
8. Investigating new business opportunities
9. Implement health and safety review

Performance Indicators

Achieve 12, 5 Optimise Targets
Staff Health & Wellbeing Surveys
Monitor Mauri Compass Plans
Maintain all Infrastructure

Benchmarking against peers
Preferred employer
Industry recognition

Investment opportunities identified
Return on Capital targets reached
Debt/Equity ratio achieved

Increased history and story content on website
Pursue Wai 85 Treaty claim
Increasing numbers attending AGM

Achieve profit targets
A regular & growing annual dividend

Outcomes

Protect and Enhance
Our Assets

Industry Leader

Growth Beyond
Current Assets

Shareholder Pride

Pay a Dividend

Pathways

Integrated
Management
Team

Enterprise
Business Plans

Manage Threats
and
Opportunities

Training &
Development

Seek
Competitive
Advantage

On-going
Enterprise
Analysis

Communication
and Information

Create the right conditions.....

- Know your story.
- You are the leader, know your leadership style, be agile.
- Vision + values succinct & relevant.
- Strategy on a page.
- Good working board.
- Know who your audience is
 - Beneficiaries /owners / shareholders
 - Agitators, champions

CELEBRATION TO HONOUR TĀ KIM WORKMAN



From Left: Tā Robert Kinsela (Kim) Workman;
Members of Gordon and Workman whānau
with Rt Hon Dame Patsy Reddy.



Tips.....

- Planning....
 - AGM notice / invite / advertisement timely.
 - Annual Report & full set of financials provided.
 - Roadshows.
 - Practice before the AGM.
- At the AGM....
 - Karakia start & finish.
 - Clear agenda items, narrative tells the story.
 - Good sound, clear visuals, ice breakers, livestream.
 - Demonstrate manaakitanga (integrity), mana (fairness), tōtika (right, rules)

Tips.....

- Slide show is professional, succinct, tells a story....
 - Photos, pictures, see themselves,
 - Use videos
- Know your Trust Order, Constitution, Trust Deed....
 - Quorum met
 - Voting rules – who can vote, # of shares, process,
- Be motivated, be passionate, be upfront if forecast not good....
- Anticipate questions, allow for questions, stick to time....
- CFO / accountant breaks down financials 'easy speak'....
- Build confidence.

Good Governance

1. Working as one.
2. Acting in the best interest of all beneficiaries.
3. Making well informed decisions.
4. Knowing where you can go for support – you don't have to do it alone!
5. Resources available

<https://tutiaki.tetumupaeroa.co.nz>



Leadership.....

- *Tā Mason Durie said.....*
- Good leaders are servants of their people, bad leaders make their people become servants.
- Good leaders realise the dream and aspirations of their followers, bad leaders are more interested in their own dreams.
- Good leaders explore the future so that their followers can move with the times, bad leaders resist change and cling to the past.

HĀMUATANGA

Tīhei Mauri ora
Tīhei te mauri o te ora
Tīhei te mauri o te pō
Tihei te mauri o te tīrama
marama
Ka pō, ka pō
Ka moe te kaupapa

It is the essence of life
It is the essence of life
It is the essence of the night
It is the essence of the
moon's reflective light
It is night, it is night
Our kaupapa rests.



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