

Montessori

AOTEAROA NEW ZEALAND



MONTESSORI AOTEAROA NEW ZEALAND INC. 2015 ANNUAL REPORT

Annual Report and Financial Statements YEAR ENDING DECEMBER 31, 2014

MANZ Guiding Principles

- **CREATING** an environment to foster a love of learning by enhancing freedom with responsibility, valuing creativity, and appreciating individuality.
- **NURTURING** the human spirit by respecting self, others, and the environment through connection, communication and collaboration.
- **EDUCATING** for peace by embracing diversity, celebrating the joy of discovery and practising honesty and humility

What is MANZ?

MANZ is a collective of school, organisation, individual and student members working together to provide and promote Montessori education in New Zealand. MANZ is governed by a voluntary council and managed by an executive officer, in consultation with members.

MANZ Vision:

Making Montessori Matter in Aotearoa New Zealand

We envision Montessori education becoming a well-known, highly respected and informed choice in Aotearoa New Zealand.

MANZ Mission:

Montessori Makes the Difference

Our mission is to support and influence our community to deliver excellent Montessori programmes that enable the holistic development of infants, children and adolescents.

CONTENTS

MANZ Guiding Principles
MANZ Vision and Mission
MANZ Karakia
MANZ Strategic Aims 2011-14
MANZ President's Welcome and Introduction
Report on MANZ Strategic Aims (2011-14)
2014 Annual Financial Statements and 2015 Budget
AGM Constitutional Remits
MANZ Council Positions

AGENDA

Annual General Meeting Montessori Aotearoa New Zealand

Trinity Wharf, Tauranga
Saturday April 11, 5.15-6.45pm

- Welcome
- Apologies
- Confirmation of Voting Members
- Confirmation of 2014 MANZ AGM minutes
- Matters Arising from the Minutes
 - Remit 1 & 2
- President's Welcome and Introduction
- Report on MANZ Strategic Aims (2011-14)
- 2014 Annual Financial Statements and 2016 Budget
- AGM Constitutional Remits 3&4
- Nominations to MANZ Council
- Open Forum

MANZ KARAKIA

Karakia for Montessori in Aotearoa New Zealand

Kei konei tātau hei poipoi
i ngā tamariki,
rangatahi me ngā whānau

Kei te mihi
ki a tākuta Montessori
me ngā tāngata katoa
i tautoko i Montessori i Aotearoa

Ka āwhina tātau
i ngā kaiako
ka tohu i ngā tamariki
Ka ārahi i tēnei whenua rangimarie.

*(We are here to nurture children, young people and their families
We thank Dr Montessori and all the people who have sustained
Montessori in New Zealand
We support the teachers who guide the children
To lead our country to peace)*

MANZ STRATEGIC AIMS 2011-14

Achieving the Vision and Mission....

The vision and mission of Montessori Aotearoa New Zealand are achieved through the following strategic aims identified in the MANZ Strategic Plan (2011-14):

STRATEGIC AIM 1: All MANZ members are actively engaged in realising the vision of making Montessori matter in Aotearoa New Zealand.

STRATEGIC AIM 2: MANZ member schools are empowered to deliver excellent Montessori programmes.

STRATEGIC AIM 3: Advocate for children and adolescents by increasing awareness of Montessori values.

MANZ PRESIDENT'S WELCOME AND INTRODUCTION

Kia ora koutou katoa

It is my great pleasure to welcome you to the 32nd AGM of Montessori Aotearoa New Zealand (MANZ).

Last year in New Plymouth, our previous president Jan Gaffney stood down after eight years as MANZ President and left exceedingly big shoes behind. Under her captaincy, the MANZ waka has travelled a great distance. When we look back at the last (rather daunting) MANZ Strategic Plan and the work that has been done since to meet those goals, we can see just how far the organisation has grown and developed and how much has been achieved. Jan's leadership during this time has kept us on a steady course and she was instrumental in ensuring that the association had the resources it required to be able to push forward. MANZ now has a full-time Executive Officer, a part-time Finance Officer, and has built up sufficient cash reserves to allow us to be not only financially stable, but also in a position to look at supporting projects such as the Montessori Journey to Excellence (MJ2Ex) Pilot Programme. As someone at our last AGM said, it is as if MANZ has grown-up! I wish to thank Jan for her contribution as president and express my gratitude that she has remained on MANZ Council.

2014 saw the MJ2Ex Pilot Programme draw to a close. At the New Plymouth conference pilot participants ran bus-stop presentations which focused on an aspect of their learning and clearly demonstrated the journey that they had all undergone. The idea for MJ2Ex had also undergone a radical change. From the small working group that had gathered together in 2010 to look at how we could realise our strategic aim of empowering MANZ member schools and centres to deliver excellent Montessori programmes to the 18 month pilot study commenced in 2013, MJ2Ex had morphed. What had started as an idea rooted in our past that more resembled accreditation became a vision focussed on our future that sees Montessori professionals in NZ at the forefront of education in Aotearoa, New Zealand as well as in Montessori education worldwide.

The next challenge is how we continue on the journey of self-improvement as individuals, centres and schools but also as an association watching those ripples spreading further and further out. For those familiar with the Learning Story approach, the pilot represented the 'What is happening' stage. The MJ2Ex Pilot Research Report (which is available online at the MANZ website) summed up the 'What this learning means'. We are excited at this conference to be presenting our 'Where to Next'. This is our own learning story. For me, one of the most important aspects of our next stage is how our model for working as adults can finally aspire to our ideals for working with children such as the tuakana-teina approach, cultivating a friendliness with error, as well as self-directed learning where everybody follows their own interest and starts at their own level. As a philosophy, I am sure you will agree that this sounds somewhat familiar!

To assist us with this goal, we are proud to present the MANZ Strategic Plan for 2015 - 2019. If perhaps we thought the last strategic plan was daunting, we have now redefined what daunting means! This plan was presented as a draft at our 2014 conference and as a result of feedback from delegates at our Open Forum, the plan has grown and evolved from three to four strategic aims. Although the association is led by an Executive Officer and governed by a council, MANZ is everybody and this strategic plan

was developed out of this collaboration and needs the input and ownership of the entire Montessori community. We believe that it can both feed into each centre or school's own strategic aims as well as being fed by them. When we say MANZ, we mean our whole membership. So while this strategic plan may be daunting, we also believe that together it is achievable.

Of vital importance to the success of our work is ensuring we have a supply of quality teachers. The MANZ employer and teacher census conducted in 2014 allowed MANZ to gather data which has not only outlined our current climate but will also provide a benchmark from which to measure future changes. From the census results, we can clearly see the need for ensuring a viable and sustainable workforce. Linked with this is the further goal of fostering leadership capability. At the end of 2014, MANZ hosted the inaugural teacher education hui whereby Montessori education providers and some Montessori employers all came together to begin the process of brainstorming ways in which we can tackle this issue together.

It is fitting that our own community leader Nicola Chisnall, who has had such an influence on Montessori in New Zealand and who charged us with the call to place the social aspects of Montessori to the forefront of our practice should be honoured and remembered with the Dr Nicola Chisnall Memorial Award. This award celebrates centres or schools who are looking at how to address the advocacy role of our work and making a significant contribution to the lives of children, their whānau and community. Congratulations to Wa Ora Montessori School who won the inaugural award. I would also like to acknowledge Every Educaid for sponsorship of the MANZ-Every Educaid Study Grant. This scholarship was also new in 2014 and the inaugural scholarship was used to support Montessori teacher training.

I would also like to congratulate Dimitra Pantazis, from Montessori @ Berhampore Primary School in Wellington who became the first Montessori primary teacher in New Zealand to be awarded Advanced Classroom Expertise Teacher (ACET) recognition in 2014. Dimitra believes that for Montessori education to be accepted as a credible alternative to conventional education that "we need, as educators, to act determinedly and aspire to be the best we can." Her ACET recognition publicly recognises that her teaching in a Montessori classroom exceeds the standards expected of all primary and secondary teachers in New Zealand.

My thanks go our Council - Jan Gaffney, Cathy Wilson, Michela Homer, Rose Philips, Claire Nesdale, Anne-Marie Love and Mamira Ali for all the work that goes on behind the scenes. I would also like to thank our financial officer, Jo Bailey. Lastly, I would like to acknowledge our Executive Officer, Ana Pickering. Ana keeps all our plates spinning at once and often suggests there is room for one more. Ana's vision and commitment to Montessori and the work that she has done on the MJ2Ex pilot research has in no small part shaped the vision for our great work which is yet to come.

As we embark on our new strategic plan, I am filled with excitement about this next chapter for Montessori in Aotearoa New Zealand. I look forward to us all working together to progress these aims.

Naku noa



Gillian Somers
MANZ PRESIDENT

REPORT ON MANZ STRATEGIC AIMS (2011-14)

This report covers the financial year 1 January 2014 to 31 December 2014.

Strategic Aim 1

All MANZ members are actively engaged in realising the vision of making Montessori matter in Aotearoa New Zealand.

2014 Goal: Review engagement of members in Montessori community

One objective in 2014 was to maintain MANZ visibility in Auckland.

Montessori Primary Lecture in Auckland

MANZ supported the Auckland Primary Trusts to offer again a parent lecture by Jamie Rue in early July prior to the MANZ conference. AUT University also supported this event.

MANZ Auckland Reception

The first MANZ Auckland Reception was held in 2013 and MANZ planned to make this an annual event to connect with the leaders, centre managers, teachers and parent trusts in the wider Auckland area. Attendance at the 2014 events was low, partly due to involvement of members in the MANZ Teacher Education Hui that day and the Montessori Bus Tour the following day. However many good connections were made between MANZ Council and representatives from member centres and schools.

Auckland Montessori Mystery Bus Tour

The second Montessori Mystery Bus Tour was held in Auckland in November. This year 53 teachers squeezed into the bus or travelled in cars to visit Little Star Montessori Children's House, Riverhead Montessori Early Learning Centre, Coast Montessori, Little Steps Montessori and Koru Montessori. Again the networking was fantastic and teachers found it very interesting to see so many different settings. Teachers mainly came from Auckland, but teachers also travelled from Thames, Napier and Hamilton for this popular event.

Montessori Meetups in Wellington

Another MANZ objective in 2014 was to maintain the Montessori Meetups in Wellington. There have now been 11 Montessori Meetups in Wellington since the beginning of 2011. In 2014 Montessori Meetups coordinated by MANZ were held at South Wellington Montessori (May) and Waikanae Montessori (October).

Montessori community in Tauranga

A further MANZ objective in 2014 was to strengthen links with the Montessori community in Tauranga and with Montessori Centre Aotearoa.

MANZ was delighted to have representatives from Montessori Centre Aotearoa at the MANZ Teacher Education Hui in Auckland in November, 2014.

Tauranga was chosen as the venue for the MANZ 2015 Conference and representatives from Little Sweethearts Montessori, Montessori @ Bellevue Primary, Montessori Milestones and Montessori @ Bethlehem met with the MANZ EO in December 2014 to assist with planning for the conference and the pre-conference bus tour of MANZ members in Tauranga.

Online communities

The Facebook Group for teachers and parents involved in Montessori Under Threes has been the most successful to date with 60 members by the end of 2014 and the most activity. The Facebook Group for Montessori Primary Plus has been less active over the year.

2014 Great Montessori Voices Competition

The Great Montessori Voices Competition was run for the fourth time in 2014 and with the use of Facebook over 2300 votes were cast to find the four 'great photos' for Montessori Voices magazine. This was an increase of 500 votes than in 2014 and 1000 more votes than in 2012. Many thanks to all the MANZ members that voted and promoted the competition to their communities.

Executive Officer Visits

The executive officer visited nine members in 2014;

Waikato: Montessori @ Flagstaff, Montessori House of Children, Montessori @ the School House, Waikato Montessori Ed Centre, Te Awamutu Montessori, Thames Montessori.

Bay of Plenty: HiJinks Montessori, Montessori @ Bellevue Primary.

Nelson: Nelson Montessori.

Thank you to all the member centres and schools who hosted the Executive Officer in 2014.

MANZ Publications

The InTouch e-newsletter was reduced from 11 to six issues in 2014. An online review of Montessori Voices magazine was conducted in late 2014 and 421 responses were received. Thank you to all MANZ member centres and schools who promoted this online survey (and the chance to win a Christmas hamper) to their parent communities.

The number of teachers receiving the teacher e-zine Informed increased in 2014 as more centres and schools sent in teacher emails to receive the e-zine directly from MANZ.

Strategic Aim 2

MANZ member schools are empowered to deliver excellent Montessori programmes.

2014 Goal: Member schools begin participating in the Montessori Journey to Excellence (MJ2Ex)

The MJ2Ex Pilot Programme continued in 2014, with the fourth and final pilot hui in March. Using the idea of a 'bus stop', pilot teachers had 12 minutes to share interactively an aspect of their learning at the MANZ 2014 Conference. In two hours nearly 200 delegates had the chance to move about and to listen to eight different 'pilot stories' and ask questions.

The pilot model acknowledged that the repercussions of an event can be experienced far beyond its immediate location. Many Montessori centres not selected for the MJ2Ex Pilot Programme began engaging with the draft MJ2Ex Handbook prior to and during the pilot programme. These centres and schools created a second tier of learners or 'shadow participants'. These shadow participants had access to news and resources posted on the MANZ website, the regional hui whakamahī and conference bus stop workshops and feedback from some of these shadow participants was included in the final pilot research report.

The final data collection for the pilot programme occurred in August and the final research report and executive summary was finalised in October. This research was reported in the December issue of Montessori Voices. In addition, the Early Childhood Council published an article in Swings and Roundabouts (Summer 14) on Montessori education and impact of participation of Koru Montessori in the MJ2Ex Pilot Programme.

Work on the MJ2Ex implementation model began at the end of 2014 and MANZ Council allocated \$20,000 to the development of MJ2EX Online in 2015 and this project development was finalised just prior to Christmas.

2014 Goal: Promote awareness and provide support for Montessori research in NZ

MANZ-Every Educaid Study Grant

The gold sponsor of the MANZ conference, Every Educaid generously offered to help establish a study grant for Montessori teachers in New Zealand. Every Educaid committed to donating Nienhuis Montessori material to be auctioned at MANZ conferences.

The funds raised from the auction will be made available for teachers in MANZ member centres and schools to apply for to assist them on their journey as life-long learners. The grant is available for Montessori-focused professional learning and study only.

At the 2014 conference the Nienhuis material donated by Every Educaid raised \$455 from a winning bid placed by Wa Ora Montessori School. One application was subsequently received for the study grant. MANZ was pleased to announce in October that the first recipient was Janice Berkers from Wee Wisdom Montessori in Auckland. The study grant enabled Janice to attend the Aperfield Montessori Practical Workshop in Wellington in October.

MANZ Research Fund

This research fund was promoted to members at the conference and by postal flyer with \$6500 available. No applications were received in 2014.

Montessori research in New Zealand

MANZ Executive Officer, Ana Pickering, graduated with a Masters of Education in May 2014 and her thesis provided some baseline data for the MJ2Ex Pilot Programme.

A proposal by Ana Pickering to present a research poster at the American Montessori Society 2014 Conference was accepted, but due to family reasons this was postponed.

Sola Freeman and Ana Pickering used their Masters research to collaborate with Professor Carmen Dalli at Victoria University of Wellington to write a research paper titled 'Montessori early childhood education in New Zealand: The impact of recent policy changes'. The paper was accepted by the Australian Journal of Early Childhood Education in late 2014.

2014 Goal: All member schools have staff engaged in MANZ professional development each year.

This goal was identified at the beginning of the MANZ Strategic Plan (2011-14) and some analysis of conference and professional development attendance data enables MANZ to see what progress has been made with this goal. MANZ member centres and schools were noted as having attended even if only one teacher from the centre or school had participated in a MANZ workshop, bus tour or conference. (Figure. 1: MANZ Member Attendance).

The percentage of members who had no staff at the MANZ conference or at any professional development event is consistent at around 18-22% annually. There is a little more variation in the

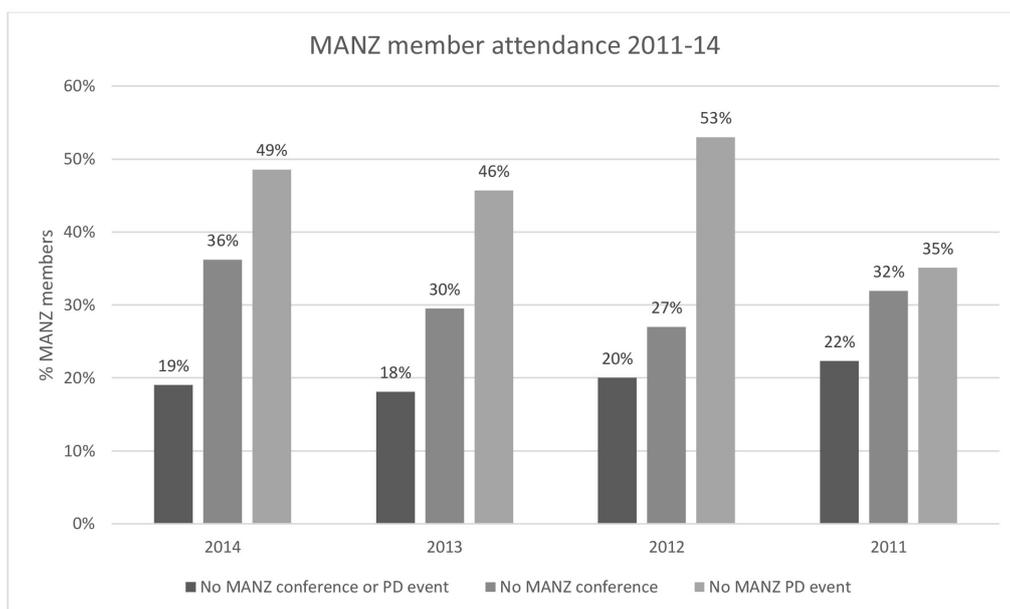


Figure. 1: MANZ Member Attendance.

percentage of non-attendance by members at the annual conference from 27-36%. Non-attendance at any professional development varies from 35-53% of MANZ members over the four year period.

16 members have been identified as routinely having no teachers in attendance at MANZ conference or professional development events each year. Of these 16 members – 14 opened between 1980-2000 and two opened in the 2000's.

Feedback about professional events from MANZ members is critical. In 2014 an online survey was sent to the 31 member centres and schools who did not attend the conference and only nine responses were received. In the future, it is anticipated that the professional learning needs of teachers will be able to be more effectively captured from the MJ2Ex learning community.

MANZ 2014 Conference Evaluation

To make it easier to give feedback, 2014 conference evaluation was online for the first time, with the offer to go into a draw for a free conference registration. 76 delegates responded. The winner of a complimentary registration for the MANZ 2015 Conference was Melanie White, Otaki Montessori Preschool.

MANZ Professional Events

In 2014 several professional development events were offered:

MANZ Workshop: Crafting and Presenting a Workshop

This workshop was held in Auckland and Wellington. Many thanks to Ed Stanford for developing and presenting this workshop.

Montessori Near You – Children Who Push Our Buttons

116 teachers attended the Montessori Near You workshop series in 2014. The Tauranga workshop was cancelled and extra workshops in New Plymouth and Mosgiel were added during the year by request.

MANZ Consultancies and Parent Information

In 2014 MANZ offered in-centre support and parent information evenings by Pam Shand. Five MANZ member centres and schools engaged Pam as a consultant and/or to offer parent evenings through MANZ.

Development of MANZ Professional Events for 2015

The objective for MANZ in 2014 was to develop a greater range of professional development opportunities in addition to the traditional weekend workshop or conference. The following MANZ professional events for 2015 were developed and promoted to members in 2014 and online registrations opened prior to the end of the year. Workshops range from a 2.5 hour workshop to a workshop series over 10 weeks, in addition to several one and two day workshops.

Auckland February

Montessori for Under Threes with Julia Hilson

Auckland and Wellington May-June

Supporting Children with dyslexia with Alison Awes

Auckland June

Parent Lecture – Language and Literacy Experiences in Montessori from 3 – 12 years with Alison Awes

Wellington June

MANZ Workshop for 6-12 with Alison Awes

From July to November around the country

Montessori Quick Bites – Putting the Life into Practical Life
2.5 hours of fun with Ana Pickering.

From July to November around the country

Montessori Near You – one day workshops with Pam Shand
Members to select desired topics.

Wellington July-September

MANZ Observation Workshop Series - 10 one-two hour meetings with Krista Kerr.

Strategic Aim 3

Advocate for children and adolescents by increasing awareness of Montessori values.

Montessori for Social Change

Dr Nicola Chisnall Memorial Award

Dr Chisnall was a pivotal figure in Montessori education in New Zealand and her work makes an extraordinary contribution to Montessori education worldwide. She died in September 2013 and in her memory, and to honour her work, the Dr Nicola Chisnall Memorial Award was announced by MANZ in April 2014.

The focus of this award is to honour and make visible the contribution to community made by teachers and parents involved in Montessori centres and schools. In 2014, there were four entries from Queenstown Montessori, Kowhai Montessori Preschool, Auckland; Montessori Children's House, Wanaka and Wa Ora Montessori School, Lower Hutt. The inaugural award was made at the MANZ Conference in July, 2014 based on online voting (544 votes received) and voting at the conference by delegates.

Each entry was required to provide evidence that outlines the story of what the individual or team set out to change and why, what actions were taken and the changes that were achieved for one child-one family/whānau-one centre/school or a community.

Wa Ora Montessori School, Lower Hutt was the winner of the online vote and overall winner and Kowhai Montessori Preschool was the winner of the conference vote.

Wa Ora Montessori School's entry focused on an inquiry that the school has done over several years focusing on experiences children have in the outdoor environment.

Kowhai Montessori Preschool's entry was about the creation of a scholarship for Maori children.

Thanks to all the people who co-ordinated entries into the inaugural award even with such short notice.

Other work

In addition other work was undertaken by MANZ in 2014.

New Zealand Qualifications Authority (NZQA) Mandatory Review Early Childhood Qualifications Level 2-6

Ana Pickering MANZ Executive Officer was nominated by the Early Childhood Council to be on the governance group for the mandatory NZQA Review of Early Childhood qualifications. The purpose of the review was to develop a new suite of early childhood qualifications to replace those at levels 1 to 6 on the New Zealand Qualifications Framework (NZQF), excluding qualifications offered by the university sector. Ana has attended nine meetings during 2014. MANZ also provided some financial support for Norah Fryer, Aperfield Montessori Trust to attend several working group meetings during 2014.

MANZ Strategic Plan (2015-19)

MANZ Council began work on the next MANZ Strategic Plan February 2014. At the 2014 Conference delegates had the opportunity to attend the MANZ Open Forum, work together, provide feedback and add their ideas to the three proposed strategic aims. MANZ Council considered this feedback in September and decided to add a fourth draft strategic aim. The second draft strategic aim was then the focus of the MANZ Teacher Education Hui in late 2014. Many thanks the conference delegates who attended the MANZ Open Forum and provided their ideas.

MANZ Teacher Workforce

The draft MANZ strategic plan included MANZ Strategic Aim Two: To lead the development of a viable, sustainable and Montessori qualified workforce for MANZ centres and schools.

Work undertaken in 2014 for this strategic goal included:

MANZ Census

MANZ gathered baseline data on the current Montessori workforce from Montessori employers and teachers. The census ran from July - September 2014.

55% of MANZ early childhood employers responded. 148 Montessori early childhood teachers responded.

85% of MANZ primary plus employers responded. 35 Montessori primary plus teachers responded.

While more teacher responses would have been useful, but it is the best baseline data MANZ has collected to date.

Summaries available at www.montessori.org.nz/MANZ-Census-2014.

MANZ Teacher Education Hui

The inaugural MANZ Teacher Education Hui was held in Auckland on October 31 and was attended by representatives from AUT University, Maria Montessori Education Foundation, Montessori Centre Aotearoa, Victoria University of Wellington, Kidicorp and representatives from five Montessori early childhood centres and four Montessori primary schools from Auckland, Hamilton and Tauranga. MANZ Council also attended the hui which was facilitated by Adie Graham, Centre for Educational Development, Massey University.

The hui aimed to build relationships and to identify actions that can be taken to achieve the new MANZ Strategic Aim Two: To lead the development of a viable, sustainable Montessori qualified workforce. The hui participants considered feedback from the MANZ Census and worked together to develop three strategic goals and to develop desired outcomes.

MANZ Membership Growth

MANZ School Members Opened in 2014

Three new members joined or re-joined MANZ in 2014:

AUCKLAND: Totara Hill Montessori, Little Steps Montessori Preschool.

WAIKATO: Montessori House of Children

MANZ Member School Withdrawals in 2014

Two members closed in 2014:

AUCKLAND: Montessori @ Pukekohe

WAIKATO: Montessori @ Silverdale Primary

Two members withdrew from membership in 2014:

AUCKLAND: Montessori Beginnings

CHRISTCHURCH: Burnham Country Montessori (withdrew 2013)

Total school membership was at 105 schools at end of 2014.

Acknowledgments

Thanks to all member centres and schools, teachers and organisations around New Zealand for their support in 2014.

Thanks to the members of the Montessori Journey to Excellence Working Group Pilot Programme and to pilot facilitators Karen MacKay and Nicki Dowling, Massey University for the wonderful 'bus stop' at the MANZ 2014 Conference in New Plymouth.

Thanks to all the MANZ members who hosted a Montessori Near You workshop in 2014; Capital Montessori, Wellington; Puddleducks' Montessori, Palmerston North, New Plymouth Montessori, Montessori House of Children, Hamilton; Little Star Montessori Children's House, Auckland and Montessori @ Mosgiel.

Many thanks to Pam Shand for developing and facilitating the Montessori Near You workshops around the country.

Thanks to the teachers and parents who sent in their stories and photos for *Montessori Voices* magazine and *Informed* – the e-zine for Montessori professionals.

Thanks to all the members of our community who voted in overwhelming numbers in the fourth annual *Montessori Voices* Cover Photo Competition.

Thanks to our 2014 *Montessori Voices* columnists; Carol Potts, Sola Freeman, Pam Shand, Sharon Udy and Jacinda Faloan-Cavandar.

Thanks to Montessori centres that hosted the Montessori Mystery Bus Tour in Auckland; Little Star Montessori House of Children, Riverhead Montessori Learning Centre, Coast Montessori, Little Steps Montessori Preschool and Koru Montessori.

Many thanks to MANZ Council and the 16 other participants and their employers for making possible the Montessori teacher education hui in Auckland last November.

Thanks to all the MANZ Council members for giving their time and experience to the running of our national association and for providing leadership for our professional community.



Ana Pickering
EXECUTIVE OFFICER

2014 ANNUAL FINANCIAL STATEMENTS AND 2015 BUDGET

Financial Performance

This year MANZ made a loss of \$13,799, however this was below the budgeted expected loss of \$22,815. This is reflected through savings made across a majority of budgeted lines. Many thanks to the Executive Officer and Finance Officer for their careful financial management.

Membership continues to be the main source of income for the association. MANZ school membership remains consistent at 105 and continues to contribute the majority of membership income (See *Figure 2: Membership Financial Contribution*).

Professional development continues to be the second highest revenue generator for MANZ after membership. While gross income for professional development was less compared to 2013, the net income earned of \$18,129 is similar to 2013 (\$18,150). The MANZ 2014 conference was held in New Plymouth and we are pleased to report that even though the event was held in a regional centre there was good attendance and made a profit. The Montessori

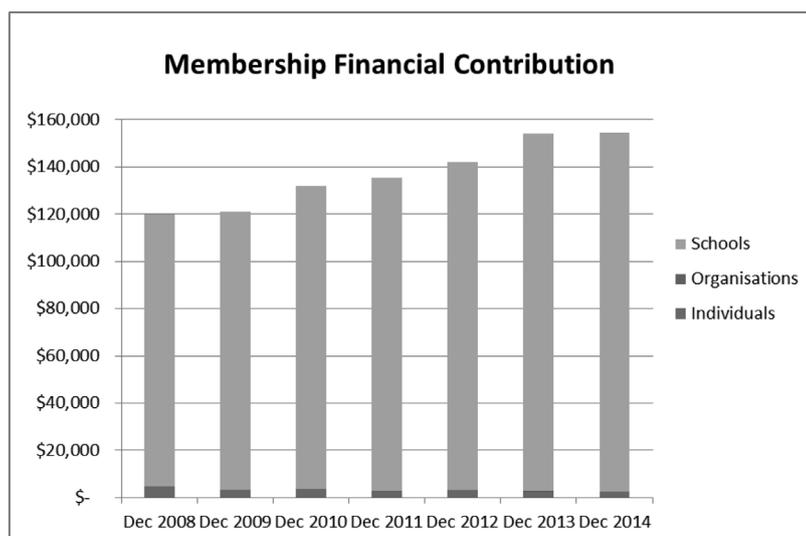


Figure 2: Membership Financial Contribution.

Mystery Bus Tour was run for the second year in a row in Auckland and we are pleased that another bus tour will be on offer before the conference in 2015 in Tauranga. The Auckland reception was held for the second year and although MANZ makes no profit from this event it is to be a great networking event. At this stage there are no plans to hold this reception outside of Auckland.

MANZ has had a number of special projects running over the last year. The spend on Montessori Journey to Excellence represents the last of approved funds for this project, this included small expenses related to the pilot research report. The MANZ Every Educated Study Grant had expenses greater than the income for 2014 as in addition to paying out the grant there were other costs associated with this for the design and print of the flyers. Costs for the MANZ Strategic Plan were for the Council meeting to build the strategic plan and the Open Forum held at the 2014 conference where members had the opportunity to contribute to the future strategic direction.

MANZ also assisted Aperfield Montessori Trust by providing financial support for Norah Fryer to attend several working group meetings for the NZQA Review of ECE Qualifications during 2014. The initial MANZ Teacher Education Hui was held in Auckland in November with further consultation from members for the future strategic direction of MANZ. The small cost association with the inaugural Dr Nicola Chisnal Memorial Award was for the design and print of flyer and the plaque.

Regarding advertising and publication income we are pleased to advise that these have both increased compared to 2013.

Salaries and Kiwi Saver contributions increased particularly to acknowledge Ana's increased work load and expertise that she brings to the Executive Officer role.

Travel and accommodation expenses are down on 2013 as the Executive Officer did not attend any overseas conferences and had less travel than planned in New Zealand during 2014.

Administration and office expenses have increased significantly due to the rental of the office and related expenses. This has been budgeted for in 2015.

Financial Position

Figure 3 shows that MANZ general funds have dipped over the last two years, which is primarily due to the agreed spend on Montessori Journey to Excellence. However MANZ general funds are still in a strong position. The graph also indicates our liquid cash assets and as you can see this line is consistently tracking with the general reserves balance indicating that MANZ has sufficient cash funds on hand. MANZ is budgeting small profits over the next three years.

The prepayments, shown as a current asset, and the income received in advance, shown as a current liability, are larger than last year and relate to professional development events which will be held during the first four months of 2015.

Finally, thank you to all of our members for paying their invoices on time, as you can see this is reflected with a reduction of our accounts receivable. Your prompt payment of invoices is very much appreciated.

Note: The solid black line on this graph indicates the ideal general reserves MANZ Council has decided it needs to hold in order to meet the annual staffing requirements.

2015 Budget

The 2015 budget has been prepared by MANZ Council to reflect an anticipated profit of \$5,043. As shown in the budget table expenses over a majority of categories are expected to increase for 2015. In order to ensure our general funds are maintained at adequate levels, Council has made the decision during 2014 to increase school membership rates for 2015. Members were advised of this increase in October 2014.

In addition to the expenses shown in the table, MANZ Council have also approved capital expenditure for the 2015 year. This includes the replacement of the Finance Officer's laptop as and when required. There is also substantial capital investment of \$20,000 in the development of MJ2Ex Online which is essential for the implementation of the continuation of the MJ2Ex.

	ACTUAL 2014	BUDGET 2014	BUDGET 2015
INCOME	\$	\$	\$
Membership	154,424	157,283	167,209
Professional Development	90,329	107,270	102,780
Special Projects	546	173	2,400
Advertising Income	8,797	6,672	9,056
Publication Income	1,597	500	1,182
Interest Received	5,444	5,340	5,250
Other Income	4,199	2,172	4,172
Total Income	265,336	279,410	292,049
EXPENSES			
Professional Development Expenses	72,199	83,000	83,980
Special Project Expenses	20,348	27,920	13,339
Salaries & Personnel Expenses	105,524	104,101	101,037
Communication and Marketing Expenses	1,134	53,022	54,363
Travel & Accommodation	10,203	14,970	14,950
Administration and Office Expenses	14,732	16,683	15,796
Audit Fees	3,401	1,530	1,658
Depreciation	1,594	999	1,883
Total Expenses	279,135	302,225	287,006
Net Surplus (Deficit)	(13,799)	(22,815)	5,043

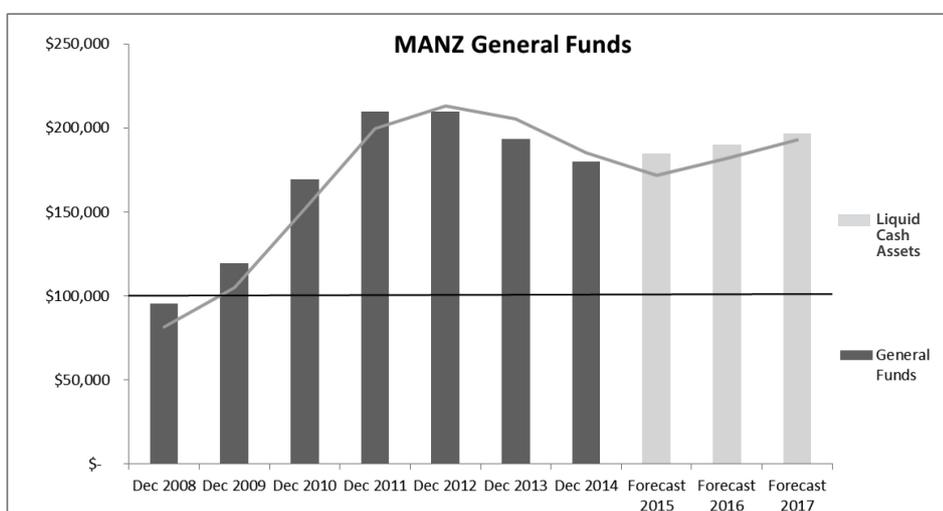


Figure 3: MANZ General Funds

2014 Annual Financial Statements

The following financial statements provide an excerpt from the auditor's report for 2014.

Montessori Aotearoa New Zealand Inc. STATEMENT OF FINANCIAL PERFORMANCE For the Year Ended 31 December 2014

	NOTE	2014 \$	2013 \$
REVENUE			
Membership		154,424	154,163
Professional Development	3	90,329	106,214
Special Projects	4	546	7,650
Advertising Income		8,797	7,076
Publication Income		1,597	811
Interest Received		5,444	6,467
Other Income		4,199	2,369
TOTAL REVENUE		265,336	284,750
LESS EXPENSES			
Professional Development Expenses	3	72,199	88,064
Special Project Expenses	4	20,348	54,383
Salaries & Personnel Expenses		105,524	81,519
Communication and Marketing Expenses	5	51,134	49,582
Travel & Accommodation		10,203	17,542
Administration and Office Expenses		14,732	7,062
Audit fees		3,401	1,530
Depreciation	6	1,594	1,170
TOTAL EXPENSES		279,135	300,852
NET SURPLUS / (DEFICIT)		(13,799)	(16,102)

Montessori Aotearoa New Zealand Inc. STATEMENT OF MOVEMENTS IN GENERAL FUNDS For the Year Ended 31 December 2014

	2014 \$	2013 \$
General Funds at the Beginning of Period	193,719	209,821
Plus Net Surplus / (Deficit)	(13,799)	(16,102)
GENERAL FUNDS AT THE END OF PERIOD	179,920	193,719

Montessori Aotearoa New Zealand Inc. STATEMENT OF FINANCIAL POSITION As at 31 December 2014

	NOTE	2014 \$	2013 \$
GENERAL FUNDS			
Retained Earnings		179,920	193,719
CURRENT LIABILITIES			
Accounts Payable and Accruals		17,219	24,338
Income received in advance		5,367	-
GST Payable		3,622	1,254
		26,208	25,592
TOTAL FUNDS EMPLOYED		206,128	219,311
FIXED ASSETS			
	5	2,265	1,016
CURRENT ASSETS			
Bank Current Accounts		185,144	51,347
Term Deposits		-	154,043
Prepayments		15,643	3,873
Accounts Receivable		3,076	9,032
		203,863	218,295
TOTAL ASSETS		206,128	219,311

Montessori Aotearoa New Zealand Inc. NOTES TO AND FORMS PART OF THE FINANCIAL STATEMENTS For the Year Ended 31 December 2014

1. Statement of Accounting Policies

Reporting Entity

Montessori Aotearoa New Zealand Inc. is an incorporated society. This entity was registered with the Charities Commission on 30 June 2008 and has donee status.

The Financial Statements are general purpose financial statements which have been prepared according to generally accepted accounting practice.

Measurement Base

The accounting principles recognised as appropriate for the measurement and reporting of financial performance and financial position on a historical cost basis are followed by the Society.

Specific Accounting Policies

The following specific accounting policies which materially affect the measurement of financial performance and financial position have been applied:

- Accounts Receivable:** Receivables are stated at their estimated realisable value.
- Fixed Assets:** Fixed Assets are stated at cost less accumulated depreciation.
- Depreciation:** Depreciation has been calculated on a straight line basis over the estimated useful life of the assets.
- GST:** The Financial Statements have been prepared on a GST-exclusive basis.

2. Differential Reporting

The Reporting Entity is a qualifying entity under the Institute of Chartered Accountants of New Zealand Differential Reporting Framework.

The Society qualifies under the size criteria and has taken advantage of all concessions available to it under the Differential Reporting Framework.

3. Professional Development

2014	Income \$	Expenses \$	Net \$	2013 Net \$
MANZ Conference	71,282	56,923	14,359	14,981
Children who Push our Buttons	15,664	11,486	4,178	-
Mystery Bus Tour	1,383	1,152	231	46
Auckland Reception	0	652	(652)	(1,201)
Crafting and Presenting a workshop	2,000	1,986	14	-
Workshop Observation	-	-	-	5,083
	90,329	72,199	18,130	18,150

4. Special Projects

2014	Income \$	Expenses \$	Net \$	2013 Net \$
Montessori Journey to Excellence	150	12,879	(12,729)	(43,191)
MANZ Every Educuid Study Grant	396	593	(197)	-
Montessori for Social Change	-	-	-	(3,542)
MANZ Strategic Plan	-	2,615	(2,615)	-
NZQA Review of ECE Qualifications	-	806	(806)	-
MANZ Teacher Education Hui	-	3,068	(3,068)	-
Dr Nicola Chisnal Memorial Award	-	387	(387)	-
	546	20,348	(19,802)	(46,733)

5. Communication and Marketing Expenses

	2014 \$	2013 \$
Informed	2,280	1,140
Intouch	3,563	3,902
Montessori Voices	37,847	35,891
Telephone - Connection & Calls	3,627	3,741
Sundry Commun. & Marketing Expenses	833	1,602
Website and Online resources	2,984	3,306
	51,134	49,582

6. Fixed Assets

2014	Cost \$	Accumulated Depreciation \$	Closing Book Value \$
Website	5,620	5,620	-
Office Equipment	5,134	2,869	2,265
TOTAL	10,754	8,489	2,265

Fixed Assets Movements	Opening Book Value \$	Additions / Sales \$	Depreciation \$	Closing Book Value \$
Website	-	-	-	-
Office Equipment	1,016	2,843	(1,594)	2,265
TOTAL	1,016	2,843	(1,594)	2,265

7. Capital Commitments

The Society has capital commitments at year end of \$20,000, this is for the development of a website and online forum for the Montessori Journey to Excellence (MJ2Ex Online) being developed by Ramp.

This report presented on behalf of MANZ Council.



Cathy Wilson
MANZ TREASURER

AGM CONSTITUTIONAL REMITS

Remit 1

MANZ Council proposes increasing the number of members of MANZ Council from six to between six-nine members. This suggestion was raised at the 2014 AGM and members voted for MANZ Council to draft and circulate remits to be voted on at this AGM.

Background

MANZ Council have noted that in recent years there has been more members wanting to contribute as part of the Council than available positions. Increasing the number of positions will enable more interested people who wish to contribute at national level the opportunity to be successfully nominated and voted onto the Council. If the number of members of MANZ Council is increased then there is no requirement to be able to co-opt two additional members.

Delete the phrase

10.2 The total membership of the Council will be six (6).

Replace with

10.2 The total membership of the Council will be between six (6) and nine (9).

Delete the phrase

10.2.2 Six (6) Council members elected by the membership.

Replace with

10.2.2 Six (6) to nine (9) Council members elected by the membership.

Delete the phrase

10.2.3 Of these six (6) positions at least four (4) will be Montessori early childhood teachers and at least one (1) will be a Montessori primary teacher.

Replace with

10.2.3 Of these six (6) to nine (9) positions at least four (4) will be Montessori early childhood teachers and at least one (1) will be a Montessori primary teacher.

Delete the phrase

10.10 In addition to the power to co-opt to fill vacancies within the elected members under the provision of Rule 10.9, the Council shall have the power to co-opt up to two additional persons.

Delete the phrase

10.11 Such person or persons may be co-opted for fixed terms which shall expire no later than the next Annual General Meeting. However, nothing shall prevent a subsequent Council from co-opting such person or persons for additional terms.

Remit 2

MANZ Council proposes increasing the length of time that members are elected increases from two to three years. Again this was raised at the 2014 AGM and members voted for MANZ Council to draft and circulate remits to be voted on at this AGM.

Background

Increasing the length of term will give new members of MANZ Council sufficient time to develop the knowledge and understanding to make a worthwhile contribution to MANZ. This proposed remit also brings the length of term of all Council members to the same term as the MANZ President.

Delete the phrase

10.4 Members of the Council shall hold that office for a term of two (2) years before further nomination or re-nomination is required.

Replace with

10.4 Members of the Council shall hold that office for a term of three (3) years before further nomination or re-nomination is required.

Remit 3

MANZ Council proposes clarifying in the constitution that membership of MANZ is not automatically granted even if the membership criteria is met and annual subscription is paid. While this is made clear in the rules in 6. Cessation of Membership 6.3.4 this is not clear under the rules in 5. Membership.

Add the phrase

5.3 Membership may not be granted if Council has made the decision that membership of the applicant is not in the best interests of the Association or its objectives.

Remit 4

In November 2014, the Charities Society advised MANZ that not all the proposed rule changes in the new MANZ Constitution were acceptable if MANZ wished to remain registered as a charitable entity. In particular, the proposed change to the winding up clause 22.2 was unacceptable because the requirement for surplus assets to be distributed to charitable organisations or for charitable purposes had been removed. The rule needs to be modified in order that MANZ meets the criteria for continued registration as a charitable entity.

Delete the phrase

22.2 Upon winding up any property surplus assets will be given or transferred to some other Society or organisation in New Zealand (who is not a member of the Association) which has similar objectives to those of the Association.

Replace with

22.2 Upon winding up or dissolution of the Association any property surplus assets shall NOT be paid to or distributed among the members of the Association BUT shall be given or transferred to such other charitable society or societies within New Zealand which have similar objectives to those of the Association.

MANZ COUNCIL POSITIONS



Rose Phillips
ELECTED 2013
Rotation due 2015
Seeking re-nomination



Cathy Wilson
RE-ELECTED 2013
Rotation due 2015
Seeking re-nomination



Mamira Ali
CO-OPTED 2014
Seeking re-nomination



Jan Gaffney
RE-ELECTED 2014
Rotation due 2016



Claire Nesdale
ELECTED 2012
Co-opted 2014
Seeking re-nomination



Anne-Marie Love
ELECTED 2015
Rotation due 2016



Gillian Somers
RE-ELECTED 2014
Rotation due 2016



Michela Homer
ELECTED 2013
Rotation due 2015
Seeking re-nomination

NOMINATIONS

Three (or five) current Council members are seeking re-nomination as indicated above. Further nominations are now sought.