Position Description: **Co-Chair Skylight Trust**

Position Title: **Co-Chair Tangata Whenua Māori**

Co-Chair Tangata Tiriti

Term:

Trustees are appointed for a three-year term, with a maximum tenure of six years. Co-Chairs serve a three-year term, aligned where possible with their trustee appointments and may be reappointed.

Purpose of the Roles:

The Co-Chairs provide collective leadership to the Board, championing a governance approach grounded in Te Tiriti o Waitangi, genuine partnership, shared decision-making and Skylight's vision, mission and values.

Working together, they are responsible for ensuring effective governance, fostering a culture of trust, respect, accountability and collaboration, and supporting the Chief Executive to deliver Skylight's strategic objectives and achieve meaningful outcomes for tamariki, rangatahi, whānau and communities.

The Co-Chairs are guardians of Skylight’s kaupapa and are jointly accountable for progressing its commitment to becoming a genuinely Te Tiriti o Waitangi-based organisation. This includes embedding Māori worldviews, mātauranga, and tikanga as appropriate, as well as equitable outcomes throughout governance, organisational culture, relationships and service delivery.

Both Co-Chairs hold equal standing, shared authority, and collective responsibility for governance leadership recognising the importance of Māori rangatiratanga and the distinct responsibilities each brings to the partnership.

Key Responsibilities:

Te Tiriti Leadership and Partnership

- Champion and embed Te Tiriti o Waitangi in governance, organisational culture and decision-making
- Provide governance oversight of the implementation and ongoing development of Te Kunenga Strategy
- Ensure the Board's strategic decisions and organisational oversight are informed by Māori worldviews, mātauranga, tikanga and hauora models inform strategic planning and organisational development.
- Uphold Māori aspirations, rangatiratanga and equitable participation in organisational decision-making
- Provide governance leadership and oversight to support a culture of cultural safety, responsiveness, inclusion and continuous learning

Governance and Strategic Leadership

- Provide collaborative leadership to the Board in fulfilling its governance, stewardship and accountability responsibilities
- Lead strategic planning and oversee organisational performance, risk management and long-term sustainability
- Facilitate robust, respectful and inclusive Board discussions, encouraging constructive challenge, consensus-building and contributions from all Trustees
- Monitor progress against strategic objectives, organisational impact and equitable outcomes
- Promote innovation and responsiveness to the evolving needs and aspirations of tamariki, rangatahi and whānau.

Partnership with the Chief Executive

- Act as the joint governance liaison with the Chief Executive
- Provide strategic guidance, support and constructive challenge, maintaining clear boundaries between governance and operational management
- Support the Chief Executive through organisational opportunities, challenges and change, while ensuring accountability for delivering Skylight's strategic direction and commitments

Board Effectiveness and Capability

- Plan and chair Board meetings collaboratively, ensuring meaningful participation and balanced contributions

- Ensure Trustees have the information, resources and support needed to fulfil their governance responsibilities effectively
- Lead Board evaluations, Trustee induction, succession planning and ongoing governance development
- Strengthen collective Board capability in Te Tiriti o Waitangi, te reo Māori, tikanga, mātauranga Māori, equity and culturally responsive governance.
- Foster a culture of trust, transparency, collective accountability and continuous improvement.

Relationships and External Leadership

- Represent the organisation in partnership with the Chief Executive
- Provide governance leadership in fostering meaningful and enduring relationships with iwi, hapū, marae, Kaupapa Māori organisations, relevant government agencies, funders, philanthropic partners, and communities
- Ensure strategic partnerships and collaboration opportunities align with Māori aspirations and Skylight's kaupapa
- Act as an ambassador for Skylight's vision, mission and values, and support strategic relationships and fundraising through governance leadership and advocacy

Person Specification:

The Co-Chairs must collectively demonstrate strong governance capability, cultural competence, an understanding of Te Tiriti o Waitangi and a genuine commitment to Skylight’s kaupapa, purpose and strategic direction.

Essential Experience:

- Significant governance experience, preferably in the not-for-profit, health, social services, education, or community sectors
- Experience leading organisations through change, growth and organisational development
- Demonstrated understanding of Te Tiriti o Waitangi and its practical application within governance and organisational leadership

- Experience developing meaningful partnerships with diverse stakeholders and communities
- Strong strategic thinking, financial literacy, risk oversight and organisational stewardship
- Ability to co-facilitate constructive discussion, navigate differing perspectives and support collective decision-making

Essential Attributes:

- Commitment to the Skylight's kaupapa and values
- Collaborative, culturally safe, and inclusive leadership
- High integrity, sound judgement, humility and a commitment to continuous learning
- Ability to share leadership and power, challenge constructively and foster accountability
- Strong communication, relationship management and stakeholder engagement skills
- A proven commitment to equity, social justice and meaningful outcomes for tamariki, rangatahi and whānau

Additional Requirements – Co-Chair Tangata Whenua:

- Knowledge and understanding of tikanga Māori, mātauranga and Māori models of leadership and health/wellbeing
- Established credibility and meaningful relationships within Māori communities including iwi, hapū, marae and Māori organisations
- Confidence in guiding and challenging organisations on their journey towards becoming genuinely Te Tiriti-based
- The ability to ensure Māori voices, knowledge and lived experiences meaningfully inform organisational priorities, policies, services and decisions
- The ability to identify and foster opportunities for Māori-led partnerships, innovation and collaboration

Additional Requirements – Co-Chair Tangata Tiriti:

- Experience working in genuine partnership with Māori leaders, communities and organisations within a bi-cultural or Tiriti-based or led governance environment
- Demonstrated ability to share power, support Māori leadership and uphold the principles of partnership and equity
- A genuine commitment to social justice and addressing structural inequities
- Senior executive, governance, public sector, philanthropic, or commercial leadership experience
- Established credibility and relationships across relevant communities and stakeholder networks
- Confidence in facilitating and engaging in challenging conversations about privilege, institutional racism, inequity and organisational change
- A willingness to take active responsibility for advancing Skylight's Te Tiriti commitments, rather than relying on Māori leadership to carry this responsibility

Key Relationships:

- Board of Trustees
- Chief Executive and senior leadership team
- Kaumātua and Māori advisors
- Iwi, hapū, marae and Kaupapa Māori organisations
- Tamariki, rangatahi, whānau and community representatives
- Government agencies, funders and philanthropic partners
- Sector partners and other relevant stakeholders

Success Measures: The Co-Chairs will be successful when:

- Te Tiriti o Waitangi and Te Kunenga are meaningfully embedded in governance, organisational culture and practice
- The Board demonstrates effective, collaborative and strategic governance, with strong oversight and collective accountability
- The Chief Executive receives effective support, guidance and constructive challenge, with clear accountability for organisational performance
- Skylight demonstrates financial sustainability, organisational resilience and capacity for innovation and growth
- Meaningful and enduring relationships with iwi, hapū, Kaupapa Māori organisations, communities and strategic partners are strengthened

- Tamariki, rangatahi, whānau and communities experience equitable, culturally responsive services and outcomes, supported by a capable, inclusive and culturally safe organisation

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NB Co-Chairs are appointed by their fellow Trustees.

Because Skylight is not a membership organisation and does not hold elections, our aspiration is that Co-Chairs are appointed by the Board as follows:

- *The Māori Co-Chair will be selected by trustees who self-identify as Māori, in accordance with a selection process agreed by those trustees.*
- *The Tangata Tiriti Co-Chair will be selected by trustees who self-identify as Tangata Tiriti, in accordance with a selection process agreed by those trustees.*

In the interim while there is not 50:50 Māori/Tangata Tiriti representation on the Board the Board may choose to select the Co-Chairs by:

- *Consensus decision-making, or*
- *If consensus cannot be reached, a simple majority vote of trustees present.*
