



Pūhoro Charitable Trust

Ka Anga Whakamua

"Forging Future Pathways"

Annual Report 2022-23



Tenei te pū, Karanga
Karanga ai kī ngā atua
Rarau iho mai te mōuri o runga
Hei miro mātauranga mā ngā kuaka
Kia whao ararau ki a Rangiātea ē

*This is the source, Calling to the atua
Draw down the mōuri from above
As knowledge and sustenance for the rangatahi
In order to carve the many pathways to Rangiātea*

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Te Tauihu

Tauihu

1. (noun) bow, prow, figurehead (of a canoe).

Te Tauihu represents the direction of Pūhoro. It is where all of the decision making takes place to ensure our course stays true to Pūhoro key values of **Ūkaipōtanga, Tauheretanga, Māuitanga and Ngākau Pono.**

Foreword

“Tai Timu, Tai Pari”

The tide ebbs, the tide flows.

Pūhoro continues to stand resolute in its pursuit to cultivate excellence and innovation in STEM for rangatahi Māori. As we reflect on a year of transformative growth, we want to acknowledge our kaimahi who amidst significant change, have remained resilient and committed to the kaupapa. Because of you the kaupapa remains strong, and this is augmented by the arrival of new, exceptional and talented kaimahi who have further elevated the mahi and mauri of Pūhoro.

As part of our growth for 2022-2023, our aspirations have found steadfast support in the form of genuine partnerships and funding. The Ministry of Education’s resounding endorsement this year has infused us with the means to scale our impact, expanding our reach from 2000 rangatahi across Aotearoa to a goal of empowering over 6000 rangatahi over the next four years. This is a testament to the many faces who have invested time, commitment and aroha into our rangatahi who are now on a projected pathway towards the advancement of STEM for te iwi Māori.

With the departure of Naomi Manu our previous Manahautū, we acknowledge her contribution to the Pūhoro kaupapa since its inception. We wish Naomi the very best in her future endeavours. We welcome Kemp Reweti into the role of Manahautū. Kemp brings a wealth of experience and a profound dedication to our vision. Under Kemp’s guidance, and together with his senior leadership team named Te Pae Urungi, we are confident that we can steer our waka even further towards new and exciting horizons, that will continue to benefit our rangatahi as they navigate their chosen STEM pathway.

We are also honoured to welcome Dr. Will Edwards (ONZM) to the Pūhoro Charitable Trust Board - a rangatira who embodies the very essence of the Pūhoro mission, which is “To grow a leading Māori STEM community guided by their unique Māori worldview”. Dr. Will’s dedication to Māori health and community development mirrors our unwavering commitment to foster positive change.

As we continue to embark on this exciting journey, we do so with hearts aflame with purpose and passion. We draw strength from enacting our Pūhoro values of Tauheretanga, Ūkaipōtanga, Ngākau Pono and Māuitanga, weaving these threads into every facet of our mahi. Equipped with our hoe and a shared commitment to our rangatahi, we launch our waka forwards into the great horizon of opportunity, determined to usher forth a generation of visionary, Māori leaders who will shape the world of STEM.

- Robin Hapi CNZM

“Pūhoro ki te hoe!”



Robin Hapi - Pō Whakanui, 2023

Te Kāhui Poari

Our Board



Dr. Will Edwards (Co-Chair)

ONZM (Taranaki, Ngāruahine, Tāngahoe, Pakakohi, Ngāti Ruanui)

This year we welcome Dr. Will Edwards, a distinguished leader in the field of Māori health and community development. With a career spanning over two decades, Dr. Edwards has been a tireless advocate for positive aging, particularly for Māori.

He is renowned for his work as Chair of the Ageing Well National Science Challenge (AWNESC) since 2020, where he has been instrumental in leading research on aging, Māori health, and overall well-being. His doctoral research, one of the first to articulate positive aging from a Māori perspective, emphasises the importance of secure cultural identity and a life-course approach to positive aging.

Dr. Will Edwards' contributions extend beyond his academic achievements. He has been actively involved in marae, hapū, iwi, and broader community development, serving as an iwi chairperson for Ngāruahine and as a trustee of Te Rau Pani Māori mental health trust. Furthermore, he has played a pivotal role in shaping Māori health research strategy as a member of the Māori Health Committee of the Health Research Council of New Zealand.

In 2006, Dr. Edwards returned to South Taranaki, where he continues to make a profound impact on his community. He currently serves as the board chair for the new established kura Te Paepae o Aotea, and Pūhoro is fortunate to have Dr. Edwards as Co-chair with Pā Robin. His commitment to education and community development equips him with the insight needed to help navigate the Pūhoro kaupapa towards new heights, as we embark on our journey of expansion.

Dr. Will Edwards' dedication to Māori health, community development, and education makes him an exemplary leader and a valuable asset to his community. His willingness to accept the King's birthday honours reflects his commitment to the collective well-being of his people, and his unwavering belief in the importance of education and community engagement.

Please join us in welcoming Dr. Edwards to the Pūhoro kaupapa.



Robin Hapi (Co-Chair)

CNZM (Ngāti Kahungunu)

Robin Hapi is a prominent Māori leader who has dedicated his services to Māori, the community and governance. Robin is the Immediate Past Chair of the Māori Economic Development Advisory Board, past Inaugural Board Member of the Whānau Ora Commissioning Agency, Board member of Kāinga Ora and Chair of their Finance Committee, and Chair of Te Wānanga o Raukawa. Robin has been a proud advocate for the Pūhoro kaupapa since its inception in 2016.



Professor Tahu Kukutai

(Ngāti Tiipa, Ngāti Kinohaku, Te Aupōuri)

Professor Tahu Kukutai is the Co-Director of Ngā Pae o te Māramatanga and a Professor of Demography at the University of Waikato. Tahu specialises in Māori and Indigenous demographic research and is a founding member of both the Māori Data Sovereignty network Te Mana Raraunga, and the Global Indigenous Data Alliance. Tahu is a former journalist and has degrees in History, Demography and Sociology from the University of Waikato and Stanford University.



Tā Mark Solomon

(Ngāi Tahu, Ngāti Kuri)

Tā Mark Solomon is a prominent Māori leader whose commitment to the Māori economy led to his recognition as a Knight Companion of the New Zealand Order of Merit for services to Māori and Business in 2013. Tā Mark's core philosophy is 'strength with humility' reflected in his belief that a true rangatira is a servant of the people.



Dr. Meika Foster

(Te Ātiawa, Ngāti Mutunga)

Dr. Meika Foster is a nutritional biochemist with a background in law. Meika is the founding director of Edible Research Ltd and holds appointments across the food and beverage industry, research institutions and government. She was previously the Vision Mātauranga Programme Leader for the High-Value Nutrition National Science Challenge. Meika is a New Zealand Registered Dietitian, a member of the New Zealand Institute of Directors, and formerly a Barrister and Solicitor of the High Court of New Zealand.

Our Vision

New Plan, New Strategy

In the spirit of Pūhoro's continuous evolution, our new vision and purpose for 2023 charts an ambitious course to encourage more Māori into Science, Technology, Engineering, Mathematics and Mātauranga (STEMM).

2023 marks a pivotal moment as we unveil our new vision and purpose, shaping a dynamic strategy for the future. Although the waka is being steered towards new and exciting horizons, at its core our commitment remains the same - to drive systemic change, remove barriers and create seamless transitions, ensuring rangatahi have the tools to carve their own STEMM futures.

**"Uhi tū
Uhi pae
Uhi tapu hei aha
Hei whakarei i ngā tohū rangatira"**

"With the chisels of
Te Urunga Tū
Te Urunga Pae
and Te Urunga Tapu
We will carve out the
markings of a chief"

The following strategic framework encapsulates our commitment to grow a leading Māori STEMM community guided by their Māori worldview. From the foundational concept of Pūhoro as the source of quickness, speed and agility, our strategic pou represent the key elements steering rangatahi towards our vision – "Leading Māori STEMM success". Within these pou, Pūhoro see the roadmap for the next chapter of our story. With the past as our guide and the future as our canvas, we are set to realise Māori STEMM success that has inter-generational impact. Through our strategic vision, focused long-term and short-term objectives, and unwavering commitment, Pūhoro is poised to lead the way by ensuring that every rangatahi has the tools to be successful Māori leaders in STEMM

OUR VISION

Leading Māori STEMM success

OUR PURPOSE

Growing a leading Māori STEMM community guided by their unique Māori worldview

OUR VALUES

Tauheretanga

We build meaningful and purposeful relationships to support collective impact

Ūkaipōtanga

We work to ensure Māori have a strong sense of belonging in STEMM

Māuitanga

We encourage curiosity and innovation to create opportunities for social, cultural and economic impact

Ngākau Pono

We act with sincerity and are guided by good practice in governance, management and all our relationships



Mātauranga Māori

We embrace mātauranga Māori as the key origin source upon which our strategic pou, outcomes and work is founded.

Strategic Pou

Nurturing Identity

We deepen rangatahi connection to their Māori identity, language, culture, and mātauranga.

Driving Change

We lead and influence structural change to ensure equitable access to STEMM education and full participation in the Research Science and Innovation sector.

Expanding Leadership

We embolden rangatahi to take their position as self-determining, empowered STEMM leaders.

Wayfinding Pathways

We wayfind pathways to ensure rangatahi have the tools they need to carve out their STEMM futures.

Pae Tata 4-5 years

6,500 culturally-anchored rangatahi participating across the Pūhoro pipeline who are grounded in their Māori worldview.

Pūhoro operating in **18 regions** in Aotearoa.

Pūhoro is **recognised as integral** to rangatahi Māori success within STEMM education, STEMM training and STEMM industry in Aotearoa and internationally.

Pūhoro is **sustainable** and able to **maintain, generate** and **build** new partnerships which further advance opportunities for rangatahi in STEMM.

Pae Tawhiti 10 years+

15,000 culturally-anchored rangatahi who are grounded in their Māori worldview.

A rangatahi-ready STEMM workforce with **150 organisations** across the Pūhoro partner network, providing culturally-safe workspaces for rangatahi.

Equitable STEMM pathways with **15,000 rangatahi** Māori being engaged in STEMM opportunities.

More Māori enjoying high-value STEMM careers with **5,000 rangatahi** transitioned into STEMM industry employment in Aotearoa and internationally.



Te Pae Urungi

Senior Leadership Team

As Pūhoro embarks on a new chapter, we introduce Te Pae Urungi as the name of the Senior Leadership Team. Under the guidance of our newly appointed Manahautū Kemp Reweti, the inception of Te Pae Urungi marks a significant moment in our narrative. It symbolises a new era, where we have collectively unified our strengths and aspirations to create a resilient leadership framework that will help elevate the kaupapa towards new heights.

Our first action as Te Pae Urungi looked at ways to further strengthen and grow kaimahi in the kaupapa by creating a by Māori, for Māori and with Māori framework in Te Māhere Whāinga for internal Performance and Development Plans (PDP) through the support of Te Puni Kōkiri. This kaupapa-based approach to kaimahi growth and development has allowed us to enhance kaimahi capability to deliver for Pūhoro. More importantly, we now have the privilege of strengthening our connection with kaimahi in a Tuakana-Teina framework, that fosters transparent communication, highlights individual strengths, builds trust and emphasises skill development, mutual understanding and reciprocal growth. In essence, Te Māhere Whāinga is about ensuring that every kaihoe on our waka is aligned to their own calling, which in turn elevates our collective calling to advance rangatahi participation and achievement in STEM.

Looking outward, Te Pae Urungi have focussed intently on discovering new opportunities in the form of exciting partnerships, and we are pleased to say that Pūhoro has secured key relationships that mean we can now extend our reach into further region. Of significance is the extension of our partnership with the Ministry of Education which will enable us to develop, grow and expand over the next four years. The commitment of the Ministry of Education to the Pūhoro kaupapa has been a vital element to ensuring we can further drive impact with rangatahi Māori in the pursuit of equitable opportunities in STEM.

Furthermore, this could not have been possible without the unwavering commitment of our kaimahi. In the face of change you have remained steadfast, ensuring the success of our rangatahi in STEM is at the forefront of our mission. Your passion and dedication do not go unnoticed; ko koe te manawa o Pūhoro!

A very special thank you also extends to the Pūhoro Trust Board for their visionary leadership and commitment to Te Pae Urungi, Pūhoro staff and the Pūhoro kaupapa. Your foresight has empowered us to guide Pūhoro confidently into the future. This is a collective effort, and we are grateful for the strength and support that surrounds us.

HIGHLIGHTS

Te Pae Urungi set out a vision to fortify the Pūhoro kaupapa, and we want to reflect on what has been a year of success and exciting transformations.

Key highlights for the year 2022-2023 include:

- 2 years as an independent by Māori, for Māori organisation.
- Our expansion into Te Tai Tokerau region, signifying both our strength as a kaupapa and our intention to expand into further rohe.
- The ongoing delivery of weekly staff training sessions to enhance the growth of kaimahi skills and capabilities.
- A significant increase in school engagement for Pūhoro from 54 schools to 68 and climbing. Of note is the incorporation of Pūhoro Kaihautū sessions into the Awatapu College curriculum timetable.
- Key partnership with Te Aka Whai Ora - the new Māori Health Authority, which will help facilitate seamless pathways forward for rangatahi passionate about careers in Health and Medicine.
- An extension of our partnership for the next four years with the Ministry of Education to support our growth and development to over 6000 rangatahi by 2027.

Kemp Reweti - Manahautū

(Ngāti Raukawa ki te Tonga, Ngāti Parewahawaha, Ngāpuhi, Tainui)

Kemp serves as the Manahautū (Chief Executive) of the Pūhoro Charitable Trust. He began his Pūhoro journey as the Chief Operations Officer.

Raised in Ohinepuhiawe, Kemp's parents instilled in him a deep appreciation for education and pride in his whakapapa. Growing up near his marae, Parewahawaha, Kemp had the privilege of being raised as an ahikā within his whānau sphere.

Kemp holds a Bachelor of Arts specialising in Māori, Chinese and French, and obtained a Master of Arts where his thesis explored ways in which Māori seek global opportunities and return those back to their whānau, iwi and hapū. He brings diverse experiences to his role, from grassroots leadership in the Manawatahi Māori Students' Association, to management positions in Māori student recruitment and support at Massey University.

As a former Bishop of his Hāhi, Kemp's strong faith influences his dedication to the kaupapa, and his motivation to further grow and develop Pūhoro while maintaining its essence as a Māori-led, Māori-focused initiative.



Te Pae Urungi

Senior Leadership Team

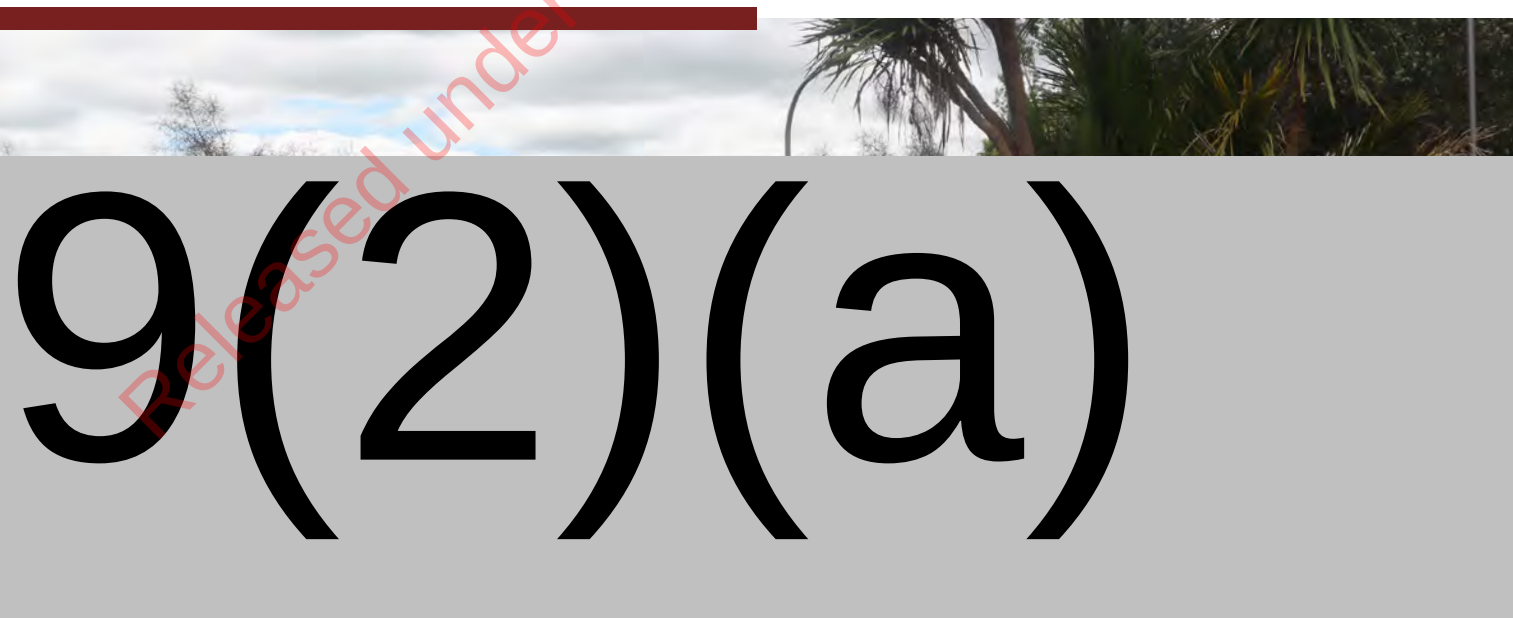


Leland Ruwhiu - Mana Urunga Tū
(Ngāti Tū te Aru, Te Whānau ā Hunaara, Ngāti Pāhauwera, Ngāti Mairehau)

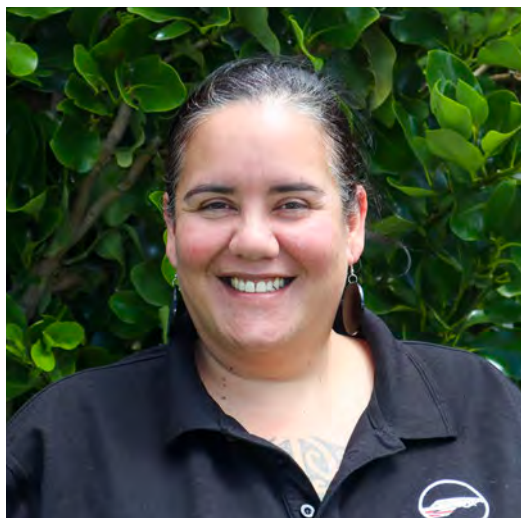
Leland Ruwhiu brings invaluable leadership to Pūhoro as Mana Urunga Tū, which oversees the delivery of the kaupapa into secondary schools nationally (Te Urunga Tū phase).

Raised in Te Papaioea and Heretaunga, Leland studied at Massey University, where he pursued both his tohu and tau. In 2016, alongside Pūhoro’s founder, Naomi Manu, Leland had the privilege of guiding the first cohort of 97 rangatahi through the kaupapa, many of whom have since graduated across a range of tertiary STEMM programmes, with a significant number continuing their pursuits in the STEMM sector.

Never far from a tea towel, hāngi pit, or dive gear, Leland also carefully connects these passions, pūrākau, and pūrau into the STEMM journeys of rangatahi and whānau aspirations. Today, he guides and supports an amazing team of Kaihautū to do the same, ushering hundreds more rangatahi through Pūhoro from all across the motu.



Pūhoro Kaimahi, 2023



Kimiora McAllister - Chief Advisor to the Manahautū

(Ngāti Raukawa ki Wharepūhunga, Ngāti Raukawa Te Au ki te Tonga)

Kimiora brings considerable experience to her roles as Events Manager and Chief Advisor to the Manahautū, and an unwavering commitment to serving Māori needs and aspirations.

Raised in Lower Hutt, Kimora holds a BA with double majors in Psychology and Māori Studies from Victoria University. With a diverse career in kaupapa Māori and education, Kimiora brings a wide range of experiences having worked at a kura kaupapa Māori, a marae-based PTE, a Japanese junior high school, the Waitangi Tribunal, and most recently, her twelve-year tenure at NZQA.

There Kimiora played a key role in managing the Pūhoro partnership and led initiatives to support NZQA's strategic objectives for Māori, with her exceptional contributions earning her the inaugural NZQA Chief Executive's Award. Having witnessed Pūhoro's profound impact on rangatahi since its inception in 2016, Kimiora took the leap from stakeholder to staff member, driven by her deep belief in the programme's ability to change rangatahi trajectories and transform lives. Her extensive background and purpose-driven approach makes Kimiora an invaluable asset to Pūhoro.



Jody Allen - Poutoko - Manager Mātauranga Māori

(Rere kau mai te awa nui, mai i te Kāhui Maunga ki Tangaroa, Ko au te awa, ko te awa ko au)

Jody grew up in Castlecliff, Whanganui and serves our kaupapa as Poutoko – Manager Mātauranga Māori and Te Urunga Pae.

Despite initial hesitations about a career in education due to seeing his mother working long hours as a primary school teacher, he earned a Bachelor of Arts with Honours in Māori Studies and ventured into various educational roles: from advisor in cultural education; to teaching English in Japan; to quality assurance and standards development at NZQA.

While working on an NZQA project team led by his wife Kimiora, Jody attended several Pūhoro Wānanga and was inspired by witnessing the programme's transformative impact on rangatahi and whānau. Motivated by a desire to foster greatness and Māori identity, he sees Pūhoro as an agent of change. Jody brings with him a wealth of experience and expertise to his dual role, as well as a strong commitment to supporting rangatahi to find their connection with te ao Māori.

Launching to New Heights

Proud Pūhoro Ambassador, Mana Vautier, stands as a beacon of inspiration for rangatahi Māori in Science, Technology, Engineering, Mathematics and Mātauranga Māori.

Born in Tāmaki Makaurau, Mana's journey has included navigating Hong Kong, Saint Kentigern College, and eventually study at Brigham Young and Auburn Universities in the USA, where his childhood fascination with physics and astronomy found wings.

Following his journey at university, Mana's trajectory towards NASA began with an internship at Odyssey Space Research in Houston, where he found himself working alongside astronauts, flight directors and engineers. Fast-forward to 2023, Mana is now an Aerospace Engineer at NASA in Houston Texas. He has also participated in over 100 studies at NASA as a test subject, including a recent study where he was part of an eight-person crew living in a hypobaric chamber for eleven days - investigating optimal spacecraft atmospheres for future missions to both the Moon, and to Mars.

Despite his impressive career at NASA, Mana remains humble, attributing his success to daring to dream big, and the shaping influence of his faith and whakapapa Māori. After a cold-call to be part of a Māori STEM academy launch to advance Māori leadership in STEM, Mana agreed to become the ambassador for the Pūhoro STEM Academy. As part of this beginning of the kaupapa, Mana returned to Aotearoa accompanied by astronaut Colonel Richard Searfoss to officially launch the programme in 2016.

Over the years Mana has engaged with Pūhoro by regularly connecting with the curious minds of rangatahi and encouraging them to aspire to the stars and beyond. "Work hard, study hard, play hard, rest hard, go hard" was his final comment for rangatahi at wānanga this year, encouraging them to pursue excellence, and pursue those pathways that will further increase their STEM capabilities. His continual involvement in Pūhoro has helped underscore our mission to grow a leading Māori STEM community who are guided by their unique, Māori worldview.

Within the context of continued space exploration and the leading edge technologies and systems to achieve this being developed at NASA, Mana Vautier remains grounded in his Māoritanga, and is a living testament to the aspirations of his Tūpuna who were also accomplished STEM practitioners. His story is a testament to the fact that the journey of our young rangatahi Māori to the lofty heights of organisations such as NASA and other such STEM organisations is not just a distant dream but a palpable reality!!

Ongoing Growth and Expansion

Te Pae Tawhiti

We have experienced an inspiring wave of recognition and expansion in the past year, which has further fuelled our commitment to championing a future for our rangatahi steeped in Science, Technology, Engineering, Mathematics and Mātauranga Māori.

Our impact has radiated well beyond our shores, in the form of both national and international accolades. We stood as finalists for the 2022 NZ Energy Excellence Awards in the “Community Initiative of the Year” category, a testament to our meaningful partnership with Genesis Energy. We also clinched top honours at the 2022 NZ Diversity Awards, walking away with both the *Nga Ahuatanga o te Tiriti* award for commitment to, and embodiment of Te Tiriti o Waitangi and the prestigious *Supreme Award*. On the global stage, we earned recognition with the 2022 *International Engineering and Technology (E&T) Innovation Award*, lauded for our commitment to forward-thinking, equality, diversity, and inclusion in the realms of Engineering and Technology.

Our expansion as a kaupapa has surged in the form of rangatahi engagement across the motu. In July 2022, Pūhoro were privileged to have 1503 rangatahi engaged in our kaupapa. Today our number has increased to an impressive **2076 rangatahi** across the country. This remarkable growth underscores our impact and the growing demand for our unique approach to STEMM education for Māori.

Furthermore, our expansion into Te Tai Tokerau as mentioned has been well-received, and we’ve also opened our doors to 14 new secondary schools across Aotearoa. Among them, we proudly welcome three new kura kaupapa Māori, affirming our dedication to nurturing tuakiri and promoting STEMM futures for rangatahi within Te Aho Matua – the kura kaupapa Māori education framework.

In a ground-breaking collaboration, we were proud to announce a strategic partnership with Te Aka Whai Ora, the Māori Health Authority. This visionary alliance aims to shape a bespoke Health Career Pathway within Pūhoro, which will further widen our pipeline of service provision and ensure Pūhoro rangatahi have a clear trajectory into the health sector. Through this transformative investment, Te Aka Whai Ora and Pūhoro embark on a journey of innovation, leadership, and cultural empowerment, charting new avenues for rangatahi excellence in the realms of health careers and health sciences.

Finally, and of utmost significance to our kaupapa, our journey has been fortified by the resounding commitment of the Ministry of Education. With their unwavering support, we’ve secured further funding to extend the reach of our kaupapa. This will propel us from 2000 rangatahi, to a visionary goal of serving over 6000 rangatahi over the next four years.

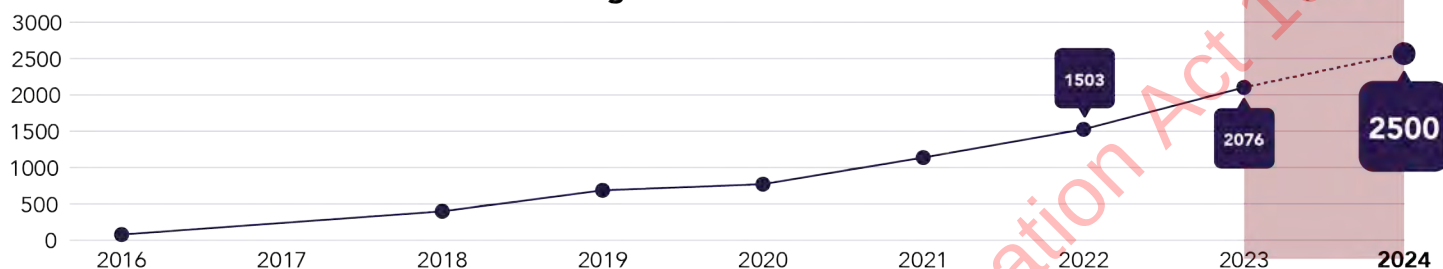
“Me tiro whakamuri kia anga whakamua”

“I walk backwards into the future with my eyes fixed on my past”

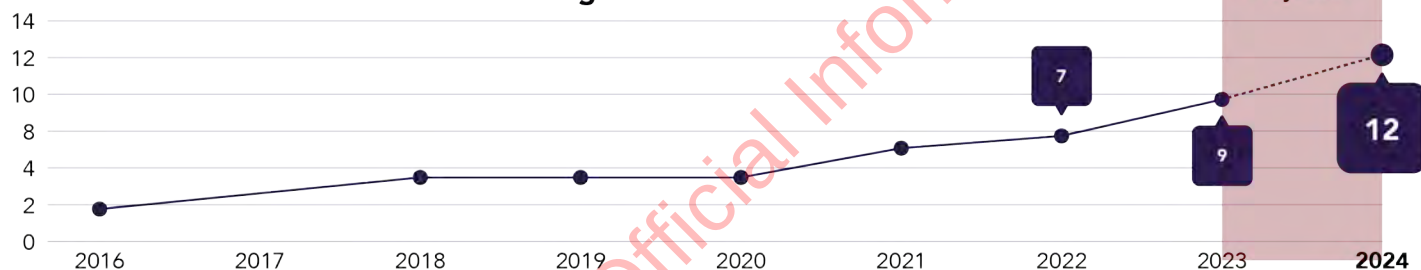
As we reflect on a year of growth and recognition, we’re excited at what lays ahead as we look to anticipate as it stands, the complete transformation of STEMM in Aotearoa. As we have shown through the challenges of Covid-19 and Cyclone Gabrielle, Pūhoro is primed to front any challenges that lay ahead, and pivot where necessary. The 2023-2024 year looks promising as we move closer towards our vision of **Leading Māori STEMM success**.

Our Growth

Rangatahi Growth



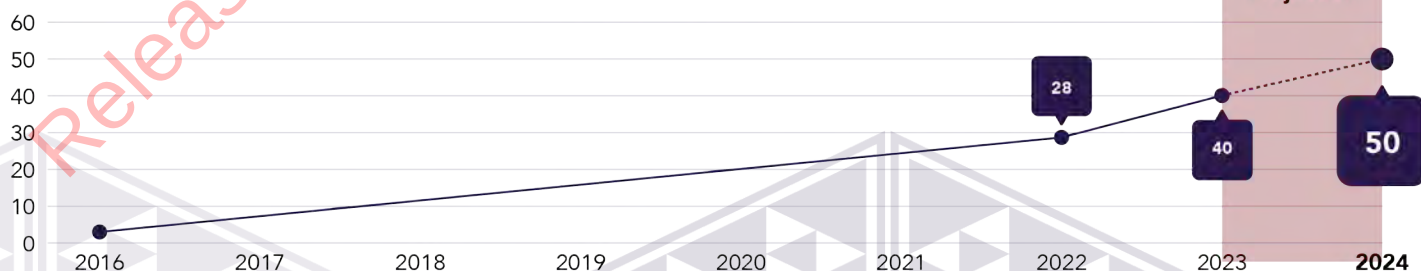
Regional Growth



School Growth



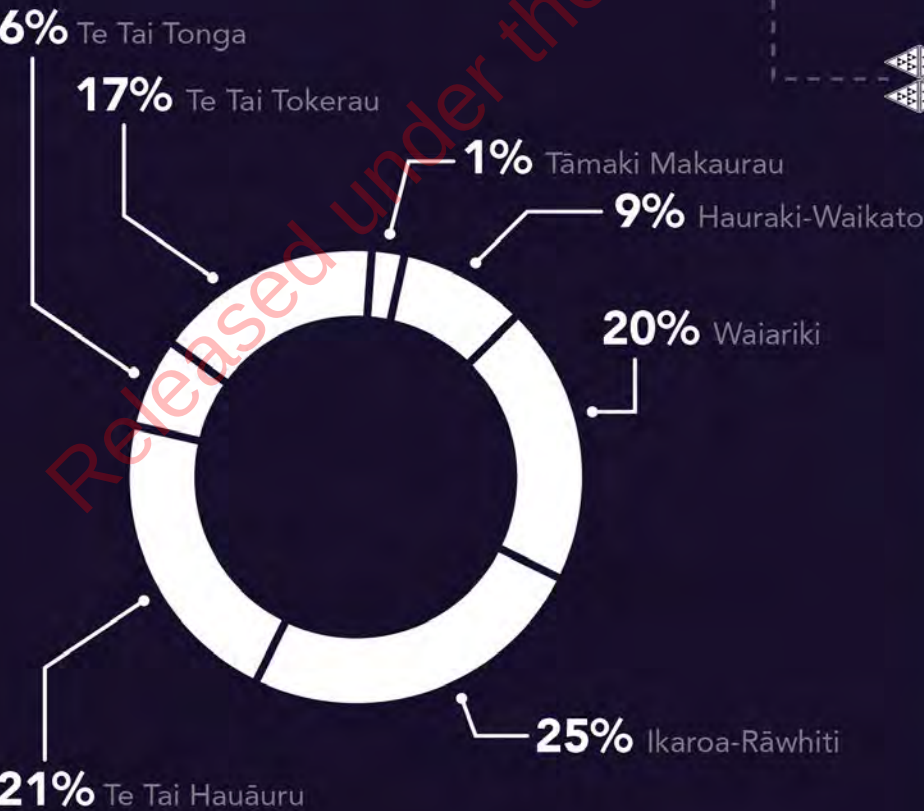
Staff Growth



Iwi/Hapū Affiliations

In 2021 and 2022, Pūhoro rangatahi affiliated to 86 iwi and 90 iwi respectively. As of June 2023, this number has risen to 113, showcasing the nationwide reach of the kaupapa, and illustrating the diverse whakapapa representation of Pūhoro rangatahi.

The following display shows the iwi/hapū affiliations of Pūhoro rangatahi in each rohe. The variation displayed prompt Pūhoro to consider in earnest, tailored approaches to Pūhoro programme design and delivery. Tainui for example, partnered with Pūhoro this year to co-design STEMM workshops based on Tainui-specific pūrākau to advance STEMM education for uri within their rohe.



Hauraki-Waikato:

- Tainui
- Waikato
- Ngāti Hauā
- Ngāti Hako
- Ngāti Hikairo
- Ngāti Tahinga
- Ngāti Paoa
- Ngāti Te Ata
- Ngāti Apakura
- Ngāti Mahanga
- Ngāti Ruru
- Ngāti Korokī Kahukura
- Ngāti Porou ki Harataunga ki Mataora
- Ngāti Tamaoho
- Ngāti Whanaunga

Te Tai Hauāuru:

- Ngāti Maniapoto
- Ngāti Raukawa
- Te Āti Haunui-a-Pāpārangi
- Rangitāne
- Te Atiawa
- Ngāti Rangī
- Ngāti Ruanui
- Ngāti Apa
- Ngāti Raukawa ki te Tonga
- Ngāti Kauwhata
- Taranaki
- Ngāruahine
- Ngāti Mutunga
- Ngāti Toa Rangatira
- Ngā Rauru
- Muaupoko
- Ngāti Tūkorehe
- Ngāti Uenuku
- Ngāti Kapumanawawhiti
- Ngāti Maru
- Ngāti Pareraukawa
- Rereahu
- Ngāti Mahanga
- Ngāti Hinemanu
- Ngāti Huia
- Ngāti Kahumake
- Ngāti Kurawhatia
- Ngāti Ngārongo
- Ngāti Parewahawaha
- Ngāti Te Maunu
- Ngāti Tūranga
- Ngāti Whakatere
- Ngāti Hauiti
- Ngāti Tamakopiri
- Ngāti Whitikaupeka
- Rangitāne o Manawatū

Te Tai Tokerau:

Ngāpuhi
Te Rarawa
Ngāti Kahu
Ngāti Hine
Ngāti Kuri
Ngāti Wai
Te Aupōuri
Ngāti Kaharau
Te Māhurehure
Te Orewai
Ngāi Takoto
Ngāpuhi ki Whaingaroa
Ngāti Kahu ki Whaingaroa
Ngāti Tipa
Ngāti Whātua o Kaipara

Tāmaki Makaurau:

Ngāti Whātua
Ngāi Tai
Ngāti Whātua o Ōrākei

Waiariki:

Ngāi Tuhoē
Ngāti Tūwharetoa
Te Arawa
Te Whānau-a-Apanui
Ngāti Awa
Ngāti Whakaue
Ngāi Te Rangi
Ngāti Ranginui
Ngāti Manawa
Ngāti Pukenga
Tūhourangi
Ngāti Tamaterā
Tapuika
Ngāti Pikiao
Ngāti Tahu - Ngāti Whaoa
Ngāti Rangitihi
Ngāti Rangiwewehi
Ngāti Tūwharetoa ki Kawerau
Ngāti Hangarau
Ngāti Hinekura
Tuaropaki
Ngāti Kea Ngāti Tuara
Ngāti Tūwharetoa ki Taupō

Ikaroa-Rāwhiti:

Ngāti Kahungunu
Ngāti Porou
Rongomaiwahine
Whakatōhea
Rongowhakaata
Ngāti Kahungunu ki Te Wairoa
Ngāti Pāhauwera
Te Aitanga-a-Māhaki
Ngāti Rākaipaaka
Ngāti Kahungunu ki Heretaunga
Ngāti Kahungunu ki Wairarapa
Rangitāne o Wairarapa
Ngāti Hineuru
Ngāi Tāmanuhiri
Ngāti Mutunga ki Wharekauri
Te Aitanga a Hauiti
Ngāi Te Apatu
Ngāti Hāmua
Ngāti Hawea
Ngāti Ira
Ngāti Kohuru
Ngāti Konohi
Ngāti Kurupakiaka
Ngāti Moe
Ngāti Parera
Te Whānau a Kai
Te Whānau a Karuwai
Te Whānau a Ruataupare
Ngāti Kahungunu ki Tāmaki Nui ā Rua
Ngāti Ruapani

Te Tai Tonga:

Ngāi Tahu
Waitaha
Kāti Māmoe
Ngāti Kuia
Ngāti Koata
Ngāi Tārewa
Ngāti Irakēhu
Ngāti Moki
Ngāti Apa ki Te Rā Tō
Ngāti Rārua
Te Ātiawa ki te Waipounamu

290

24

163

344

370

111

430

Te Takere

Takere

1. (noun) hull (of a canoe).

Te Takere represents the every day workings of Pūhoro, where the majority of our mahi takes place. From Kaihautū visits in *Te Urunga Tū* (Highschool phase), to rangatahi transitions into *Te Urunga Pae*, **Te Takere** is the time where everyone rows together.

- He Waka Eke Noa

Released under the Official Information Act 1982

Te Urunga Tū

Rising Above The Storm

Although 2023 started with Cyclone Gabrielle, we emerged stronger, surging forward in our commitment to STEMM capability.

Drawing on the lessons learned during the challenges of the Covid-19 pandemic, our resilient Kaihautū once again demonstrated their adaptability, pivoting sessions to ensure continued support for regions affected by Cyclone Gabrielle. This show of resilience and versatility is why Te Urunga Tū has been able to continue building momentum in schools, which has resulted in continual growth in the number of rangatahi engaging in our kaupapa.

Building on the success of previous years, our Kaihautū have continued to visit schools on a weekly basis, providing mentorship and STEMM tutoring sessions both in-person and online. These sessions covered a diverse range of topics, from cars made out of rubber-bands in Te Tai Tokerau, to budgeting and study skills in preparation for tertiary student-life in Te Matau-a-Māui. Foundationally, Kaihautū sessions serve as a bedrock for fostering 21st-century skills, tuakiri and STEMM career exposure. But what makes these sessions truly unique is the ability of Kaihautū to have complete autonomy over their creation, reflecting the essence of *Tino Rangatiratanga*. Kaihautū have the creative freedom to tailor their sessions based on their own unique skillset, while also addressing the specific needs of rangatahi in their own respective rohe. This approach empowers Kaihautū, rangatahi, their whānau and kura to co-create a meaningful and impactful educational experience.

To add further momentum, we expanded our offerings in digital technology in the Waikato region to enrich the curriculum there for rangatahi Māori. As part of our significant partnership with Tainui iwi, we successfully co-created STEMM activities, centred on kōrero from Tainui hapū and whānau for use with uri from within the rohe.

Thanks to the unique technological skills of our Kaihautū in the Waikato region, uri from Tainui were able to explore and develop their interests in technology and computing through these creative pūrākau-based STEMM activities.

Another Te Urunga Tū highlight this year has been the micro-badge component of our programme, which strengthens the STEMM employment potential of Pūhoro rangatahi at secondary-school level. Due to Kaihautū efficiency, effective teaching methods and increased uptake by rangatahi, micro-badges are proving increasingly valuable, with the number earned having increased by 852 in total compared to last year. Rangatahi are able to utilise these badges to enhance their CVs and strengthen applications for employment, scholarships, and internships, showcasing their achievements, their potential and setting rangatahi up for success as they transition to *Te Urunga Pae*, our tertiary phase.

Most notably this year, has been the success of termly wānanga, a cornerstone of our commitment to nurturing curiosity and passion for STEMM among rangatahi. Over the past year our wānanga have delivered an impressive array of 150 hands-on STEMM workshops across 19 wānanga nationwide. The response has been overwhelming, with over 2100 participants engaging in these immersive experiences. From coding to chemistry, robotics to environmental science, these workshops have become hubs of inspiration, paving the way for rangatahi to envision their own future as leaders within these dynamic fields. The growth and impact of termly wānanga signify not only the success of our kaupapa, but also the potential of a generation ready to embrace with their unique world-view, the challenges and opportunities that STEMM has to offer.

As Pūhoro continues to guide rangatahi through STEMM, Te Urunga Tū remains steadfast in its commitment to nurturing and developing their aspirations at the forefront. Collectively, our vision of fostering an active and capable Māori STEMM workforce is taking shape, and as we expand into further regions, we are poised to augment the success we have already achieved.

Te Urunga Tū Numbers

2022

- 1077** rangatahi participating in Pūhoro
- 105** wānanga workshops delivered
- 54** kura participating in Pūhoro
- 824** science tutorials delivered
- 1580** micro-badges awarded
- 1704** rangatahi attendances at termly wānanga
- 1326** kaihautū sessions delivered

2023

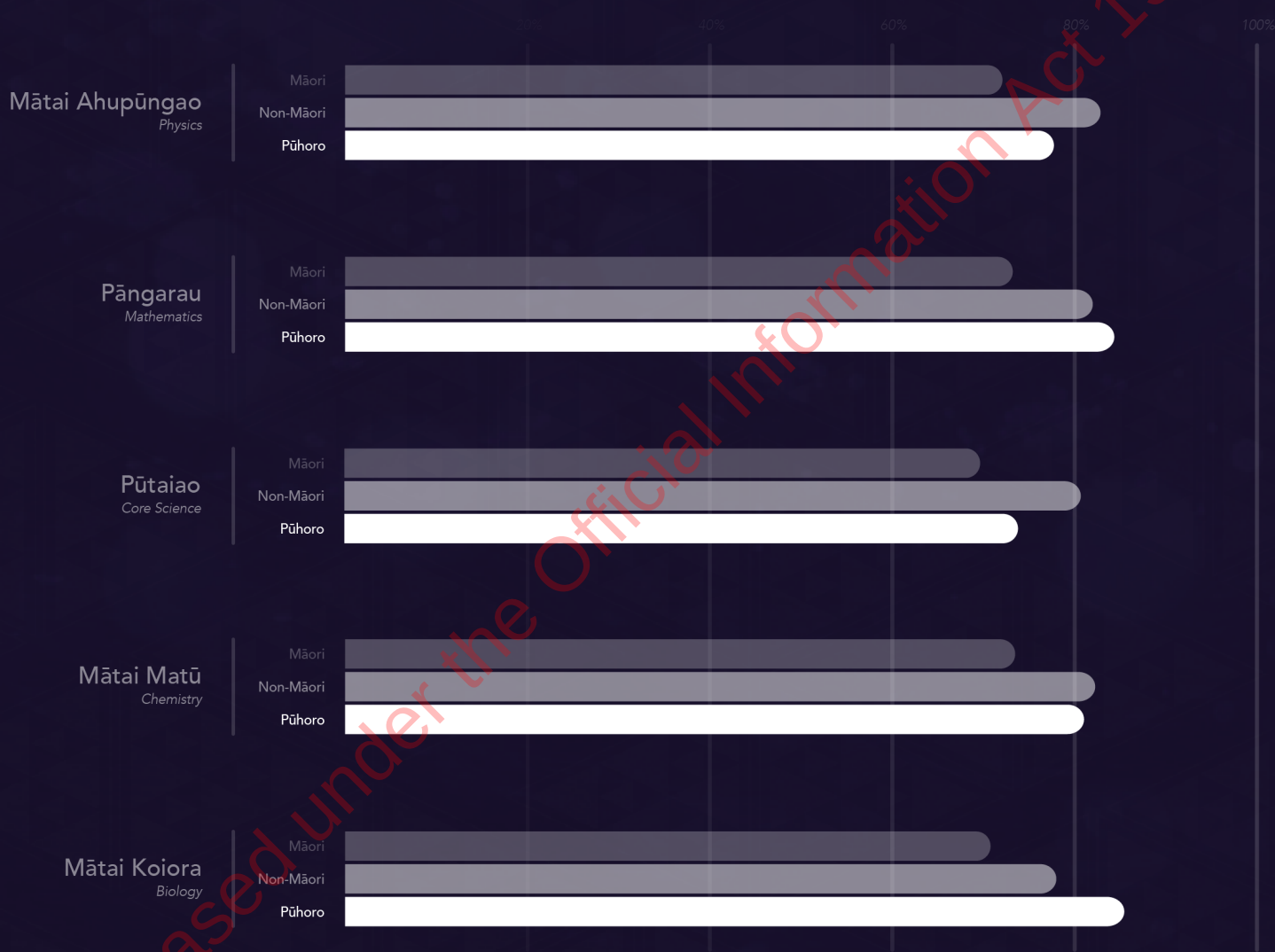
- 1531** rangatahi participating in highschool phase
- 434** wānanga workshops delivered
- 68** kura participating in Pūhoro
- 906** science tutorials delivered
- 2495** micro-badges awarded
- 2387** rangatahi attendances at termly wānanga
- 1783** kaihautū sessions delivered

9(2)(a)

NCEA Data & Results

NCEA Pass Rates

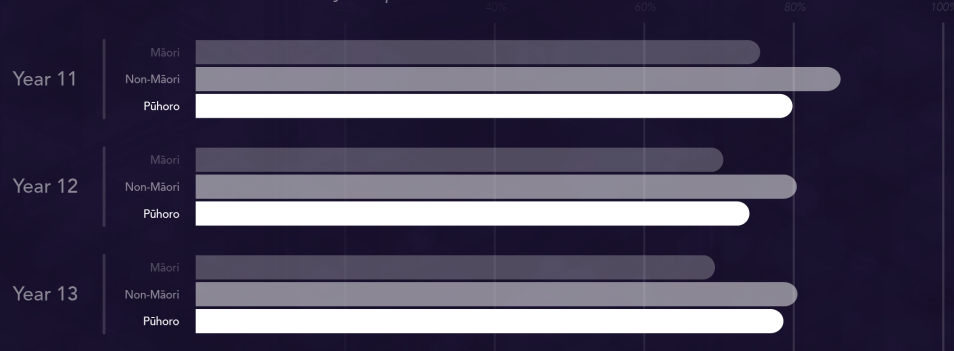
Overall



- Pūhoro rangatahi achieve science and maths NCEA standards at a rate higher than Māori.
- Pūhoro rangatahi achieve Maths and Biology NCEA standards at a rate higher than both Māori and non-Māori.
- Pūhoro rangatahi achieved at a rate close to non-Māori for Chemistry.
- While Physics and Core Sciences achievement rates for Pūhoro rangatahi were not as high as non-Māori, they were above the Māori rates of achievement for these subjects.

Mātai Ahupūngao

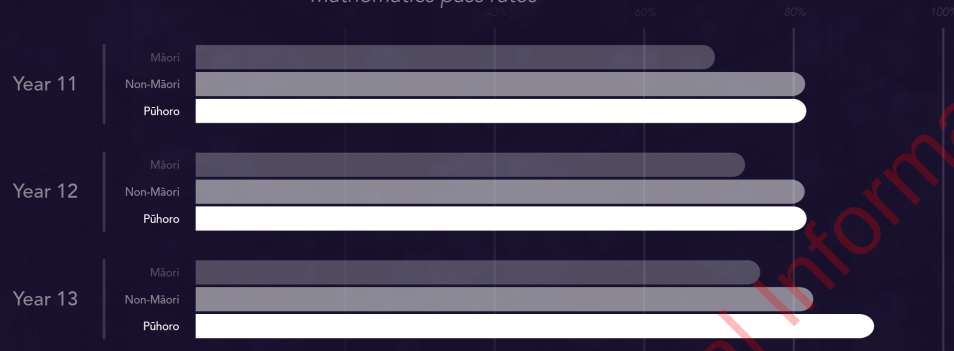
Physics pass rates



- **Year 13 Pūhoro rangatahi** achieved Physics (79%) at a rate close to non-Māori (81%).
- Year 11 (80%) and Year 12 (75%) Pūhoro rangatahi achieved Physics at a rate greater than Māori.

Pāngarau

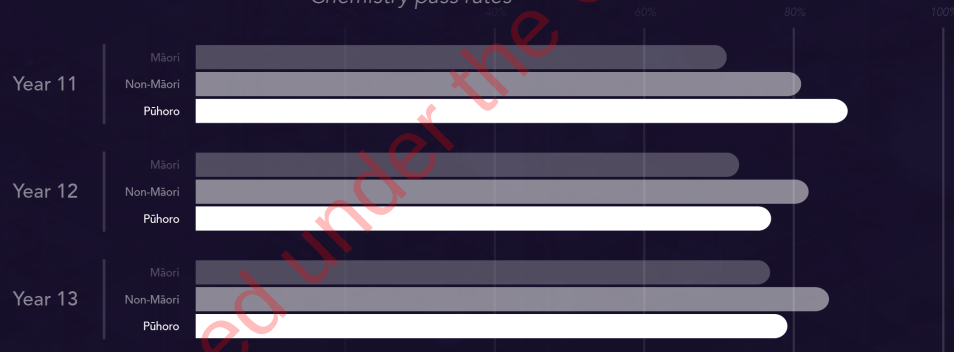
Mathematics pass rates



- **Year 13 Pūhoro rangatahi** achieved Maths at a rate (91%) significantly higher than non-Māori (83%).
- Year 11 and Year 12 Pūhoro rangatahi achieved Maths at a rate (82%) equal to non-Māori (82%) and significantly more than Māori.

Mātai Matū

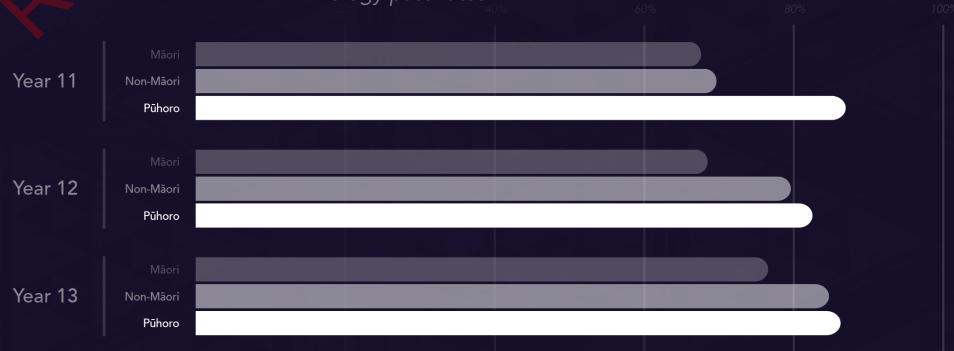
Chemistry pass rates



- **Year 11 Pūhoro rangatahi** achieved Chemistry at a significantly higher rate (87%) than non-Māori (81%).
- Year 12 (77%) and Year 13 (79%) Pūhoro rangatahi achieved Chemistry at a rate greater than Māori.

Mātai Koiora

Biology pass rates



- **Year 11 Pūhoro rangatahi** achieved Biology at a significantly higher rate (87%) than non-Māori (68%).
- Year 12 (83%) and Year 13 (87%) Pūhoro rangatahi achieved Biology at a rate greater than non-Māori and significantly more than Māori.

Te Reo o Te Urunga Tū

The following is a transcript from a recorded interview with Pūhoro rangatahi.

Tell us about your experience with Pūhoro.

I joined Pūhoro in 9(2)(a). Pūhoro has really helped me explore the opportunities that I myself as a rangatahi Māori can (tap in to), the different jobs and occupations that I can get into through Pūhoro, as a Māori student in STEM. Pūhoro has helped me gain new friends, and has given me a lot of opportunities, some that I am very grateful for specifically with Te Kāhui Akonga, which is a movement that I work alongside with NZQA, providing a Māori perspective on what quality education looks like.

How does Pūhoro help you to prepare for life after kura?

Pūhoro has presented me with a lot of opportunities where I can get a job straight out of school, or receive support if I do decide to go into tertiary education. I know that Pūhoro supports tertiary students across the whole country and this will help me when I decide to further my study and where.

How has Pūhoro made you more confident as Māori?

Before I joined Pūhoro the only real thing I was doing culture-wise was taking the subject of Te Reo Māori. Pūhoro has helped me to understand how many different aspects of being Māori there are. There's not just the kapa haka, there's not just the waiata, there's also the tikanga, the tāmoko, the whakapapa, our atua, and how us as Māori can connect, through being Māori.

Who is your favourite Kaihautū and why?

Favourite Kaihautū, I have two: 9(2)(a). 9(2)(a), he's helped me so much. I am really appreciative of what he has done for me and what sacrifices he has made for me to stand where I am today. And another Kaihautū is 9(2)(a) and having a bit of banter.

How has Pūhoro helped mentor you and strengthen you as a person?

Pūhoro has helped me to not be shy about being Māori. I remember when I was selected (at school) to be in the accelerate programme in year 9. I was one of the few Māori students selected and I felt like I was stuck in a shell, and I wasn't sure who to turn to because I was always curious about what opportunities there were for me as Māori, scholarships, jobs etc. But now seeing that there is a whole programme and system dedicated to rangatahi Māori thriving in a STEM environment, it really helps me.

What does the future hold for you?

Future holds for me? I guess wherever the wind takes me. I know there's a lot of opportunities with me going into a statistic-type of job. I've already got an internship lined up for me thanks to Pūhoro, and also even just a job straight out of university supporting and giving back to the kaupapa, what Pūhoro has given to me.

Te Urunga Pae

Rising Above The Storm

In the ongoing journey of Te Urunga Pae, our commitment to cultivating Māori leadership in STEMM at tertiary level takes a significant stride forward for 2023.

Te Urunga Pae has evolved from its foundational role in supporting rangatahi at Tertiary level, extending its reach further by acting as an intermediate between itself, *Te Urunga Tū* (secondary-school phase) and *Te Urunga Tapū* (industry phase).

Te Urunga Pae Kaihautū engage Year 13 students from *Te Urunga Tū* as part of their transition to tertiary, by facilitating workshops at wānanga, and visiting schools through Terms 1, 2 and 3. So far the impact has been profound, with many rangatahi stepping seamlessly into higher learning environments equipped with essential STEMM skills, already established Kaihautū relationships, and a strong sense of identity and purpose.

Further along the STEMM pipeline, *Te Urunga Pae* continues to facilitate rangatahi into STEMM-based careers through the summer internship programme – a cornerstone event signifying a shift into *Te Urunga Tapu*. This year our internship programme has witnessed remarkable growth, becoming a linchpin in our engagement with the STEMM workforce. The surge in the number of internships this year not only accentuates the programme's vitality, but also underscores the demand for Māori perspectives in the STEMM workforce. Recognising the accelerated growth of the summer internship programme, an Internship Lead position has been instituted to ensure its quality standard endures.

Furthermore, *Te Urunga Pae* feel fortunate to be led this year by dual-manager Jody Allen, who also leads the Pūhoro Mātauranga Māori team. The appointment of Jody has come at a critical time for *Te Urunga Pae*, as it looks to solidify its position as a unique and purposeful programme for rangatahi pursuing STEMM tertiary pathways. With Jody's leadership and extensive experience in Māori education, Pūhoro are confident that *Te Urunga Pae* can continue to achieve its lofty aspirations, and enhance its delivery model as the tertiary phase of Pūhoro expands.

For 2023, the Pūhoro tutoring programme continues to embody the essence of tuākana-teina, as selected *Te Urunga Pae* rangatahi feed back into the kaupapa by tutoring STEM subjects to rangatahi in schools. Fostering an environment of collective growth, the tutoring programme serves as values-based work experience, where our tuākana get paid as tutors, get to fortify their own skills in STEMM, and be an example for rangatahi in *Te Urunga Tū* who look to assume the position of tuākana in the future.

While we celebrate our achievements, we also acknowledge the challenges ahead, and the aspiration of a future where Māori leadership is central to the advancement of STEMM in Aotearoa. With the team expanding and new leadership, *Te Urunga Pae* are well-positioned to lay the groundwork for a legacy of excellence, resilience and innovation in STEMM.

Te Urunga Pae Numbers 2023

- 572** rangatahi in Te Urunga Pae
- 144** Year 13 transitions into Te Urunga Pae
- 26** Tertiary Institutions attended by Te Urunga Pae rangatahi
- 621** Year 13 kaihautū support & mentoring engagements
- 34** TUP rangatahi employed as tutors
- 73** Summer internships completed across the 2022/2023 summer period
- 176** Summer internships completed to date since programme began
- 10** Tuakana (Te Urunga Pae mentors) providing mentoring to teina (new Te Urunga Pae rangatahi)
- 7** regions across Aotearoa where Te Urunga Pae rangatahi are studying
- 50** Year 13 rangatahi directly transitioned to study, trades, and apprenticeships

Te Reo o Te Urunga Pae

I grew up in a small town called

9(2)(a)

Although I grew up as an only child, I was fortunate to be surrounded by numerous cousins, aunts, and uncles. This not only instilled a strong sense of family values from a very young age but also nurtured my inclination to care for people. Since I was young, I've always had a mindset of giving everything a try. I think all these factors have contributed to my upbringing today.

In 2017, I was incredibly fortunate to embark on my journey with Pūhoro when I was year 9(2)

At the beginning, I didn't excel academically, and I wasn't particularly passionate about anything, except for sports and science. With Pūhoro, I gained access to valuable resources; I received extra support for my science and math coursework through fortnightly tutorials and workshops at termly wānanga. Pūhoro also organised offsite tutorials for NCEA papers. Initially, I was hesitant to attend these tutorials, however our Kaihautū went above and beyond to break down these barriers. They graciously provided transportation, picking us up and dropping us off every week for these tutorials.

I am eternally grateful to the Kaihautū for investing their time in us taura. Thanks to their dedication, I began to excel in my classes and developed a commitment to my academics in the NCEA Level 1-3 journey. Pūhoro offered unwavering support, without which I doubt I would have made it through high school. It wasn't just about academics; I also forged lifelong friendships through the wānanga experiences I attended.

The most significant gift Pūhoro has given me is the awareness that there are opportunities available for Māori taura interested in pursuing STEM, even though there may not be many individuals who resemble us in the STEM field. Pūhoro played a pivotal role in helping me discover my purpose, which was to become a doctor.

As a university student I've had the privilege of participating in three Pūhoro internships thus far, all centred around my passion for Hauora Māori. These internships have not only allowed me to deepen my knowledge in Hauora Māori, but have also offered me a chance to explore specific specialties, helping me make informed decisions about potential career paths.

In relation to employment, I have been invited to return to some organisations to continue the work I did during my internships. I've also had the chance to contribute to the programme by taking on roles like Tutor Lead for the Pūhoro teina in the Tāmaki Makaurau region in 2022. These opportunities have not only provided me with financial support, but have also allowed me to acquire additional skills and establish connections with numerous individuals.

Pūhoro has also provided me with a profound connection to my culture. When I began my journey with Pūhoro, I didn't have a strong background in Te Ao Māori. I knew I was Māori, but I often felt like I didn't meet some undefined standard of being 'Māori enough'. My cultural exploration truly began when I had the privilege of participating in the Āmua Ao Houston trip. During a pivotal moment on that trip, we gathered in a circle, and many of us shared how we had struggled with not feeling Māori enough. Matua 9(2)(a) played a crucial role for me during this trip, as he made us all feel accepted and validated in our Māori identity. He emphasised that if we had whakapapa, we were Māori, and that perspective profoundly shifted my mindset, inspiring me to delve deeper into my cultural heritage.

Looking ahead, I look forward to a future where I find daily fulfilment in my work and have the opportunity to support, advocate for, and inspire as many taura, whānau and Māori as possible. My aspiration is to collaborate with, and serve my community, continuously acquiring new skills along the way.

Te Urunga Tapu

Internships

The substantial number of graduates from the 2022-2023 Pūhoro Summer Internship programme marks the long-awaited ascendance of Te Urunga Tapu - the industry phase.

In its seventh year, Pūhoro has navigated rangatahi through the transformative journey from secondary school, to tertiary education and now into industry employment. The recently concluded Summer Internship programme, hosting an impressive cohort of 73 interns, marks a tangible milestone in this journey. These interns, products of the early years of Pūhoro (2016-2019), now stand at the precipice of the Pūhoro pipeline, nearing the completion of their STEMM education at tertiary level, and are now looking to transition into the STEMM workforce.

"This year our interns were hosted by 35 different organisations across the industry all of whom shared a passion for seeing more Māori in STEMM related careers. Without their commitment and the commitment of our funders our rangatahi wouldn't have the same opportunities to grow and flourish"

- Te Urunga Pae Lead

The summer internships have been pivotal in preparing STEMM industries to be "rangatahi-ready." This involves embracing the responsibilities that come with being *kaitiaki*, and accommodating the distinct worldview of rangatahi. The benefits are twofold; STEMM industries gain a competitive edge through diverse perspectives, and rangatahi find increased employability in STEMM fields.

The Summer Internship noho that occurred at the beginning of the programme facilitated this preparation by emphasising the following key aspects:

- **Whakawhaungatanga:** Interns were welcomed during formal pōwhiri, followed by kai and icebreaker activities, fostering connections with peers and mentors.
- **Mātauranga Māori:** Challenging perceptions, interns and mentors engaged in discussions about the protection and promotion of Mātauranga Māori.
- **Te Tiriti o Waitangi:** This session explored the significance of Te Tiriti o Waitangi in the STEMM context, aligning with the advancement of Māori aspirations.
- **Tuakana-Teina Mentoring:** Interns received personalised mentoring sessions with STEMM industry kaitiaki, establishing meaningful connections with their mentors.

Rangatahi who engaged in the various STEMM internships are now on the cusp of contributing to many exciting industry initiatives, ranging from āwheto (vegetable caterpillars) and rongoā Māori to microbial water quality and civil engineering. Their unique Māori worldview enriches STEMM industries, bringing fresh perspectives that illuminate new dimensions in problem-solving and innovation.

The long-awaited rise of *Te Urunga Tapū* is a momentous juncture for Pūhoro. In the next 2-3 years, an upsurge in STEMM graduates transitioning seamlessly into full-time employment is anticipated. This momentum is fuelled by the impactful contributions of the Summer Internship programme, which provides essential exposure to our adept STEMM rangatahi. Pūhoro are excited to witness 7 years of empowering rangatahi finally come to fruition, as we now move to fortify *Te Urunga Tapu* in preparation for a future-focused, Māori-led STEMM workforce in Aotearoa.

Internship Numbers

2018/2019	02 internships	01 partner
2019/2020	15 internships	06 partners
2020/2021	52 internships	16 partners
2021/2022	34 internships	17 partners
2022/2023	73 internships	35 partners
2023/2024	56* internships	24 partners
	Currently in train	
Projected Totals	232 internships	99 partners

9(2)(a)

Te Reo o Te Urunga Tapu

Internship host: Waikato University

Supervisor: 9(2)(a)

Project: Digital Twinning for Brain Controlled Prosthesis

Using a collaborative Te Ao Māori and Western Science framework, my internship aimed to develop a virtual rehabilitation centre that allows the virtual testing of a prosthetic hand prior to its inception in the real world. I had the opportunity to delve into the world of digital twinning/virtual reality, then cross the interface into reality by 3D printing the digitally developed model of the hand, and implementing already existing autonomous frameworks to control it.

The primary focus of my project was to enhance the control of upper limb prostheses for Māori amputees. We named the project "Matakite", signifying the ability to see into the future, prophesy, foresee, and foretell. This name was chosen because the virtual training system we are still developing allows amputees to gain insight into the functioning of their future prostheses.

The most crucial lesson I learned during my internship was the significance of having dual perspectives, both as an engineer and as Māori. This fusion of perspectives has illuminated the unique vantage point I hold, which I believe can play a pivotal role in propelling Mātauranga Māori into recognition within the sphere of engineering in Aotearoa.

I've also come to appreciate the importance of thinking both creatively and critically during my time on this internship. This involves the ability to tackle complex problems and devise effective solutions, while also honing my technical skills in the process.

Finally, embracing my identity as Māori has allowed me to delve into the depth of Mātauranga Māori, enriching my understanding of indigenous knowledge and cultural practices. This has enabled me to approach tasks with a more person-centred approach, emphasising the importance of considering individual experiences and needs.

This fusion of perspectives, both as an engineer and as Māori, underscores the unique and multifaceted viewpoint I bring to my work. It positions me to bridge the gap between Western Science and Mātauranga Māori, contributing to the recognition and integration of indigenous knowledge within the Western Scientific framework. This, I believe, is a pivotal step towards a more inclusive and holistic approach to knowledge and problem-solving, with the potential to benefit both communities and advance our understanding of the world.

9(2)(a) has recently completed his

Bachelor of Engineering (Hons)
Mechanical and Biomedical Engineering

9(2)(a)

9(2)(a)

Te Reo o Te Urunga Tapu

Internship host: Poipoia Limited

Supervisor: 9(2)(a)

Project: Poipoia Kia Puawai

My internship supported the work Poipoia is doing in relation to delivering natural resource management and sustainability services through a kaitiakitanga ethos. Poipoia believes that in following and honouring the kōrero of our tīpuna, we can live in alignment with our taiao while still supporting the aspirations of our whānau. Established in 2016, Poipoia prides itself on supporting Māori practitioners to grow mātauranga and our capacity across multiple spaces reliant on our taiao.

My 2022-2023 internship was with Our Land and Water (OLW). I worked under 9(2)(a), who assumes the role of Kaihāpai Māori. Part of 9(2)(a)'s role within OLW is to reinforce the crucial importance of Te Ao Māori and Māori knowledge systems within the projects OLW fund and in achieving the OLW goal.

The OLW goal is to increase the primary sector production and productivity while maintaining and improving the country's land and water for future generations. I expressed an interest in freshwater science, so together Naomi and I decided on a project to investigate the 2020 revisions to the National Policy Statement for Freshwater Management (NPS-FM) and the role of tangata whenua in freshwater monitoring programs around Aotearoa.

The internship was very enjoyable and I have learnt a lot of relevant freshwater law and process that will be very useful as I move into my graduate role at the National Institute of Water and Atmospheric Research (NIWA). My work was very much related to Te Ao Māori and through my literature reviewing, I have become aware of resources that hapū and iwi can use when trying to gain more of a role in freshwater management with the council.

Likewise, there are great resources for councils (but could be used by Crown institutes also) on what successful partnership will look like which I can take with me as I move into full-time mahi (Te Mana o te Wai Training Programme for Regional Councils, 2022). I would recommend taking Pūhoro internships to all rangatahi because even if your project might not align exactly with what you want to do for work, you still learn amazing skills such as communication, researching and writing.

9(2)(a) has recently completed her

Master of Environmental Science
at 9(2)(a)

9(2)(a)

9(2)(a)

He Hokinga Mahara

Our Events 2022-2023

WHĀNAU EXPO

During 2023, Pūhoro organised a series of 3 whānau expo across the Manawatū, Te Matau-a-Māui and Waikato regions. These expo serve as a valuable platform for Kaihautū to engage and connect with new Pūhoro rangatahi and their whānau, in an enjoyable setting that showcases various interactive STEM workshops. A key feature of the whānau expo is the introduction to NCEA led by NZQA.

TERMLY WĀNANGA

Pūhoro delivered successfully, 19 wānanga events in Te Taitokerau, Tāmaki Makaurau, Waikato, Rotorua, Te Matau-a-Māui, Manawatū and Ōtautahi. Over 2100 rangatahi attendances exposed participants to 150 various STEM workshops that related to the fields of digital technology, environmental science, robotics, food science, forensics, medical science, civil engineering, hydro-power and mātauranga Māori. These wānanga serve as dynamic hubs of learning, fostering an interactive and engaging environment where rangatahi delve into the realms of STEM.

PŪRĀKAU-BASED WORKSHOPS

In an unprecedented collaboration, Pūhoro and Waikato-Tainui partnered to co-design five pūrākau-based STEM workshops, specifically tailored to benefit uri within the Waikato-Tainui rohe. Through iwi-specific narratives, rangatahi got the opportunity to explore and connect with their heritage by using robotics, JavaScript programming, water-quality testing, augmented-reality and the science of electrical water-pumps to explain science phenomena and make it relative. The workshops were rolled out at Waikato wānanga and whānau expo, and served as a pathway to advance Waikato-Tainui's STEM capabilities, ensuring a fusion of traditional knowledge and contemporary skills for the future.

YEAR 13 GRADUATION

In late 2022, Pūhoro held four graduation ceremonies for Year 13 rangatahi in Tāmaki Makaurau, Te Matau-a-Māui, Manawatū, and Ōtautahi. Accompanied by their whānau, graduates were honoured on stage, each receiving taonga as a symbol of their dedication to Te Urunga Tū and expressing their future aspirations as they transitioned into Te Urunga Pae and Te Urunga Tapū. A notable aspect of each ceremony was the presentation of slides showcasing the initial STEM aspiration for each graduate at Year 11, providing a compelling comparison to their current aspirations, which in most cases, had evolved. In total, 363 rangatahi and their whānau attended the graduation ceremonies.

SUPPORTED KO MĀUI HANGARAU – META MARAE WORKSHOP

Pūhoro through its partnership with the SPARK Foundation, was enabled to support the Ko Māui Hangarau kaupapa held in Hastings, Christchurch Hopu Hopu & Tāmaki Makaurau in 2022. Pūhoro was able to connect rangatahi in the programme to this incredible kaupapa led by Lee Timutimu and Awhina Ngutuere. Pūhoro as part of the event, designed and delivered a fun introduction to the metaverse through the usage of VR headsets wherein participants are able to assemble a virtual wharehau in real-time. Through a mixture of tech and movement and helped rangatahi see the connection between whare tipuna and how this can be also explored through technological platforms.

9(2)(a)

Official Information Act 1982

YEAR 12 & 13 CAMPS

This year, NZDF organised two separate three-day wānanga at Ohakea and Devonport bases, hosting a total of 67 year 12 and 13 rangatahi from across the country. These wānanga aimed to assess rangatahi communication, problem-solving, leadership, and teamwork skills. The events featured hands-on experiences in various military trades, Q&A sessions with military personnel, exploration of aircraft like the Hercules, NH90, and A109, and mātauranga Māori sessions connected to the overall three-day program.

INTERNSHIP WHAKATAU

On Monday 21 December 2022, a total of 72 interns descended on to Te Wānanga o Raukawa in Ōtaki for a three-day noho, in preparation for the 2022-2023 Summer Internship programme. The noho started with a mihi whakatau to bring together Pūhoro interns, Pūhoro staff and internship supervisors. One of the main focuses of noho was two-pronged; to ensure rangatahi were “work-ready”, but to also ensure that internship hosts were “rangatahi-ready”. This notion of “tuakana-teina” (reciprocal relationships) was key to intern hosts’ understanding that they were not just receiving a “student” but were instead receiving a taonga (special gift) who come with new ideas and a unique, Māori worldview.

PŌ WHAKANUI

Pō Whakanui marked the conclusion of the Pūhoro Summer Internship programme for 2022/2023. On February 2023, over 200 guests including intern scholars, whānau, friends, and industry partners gathered to celebrate the accomplishments of our Pūhoro interns over a 10-week period. A total of 73 Pūhoro rangatahi successfully completed their internships, with 60 of those interns travelling from all over Aotearoa to Palmerston North to proudly display their academic research posters. Throughout the night, interns and guests engaged in conversations about STEMM, and interns shared highlights and new learnings from their internship experiences. The Pō Whakanui programme included presentations from selected interns, and the night ended with an awards ceremony to celebrate some of the stand-out posters of the night.

TE AKA WHAI ORA & PŪHORO LAUNCH

Pūhoro partnered with Te Aka Whai Ora the Māori Health Authority in June 2023. This represents a significant partnership across the next twelve months to implement and strengthen a Health Careers pathway initiative for rangatahi in health careers and the health sciences. To mark this launch, Pūhoro hosted Minister Peeni Henare as well as Alana Ewe-Snow – Director Primary & Community Care Workforce, at the Auckland wānanga. The Health Careers Pathway initiative has begun in earnest since June 2023 and delivered eight health programmes across six regional wānanga, with a total of 22 sessions having been delivered so far.

9(2)(a)

Tāmaki Makaurau Wānanga, 2023.



He Hokinga Mahara

A look back at the year gone

9(2)(a)

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Te Reo o Āpōpō

Rangatahi insights are central to gauging the impact of our kaupapa.

Every year we collect vital feedback from rangatahi across the kaupapa to comprehend the impact Pūhoro is making on them. This is to understand which learnings resonate the most, and what aspects they would like to explore further.

Throughout the 2022-2023 period, we gathered rangatahi feedback from Kaihautū, as well as events such as wānanga and Year 12-13 camps. The feedback consistently reflects positive impacts on STEMM engagement, with the following themes emerging: enhancing rangatahi connections to their Māori identity; building a sense of belonging in STEMM with like-minded rangatahi; and exposure to tertiary programmes and career exposure. Presented here is a curated selection of rangatahi feedback from events held during the 2022-2023 period, offering a glimpse into the overarching sentiments expressed by rangatahi.

9(2)(a)



"Pūhoro has definitely helped me academically. It's given me a head start in all the subjects and helped me develop a deeper understanding of work in class. It also helps me keep traditions, protocols and tikanga of how Māori can be used in everyday situations."

– Year ⁹⁽²⁾_(a) rangatahi

"My highlight is meeting new people and making new friends" – Year 12 rangatahi

"I learnt a bit more on Māori culture, like the reason why we take our shoes off before entering the marae." – Year 13 rangatahi

"I liked learning about the different important aspects to do with jobs and I liked learning about it in a fun and creative way." – Year 13 rangatahi

"Getting the robots to move with coding was very fun, I learnt a lot in this lesson, it was my favourite session." – Year 11 rangatahi

"I'm glad that I can be a part of this programme because of the wide range of opportunities that Pūhoro offers for students like me." – Year 11 rangatahi

"I really enjoyed the pH testing, it made me feel like a mad scientist and it was really cool to see the chemical reactions occurring." – Year 11 rangatahi

"I made a PC and put it together. I enjoyed it because it was a new experience." – Year 12 rangatahi

"I enjoyed furthering my knowledge about our tūpuna and our history." – Year 11 rangatahi

"Everything was very interesting and I was able to obtain a deeper understanding on what opportunities are open for my years after school." - Year 13 rangatahi

"It was super fun and I liked that the sessions were all super hands-on and not a whole lot of listening to them talk." – Year 13 rangatahi

"This wananga was very fun and extremely interactive. it was probably one of the best I've ever attended." - Year 13 rangatahi

"I enjoyed learning new things, getting outside of my comfort zone and learning more about STEMM." – Year 11 rangatahi

"This was really fun; I enjoyed everything and made new friends in the end, and learned a lot of new things that'll help achieve my goal in the future." - Year 11 rangatahi

"It was good - everyone was warm welcoming and the workshops were straight to the point and made sense." – Year 11 rangatahi

"I enjoyed the experiences and the opportunities that were given." – Year 12 rangatahi

"Pūhoro inspired me to try harder to get into university" – Year 12 rangatahi

"I enjoyed all the things we learned and I enjoyed seeing friends I haven't seen for ages and meeting new people." – Year 11 rangatahi

"It was a great experience and made me feel very proud to be Māori." – YR 11 rangatahi

"It was such a great and nice experience. Especially socialising - I'm not the type to socialise but I ended up socialising which was a nice experience." – Year 11 rangatahi

"We built an electromagnet fishing rod to follow the story of Māui, which was super fun and encouraged perseverance." – Year 12 rangatahi

"I really enjoyed this session because it made me feel like I wasn't the only one that was too white to be Māori. It made me feel like I was in my culture and era." – Year 11 rangatahi

Te Taurapa

Taurapa

1.(noun) stern-post (of a canoe).

Te Taurapa represents the support and mahi that goes unseen at Pūhoro. From operations to stakeholder support - this is what keeps our waka moving and allows us to continue the work that we do.

"Ko te amokura ki mua, ko te hāpai ō ki muri."

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Ngā Kaitautoko

Our Funders and Partners

Our Funders and Partners

Ministry of Education (Keystone National Programme Funder)
Our Land and Water National Science Challenge (National Funder)
High Value Nutrition National Science Challenge (National Funder)
Te Aka Whai Ora – Māori Health Authority (National Funder)
New Zealand Qualifications Authority - NZQA (National Funder)
ESR - Institute of Environmental Science and Research (National Funder)
Genesis Energy (Multi-regional Funder)
AgResearch (National Funder)
Spark Foundation (National Funder)
NZAGRC – New Zealand Agricultural Greenhouse Gas Research Centre (National Funder)
The Tindall Foundation (Multi-Regional Funder)
Foundation North (Multi-Regional Funder)
The University of Waikato (Regional Funder)
Fisher and Paykel Healthcare Foundation (Multi-Regional Funder)
Te Pūkenga (Multi-Regional Funder)
Auckland University of Technology - AUT (Regional Funder)
Ara Institute of Technology (Regional Funder)
Ministry of Business, Innovation and Employment - MBIE (Multi-Regional Funder)
Te Puni Kōkiri (Multi-Regional Funder)

Pūhoro Stakeholders

Awanui
The Fonterra Research Development Centre
GHD – Engineering, Architecture and Construction Services
HERA
Lincoln Agritech
Manaaki Whenua – Landcare Research
Massey University – Te Kunenga ki Pūrehuroa
New Zealand Defence Force – NZDF
Plant & Food Research
Pūtahi Manawa Healthy Hearts for Aotearoa New Zealand
Riddet Institute
Rongoā Māori Practitioners Collective
Royal Australasian College of Surgeons - RACS
Te Wānanga o Raukawa
Te Whatu Ora – Health New Zealand
Tonkin & Taylor
Toi Ohomai Institute of Technology
Waka Kotahi – NZ Transport Authority

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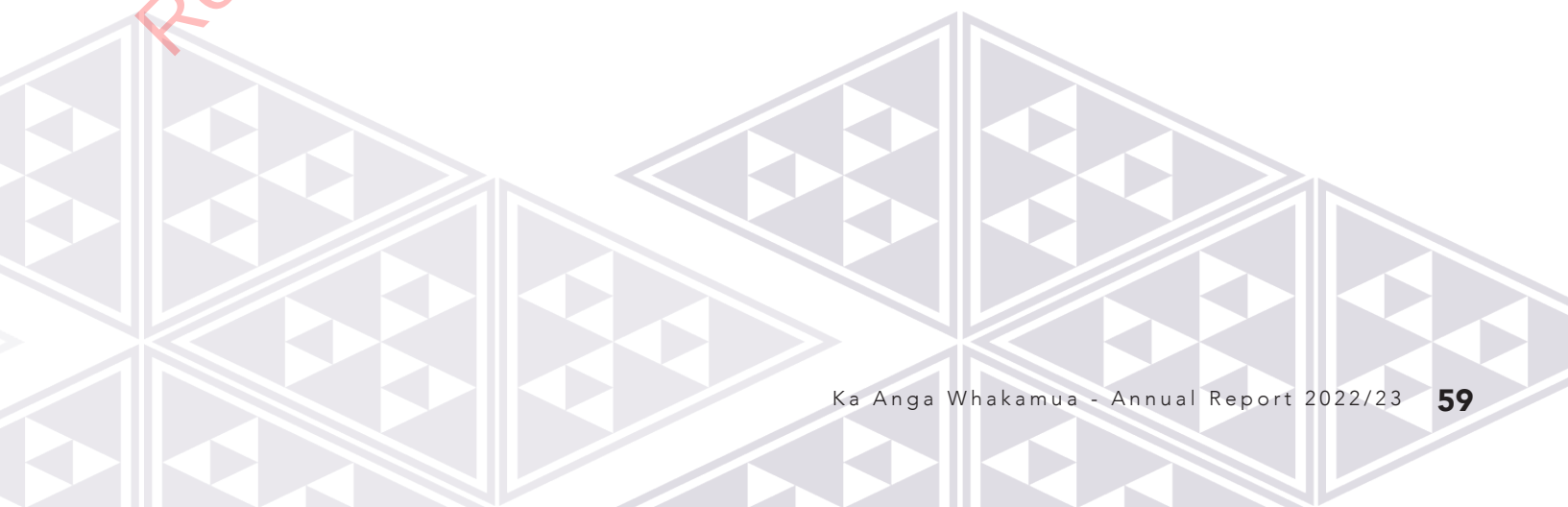
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Auditor's Report

INDEPENDENT AUDITORS REPORT

To the Trustees of Pūhoro Charitable Trust

Report on the Audit of the Financial Statements

Opinion

We have audited the financial statements of Pūhoro Charitable Trust on pages 61 to 81, which comprise the statement of service performance, statement of financial position as at 30 June 2023, and the statement of comprehensive revenue and expense, statement of changes in net assets/equity and statement of cash flows for the year then ended, and notes to the financial statements, including a summary of significant accounting policies.

In our opinion:

a) the reported outcomes and outputs, and quantification of the outputs to the extent practicable, in the statement of service performance are suitable;

b) the accompanying financial statements present fairly, in all material respects, the financial position of the Trust as at 30 June 2023, and its financial performance and its cash flows for the year then ended in accordance with Tier 2 Not-For-Profit PBE Reduced Disclosure Regime issued by the New Zealand Accounting Standards Board.

Basis for Opinion

We conducted our audit in accordance with International Standards on Auditing (New Zealand) (ISAs (NZ)), and the audit of the statement of service performance in accordance with the International Standard on Assurance Engagements (New Zealand) ISAE (NZ) 3000 (Revised). Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report. We are independent of the Trust in accordance with Professional and Ethical Standard 1 (Revised) Code of Ethics for Assurance Practitioners issued by the New Zealand Auditing and Assurance Standards Board and the International Ethics Standards Board for Accountants' Code of Ethics for Professional Accountants (IESBA Code), and we have fulfilled our other ethical responsibilities in accordance with these requirements and the IESBA Code. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Other than in our capacity as auditor we have no relationship with, or interests in, the Trust.

Other information

The Trustees are responsible on behalf of the Trust for the other information. The other information comprises the Entity Information and Annual Report, but does not include the financial statements and our auditor's report thereon.

Our opinion on the financial statements does not cover the other information and we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements, or our knowledge obtained in the audit or otherwise appears to be materially misstated. If based, on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Trustees Responsibilities for the Financial Statements

Those charged with governance are responsible on behalf of the Trust for Identifying outcomes and outputs, and quantifying the outputs to the extent practicable, that are relevant, reliable, comparable and understandable, to report in the statement of service performance; and for the preparation and fair presentation of the financial statements in accordance with Tier 2 Not-For-Profit PBE Reduced Disclosure Regime, and for such internal control as those charged with governance determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, those charged with governance are responsible on behalf of the Trust for assessing the Trust's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless those charged with governance either intend to liquidate the Trust or to cease operations, or have no realistic alternative but to do so.

Auditors Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (NZ) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the decisions of users taken on the basis of these financial statements.

A further description of the auditor's responsibilities for the audit of the financial statements is located at the XRB's website at:

<http://www.xrb.govt.nz/standards-for-assurance-practitioners/auditors-responsibilities/auditreport-14/>

Restriction on Distribution or Use

This report is made solely to the trustees, as a body, in accordance with section 42F of the Charities Act 2005. Our audit work has been undertaken so that we might state to the trustees those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the trustees as a body, for our audit work, for this report, or for the opinions we have formed.



Cameron Town
Silks Audit Chartered Accountants Ltd
Whanganui, New Zealand

Date: 27 October 2023

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Entity Information

Pūhoro Charitable Trust
For the year ended 30 June 2023

Nature of business

Education and Training

Charities commission number

CC58703

Postal address

PO Box 5073
Palmerston North 4144

Board of Trustees

Dr Jessica Hutchings (Co-Chair to February 2023. Resigned February 2023)

Dr Meika Foster

Naomi Manu (Resigned February 2023)

Professor Tahu Kukutai

Robin Hapi (Co-Chair)

Sir Mark Solomon

William Edwards (Co-Chair)

Accountants

GHA Ltd
Chartered Accountants
PO Box 1712
Rotorua

Auditors

Silks Audit Chartered Accountants Ltd
156 Guyton Street
Whanganui

Statement of Service Performance

Pūhoro Charitable Trust

For the year ended 30 June 2023

Description of Entity's Outcomes

The Pūhoro Charitable Trust is a by Māori, for Māori and with Māori capability building pipeline for rangatahi Māori into STEMM (Science, Technology, Engineering, Mathematics, Mātauranga) related fields. Pūhoro supports rangatahi Māori with transitions from secondary school to tertiary programmes, internships, scholarships, industry opportunities and employment in the STEMM sector.

Description and Quantification of the Entity's Outputs

The Pūhoro Charitable Trust provides key deliverables for rangatahi across Aotearoa. Pūhoro has 2108 (1505 in 2022) rangatahi in the programme. The breakdown consists of 1531 rangatahi in the secondary phase and 577 rangatahi in the tertiary and employment phases of the programme. Pūhoro delivers across 10 regions in Aotearoa, namely; Auckland Central/West, South Auckland, Waikato, Rotorua, Ruapehu, Hawke's Bay, Manawatū, Kāpiti, Christchurch and Te Tai Tokerau (8 regions in 2022; Auckland Central/West, South Auckland, Waikato, Rotorua, Ruapehu, Hawke's Bay, Manawatū, and Christchurch). Rangatahi in the programme affiliate and whakapapa to 134 iwi and 81 hapū from across Aotearoa. Over this period, Pūhoro has delivered 19 wānanga the majority of which were hosted at partner tertiary institutes, providing 422 (165 in 2022) STEMM (Science, Technology, Engineering, Maths and Mātauranga Māori) focussed workshops for rangatahi. Pūhoro works with 68 (54 in 2022) partner schools and delivered 906 science tutorials and 1783 kaihautū mentoring/21st century skills sessions. These sessions include career exposure opportunities, tuakiri and identity sessions, micro-credential aligned activities, and other pertinent sessions which develop rangatahi STEMM competencies. Pūhoro provided over 73 (35 in 2022) summer internship and scholarship opportunities for rangatahi and actively supports rangatahi in tertiary and employment in the STEMM industry sector. Our mission is to continue to increase equitable opportunities for rangatahi to engage, participate and thrive in STEMM. He waka eke noa!

Statement of Comprehensive Revenue and Expense

Pūhoro Charitable Trust
For the year ended 30 June 2023

	Notes	2023 \$	2022 \$
Revenue			
<i>Revenue from exchange transactions</i>			
Government contract revenue	6	1,919,221	2,349,202
Total revenue from exchange transactions		1,919,221	2,349,202
<i>Revenue from non-exchange transactions</i>			
Other contract revenue	7	2,660,301	1,145,100
Donations	8	445,000	390,000
Other revenue	9	544,062	432,820
Total revenue from non-exchange transactions		3,649,363	1,967,920
Total revenue		5,568,584	4,317,122
Expenses			
Administration expenses	10	390,298	242,933
Depreciation of property, plant and equipment	17	110,945	84,763
Office lease expenses	11	146,000	103,541
Operating expenses	12	1,357,179	695,366
Other expenses	13	25,712	89,824
Personnel expenses	14	3,377,390	2,629,855
Total expenses		5,407,524	3,846,282
Surplus/(deficit) for the year		161,060	470,841
Total comprehensive revenue and expense for the year		161,060	470,841

Statement of Financial Position

Pūhoro Charitable Trust

As at 30 June 2023

	Notes	2023 \$	2022 \$
Assets			
Current assests			
Cash and cash equivalents	15	1,014,851	1,392,325
Receivables from exchange transactions	16	141,450	264,500
Prepayments		-	2,000
Bond		4,000	4,000
Total current assets		1,160,301	1,662,825
Non-current assets			
Property, plant and equipment	17	131,721	218,527
Intangibles	18	3,902	7,804
Total Non-current assets		135,622	226,330
Total assets		1,295,923	1,889,155
Liabilities			
Current liabilities			
Payables from exchange transactions	19	158,668	198,531
Goods and services tax		68,879	54,912
Employee benefits liability		166,475	116,649
Income in advance	20	270,000	1,048,221
Total current liabilities		664,021	1,418,313
Total liabilities		664,021	1,418,313
Net assets		631,901	470,841
Net assets/equity			
Accumulated revenue and expense		631,901	470,841
Total net assets/equity		631,901	470,841

For and on behalf of the board of trustees:

William Edwards

Trustee

Date: 27 October 2023

M W Soman

Trustee

Date: 27 October 2023

Statement of Changes in Net Assets/Equity

Pūhoro Charitable Trust
For the year ended 30 June 2023

	Accumulated revenue and expense	Total net assets/equity
	\$	\$
Opening balance 1 July 2022	470,841	470,841
Total comprehensive revenue and expense for the year	161,060	161,060
Closing equity 30 June 2023	631,901	631,901
Opening balance 1 July 2021	-	-
Total comprehensive revenue and expense for the year	470,841	470,841
Closing equity 30 June 2022	470,841	470,841

Statement of Cash Flows

Pūhoro Charitable Trust

For the year ended 30 June 2023

	Notes	2023 \$	2022 \$
Cash flows from operating activities			
Government contract revenue		1,054,995	2,793,700
Other contract revenue		2,584,570	1,511,475
Donations		445,000	390,000
Other revenue		513,848	284,820
Payments to suppliers and other operating activities		(2,083,279)	(998,252)
Payments to employees		(3,221,914)	(2,422,070)
Net GST		329,306	(184,810)
Total cash flows from operating activities		(377,474)	1,374,863
Cash flows from investing activities			
Purchase of property, plant and equipment		-	(303,289)
Purchase of intangibles		-	(15,608)
Total Cash flows from investing activities		-	(318,897)
Net increase/ (Decrease) in Cash and Cash Equivalents		(377,474)	1,055,967
Cash balances			
Cash and cash equivalents at beginning of the year	15	1,392,325	336,358
Cash and cash equivalents at end of the year	15	1,014,851	1,392,325
Net change in cash for the year		(377,474)	1,055,967

Notes to the Financial Statements

Pūhoro Charitable Trust

For the year ended 30 June 2023

1 Reporting entity

Pūhoro Trust is a charitable trust registered with Charities services on 03 February 2021 under the Charities Act 2005.

The principal activity for Pūhoro Trust is the advancement of education in science, technology, engineering and mathematics.

These financial statements were authorised for issue by the Trustees on 27 October 2023

2 Basis of preparation

(a) Statement of compliance

The financial statements have been prepared in accordance with New Zealand Generally Accepted Accounting Practice ("NZ GAAP"). They comply with the Public Benefit Entity Standards Reduced Disclosure Regime ("PBE Standards RDR") as appropriate for Tier 2 not-for-profit public benefit entities, for which all reduced disclosure regime exemptions have been adopted.

(b) Measurement basis

The financial statements have been prepared on the historical cost basis except for assets and liabilities that have been measured at fair value.

(c) Functional and presentation currency

The financial statements are presented in New Zealand dollars (\$) which is the Trust's functional currency. There has been no change in the functional currency of the Trust during the year.

3 Changes in Accounting Policies

For the year ended 30 June 2021, Pūhoro Charitable Trust prepared its financial statements using the PBE SFR-A (NFP) Public Benefit Entity Simple Format Reporting - Accrual (Not-For-Profit) on the basis that it does not have public accountability and has total annual expenses equal to or less than \$2,000,000.

These have now been restated to Not-For-Profit PBE IPSAS – RDR. The transition to Tier 2 Not-For-Profit PBE Accounting Standards has not affected the reporting Statement of Financial Position and Statement of Comprehensive Revenue and Expenses.

4 Use of judgements and estimates

The preparation of the financial statements requires management to make judgements, estimates and assumptions that affect the application of accounting policies and the reported amounts of assets, liabilities, income and expenses. Actual results may differ from those estimates.

Estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimates are revised and in any future periods affected.

(a) Judgements

Judgements made in applying accounting policies that have had the most significant effects on the amounts recognised in the consolidated financial statements include the following:

- Classification of lease arrangements

Determining whether a lease is a finance lease or an operating lease requires judgement as to whether the lease transfers substantially all the risks and rewards of ownership to the Trust. Judgement is required on various aspects that include, but are not limited to, the fair value of the leased asset and the economic life of the lease asset.

- Provision for doubtful debts

Analysis of the provision for doubtful debts requires a judgement by way of assessment of the Trust's receivables and the likelihood of non-payment of those receivables. Judgement is required in determining an appropriate level for the provision of doubtful debts and monitoring its receivables.

- Recognition of grants

Determining whether the conditions of a grant have been met so that it can be recorded as revenue requires judgement. The Trust must assess whether the all or some conditions have been met so that the grant can be recognised as revenue within the related accounting period.

(b) Estimates

Estimates made in applying accounting policies that have had the most significant effects on the amounts recognised in the consolidated financial statements include the following:

- Depreciation

Determining the provision for depreciation requires estimation with respect to the economic life and residual value. For each item of Property, Plant and Equipment the Trust must estimate its economic life as well as any residual value at the end of its economic life.

Notes to the Financial Statements

Pūhoro Charitable Trust

For the year ended 30 June 2023

5 Significant accounting policies

The financial statements have been prepared using the significant accounting policies and measurement bases summarised below.

(a) Revenue

Revenue is recognised when the amount of revenue can be measure reliably and it is probable that economic benefits will flow to the Trust, and measured at the fair value of consideration received or receivable.

The following specific recognition criteria in relation to the Trust's revenue streams must also be met before revenue is recognised.

(i) Revenue from exchange transactions

Rendering of services

Revenue from services rendered is recognised in surplus or deficit in proportion to the stage-of-completion of the transaction at the reporting date. The stage of completion is assessed by reference to achievement of contracted service goals.

Contract income

Revenue from government contacts is provided as funding for services that the Trust provides to education and training in science, technology, engineering and mathematics.

(ii) Revenue from non-exchange transactions

Non-exchange transactions are those where the Trust receives an inflow of resources (i.e. cash and other tangible or intangible items) but provides no (or nominal) direct consideration in return.

With the exception of services-in-kind, inflows of resources from non-exchange transactions are only recognised as assets where both:

- It is probable that the associated future economic benefit or service potential will flow to the entity, and
- Fair value is reliably measurable.

Inflows of resources from non-exchange transactions that are recognised as assets are recognised as non-exchange revenue, to the extent that a liability is not recognised in respect to the same inflow.

Liabilities are recognised in relation to inflows of resources from non-exchange transactions when there is a resulting present obligation as a result of the non-exchange transactions, where both:

- It is probable that an outflow of resources embodying future economic benefit or service potential will be required to settle the obligation, and
- The amount of the obligation can be reliably estimated.

The following specific recognition criteria in relation to the Trust's non-exchange transaction revenue streams must also be met before revenue is recognised.

The following specific recognition criteria in relation to the Trust's non-exchange transaction revenue streams must also be met before revenue is recognised.

Contract income

Revenue from contracts is provided as funding for services that the Trust provides to education and training in science, technology, engineering and mathematics.

Grants and donations

The recognition of non-exchange revenue from Grants & Donations depends on the nature of any stipulations attached to the inflow of resources received, and whether this creates a liability (i.e. present obligation) rather than the recognition of revenue.

Stipulations that are 'conditions' specifically require the Group to return the inflow of resources received if they are not utilised in the way stipulated, resulting in the recognition of a non-exchange liability that is subsequently recognised as non-exchange revenue as and when the 'conditions' are satisfied.

Stipulations that are 'restrictions' do not specifically require the Group to return the inflow of resources received if they are not utilised in the way stipulated, and therefore do not result in the recognition of a non-exchange liability, which results in the immediate recognition of non-exchange revenue.

(b) Employee Benefits

A liability is recognised for benefits accruing to employees in respect of wages and salaries and annual leave in the period that the related service is rendered at the undiscounted amount of the benefits expected to be paid in exchange for that service.

(c) Financial instruments

Financial instruments are initially recognised when the Trust becomes a party to the contractual provisions of the instrument. Financial instruments are initially measured at fair value, plus for those financial instruments not subsequently measured at fair value through surplus or deficit, directly attributable transaction costs. Subsequent measurement is dependent of classification of the financial instrument, and is specifically detailed in the accounting policies below.

Notes to the Financial Statements

Pūhoro Charitable Trust

For the year ended 30 June 2023

5 Significant accounting policies - continued

Financial assets

Financial assets within the scope of PBE IPSAS 29 *Financial Instruments: Recognition and Measurement* are classified as loans and receivables at initial recognition.

Loans and receivables

Loans and receivables are non-derivative financial assets with fixed or determinable payments that are not quoted in an active market. After initial recognition, these are measured at amortised cost using the effective interest method, less any allowance for impairment. The Trust's cash and cash equivalents and debtors fall into this category.

Cash & cash equivalents are short term, highly liquid investments that are readily convertible to known amounts of cash and which are subject to an insignificant risk of changes in value.

Financial liabilities

The Trust's financial liabilities include trade and other creditors (excluding GST), employee entitlements, loan and borrowings and deferred income (in respect to grant whose conditions are yet to be complied with).

All financial liabilities are initially recognised at fair value (plus transaction cost for financial liabilities not at fair value through surplus or deficit) and are measured subsequently at amortised cost using the effective interest method except for financial liabilities at fair value through surplus or deficit.

(d) Property, plant and equipment

(i) Recognition and measurement

Items of property, plant and equipment are initially recorded at cost and subsequently measured under Cost model: cost, less accumulated depreciation and impairment losses.

Cost includes expenditure that is directly attributable to the acquisition of the asset. The cost of assets includes the following:

- The cost of materials and direct labour
- Costs directly attributable to bringing the assets to a working condition for their intended use
- When the Trust has an obligation to remove the asset or restore the site, an estimate of the costs of dismantling and removing the items and restoring the site on which they are located, and
- Capitalised borrowing costs.

Purchased software that is integral to the functionality of the related equipment is capitalised as part of that equipment.

When parts of an item of property, plant and equipment have different useful lives, they are accounted for as separate items (major components) of property, plant and equipment.

Any gain or loss on disposal of an item of property, plant and equipment (calculated as the difference between the net proceeds from disposal and the carrying amount of the item) is recognised in surplus or deficit.

(ii) Subsequent expenditure

Subsequent expenditure is capitalised only when it is probable that the future economic benefits associated with the expenditure will flow to the Trust. Ongoing repairs and maintenance is expensed as incurred.

(iii) Depreciation

Depreciation is based on the cost of an asset less its residual value. Depreciation is recognised in surplus or deficit on a diminishing value basis over the estimated useful lives of each component of an item of property, plant and equipment. The diminishing value depreciation rates are:

Building Improvements	0-20% DV
Office Equipment	10-40% DV
Information Communication Technology	25-67% DV

Depreciation methods, useful lives, and residual values are reviewed at reporting date and adjusted if appropriate.

(e) Operating leases

Operating leases are not recognised in the statement of financial position. Payments made under operating leases are recognised in surplus or deficit on a straight-line basis over the term of the lease. Lease incentives received are recognised as an integral part of the total lease expense, over the term of the lease.

(f) Intangible Assets

Intangible assets acquired separately are measured on initial recognition at cost. The cost of intangible assets acquired in a non-exchange transaction is their fair value at the date of the exchange. Following initial recognition, intangible assets are carried at cost less any accumulated amortisation and accumulated impairment losses. Internally generated intangibles, excluding capitalised development costs, are not capitalised and the related expenditure is reflected in surplus or deficit in the period in which the expenditure is incurred.

The useful lives of intangible assets are assessed as either finite or indefinite. Intangible assets with finite lives are amortised over the useful economic life and assessed for impairment whenever there is an indication that the intangible asset may be impaired.

The amortisation period and the amortisation method for an intangible asset with a finite useful life are reviewed at least at the end of each reporting period. Changes in the expected useful life or the expected pattern of consumption of future economic benefits or service potential embodied in the asset are considered to modify the amortisation period or method, as appropriate, and are treated as changes in accounting estimates.

The amortisation expense on intangible assets with finite lives is recognised in surplus or deficit within other expenses. Intangible assets with indefinite useful lives are not amortised, but are tested for impairment annually. The assessment of indefinite life is reviewed annually to determine whether the indefinite life continues to be supportable. If not, the change in useful life from indefinite to finite is made on a prospective basis.

Gains or losses arising from de-recognition of an intangible asset are measured as the difference between the net disposal proceeds and the carrying amount of the asset and are recognised in surplus or deficit when the asset is derecognised.

Notes to the Financial Statements

Pūhoro Charitable Trust

For the year ended 30 June 2023

5 Significant accounting policies - continued

(i) Amortisation

Amortisation is recognised in surplus or deficit on a diminishing value basis over the estimated useful lives of each amortisable intangible asset.

The estimated useful lives diminishing value amortisation rates are:

Systems Manager 5 years (2022 X 5/50%)

Website 5 years (2022 X 5/50%)

Amortisation methods, useful lives and residual values are reviewed at each reporting date and adjusted if appropriate.

(g) Taxation

(i) Income Tax

Pūhoro Charitable Trust is wholly exempt from New Zealand income tax having fully complied with all statutory conditions for these exemptions.

(ii) Goods and Services Tax (GST)

The Trust is registered for GST. All amounts are stated exclusive of goods and services tax (GST) except for accounts payable and accounts receivable which are stated inclusive of GST.

	Notes	2023 \$	2022 \$
6 Government contract revenue			
Ministry of Business, Innovation and Employment		516,850	488,150
Ministry of Education		1,268,288	1,695,135
Te Puni Kōkiri		134,083	165,917
Total government contract revenue		1,919,221	2,349,202
Other contract revenue			
7 AgResearch			
Ara Institute of Canterbury		365,000	150,000
Auckland Unlimited Limited		37,500	37,500
Auckland University of Technology		-	80,000
Genesis Energy		37,500	37,500
HERA		160,000	110,000
Fisher and Paykel Foundation		52,000	-
Foundation North		100,000	-
Institute of Environmental Science and Research		650,000	-
Manaaki Whenua - Landcare Research		100,000	100,000
Matt Ocko		10,000	17,500
Ministry of Primary Industries		50,000	-
New Zealand Qualifications Authority		72,801	-
Spark Foundation		50,500	55,000
Te Aka Whai Ora		120,000	110,000
Te Pūkenga - New Zealand of Skills and Technology		425,000	-
Te Pūtahitanga o Te Waipounamu		150,000	150,000
The University of Auckland		-	20,000
The University of Waikato		200,000	100,000
Waikato Tainui		80,000	80,600
Total other contract revenue		-	97,000
		2,660,301	1,145,100
Donations			
8 Tindall Foundation			
Net change in cash for the year		445,000	390,000
		445,000	390,000
Other revenue			
9 Google			
Internship Programme Funding		30,214	-
Royal Society Te Aparangi		-	84,000
Scholarship Funding		-	13,320
Total other revenue		513,848	335,500
		544,062	432,820
Administration expenses			
10 Accountancy fees			
Audit fees		59,951	47,380
Consulting		6,500	6,750
General administration expenses		155,000	60,853
Insurance		42,056	40,722
IT expenses		3,459	11,624
Legal expenses		31,350	14,931
Telephone expenses		68,926	41,767
Total administration expenses		23,056	18,906
		390,298	242,933

Notes to the Financial Statements

Pūhoro Charitable Trust For the year ended 30 June 2023

	Notes	2023 \$	2022 \$
11 Office lease expenses			
Cleaning and hygiene		1,310	2,621
Light, power and heating		3,239	2,677
Rates		9,988	4,266
Rent	21	128,966	90,439
Repairs and maintenance		2,497	3,536
Total office lease expenses		146,000	103,541
12 Operating expenses			
Ancillary costs		-	464
Catering and hospitality		3,506	6,544
Events		341,691	212,705
Fuel		22,422	13,477
Office equipment and software expenses		4,515	25,869
Scholarships & internships		841,226	333,507
Travel and accommodation		49,700	37,961
TUP Expenses		4,822	-
Vehicle/ Lease costs	21	89,297	64,838
Total operating expenses		1,357,179	695,366
13 Other expenses			
Advertising costs		3,034	6,635
Amortisation		3,902	7,804
Bad debts		(27,500)	34,500
Kaihautu resources		43,940	36,630
Koha		2,336	4,255
Total other expenses		25,712	89,824
14 Personnel expenses			
ACC levies		1,893	3,070
Kiwisaver employer contributions		86,158	59,525
Staff benefits		10,549	13,359
Training and Development/ Planning		23,868	-
Trustee fees	22	60,833	62,665
Wages and salaries		3,194,089	2,491,236
Total personnel expenses		3,377,390	2,629,855
15 Cash and cash equivalents			
Cash at bank - NZD		1,014,851	1,392,325
Total cash and cash equivalents		1,014,851	1,392,325
16 Receivables from exchange transactions			
Trade receivables from exchange transactions		141,450	299,000
Provision for doubtful debts		-	(34,500)
Total receivables from exchange transactions		141,450	264,500

17 Property, plant and equipment

	Building Improvements	Office equipment	Information Communication Technology	Total
Cost or valuation	\$	\$	\$	\$
Balance at 30 Jun 2022	2,881	26,986	273,423	303,290
Additions	-	6,411	17,729	24,140
Balance at 30 Jun 2023	2,881	33,397	291,152	327,430
Balance at 30 Jun 2021	-	-	-	-
Additions	2,881	26,986	273,423	303,290
Balance at 30 Jun 2022	2,881	26,986	273,423	303,290
Accumulated depreciation				
Balance at 30 Jun 2022	384	3,442	80,936	84,763
Depreciation expense	499	7,143	103,303	110,945
Balance at 30 Jun 2023	884	10,585	184,239	195,708
Balance at 30 Jun 2021	-	-	-	-
Depreciation expense	384	3,442	80,936	84,763
Balance at 30 Jun 2022	384	3,442	80,936	84,763
Net book value at 30 Jun 2022	2,497	23,544	192,486	218,527
Net book value at 30 Jun 2023	1,998	22,812	106,912	131,721

18 Intangibles

	Manager System License	Website	Total
	\$	\$	\$
Balance at 30 Jun 2022	4,429	3,375	7,804
Amortisation expense	2,215	1,688	3,902
Balance at 30 Jun 2023	2,215	1,688	3,902
Balance at 30 Jun 2021	8,858	6,750	15,608
Amortisation expense	4,429	3,375	7,804
Balance at 30 Jun 2022	4,429	3,375	7,804
	2023	2022	
	\$	\$	

19 Payables from exchange transactions

Trade payables	46,642	115,955
Accrued expenses	64,219	-
ANZ Credit Card	13,616	4,007
PAYE Payable	34,191	78,569
Total Payables from exchange transactions	158,668	198,531

Trade payables are unsecured and are usually paid within 30 days of recognition.

Notes to the Financial Statements

Pūhoro Charitable Trust For the year ended 30 June 2023

	Notes	2023 \$	2022 \$
20 Office lease expenses			
Ag Research		20,000	40,000
Ara Institute of Canterbury		-	37,500
Auckland University of Technology		-	37,500
Foundation North		250,000	-
Ministry of Business, Innovation and Employment		-	216,850
Ministry of Education		-	382,288
Scholarship Funding		-	-
Te Pukenga - New Zealand of Skills and Technology		-	200,000
Te Puni Kōkiri		-	34,083
Tindall Foundation		-	100,000
Total income in advance		270,000	1,048,221

Income from government contracts, other contracts and donations have been carried forward for services and benefits not yet rendered. The timing of receiving the income and deliverables in relation to that income cross over to the next financial reporting period.

21 Operating lease commitments

The Trust as a lessee

Leasing arrangements

Operating leases related to:

On 10 August 2021, the Trust signed a lease for a building on Broadway Avenue in Palmerston North for 3 years. The annual lease payable is \$70,000 with monthly payments of \$5,833.33. The lease has a right of renewal on 10 August 2024 with a final expiry date of 9 August 2027. Market rent reviewed upon lease renewal.

On 18 April 2022 the Trust entered into a lease for a building on Allen Street in Christchurch for 1 year. The annual lease payable is \$21,580 with monthly payment of \$1,798.33. The lease was not renewed and on the 20th of March 2023 the Trust entered into a lease agreement for a building at 2C Gasson Street, Sydenham. The lease has an initial term of 2 years with rights of renewal on 20 March 2025 and 20 March 2027. Market rent reviewed upon lease renewal.

On 15 June 2022, the Trust signed a lease for rental of office space in HERA House for 1 year. The annual lease payable is \$10,000 with monthly payments of \$833.33. The lease was not renewed.

On 23 July 2021, the Trust signed an operating lease for five motor vehicles with Toyota. On 11 August 2021 three more vehicles were added to the fleet.

Payments recognised as an expense are disclosed in Note 10 and Note 11

Non-cancellable operating lease commitments	Buildings	Motor Vehicles	2023	2022
Not later than 1 year	84,580	8,760	93,340	175,492
Later than 1 year and not later than 5	15,553	-	15,553	161,981
Total Non-cancellable operating lease commitments			108,893	337,473

22 Related party transactions

Key Management Personnel are made up of the Trustees and the Senior Management Team.

Trustee fees and Board Expenses

The following trustee fees were paid during the year

Number of trustees	60,833	62,665
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Key management personnel

Senior management

Number of FTEs	650,911	435,198
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Key management personnel did not receive any remuneration or compensation other than in their capacity as key management personnel (2022: \$Nil).

Frank Manu, Finance Manager to March 2023, and Naomi Manu, Trustee & General Manager to February 2023 are married.

23 Financial Instruments

Assets

Cash and cash equivalents	1,014,851	1,392,325
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Receivables	141,450	264,500
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Total financial assets at amortised cost	1,156,301	1,656,825
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Liabilities

Employee Entitlements	166,475	116,649
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Payables	158,668	198,531
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Total financial liabilities at amortised cost	325,142	315,180
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24 Commitments for expenditure

There were no commitments for capital expenditure at year end (2022: \$Nil).

25 Contingent Liabilities

There were no contingent liabilities at year end (2022: \$Nil).

26 Events after the balance date

There were no material events after balance date that would affect these financial statements.

Uhi tū, uhi pae, uhi tapu hei aha?
Hei whakarei i ngā tohu rangatira
Uhi atu, uhi mai, māu hei pou toko
Manawa i roto, tuarongo i muri
Kaiāwhā ō mua hei tū pakari
Tū tāne, tū wahine, tū māori ē

To take up the chisels of Te Urunga Tū, Pae and Tapu for what purpose?

In order to adorn the markings of chiefs

Share what you have learnt, become a pillar of support

A center pole inside, a Tuarongo at the back,

a Kaiāwhā at the front to stand strong

Stand as you are, stand as Māori



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Alkaline

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