



**YOU<sup>BE</sup>  
THE  
GUIDE**

# Terms of Reference

## Te Rōpū Māori GirlGuiding New Zealand



February 2025



## Background

GirlGuiding New Zealand has a long history of engaging with te ao Māori, through programme activities, badges celebrating Māori whakaaro and kaupapa, and even unit meetings and activities conducted in te reo Māori. It is from these foundations that GirlGuiding New Zealand seeks to engage more deeply and consistently with te ao Māori.

Māori are the indigenous people of Aotearoa New Zealand, and Te Tiriti o Waitangi is our country's foundational document.

GirlGuiding New Zealand has a number of Māori members (both youth and adults), and furthermore, our organisation believes in the importance of understanding and celebrating te ao Māori as a way of bringing to life the Guide Promise to “take action for a better world” and the Guide Law to “respect and help other people”.

GirlGuiding New Zealand's Strategic Plan 2023-2027 sets out the ambitions that:

“Te Tiriti Principles are incorporated into GirlGuiding.”

“Our offering incorporates Māori kaupapa and Te Tiriti principles.”

“Staff and volunteers have increased capability, knowledge and understanding with regards to Māori kaupapa and Te Tiriti. This is done in partnership.”

Through the establishment of Te Rōpū Māori, GirlGuiding New Zealand seeks to bring these ambitions to life, ultimately enabling a deeper and sustainable connection with Te Ao Māori.

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## Purpose

Te Rōpū Māori will play a crucial role in guiding GirlGuiding New Zealand towards greater cultural competency.

### 1. Cultural Guidance and Advice

- **Tikanga and Te Ao Māori:** Provide advice on tikanga (Māori customs) and te ao Māori (the Māori worldview) to ensure that all activities and programmes are culturally appropriate, safe and respectful.
- **Te Reo Māori:** Support the integration of Te Reo Māori into GirlGuiding activities and communications.

### 2. Programme Development and Review

- **Consultation:** Work collaboratively with programme developers to incorporate Māori perspectives and knowledge into new and existing programmes.
- **Resource Approval:** Review and approve educational materials and resources to ensure they accurately reflect Māori culture and language.

### 3. Education and Training

- **Workshops and Training:** Identify opportunities, facilitate where appropriate and participate in workshops and training sessions for staff, volunteers, and youth members on Māori culture, language, and the significance of Te Tiriti o Waitangi as appropriate.

### 4. Community Engagement

- **Partnerships:** Establish relationships with local iwi and hapū to ensure that the voices of mana whenua are regularly heard within GirlGuiding New Zealand.
- **Events and Celebrations:** Identify, support and participate in local Māori community events and celebrations alongside GirlGuiding members, to foster stronger community ties.

### 5. Monitoring and Evaluation

- **Feedback Mechanisms:** Assist with the development and implementation of mechanisms to gather feedback from Māori members and communities on the effectiveness of cultural competency initiatives.
- **Regular Reviews:** Conduct regular reviews of GirlGuiding programmes and practices and provide the Chief Executive with recommendations to ensure programmes remain culturally relevant and respectful.

### 6. Strategic Planning

- **Long-term Goals:** Assist in setting long-term goals for cultural competency within GirlGuiding New Zealand, ensuring alignment with Te Tiriti o Waitangi and the needs of Māori communities.
- **Policy Development:** Contribute to the development of policies that support cultural competency and inclusivity.

## Objectives

1. Te Rōpū Māori will provide guidance on kaupapa Māori, or seek further guidance from appropriate experts to ensure an approach that is tika and pono.
  2. Te Rōpū Māori will seek to give voice to as many Māori perspectives as possible, ensuring representation of iwi from across the motu, and tāngata Māori of different ages and generations.
  3. Te Rōpū Māori will provide guidance that is appropriate for GirlGuiding New Zealand, taking into account budgetary constraints and wider organisational culture.
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## Term of Appointment

Adult Te Rōpū Māori members commit to a term of three years. Adult members can serve an additional two terms (nine years in total) with the approval of the Chief Executive, provided they remain active members of GirlGuiding New Zealand.

Youth Te Rōpū Māori members commit to a term of two years. Youth members can serve an additional term (four years in total) with the approval of the Chief Executive, provided they remain active youth members of GirlGuiding New Zealand.

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## Composition

Te Rōpū Māori will consist of:

- The Chief Executive
- One Māori Member of the National Board
- Three Māori Leaders (including one Young Leader aged under 30)
- Two Māori Rangers
- One Māori Member of Staff

The Programme Review Rōpū Māori Sub-Committee will consist of:

- Two Māori Leaders
  - One Māori Ranger
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## Apologies, Substitutes and Quorum

Apologies to be provided to the Chair as soon as foreseeable prior to the meeting

Chair may approve a delegate to attend if a member is unavailable

Quorum will be 5.

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### **Meetings / Frequency / Location / Duration**

- Meetings will be held every two months.
  - Meetings will typically last one hour.
  - The Group will convene online.
  - Agendas and documentation will be distributed at least two working days prior to each meeting.
  - Recommendations and action points will be recorded and circulated within a week of the meeting.
  - The Programme Review Rōpū Māori Sub-Committee will meet once every two months, BEFORE Te Rōpū Māori meetings. The Sub-Committee will provide an update to Te Rōpū Māori on the programme review at each meeting.
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### **Appointment**

Te Rōpū Māori members will be appointed initially by the Chief Executive and a Māori member of the National Board. The Chief Executive reserves the right to decline the appointment of any prospective member.

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### **Chair**

Initially, the Chairperson will be the Chief Executive. The Chief Executive may later appoint a new chairperson of Te Rōpū Māori from existing or new members. The Chief Executive may appoint a deputy chair from existing members of Te Rōpū Māori.

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### Acceptance of these Terms of Reference

By signing below, each member acknowledges their understanding and acceptance of these terms and commits to fulfilling their role in Te Rōpū Māori.

<b>Name</b>	<b>Organisation</b>	<b>Role</b>	<b>Responsibility</b>	<b>Signed</b>	<b>Dated</b>
Lizzie Marvely	GGNZ	CEO	Chair		