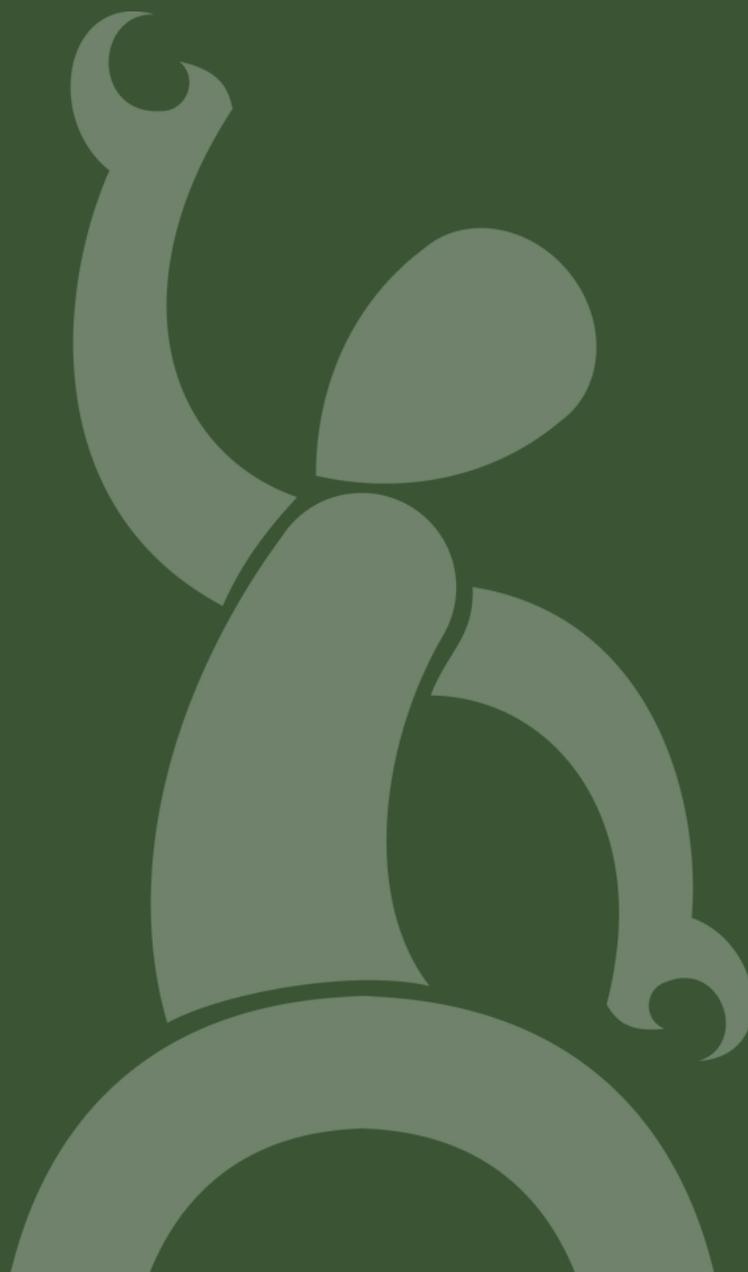




TE POU THEATRE  
TE RAUTAKI O TE POU

THEORY OF CHANGE



# TE RAUTAKI O TE POU

## OUR THEORY OF CHANGE

Established in 2015, Te Pou Theatre was created in response to a demand from the Māori performing arts community for a dedicated home. Since its inception, Te Pou has grown, demonstrating a deep commitment to serve as a pou whakawhirinaki for the creative community; supporting the Māori and wider performing arts through kaupapa Māori approaches to performing arts.

Our Whare Whakaari is more than just a building; it is a nurturing home where ngā toi Māori artists can showcase their work, connect, and develop their artistic practices. Within this space, we create and present a program of contemporary Māori performing arts. Here, audiences from across Tāmaki Makaurau and Aotearoa are warmly welcomed to experience kaupapa Māori theatre. We aim to ensure that all the diverse voices of Auckland feel comfortable and empowered to create and share their art, drawing inspiration from their lived experiences. Te Pou Theatre's kaupapa has remained unchanged since our establishment; a commitment to making a necessary difference through kaupapa Māori approaches to the performing arts. Our values have similarly held true as the foundation of our kaupapa and are embedded in our everyday practice at Te Pou Theatre. Our activities have grown in scope and our impact has deepened.

After a decade of activity and growth and the successful establishment of our new whare at Corban Estate Arts Centre we challenged ourselves to develop Te Rautaki of Te Pou, our theory of change. This Rautaki represents the guiding vision for the change we want to see in the world and how we plan to achieve it.

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# TE RAUTAKI O TE POU

## OUR THEORY OF CHANGE

Te Pou Theatre's Theory of Change was developed over 2024 - 2025 through extensive wānanga with our Te Pou Team, our Pōari and informed by Māori performing arts industry wānanga.

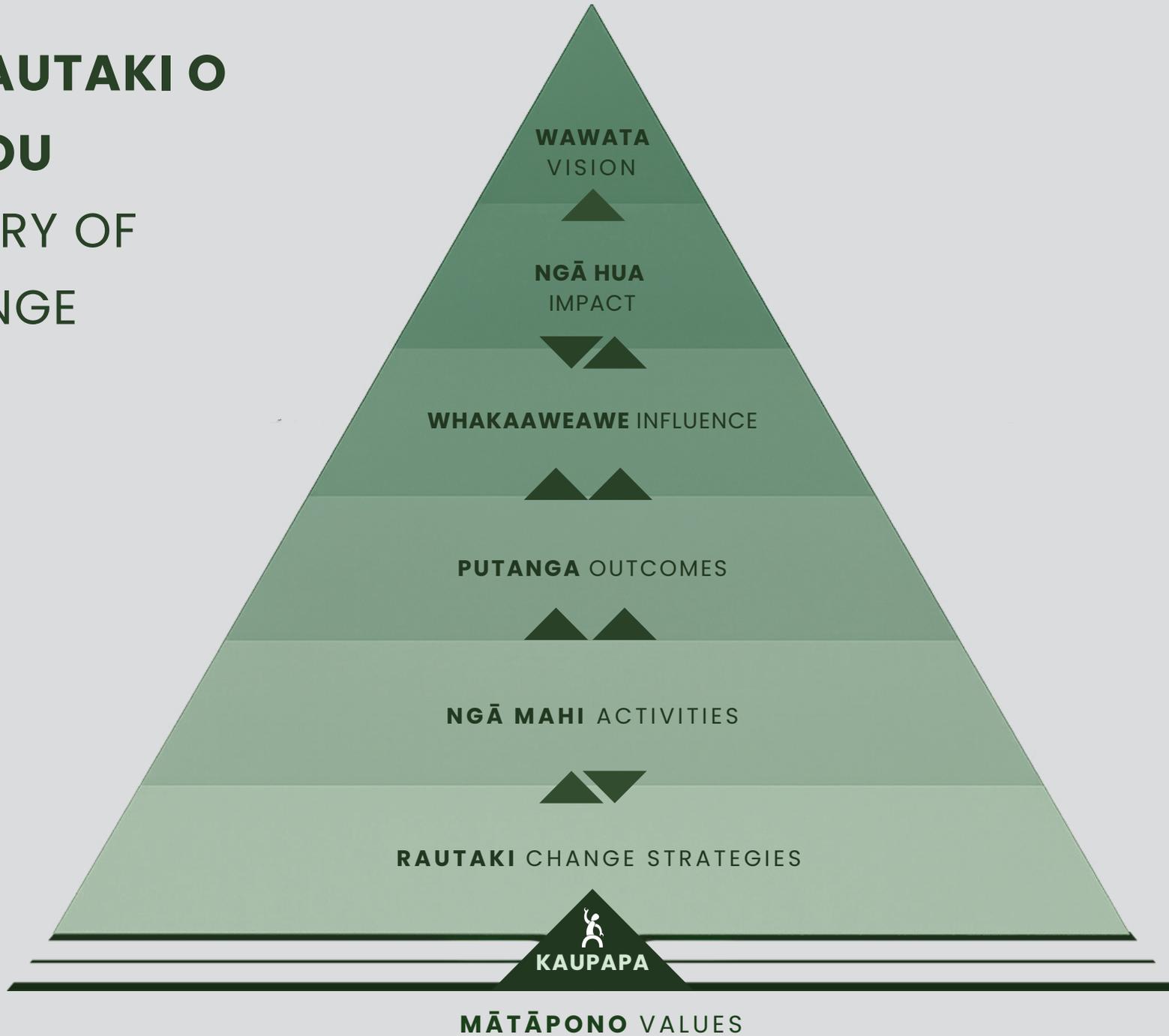
We are constantly curious in our approach to the arts and our approach to making change in the world. Our Theory of Change reflects this curiosity by asking a series of cyclical questions:

- Firstly we consider our **Mātāpono** asking *"What is important to us?"*
- We dream into our **Wawata** asking *"What is the world we want to see?"*
- We challenge ourselves with determining our **Kaupapa** - *"What are we going to do about it?"*
- We envision the impact of this change, **Ngā Hua** and our **Influence** on the world *"What will this change look like?"*
- We develop the **Rautaki** our Change Strategies needed to achieve this asking *"How do we make change?"*
- We anticipate the **Putanga** we want to see asking *"How will we know if we've done it?"*
- We plan the **Mahi**, guided by those strategies to meet those outcomes asking *"What do we do?"*
- Finally we set the **Whaingā** for the outcomes of the mahi, our impact and our influence *"How do we measure it"*

Our vision is multi-generational and remains fixed on the pae tawhiti, our values remain true and our kaupapa remains strong. However, we are responsive in the change strategies we deploy and malleable in the mahi we do to achieve our outcomes and see the impact of our strategy through to 2050.

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**TE RAUTAKI O  
TE POU  
THEORY OF  
CHANGE**



## NGĀ MĀTĀPONO | OUR VALUES

### MANAAKI

Active manaakitanga  
in all we do  
and how we do it.

### AUAHATIA

Creative ingenuity that is  
bold, challenging and  
provokes change.

### WHAKAWHANAUNGA

Creating a collective and  
relational world.

### KIA TIKA

We do it right; We are  
strong in our tikanga,  
processes and systems.

### KIA MĀMĀ

We keep it light; we are  
flexible and embrace  
play and joy.

### TOHUNGATANGA

The pursuit of excellence  
in all that we do.

### ĀHURUTANGA

A nurturing and safe  
space for all, grounded  
in tikanga Māori.

### TĀUTUUTU

Reciprocity as a strategy  
for balance and mutual  
abundance.

### WHAKAWHANAKE

Growth and development  
of people, place and  
artform.

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TE POU THEATRE

## WAWATA

**KIA MĀORI TE TŪ, KIA MĀORI TE TOI  
KIA EKE KI TAUMATA KĒ.  
HAWAIKI HOU, KARANGA MAI RĀ!**

*We envision our Hawaiki Hōu.*

*It calls to us forward to a constitutionally (k)new Aotearoa  
where Kaupapa Māori, our artistry and our excellence is normalised,  
and all people of Aotearoa are able to flourish.*

## KAUPAPA

**WE EXIST TO MAKE A NECESSARY DIFFERENCE;  
INDIGENISING THE WORLD  
THROUGH KAUPAPA MĀORI PERFORMING ARTS.**

# RAUTAKI | CHANGE STRATEGIES

**Activate** Mana Motuhake for Te Ao Whakaari.

**Create** transformational storytelling experiences.

**Support** the Māori and Indigenous Performing Arts sector.

**Grow** the Māori arts sector.

**Nurture** Strategic relationships & partnerships.

**Embed** resilient kaupapa Māori arts leadership.

# MAHI | ACTIVITIES

- We champion te reo Māori through the performing arts
- We develop and share Kaupapa Māori practices and process for te ao whakaari
- We create and present a programme of courageous and innovative Māori storytelling at our venue and in other rohe
- We develop innovative Māori performing arts, artforms and experiences
- We Provide an accessible Kaupapa Māori led arts venue for all, utilised across the sector and community
- We fundraise and invest in the arts
- We lead development and education programmes that grow professional artists and young people
- We plan for succession and support future arts leadership
- We nurture mana-enhancing reciprocal relationships with iwi, organisations and individuals
- We connect, collaborate and exchange with national and international Indigenous arts organisations and individuals
- We grow as a strong, resilient and future focused Kaupapa Māori led organisation

## PUTANGA OUTCOMES

- Mana enhancing experiences for artists and audiences
- Kaupapa Māori is normalised in performing arts venues
- Increased Māori storytelling
- More Te Reo Māori performing arts
- Our education programmes contribute to community participation and growth in the Māori Performing arts sector
- More Māori leadership across the performing arts sector
- Reciprocal relationships benefit the Performing arts
- Aotearoa has an accessible kaupapa Māori home for the performing arts that is resilient and valued

## WHAKAAWEAWE INFLUENCE

- Supporting the sustainability of Māori performing arts through strategic partnerships
- Using tāututu (reciprocity) as a strategy for abundance and mutual benefit for all
- Growing a national and international Indigenous network of kaupapa-aligned venues and presenters
- Driving sector innovation through mātauranga Māori
- Advising and advocating for Māori Performing arts and artists

## NGĀ HUA IMPACTS

### **Tupu te Toi, Ora te Toi, Whanake Te Toi**

Māori performing arts is a site for prosperity and cultural impact worldwide.

### **Toitū Te Whare Whakapūmau o Te Pou: Kaupapa Māori Home for Performing Arts**

The Māori performing arts sector is celebrated, resilient and valued in Aotearoa.

