

Ka ora ki tai~ Ka hua ki uta

a bountiful ocean will sustain us



January

Kohi-tātea

Rātapu SUN	Rāhina MON	Rātu TUE	Raapa WED	Rāpare THU	Rāmere FRI	Rāhoroi SAT
		1	2	3	4	
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

February

Hui-tanguru

Rātapu SUN	Rāhina MON	Rātu TUE	Raapa WED	Rāpare THU	Rāmere FRI	Rāhoroi SAT
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23	24	25	26	27	28	

March

Poutū-te-rangi

Rātapu SUN	Rāhina MON	Rātu TUE	Raapa WED	Rāpare THU	Rāmere FRI	Rāhoroi SAT
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23	24	25	26	27	28	29
30	31					

April

Paenga-whāwhā

Rātapu SUN	Rāhina MON	Rātu TUE	Raapa WED	Rāpare THU	Rāmere FRI	Rāhoroi SAT
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May

Haratua

Rātapu SUN	Rāhina MON	Rātu TUE	Raapa WED	Rāpare THU	Rāmere FRI	Rāhoroi SAT
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30	31					

June

Pipiri

Rātapu SUN	Rāhina MON	Rātu TUE	Raapa WED	Rāpare THU	Rāmere FRI	Rāhoroi SAT
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2014 EVENT DATES

20 January	Fishserve levies must be paid on or before this date (Note: Occurs every month on the 20th of the month)
25-27 January	Auckland Seafood Festival 2014 www.aucklandseafoodfestival.co.nz
8 February	Kāwhia Kai Festival www.kawhiakifestival.co.nz
15 February	Maketu Kaimoana Festival www.maketukaimoana.co.nz
18-19 February	5 th Annual Freshwater Management Forum
15 March	Havelock Mussel Festival www.havelockmusselfestival.co.nz
25-26 March	Māori Fishing Conference To Ohu Kaimoana Trustee Limited and Aotearoa Fisheries Limited Hui-ā-Tau, Novotel, Auckland International Airport
1 April	2014 April fishing year starts
15 April	Last day to transfer any ACE left over from 2013 April fishing year
24 May	Bluff Oyster and Food Festival 2014 www.bluffoysterfest.co.nz
6-7 August	Environmental Defence Society 2014 Conference www.eds.org.nz
20 August	Seafood New Zealand Conference
25-26 August	Te Pūtea Whakatupu – Ngā Whetū Hei Whai; Charting Pathways Conference for 2014, Hamilton
1 October	2014 October fishing year starts
4 October	Kaikoura Seafest 2014 www.seafest.co.nz
15 October	Last day to transfer any ACE left over from 2013 October fishing year

July

Hōngongoi

Rātapu SUN	Rāhina MON	Rātu TUE	Raapa WED	Rāpare THU	Rāmere FRI	Rāhoroi SAT
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August

Here-turi-kōkā

Rātapu SUN	Rāhina MON	Rātu TUE	Raapa WED	Rāpare THU	Rāmere FRI	Rāhoroi SAT
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September

Mahuru

Rātapu SUN	Rāhina MON	Rātu TUE	Raapa WED	Rāpare THU	Rāmere FRI	Rāhoroi SAT
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October

Whiringa-ā-nuku

Rātapu SUN	Rāhina MON	Rātu TUE	Raapa WED	Rāpare THU	Rāmere FRI	Rāhoroi SAT
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November

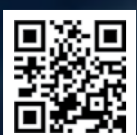
Whiringa-ā-rangi

Rātapu SUN	Rāhina MON	Rātu TUE	Raapa WED	Rāpare THU	Rāmere FRI	Rāhoroi SAT
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23	24	25	26	27	28	29
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December

Hakihea

Rātapu SUN	Rāhina MON	Rātu TUE	Raapa WED	Rāpare THU	Rāmere FRI	Rāhoroi SAT
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Te Ohu Kaimoana Annual Plan

2014

A Message from the Chief Executive ~

When I look forward to next year I am mindful that good progress has been made with the allocation of the majority of settlement assets, and nearly all iwi now have Mandated Iwi Organisations (MIO) and Iwi Aquaculture Organisations (IAO) in place.

The receipt of these assets carries with them both potential and responsibility. That is the economic potential of communally owned Māori assets and also the co-requisite responsibility to grow their value for the benefit of current and future generations.

This will be a testing time as we are working within an environment of commercial restraint which will require some difficult decisions and trade-offs to be made. Iwi, our subsidiaries and indeed seafood companies in general are experiencing these conditions in seafood markets throughout the world. The trials that Sealord Group have faced in Argentina underline just how tough these conditions are globally.

Presenting the Annual Plan for this year we reaffirm our overall purpose as protecting and enhancing the settlements. This is not only authorised by the Māori Fisheries Act 2004 but also required by iwi. Our strategic priorities flow from that purpose and are also set out in the Strategic Plan 2011 –2016. Aligned to the strategic priorities are the outputs that we work towards:

- Allocation and Transfer
- Protect and Enhance
- Capability
- Governance (External)
- Governance (Internal)

These outputs can be described as falling into two distinct categories. The first – allocation and transfer – relates to the delivery of settlement assets to MIOs and IAOs is an outcome that can largely be completed at a distinct point in time. The work involved is mandatory for Te Ohu. The other four outputs are more in the nature of ongoing responsibilities rather than finite. It is unlikely for instance that we will ever get to a point of being able to say that Māori fishing rights are completely protected for all time and that they have been enhanced to a point that can't be improved on in future. Thus there will always be work to do to constantly review progress towards these outputs, the best way to achieve them and measuring our overall effectiveness.

Our activities and the associated performance indicators then populate the framework according to the established priority classifications of:

- Strategic Initiatives
- Business Improvements
- Core Business

In the final analysis, decisions as to whether and how these settlement assets are protected and enhanced reside with iwi. We at Te Ohu will be striving to deliver results that will enable iwi to make those decisions through the activities set out in this Annual Plan. We do not underestimate the size of the challenge before us however it is our task now to build upon the success of allocation so as to best ensure that the settlements are ultimately for the benefit of all Māori.

Nāku noa, nā
Peter Douglas
 Chief Executive

Strategic Plan

Vision ~

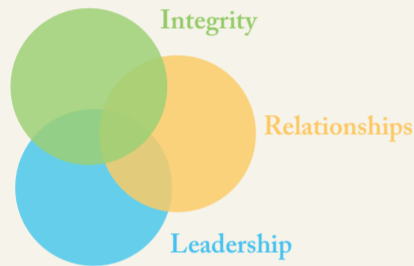
Kā ora ki tai ~ Kā hua ki uta

A bountiful ocean will sustain us

Values ~ We are a Māori organisation and we operate in line with tikanga Māori. We must negotiate a careful balance that best blends our values of integrity, relationships and leadership.

Purpose ~ To advance the interests of iwi individually and collectively, primarily in the development of fisheries, aquaculture, fishing and fisheries-related activities including:

- contributing to the achievement of an enduring settlement of the claims and grievances referred to in the Deed of Settlement
- acting to protect and enhance the interests of iwi and Māori



Five Year Strategic Priorities ~

1. Completion of asset transfers to MIOs
2. Working with iwi (MIOs, IAOs and AHCs) to protect and enhance their rights and interests, including:
 - freshwater fisheries through Te Wai Māori Trust, and
 - enabling growth and development in the seafood and fishing industries including the strategic relationships between Te Pūtea Whakatupu Trust and Te Ohu Group
3. Facilitate an effective voice for iwi within industry and government
4. Govern Te Ohu Group
5. Formalise and manage the relationships within Te Ohu Group through:
 - the alignment of organisational structure, values and the roles expected of Directors
 - the clear communication of values that promote the outcomes we work towards, with emphasis on the protection of rights and economic growth
 - appointment of Directors for Te Ohu Group; Aotearoa Fisheries Limited; Te Pūtea Whakatupu Trust; and Te Wai Māori Trust
 - drive and monitor performance
 - prepare for and participate in the Statutory Review in 2015

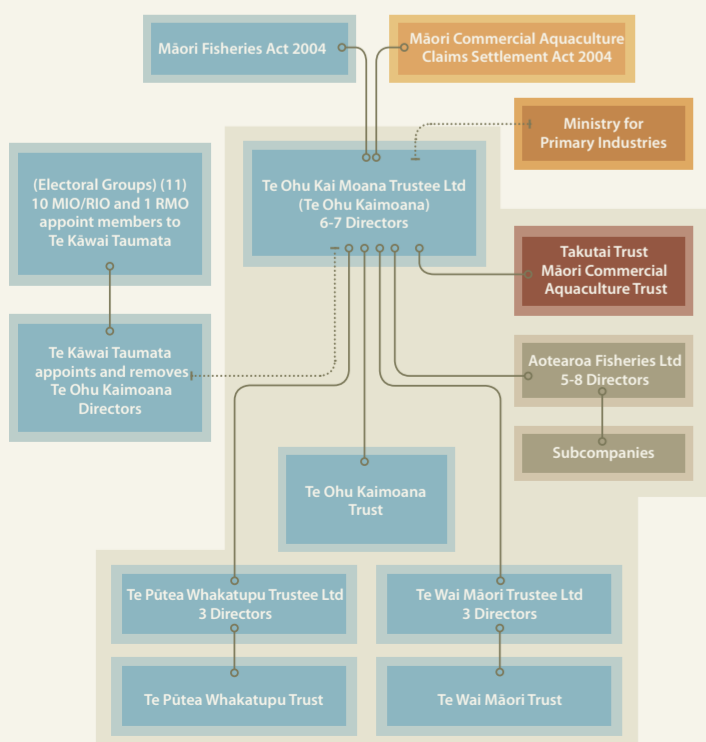
Budget 2014

Te Ohu Kai Moana Trustee Limited

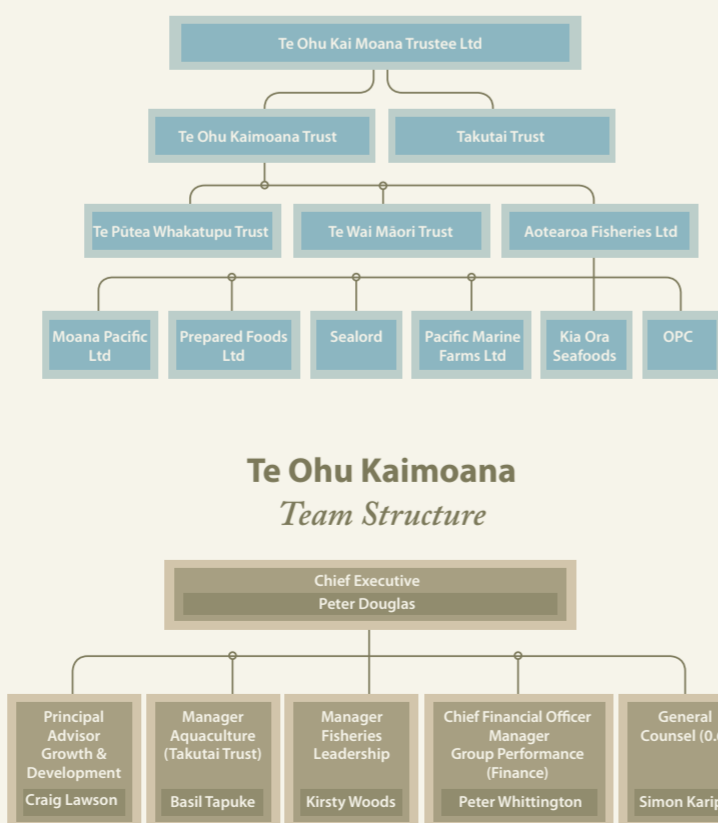
Forecast Statement of Income & Expenditure ~ for the year ended 30 Sep 2014

	2014 Plan	2013 Forecast	2012 Actual
Income			
Investment	3,841,020	3,124,834	4,724,037
Other			
ACE Income	1,019,250	1,242,650	1,212,615
Costs Recovery Associated Trusts	124,994	112,427	24,000
Other Income	10,000	191,074	81,238
Takutai	700,000	802,300	761,219
Dividend	-	-	1,365,502
Income Total	5,695,265	5,473,284	8,168,611
Expenses			
Human Resources	2,332,830	2,330,530	2,478,014
External Consultants			
Professional Services	957,527	979,030	1,042,785
Te Kāwai Taumata Members	14,100	8,600	16,600
Quota Related Fees	594,974	656,062	756,852
Travel and Accommodation	476,940	478,558	474,651
Corporate			
Facilities and Rental	391,461	400,667	413,536
Directors	405,250	410,354	409,728
External Reporting & Communication	169,512	264,602	303,348
Administration	142,063	174,319	168,626
Sponsorship & Scholarships	167,454	138,528	148,031
Depreciation	75,802	105,751	121,210
Expenses Total	5,727,914	5,947,001	6,333,380
Operating Surplus/(Deficit)	(32,649)	(473,717)	1,835,231
Add MATC's refund	-	6,771,740	366,650
Surplus/(Deficit)	(32,649)	6,298,023	2,201,881

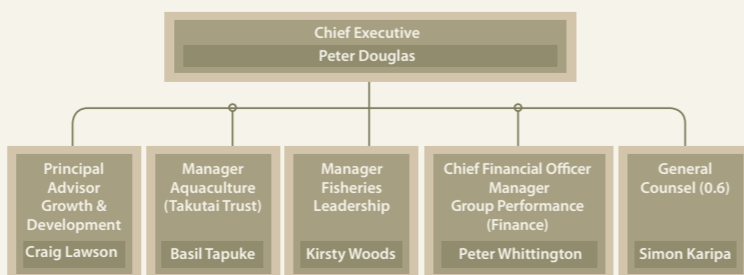
Te Ohu Group Governance and Relationship Structure



Te Ohu Group and the Takutai Trust Structure



Te Ohu Kaimoana Team Structure



DIRECTORS: Matiu Rei (Chair) Ngāti Tōa Rangitīria, Ngāti Whakawa, Ngāi Tahu, Ngāti Raukawa, Ngāti Kaitiaki, Raniera (Sony) Tau Ngāpohi, Hinerangi Raumati Ngāti Mutunga, Waikato, Jamie Tuata Ngāti Mutunga, Ngāti Tama, Te Arii Awa, Taranaki Tārua, Ken Mair Whangarei, Ngāti Whāreora, Ngāti Raua, Ngāti Apa, Ngāti Raukawa, Ngāti Whāriki, Rikiraangi Gage Te Whānau ā Apanui, Sir Mark Solomon Ngāti Tāhū, Ngāti Kuri.

EXECUTIVE MANAGEMENT TEAM: Chief Executive – Peter Douglas Ngāti Maniapoto, Chief Financial Officer – Peter Whittington, Principal Advisor – Craig Lawson, General Counsel – Simon Karipa Ngāti Apa, Ngāti Houiti, Māori Pūtea, Te Ahoarua ā Pōporangi, Māuiapoko, Manager Fisheries Leadership – Kirsty Woods Ngāti Houiti, Manager Aquaculture – Basil Tapuke Te Ahoarua, Taranaki Tārua, Ngāti Mutunga, Ngāti Tama.

Kaimoana Strategy

Advancing Māori Interests in the Marine Environment

Strategic Priorities				
Completion of Asset Transfers to MIOs	Working with Iwi to Protect & Enhance Their Rights and Interests	Facilitate an Effective Voice for Iwi within Industry & Government	Govern Te Ohu Group	Formalise and Maintain Relationships within Te Ohu Group
Allocation & Transfer	Protect & Enhance	Capability	Governance (External)	Governance (Internal)
Aquaculture	Fisheries			
Regional Agreements (New Space) <ul style="list-style-type: none"> - For each priority region by Jun 2014: <ul style="list-style-type: none"> • Ensure that there is adequate iwi representation on Crown led-work streams e.g. national forecasting • Develop and implement work programme to provide relevant information to inform iwi decisions e.g. collaborative joint venture models • Assist iwi reach preliminary agreement on mix and allocation of settlement entitlements • Facilitate Regional Agreements - Progress is made to resolve issues relating to new space in Tasman region by Sep 2014 	E-IKA Customary Reporting System <ul style="list-style-type: none"> - Complete the E-IKA pilot programme by Jun 2014 - Scope, cost and plan future developments resulting from the pilot - Ensure E-IKA programmes are ready for implementation in four areas by Sep 2014 - Scope, select and agree governance and funding arrangements by Jun 2014 and implement by Sep 2014 Policy Advice - Foreign Chartered Vessels <ul style="list-style-type: none"> - Develop persuasive advice and options that the Government can implement to respond to iwi priorities and concerns 	Māori Fisheries Conference <ul style="list-style-type: none"> - Hold the Māori Fisheries Conference by May 2014 	2015 Review per s114 MFA 2004 <ul style="list-style-type: none"> - Advise MIOs, RIOs and other stakeholders about the 2015 Review by Dec 2013 - Send Chair's letter inviting iwi to meet to appoint the Committee of Representatives by end of Feb 2014 - Appoint Committee of Representatives, agree Terms of Reference and appoint reviewers by end of Aug 2014 - Reviewer commences review by end of Aug 2014 	Te Ohu Kaimoana Group Alignment <ul style="list-style-type: none"> - Subsidiary entities comply with reporting and planning regime laid down in Letters of Expectation (LoE) - Review LoEs by Mar 2014 and provide drafts for next financial year to subsidiary entities by Jun 2014 - Hold strategic alignment meetings with each of the 3 subsidiary entities by the end of Mar 2014
Viability Modelling <ul style="list-style-type: none"> - Aquaculture viability models for finfish (initially salmon), mussels and oysters are maintained and/or developed to inform iwi decision making by Jun 2014 	Rapid Assessment of Customary Harvest <ul style="list-style-type: none"> - Assist MPI and iwi to develop a model to estimate customary harvest for key stocks by Sep 2014 Gain Agreement on Key Issues for Collaboration Between Iwi and Te Ohu <ul style="list-style-type: none"> - Identify support required by iwi to manage their fisheries interests by May 2014 - Agree a mandate to represent iwi on industry bodies by May 2014 - Agree a regional support programme for iwi by May 2014 - Support the national iwi fisheries forum to work on and develop solutions to common fisheries problems by Sep 2014 Strengthening the Influence of Iwi in the Commercial Inshore Finfish Sector <ul style="list-style-type: none"> - Encourage iwi/AHCs to join Fisheries Inshore New Zealand (FINZ) and collectively take up at least one seat on the Board by Sep 2014 	Database of Scholarship Recipients <ul style="list-style-type: none"> - Complete establishment of a database of scholarship recipients by Sep 2014 	Strategic Plan Review <ul style="list-style-type: none"> - Hold face to face meetings with iwi on a regional basis to feed into the 2015 Strategic Plan by May 2014 	
Pre-commencement Space Settlement <ul style="list-style-type: none"> - Remaining pre-commencement space obligations are settled and settlement amounts are transferred from Crown to Trustee by Sep 2014 Aquaculture Settlement Register <ul style="list-style-type: none"> - Audit of the Aquaculture Settlement Register is accurate and completed by May 2014 Achieving IAO or PSGE status <ul style="list-style-type: none"> - Iwi have completed and achieved IAO or PSGE status as required Iwi Aquaculture Register <ul style="list-style-type: none"> - Iwi Aquaculture Register is updated, accurate and accessible on an ongoing basis Computational Model <ul style="list-style-type: none"> - Functional computational models are developed and implemented as required 	Aquaculture Policy <ul style="list-style-type: none"> - Policy advice is timely and accurate and assists iwi decision-making - New regime protects the Aquaculture Settlement and supports aquaculture development by iwi National Aquaculture Forums <ul style="list-style-type: none"> - Regular participation in aquaculture forums continues 	Scholarships <ul style="list-style-type: none"> - 1 Global Fisheries Scholarship Programme recipient graduates by Dec 2013 - 1 trainee is placed with Nissui during 2014 under the new scheme - Endeavour to provide post scholarship experience for current graduates 	Takutai Trust Website <ul style="list-style-type: none"> - Maintain the website to ensure it provides information on the Aquaculture Settlement and Takutai Trust Takutai Trust Annual Plan <ul style="list-style-type: none"> - Takutai Trust Annual Plan prepared by Sep 2014 	Human Resources <ul style="list-style-type: none"> - Te Ohu maintains its reputation as a good employer - Te Ohu compliant with employment legislation on an ongoing basis - All staff job descriptions and contracts are current - Agree on the proposed draft performance and professional development plan for each employee by Oct 2013 - Develop and implement a performance and professional development plan for each employee by Mar 2014
	Fisheries	Fisheries	Fisheries	Communication <ul style="list-style-type: none"> - Te Ohu's activities are communicated effectively - Website maintained with current information, submissions and reports published when released - Strategic Plan, Annual Plan, Annual Report and Karere printed and published within agreed timeframes - The contact database is maintained and updated where required
	Allocate and Transfer Remaining Settlement Assets <ul style="list-style-type: none"> - MIO recognised for Ngāti Tama (Taranaki) by Dec 2013 and population-based assets transferred by Mar 2014. Tools used to encourage remaining iwi to engage in the process to have a MIO recognised Assist Iwi Reach Coastline and Harbour Agreements <ul style="list-style-type: none"> - Assistance provided, where required, to iwi to reach agreements on coastline and harbour agreements Freshwater Allocation and Transfer <ul style="list-style-type: none"> - Assistance provided to iwi to reach freshwater agreements by Aug 2014 - Allocation and transfer of freshwater quota commenced by Aug 2014 ACE Rounds <ul style="list-style-type: none"> - ACE is made available to iwi as soon as practical after the commencement of the fishing year Funds Held on Trust from ACE Round Disputes <ul style="list-style-type: none"> - Review conducted and assessment made on status of disputes for all funds held by Apr 2014 - Funds are distributed following agreements Iwi Decisions Register <ul style="list-style-type: none"> - Review conducted by Feb 2014 - The Iwi Decisions Register maintained in a current state and easily accessible 	Policy Advice <ul style="list-style-type: none"> - Provide persuasive advice and submissions on key issues incorporating the views of iwi and the wider Te Ohu Group - Develop submissions that contain advice and/or propose solutions that enable the recipient to be responsive to iwi concerns Fisheries Management Advice <ul style="list-style-type: none"> - Provide persuasive advice to MPI in a timely fashion that has the support of iwi - Ensure advice and/or solutions enable MPI to be responsive to iwi concerns - Communicate persuasive and practical advice to relevant industry and other sector organisations, enabling them to be responsive to iwi concerns - Publish advice and submissions on Te Ohu website where appropriate Goal Setting Iwi Fisheries Planning <ul style="list-style-type: none"> - Provide information and advice as appropriate 	Finance, Investment and Risk Management <ul style="list-style-type: none"> - Portfolio delivers at least budgeted return of 5% - Advice delivered to Board and management as required - Reporting of activities is clear, timely and accurate Annual Report (incl Takutai Trust) <ul style="list-style-type: none"> - Audit completed and unqualified report issued by Dec 2013 - Distribute Annual Report to Te Kāwai Taumata, MIO and all interested parties prior to Xmas 2013 Hui-ā-Tau <ul style="list-style-type: none"> - Successful Hui-ā-Tau held March 2014 Te Kāwai Taumata <ul style="list-style-type: none"> - In liaison with the Chair of Te Kāwai Taumata, arrange meetings and provide support as required 	Office Infrastructure <ul style="list-style-type: none"> - Work environment and resources are appropriate for employees to fulfil their roles. Costs are within budget

Key

- AHC Asset Holding Company
- IAO Iwi Aquaculture Organisation(s)
- MIO Mandated Iwi Organisation(s)
- MFA 2004 Māori Fisheries Act 2004
- MPI Ministry for Primary Industries
- PSGE Post Settlement Governance Entity
- RIO Recognised Iwi Organisation(s)
- RMO Representative Māori Organisation(s)
- UBA Underwater Breathing Apparatus



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www.teohu.maori.nz/publications/Annual_Plan_2014

Advancing Māori Interests in the Marine Environment

