

Montessori

AOTEAROA NEW ZEALAND



# 2021 Annual Report



## MANZ 2021 CONFERENCE

Keys to Culture: Te tatau o te ahurea

10 & 11 July 2021

WAIRAKEI RESORT • TAUPO

Montessori  
AOTEAROA NEW ZEALAND



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## **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, managed by an executive officer and accounts and administration 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.

# Karakia for Montessori Aotearoa New Zealand

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**K**ei 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.

.....

**W**e are here to nurture children, young people and their families.

We thank Dr Montessori and all the people who have sustained Montessori in Aotearoa New Zealand.

We support the teachers who guide the children to lead our country to peace.

# MANZ Strategic Aims 2020 - 2024

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## 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 (2020-2024):

**Strategic Aim 1:**  
**Enabling today's learners for tomorrow's world**

**Strategic Aim 2:**  
**Empowering those who serve ākongā**

**Strategic Aim 3:**  
**Embedding biculturalism, increasing equity**

*"The subject of our study is humanity; our purpose is to become teachers. Now, what really makes a teacher is love for the human child; for it is love that transforms the social duty of the educator into the higher consciousness of a mission"*

*- Maria Montessori*

# AGM Saturday 10th July 2021 5.00-6.30pm

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## Agenda

- Apologies
- Confirmation of Voting Members
- Confirmation of 2020 MANZ AGM minutes
- Matters Arising from the Minutes
- MANZ President's Welcome and Introduction
- MANZ Executive Officer Report against MANZ Strategic Aims (2020-2024)
- MANZ School Membership
- 2020 Annual Financial Reports
- 2021 Budget
- Nominations/Voting MANZ Council 2021
- Open Forum

# MANZ President's Welcome and Introduction

## Tēnā koutou, tēnā koutou, tēnā koutou katoa,

**The purpose of this report is to outline the performance of MANZ during the year 2020.**

*“So there are two plans: one is to disseminate knowledge, to follow a syllabus. The other is to look to the life of man and serve it, and in serving it, help humanity. The latter is the only one really worthwhile choice. The purpose of education must be to elevate the individual; otherwise education would be of no use.”*

*- Maria Montessori, The 1946 London Lectures.*

I think it is fair to say that 2020 was not a typical year. Moreover, it was truly unlike anything we had ever encountered or for which we had prepared. There was certainly no mention of COVID-19 in our plans for the year. However, as John Lennon famously said “Life is what happens to you when you are busy making other plans”! It is unlikely Maria Montessori was predicting COVID-19, however, as we know, Montessori gives us a guide to fostering life across time and space. What was true then, is equally true and relevant now. So yes, there were two plans.

It was an incredibly strange and busy year. Time got compressed and then stretched. Plans were made, thrown away, remade and then reshaped. Events were moved around, redesigned or cancelled to try and accommodate the different COVID-19 levels and the uncertainty. Through it all, our focus has been on how we best serve our members. We had a plan but quickly we had

to practise the resilience and adaptability that we strive to foster in our tamariki and “look to the life of man and serve it,” life as it now was.

We have had to reimagine Montessori as a home project and then a modified in-school programme. We have had lots of information thrown at us that needed to be digested, and then enacted in a relatively short time frame. I read that in 2019 MOE issued 15 early learning bulletins. In 2020 it was 87 (many of which seemed to come out at 8pm or later!) As a community, we had to rethink so many things and do this while trying to juggle the demands of balancing work and home life – particularly at a time when there was very little distinction between the two. We had to do this without the certainty of knowing exactly what we were heading into – as Prime Minister, Jacinda Ardern described it, we had to learn to fly the plane as we were trying to build it.

In March last year, we got the call that Aotearoa was going into a Level 4 lockdown and we had to spring into action trying to comprehend and then action what was needed in a short space of time and it was a steep, and at times, challenging journey. As schools and services, we had to redefine Montessori pedagogy and explore what it might look like virtually. This meant considering how we could translate that in a way that was accessible and meaningful; compatible with our philosophy and with the needs and stage of development of our ākongā.

As a community, we had to consider and look after the needs of others while also trying to manage and look after our own needs. For many of our members, there was the added challenge of how to sustain a business and ensure we had schools and services with which to come back, to ensure that we could look after our staff and give them as much support and certainty in the face of our own uncertainty and concerns.

## MANZ President's Welcome and Introduction

We were both more isolated and simultaneously more connected than ever before. ZOOM became a way of communication and accessing professional learning and development (rather than describing a quick classroom break to go to the bathroom!) I couldn't be more proud of, or grateful for the way our larger MANZ community pulled together to assist each other to support our smaller local communities, our tamariki and each other over the course of the year. I want to commend you all for the fabulous and many ways in which support was offered to each other and in turn, to those we serve. It has been gratifying to see how different members have stepped up and stepped forward. The MANZ Google Group became a reliable go-to source for information, support, and sharing. This included the many updates from our EO identifying and interpreting the MOE and government messages into the relevant context for our community. There was also a rich contribution from members as policies, procedures, information and suggestions were shared. We were stronger because we stood shoulder to shoulder. Everyone managed the new normal as best they could. 2020 had so many challenges, so many stresses but also so many positives and gifts.

### **Our Strategic Plan has three aims which are summed up as the "3 Es"**

#### **Aim 1: Enabling today's learners for tomorrow's world**

#### **Aim 2: Empowering those who serve ākongā; and**

#### **Aim 3: Embedding biculturalism, increasing equity**

Two other quotes that resonated with me this year were:  
**"No matter how you define success, you will need to be resilient, empowered, authentic, and limber to get there."**  
– Joanie Connell

**"Life throws challenges but with patience and resilience, you can convert every challenge into a new opportunity to grow."**  
– Amit Ray

Ultimately, 2020 was a great success for MANZ. We were limber and we seized the opportunity to thrive and not just strive. While we had to adapt our plans, what quickly became obvious to us was that the new plans fit beautifully within our overarching Strategic Plan, plus affording us the opportunity to progress these aims down paths we might never otherwise have gone. Cathy will outline this in more detail in her report but there are a few points upon which I would like to touch. In adjusting to the impact of COVID-19, we had to cancel our conference in Taupo. Aside from it being our main gathering, and such a rich source of learning and connection; conference is also a major source of income for MANZ. As our main gathering, it is the time when we hold our AGM, acknowledge special achievements of our members (and also get to catch up

over a cup of tea or a glass of wine). In compensating for the cancellation of the conference, MANZ was able to adjust some of its plans by holding a ZOOM AGM. Many thanks to all those who logged in last year. Over two successive Saturdays in June, MANZ ran a mini virtual conference with three workshops per day. While there was not a huge uptake of this free offering, the feedback from those who did attend was positive. It afforded rich learning but also a chance to "see" each other and touch base briefly. With regret, we made the decision to postpone the conveying of Honorary Membership to two worthy individuals: Jan Gaffney and Dave Stott until such a time as we could gather with them again. Likewise, plans to celebrate Montessori's 150th birthday also had to be put on hold.

Twice during the year, MANZ revised its budget to address the shortfall in conference revenue but also to look at ways in which we could offer support to our membership. I am proud that we were able to offer a discount on subscription fees and in some small way, acknowledge the financial situation for our members. As an organisation particularly, under the past stewardship of Jan Gaffney, MANZ has been built up to be in a position where we have the funds to support special projects from time to time, as well as having the reserves to weather times when things get a bit stormy. It was because of this past direction and leadership that MANZ Council could look at offering this support to our members when we felt the need was great. Nonetheless, we ran our budgets tight and cut costs where we could. This included looking at putting Montessori Voices out as a PDF and reducing our travel budget both by necessity and design.

As a sector, we worked closely with MOE and a strong sense of trust and collaboration was fostered. Our hope is that this will be built on and not eroded as things settle down into a semblance of normal. Our EO sits on many governance and advisory groups across the age levels, giving a voice to Montessori. The trust and respect she has engendered for Montessori is evident in our working relationships with the Ministry and other stakeholders and has permeated beyond the immediate groups with which she is involved. As an association, we continue to advocate on your behalf across a range of subjects and audiences such as MOE, ERO, the Teaching Council and even the Minister himself.

It is my great honour and privilege to work alongside Cathy as she tirelessly works to support our membership. This has always been the case but this year, in particular, I would like to acknowledge the many and varied ways in which she has risen to the challenges that have been thrown at us. As a Council member, president and as a MANZ member, I have had the opportunity to both experience directly the support and also to hear of your appreciation for that support. Thank-you Cathy.

Working alongside Cathy is our AO, Charmaine who has navigated the complex balancing of financial issues that 2020 wrought upon us. Her comprehensive reports to council have enabled us to make decisions with greater ease and comfort.



## MANZ President's Welcome and Introduction

There are so many people who have supported MANZ over the last year. To the many contributors to Montessori Voices, the MANZ Google Group and our PLD – both the facilitators and the attendees, thank-you. To Ānaru Kapa, who supports and guides us in our quest to authentically grow the implementation of our Te Tiriti o Waitangi commitments, ngā mihi.

My sincere gratitude goes out to the MANZ Executive Council: Mamira Ali, Victoria Denyer, Michela Homer, Krista Kerr, Anne-Marie Love and Rose Phillips. While I didn't get to see as much of this great group of people as I normally would (and I feel the loss of that and the less for that), it is an honour to work alongside you all.

**Ma te rongō, ka mohio; Ma te mohio, ka marama;  
Ma te marama, ka matau; Ma te matau ka ora.**

**'Through resonance, comes cognisance; Through awareness, comes understanding; Through understanding, comes knowledge; Through knowledge comes well-being.'**

**Ngā mihi uruhau,**



**Gillian Somers**  
MANZ President

# Executive Officer's Report

## Tēnā koutou katoa,

This last year was one where we all needed resilience and agility to wade our way through the constant changes and challenges which were thrown at us. Many of us experienced unexpected tragedies in different forms during the year which were in addition to the pandemic. However, though it was a challenging year in so many ways, as a community, we came together to support each other which I believe is a strength in having a philosophy which binds us together.

November marked the 5th year for myself in this role and I am delighted to present to you my sixth MANZ Annual Report which is the first under the MANZ new Strategic Plan.

This report covers the financial year 1 January 2020 to 31 December 2020.

## Aim 1: Enabling today's learners for tomorrow's world

### CONNECTING WITH MEMBERSHIP

#### MANZ Member GoogleGroup

One of the things I am most proud of for 2020 is the MANZ Member GoogleGroup. I started this during the first Lockdown as a quick way to communicate with you all and it has grown as an awesome tool for our community to come together sharing ideas, information, courses and so on. We have had more

engagement in this forum from a wide section of membership through this than any other initiative.

#### Montessori Journey to Excellence (MJ2Ex): Te Ara Ki Huhuatanga: Essential Elements

After nearly two years of work this was completed, printed and distributed to all member schools, individual members, organisation members, ERO head office, MoE head office and MoE regional offices in September. These Essential Elements cover the age range 0 - 18 years. I can but hope these are not gathering dust on a shelf and that you are finding this document useful in guiding and raising our professional Montessori practice.

#### MJ2Ex OnLine Portal

The decision was made for this portal to be discontinued at the end of 2020. It was in need of a huge upgrade and given the low number of members it was deemed by Council not to be viable. The MANZ Google Group has also done what the portal was originally designed for - to bring our community together.

#### Social Media

Facebook has continued to be a good form of communication.

- MANZ Public Facebook Page  
Followers during 2020 increased from 1772 to 2031.
- Closed Facebook Pages  
Under 3: 180 members. An increase from 168 in 2020.  
Primary and adolescent: 54 members.

Given that we have a closed facebook page for both under 3 and primary and adolescent kaiako I am considering a Leaders or/ and a 3-6 closed facebook page to be established.

### InTouch

This forum of communication has continued as a 6-weekly e-letter where I use it to communicate to member schools work I am doing at government level. It also includes information which I would consider to be useful for you to know. When this is sent out I often receive emails thanking me or commenting on the work I am doing which is positive.

### e-zine Informed

This has continued as a quarterly teachers magazine. In addition to including articles for each age group and promoting conference and PLD opportunities, I now also include jobs being advertised for member schools and relevant advertising for kaiako.

### Montessori Voices

Montessori Voices was sent out in PDF to offset costs in an effort to recoup costs associated with COVID-19 and MANZ giving members a 30% discount for the second and third quarter and a 15% discount in the fourth quarter. In August I surveyed members to find out whether schools preferred to receive Montessori as a PDF or in hardcopy for 2021. Members were split with their preference, therefore Council decided for Montessori Voices to be sent in PDF in the first and third quarter and hardcopy in the second and fourth quarter in 2021.

### New Resource: 100 Things You Can Do to Help Your Tamariki

This was a new resource I designed which was shared with all member schools. It is on the MANZ website available to be downloaded. It holds information to assist parents/whānau with ideas on what they can do with tamariki encouraging development, coordination and independence. When I originally sent this out I was overwhelmed with the number of positive emails I received. I appreciated the feedback.

## Aim 2: Empowering those who serve ākongā

2020 was a year where we all needed to show agility and resilience. For me, moving to a ZOOM platform for delivering meetings, a mini virtual conference and PLD was a very steep learning curve, however I really see the benefit for our members. It takes the cost of travel and accommodation out of the equation so more kaiako can attend, which members have responded well to.

### MANZ Conference and Professional Learning and Development (PLD)

Type of Development	2016	2017	2018	2019	2020
MANZ Conference	305	300	310	328	164
Workshops & Webinars	167	131	532	472	258
<b>TOTAL</b>	<b>532</b>	<b>538</b>	<b>846</b>	<b>803</b>	<b>422</b>

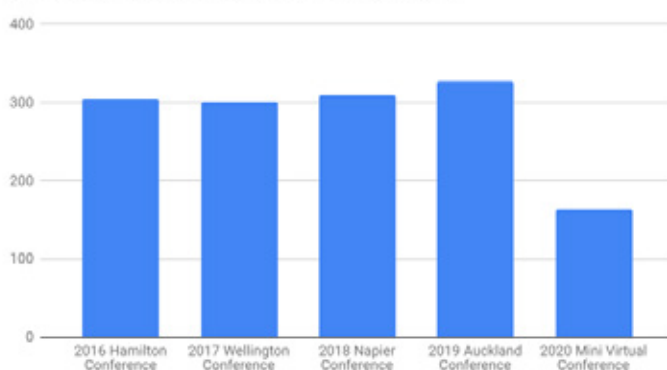
### MANZ Conference

Conference was to be held at Wairakei Conference Venue in Taupō. Due to COVID-19 this was cancelled and replaced by a Free Mini Virtual Conference.

### Free Mini Virtual Conference

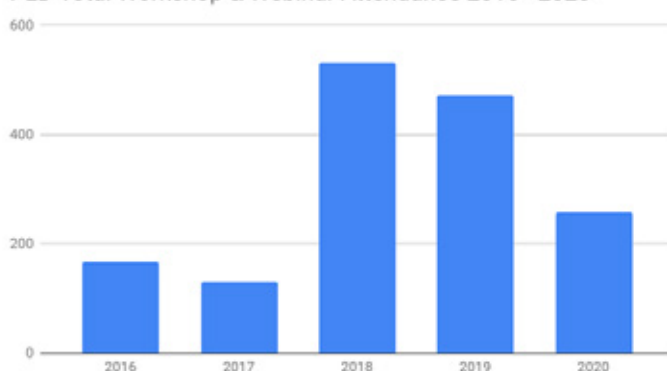
This was the first time MANZ engaged in offering an online PLD or conference of any sort. The Mini Conference was held over two Saturdays with workshops which included: 0-3 years, 3-6 years, 6+ years, biculturalism, Teaching Council and the final workshop being a panel discussion. Many thanks to our speakers: Emma Elegado-Kotulic, Carol Potts, Jan Gaffney, Ānaru Kapa, Chris Thornley, Michela Homer and our panel members Steven Arnold, Jan Gaffney, Carol Potts, Carli Hausler, Susan Davidsen, Pam Shand, Rachel Ammundsen and Pauline Harter. This mini conference was attended by 164 kaiako.

MANZ Conference Attendance 2016 - 2020



### Professional Learning and Development

PLD Total Workshop & Webinar Attendance 2016 - 2020



### PLD 0-3 Years From Conflict to Connection: Communicating to Build Emotional Resilience with Tamariki and Families.

This workshop was originally to be delivered face-to-face but due to COVID-19 we changed it to online. It was run in conjunction with MMEF. The benefit of this was that 59 kaiako registered for this workshop from all over the country which we have not achieved in the past delivering face-to-face. We were very fortunate in having Leena Savolainen facilitate this.

### PLD 0-6 Years: Nga Ara Whai Hua: Quality Framework for Evaluation and Improvement in Centre-based Early Childhood Services

With the new implementation of ERO reviewing services, I organised this workshop which was facilitated by Sandra Collins who oversaw the development of the new framework. This online workshop was attended by 64 kaiako.

### PLD All kaiako: Developing a Culture of Leadership: Supporting understanding of your work with adults to build and sustain a high quality Montessori service/school.

This was a series of online workshops facilitated by Michela Homer which were developed for leaders, new leaders or those aspiring to move into leadership roles attended by 53 kaiako.

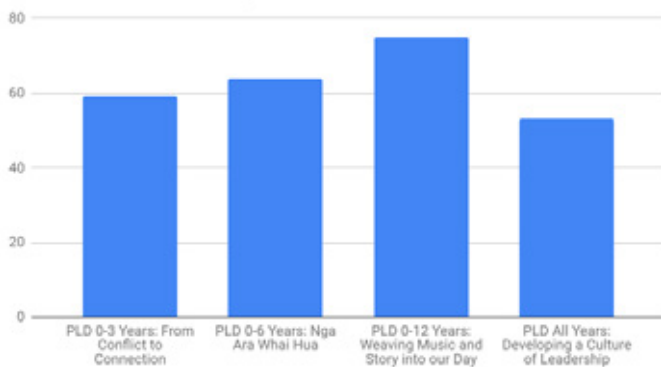
### PLD 0-12 Years Weaving Music and Story into our Day

The lovely and experienced Pauline Harter facilitated workshops throughout the country. All very well attended. We were able to run all but one workshop which given the environment we were all living in was pleasing. This was attended by 75 kaiako.

### Adolescent Orientation Workshop

This workshop had been in the planning for 2 years and was in conjunction with Great Works Inc, Denver, MANZ and MMEF. Unfortunately this needed to be cancelled due to COVID-19. However, I have shared information on overseas Adolescent Orientation workshops and courses with our high schools either via the MANZ Member Google Group or via direct emails.

2020 PLD Attendance by Course



### Awards

- MANZ Study Grant: No applications in 2020.
- Binda Goldsbrough Research Fund: No applications in 2020.
- Dr Nicola Chisnall Award: In 2020 we had 1 application for this award from Golden Grove Montessori Primary, Auckland this was published in *e-zine* Informed.

### Representation on Governance/Advisory Groups /Reference Groups

Meetings at the MoE continue and I am on a number of Advisory and Governance Groups. Being on these groups, though time consuming, does ensure that our Montessori voice is heard and I am able to communicate up to date information to you all. We are being seen more and more as a serious stakeholder in education and consulted as a matter of course.

Currently I represent MANZ in the following groups:

#### ELS and Compulsory Sectors

MoE

National Education and Learning Priorities (NELP)

NZ Police: Police and Education Partnership meeting

Bullying Prevention Advisory Group (BPAG)

Teaching and Learning Working Group

Curriculum Leads

#### Teaching Council

Stakeholders Group

External Stakeholders Group

#### ELS Only

Early Childhood Advisory Group (ECAC)

Data and Evidence

Regulatory Review Sector Advisory Group

Professional Development and Learning - review

Reference Group: Practice and Progress Tools

Equity and Targeted Funding - review

Employer Association Pay Equity Claim

#### Te Rito Maioha:

External Stakeholders Group

### Submissions

MANZ is ensuring that when there is an opportunity, submissions will be put forward on issues that affect tamariki. These are completed not just to advocate for tamariki but also to raise the profile of Montessori. Where possible, and appropriate, I consult with you our membership and either ask for responses or encourage you to put your own submissions forward.

There were 12 submissions during 2020. These involved submissions on a range of policy/legislative changes for the Ministry of Education, Education Review Office, NZQA and Teaching Council of Aotearoa NZ.

### Support to Montessori Training Providers

I have continued to work closely with both Maria Montessori Education Foundation (MMEF) and Te Rito Maioha training providers in Aotearoa. MANZ and MMEF worked together on both the 0-3 workshop and the planning for the Adolescent workshop in 2020 and support has continued for Te Rito Maioha with the Montessori component of their diploma course.

I have continued to be a Stakeholder with Te Rito Maioha advocating for the Diploma in Early Childhood Education (Aperfield Montessori) Te Tohu Pōkairua Mātauranga Kōhungahunga (Aperfield Montessori) to be delivered both over a year and/or have a second intake. In 2020 there were 21 students enrolled in the course, 16 of these were already in Montessori services. For MMEF 9 students graduated with the AMI 3-6 Diploma. Three were working in Montessori environments initially and the remaining six secured positions during the course. This means in total between MMEF and Te Rito Maioha we have 11 new Montessori trained kaiako in the early learning sector.

Last year I wrote that Te Rito Maioha was looking at extending to include primary teacher training. This was approved at the end of 2020 and I have already had preliminary discussions as to the possibility of AMI/AMS 6-12 training having some form of Recognition of Prior Learning (RPL) in this course.

### Teaching Council of Aotearoa New Zealand and Education Review Office

MANZ is now considered a Stakeholder with both these organisations which means that I am invited to consultation and stakeholder meetings. Regarding the Teaching Council, this has meant that I have been involved in the development of the new Professional Growth Cycle design for both teachers and leaders/principals.

### Relationships with Tertiary Providers

I spent time during the year beginning to build relationships with both Victoria and Waikato University. The purpose of this is, under the new NZQA framework, for Montessori schools and services to be invited to be authentic partners with the providers. This will allow Montessori to hopefully be seen as more mainstream and worthy of a 'voice.'

### NZQA ECE Qualifications Review

I was selected to be part of the Governance Group to review the ECE Level 2-6.

## Aim 3: Embedding biculturalism, increasing equity

MANZ continues to look at ways we can assist members to develop in this area.

### InGenious Minds

I worked with Ānaru Kapa giving feedback on the development of this web course designed to weave Montessori and Biculturalism together. Ānaru offered the online course commencing in February. The course weaves Montessori and Biculturalism together.

## Thank-yous

We have had amazing writers for Montessori Voices and *e-zine Informed*. Without the writers taking the time, our magazines would not be the calibre they are. Thank-you so much to: Carol Potts, Krista Kerr, Jaya Badar, Paul Scanlan, Pam Shand, Jan Gaffney, Tia Wooller, Carli Hausler and Tesneem Couper. I want to particularly mention Tia Wooller and Pam Shand who at the end of 2020 wrote their last articles. The time they have dedicated to writing for MANZ over the years has been amazing. We have also had many kaiako who have written the *Quote of the Issue* for Voices. I appreciate each and everyone of you.

I have also continued to appreciate the support, in particular, from Charmaine Brown, who is my amazing right hand person, Gillian Somers, MANZ president, Council members and all of you - our wonderful MANZ community.

Tēnā rawa atu koutou,



**Cathy Wilson**  
Executive Officer

*"A child who has become master of their acts through long and repeated exercises, and who has been encouraged by the pleasant and interesting activities in which they have been engaged, is a child filled with health and joy and remarkable for their calmness and discipline."*

- Maria Montessori *The Discovery of the Child* pg 9

# MANZ Memberships

**Total school membership 126 schools with 4481 families/whānau.**

**We have welcomed nine new MANZ member schools during 2020.**

## AUCKLAND

Keystone Montessori Primary Space, Kidspace Montessori

## BAY OF PLENTY

Te Puna Reo o Hinemataroa Montessori

## WAIKATO

Fountain City Montessori Tawa

## HAWKES BAY

Freedom Montessori Homeschooling

## WAIRARAPA

Scuola Montessori Masterton

## WELLINGTON

Te Ao Marama Montessori Primary School

## OTAGO

Montessori House Ltd Atelier de Bambini

## SOUTHLAND

Windsor Montessori Preschool

**Schools closed (C)/Sold (S)/Withdrawn (W)  
Converted to mainstream (M)**

## AUCKLAND

Ōrākei Primary School (M)

## WAIKATO

Cambridge Montessori Preschool - Raleigh Street (C)

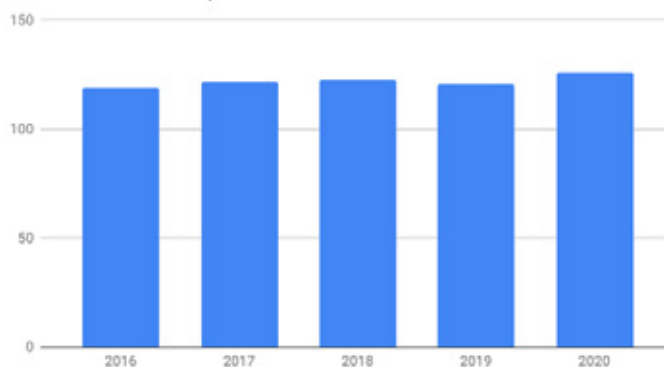
## HAWKES BAY

Freedom Montessori Homeschooling (C)

## OVERSEAS

Jia Ye Kindergarten (W)

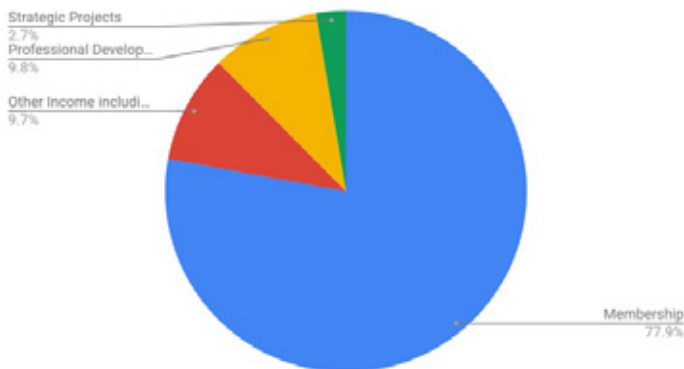
School Membership 2016 - 2020



# 2020 Financial Performance and 2021 Budget

## Financial Performance

Income 2020 Actuals \$188,268



MANZ ended the 2020 financial year with a deficit of \$15,642, in 2019 our net profit was \$9,928.

The major factor contributing to our deficit was the cancellation of our annual conference and face to face workshops due to COVID-19.

### Professional Development Income

Despite the interruption of COVID-19 income from professional development throughout the year brought in revenue of \$18,384. A Net Profit was generated for each of the online and in person workshops that were held during 2020 however, the \$17,911 loss incurred from the cancellation of the Conference resulted in an overall Net Loss in Professional Development of \$8,107.

Professional Development Attendees 2016 - 2020



### Additional Income

The interest from our term deposits netted \$5,649.

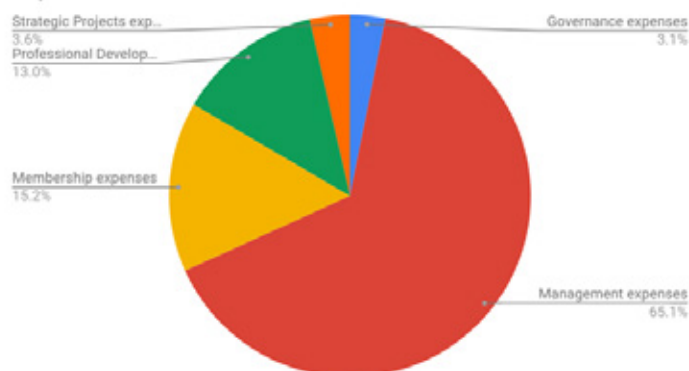
An additional \$5,016 from advertising in Montessori voices and \$4,168 came from advertising on the MANZ website and school profiles.

Income received from membership for 2020 was \$146,630, this was \$4,000 under budget. This substantial difference can be attributed to the decision made by council to reduce the professional association fees for the members during 2020.

We received sponsorship income of \$1,500, donations totalled \$1,623 and MJ2Ex was \$5,015. In April 2020 Every Educaid advised that it would no longer sponsor MANZ due to COVID-19 which was reflected in our reforecast budget for 2020.

## 2020 Financial Performance and 2021 Budget

### Expenses 2020 Actuals \$203,910



### Membership Expenses \$30,946

Membership expenses were under budget by \$33,454. The majority of this saving came from the decision to provide Montessori Voices online to members. EO travel was also put on hold for the majority of the year.

### Professional Development Expenses \$26,492

Expenses of \$17,911 were incurred due to the cancellation of the conference, this includes deposit paid for the venue and work completed so far by the events company.

The remaining expenses can be attributed to workshops throughout the year.

### Strategic Projects Expenses \$7,378

Expenses that ran over budget: Dr Nicola Chisnall Award \$30.10.

Expenses under budget: 150th Celebration costs \$1,330, Biculturalism \$2,000, Binda Goldsborough Research Grant \$2,300, Study Grant \$1,000, MJ2Ex \$1,456, all are the result of COVID-19.

### Management Expenses \$132,726

Management expenses under budget range from between \$1.39 to \$2,311 and include Travel, Bank fees, Depreciation, Insurance, Legal Expenses, ACC, Postage, Printing and Stationary, Rent, Staff PD, Salaries and Subscriptions.

Expenses higher than anticipated include KiwiSaver \$177 and computer expenses of \$1,421.

To note MANZ received a COVID-19 wage subsidy payment of \$11,229.

### Governance Expenses \$6,368

Expenses under budget include Council travel of \$6,141, as Council meetings were moved online due to travel restrictions and in an effort to cut costs where possible, Hospitality \$146 and a further \$793 came from lower than expected costs for annual report and auditor.

**MANZ started the year with an opening retained earnings balance of \$303,020 and with a deficit of \$15,642 in 2020. We finished the year-end with a balance of \$287,378. Of the accumulated funds, \$235,390 are in a number of fixed term deposits.**

### 2020 Performance Report

The following Financial Statements provide an excerpt from the independently reviewed Performance Report for 2020.

### Statement of Financial Performance for the year ended 31 December 2020:

Revenue	Note	31 Dec 20	31 Dec 19
Donations, fundraising and other similar revenue	1	\$14,353	\$4,562
Fees, subscriptions and other revenue from members	1	\$174,480	\$350,744
Interest, dividends and other investment revenue	1	\$5,649	\$8,130
Revenue from providing goods or services	1	\$5,016	\$8,899
<b>Total Revenue</b>		<b>\$199,498</b>	<b>\$372,335</b>
<b>Expenses</b>			
Costs related to providing goods or services	2	\$66,679	\$197,599
Grants and donations made	2	\$630	(\$1,112)
Other Expenses	2	\$5,091	\$8,422
Volunteer and employee related costs	2	\$142,740	\$157,498
<b>Total Expenses</b>		<b>\$215,140</b>	<b>\$362,407</b>
<b>Surplus/(Deficit) for the Year</b>		<b>(\$15,642)</b>	<b>\$9,928</b>



**Statement of Financial Position as at 31 December 2020:**

Assets	Note	31 Dec 2020	31 Dec 2019
<b>Current Assets</b>			
Bank Accounts & Cash	3	\$84,168	\$99,357
Debtors and Prepayments	3	\$2,327	\$7,600
Other Current Assets	3	\$235,390	\$231,305
<b>Total Current Assets</b>		<b>\$321,885</b>	<b>\$338,262</b>
<b>Non-current Assets</b>			
Property, Plant & Equipment	4	\$719	\$1,630
<b>Total Non-current Assets</b>		<b>\$719</b>	<b>\$1,630</b>
<b>Total Assets</b>		<b>\$322,604</b>	<b>\$339,892</b>
<b>Liabilities</b>			
<b>Current Liabilities</b>			
Creditors and Accrued Expenses	3	\$15,286	\$12,604
Employee costs payable	3	\$19,941	\$24,268
<b>Total Current Liabilities</b>		<b>\$35,226</b>	<b>\$36,872</b>
<b>Net Assets</b>		<b>\$287,378</b>	<b>\$303,020</b>
<b>Accumulated Funds</b>			
Current Year Earnings	5	(\$15,642)	\$9,928
Retained Earnings	5	\$303,020	\$293,092
<b>Total Accumulated Funds</b>		<b>\$287,378</b>	<b>\$303,020</b>

**Statement of Cash Flows for the year ended 31 December 2020:**

Cash Flows from Operating Activities		31 Dec 20	31 Dec 19
<b>Cash was received from:</b>			
Donations, Fundraising and Other Receipts		\$14,353	\$4,562
Fees, subscriptions and other receipts from members		\$178,605	\$228,234
Receipts from Providing Goods and Services		\$5,016	\$8,899
Interest, Dividends and other Investment Receipts		\$6,797	\$8,429
<b>Net GST</b>		<b>\$1,079</b>	<b>(\$1,187)</b>
<b>Cash was applied to:</b>			
Payments to suppliers and employees		(\$216,324)	(\$223,512)
Donations or Grants Paid		(\$630)	\$1,112
<b>Net Cash Flows from Operating Activities</b>		<b>(\$11,104)</b>	<b>\$26,536</b>
<b>Cash flows from Investing and Financing Activities</b>			
<b>Cash was received from:</b>			
Receipts from the sale of property, plant and equipment		-	-
<b>Cash was applied to:</b>			
Payments to acquire property, plant and equipment		-	(\$2,277)
Payments to purchase investments and term deposits		(\$4,085)	(\$4,975)
<b>Net Cash Flows from Investing and Financing Activities</b>		<b>(\$4,085)</b>	<b>(\$7,252)</b>
<b>Net Increase / (Decrease) in Cash</b>		<b>(\$15,189)</b>	<b>\$19,284</b>
<b>Opening Cash</b>		<b>\$99,357</b>	<b>\$80,072</b>
<b>Closing Cash</b>		<b>\$84,168</b>	<b>\$99,357</b>
<b>This is represented by:</b>			
Bank Accounts and Cash		\$84,168	\$99,357

The financial information provided is from the MANZ Performance Report to 31 Dec 2020 which is located on the MANZ website.

2021 Budget:

Income	Actual 2020	Budget 2020	Budget 2021
Membership	\$146,630	\$186,157	\$179,120
Other Income including Interest	\$18,239	\$20,600	\$9,700
Professional Development	\$18,384	\$21,457	\$140,400
Strategic Projects	\$5,015	\$6,200	-
<b>Total Income</b>	<b>\$188,268</b>	<b>\$234,414</b>	<b>\$329,220</b>
<b>Less Operating Expenses</b>			
Governance expenses	\$6,368	\$13,450	\$10,950
Management expenses	\$132,726	\$147,436	\$155,030
Membership expenses	\$30,946	\$64,400	\$46,150
Professional Development expenses	\$26,492	\$30,913	\$122,200
Strategic Projects expenses	\$7,378	\$12,100	\$3,900
<b>Total Operating Expenses</b>	<b>\$203,910</b>	<b>\$268,299</b>	<b>\$338,230</b>
<b>Operating Profit(Loss)</b>	<b>(\$15,642)</b>	<b>(\$33,885)</b>	<b>(\$9,010)</b>

The 2021 budget prepared by Council predicts a deficit of \$9,010.

This report is presented on behalf of the MANZ Council.



**Anne-Marie Love**  
Treasurer

# MANZ Council 2020



## Gillian Somers

**President**

Re-elected 2019  
Rotation due 2022



## Michela Homer

Re-elected 2018  
Rotation 2021



## Anne-Marie Love

**Treasurer**

Re-elected 2019  
Rotation due 2022



## Rose Phillips

Elected 2019  
Rotation 2022



## Mamira Ali

Elected 2018  
Rotation 2021



## Victoria Denyer

Elected 2018  
Rotation 2021



## Krista Kerr

Elected 2019  
Rotation 2022

## Honorary Members

**Debbie Senoff-Langford**

**Patrick VanBerkel**

**Binda Goldsborough**

**Dr. Nicola Chisnall**

**Beth Alcorn**

