



**REAP** CENTRAL  
PLATEAU

RURAL EDUCATION ACTIVITIES PROGRAMME

# Strategic Plan

2022 - 2027



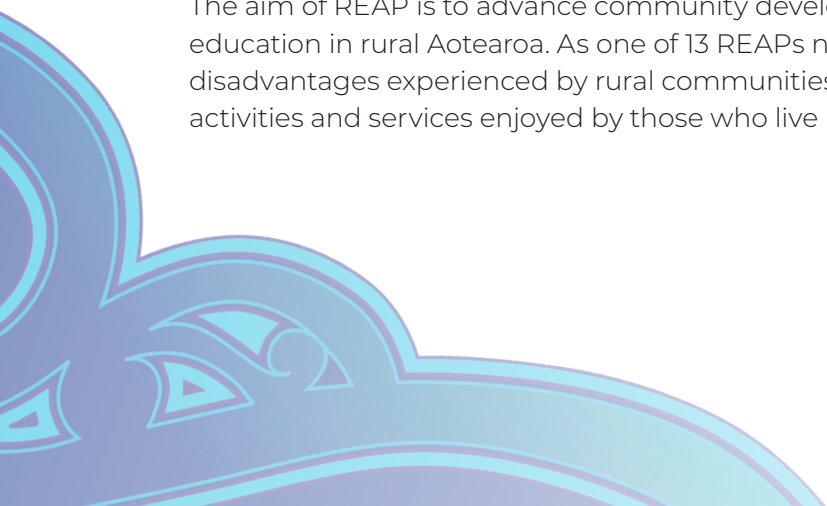


# About REAP

**REAP Central Plateau is a not-for-profit organisation that delivers a variety of personalised education and whānau focused programmes and services throughout the Central Plateau region.**

Our programmes cover a wide range of kaupapa including early childhood, schooling, learning support, rangatahi mentoring, adult literacy and numeracy, and community education. We operate our own ISP (Internet Service Provider) to support connectivity in remote areas.

The aim of REAP is to advance community development through quality lifelong education in rural Aotearoa. As one of 13 REAPs nationwide, our purpose is to redress the disadvantages experienced by rural communities in accessing the range and depth of activities and services enjoyed by those who live in urban areas.



# Our Mission **Te Arotanga**

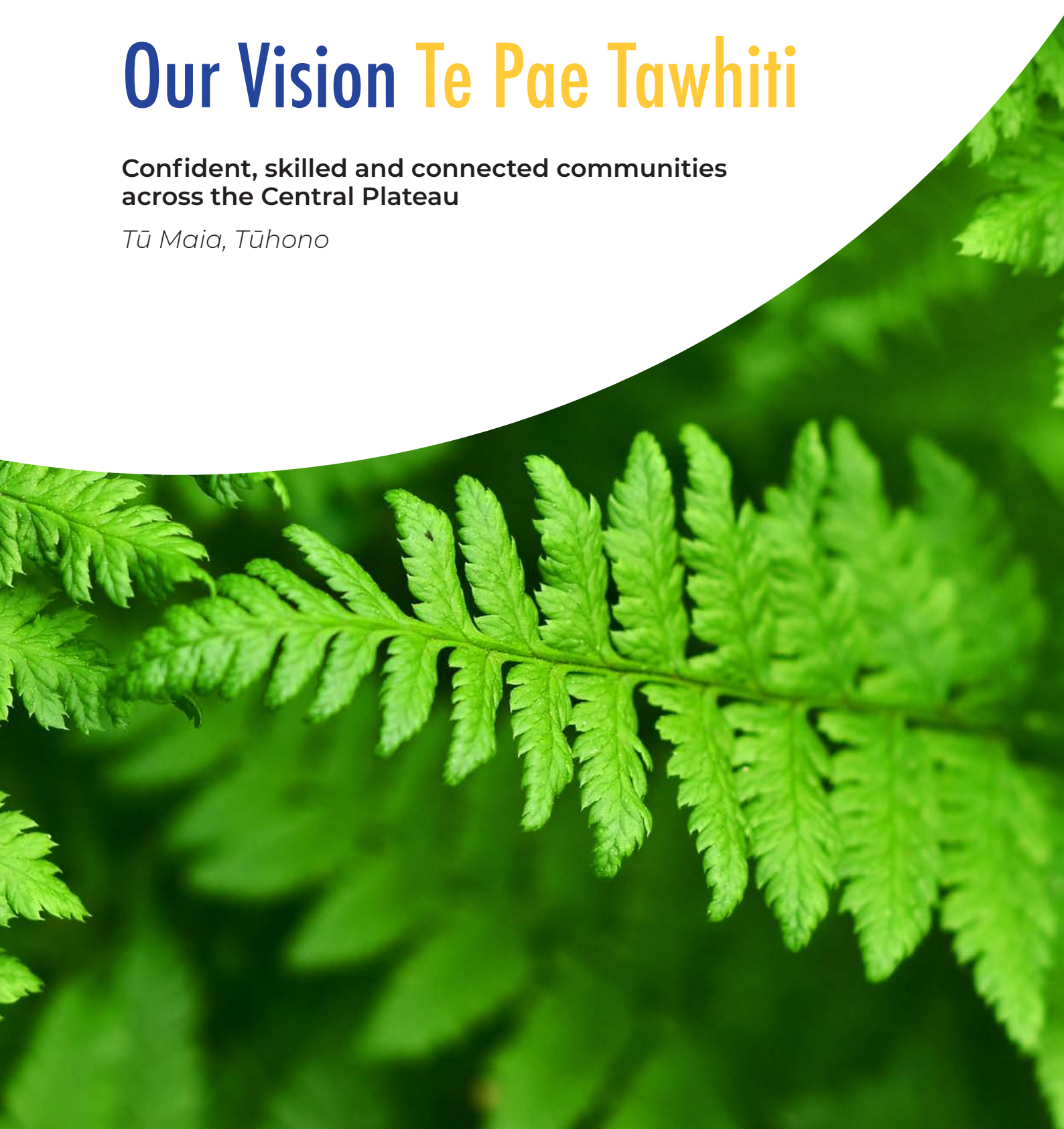
To facilitate lifelong learning and community wellbeing

*Whāia te Māramatanga me te Oranga*

# Our Vision **Te Pae Tawhiti**

Confident, skilled and connected communities  
across the Central Plateau

*Tū Maia, Tūhono*



# Our Core Values **Ngā Tikanga**

## **Kotahitanga**

Creating unity  
of purpose

## **Māramatanga**

Pursuing knowledge  
and enlightenment

## **Manaakitanga**

Respecting and caring  
for one another

## **Kaitiakitanga**

Caring for the  
environment  
through education

## **Whanaungatanga**

Nurturing strong  
family and community  
relationships

## **Oranga Tonutanga**

Promoting people's  
health and well-being

## **Rangatiratanga**

Leading by example



# Our Core Values Ngā Tikanga

## **Māramatanga**

Pursuing knowledge and enlightenment

We will promote the acquisition of knowledge and skills amongst whānau and community.

## **Manaakitanga**

Respecting and caring for one another

We will ensure that all people feel welcome and cared for by us.

## **Whanaungatanga**

Nurturing strong family and community relationships

We will facilitate and foster positive, empowering relationships within families and communities.

## **Rangatiratanga**

Leading by example

We will strive to maintain a high degree of personal integrity and ethical behaviour in all actions and decisions we make.

## **Kotahitanga**

Creating unity of purpose

We recognise that in unity there is strength, and we will foster collaborative relationships to achieve common goals.

## **Kaitiakitanga**

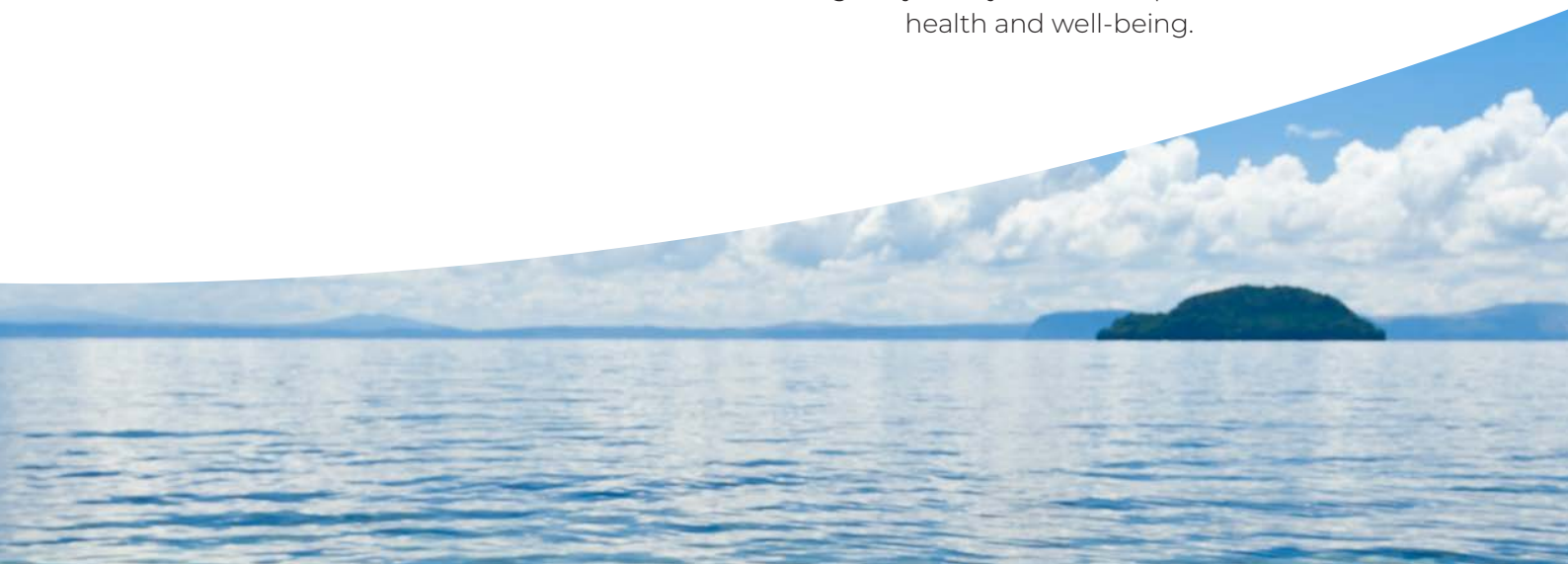
Caring for the environment through education

We will work actively to protect the environment for future generations.

## **Oranga Tonutanga**

Promoting people's health and well-being

We will support people on their journey towards improved health and well-being.





# Our People **Ngā Kaimahi**

**Nōu te rourou, Nāku te rourou, Ka ora te Iwi.**

*With your talents and skill and my talents and skill  
we will succeed, and the people will prosper.*

- Our Board ensures that REAP has a clear vision and is working to achieve that vision.
- Our Team develops the tactics to achieve that vision and delivers our programmes and services to the community.
- Together we will ensure that everyone feels valued in their role and that the team are supported and empowered to achieve.

# Strategic Priorities **Ngā Pou**

**We will achieve our mission through these five pou:**

<b>Pou Toko Manawa</b>	Unified Team
<b>Pou Mātauranga</b>	Education
<b>Pou Taiao</b>	Environment
<b>Pou Oranga Tonutanga</b>	Health & Well-being
<b>Pou Tangata</b>	Families & Rangatahi

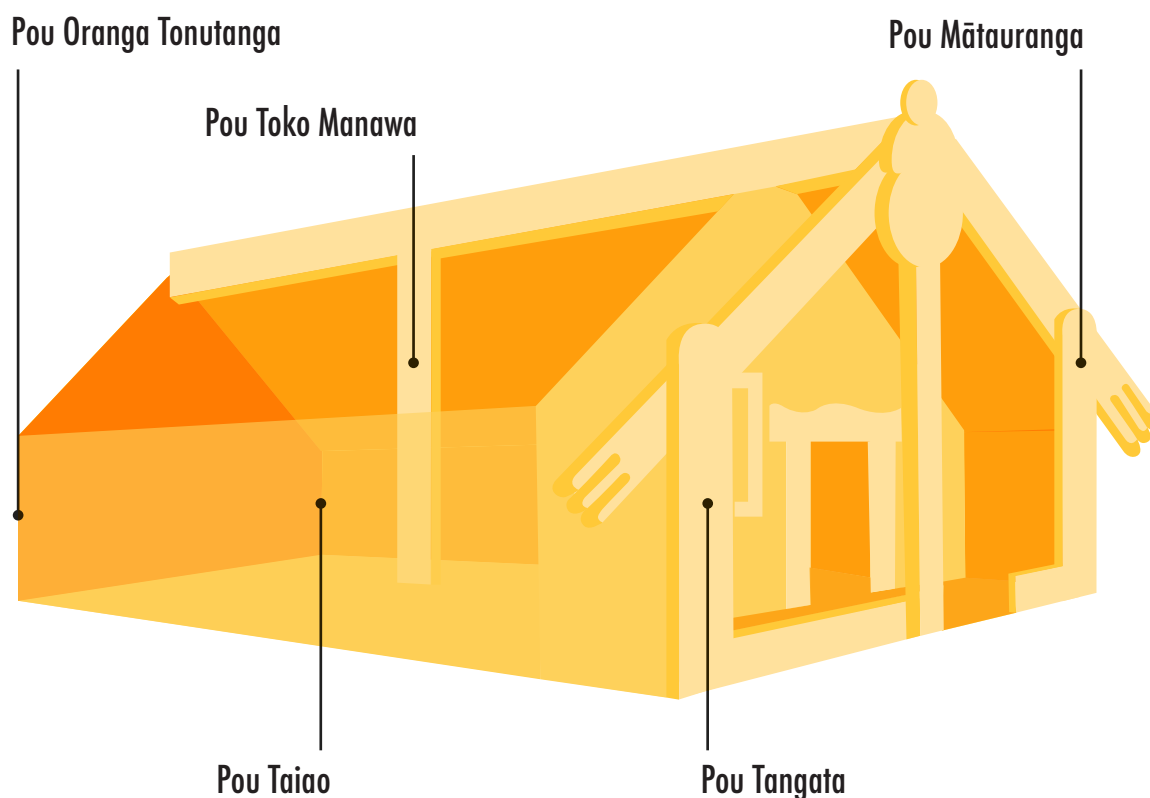




# Wharenui Our House

The Wharenui is a metaphor for how we work together to achieve our goals.

*The pou signify our core strategic priorities and how they connect.*





# Te Tiriti o Waitangi

**REAP Central Plateau acknowledges Te Tiriti o Waitangi as the founding document of Aotearoa. Our organisation is committed to the spirit of partnership, protection, and participation the Treaty engenders by maintaining its principles throughout our philosophies, values, policies and actions.**

We are committed to the principles of Te Tiriti and understand that the principles reflect the importance of Māori self-determination, equitable outcomes for Māori, and respect for Māori worldviews and beliefs.

At REAP Central Plateau, we aim to demonstrate Treaty-based values and practices in a range of ways, including:

- Nurturing collaborative partnerships with Iwi, hapū and marae.
- Valuing Te Reo me ona tikanga as part of our everyday practice.
- Considering Te Ao Māori (Māori worldview) in our planning and activities across the sectors.
- Supporting our team to grow in their knowledge and understanding of Te Tiriti.





# Principles

At REAP Central Plateau we are committed to the principles of Te Tiriti o Waitangi:

**Article 1: Kāwanatanga:** *honourable governance for mutual benefit*

Our processes, actions, decision-making and delivery of services are informed and shaped equally by Tangata Whenua and Tangata Tiriti worldviews and perspectives.

**Article 2: Tino Rangatiratanga:** *Māori self-determination/sovereignty*

We recognise the importance of Tangata Whenua authority and autonomy and take active steps to support Tangata Whenua led processes, actions and decision-making.

**Article 3: Ōritetanga:** *equity for Māori*

We undertake specific actions to ensure equitable outcomes for Tangata Whenua.

**Article 4: Wairuatanga:** *upholding belief systems*

Tangata Whenua worldviews, values and wairuatanga are respected in our work.



# Sustainable Development Goals



# Sustainable Development Goals

We recognise we are part of an international community. We acknowledge and support key United Nations documents including:

- The Universal Declaration of Human Rights (UDHR)
- The United Nations Declaration on the Rights of Indigenous Peoples Human Rights (UNDRIP)
- The United Nations Sustainable Development Goals (SDGs)

We commit to the following SDGs:

- |                                     |  |
|-------------------------------------|--|
| <b>1</b> No Poverty                 | <b>10</b> Reduced Inequalities                   |
| <b>2</b> Zero Hunger                | <b>11</b> Sustainable Cities and Communities     |
| <b>3</b> Good Health and Well-being | <b>13</b> Climate Action                         |
| <b>4</b> Quality Education          | <b>16</b> Peace, Justice and Strong Institutions |
| <b>5</b> Gender Equality            | <b>17</b> Partnerships for the Goals             |



# Our Services

**REAP Central Plateau provides a wide range of education and support services to the rural communities in the Central Plateau region.**

## **Our programmes and initiatives include:**

- Community Playgroups
- ECE Professional Development
- Learning Assessments
- School Grants
- Youth Mentoring
- Rangatahi & Whānau Services
- Rangatahi Wānanga
- Whānau Advocacy
- Te Reo Courses
- Sign Language Courses
- Adult Literacy & Numeracy
- Community Courses



# Our Team



**Marilyn Kidd**  
Chairman



**Roana Bennett**  
General Manager



**Steve Bignall**  
Finance Chair



**Sarah Dempsey**  
Deputy Chair



**Judy Nepia**  
Board Secretary



**Rose Symes**  
Board (Schools)



**Jim Greening**  
Board



**Janet Jackson**  
Board (Māori)



**Clint Green**  
Board (Rural)



**Vanessa Church**  
Finance & Admin  
Manager



**Jo Sawyers**  
Finance Assistant



**Kim Roots**  
ECE Co-ordinator



**Bay Boocock**  
Playgroups  
Facilitator



**Joce Moyle**  
Schools'  
Co-ordinator



**Harriet Puha**  
Whānau Services  
Manager



**Brian Griffin**  
Mentors'  
Co-ordinator



**Gemma Smyth**  
Rangatahi  
Mentor



**Onjeliqe Rigg**  
Rangatahi  
Mentor



**Judith Peez**  
Rangatahi  
Tutor



**Desiree van den Broek**  
Strengthening  
Families Co-ordinator



**Linda Moss**  
Adult Community  
Education Manager



**Jude Sherning**  
Te Ara Poutama  
Tutor



**Mere Maniapoto**  
Te Reo Tutor



**Moepuke Church**  
Te Reo Tutor



**Takawai McCarthy**  
Te Reo Tutor



**Diane Smith**  
Sign Language  
Tutor



**Donna Kerr**  
Receptionist  
Kiripaepae





# REAP CENTRAL PLATEAU

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73 Titiraupenga Street, Taupō 3330

07 378 8109 | [reception@reapcentralplateau.nz](mailto:reception@reapcentralplateau.nz)

[WWW.REAPCENTRALPLATEAU.NZ](http://WWW.REAPCENTRALPLATEAU.NZ)