Environment Network Manawatū

Connecting and inspiring communities for environmental action

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DRAFT STRATEGIC PLAN 2027 – 2030

For Discussion and Feedback

Ka topa te manu mihimihi ki runga i ngā paemaunga o Tararua, o Ruahine

Ka heke iho ki ngā wai o Manawatū

Ka rere i te whānui me te whāroa o te whenua nei

Tae atu rā ki ngā wae karekare o Te Tai Hauāuru

Ka mihi kau atu ki te iwi manawhenua o Rangitāne

Ka mihi ki tēnā hapū, ki tēnā hapū

Ki tēnā marae, ki tēnā marae

Ko koutou te mana rangatira, te mana taketake o te taiao e noho nei tātou

Ko te reo mihi o ENM tēnei i runga i ngā kaupapa e whakakotahi nei i a tātou;

Oranga nuku, oranga rangi, oranga tangata!

The bird of greeting soars above the peaks of Tararua and Ruahine

It descends upon the waters of Manawatū

It flies the length and breadth of the land

Til it meets the waves of the seas of our Western Coast

Acknowledging Rangitāne

At each hapū, each marae

It says "you are the rangatira, the indigenous mana of the environment we now all live in."

This bird is the greeting of ENM and it speaks in relation to the kaupapa that bind us as one:

Wellness of the earth, sky, and everything in between, including humanity!

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Feedback on this draft is welcome!

Email your thoughts to Madz via manager@enm.org.nz by 22 November 2026

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Our Framework

Our Vision

A healthy Manawatū River catchment, where people and nature thrive.

Our Core Mission

Connecting and inspiring communities for environmental action.

Our Values

Responsibility - Caring for te taiao and each other

Partnership - Honouring Te Tiriti o Waitangi

Collaboration and Inclusion - Seeking, listening & including diverse voices & identities

Hope - Believing in the power of seemingly small actions

Our Roles

Creating Community	*Building Capacity and Capability*	*Sector Leadership*
We connect people and groups so community-led environmental action can grow and thrive.	We support and equip our members to build the skills, resources and strength they need to succeed.	We bring our members together to coordinate action and advocate with a strong collective voice.

Our Relationships

Building strong relationships in our communities and with our environment is critical across all our mahi.

Our Pou

Hiwa Āhuarangi	*Whakamaru Koiora*	*Kai Motuhake*	*Ōhanga Āmiomio*
Climate Action	Biodiversity Protection and Enhancement	Community Food Sovereignty	Circular Economy

Our Future

Ensuring ENM can continue to connect and inspire communities for environmental action into the future.

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Our Story

Environment Network Manawatū was incorporated under the Incorporated Societies Act 1908 on 18 June 2001 to "promote a network of collective community action to realise a vision of an enhanced Manawatū environment", and since then has undertaken a journey of communication, cooperation, collective action and growth.

From small beginnings, the passion and drive of a select group of pioneers, ENM has evolved today into an environmental organisation that is unique in Aotearoa for being led by the voices and input of its 65+ member groups. ENM has thrived thanks to the ongoing support of many volunteers who provide expertise and experience as well as practical action.

Our commitment to Te Tiriti o Waitangi

We recognise Te Tiriti as the founding document of Aotearoa. We acknowledge and maintain that hapū in Aotearoa never ceded tino rangatiratanga. We acknowledge that our organisation has a lot of work to do in order to honour Te Tiriti.

Making our environment centre a reality

Progressing our vision for an inspiring, multi-purpose environment centre will be an overarching focus for the next few years.



ENM has been talking about developing an environment centre since it's inception in 2001. The illustration above is a result of conversations held during a 2026 membership hui. Over 50 energetic participants demonstrated a strong desire to develop a fully-fledged environment centre that provides space for:

- Enabling collective action and collaboration through a one-stop hub; shared resources; relationship principles that are inclusive.
- Building resilient and connected communities through community spaces; belonging.
- Supporting wellbeing through gardens; food; nature connection.
- Honouring identity through sharing intergenerational knowledge; cultural values.
- Protecting and regenerating taiao through climate action; biodiversity; conservation; matauranga Māori.
- Developing skills and economic wellbeing through workshops; jobs; enterprise.
- Empowering leadership and participation through recognising mana whenua and Tiriti relationships.

Making this dream a reality will take many years of focussed energy and lots of community support.

Connecting and Inspiring Communities for Environmental Action

Working relationally, developing our four pou and investing in the future are key priorities that guide our activities.

Our Relationships

MĀ PANGO, MĀ WHERO KA OTI TE MAHI.[1]

Building strong relationships in our communities and with our environment is critical across all our mahi.

WHAT WE HAVE ACHIEVED SINCE THE LAST PLAN:

- Members shared with us that their work was more effective because of ENM's support.
- Established a Te Tiriti o Waitangi Subcommittee.
- Focussed on providing support for our members.
- Increased opportunities for volunteering.

OUR GOALS FOR THE NEXT 3 - 5 YEARS:

- To continue to invest in relationship with mana whenua.
- To support our staff, board and members on their journey to better understand Te Ao Māori and to be good Te Tiriti o Waitangi partners.
- To increase youth engagement in the network.

[1] BY BLACK, BY RED THE WORK SHALL BE DONE. *The colours used here remind us of the different roles of people across traditional Māori society – from leaders and experts to those doing the mahi on the ground. It is a metaphorical reference to co-operation and collaboration between different people with different skill sets and knowledge. Because ENM is network of smaller groups, this whakataukī reminds us of the importance of all our different member groups and the need to work together.*

Focus area	Example workstreams
Collaborate with mana whenua	• Develop Te Tiriti o Waitangi and Use of Te Reo Māori policies. • Develop strong relationships with hapū/iwi groups/marae/tangata whenua/mana whenua in the catchment to understand and support their environmental aspirations, priorities & strategies across the four pou. • Invite mana whenua involvement in emerging conversations and plans (Budget to acknowledge their time/capacity).
Increase youth involvement in the activity of the network	• Increase rangatahi membership of ENM member groups. • Develop opportunities for youth to volunteer. • Support rangatahi-led events and initiatives. • Facilitate opportunities for intergenerational learning and mentoring.
Support & equip our membership	• Distribute Environmental Initiatives Fund (EIF). • Offer funding information and support. • Share Resources – tool library, van, trailer, books/articles, Training. • Provide volunteer coordination and encouragement of youth participation. • Promote membership activities and successes. • Offer backbone/umbrella services and shared access to organisational systems. • Offer advice/support for organisational capacity/long-term sustainability of member groups. • Provide opportunities for networking, collective coordination and relationship building. • Promote opportunities for participation and upskilling via academic research .
Recruit and coordinate volunteers (for ENM – AND for members!)	• Develop a strategy to increase volunteering that will grow a younger volunteer base and encourage volunteering as a lifestyle. • Increase offerings of regular, reliable 'missions'. • Trial business volunteer days. • Develop and share policies, procedures, and training programmes that help build volunteer capacity of members. • Improve volunteer connection processes. • Dedicate capacity to develop volunteer processes.
Advocate	• Strengthen ENM's and member group's relationships with local authorities in the Manawatū catchment. • Use the Network's voice to influence (and challenge) local and national policy settings. • Support development of appropriate policies for local government. • Harness and encourage youth voice.

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Questions we ask ourselves to assess progress

We are still working on this section of the document. What follows are examples that may be included, but some consolidation of ideas still needs to happen, while there are also gaps where we have not yet developed questions/prompts that support meaningful reflection for all the focus areas.

- What have we done to ensure that tangata whenua & mana whenua's aspirations for each pou are considered as we develop our activities in this space?
- How do we know our efforts are effective?
- Are mana whenua participating in ENM's decision making and planning processes?
- Provide examples of partnership and collective action with tangata whenua & mana whenua.
- How have we supported or engaged in tangata-whenua and mana-whenua-led conversations, or priorities?
- What actions have we taken to support members to understand what it means to uphold and honour Te Tiriti o Waitangi, and how to implement this in their work? How have we promoted or supported Te Tiriti learning opportunities? Have any members noted they have been inspired or equipped to become better Te Tiriti partners?
- What are some examples of processes and upskilling we are developing around volunteer coordination? What are we learning? How can we improve further?
- What documentation and systems exist to support volunteer engagement within ENM. How are we increasing volunteer engagement for member groups? What progress are we making toward developing a coordination plan/framework that is endorsed by members?
- What exists in our suite of volunteer coordination resources that can be used by member groups? Are any members reporting increased capability or confidence in their volunteer coordination?
- Are members reporting any increased connection to or support from their local authority? Is funding from local authorities for membership or ENM activity increasing? Are we being invited to participate in mutually beneficial activities? How are staff and elected representatives of local authorities engaging with ENM?
- What submissions have we made? What impact have these had? How many groups or individuals are contributing to the advocacy work of ENM, and how? Has anyone noted the value of the coordination of community voice to them?

Our Pou

Hiwa Āhuarangi Climate Action

'HIWA' REFLECTS AN ACTIVE, WATCHFUL STATE OF READINESS AND CARE REGARDING OUR CHANGING CLIMATE.

Climate action is closely connected to our other pou, but its urgency makes it a priority in its own right. We will support our members and communities to reduce emissions, waste and overconsumption, restore natural systems, build sustainable communities and advocate for strong climate action from local and central government. With increasing ocean temperatures, and the resulting more frequent and severe weather events, we expect disruptions to our community. We recognise that we have a role to play in contributing to greater community resilience.

WHAT WE HAVE ACHIEVED SINCE THE LAST PLAN:

- Started to develop a climate impact mapping framework with the support of Massey Sustainability Goals Masters student interns under the guidance of a new working group.
- Participated in 19 advocacy processes with central and local government.
- Delivered 32 Sustainable Living Workshops with 100% positive feedback.
- Held two climate-focused hui.

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OUR GOALS FOR THE NEXT 3-5 YEARS:

- To establish and support a strong and proactive network of member groups who are focused on positive climate action advocacy and initiatives.
- To strengthen the network's ability to prepare for and respond to community need during disruptive weather events.
- To better understand and communicate the climate, ecological, social and economic impacts of local community-led environmental action.

Focus area	Example workstreams
Proactive support for existing and emerging climate-focused groups and action	• Coordinate climate-focused connections. • Identify gaps/opportunities for increased action and encourage new groups to emerge.
Understand the scope / impact of the climate activity in the catchment area	• Understand and visually represent the climate, social, environmental and economic impacts of membership activities across all four pou.
Develop community resilience	• Coordinate conversations with ENM members across all pou about our role in emergency. planning and response activities. • Consider how to be of service to mana whenua-led emergency response efforts. • Strengthen connections with councils' Civil Defence Emergency Management (CDEM) response systems.
Create a community of learners.	• Develop Sustainable Living Workshops to respond to emerging themes – eg, Increasing Matauranga Māori concepts. • Create space for conversations to happen around climate insecurities.

Questions we ask ourselves to assess progress

We are still working on this section of the document. What follows are examples that may be included, but some consolidation of ideas still needs to happen, while there are also gaps where we have not yet developed questions/prompts that support meaningful reflection for all the focus areas.

- What are the most powerful and meaningful conversations to have?
- How do the workshops contribute or support the development of connections to the four pou?
- How do our activities provide opportunities to connect?
- How are we building threads of climate action into workshop sessions and other ENM activities?
- How is climate action demonstrated through our impact stories, reporting frameworks, submissions and EIF applications?
- How is the development of a membership climate impact map progressing?
- What is the current level of community engagement with ENM's climate action kōrero and initiatives. What have we done to build community engagement? Who is engaging, and how?
- What are workshop participants sharing about changes to their habits, or sustainable living practices in their day-to-day life?
- How many groups identify as doing Climate Action mahi? How are we collaborating with them in the delivery of education opportunities? What are doing to support and encourage them?

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Whakamaru Koiora Biodiversity Protection and Enhancement

MANAAKI WHENUA, MANAAKI TĀNGATA, HAERE WHAKAMUA. [2]

Many ENM members have a focus on biodiversity protection and enhancement, and freshwater quality. They are working to enhance the mauri of the Manawatū River and strengthening community wellbeing throughout the catchment. Supporting biodiversity members to build capability and capacity is a key focus area for this pou.

WHAT WE HAVE ACHIEVED SINCE THE LAST PLAN:

- Supported the Southern Ruahine Kiwi Project to transition to an independent Trust, the SRK Taiao Trust.
- Established a Biodiversity Lead role.
- Reflected with members of Manawatū River Source to Sea about progressing support for biodiversity groups.
- Partnered with Trees for Survival to bring the programme to schools in Manawatū.

OUR GOALS FOR THE NEXT 3-5 YEARS:

- To grow biodiversity membership
- To increase public participation in membership biodiversity activities
- To establish a regular biodiversity symposium.

Focus Areas	**Example Workstreams**
Increase visibility and awareness of membership activities	• Develop creative events to raise the profile of biodiversity/climate issues eg – film, poetry, music, photography. • Tell our members' stories of learning and success. • Collaborate with other projects and leaders within the catchment to advance mutual goals for biodiversity enhancement and connection with the awa. • Support groups to increase membership of youth and young families.
Facilitate community biodiversity experiences and education that connect to te taiao.	• Support and promote immersion in nature through "Mighty Manawatū River Trail" activities. • Deliver planting, maintenance, predator control & stream restoration workshops. • Promote and deliver Trees for Survival program; and utilise the platform to connect landowners and schools to the wider ENM community. • Support and encourage community-led stream cleanups. • Support community groups with their biodiversity events and initiatives. • Connect with health, youth, mentoring and other organisations to make nature and conservation accessible.

[2] CARE FOR THE LAND, CARE FOR THE PEOPLE, ADVANCE TOGETHER INTO THE FUTURE.

Coordinate the sharing of expert knowledge	• Promote and disseminate expert knowledge and skills. • Host spaces and forums that invite learning and sharing of practical experience in local conservation.

Questions we ask ourselves to assess progress

We are still working on this section of the document. What follows is just one example as we have not yet developed questions/prompts that support meaningful reflection for the focus areas for biodiversity.

- How are we amplifying the expert knowledge of our membership?

Kai Motuhake Community Food Sovereignty

'KAI MOTUHAKE' IS THE NOTION THAT IT IS IN REFERENCE SPECIFICALLY TO 'INDEPENDENT, CULTURALLY GROUNDED FOOD SYSTEMS AND THE FREEDOM TO GROW AND MANAGE LOCAL FOOD (KAI) ACCORDING TO MĀORI VALUES' (JESSICA HUTCHINGS).

ENM's goal is to ensure everyone has access to healthy food that is grown in sustainable ways. Community food sovereignty is about ensuring that communities have the right to healthy, culturally appropriate food that is grown locally and sustainably. ENM supports local food sovereignty groups through facilitating the Manawatū Food Action Network (MFAN). Together, we help communities grow their own food, make healthy food more accessible, reduce food waste, and provide free or affordable food.

WHAT WE HAVE ACHIEVED SINCE THE LAST PLAN:

- Increased focus on building capacity and capability of members, community leaders and volunteers.
- Developed awareness of food sovereignty through collaborative research and publication of *Rethinking Our Relationship with Kai.*[3]
- Hosted inaugural Kai o ngā tau ki mua: Food Futures Hui in partnership with Kore Hiakai and Massey University.

OUR GOALS FOR THE NEXT 3 - 5 YEARS:

- To deepen and strengthen our community connections toward building a future where resilient food systems help create thriving local communities.
- To further explore the principles of Relationships, Reciprocity and Resistance, from *Rethinking Our Relationship with Kai.*

Focus area	Example workstreams
Support community food sovereignty groups	• Consider MFAN next phase – what's next? • Consider other networks we can support across the catchment. • Develop and support leaders of community food sovereignty projects.
Support community gardeners and composters network(s)	• Develop and support the leaders of community gardens.

[3] *Rethinking Our Relationship with Kai,* a joint research project between ENM and Massey University.

	• Develop and support the leaders of composting network/groups.
Understand and build connections across the local food system	• Invite primary producers, businesses and others into conversations about community food sovereignty, and where it sits in the wider food system. • Collaborate with key stakeholders to coordinate Food Futures Conferences. • Participate in community research to effect change within the local food system.

Questions we ask ourselves to assess progress

We are still working on this section of the document. What follows are examples that may be included, but some consolidation of ideas still needs to happen, while there are also gaps where we have not yet developed questions/prompts that support meaningful reflection for all the focus areas.

- What have we done to support leaders of food sovereignty projects? What are groups sharing with us about their capacity and capability? Are they thriving? What insights do we have from hui participation, conversations or member feedback?
- How have we helped to develop leadership and self-organising capability of groups? Provide examples of groups demonstrating stronger leadership, volunteer engagement, or increased independence.
- What examples do we have of new relationships, outreach, or opportunities that could strengthen the network?
- What progress have we made toward establishing a network for community gardeners and/or composters? How are we engaging with groups to understand their needs and aspirations?
- How are community composters and community gardeners tracking? Are they feeling supported and well equipped for their efforts?

Ōhanga Āmiomio Circular Economy

AT THE HEART OF ŌHANGA ĀMIOMIO IS CONNECTEDNESS AND BELONGING TO PLACE. COMMUNITY, CARE, MANAAKITANGA AND RECIPROCITY UNDERPIN A CIRCULAR ECONOMY.

"WE OFTEN SEE CIRCULAR ECONOMY FRAMED IN TECHNICAL OR EFFICIENCY TERMS, BUT WHAT'S OFTEN MISSING IS THE SOCIAL SIDE. IF WE WANT TO BUILD TRULY REGENERATIVE SYSTEMS, WE NEED TO REINVEST SURPLUS IN WAYS THAT SUPPORT PEOPLE, NOT JUST PROFITS," DR KELLY DOMBROWSKI

A circular economy is based on principles of: design out waste and pollution; keep products and materials in use; and regenerate natural systems. At a minimal level, it aims to minimise waste and to promote sustainable use of natural resources. Reducing waste to a minimum through sharing, leasing, reuse, repair, refurbishment, repurposing and recycling, in an (almost) closed loop helps to tackle pollution and plays a critical role in solving other complex challenges such as climate change and biodiversity loss. At a higher level on the waste hierarchy, it focuses our attention on what, how and why to reduce, rethink, redesign.

We bring people together to connect, collaborate and take action; to inspire circular and caring economies in practice.

WHAT WE HAVE ACHIEVED SINCE THE LAST PLAN:

- Established a Circular Economy Lead role
- Supported a thriving Repair Café
- Nurtured emerging circular economy interest groups

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- Developed understanding of our role in the circular economy space: supporting activities that impact the top levels of the waste hierarchy (Reduce, Rethink, Redesign, Repair, Reuse, Repurpose).

OUR GOAL FOR THE NEXT 3 - 5 YEARS:

To establish and support strong and proactive networks who are focused on promoting and educating our community about living according to a circular economy.

Focus area	Example workstreams
Support established and emerging circular economy groups/activities.	• Provide networking opportunities and guidance for grassroots circular economy groups. • Mentor/Nurture emerging CE collective vision, community groups and leaders. • Explore opportunities to work with businesses on their circular economy efforts.
Develop collective action that encourages "reduce, rethink and redesign"	• Promote conscious consumption. • Create opportunities to explore and encourage new ways of thinking about processes, products and services based on circular economy principles. • Participate in conversations toward systems-level change. Connect local activity to macro-level picture.
Facilitate and support activities that provide options to "reuse, repair, and repurpose"	• Practical support for community-led reuse/repair initiatives. For example, securing physical working spaces. • Nurture repair culture in the region through coordinating PN Repair Café, as well as supporting Repair Festival Aotearoa and other Repair Cafés in the catchment. • Facilitate the sharing and repurposing of resources.

Questions we ask ourselves to assess progress

We are still working on this section of the document. What follows are examples that may be included, but some consolidation of ideas still needs to happen, while there are also gaps where we have not yet developed questions/prompts that support meaningful reflection for all the focus areas.

- Reduce – rather than recycle – growing orientation. Part of what we do is focus education on 'how do I reduce?' What are we moving towards? How do we thrive have productivity and wellbeing without as much 'stuff'?
- How are we encouraging and supporting people to value being, over doing? To focus on joy in the simple things and spending less money? How are we offering opportunities for connection, contribution, and purpose?
- What have we done toward supporting network/s of community action for circular economies? How are circular economy groups responding?

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Our Future

KO TE PAE TAWHITI WHĀIA KIA TATA, KO TE PAE TATA WHAKAMAUA KIA TĪNA [4]

Ensuring ENM can continue to connect and inspire communities for environmental action into the future.

We acknowledge the importance the members of our team who lead our communications, system support, administration and management. ENM would not function at all without them!

WHAT WE HAVE ACHIEVED SINCE THE LAST PLAN:

- More than doubled the Environmental Initiatives Fund (EIF) funding pool and extended it from Palmy city to the whole catchment area.
- Developed an inspirational vision for our future Environment centre.
- Improved our systems for data collection, planning, staff and membership support resulting in provision of consistent membership engagement opportunities.
- Upgraded our website.
- Developed a communications framework to ensure our public promotions are strategic and effective.

OUR GOALS FOR THE NEXT 3 - 5 YEARS:

- To progress the Environment Centre vision toward becoming a formal project.
- To maintain (or increase) the current EIF funding pool and distribution area.
- To improve the financial resilience of ENM.

Focus area	Example workstreams
Distribute the Environmental Initiatives Fund	• Maintain funding pool and the geographical reach. • Increase local council support of the fund.
Increase ENM's financial resilience	• Develop and implement a financial resilience plan. • Identify income sources that match values and goals of ENM. • Develop mechanisms to ensure long-term sustainability of the Environmental Initiatives Fund. • Develop a strong case for support that clearly articulates the value of ENM's collective-coordination networking mahi.
Progress development of an environment centre	• Dedicate capacity to develop a feasibility study, project plan and realise the vision.

[4] SEEK OUT NEW AND DISTANT HORIZONS, AND CHERISH THOSE WE ATTAIN *A reminder that the financial side of our mahi is often dependent on funding from other organisations / government, and requires seeking out. We continue to do this, while trying to appreciate and make the best use of what funding we are granted.*

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Questions we ask ourselves to assess progress

We are still working on this section of the document. What follows are examples that may be included, but some consolidation of ideas still needs to happen, while there are also gaps where we have not yet developed questions/prompts that support meaningful reflection for all the focus areas.

- What steps are being made to develop the financial strategy? What goals and targets have been identified, and what progress is being made on delivering on these targets?
- How are we ensuring that the EIF funding pool is maintained? What are we doing to further increase the level of funding available for environmental initiatives? How effective has this effort been?
- What steps have been identified for building long-term sustainability of the EIF, and how are tracking on the implementation of these steps?
- What steps have been taken toward progressing the development of an environment centre? What capacity do we need to make this happen, and how are we going to find resources for it?
- How are we supporting members to access funds and resourcing available to them? What advice or support have we provided?
- Are we effectively promoting the outcomes of successful projects funded by the EIF? Do we have increased uptake of applications for the EIF?

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Appendix

The following table was written during the preparation of ENM's 2024-27 Strategic Plan. It helped with development of workstreams and provides a guide for reflection on how effective our actions are.
It remains a useful yardstick for assessing the suitability of current and future ENM activities and may be useful in whole or in part in the 2027-2030 Strategic Plan.

Our roles Clarifying the outcomes of the roles of ENM.

Sector Leadership: ENM is Palmerston North City Council's designated Sector Lead for the Environment. We demonstrate best practice as a member-led organisation through our proven ability to coordinate, communicate, and advocate in collaboration with our member groups, and we support and enable them in their mahi.

Strategic focus	Our membership is invested in setting our direction
	Our activities are guided by strategic thinking and agreed frameworks
Member support and enablement	Our member groups are supported to be strong, sustainable, and effective organisations
Communication and promotion	We are known as the go-to place for environmental action in the region
	Our community can easily access relevant information, education tools and opportunities
	Our community is interested, engaged, and connected with activities of the network
Advocacy/representation	Our voice is sought and respected by local, regional, and national decision makers
Demonstrating best-practice as a member-led environmental organisation	Our policies are exemplars of best practice
	We are recognised as the lead organisation for the environmental sector across the region
	Our team culture promotes and supports hauora for all staff and volunteers

Building Capacity and Capability: ENM has a clear focus on environmental sustainability and recognises that maintaining organisational sustainability will ensure we are functional and effective. We work toward unlocking resourcing for our sector and building the capacity and capability of member groups and the communities we work with through education, collaboration, and volunteer coordination.

Volunteer coordination	Our volunteers know they are valued members of the team, and our members feel supported to recruit, equip and maintain their volunteer capacity
Ensuring organisational sustainability	Our organisational structure and operating model is functional, efficient and effective
	We are resilient and flexible to meet changing needs without compromising on our values
	Our staff and members are skilled in organisational leadership and operations
	We are financially sustainable and resilient
Unlocking resources for the sector	Our members are increasingly financially sustainable and resilient
	We demonstrate our efficacy and impact through evidence-based reporting
Education	Our policies are exemplars of best practice
	Our staff and members have opportunities to increase their skills and confidence in their mahi
	Our community has opportunities to upskill on a range of regional environmental issues

Creating Community: Our organisation prides itself in our proven ability to create community by bringing together groups from a variety of backgrounds to work towards a common goal. We support emerging and established environmental and food-resilience focussed initiatives to thrive. We encourage strong community connections and provide networking opportunities. We facilitate conversations to identify community needs and provide space and support for community-led solutions to flourish.

Creating connections	We enjoy strong collaborative relationships with hapū/iwi in the Manawatū catchment
	Our members groups are well connected with each other, with opportunities for mutual support
	We are part of a thriving, interconnected community of groups and individuals working together toward common goals
Supporting	Environmental initiatives and projects in the region are well supported
Meeting needs/holding space	We are open and responsive to new and emerging needs
	Our community's ideas and innovations are given space to grow