

REPORT 8 30 March Charitable Purposes and Tax Compliance Systems Programme Results of Training Package delivery to Maori Charities Report 30 MARCH 2010 Received in R&I National Office - 8 APR 2010 Author: Kim Skelton BA/LLB Peer Review: Wayne Mulligan MMgt Prepared by FOMANA CAPITAL LIMITED for Te Puni Kokiri





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REPORT 8 Section One Charitable Purposes and Tax Compliance Systems Programme Section One: Introduction Prepared by FOMANA CAPITAL LIMITED for Te Puni Kokiri





# Section One: Introduction

# 1.1 Purpose of Report

The purpose of this report is to fulfil the requirements of Output 12 of the Investment Agreement ("Agreement") dated 1 May 2008 between Te Puni Kökiri and FOMANA Capital Ltd. Schedule C of that Agreement sets out the reporting requirements for this Report:

Short Term Outcome	Output 12	Due Date
Delivery of an effective training package to	Results of training package	30 March 2010
Māori charitable entities on the policy,	delivery formalised into a final	
processes, requirements and compliance	report	
systems of the charities/tax regime.		

### 1.2 Format

The report is presented in the following format:

Section One: Introduction	Including purpose, format, definitions, acknowledgments	
Section Two	Results of Training Package delivery to Māori charities	
Section Three:	Charities Commission Update as at 30 March 2010	
Appendices & Bibliography	Combined Bibliography and Information Sources for Pilot	
	Programme	

### 1.3 Disclaimer

This report presents the results of the training package delivered to Māori charities participating in this pilot programme. It is prepared for Te Puni Kōkiri only. It does not purport to provide specific legal advice for any entity on their legal obligations under or relating to the Charities Act 2005, the Income Tax Act 2007 and or any other relevant legislation and or case law. It should not be relied upon by any entity accordingly.



### 1.4 Limitation

This report is limited to providing Te Puni Kökiri with a report on the results of the training package delivered to participating pilot Māori charitable entities in the application of the FOMANA Charities Compliance Model.

# 1.5 Context and Previous Reports

This report is the eighth and final in a series of reports for the Charitable Purposes and Tax Compliance Systems Pilot Programme and should be read in the context of the previous reports:

Report 1	Preliminary research on the legal framework affecting Māori
31 May 2008	Charitable Entities under the Charities Act 2005 and the Income
	Tax Acts.
Report 2	Research Report, Charitable Purposes and Tax Compliance
30 September 2008	Systems Programme
Report 3	Risk and Audit Report
31 March 2009	
Report 4	Case Studies Report
31 July 2009	
Report 5	Training Toolkit for Māori Charities in the application of the
28 August 2009	FOMANA Charities Compliance Model©
Report 6	Training Delivery Report
15 December 2009	
Report 7	Final Training Package – A Training Toolkit for Māori Charities in
26 February 2010	the application of the FOMANA Charities Compliance Model©
	version 2, February 2010



# 1.6 Definitions

The following definitions are used in Report 8:

Term	Definition
Board	Includes boards of directors, trustees, or other governance entity
Charities Act	Charities Act 2005
Commission	Charities Commission
Charitable Purpose	as defined in section 5(1) of the Charities Act 2005 includes:  "every charitable purpose, whether it relates to the relief of poverty, the advancement of education or religion, or any other matter beneficial to the community."
Constitution	Governing document setting out the organisation's purpose and objects and the rules for how it will operate, including matters such as the powers and duties of its officers.
Governance	Governance is about the <b>direction</b> and <b>control</b> of an organisation.  Governance is about leadership and making decisions in the interests of the shareholders or beneficiaries. Governance requires strategic thinking skills to give shape to the future of the organisation. <sup>1</sup>



Term	Definition
Governors	Includes company directors, trustees, members of the charity's governing body who are referred to as "Officers" on Charities Register. Governors focus on the big picture, not the fine detail or day-to-day matters. They give direction to management.
IRD	Inland Revenue Department
Māori charitable entities	Legal entities that are registered or eligible for registration with the Charities Commission and which are majority owned by Māori or whose members or beneficiaries, the majority of which are of Māori descent.
Policy	A deliberate plan of action to guide decisions and achieve a rational outcome(s).
Procedure	A series of prescribed steps followed in a definite regular order which ensure adherence to the guidelines set forth in the Policy to which the Procedure applies.
Risk	The chance of something occurring that will, should the event occur, have an impact on the achievement of organisational objectives. It is measured in terms of the likelihood of something happening and the consequences if it happens.
Reputation Risk	The risk of damage to the organisation's credibility and reputation.
Compliance Risk	The risk of failing to meet government laws, regulations and standards.
Risk Management	A systematic and logical process of identifying, analysing, evaluating, treating, monitoring and communicating risks associated with any activity, function or process in a way that will enable an organisation to minimise losses and maximise opportunities.
Stakeholders	Those individuals, groups, institutions etc (either internal or external to the organisation) who are or perceive themselves to be affected by a decision or activity.



# 1.7 Acknowledgements

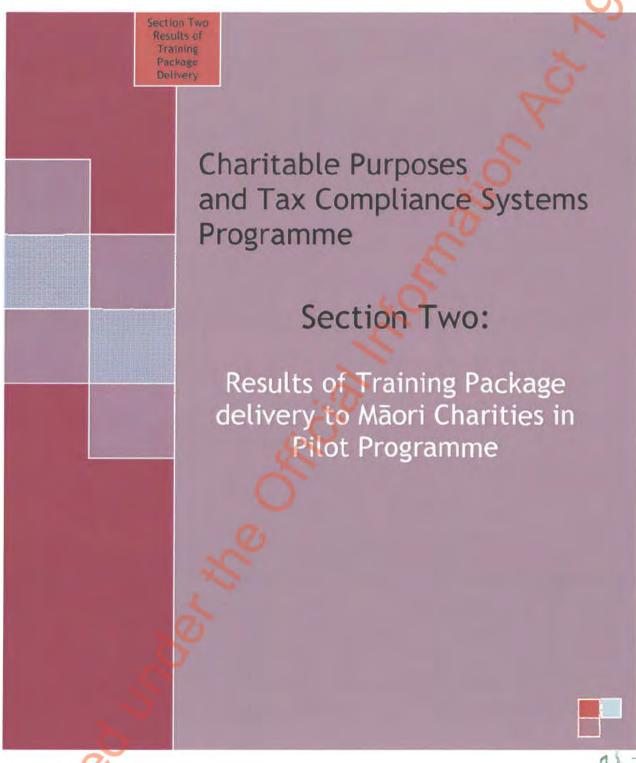
FOMANA wishes to acknowledge Te Puni Kökiri for investing in this pilot programme over a two year period from 2007 - 2010. In particular, we mention the excellent support and professional service we have received from the Relationships and Information Directorate, specifically Managers, Alison Thom and Jeanette Harris, who recognised early on the significance of the new Charities Act on the Māori charitable sector and who actively promoted the value of the charities compliance and risk management training programme to their Regional Directors. FOMANA sincerely hopes that the Training Toolkit for Māori Charities and accompanying training workshops will be made more widely available through the Te Puni Kokiri Regional offices.

We also give our humble thanks to the eight Māori charities that participated in the pilot programme. We would especially like to acknowledge the support and commitment of our key contacts who gave freely of their time and personal experiences to help build a training programme and body of knowledge that is designed to assist other Māori charities to better understand their Charities Act obligations and to increase compliance and management of risk.

Māori charitable entity	Key contacts
Ngati Rarua Atiawa Trust	John Charleton, Selina Tait
2. Taranaki Iwi Trust	Tokatumoana Walden, Kerry Walsh
3. Taranaki PHO Ltd	Pauline Cruickshank, Sharyn Tamarapa
4. Te Aroha Medcare Ltd	Hayden Wano, Sharyn Tamarapa
<ol> <li>Te Atiawa Ki Te Upoko O Te Ika A Maui Potiki Trust</li> </ol>	Morrie Love, Peter Reweti
6. Te Kaahui o Rauru	Darryn Ratana, Pania Winterburn
7. Te Rau Pani Māori Mental Health Trust	Hinemoerangi Ngatai Tangirua, Terry Huntley
8. Tuí Ora Ltd	Hayden Wano, Sharyn Tamarapa, Rangi Reddy

Finally, we thank all those who participated in the training workshops. Your *korero* and *whakaaro* added immeasurably to the learning outcomes and your evaluation feedback has helped FOMANA to amend and enhance the content and delivery of the training programme so that other Māori charities can benefit. *No reira*, *e rau rangatira ma*, *tena ra koutou katoa*.









# Section Two: Results of Training Package delivery to Māori charities in pilot programme

### 2.1 Section Introduction

Section Two of this report will focus on the "results" of the training package delivery from the perspective of the trainers and based on responses on the evaluation forms and feedback from participants. It assumes that readers are familiar with both the content of the training package (Report 5: Training Toolkit for Māori Charities in the application of the FOMANA Charities Compliance Model©, August 2009). It does not provide further detail on the more practical aspects of how, where, and to whom the training workshops were delivered as these have been reported on and documented in Report 6: Training Delivery Report, 15 December 2009.

# 2.2 Methodology for assessing results of Training

In the absence of any prescribed method for measuring the "results" of the training package delivery, FOMANA has targeted five key areas for assessment and posed a set of questions to review and assess the effectiveness of the training:

### Assessment Area 1: Purpose of Training assessment

- 1. Was the Training delivered according to the stated Purpose of Training?
- Are any changes recommended to the stated Purpose of Training?

### Assessment Area 2: Expected learning outcomes assessment

- 3. Did participants achieve the stated Training Outcomes?
- 4. How did participants rate the Knowledge and Information received for each of the seven elements of the Compliance Model?
- 5. What changes were made to the training package as a result of the pilot?



### Assessment Area 3: Participant numbers and mix assessment

6. How did the number and mix of participants affect the training delivery and learning outcomes?

### Assessment Area 4: Participant issues and questions assessment

7. What issues and questions were asked by participants and how were these managed by the Trainers?

### Assessment Area 5: Compliance by Māori Charities in pilot assessment

- 8. What actions have Māori charities taken to maintain compliance following the training delivery or as a result of the pilot programme?
- 9. What does the online Charities Register show in terms of compliance by Māori charities in the pilot programme?

The information used to complete the assessment has been drawn from the Trainers' workshop notes, observations, information on the participant evaluation forms, and subsequent feedback from participants following the training workshops. Every effort has been made to give a fair and reasonable assessment of the effectiveness of the training across the above areas accepting that there is a degree of subjectivity based on the writer's involvement as a Trainer and as a developer of the Training programme.





# 2.3 Purpose of Training assessment

# 2.3.1 Was the Training delivered according to the stated Purpose of Training?

### **Purpose of Training**

To provide participants from eight Māori charitable entities with training in the application of the FOMANA Capital Charitable Purpose Compliance Model©<sup>2</sup>

#### Results Assessment 2.3.1

- From the Trainers' perspective, all participants received training in the application of the Model consistent with the stated Purpose of Training.
- ➤ All participants received their own Training Toolkit version 1 folder which sets out the seven elements of the Charitable Purpose Compliance Model in sections 3 9, the toolkit being the principal training resource although supplementary resources were used at the training workshops including copies of the organisation's own constitution document.
- The Compliance Model is introduced at the beginning of the training workshop programme and trainers explain the teaching and learning approach which comprises three parts:

Part One:

Knowledge and Information (trainers delivery)

Part Two:

Workshop Session (checklists, whole group exercises and discussion)

Part Three:

Action Plan (self-directed action plan using booklet provided)

One participant wanted "more korero around the history and context of the implementation or the need for the Charities Register and the impact on Māori". FOMANA considers that this information was thoroughly covered in Report 1 and 2, which were included as Reference documents in the Training Toolkit received by all participants.

<sup>&</sup>lt;sup>2</sup> FOMANA Charities Compliance Model® Training Toolkit for Maori Charities, Section 1.3



# 2.3.2 Are any changes recommended to the stated Purpose of Training?

#### Results Assessment 2.3.2

- It may be useful to include in the Purpose statement the words "training in compliance with the Charities Act 2005 and maintenance of income tax exemption" to provide further explanation and clarity as to the detail of the Model and what can be expected in Training.
- It is expected that the Compliance Model itself may need to be amended or extended to include other compliance elements and will require periodic updating to reflect any future changes in the charities/tax regime.
- We note that a revision of the Training Package has already occurred since the delivery of this training and up-to-date information was added to the latest version in February 2010. This is discussed more fully in section
- > No changes are recommended to the concept of the Compliance Model & Diagram for training purposes as it was easily understood and accessible to all the participants.



# 2.4 Expected Learning Outcomes assessment

# 2.4.1 Did participants achieve the stated Training Outcomes?

# Training Outcomes<sup>3</sup>

Participants will increase their knowledge and understanding of the seven elements of the Model, in particular:

1. Constitution and NZ Law: the core charitable purposes in their own Constitution and

their general legal obligations;

Charitable Purposes: "charitable purposes" and the four heads of charity;

3. Stakeholders: their accountability duties to their stakeholders;

4. Charities Commission

Charities Act & their legal obligations under Charities Act to maintain

Registration: registration;

5. IRD and Tax Exemption: their taxation obligations to maintain income tax exemption;

6. Policies-Processes- the policies, procedures and people needed to maintain

People: charitable purposes compliance;

7. Risks: the key risks and consequences and risk mitigation

strategies.

### Results Assessment 2.4.1

- ➤ A direct question was asked of the participants in the Evaluation Form: "I have increased my knowledge and understanding of our compliance obligations: Yes? or No?".
- All participants responded YES indicating that everyone learnt something about their charities compliance obligations that they didn't know before the training.

FOMANA Charities Compliance Model® Training Toolkit for Maori Charities, Section 1.3

### Results Assessment 2.4.1 continued

- More difficult to assess is the extent to which participants increased their knowledge as there was no testing before the workshop, and nor do we recommend this approach. The material included in the Training Toolkit is intended to be accessible and stimulating for a wide range of participants, whatever their prior knowledge on charities and tax compliance.
- Clearly, it will be less valuable for those who have an intimate knowledge of risk management or financial management systems and general good governance procedures. None the less, it was made apparent during the pilot programme that there is definitely a need for this type of compliance training and more so where governors are inexperienced or do not have access to skilled or professional managers or advisors.
- In terms of effective learning outcomes for each of the seven elements of the Compliance Model, the results are uneven across the model and are mixed for each pilot entity.
- For example, if tested on their knowledge post-training, it would be expected that most participants would score highly in their understanding of Section 3 Constitution and NZ law and Section 4 Charitable Purposes as all workshops devoted a significant length of training and discussion time to these particular areas of compliance.
- Of significant was the variance among the participants in their existing knowledge of the Rules in their Constitution document. Many of the Governors had never taken the opportunity to fully read or analyse their Constitution document and some did not possess their own copy. This meant that more time was required to be spent on the Constitution and NZ Law section and resulted in less time being available for the other six elements of the Compliance Model.

### Results Assessment 2.4.1 continued

- On a positive note and conducive to achievement of the learning outcomes was the high level of engagement shown by participants in the Workshop Exercise part of the Training. These included self-directed Checklists, Benchmark Exercises, Risk Assessments and Trainer or Participant initiated questions to stimulate discussion and issues pertinent to their organisation.
- Participants were not so ready to use the Action Plan booklet, preferring (we think) to talk than to write in this type of workshop. However there were exceptions and at least one Governance member made copious actions and notes as a result of the Training. It would seem to be a personal preference as to whether or not participants use the Action Plan. As a result of the pilot training, the Action plan sheets have been incorporated into the body of the Training Toolkit which may make them more readily accessible to participants.

# 2.4.2 How did participants rate the Knowledge and Information received for each of the seven elements of the Compliance Model?

Results Assessment 2.4.2

Training Objectives and Content of Workshop (See Appendix for complete Evaluation Form)

Dlonco	tirk	hovto	indirate	rating.

8. Constitution and NZ Law:

Knowledge & Information received on this topic:

9. Charitable Purposes:

Knowledge & Information received on this topic:

10. Stakeholders:

Knowledge & Information received on this topic:

11. Charities Commission and Registration:

Knowledge & Information received on this topic:

12. IRD and Tax Exemption:

Knowledge & Information received on this topic:

13. Policies-Processes-People:

Knowledge & Information received on this topic:

14. Risks:

Knowledge & Information received at workshop

Exceeded Expectations	Met most Expectations	Met some Expectations	Did not mee

### Results Assessment 2.4.2 continued

- Ratings on Knowledge and Information received by participants were almost all in the green zone ("Exceeded expectations") or the Yellow Zone ("Met most expectations") except for one workshop where Section 6 Charities Commission and Registration and Section 7 IRD and Tax Exemption received a couple of lower ratings in the blue zone ("Met some expectations"). This was due to poor time management on the part of the trainers by allowing too much discussion on other sections and not allowing sufficient time to cover the material in the toolkit.
- ➤ Having piloted the programme, it is obvious that the timing of the workshops needs reworking and extending. The pilot workshops were only 4 -5 hours (half day) with 30 minutes allocated to deliver each of the seven sections of the Compliance Model. This has proved to be insufficient time in order to introduced the material, to facilitate the workshop session, and to achieve the expected learning outcomes.
- At least two participants made written comments on the need to extend the workshop time, for example:

"Perhaps to much material to process in the timeframe but I accept that this may be refined during the pilot project"

"longer time to cover all topics"

It is suggested that the effectiveness of learning and knowledge transfer could be significantly increased by extending the timeframes for delivery of the workshop to a full day or possibly 1.5 days. Another option is to deliver modular training for each of the sections of the Compliance Model.



# 2.4.3 What changes were made to the training package as a result of the pilot?

Based on feedback from the pilot programme workshop participants, the training package was completely revised, refined and updated in February 2010 as follows:

### Key changes made to the training package are:

- 1. Removal of some of the large Reference documents, namely Reports 1, 2, and 3;
- Removal of superfluous pilot training workshop details in Introductory section;
- Retention of Case Studies as value added reference documents;
- Retention of the ten section format for simplicity and accessibility to information by previous and future training participants;
- 5. Revision and updating of section 1.3 Training Objectives to emphasise necessity toolkit use as an integral part of the training workshop which should be tailor-made for small mixed groups of 10 – 15 persons to maximise the learning and knowledge acquisition;
- Incorporating the Action plan booklet pages into the body of the training package to reduce printing and production costs and to encourage participants to write actions as they complete the workshop session;
- Replacement of folder type production to a booklet format for easier portability and reduced production costs;
- 8. Updating of all Footnotes to take into account recent additions and updates of pertinent information available on the Charities Commission website;
- 9 Addition of detailed Contents section for easier access to specific parts of package.



# 2.5 Participant number and mix assessment

# 2.5.1 How did the number and mix of participants affect the training delivery and learning outcomes?

### Results Assessment 2.5.1

- In terms of total numbers (36 over five workshops) who were able to benefit from the pilot training, the results are disappointing and a lot lower than the 80 plus participants expected. It doesn't reflect the effort made by FOMANA and the key contacts in the pilot Māori charities to advertise the workshops a month in advance and to personally encourage attendance by members of those Māori charities. Overall the resultant effect is that there was less reach into communities and the transfer of compliance and risk management knowledge was under realised.
- Personal contact made a difference for the workshop with the highest attendance (10 participants) and this was close to the ideal numbers of 10-15 for this type of workshop.
- The lowest attendance at a workshop was 4 participants due to an unforeseen clash for Governance and Marae representatives who were obliged to attend another hui. Despite the low number of participants at this workshop it did have the unintended benefit of allowing the individuals a lot of time to raise and discuss compliance matters that they were grappling with at the marae level and to work out potential solutions. This probably wouldn't have occurred had they been part of a much larger group.
- For the training to achieve higher levels of reach into Māori charities and subsequent benefit to Māori communities, a concerted marketing strategy will be required to maximise the number of participants at future training workshops. This is probably best achieved by regional or local people, ideally with those who have completed the training who can work in with the needs of the organisation and to fit busy schedules of Governance and Management members.



### Results Assessment 2.5.1 continued

- FOMANA recommends that the training is provided first to local administration staff or person in the Māori charity who is responsible for filing the annual return with the Charities Commission.
- One option to increase attendance numbers is to add this charities compliance training package as a mandatory component of a broader Governance and Trustee training programme for charitable organisations and Trusts. Certainly, the pilot programme demonstrated a high need for this level of training at the marae trustee and marae management level where financial systems training needs were seen as a priority.
- Better results were achieved in terms of the expected participant mix. The Training Objectives section of the Toolkit stated:

To maximise participation, FOMANA anticipates a group of 10 - 12 at each workshop comprising a mix of:

- at least 3 members of the Governance team;
- 1 3 Managers or staff with charitable purpose compliance responsibilities;
- at least 3 members of the affiliated Marae (for the iwi organisations);
- individuals from the organisation's beneficiaries and/or stakeholder group;
- members of the Māori Entity team (see Training Schedule).
- All the workshops had a mix of Governance, Management and stakeholder/beneficiaries in attendance. This contributed positively to the learning outcomes as it enabled people with different perspectives to share their experiences and offer possible solutions on compliance or operational policy issues, and generally to increase the organisation's level of understanding about how to maintain compliance with its rules and charitable purposes.
- For organisations with a large number of Governors, Managers or Staff, it may be necessary to hold two or more training workshops to accommodate numbers and yet sill retain a mixed group in each workshop to ensure cross-fertilisation of ideas and discussions around compliance and risk management.



# 2.6 Participant issues and questions assessment

# 2.6.1 What issues and questions were asked by participants and how were these managed by the Trainers?

#### Results Assessment 2.6.1

- There were two Trainers for each workshop which worked well. It enabled the trainers to share the delivery of different sections and to vary the flavour or delivery and presentation style. It also provided a broader response to some of the questions and issues that were raised, based on the skill base and experience of the trainers. For example, when participants raised specific quesitons on financial reporting, it was useful to have an experience Finance Officer / Accountant who could offer practical and operational advice.
- At times there were questions that were beyond the knowledge or experience of the trainer and these were noted for follow up or referral was made to an appropriate agency, For example, several tax technical questions were asked in one workshop and these were promptly referred to IRD.
- At one workshop the marae trustee participants were interested in receiving more information about the registration requirements for marae on reservation land. FOMANA provided a number of fact sheets and relevant Māori Land Court article to the organisation for passing onto its Trustees.
- Another request was for additional legal compliance information arising out of the checklist exercise in Section 1 Constitution and NZ law. Some participants were keen to access further information on their legal obligations and thought it would be relevant to their other "hats" within other charitable organsiations.



Some participants were keen to receive specific training on how to manage conflicts of interest. This could be addressed as a workshop exercise in a future edition of the Training toolkit, or simply by providing participants with a sample Register of Interests Policy and Procedures document. Having said that, the hands-on experience is often better received in training than a paper-only approach.

# 2.6.2 Sample of some of the questions asked and how these were managed by the Trainers

- If deregistered, can taxes and penalties be backdated? —referred to IRD
- Compliance-wise, is it worth it for small entities (with low incomes) to register with the Charities Commission? – discussed as a group
- 3. Do you have an example of a case where beneficiaries have sued trustees?
- Can whanau-based entities be registered as a charity? (how big do they have to be, any clarity on size, characteristics etc) – FOMANA to follow up with Charities Commission
- If membership to an entity requires a subscription fee can that entity be registered as a charity? - FOMANA to follow up with Charities Commission
- Does issuing a bonus to staff for performance constitute a "pecuniary gain"? FOMANA to follow up with Charities Commission and/or IRD
- 7. What impact (if any) does the upcoming Information legislation have on the data held on iwi registers?
- 8. Is there any easy to read/use comparison available on what the requirements of the Te Ture Whenua Act & Charities Act is so that Marae trustees can work out what they need to comply with? FOMANA provided specific information on registration for Marae.
- 9. GST registration when is it worth it? group discussed threshold for GST to be payable
- Koha and charitable purpose activities how is this best managed? FOMANA to follow up with Charities Commission and/or IRD
- 11. How to draft Marae Charters and Constitutions that will be accepted for registration by the Charities Commission?— FOMANA provided sample documents and links to marae constitutions that are listed on the online Charities Register at <a href="https://www.charities.govt.nz">www.charities.govt.nz</a>



# 2.7 Compliance by Māori Charities in pilot assessment

# 2.7.1 What actions have Māori charities taken to maintain compliance following the training delivery or as a result of the pilot programme?

### Results Assessment 2.7.1

- At least one organisation has made progress in the development and drafting of Policies and Operational checklists to strengthen their financial compliance, especially for the management of expenses and reimbursements. This was as a result of the training and direct use was made of the knowledge and information contained in Section 8: <a href="Policies">Policies</a>—<a href="Processes">Processes</a>— People to carry out this work. The Manager commented:

  "the resource was invaluable. The information at the training was pertinent to where we were going"
- ➤ For some of the constituent marae associated with pilot Māori charities, registration with the Charities Commission is still a work in progress, however, they were appreciative of the follow up information provided by FOMANA following the training (refer 2.6 above)
- The Training Toolkit has been made available to Trustees who were unable to attend the training workshop and this has given rise to a demand for more training workshops so that all governors can benefit from the training. FOMANA has also received general enquiries from other organisations that are very interested in receiving the training and the toolkit.
- There have been a number of changes to the constitutions and rules of some of the participating Maori charities which is evidenced by the amended version of Rules on the Charities Register. During the pilot programme, at least two of the pilot Māori charities were required by the Charities Commission to amend their Constitution to meet registration requirements. Another group has amended the number of Trustees. While these changes may have occurred without the training, it is fair to say that the training has made Governance members sit up and take more notice of their Rules and to question their internal systems to see that their policies are up to date and compliant.



# 2.7.2 What does the online Charities Register show in terms of compliance by Māori charities in the pilot programme?

### Results Assessment 2.7.2

- A search of the online Charities Register shows that all eight Māori charities participating in the pilot have maintained their Charities Act annual filing obligations.
- > The following pages in this report show the actual webpage listing on the Charities Commission Register for each of the eight Māori charities as at the 30 March 2010:
  - Ngati Rarua Atiawa Trust
  - Taranaki Iwi Trust
  - Taranaki PHO Ltd
  - Te Aroha Medcare Ltd
  - Te Atiawa Ki Te Upoko O Te Ika A Maui Potiki Trust
  - Te Kaahui o Rauru
  - Te Rau Pani Māori Mental Health Trust
  - Tui Ora Ltd
- Officers Record a transparent and accountable method by which stakeholders and general members of the public can identify who is responsible at the governance level of any registered Charity. Note that Officers need to sign that they are eligible under the provisions of the Charities Act to hold office. The record also lists both the present and past Officers (Governors/Trustees) and effective date of their appointment/election.
- Supporting Documents Record another excellent record that provides easy downloading of the charity's Rules/Constitution and especially <u>Financial reports</u> which are required to be submitted as part of the Annual Return. It is important to note that failure to file the Annual return is a breach of the Act and can lead to removal from the Charities Register.



# 2.7.3 Charities Register listing for Ngati Rarua Atiawa Trust at 30 March 2010





# 2.7.4 Charities Register listing for Taranaki lwi Trust as at 30 March 2010



www.govt.nz Privacy Legal Sitemap Accessibility



# 2.7.5 Charities Register listing for Taranaki PHO Ltd as at 30 March 2010



Charities Register Register Online Officer Certification

### Charity Summary

These are the current details for: Taranaid PHO Limited

Charity details

Legal name of the charity Taranaki PHO Limited

Registration details

Registered Status Date 04/03/2008 Registration number CC21526 IRD Number Annual Return Due Date Restricted 31/12/2010

Address for service

36 Maratahu Street Westown New Plymouth 4310 Charity's street address

Po Box 8196 New Plymouth 4342 Charity's postal address

Charity's other details

(06) 759 4364 Phone (day) Fax Email (06) 759 4341 Website http://www.htpho.co.nz

Charitable purpose

Note: Main sectors, activities and beneficiaries are in

Sectors (Health)

(Acts as en umbrella / resource body) Provides advice / Information / advocacy Activities

edvocacy (People of a certain ethnic / racial Beneficiaries

(People of a cartain ex-origin) Children / young people Older people People with disabilities Family / whanau

Areas of Operation

Taranaki

Officers

Officer Name

Effective Date Eleanor Edwards 25/09/2008 Julie Brandt 24/09/2008 Kura Denness 04/03/2008 04/03/2008 Diane Jon Lindsay MacLead 04/03/2008 Wayne Mulligan 04/03/2008 Jamie Tuuta 04/03/2008

Marie Dwyer Past Officers

> Past Since Officer Name 27/06/2008 Patrick Leary 26/09/2008

04/03/2008

Exemptions

This charity has been granted an exemption from filing an annual return by 31 December 2008 under section 43 of the Charities Act 2005. The first annual return is due by 31 December 2009.

Notices of Change

Reference Date 01/04/2009 NOCOO2

**Annual Returns** 

Received Link to Return Due Date 31/12/2008 Exemption 31/12/2009 V AR002

### Supporting Documents

	4		
	Date Created	Type	Document
	17/11/2009	Financial	Financials.pdf
	16/11/2009	Record	Application Record IRD removed 16 Nov 2009.pdf
	03/04/2009	Supporting	20090403_NOC.PDF
	01/04/2009	Supporting	20090401_NOC.PDF
Ī	01/04/2009	Officer	OCF_Elenor Edwards.PDF
ė	01/04/2009	Officer	OCF _Julie Brandt.PDF
6	04/11/2007	Rules	Charity Rules.pdf
	04/11/2007	Officer	OCF - William Hurlow.pdf
	04/11/2007	Officer	OCF - Lindsay McLeod.pdf
	04/11/2007	Officer	OCF - Diane Jones.pdf
	04/11/2007	Officer	OCF - Kura Denness.pdf
	04/11/2007	Officer	OCF - Patrick Leary.pdf
	04/11/2007	Officer	OCF - Marie Dwyer.pdf
	04/11/2007	Officer	OCF - Wayne Mulligan.pdf
	04/11/2007	Officer	OCF - Jamle Tuuta.pdf

(Back)

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# 2.7.6 Charities Register listing for Te Aroha Medcare Ltd as at 30 March 2010



Rules ndf

Public Application Record.pdf

www.govt.nz Privacy Legal Sitemap Accessibility

Rules

Record

01/10/2008

06/08/2008

(Back)



# 2.7.7 Charities Register listing for Te Atiawa Ki Te Upoko O Te Ika A Maui Potiki Trust at 30 March 2010



### Supporting Documents

ate Created	Туре	Document
03/2010	Officer	OCF - Paraire Tomoana.pdf
/03/2010	Record	Application Record IRD removed 10 Mar 2010.pdf
03/2010	Financial	2007_Financial statements, pdf
03/2010	Financial	2008_Financial statements.pdf
/02/2008	Rules	Charity Rules.PDF

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# 2.7.8 Charities Register listing for Te Kaahui o Rauru as at 30 March 2010



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# 2.7.9 Charities Register listing for Te Rau Pani Māori Mental Health Trust as at 30 March 2010





# Charities Register listing for Tui Ora Ltd as at 30 March 2010



Charities Register

Register Online Officer Certification

# Charity Summary

These are the current details for: Tui Ora Limited

#### Charity details

Legal name of the charity Tui Ora Limited

#### Registration details

Registered Status Date 07/01/2008 Registration number CC20369 IRD Number Restricted Annual Return Due Date 31/12/2010

Charity's street address 36 Maratahu Street Westown New Plymouth 4310

Charity's postal address P O Box 8119 Westown New Plymouth 4310

#### Charity's other details

Phone (day) (06)759 4064 Fax (06)759 1799

Email Website

### Charitable purpose

Sectors

(Health)
Education / training / research
Community development
Social services
Employment

Activities

(Acts as an umbrella / resource body) Provides advice / information / advocacy

Beneficiaries (People of a certain ethnic / racial

origin) Children / young people

Older people People with disabilities Family / whanau

### Areas of Ope

#### Officers

Officer Name	Effective Date
Hayden Paul Waretini Wano	07/01/2008
Lindsay Rahiri Waltara WacLeod	07/01/2008
Kura Ann Denness	07/01/2008
Wayne Tamerangi Mulligan	07/01/2008
Jamie Grant Daniel Tuuta	07/01/2008

#### Exemptions

This charity has been granted an exemption from filing an annual return by 30 December 2008 under Section 43 of the Charities Act 2005. The first annual return is due by 30 December 2009.

#### **Annual Returns**

Due Date	Received	Link to Return
31/12/2008		Exemption
31/12/2009	<b>₹</b>	AR002

### Supporting Documents

	Date Created	Туре	Document
٦	23/12/2009	Financial	TOL Final Signed Annual Report 2008-09.pdf
	04/11/2007	Officer	OCF - Kura Denness.pdf
	04/11/2007	Officer	OCF - Hayden Wano.pdf
	04/11/2007	Officer	OCF - Jamie Tuuta.pdf
	04/11/2007	Officer	OCF - Lindsay MacLeod.pdf
	04/11/2007	Officer	OCF - Wayne Mulligan.pdf
	04/11/2007	Rules	Charity Rules.pdf

(Back)

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# 2.8 Conclusion on results of training package delivery to Māori charities in pilot programme

The assessment across five areas shows that the training package delivery to Māori charities participating in the pilot programme was effective and met or exceeded the expectations of the thirty-six participants who attended the five workshops held in October 2009. All those who completed the evaluation forms have recommended the training to other charities.

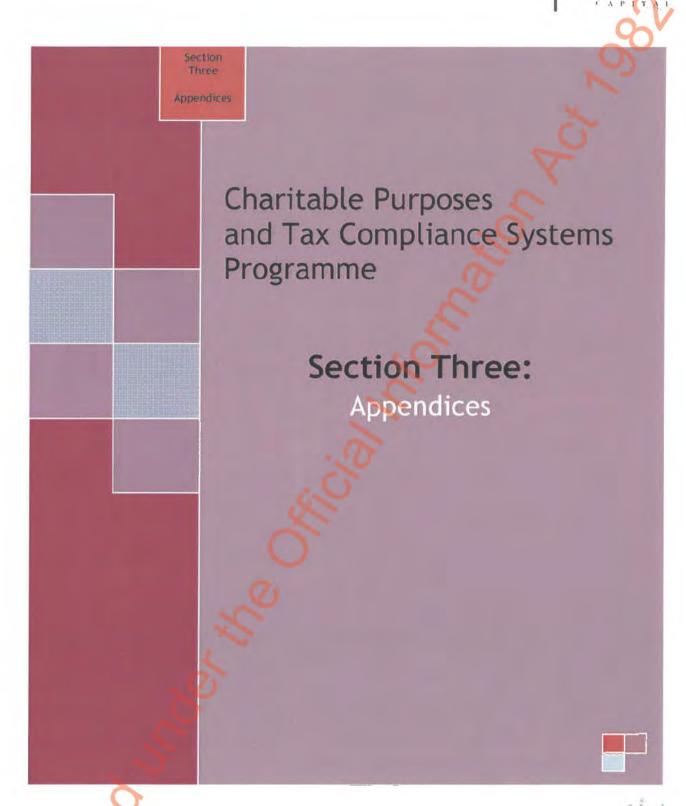
### Training Package and Toolkit

The training toolkit and information delivered at the workshops is considered a highly valuable resource by those who received copies and has become a sought after resource by those who did not attend the training.

According to one participant and Marae Trustee representative

"the training manual is excellent and has been used a lot by us"

Since the training was conducted, the training toolkit has been completed reviewed, updated and enhanced according to project sponsor, trainer observation and pilot participant feedback. It was provided as Report 7 to Te Puni Kokiri in February 2010.





# **Section Three: Appendices**

- 3.1 Charities Commission Registration Update
- 3.2 Combined Bibliography for Pilot Programme
- 3.3 Information Sources for Effective Governance

FOMANA



## 3.1 Charities Commission Registration Update

http://www.charities.govt.nz/

### **Hot Topics**

## **Regional Forums**

Between April and June this year, the Charities Commission will be hosting 12 regional forums for charities across the country. The first forums will be held in Christchurch on April 26 & 27 for further details visit the events page

### 2009 Annual Forum DVD available now

A dvd of the Charities Commission 2009 Annual Forum is now available for purchase. The dvd includes the full presentations from all four forum speakers, accountant Craig Fisher who spoke about the need for charities to be accountable and transparent, and Nathalie Hofsteede (GiveaLittle), Bev Gatenby (Trust Waikato) and Murray Edridge (Barnardos) who contributed to a panel discussion on the topic *An effective charity is clear about its purposes and direction*. View more

### Key statistics released

For the first time, the Charities Register has brought together up-todate information about individual charities, from which we can obtain information about the charitable sector and its work. The numbers may surprise you - take a look.

### **Payroll Giving**

Payroll giving is a voluntary scheme that enables people to make donations directly from their pay to a chosen "donee organisation". People who donate through payroll giving receive immediate tax credits relating to the donations they make each payday. View more

### The Charities Act, fundraising costs, and charitable purposes

Charities are sometimes asked "how much of the money donated to you is spent on your cause and how much goes to admin and other costs?" Charities balance the need to keep costs low with the need to provide the best possible outcomes for their beneficiaries. There are always costs associated with raising money and providing services and there is no law or rule of thumb about how a charity spends donations that have been given to it for the general purposes of that charity. Read more information about this topic.

# New Information from Charities Commission as at 30 March 2010

New information sheet - Guidance for charities - terrorism and money laundering

New information sheet - Publication of registration decisions - declines and deregistrations

New information sheet - The Charities Register - what's in it for funders?

New information sheet - Help notes for completing the financial information in your Annual Return

Updated information sheet - Group Registration

Information sheet for donors, supporters and volunteers

New information sheet - Deregistration - removing charities from the Charities Register

New information sheet - Charitable purpose and community and economic development

New information sheet - Guidance on the 'public benefit' test

Updated information sheet - Charitable purpose and sport and recreation

organisations

# How many charities are currently on the register?

As at 8 March 2010 there were 25,048 charities on the Charities Register.

As well as providing searchable information about individual charities, the Charities Register can give a "snapshot" of the charitable sector in New Zealand. <u>Take a look</u>, to see where charities are operating, their main activities, who they are helping, and the sectors they are operating in.

#### **Annual Returns**

Registered charities must file an Annual Return with the Commission, within six months of their balance date.

Annual Return information helps the Commission monitor registered charities to ensure they continue to qualify for registration and provides information to the public about how charities carry out their charitable purpose.

Annual Returns and accompanying financial information are published on the Charities Register. View the Annual Return info sheet for more information about filing a return.



# 3.2 Combined Bibliography and Information Sources for Pilot Programme

Agency or Author	Title of Publication or Website Date	
Charities Commission	Statement of Intent 2009 – 2012 2009	
www.charites.govt.nz	Information Finder - Guide to Commission Fact Sheets Janua	iry
	http://www.charities.govt.nz/news/fact_sheets/new%2 2009	
	Oinfo%20sheets/Information Finder WEB JAN09.pdf	
http://www.charities.govt.n	Charities Commission Fact Sheets	
z/news/fact_sheets.htm	Background information	
	Guide to the Act	
	<u>Our Board</u>	
	The Charities Register - benefits for charities	
	The Charities Register - what's in it for the public, funders and other	her
	users?	
	The Charities Register - what's in it for funders?	
	Key points for media	
	key Statistics	
	'How to' guides	
	Registration checklist	
	Timing it right	
	Your rules and the Charities Act	
	Helpful tips for writing rules	
	Purposes beneficial to the community - examples of wording	for
1	purpose clauses in your rules	
.0)	The advancement of education - examples of wording for purpo	ose
0	clauses in your rules	
	The advancement of religion - examples of wording for purpo	se
2	<u>clauses in your rules</u>	
7	The relief of poverty - examples of wording for purpose clauses	in
0)	your rules	
6		



Agency or Author	Title of Publication or Website Date		
Charities Commission	Charitable Purpose		
Fact Sheets	Officer certification		
	What to do when something about your charity changes		
http://www.charities.govt.n z/news/fact sheets.htm	Annual Returns under the Charities Act		
	Annual Return Checklist		
	Help notes for completing the financial information in Your Annual		
	Return		
	Group registration - a guide		
	How the Charities Act affects Your tax status		
	Restricting public access to your information on the Charities		
	Register		
	Guidelines for promoting your unique registration number		
	How to make a complaint about a charity		
	Deregistration – removing charities from the Charities Register		
	The qualities of an effective charity		
	Information sheet for donors, supporters and volunteers		
	Guidance for charities - terrorism and money laundering		
	International charitable activities and the Charities Act 2005		
	How the Charities Act affects charitable trusts, incorporated		
	societies and companies		
	Iwi/Māori organisations and the Charities Act		
	Political Activities		
0	Charitable purpose and sport and recreation bodies		
X	"Advocacy" and the Charities Act		
~	Charitable purpose		
2	Backdating		
2	Charitable purpose and community and economic development		
20	Guidance on the 'public benefit' test		
60	Publication of decline and deregistration decisions		



Dec 2006
2006
April
2009
May
2009
July
2009
2



Agency or Author	Title of Publication or Website	Date
Office for the Community &	Mahi Aroha: Māori Perspectives on Volunteering and	30 Apri
Voluntary Sector	Cultural Obligations	2007
	http://www.ocvs.govt.nz/documents/work-	~
www.ocvs.govt.nz	pragramme/encouraging-participation/volunteering-	
	research/mahi-aroha.pdf	
	Office of the Community and Voluntary Sector research	12 Aug
	report- The New Zealand Non-profit Sector in	2008
	Comparative Perspective	
	http://www.ocvs.govt.nz/documents/publications/paper	
	s-and-reports/the-new-zealand-non-profit-sector-in-	
	comparative-perspective.pdf	
	Office of the Community and Voluntary Sector research	12 Aug
	report - The history of the Non-Profit Sector in New	2008
	Zealand	
	http://www.ocvs.govt.nz/documents/publications/paper	
	s-and-reports/the-history-of-the-non-profit-sector-in-	
	new-zealand.pdf	
Charity Commission for	Sound strategy for effective delivery: A Report on the	Dec
England and Wales	views of key external stakeholders on progress since	2006
www.charity-	2004	
commission.gov.uk	The Hallmarks of an Effective Charity	July
(0)	http://www.charity-	2008
0	commission.gov.uk/Library/guidance/cc10text.pdf	



Agency or Author	Title of Publication or Website Date
Canada Revenue Agency	Charities Good Practice Checklists (Canadian)
www.cra.gc.ca	www.cra-arc.gc.ca/tx/chrts/chcklsts/menu-eng.html
	Examples of online Checklists
	<ul> <li>RC206 Basic Guidelines for Maintaining</li> </ul>
	Charitable Registration
	Activities Checklist - Engaging in allowable
	activities
	<ul> <li>Keeping adequate books and records Checklist</li> </ul>
	<ul> <li>Maintaining the charity's status as a legal entity</li> </ul>
	Checklist
Family and Community	Checklist of policies and procedures for not for profit Feb
Services (A Service of	organisations 2009
Ministry of Social	www.familyservices.govt.nz/documents/our-
Development)	work/strong-families/family-start/setting-up/checklist-
	policies-procedures doc
Standards Australia/NZ	Australian/New Zealand Standard (ASNZS) 4360:2004 Jan 200
	Risk management
	HB 436, Risk Management Guidelines—Companion to
	AS/NZS 4360:2004
	Australian Standard (AS) 3806-2006 Compliance
	Programs.
0	
Panel on the Nonprofit	Principles for Good Governance and Ethical Practice: A Octobe
Sector Report (US)	Guide for Charities and Foundations 2007
5	www.nonprofitpanel.org/report/principles/Principles G
	uide.pdf



Agency or Author	Title of Publication or Website	Date
Risk Mitigation Resources	<b>Examples of Risks, Impacts and Mitigations for Charities</b>	March
	http://www.charity-	2009
	commission.gov.uk/Library/investigations/pdfs/Appendi	-
	xIII.pdf	
	Risk Management for Charities  http://www.voluntaryarts.org/uploaded/map519.pdf	
	Running the Risk <a href="http://www.voluntarvarts.org/uploaded/map519.pdf">http://www.voluntarvarts.org/uploaded/map519.pdf</a>	
Policy Examples	Legal Compliance	
	http://www.canterbury.ac.nz/ucpolicy/GetPolicy.aspx?fi	March
	le=legalcompliancepolicy.pdf	2009
	Risk Management	
	www.canterbury.ac.nz/ucpolicy/GetPolicy.aspx?file=risk	
	managementpolicy.pdf	
	Governance and Board Remuneration	
	http://www.goldminex.com.au/files/corporate governa	
o d	nce/emx board remuneration and evaluation policy	
	2008 10 17.pdf	
	Financial Management and Misappropriation of Funds	
	http://policy.vuw.ac.nz/Amphora!~~policy.vuw.ac.nz~P	
2	OLICY~00000002134.pdf	
0	Operations and Security & Facilities Mgmt Policy	
2	http://policy.vuw.ac.nz/Amphora!~~policy.vuw.ac.nz~P	
X	OLICY~00000000725.pdf	
01	Personnel and Equal Employment Opportunity	
5	http://policy.vuw.ac.nz/Amphora!~~policy.vuw.ac.nz~P	
0	OLICY~00000000043.pdf	



# 3.3 Information Sources for Effective Governance

Resources that offer valuable information on this with a NZ perspective are: provided on the following <a href="http://www.communitv.net.nz">http://www.communitv.net.nz</a> website as selected publications and resources about best practice in governance and management of not-for-profit organisations.

# Effective governance of Māori organisations - http://governance.tpk.govt.nz/

Te Puni Kökiri's website for effective governance education, designed to help trustees and directors of Māori organisations with their responsibilities and role as guardians and leaders.

### Indigenous Concepts of Governance -

# http://www.govis.org.nz/conference2003/presentations/robyn-kamira.pdf

This paper by Robyn Kamira looks at indigenous models of governance and their relevance in contemporary settings, and in particular in relation to control of information by Māori in the health. Date updated: 30 June 2008

### Nation Building and Maori Development - The Importance of Governance -

# http://www.devnet.org.nz/conf2002/papers/Dodd Materoa.pdf

In this paper, Materoa Dodd of School of Māori and Pacific Development, University of Waikato, outlines the importance of good governance in developing effective structures for Māori. Date updated: 30 June 2008

#### Managing Well resource catalogue -

#### http://www.community.net.nz/communitycentre/managing-well/#index

The Managing Well resource catalogue (online in the Community Centre section of this web site) includes references or links to manuals, websites, information sheets, books, and other documents.

# Committees, roles and meetings -

This section of SPARC's Club Kit provides an overview of which organisations will need to form a committee, their roles and how to run successful meetings. Date updated: 9 October 2007



#### Six key competencies which lead to board excellence -

Six page article that identifies competencies which lead to board excellence. Based on a five year study of 20 U.S. nonprofits and schools by Richard Chait, Thomas Holland and Barbara Taylor.

#### Simple Policy and Procedures Manual

Why you need them, with examples of policies and procedures. Updated: 4 December 2006

#### Board development workbooks

Downloadable workbooks on developing job descriptions for board members, developing boards, developing policies and other topics. Date updated: 27 November 2005

#### **Good Governance Guides**

Chartered Secretaries New Zealand has prepared a series of Good Governance Guides in the area of corporate governance with the intention being to "provide value to individuals as a starting point.

#### Nine Steps to Effective Governance

This practical SPARC governance resource covers a wide range of governance functions: defining the role of the board; induction; board meetings; planning; board and CEO evaluation; and succession.

# Principles for Good Governance and Ethical Practice: A Guide for Charities and Foundations (US)

The guide outlines 33 practices designed to support board members and staff leaders of charitable organisations to assist improve operations.

#### Charities Good Practice Checklist (Canadian)

Guidelines for maintaining registered status. Easy to follow checklists to help with the responsibilities of operating a registered charity.

# **Training Evaluation Form**



Tenei te mihi atu ki a koe. Thank you for participating in this training workshop for Maori charities. Please take the time to complete this form as your feedback will help us to improve future training.

Name:	Role in Organis	ation:	U	
Governance Manager/Staff Client/Beneficiary	Marae Rep Stakeh	older Other _	Y	
Organisation and Facilitation of Workshop	n			
Please tick box to indicate rating:	Exceeded Expectations	Met most Expectations	Met some	Did not mee
The training material I received at the workshop:	EXPECTATIONS	LAPECTATIONS	Expectations	Expectations
The location and venue chosen for the workshop:		0		
The structure and timing of the workshop:				
The trainers' ability to deliver training objectives:	8	7		
Comments: Please indicate where improve	ments could be m	ade:		
	.0			
	C			
Training Objectives and Content of Works				
Please tick box to indicate rating:	Exceeded Expectations	Met most Expectations	Met some Expectations	Did not meet Expectations
1. Constitution and NZ Law:		Expectations	Expectations	expectations
Knowledge & Information received on this topic:				
2. Charitable Purposes:				
Knowledge & Information received on this topic:				
3. Stakeholders:				
Knowledge & Information received on this topic:				
4. Charities Commission and Registration:				
Knowledge & Information received on this topic:				
5. IRD and Tax Exemption:				
Knowledge & Information received on this topic:				
6. Policies-Processes-People:				
Knowledge & Information received on this topic:				
7. Risks:				
Knowledge & Information received at workshop				
I have increased my knowledge and underest	anding of	2.03222 = 0.00	200	
I have increased my knowledge and underst	anding of our cor	npliance oblig	gations:	Yes No
I would recommend this training to other ch	narities?		Yes	No
If yes, what changes (if any) would you like t	to see in the prog	ramme?		
VO.				
Q'				

General	Comments:
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now could triis worksnop be promoted to comm	unities and charitable organisations?
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