

Montessori

AOTEAROA NEW ZEALAND



*2022*  
**Annual Report**

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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 a Chief 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 9th July 2022 12.00-1.00pm

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## Agenda

- Apologies
- Confirmation of Voting Members
- Confirmation of 2021 MANZ AGM minutes
- Matters Arising from the Minutes
- MANZ President's Report
- MANZ Chief Executive's Officer Report
- MANZ School Membership
- 2021 Annual Financial Reports
- 2022 Budget
- Nominations/Voting MANZ Council 2022
- Open Forum

# MANZ President's Report

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

**The purpose of this report is to outline the performance of MANZ during the year 2021.**

I have gotten into the habit of peppering my report with quotes that spoke to me throughout the year. In 2021, a quote by Maya Angelou provided me with comfort and solace. Like Dr. Montessori, she was an inspiring and influential woman who has touched many lives. She writes,

***“Do the best you can until you know better. Then when you know better, do better.”***

For me this quote spoke of the challenges we faced while also giving the liberty to do the best we can without beating ourselves up when our best looked different. Best is a moveable target and some days it was shining successes while other days it was simply showing up. It speaks to me of aspirations and faith in a better future, and kindness to ourselves for where we are on the journey at that moment it also of picking up that journey when the winds have blown us slightly off course.

The reality is 2021 was not easy and it was made even harder following the year that was 2020. Despite all the challenges, there were some wonderful successes on a school-wide and an individual basis, and I am delighted to share the year that was 2021 with you in this report.

As I sit and write my report, the world is facing turbulent times. Atrocities are being committed in Ukraine. The world is in

climate crisis. Here, in NZ we have seen protests that should have been peaceful take on a sinister tone, while our country also grapples with a mental health crisis. Fake news and misinformation has almost become an accepted fact. The word Nazi is being thrown about as a current reality. 100 years on, the reality that inspired and fuelled the growth of the Montessori movement, is very much a reality still.

As I reflect on our core values and our aspirations for the tamariki / rangatahi whom we serve, it allows me to hold on to hope at a time when it would be easy to lose sight of it. For inspiration, I need only look to our community: I see the commitment and dedication shown by our members to realise these aspirations while at the same time grappling with their own realities and suffering under immense pressures.

Once again, Covid provided the shape and the rhythm to our year as we moved between levels 2, 3 and 4; and then later with a shift to the Covid Protection Framework, more commonly known as the traffic light system. At each stage, our CE needed to digest and regurgitate a lot of information in order to support our community to fulfil their roles. Cathy was involved in absorbing this information, seeking clarity, providing feedback to the various government departments (most frequently the Ministry of Education) and then disseminating this out to our community before fielding questions, comments and concerns back from our members. She went into bat many times and her fast reliable information became something our membership could rely on. The MANZ Google Group and the regular meetups became a forum in which to share much of this information overload and people could also share resources, ideas and aroha. Agility was the name of the game (and perhaps resilience and stamina!). Our Auckland members were particularly hit hard as they faced several extended lockdowns while the rest of the



country had more relative "normality".

Overall Covid in 2021 seemed to have been more stressful and challenging than 2020 for many. In 2020, I think it was easier (after the initial shock) to know that we were in lockdown for an extended period of time and to be able to plan for that accordingly rather than the piecemeal approach of 2021. Coming out of lockdown in 2020, my recollection is how well and healthy people looked and many had benefited from the enforced time at home. Fast forward to 2021, and it quickly became apparent that people were suffering and doing it hard – physically and mentally. Perhaps one of the most stressful aspects to negotiate was the vaccine mandates. Where 2020 saw our country pull together, 2021 saw rips in our national fabric. A lot of time was spent providing clear information to services and schools, lobbying on their behalf and supporting our community to manage the emotional toll as well as the physical reality. All of this, compounded by a teacher shortage.

As an association, MANZ, took stock of our support offerings from 2020 and the lessons learned. What actions had the greatest impact and benefit? While the needs of our community are as diverse as our community, the common thread was that our community valued the connection and having a variety of offerings. Our survey about Montessori Voices was almost 50-50 between those who wanted an electronic copy and those who wanted a hard copy so that is what we committed to offering for 2021. It was a delicate balance trying not to overwhelm our membership with too much hitting inboxes while also trying to get the sense of enough and providing a variety of resources in response to requests. The MANZ Google groups came into their own for this while the meet-ups ebbed and flowed as people felt the need to check in or not.

Once again, MANZ was able to offer targeted financial support to help our membership through offering some reductions in membership rates. This was made possible by careful budgeting both past and present that has allowed us to build up reserves and to manage our current costs but also through looking at other financial streams – such as the memorandum MANZ entered into with Helvativa Montessori.

Once again, schools and services have faced uncertainties and challenges: uncertainties over opening and what it means to open at the different levels and through different Covid framework systems; uncertainties over funding levels, and over staffing through the mandate but also through a teacher shortage in general. We have faced challenges over enrolments through repeated closures and how best to support our communities in ever growing need.

I have seen service managers trying to navigate pay parity and balance the desire to pay staff more with the need to pay ever increasing costs, uncertain enrolments and the uncertainty of how to manage fees during a lockdown. As I attended MANZ online meet-ups, I have seen managers and leaders worn down

and bowed under the weight of keeping all the plates spinning and trying to make decisions with the information to hand fully knowing it will be out of date before the decision ever gets to be enacted.

Like me, leaders have spent more time writing health and safety plans late at night than can be good for our own health and safety! We acknowledge teachers who often work many more hours than paid and for less than they might have got paid elsewhere but who see Montessori not just as a job but as a way of being. Families who have put their faith in us when they barely knew who we were and couldn't step past the threshold but who handed over their child, their most precious commodity to us

I have witnessed the loyalty, support and gratitude of families who are also continuing to seek out Montessori and Montessori values for their tamariki despite and because of the hardships they face.

I have been beyond grateful for our Montessori community who have shared resources, ideas, information or a smile. For many in our community, these meet-ups and online groups became a much needed lifeline. I have seen both immense generosity but also integrity as I watched the embodiment of our values in action. I watched healthy debate and even at times, the gentle calling out of a view with the humbleness and humility to listen on both sides.

I have seen the mana of Montessori grow in no small part due to the work of our Chief Executive both up front and behind the scenes. As we all hunkered down to manage our own realities, Cathy's role too both expanded and shrunk. It expanded in the amount of liaison and contribution to the various committees and reference groups to which she was a part; while shrunk from the point of view that there was less physical contact with members and Council (though certainly more virtual), less travel and at times, less breadth as our work all narrowed down to surviving the pandemic. At times, it became a lonelier role as we all hunkered down to do what we needed to survive and from my own perspective, the lack of face to face meetings made for a sense of a lack of connection to the world beyond our small realities and a sense of disconnect or being a degree removed from my MANZ work and MANZ community.

That being said, in my role as president, I represented MANZ in a number of forums including the development of the Progress and Practice Tools for the early childhood sector that have recently been trialled and are currently in draft form. After an initial reservation about this work, I quickly became excited by the potential that it represents – and deeply hope that the support is put into their roll out to ensure they are able to be used as intended. Supporting the primary sector is one of the things that has a great need and I have offered my support to several Montessori schools, trusts or through our ongoing relationship with MOE. In 2021, we updated some of our



## MANZ President's Welcome and Introduction

guidance around managing growth in Montessori units within mainstream primary schools.

One of my greatest honours of 2021 was in being able to open the long delayed conference and see our community meet face to face once again. Although Zoom still featured heavily at this conference, it was still nice to be able to be together again. At this conference, I had the privilege of being able to acknowledge two tipuna conferring upon them honorary membership to MANZ. Dave Stott and Jan Gaffney have both played a huge role in both the development and the direction of MANZ and we owe both of them a great gratitude. Unfortunately Jan was not able to attend in person owing to our border closures. We were delighted however, to welcome Dave back into our fold and to hear his recollections of the early and seminal days of MANZ.

In the representational work that Cathy does for MANZ, she had long fed back to Council that the name Executive Officer or EO was one that caused some confusion around the meeting tables on which she sat, especially those related to the compulsory sector where the term EO can be used as the financial manager of a high school. As a Council, changing the name of the role was not something that we did lightly and initially Council were reluctant to take this on board, however, in 2021 we reconsidered this request and settled on the new name of Chief Executive or CE for the role. While the scope of the position itself remains the same, it was felt that MANZ's voice would be better understood as representing a national association rather than an individual school. After seeking advice on our constitution, it was deemed that this name change did not require a constitutional amendment and was rather a management or operational matter.

A lot of work has gone on behind the scenes to help address the teacher shortage from lobbying to get the shortage recognised in the first place (incomprehensibly MOE did not seem to have any data on this or ways of collecting data), to working with immigration to support teachers to come into NZ – when the borders finally opened.

While I have already touched on some of the work that Cathy does, I would like to take this opportunity to commend her for steering our Association through such challenging times. Cathy has reached out to many of you and been on the receiving end of a phone-call from many of you. She has stood up and represented MANZ and ensured that our presence is felt but also is respected. She has advocated not just for Montessori but for us and ultimately for the tamariki / rangatahi whom we serve. We are truly blessed to have her at the helm.

I would also like to take a moment to acknowledge Charmaine Brown who left our association last year but also stepped back in temporarily to support us through a tough time through her own tough time. While not always visible, the work she has done has supported us to navigate these tough times with a close hand on the financial tiller. She has left us well set up and with

big shoes to fill and she is certainly missed.

While not technically part of 2021, on that note though, I would like to formally welcome Laurel Kerr to the role of Accounts and Administration Officer. After email and Zoom contact, it is nice to finally get to meet Laurel face to face and welcome her to our Montessori whānau. Another new addition to our whānau is Jennifer Day who has joined the team as our Social Media Officer.

Finally, I would like to thank my fellow Council members: Mamira Ali, Victoria Denyer, Michela Homer, Krista Kerr, Anne-Marie Love and Rose Phillips. Our MANZ Council is made up of volunteers who offer their time, energy and knowledge to support the governance and long term strategic development of the Association whilst simultaneously juggling the many stresses and pressures from their own lives. These are an amazing and inspiring group of people who give so generously of their time and wisdom. In particular, I have called upon Michela and Anne-Marie for advice, guidance and sanity. I am so grateful to be part of a community such as ours.

When seeking out a closing whakatauki, I came across one which almost seemed to speak about learning from home and this seemed quite apt for the year that was in it and put a smile on my face!

***Tangata ako ana i te whare, te turanga ki te marae, tau ana (A person who is taught at home, will stand collected on the Marae).***

The explanation goes on to elaborate that a child who is given proper values at home and who is cherished within his family, will not only behave well amongst the family but also within society and throughout his life. I would extend 'home' to include casa or Montessori home away from home and family to also cover 'community.' In essence, it speaks to me of so many parallels to our Montessori philosophy and values and reminds me of the importance of our role in supporting tamariki / rangatahi to be strong and proud in their language, culture and identity as well as in all of those Grace and Courtesy skills that support the growth of a tamaiti well adapted to his society. you all.

**Ngā mihi uruhau,**



**Gillian Somers**  
MANZ President

# Chief Executive's Report

## Tēnā koutou katoa,

When starting to write this report I really struggled. While it felt like I had been extremely busy during 2021, when it came to writing it down it didn't seem that I had actually been up to much. However, while the focus was definitely on Covid the impact and constant changes, which felt like daily, the MoE, ERO and the Teaching Council kept their feet on the accelerator with changes happening which needed to be considered.

While I have not touched on mandating vaccines of kaiako in my report, my only comment is to say how sorry I was to see just how many good kaiako we lost both from our Montessori community and mainstream with this. I hope in time many will return to teaching.

I have written my report against MANZ Strategic Aims.

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

### CONNECTING WITH MEMBERSHIP

#### MANZ Member GoogleGroup

The GoogleGroup has continued to be an easy, very quick way of getting information out to members but also for members to share information with each other. We have 237 members in the group. What I did realise was that it would be useful to have a separate administrators group as there are times when

information is relevant for administrators rather than for kaiako and administrators. I intend to establish this during 2022.

#### Members Meet-Ups

During the last half of the year, with both Auckland and the Waikato locked down with what was happening across the country with the Level and then the Traffic Light system, I commenced weekly opportunities for members to have an opportunity to come together. This was done in the form of Zoom meetings. I would finish a MoE meeting each Tuesday and then an hour later pass on information I have gained to the attending members. The meet-ups gave opportunities for questions to be asked, issues raised, etc. I was then able to take any questions, or discussion points back to the MoE to obtain responses from them. What was lovely was the support that was shared at these meetings for each other. It also helped us all to realise that often people were facing the same issues, or had, and were able to share information or next steps to take.

#### Montessori Journey to Excellence (MJ2Ex):

##### Te Ara Ki Huhuatanga: Essential Elements

At conference 2021, Michela Homer and myself ran a workshop giving an overview of MJ2Ex and discussing different ways that the document could be used. A further workshop extending on this is planned for MANZ Conference 2022.

#### MANZ Website

The website continues to be well used by people both in and out of Aotearoa. It is always interesting each month when Google Analytics sends out a monthly report to see which country has been accessing our site and which pages are most commonly viewed. Usually it is the school searches which come up as the top search pages, closely followed by 'What is Montessori?' Our website generally has approximately 2000 hits per week.

**MoE/Primary Meeting**

Gillian Somers and I continued to meet with the primary division of the MoE. Prior to each meeting all primary schools and units were emailed to ensure that we were able to discuss any concerns/challenges they were having.

**Social Media**

Facebook has continued to be a good place to share articles, information and professional learning and development opportunities. By the end of the year, for school members, I commenced sharing job positions on this platform as well.

- MANZ Public Facebook Page  
Followers during 2021 increased from 2031 to 2246
- Closed Facebook Pages  
Under 3: 193 members. An increase from 180 in 2021.  
Primary and adolescent: 54 members.

**InTouch**

This forum of communication has continued as a e-letter where it is used to communicate to member schools/services work I am doing at government level. It also includes information which I would consider to be useful for schools/services to know.

**e-zine Informed**

This has continued as a quarterly 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 continues to be a well received magazine. Our community is so fortunate that we have people generous in their time to write for it. It was sent in PDF the first and third quarter, and hardcopy in the second and fourth quarter for 2021 following a survey to members asking what they would prefer. I often receive emails from people stating they had enjoyed a particular article.

**Pay Parity**

This was a source of extreme disruption, and disappointment in the early learning sector continuing through into 2022. The promise of pay parity by the government in their election manifesto unfortunately was not met when Budget 2021 was announced, and in fact the money for services, who chose to opt in for the new rates (initially Step 6 and later reduced to Step 5) meant that there was an additional cost to most services if they did. MANZ has been advocating on behalf of members to get the \$\$ amount increased for Budget 2022 to allow more services to be able to opt in and will continue to do so until pay parity of wages is achieved.

**Pay Equity**

At the end of 2020 NZEI and PTA served the Ministry of Education (as the employers of kindergarten, primary and high school teachers) and 694 early learning services of which 12 were Montessori services.

I have been representing these members firstly on the working group, and now that the Multi Purpose Employment Agreement (MEPA) has been signed, I continue to represent these members on the ECE Steering Group. To assist the promotion of the claim during the year I was asked to be in a video discussing the Pay Equity claim which was circulated to all named parties.

The Pay Equity work is substantial and is likely to take the next couple of years for it to be finalised.

**Workforce Shortages**

The lack of kaiako has continued through 2021 creating pressures across the education sectors but particularly in the early learning sector. I have continued to be on the *Teacher Supply Reference Group* but in all honesty though the MoE says it is aware of the pressures on schools/services they also continue to say, "they don't have the data for the non compulsory sector." This is despite the number of advertisements for positions and the information people on the reference group have supplied. We also have the added pressure that the Ministries of Immigration and Education appear to have an interesting relationship with each other which does not help. There was the release of 300 spaces for kaiako to come to Aotearoa nearer the end of 2021 which unfortunately excluded many of our members accessing due to location. MANZ will continue to apply pressure in this area.

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

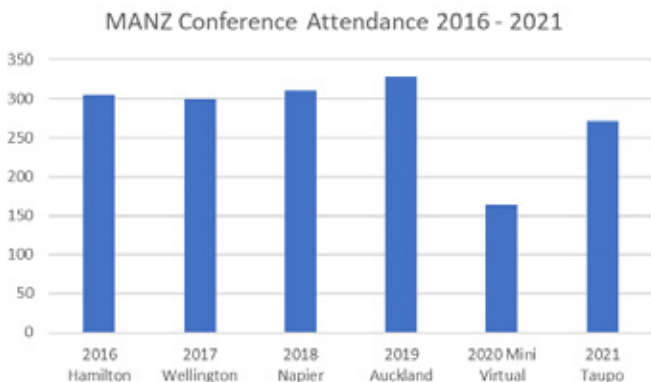
2021 was a year that many of us were pleased to say good bye too. However, despite the lockdowns which occurred during the year and the restrictions in travel for many, we still managed to hold a conference at Wairakei Conference Venue in Taupo. We also had a number of professional development and learning opportunities for all to attend that were conducted virtually.

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

Type of Development	2017	2018	2019	2020	2021
MANZ Conference & Virtual	300	310	328	164	271
Workshops & Webinars	131	532	472	258	347
<b>TOTAL</b>	<b>431</b>	<b>842</b>	<b>800</b>	<b>422</b>	<b>618</b>

### MANZ Conference

Conference was held at Wairakei Conference Venue in Taupo. Unfortunately due to our borders being closed our two Australian speakers had to Zoom in. This obviously was challenging for some attendees and understandably so. However, the conference was well attended and it was wonderful having our community gather together again.



### Professional Learning and Development



#### PLD 0-3 Years

##### Social-emotional development

We were very fortunate to have the amazing Julia Hilson present this workshop which MANZ ran in conjunction with the Maria Montessori Education Foundation (MMEF). Julia has been extremely generous to Aotearoa NZ with her time and energy for our community. 32 attendees registered for this workshop.

#### PLD 0-6 Years

##### Building Social Cohesion – the Montessori way!

This workshop was to be delivered face-to-face but with the uncertainty of lockdowns, Kerry Pratchett, facilitator, modified it so it could be delivered online. 70 attendees registered for this workshop.

#### PLD Pay Equity

I ran this workshop for all services who had been named in

the Pay Equity claim for NZEI. The purpose was to explain the difference between Pay Parity and Pay Equity and to give information on the process to these members.

#### PLD 0-6 Years

##### Years Food Criteria

With the changes that occurred this was a workshop that I ran to communicate and talk through issues services were feeling. 19 attendees attended this workshop.

#### PLD All kaiako

##### Getting Started on the Professional Growth Cycle

This workshop was facilitated by the Teaching Council to assist with the development of the Professional Growth Cycle for teachers. 44 kaiako attended.

#### PLD 6-12

##### Geometry & Cosmic Education

This, unfortunately, was a workshop that we were unable to run. It is a workshop that will be delivered face-to-face in 2022. Facilitator: Tesneem Couper

#### PLD 0-18 Years

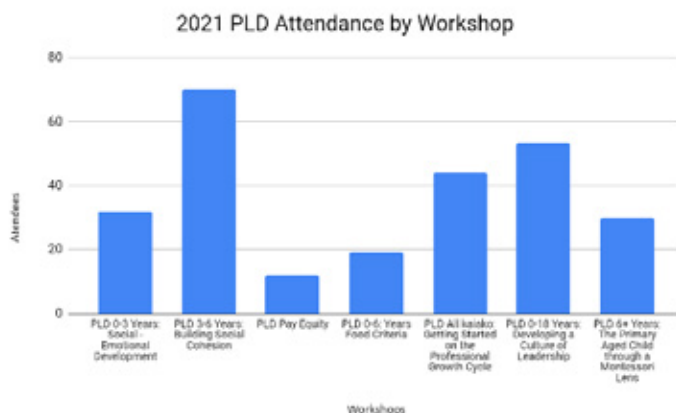
##### Developing a Culture of Leadership

Supporting understanding of your work with adults to build and sustain a high quality Montessori service/school. This was a series of workshops designed to support new leaders or those aspiring to move into leadership roles. Facilitator: Michela Homer. 53 attendees.

#### PLD

##### The Primary Aged Child through a Montessori Lens

This was a series of four workshops which were suitable for parent trusts, board of trustee members, principals, teachers, parents/whānau, in fact anyone who was interested in learning about the primary aged child whether currently a Montessori parent or not. Facilitator: Jan Gaffney. 30 Attendees.



#### Awards

- MANZ Study Grant: Louise Browning and Sarah Kate Tredinnick jointly shared this grant.

## Chief Executive's Report

- **Binda Goldsbrough Research Fund:**  
Abbie Meredith was awarded this fund to conduct research on:  
*How Teaching Independence through Montessori education supports the child's psychological development.*
  - **Dr Nicola Chisnall Award:**  
In 2021 we had 4 application for this award:
    - Windsor Montessori Preschool: 'Re-imagining MJ2Ex' Cultivating Learning Outcomes for Ākonga He Tauaru te Tamaiti/Follow the Child
    - Shaken Oak Montessori, Fielding: Helping Seth
    - BestStart Montessori Bethlehem: Appreciating our Teeth
    - Montessori @ Malfroy - Rotorua (9-12):  
Big Work (Finding our voice)
- Though the voting was really close Montessori@Malfroy was awarded this.

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

Meetings at the MoE continue and I am on a number of Advisory and Governance Groups. I am also a Stakeholder on both the Teaching Council and the Education Review Office (ERO). 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

National Education and Learning Priorities (NELP)  
Ministry of Education: Bullying Prevention Advisory Group (BPAG)  
NZ Police: Police and Education Partnership meeting  
Teaching Council: External Stakeholders Group  
Education Review Office: External Stakeholders Group

#### Compulsory Sectors

Te Rito Maioha: Primary programme stakeholder committee

#### ELS Only

Ministry of Education:

- Early Childhood Advisory Group (ECAC)
- Regulatory Review Sector Advisory Group
- Teacher Supply Reference Group
- Funding Handbook Review & Sector Training

ECE Steering Group Pay Equity Claim (ECESG)  
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 / rangatahi. These are completed not just to advocate for tamariki / rangatahi 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 8 submissions submitted during 2021. 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 the 0-3 workshop and support has continued for Te Rito Maioha with the Montessori component of their diploma course. I value both of these relationships and the value these organisations offer to our community.

I have continued to be an early learning external 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 2021 there were 41 students enrolled in the course. For MMEF nine 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 year Te Rito Maioha had their first intake of students into the primary teacher training which was approved at the end of 2020. I have recently been invited to become an external stakeholder for this programme.

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

MANZ has continued as 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

In 2020 I spent time beginning to build relationships with both Victoria University and Waikato University. This has been extended to Open Polytechnic and New Zealand Tertiary College. I do encourage all schools and services to approach the provider in their region to become part of the authentic partners with them. It is a requirement of NZQA and the TC that each provider has these.



### 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

There hasn't been as much progress with this Aim as we would like due to the additional work with Covid which has happened. Work which has occurred is that MANZ president, Gillian Somers, and myself had a meeting early in the year with Ānaru Kapa to discuss this Aim and how we can progress with it. Ānaru has long been a supportive guide and mentor to both MANZ Council and to our member services and schools. His unique background means that he has a deep understanding of Montessori philosophy and how we can weave in and authentically honour Te Ao Māori. Ānaru said that what Council is wanting to measure is not necessarily bicultural. He said Council can provide opportunities for members to upgrade their knowledge and immerse themselves more in biculturalism but we cannot force anyone to engage or use. He challenged us to consider principles of partnership and what this means as a Council. This we have not done yet.

For the first time ever at MANZ conference we had a keynote focusing on our biculturalism practice and what it means to be a Montessori. This will continue in 2022 at conference and beyond.

This Aim will be a focus of 2022.

## 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 caliber they are. Thank-you so much to: Carol Potts, Jan Gaffney, Krista Kerr, Jaya Badar, Paul Scanlan, Ashleigh Millar, Carli Hausler and Susan Watson. We have also had many kaiako who have written the *Quote of the Issue* for Voices. I appreciate each and everyone of you.

To Charmaine Brown, MANZ Administration and Accounts officer. After three years in this position, Charmaine Brown resigned and then stepped back into the role a few months later to assist me until her replacement was appointed at the start of 2022. Thank-you Charmaine, you have been an amazing person to work alongside.

I would also like to acknowledge the continuing support of MANZ Council; Gillian Somers (MANZ President), Michela Homer,

Anne-Marie Love, Rose Phillips, Krista Kerr, Victoria Denyer and Mamira Ali. These ladies are all volunteers who give up their time to support your national association by replying to my emails (sent at all hours of the night), reading papers, responding to questions, and so on. I don't doubt for a moment that they cringe at times when they open their inboxes. Thank-you ladies.

Finally, to you, our MANZ community. One thing that I have really appreciated during the year are the emails and phone calls from yourselves. It is wonderful to work for an engaged community who support each other and generously share knowledge helping us all to be stronger and continue to be united in advocating for tamariki/rangatahi of all ages.

**Ki te kapuia e kore e whati (we succeed together).**



**Cathy Wilson**  
Chief Executive / Pou whakahaere

*"The satisfaction which they find in their work has given them a grace and ease like that which comes from music."*

*Dr. Maria Montessori "The Discovery of the Child", p. 87*

# MANZ School Memberships

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

We have welcomed four MANZ member schools during 2021.

### AUCKLAND

Birkenhead Point Montessori  
Cool Kids Montessori ELC Beachlands  
Cool Kids Montessori ELC Lynfield  
Cool Kids Orewa Montessori ELC

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

### AUCKLAND

Harbour Montessori College (W)  
Wee Wisdom Weymouth (M)

### HAWKES BAY

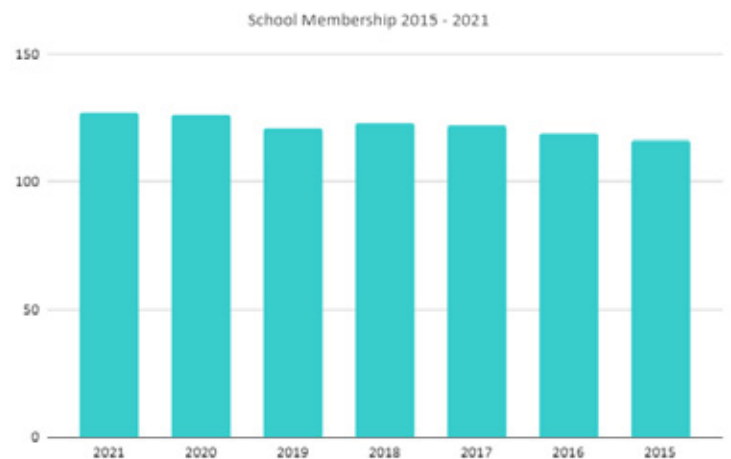
Montessori 3-6, Napier (W)

### KAPITI

BestStart Montessori Kapiti (M)

### MARLBOROUGH

Jan's Preschool (W)



*"If the formation of man" becomes the basis of education, then the coordination of all schools from infancy to maturity, from nursery to university, arises as a first necessity: for man is a unity, an individuality that passes through interdependent phases of development. Each preceding phase prepares the one that follows, forms its base, nurtures the energies that urge towards the succeeding period of life.*

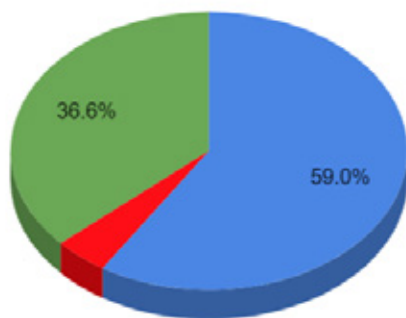
*Dr. Maria Montessori. "From Childhood to Adolescence", p. 84*



# 2021 Financial Performance and 2022 Budget

## Financial Performance

Income 2021 Actuals \$302,977



● Membership 59% ● Other Income including Interest 4.4% ● Professional Development 36.6%

MANZ ended the 2021 financial year with a surplus of \$33,171. We had budgeted for a net deficit of \$15,642.

**Note:** To assist members with the impact of Covid lockdowns, in particular in the Auckland and Waikato regions, MANZ Council discounted membership fees by the following for the 4th quarter:

60% Auckland, Waikato 50%, Northland 30% and the rest of New Zealand 10%.

## Professional Development Income

Of our \$43,981 net surplus, \$35,556 is attributed to the MANZ 2021 Conference. The remaining \$8,425 comes from PLD workshops. All PLD was delivered via Zoom.

## Professional Development Attendees 2016 - 2021



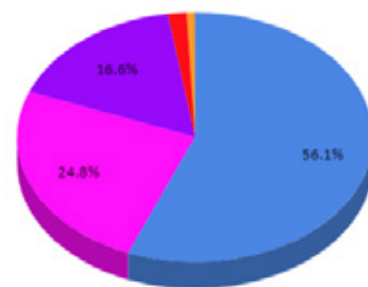
## Additional Income

Term deposits: The interest netted \$2,638.

Advertising - Montessori Voices and MANZ website \$10758.

Membership income - \$178,741.

Expenses 2021 Actual \$269,806



● Management expenses & subsidy ● Professional Development expenses ● Membership expenses  
● Governance expenses ● Strategic Projects expenses

## 2021 Financial Performance and 2022 Budget

### Membership Expenses \$44,845

Membership expenses ran slightly under budget.

### Professional Development Expenses \$66,859

Our PLD expenses were considerably under budget as there was not the usual costs of travel, accommodation or food associated for speakers. Alongside this the organisation of the conference was kept in house and added further savings.

### Strategic Projects Expenses \$2,116

Expenses this year were lower due to no expenses associated with MJ2Ex and 150th birthday celebrations lower than budgeted for.

### Management Expenses \$151,400

Management expenses under budget include Travel, Bank fees, Depreciation, Insurance, Legal Expenses, ACC, Postage, Printing and Stationary, Rent, Staff PLD, Salaries and Subscriptions.

### Governance Expenses \$4,586

Expenses under budget include Council travel of \$2,217, as Council meetings were moved online due to travel restrictions.

**MANZ commenced 2021 with a balance of \$287,378. We finished the year-end with a balance of \$320,549 a surplus of \$33,171. Of the accumulated funds, \$237,021 are in fixed term deposits.**

## 2021 Performance Report

These Financial Statements provide an excerpt from our independently reviewed Performance Report by Aston Wheelers.

### Statement of Financial Performance for the year

Revenue		31 Dec 21	31 Dec 20
Donations, fundraising and other similar revenue		-	\$14,353
Fees, subscriptions and other revenue from members		\$296,258	\$174,480
Interest, dividends and other investment revenue		\$2,638	\$5,649
Revenue from providing goods or services		\$40,816	\$5,016
<b>Total Revenue</b>		<b>\$302,977</b>	<b>\$199,498</b>
<b>Expenses</b>			
Costs related to providing goods or services		\$110,792	\$66,679
Grants and donations made		\$1,594	\$630
Other Expenses		\$4,865	\$5,091
Volunteer and employee related costs		\$152,555	\$142,740
<b>Total Expenses</b>		<b>\$269,807</b>	<b>\$215,140</b>
<b>Surplus/(Deficit) for the Year</b>		<b>\$33,171</b>	<b>(\$15,642)</b>

*"To assist a child we must provide him with an environment which will enable him to develop freely. A child is passing through a period of self-realisation, and it is enough to simply open up the door for him."*

*Maria Montessori, The Secret of Childhood*

**Statement of Financial Position:**

Assets		31 Dec 2021	31 Dec 2020
<b>Current Assets</b>			
Bank Accounts & Cash		\$107,519	\$84,168
Debtors and Prepayments		\$6,041	\$2,327
Other Current Assets		\$237,021	\$235,390
<b>Total Current Assets</b>		<b>\$350,581</b>	<b>\$321,885</b>
<b>Non-current Assets</b>			
Property, Plant & Equipment		-	\$719
<b>Total Non-current Assets</b>		<b>-</b>	<b>\$719</b>
<b>Total Assets</b>		<b>\$350,581</b>	<b>\$322,604</b>
<b>Liabilities</b>			
Creditors and Accrued Expenses		\$11,660	\$15,286
Employee costs payable		\$18,372	\$19,941
<b>Total Current Liabilities</b>		<b>\$30,032</b>	<b>\$35,226</b>
<b>Net Assets</b>		<b>\$320,549</b>	<b>\$287,378</b>
<b>Accumulated Funds</b>			
Current Year Earnings		\$33,171	(\$15,642)
Retained Earnings		\$287,378	\$303,020
<b>Total Accumulated Funds</b>		<b>\$320,549</b>	<b>\$287,378</b>

**Statement of Cash Flows:**

Cash Flows from Operating Activities		31 Dec 21	31 Dec 20
<i>Received from:</i>			
Donations, Fundraising and Other Receipts		-	\$14,353
Fees, subscriptions and other receipts from members		\$292,760	\$178,605
Receipts from Providing Goods and Services		\$4,081	\$5,016
Interest, Dividends and other Investment Receipts		\$2,423	\$6,797
Net GST		(\$2,798)	\$1,079
<b>Cash was applied to:</b>			
Payments to suppliers and employees		(\$269,889)	(\$216,324)
Donations or Grants Paid		(\$1,594)	(\$630)
<b>Net Cash Flows from Operating Activities</b>		<b>(\$24,983)</b>	<b>(\$11,104)</b>
<b>Cash flows from Investing and Financing Activities</b>			
<i>Cash was received from:</i>			
Receipts from the sale of property, plant and equipment		-	-
<i>Cash was applied to:</i>			
Payments to acquire property, plant and equipment		-	-
Payments to purchase investments and term deposits		(\$1,632)	(\$4,085)
<b>Net Cash Flows from Investing and Financing Activities</b>		<b>(\$1,632)</b>	<b>(\$4,085)</b>
<b>Net Increase / (Decrease) in Cash</b>		<b>\$23,351</b>	<b>\$15,189</b>
<b>Opening Cash</b>		<b>\$84,168</b>	<b>\$99,357</b>
<b>Closing Cash</b>		<b>\$107,519</b>	<b>\$84,168</b>
<b>This is represented by:</b>			
Bank Accounts and Cash		\$107,519	\$84,168

The MANZ Performance Report for 2021 is located on the MANZ website.

## 2021 Financial Performance and 2022 Budget

### 2022 Budget:

Income	Actual 2021	Budget 2021	Budget 2022
Membership	\$178,741	\$179,120	\$179,370
Other Income including Interest	\$13,396	\$9,700	\$17,850
Professional Development	\$110,840	\$140,400	\$130,990
Strategic Projects	-	-	-
<b>Total Income</b>	<b>\$302,977</b>	<b>\$329,220</b>	<b>\$328,210</b>
<b>Less Operating Expenses</b>			
Governance expenses	\$4,586	\$10,950	\$11,100
Management expenses	\$151,400	\$155,030	\$163,325
Membership expenses	\$44,845	\$46,150	\$49,400
Professional Development expenses	\$66,859	\$122,200	\$112,500
Strategic Projects expenses	\$2,116	\$3,900	\$2000
<b>Total Operating Expenses</b>	<b>\$269,806</b>	<b>\$338,230</b>	<b>\$338,325</b>
<b>Operating Profit(Loss)</b>	<b>\$33,171</b>	<b>(\$9,010)</b>	<b>(\$10,115)</b>

The 2021 budget prepared by Council predicts a deficit of \$10,115.

This report is presented on behalf of the MANZ Council.



**Anne-Marie Love**  
Treasurer

*"Imitation is the first instinct of the awakening mind."*

*Dr. Maria Montessori "Montessori Speaks to Parents"*

# MANZ Council 2021



## Gillian Somers

**President**

Re-elected 2019  
Rotation due 2022



## Michela Homer

Re-elected 2021  
Rotation 2024



## Anne-Marie Love

**Treasurer**

Re-elected 2019  
Rotation due 2022



## Rose Phillips

Elected 2019  
Rotation 2022



## Mamira Ali

Elected 2021  
Rotation 2024



## Victoria Denyer

Elected 2021  
Rotation 2024



## Krista Kerr

Elected 2019  
Rotation 2022

## Honorary Members

**Debbie Senoff-Langford**

**Patrick VanBerkel**

**Binda Goldsborough**

**Dr. Nicola Chisnall**

**Beth Alcorn**

**Dave Stott**

**Jan Gaffney**

