



**Kaitiaki
Kindergartens**

**NORTHERN AUCKLAND
FREE KINDERGARTEN ASSOCIATION INCORPORATED
t/a **KAITIAKI KINDERGARTENS****

CC54181



2019 ANNUAL REPORT

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ABOUT US

VISION

“Every child will believe that they can achieve their dreams and aspirations”

PURPOSE

“To provide a high quality early childhood education service that enables each child to leave us with a passion for learning and life”

VALUES

Aspirational

We strive to be the best we can be in all we do

Hauora

Our mind, body and spirit will be healthy and will grow together

Sustainability

We will build a viable and long lasting organisation that reflects quality practices

Excellence

High quality, continuous improvement and innovation are our cornerstones

STRATEGIC DIRECTION

For every child to believe in themselves and that they can achieve their dreams and aspirations

Northern Auckland Free Kindergarten Association Incorporated stands for:

- Child centered
- Quality teaching and learning
- Play based learning
- Hauora – wellbeing
- Not for profit
- Connectedness with families and communities
- Sustainable environment
- Accessible and affordable
- Community focussed and connected
- Inclusiveness, welcoming, diversity

Northern Auckland Free Kindergarten Association Incorporated purpose is:

To provide effective early childhood education services to ensure each child leaves with the foundations of personal development and love of learning and life

People

- We are regarded as the employer of choice in ECE
- We grow great teachers
- Our Board provides strategic leadership in its governance

Organisation

- Our brand is known for its excellence in ECE
- We enjoy high staff engagement and satisfaction
- We demonstrate operation excellence and sustainability

Service

- We aim to maximise learning outcomes for children in everything we do
- We strive to meet the needs of parents
- We embrace bi-cultural practice and diversity

Community

- We are part of our local communities
- We continue to grow and develop to meet community demand
- We are informed by the community and parents

PRESIDENT'S REPORT

Tēna Koutou Katoa - ngā mihi mahana kia koutou,

Overview – Tirohanga

Looking back at this year it's hard to believe we are coming to the end of another year. We have faced many challenges, engaged in strategic initiatives and made some bold decisions about our operation and our future. Unless you have held the position of President before it's hard for anyone to truly explain the multifaceted role the presidency is, but it's something that I have thoroughly enjoyed over the past year.

2019 – 2020 has been a year where we have had to face some real challenges that have taken significant resource, time and effort to resolve. In a wider context it has been a year of change and challenge for the Kindergarten movement.

I consider this role an honour and I have tried hard to live up to the expectation of our people and our members and the wider Kaitiaki whanau. At the AGM last year, we welcomed 2 new board members who were immediately thrust into being part of some tough decision making.

During the year the board had to make the difficult decision to discontinue our relationship with Massey University. It became clear that the direction that Massey University wanted the Early Learning Centre to go in did not match that of the vision of the Kindergarten movement or Kaitiaki Kindergartens. There was also a significant financial risk to the Association that the board felt was unacceptable. Through some very tough negotiations we found a way forward for the centre and I can confirm that we have fully exited our relationship and financial exposure.

The focus on our financial performance as an overall organisation has been a key component for the year and is one that we need to continue into our future years. We now have a sound fiscal management for each of our 14 centres, ensuring that we can make sound decisions to ensure the long-term sustainability of Kaitiaki Kindergartens, which will be key to our long-term future. We established a finance sub-committee that meets monthly to take a deep dive into financial performance to ensure the governance process across financials is sound, reporting into the board on all matters relating to our finances

Collaboration - Mahi Ngātahi

It's no secret that the Kindergarten movement across Aotearoa has had declining roles and losing stature over a long period of time. 2020 has seen the major Kindergarten Associations across Aotearoa take a stand and begin to collaborate to stabilise, enhance and grow the Kindergarten movement.

Throughout the last year we have been collaborating as part of a working party, *Tiki Atu*, that is looking at the future of Kindergarten and how we can work more closely with other Associations for the benefit of all. This has led to some interesting benefits that we have been able to take advantage of.

I would like to thank Auckland Kindergarten Association for their openness and support for Kaitiaki Kindergartens. They have shared professional learning experiences, we are utilising their wider skillset in property management and now discussing how they can help us support our ICT platforms. This would not have happened without the collaboration across many associations that has occurred over the last year.

Our hope is as we continue to collaborate more openly with other Associations across Aotearoa that more opportunities arise for us to use a wider set of skills and services that will make Kaitiaki Kindergartens sustainable for the long-term.

Kindergartens Aotearoa

The work of the *Tiki Atū* working party has led to the possibility of a single Association across Aotearoa to manage Kindergartens more effectively. This investigation work has pulled together some of the largest Associations, representing over 80% of Kindergartens that are current members of the New Zealand Kindergarten Association.

As this work has developed it has become clear to the *Tiki Atū* members that a change is necessary to protect the future of Kindergarten. At our AGM I will be asking our members to support a proposal to dissolve our current Association in favour of joining Kindergartens Aotearoa. Your board have worked hard on this decision and whilst it is hard to make such a decision, we believe this is the best opportunity for our Kindergartens to flourish in the future. Whilst this will mean change we do believe it will lead to a more stable future where we can utilise support services that will benefit our wider communities and the children in our centres today and in the future.

Acknowledgements - Hei mihi

I would like to take this opportunity to thank the current board. It has been a challenging year, with tough decisions and robust debates on our pathway. I want to thank Nicole, our Vice President for always being available, helpful and picking up items without a moment's notice. A special mention to Jo Hough who has worked to help update all policies across Kaitiaki Kindergartens. This work is fundamental to the governance role the board has to take.

Thanks to the rest of the board, Grant Mitcheson for his unwavering commitment to Kindergarten. He is always the voice of question, but also knows our constitution and the relevant rules better than most. Thanks to Alexia Mesnage and although she is leaving the board at this time I want to thank her for her commitment to helping us make this year such a success. To our Teacher Representative Tui Skelton - the voice of our teachers on the board, a big thank you for your hard work and input.

To the management team, Alison, Wendy, Deborah, Tracey and Dianne, your continued hard work and commitment across all our centres is appreciated.

To our GM Bram, it has been a year of challenge and tough decisions and without Bram at the helm it would have been a very tough year. He has proven himself to be a man of great integrity, hardworking and incisive when making tough decisions, just what Kaitiaki Kindergartens has needed. His attention to detail mixed with his tough negotiating skills has made for a great year and I value his hard work and friendship deeply.

As we move into a new year we will see many more changes, but the board are ready to face these challenges and take this association safely and positively into the future.

Ngā mihi nui

Paul Geden

President

Northern Auckland Kindergarten Association Incorporated

T/A Kaitiaki Kindergartens

GENERAL MANAGER'S REPORT

Tena koutou katoa

The only constant is change, and with change we adapt. As we are in the grip of the Corona virus we make the necessary changes to protect our tamariki, ourselves and our whanau. As our communities change we make changes to remain relevant, responsive and inclusive.

We have worked hard during the last year to make sure we can achieve the best learning outcomes for our tamariki, respond to the needs of our community and enable the teaching teams to operate as best as possible. With limited finances and capacity, we will always need to make choices and compromises. We have been able as an Association to stabilise and consolidate after a rather tumultuous year, achieve compliance of our regulatory requirements, completely review our operational policy and procedure framework, and create better equity between teams. No mean feat and a great effort by all.

Nearly 1000 tamariki benefit from our great early childhood education experience every day. We experience strong competition from the commercial Education and Care providers with the proliferation of centres in some areas putting pressure on our rolls. We have made changes to session hours in order to meet our whanau's changing needs in several centres, we have expanded holiday programmes and continue to provide additional resources in those centres where we have identified significant additional needs. We constantly strive to maintain the balance between responding to changing community needs, remaining accessible, affordable and inclusive, against increasing competition and cost pressures. The one thing we won't compromise on is the kaupapa and whanaungatanga of the kindergarten.

We have been active in the planning and development of Kindergartens Aotearoa and the regional Hubs, through the national working party Tiki Atu. The collaboration and sharing with Inspired Kindergartens and Auckland Kindergartens has been greatly beneficial. This development is significant for the future proofing of the Kindergarten movement and to enable more tamariki and whanau to benefit from kindergarten in the future.

We farewelled our colleagues from Massey University ELC after 5 years of being part of the Northern Auckland Free Kindergarten Group. We assisted them to transition to Massey Child Care Centre Inc. for them to be able to continue their journey in a way that is better aligned and integrated with the fabric of the Massey University campus. We wish them well for the future.

Credit to the teams who continue to reach out to the communities, keep the rolls as full as possible and extend our kindergarten service to as many children as possible. Thank you to all parents and whanau who are actively supporting our kindergartens in projects and fundraising activities. Your efforts are much appreciated. We wouldn't be able to achieve what we have without your support. I encourage all whanau to share your experience of the great quality early childhood education your tamariki is receiving from our kindergarten teams with your wider community. You, our whanau, are our greatest champions in the wider community.

I want to acknowledge our support office team. The teaching teams and centres are supported by a small but potent team. The back office and support tasks and functions are wide ranging, constant, often time critical and sometimes tricky. The support office team however consistently manage to get the work done to a high standard and enable the association to operate efficiently.

Finally, I want to acknowledge the Board. Through the leadership of Paul as president, and Nicole as vice president our board have enabled Kaitiaki Kindergartens to stabilise and consolidate, prepare and position us to be part of the early development of Kindergartens Aotearoa, and for us to finish the year in a better position than we were. We are looking forward to the year ahead.

Nga mihi nui

Bram Kukler

General Manager

Northern Auckland Kindergarten Association Incorporated

T/A Kaitiaki Kindergartens

ENVIROSCHOOLS REPORT

I started out in 2019 with such a sense of trepidation, such big shoes to fill as Sally Groenhart moved on to a different path and left her role within the Association. I needn't have worried as each and every kindergarten has made me feel so welcome and has provided nothing but positive and encouraging feedback.

The early part of 2019 saw five Kindergartens: Stanmore Bay, Glamorgan, Browns Bay Taiaotea, Mahurangi and Hobsonville Point ELC all reflect for Bronze. This is a great achievement as the reflection process can often seem a bit daunting. However, each of these teams really came together to share the hard mahi they have put into their journey. A few of these teams were able to attend the Auckland wide celebration at the end of 2019 to be formally presented with their certificates by local council and the Toimata Foundation.



My visits to each Kindergarten in Term Two highlighted some common focusses across the wider collective, with many Kindergartens updating and renewing aspects of their outdoor spaces. Creating vegetable gardens and green spaces seemed to be a priority. Also trying to create more natural play spaces and areas where children can feel connected to the environment.



October saw Kaitiaki, Auckland and Counties Manukau Associations come together for a Hui held in Mt Eden. This was a day of learning, creativity and inspiration for those that attended - with a focus on living landscapes. I am sure all Kaiako left with a head and heart full of ideas to move forward with.

2019 was a big year for the Enviroschools family and Toimata Foundation as they worked on updating and upgrading many of the resources available. A new and more user friendly and interactive website was launched, further areas of the theme booklets were distributed, and early 2020 will see the release of a new Early Childhood handbook.

Heading into 2020 looks like a year of further reflections for many of our teams, Silver for some, and hopefully Green/Gold for our more established teams. A closer working relationship with the other Auckland based Association's will hopefully open up more opportunities for both Professional Development and cluster opportunities.

In finishing, I need to take the time to thank Kaitiaki Kindergartens for the ongoing support with our Enviroschools journey, Auckland Council and their Sustainable Schools' teams who offer ongoing support and facilitator development, along with Toimata Foundation who are the heart of this journey.



CELEBRATIONS OF 2019

ALBANY KINDERGARTEN

We started 2019 at Albany Kindergarten with two fantastic new teachers joining our team. Grace and Rachel soon got to know everyone really well and within a short time it felt just like they had been here for ever.

The children and teachers have been enjoying the upgrades to our outside area. The shade sails and grass soft fall have meant that we can all enjoy this area even on these long hot summer days

We have continued on our Enviroschools journey with a focus on manaakitanga and sharing with our local community. We have had quite a bit of success with our garden and the children have enjoyed trying some of the things that we have grown. I think the brussel sprouts was probably our greatest success - so many of the children enjoyed eating them for the first time. We have even grown enough to share with our families at our little sharing stall outside the front door and they in turn have shared their excess produce with us.



We started the year with our lunar New Year celebrations which ended with the children performing a wonderful dragon dance. Next came Matariki celebrations with a shared morning tea and a disco. The art show was a highlight of the year for our families. We shared dance, storytelling, screen printing, photography and painting and once again we were all astounded at the variety and creativity of our children's art.



We had a fantastic 2019 and are all looking forward to another great year for 2020.

BROWNS BAY TAIAOATEA KINDERGARTEN

The start of 2019 saw Sarah Powell join our teaching team in the new 0.8 role and Melissa King's departure on maternity leave later in the year. Natalie McAllum stepped into the maternity cover role and with Melissa's decision to focus on her beautiful new baby boy, Natalie became a permanent member of the Browns Bay Taiaotea whānau.

The year continued with kaiako focusing on celebrating our community's cultural diversity with numerous events held at kindergarten from our Waitangi whānau picnic, St Patrick Day shared lunch, Eid and Matariki Disco, dumpling, rice cake and moon cake making for Chinese and Korean New Year and the Dragon Festival to name a few. Our Heritage Day celebration which saw our South African whānau decorate kindergarten and cook traditional meals to share with our whānau was a fantastic success with families wearing traditional clothing representing their heritage and bringing with them a range of culturally diverse meals to share.



The teaching team has continued to foster connections with our community, with support of whānau which has seen children visiting our local beach, library and Retirement Village on regular excursions. We have also been privileged to have several visits from residents from Aria Bay, The Sands Retirement Village and our local librarian. Our connections with our local Kāhui Ako (Community of Learning) also enabled us to organise and host a Transition to School evening for families and visit the Hard Tech room at Rangitoto College where our tamariki worked alongside Year 9 students on a carpentry project.

Our kindergarten kaiako, tamariki and whānau worked hard to also ensure environmentally sustainable practices were practiced and shared and we were privileged to be able to reflect for and gain our Bronze Enviroschools award.

GLAMORGAN KINDERGARTEN

Of all the learning opportunities available at Glamorgan Kindergarten growing and producing our own vegetables has been our main goal for 2019.

With empowering students and building sustainable communities at the centre of our kaupapa, and manaakitanga being the centre of our teaching intentions; we encouraged tamariki to participate in building several raised garden beds and begin planting vegetable seeds. Our tamariki have loved caring, maintaining and watering our gardens and looking for the slightest sign of growth. After months of waiting, tamariki were finally able to harvest our vegetables including carrots, peas, silverbeet and tomatoes – with all the vegetables shared with families. Maori perspectives were authentically woven into this learning experience so that it is a natural part of our programme. Eating was the fun part! Tamariki encouraged others saying “you could try it, they’re yummy.”



Tamariki discovered that the garden was a place for more than just planting and growing as they explored, finding lots of surprises such as tiny little insects, snails hibernating, cicada grubs and discarded shells. They even found remnants of plastic straws, lids and other unexpected things. This led us to several questions, not only how did they get there? But also, why did it not break down like our green and brown waste? And “What is it? “it could be a...” .

In the garden, our tamariki are always finding interesting things or being inspired for new ideas, but the best outcome from all our hard mahi is the aroha and manaaki that has been invested, the curiosity that has grown, the creativity and exploration that has developed and the gifts that are being shared among our whanau and community of learners.



HOBSONVILLE POINT EARLY LEARNING CENTRE

2019 saw Hobsonville Point ELC start the year on a high when on our first day back we reflected for our Bronze Enviroschools certificate. A few years hard mahi from our teachers paid off with this moment of being able share a sense of pride and achievement with our local community.



In April, in collaboration with our 'Friends of HPELC' parent group, we held a parent's information evening. We had three guest speakers, a speech language therapist, an occupational therapist and a nutritionist, who presented some incredible mini seminars based on their professions. Parents and teachers went away from this evening with heads full of information and ideas to further support our tamariki as a close-knit community. We shared kai and conversation afterwards and positive feedback was forthcoming on how this type of event is appreciated by our families.

Our annual Matariki celebration was again our biggest event on the calendar, with almost all of our families coming together for the evening to share in hot soup, freshly cooked bread, and donut cooking on an open fire. Both Kaiako and whānau look forward to this event every year, as a time to come together, enjoy a catch up and celebrate the year that has passed.

Our first fundraising book fair in August, was such a success that we look forward to doing it again this year.

2019 saw us welcome new members to our teaching team, and to farewell others, the year was finished with our Christmas family picnic, and the ever-exciting visits from Santa and Mr Whippy.

MAHURANGI KINDERGARTEN

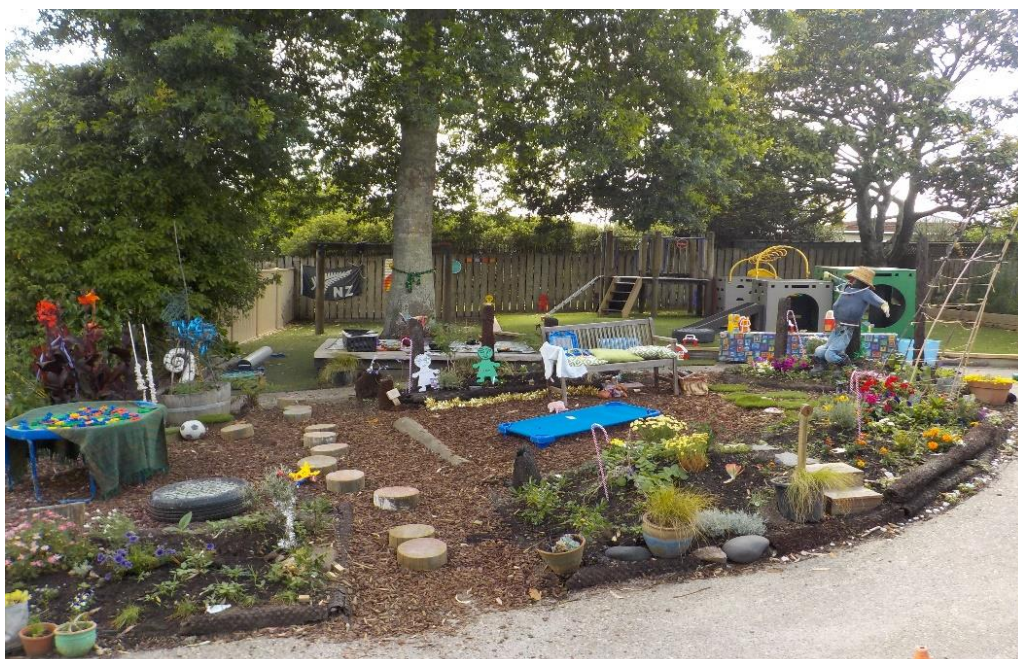
The big focus for 2019 was the development of the middle oval garden at Mahurangi Kindergarten. The children were fully involved in all aspects of the development. The children were asked for their ideas and they drew garden designs of what they would like. The idea that most stood out was that they wanted lots of colour in the garden (when most centres were going native) with colourful flowers and artwork.

The teachers supported the children to do everything, from cutting the ponga logs, adding soil to the gardens, barking the open area, planting the flowers, making stepping stones, scarecrows and other artwork for the gardens. Then the children had to look after the gardens and were able to watch the effect that different seasons have on their precious garden. It was a great learning experience for everyone.

We achieved our Bronze Enviroschool reflection which was enhanced with great excursions to the Zero Waste Centre to learn about sustainable practices and a visit to one of our parent's farms to see their kunekune pigs that eat our kindergarten food scraps.

We had a big community focus on safe practices with a visit from our local Constable, our local volunteer firefighters (one was a parent), Bark NZ and St. Johns Heart Show to know what to do in an emergency, as well as a "We Can Keep Safe" program for protecting yourself.

Our children now know that they are valued, capable of keeping safe, and can create a beautiful environment to look after their world.



OAKTREE KINDERGARTEN

2019 was another successful year for the children, teachers and community of Oaktree Kindergarten. Many family events were keenly supported along with successful fundraising events such as the wheel-a-thon and the quiz night. The parent committee at Oaktree have shown dedicated support to help us achieve some of our fundraising goals for the year.

Through their support we were able to purchase a new shed, upgraded some of the old furniture to natural products, along with other natural resources and equipment for the children to use. The outdoor area saw the development of new planter boxes and a vegetable garden which the children and teachers have successfully planted to become well established gardens. The Association replaced the deck around the sandpit which has added to the refreshment of the outdoor environment.

Connections with local schools have been fostered through our internal evaluation process focused on transition to school which has created further networks to support our whanau as they transition to school. In keeping with our Enviroschools kaupapa we had visitors to the kindergarten to strengthen our sustainability practices and the children enjoyed a visit from Watercare and went on an excursion to the Zero Waste Zone. We all participated in the Kapa Haka festival again. In our focus on displaying kindness and empathy we had a visit from BARK and over the year developed planning stories focussed around the development of manaakitanga, whanaungatanga, and kotahitanga. These all aligned with the strong Atua focus and the principles of sustainable practice within the Enviroschools programme. We hosted Minister Chris Hipkins on a visit to the kindergarten where the children displayed their learning environment to him with pride and showed him the valuable asset Oaktree Kindergarten is to the community.



OREWA BEACH KINDERGARTEN

We continue our journey towards becoming a Green/Gold Enviroschool. Whilst many of the principles need to be constantly re-introduced to our new children and families, many of them have become embedded in our programme. Our children are responsible kaitiaki/ guardians of our environment and share these principles with their extended families at home. We acknowledge the diversity among us, with over 14 cultures represented.

Once again our only fundraising venture, the Annual Ducky Derby, supported by so many families in the Hibiscus Coast community and organised by our amazing parent committee, provided much needed funds. Our natural outdoor upgrade was completed as a result of funds raised and the tamariki are enjoying the new challenges provided and natural spaces to explore.

Thanks to Kaitiaki Kindergartens for supporting us to further enhance our environment with Eucalypt fencing along the road frontage.

We continue to explore our local natural environment through our regular Nature Explorers Group excursions which involve the 10 oldest children and parent helpers. These are very much anticipated by the children and teachers and allow fabulous opportunities to revisit and reflect on prior discoveries.

At the end of 2019 we welcomed the Educational Review Office and received very favourable feedback which was particularly affirming for the team.

Being part of the Orewa Kahui Ako (Community of Learners) has enabled us to access some great professional development and form strong relationships with our surrounding schools and Orewa College.

Over the past year our teaching team has worked on processes for discussing, documenting and sharing individual learning outcomes for every child. This has been a valuable exercise and has led to better outcomes for children.



PARAKAI KINDERGARTEN

In 2019 we applied and received a grant from our local Helensville Countdown, which enabled us to realise our dream of creating gardens to grow our own produce. We were able to successfully create raised garden beds, establish a mud pit, plant more trees and lay grass which enhanced the natural elements of our kindergarten.



As part of our sustainability journey we visited Zero Waste Zone and also held a very successful 'Waste Free' parent's evening with Kate Meads. The Enviroschools Hui we attended as a team also further supported our journey and inspired the team to grow rosemary cuttings for all our families as a Christmas gift to support the bee's.

We held our first 'Trivia Night' fundraiser, which was hugely successful. We had some amazing raffle prizes donated and raised the most money in recent times and in honour of our beautiful team member Tina Taitimu-Moore, we donated some of the proceeds to a worthy charity.

Near Christmas time we welcomed whānau to bring along pre loved toys that would be suitable for Christmas gifts as a way of helping out our families and reducing waste - this was very popular. We also gathered food items to create three amazing food hampers that we could gift to some deserving families over the holiday season.

We began our Kindergarten Clothing Boutique – bringing quality preloved clothing to support our whānau with free, good quality clothing and also a way for others to pay it forward.

Lastly we entered our amazing children's art into the Annual Kids Art Exhibition. It was the first time we had this opportunity and we were so proud to see our children's talents displayed at the local art centre for the public to see.



RANGITOTO KINDERGARTEN

2019 was a year of celebration and a year of challenges. It illustrated all that is incredible about Kindergarten and Kindergarten communities. It is often not just in times of celebration but in times of challenge that tests teams, communities and whānau seeing them pull together and support each other.

Whānau collaboration and partnerships has continued to be a focus. Special events throughout the year included picnics, new parent get-togethers, excursions and sociable family outings which enabled us to form strong relationships with our families, as well as providing the opportunity for whānau to build connections. A flourishing committee has continued to support the kindergarten.

Tamariki are thriving within our Nature Kindergarten programme, where there are countless opportunities to share and experience; exploration, courageousness, curiosity, resilience, camaraderie, joy, freedom, leadership and sense of self. Rain or shine, we head off into the bush ready for adventure!

Our Community Garden, a vision held for many years, is about to become a reality, the vision is to expand on our kindergarten's commitment to sustainability and conservation. It will provide rich hands on learning experiences in nature for tamariki, promote healthy eating and further strengthen connectivity with our local community,

We are growing our connection with Te Ao Maori, supported by a mentor teacher and we are undertaking study with Te Wananga o Aotearoa. Whānaungatanga, manaakitanga, kaitiakitanga are values we embrace within our programme.

With a passionate, committed and forward thinking team, supportive parents/ whānau, a committed committee and community, we are ready for another great year at Rangitoto Kindergarten.



SILVERDALE KINDERGARTEN

At Silverdale Kindergarten we are passionate about celebrating cultural events. In February we had a group of our Chinese families make dumplings with the children. Later in the year we held a very special whānau lunch to celebrate the Maori new year, Matariki - along with this we celebrated the re-branding of our Association.

March saw us hold our annual 'Bike-a-Thon' where children decorated their bikes and received sponsorship money for the laps they did. We also had carnival games, jolly jars, face painting and food stalls. This is our biggest fundraiser of the year and we raised over \$4,000.00 - this went towards the upgrade of our new playground. Along with the new playground, we had a deck built with a roof creating an all-weather area, which has proved very popular!

We celebrated both Mother's Day and Father's Day with coffee and muffins. We called this stay and play or coffee to go for those who had to leave. We had such positive feedback from our families.

We took part in the Tu Maia Kapahaka Festival which this year was held at Silverdale Primary School. We all enjoyed this experience. Made even more special as we had a group of children from the Primary school come over every Friday morning with their te reo teacher to practice their dance moves.

Our Enviroschool journey is developing well with us being plastic bag free, composting and worm farming, gardening and recycling our paper towels.



STANMORE BAY KINDERGARTEN

We have had another year full of fun and enthusiasm here in our precious piece of paradise. We enjoy being part of a strong, stable and experienced teaching team, supported by our administrator and regular relievers. We offer a familiar and consistent teaching approach, which enables children to flourish while here with us, along with our focus on our 'Kindness Curriculum'. We celebrate our fabulous environment and the physical challenges it affords us, along with the amazing learning opportunities to investigate, explore and discover.

We take much pride in our environment and appreciate the upgrade to our outdoor area - looking fresh and inviting. This along with the extensive planting of fruit trees, flowers and vegetables, have been producing lovely crops for us to share while giving us a range of rich learning experiences along the way. We achieved a Bronze Award from the Enviroschool program and we are well on our way to Silver!

This year we hosted our annual Matariki Celebration and Glow in the Dark Art exhibition, sharing an important message – Only Rain Goes Down the Drain. We also supported a number of community focused events including, Share the Love at SBK, a family night celebrating our community combined with Chinese New Year; Love Food – Hate Waste educational evening; Marvelous Males night, and a few raffles, finishing off with our annual fun day at Shakespear Park for our end of year nature walk and picnic.



Our desire and intent is to continue to offer a wide range of opportunities for children to self-select, explore and inspire them and afford us the time to extend their thinking and learning, all while building positive relationships with each other. Together we look forward to another prosperous and wonderful 2020.



TORBAY KINDERGARTEN

2019 saw Torbay Kindergarten celebrating their 50th Jubilee. It was a chance to enjoy a walk down memory lane, seeing how much the Kindergarten has changed through the years.

Term 1 transported us to Rangitoto Island to reconnect with our pepeha. The children boated over their moana and walked on their maunga. We saw how pests are managed and had a great time clambering carefully over the lava beds.

Term 2 sparked an interest in Space. We visited the Stardome and this trip inspired lots of science experiments, knowledge building and inquiry. This flowed into Term 3 where we took the children to Torbay School to watch their production of Maui Catches the Sun.

We also visited Long Bay Primary and shared our kapahaka. This gave our children, heading to school, an opportunity to see how they can be involved when they get there.

In Term 4 some classes from Torbay School came to support our Kindness and Care for the local community. This was a great opportunity for the school children to organise their visit to us and share their learning journey within the kindergarten community. The school children hid rocks with empowering messages on them for our children to find - we still find them today! They also donated weta hotels to our native gardens and had the chance to be teachers themselves as we learnt about weta at mat time.

It has been a great year.



WAIMAUKU KINDERGARTEN

2019 was a busy year at kindergarten with many highlights for the children and teachers.

Our garden is one of our passions and it was overrun with comfrey. It was a long process with a few hiccups but we now have our child-friendly garden beds which we planted with potatoes, tomatoes and strawberries in Term 4 and have successfully harvested these this year much to the delight of the children.

We are continuously amazed by the art that our children create at kindergarten. We provide a resource based programme in which children have the power to choose, make decisions, think creatively, source materials, make plans and create their own individual art work. Children from 2 ½ to 5 years of age work alongside learning from each other and exploring what is on offer at their own level from simple to complex art.

We have continued our transition to school visits with Waimauku School supporting our children as they move on to school.

We have been on excursions to the Pump House Theatre, Kiwi Valley Farm, Kelly Tarlton's and we had Moppa the Magician come to kindergarten. Our annual disco was a great success with all the children showing their amazing dancing skills.

Previous fundraising has enabled us to purchase a large umbrella for over the sandpit that was so badly needed. This arrived the last week of Term 4 which we know will be a great resource for 2020.



WHANGAPARAOA KINDERGARTEN

We were delighted when Alina Efrim joined our teaching team last year in 2019. She added a calm dynamic and easily fit into our teaching team. Later in the year, in Term Three, we also welcomed the wonderful Chelsea Swan, who filled in for Heather Sturrock while she was seconded to help out as centre manager at Massey University ELC. Our tamariki and whānau have been so very lucky to get to know these passionate teachers.

We upgraded our office spaces to create functional spaces for both our administrator and the teachers. Landscaping Projects created a lazy water course beside the sandpit, adding a play option from the water pump. A bike rack was installed in the carpark to encourage whanau to ride bikes and scooters to kindergarten. The playground was revitalised with new swing matting, a paved pathway, thatched gazebo and new decking under the veranda.

Over the year, nga kaiako/teachers focused on ways to increase opportunities for nga tamariki/children to make choices and have agency with resources. Tamariki also chose destinations for excursions and chose waiata/songs. In our Manly Explorers programme, we facilitated ways for the older children to plan and lead their trips to the beach and bush.

Participating in the Whitebait Connection programme provided by Auckland Council, we learnt that fresh water is a taonga/treasure and were given two water barrels to water our vegetable garden.

In Term Three we extended invitations to ECE's in our Kāhui Ako to attend our Haere Tahi Kapa Haka Festival. Five attended, with two performing waiata along with Glamorgan and Oaktree Kindergartens.





Kaitiaki
Kindergartens

NORTHERN AUCKLAND FREE KINDERGARTEN ASSOCIATION INCORPORATED

CONSOLIDATED FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2019

GROUP SUMMARY FINANCIAL STATEMENTS
STATEMENT OF FINANCIAL POSITION
NORTHERN AUCKLAND FREE KINDERGARTEN ASSOCIATION INCORPORATED
AS AT 31 DECEMBER 2019

	2019	2018
Current assets		
Cash and cash equivalents	2,934,416	3,727,613
Short term investments	1,500,000	-
Receivables from exchange transactions	16,512	771
Receivables from non-exchange transactions	31,778	37,547
Prepayments	49,086	35,513
Amounts due from related parties	-	-
	<u>4,531,793</u>	<u>3,801,444</u>
Non-current assets		
Property plant and equipment	6,664,866	6,942,591
Capital works in progress	-	-
	<u>6,664,866</u>	<u>6,942,591</u>
TOTAL ASSETS	11,196,659	10,744,036
LIABILITIES		
Current liabilities		
Payables (from exchange transactions)	312,694	382,020
Payables (from non-exchange transactions)	1,402,852	1,259,170
Employee benefits	363,846	345,233
Provision for cyclical maintenance	112,660	83,500
	<u>2,192,051</u>	<u>2,069,923</u>
Non-current liabilities		
Provision for cyclical maintenance	230,298	235,212
	<u>230,298</u>	<u>235,212</u>
TOTAL LIABILITIES	2,422,349	2,305,135
TOTAL NET ASSETS	8,774,310	8,438,901
Net assets		
Accumulated comprehensive revenue and expense	8,774,310	8,438,901
Revaluation reserve	-	-
Total net assets attribution	8,774,310	8,438,901

For and on behalf of the Board:

Paul Geden
President

Abraham Kükler
General Manager

Date

Date

GROUP SUMMARY FINANCIAL STATEMENTS
STATEMENT OF COMPREHENSIVE REVENUE AND EXPENSE
NORTHERN AUCKLAND FREE KINDERGARTEN ASSOCIATION INCORPORATED
FOR THE YEAR ENDED 31 DECEMBER 2019

	2019	2018
Revenue from exchange transactions	993,166	988,565
Revenue from non-exchange transactions	8,526,338	8,259,610
	9,519,504	9,248,175
Expenses		
Employee costs	7,099,463	6,987,528
Distribution to Kindergartens	-	-
Office Administration	1,059,326	1,009,798
Depreciation	376,813	378,318
Cyclical maintenance expense	24,246	30,914
Other operating expenses	461,263	320,799
Donation Expense	210,896	-
Total expenses	9,232,008	8,727,356
Finance income	47,912	35,967
Finance costs	-	-
Net finance costs	47,912	35,967
Net surplus for the year	335,408	556,786
Other comprehensive revenue and expense		
Asset revaluation reserve	-	-
Total comprehensive revenue and expense for the year	335,408	556,786

GROUP SUMMARY FINANCIAL STATEMENTS**STATEMENT OF CHANGES IN NET ASSETS/EQUITY****NORTHERN AUCKLAND FREE KINDERGARTEN ASSOCIATION INCORPORATED****FOR THE YEAR ENDED 31 DECEMBER 2019**

	Accumulated comprehensive revenue and expense	Total
Group		
Opening balance 1 January 2018	7,882,115	7,882,115
Surplus for the period	556,786	556,786
Other comprehensive revenue and expense	0	0
Total consolidated comprehensive revenue and expense	556,787	556,787
Closing equity 31 December 2018	8,438,902	8,438,902
Surplus for the period	335,408	335,408
Other comprehensive revenue and expense	-	-
Total consolidated comprehensive revenue and expense	335,408	335,408
Closing equity 31 December 2019	8,774,310	8,774,310

GROUP SUMMARY FINANCIAL STATEMENTS
STATEMENT OF CASHFLOWS
NORTHERN AUCKLAND FREE KINDERGARTEN ASSOCIATION INCORPORATED
FOR THE YEAR ENDED 31 DECEMBER 2019

	2019	2018
CASH FLOWS FROM OPERATING ACTIVITIES		
Receipts from Ministry of Education funding	7,947,320	7,645,188
Receipts from parent donations	431,089	423,633
Receipts from fundraising activities	169,870	169,918
Receipts from other non-exchange transactions	63,020	84,572
Receipts from parent fees	993,166	988,565
Interest received	47,912	35,967
Payments to employees	(7,080,850)	(6,937,931)
Payments to suppliers	(1,764,659)	(1,246,849)
Net cash inflow/(outflow) from operating activities	806,868	1,163,064
CASH FLOWS FROM INVESTING ACTIVITIES		
Purchase in short term investments	(1,500,000)	-
Disposal of property, plant and equipment	-	-
Purchase of property, plant and equipment	(100,065)	(379,421)
Net cash inflow/(outflow) from investing activities	(1,600,065)	(379,421)
Net increase/(decrease) in cash and cash equivalents	- 793,197	783,643
Cash and cash equivalents at 1 January	3,727,613	2,943,970
Cash and cash equivalents at 31 December	2,934,416	3,727,613

GROUP SUMMARY FINANCIAL STATEMENTS
NOTES TO THE FINANCIAL STATEMENTS
NORTHERN AUCKLAND FREE KINDERGARTEN ASSOCIATION INCORPORATED
FOR THE YEAR ENDED 31 DECEMBER 2019

The Summary Consolidated Financial Statements are for Northern Auckland Free Kindergarten Association Incorporated (the group) for the year ended 31 December 2019.

REPORTING ENTITY

The reporting entity is Northern Auckland Free Kindergarten Association Incorporated. The reporting entity is domiciled in New Zealand and is a charitable organisation registered under the Incorporated Societies Act 1908 and the Charities Act 2005. These consolidated summary financial statements comprising the Northern Auckland Free Kindergarten Association Incorporated and its controlled entities, 13 kindergartens, Hobsonville Point Early Learning Centre, and Northern Auckland Early Childhood Education Trust Group (includes Northern Auckland Early Childhood Education Trust and Northern Auckland Early Learning Centres Limited) - together referred to the "Group" - are presented for the year ended 31 December 2019.

These consolidated summary financial statements and the accompanying notes summarises the financial results of activities carried out by the Group. The Group provides services for early childhood education. All entities within the Group are charitable organisations registered under the the Charities Act 2005.

These consolidated summary financial statements have been approved and were authorised for issue by the Board of Management.

BASIS OF PREPARATION

The Summary Financial Statements are presented in summary form and therefore do not give all information required by New Zealand General Accepted Accounting Practice. They are prepared in accordance with Public Benefit Entity Financial Reporting Standard 43 - Summary Financial Statements (PBE FRS 43). The full Financial Statements have been prepared in accordance with Public Benefit Entity Accounting Standards Reduced Disclosure Regime. A full copy of the Financial Statements and Audit Report are available in hard copy from Northern Auckland Free Kindergarten Association Incorporated's registered office.

The Summary Financial Statements are presented in New Zealand dollar, which is the Group's functional currency, rounded to the nearest dollar.

These Summary Financial Statements have been extracted from the full Financial Statements dated 31 December 2019. The summary financial statements only contains information relating to the group. They cannot be expected to provide as complete an understanding as provided by the full Financial Statements.

CONTINGENT ASSETS AND LIABILITIES

There are no contingent assets or liabilities at the reporting date. (2018: \$Nil).

EVENTS AFTER THE REPORTING DATE

The Northern Auckland Early Childhood Education Trust has ceased operating as at 31 December 2019 and the entity has been fully wound up in the financial year end process.

COMPLETENESS OF INCOME

Controls over parent donations and fundraising income of \$600,960 prior to being recorded are limited. There are no practical procedures to determine the effect of this limited control. The auditor's report has been modified accordingly.

GROUP SUMMARY FINANCIAL STATEMENTS
NOTES TO THE FINANCIAL STATEMENTS
NORTHERN AUCKLAND FREE KINDERGARTEN ASSOCIATION INCORPORATED
FOR THE YEAR ENDED 31 DECEMBER 2019

GROUP INFORMATION

The consolidated financial statements of the Group include the following subsidiaries of the Association:

Name	Principal activities	Country of incorporation	Equity interest	
			2019	2018
Kindergartens	Early childhood education	New Zealand	100%	100%
Hobsonville Point Early Learning Centre	Early childhood education	New Zealand	100%	100%
Northern Auckland Early Childhood Education Trust, including subsidiary - Northern Auckland Early Learning Centres Limited	Early childhood education	New Zealand	100%	100%

The reporting date of the Association and all subsidiaries is 31 December.

There are no significant restrictions on the ability of the subsidiaries to transfer funds to the Association in the form of cash distributions or to repay loans or advances.

RELATED PARTY TRANSACTIONS

The note above provides the information about the Group's structure including the details of the subsidiaries. The following table provides the total amount of transactions that have been entered into with related parties for the relevant financial year.

Transactions	2019	2018
Payments to Board of Management members	15,091	17,869
Kindergartens & ELCs * (Distributions)	7,000	260,000
Kindergartens & ELCs * (Recovery of Administration costs)	(48,051)	(47,769)
Reimbursement of building projects costs to Kindergartens & ELCs *	-	-
	<u>(25,961)</u>	<u>230,100</u>

* ELCs is Early Learning Centres

Amounts receivable

Trade receivable from Kindergartens and ELCs	45,831	41,987
Other receivables	-	-
	<u>45,831</u>	<u>41,987</u>

Terms and conditions of transactions with related parties

Outstanding balances at the year-end are unsecured and interest free and settlement occurs in cash. There have been no guarantees provided or received for any related party receivables or payables. For the year ended 31 December 2019, the Group has not recorded any impairment of receivables relating to amounts owed by related parties (2018: \$Nil). This assessment is undertaken each financial year through examining the financial position of the related party and the market in which the related party operates.

SUMMARY FINANCIAL STATEMENTS
NOTES TO THE FINANCIAL STATEMENTS
NORTHERN AUCKLAND FREE KINDERGARTEN ASSOCIATION INCORPORATED
FOR THE YEAR ENDED 31 DECEMBER 2019

RELATED PARTY TRANSACTIONS (CONT'D)

Compensation of key management personnel

Key management personnel of the Association and Group include the General Manager, Executive Leadership Team, and Board of Management members. The total remuneration of key management personnel and the number of individuals, on a full-time equivalent (FTE) basis, receiving remuneration from the Group are:

	2019	2018
Executive Leadership Team (5 FTEs)	493,098	450,506
Board members (0.325 FTEs)	15,091	17,869
Total remuneration (5.325 FTEs)	<u>508,189</u>	<u>468,375</u>

The amounts disclosed in the table are the amounts recognised as an expense during the reporting period related to key management personnel.

Key management personnel did receive remuneration or compensation other than in their capacity as key management personnel of \$8,500 (2018: \$20,000).

The Association did not provide any compensation at non-arm's length terms to close family members of key management personnel during the year (2018: nil). The Association also did not provide any loans to key management personnel or their close family members.

Report of the Independent Auditor On the Summary Financial Statements

To the members of
Northern Auckland Free Kindergarten
Association Incorporated

RSM Hayes Audit

PO Box 9588
Newmarket, Auckland 1149
Level 1, 1 Broadway
Newmarket, Auckland 1023

T +64 (9) 367 1656
www.rsmnz.co.nz

Opinion

The accompanying summary statement of financial position as at 31 December 2019, summary statement of comprehensive revenue and expense, summary statement of changes in net assets/equity and summary statement of cash flows for the year then ended, and related notes, are derived from the audited financial statements of Northern Auckland Free Kindergarten Association (Group) for the year ended 31 December 2019.

In our opinion, the accompanying summary financial statements is consistent, in all material respects, with the audited financial statements, in accordance with PBE FRS 43: Summary Financial Statements issued by the New Zealand Accounting Standards Board.

Summary financial statements

The summary financial statements do not contain all the disclosures required by Public Benefit Entity Standards Reduced Disclosure Regime ("PBE Standards RDR"). Reading the summary financial statements and the auditor's report thereon, therefore, is not a substitute for reading the audited financial statements and the auditor's report thereon. The summary financial statements and the audited financial statements do not reflect the effects of events that occurred subsequent to the date of our report on the audited financial statements.

The audited financial statements and our report thereon

We expressed a modified audit opinion on the audited financial statements in our report dated 17 March 2020. The Group's reported income includes parent donations and fundraising income of \$600,960 (2018: \$593,551). Controls over parent donations and fundraising income prior to being recorded is limited and there are no practical audit procedures to determine the effect of this limited control. In this respect alone, we have not obtained all the information and explanations that we have required. Our audit opinion on the Group's financial statements for the year ended 31 December 2018 was also qualified in this respect.

Board's responsibility for the summary financial statements

The board is responsible on behalf of the entity for the preparation of the summary financial statements in accordance with PBE FRS 43: Summary Financial Statements.

Auditor's responsibility

Our responsibility is to express an opinion on whether the summary financial statements is consistent, in all material respects, with the audited financial statements based on our procedures, which were conducted in accordance with International Standard on Auditing (New Zealand) (ISA (NZ)) 810 (Revised), Engagements to Report on Summary Financial Statements. Other than in the capacity as auditor, the firm has no other relationship with, or interests in, the Northern Auckland Free Kindergarten Association (Group).

Who we report to

This report is made solely to the members, as a body. Our audit has been undertaken so that we might state to the members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the Group and the members as a body, for our work, for this report, or for the opinions we have formed.

A stylized, handwritten signature of the letters 'RSM' in blue ink.

RSM Hayes Audit
Auckland

18 March 2020

THE POWER OF BEING UNDERSTOOD
AUDIT | TAX | CONSULTING

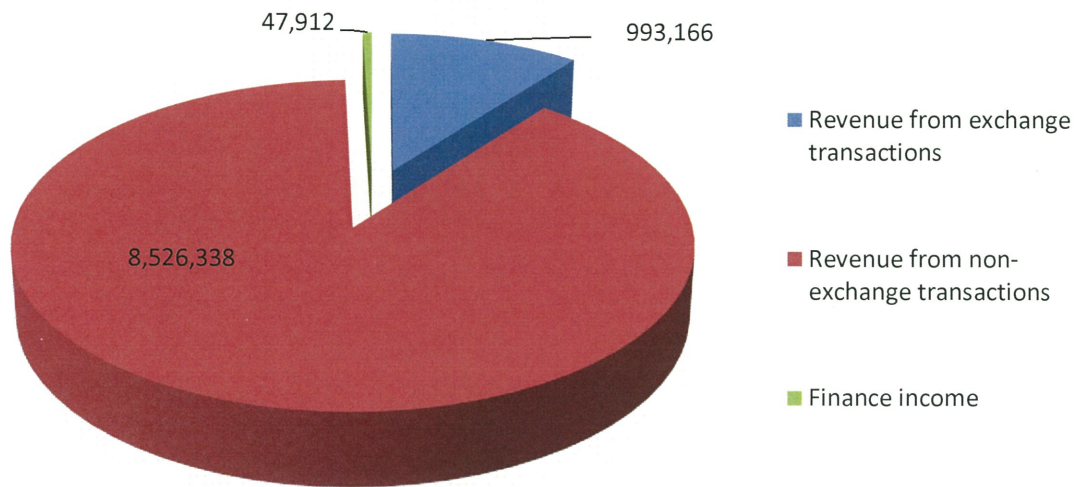
RSM Hayes Audit is a member of the RSM network and trades as RSM. RSM is the trading name used by the members of the RSM network. Each member of the RSM network is an independent accounting and consulting firm which practises in its own right. The RSM network is not itself a separate legal entity in any jurisdiction.

NORTHERN AUCKLAND FREE KINDERGARTEN ASSOCIATION
INCORPORATED

t/a KAITIAKI KINDERGARTENS

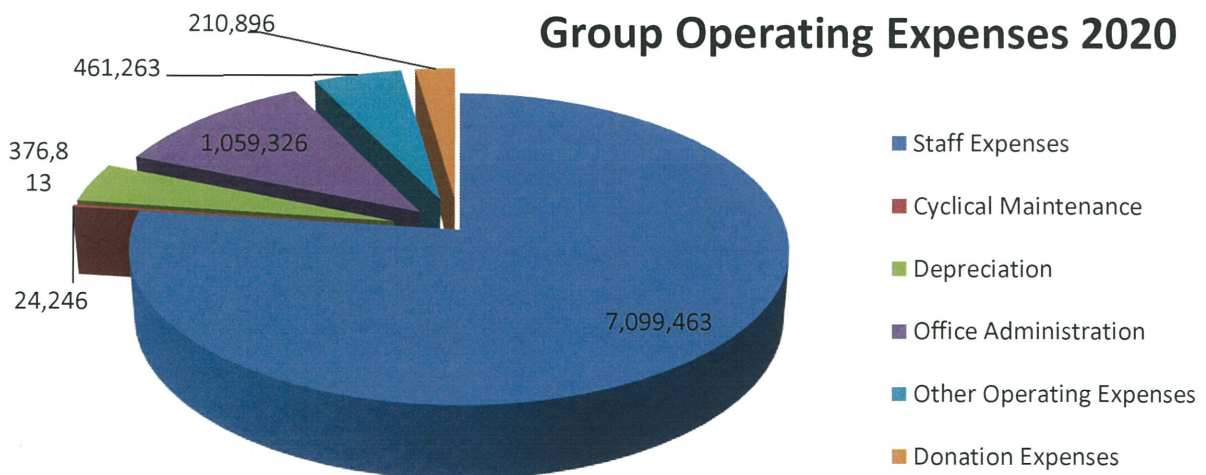
REVENUE & EXPENDITURE AS AT 31st DECEMBER 2020

Group Operating Revenue 2020



Total Revenue = \$9,567,416

Group Operating Expenses 2020



Total Expenditure = \$9,232,008

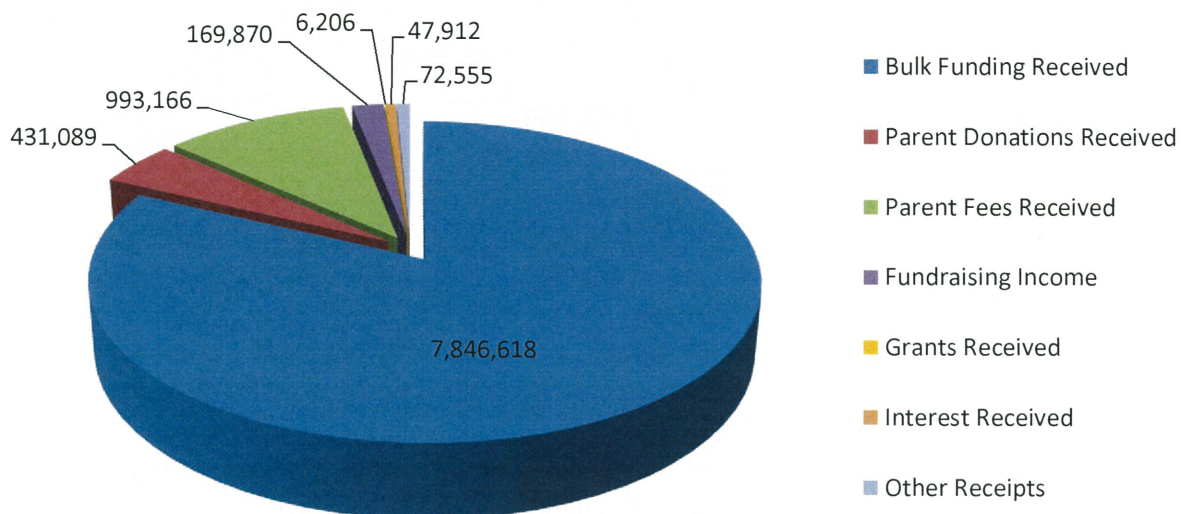
Net Surplus for the year = \$335,408

NORTHERN AUCKLAND FREE KINDERGARTEN ASSOCIATION
INCORPORATED

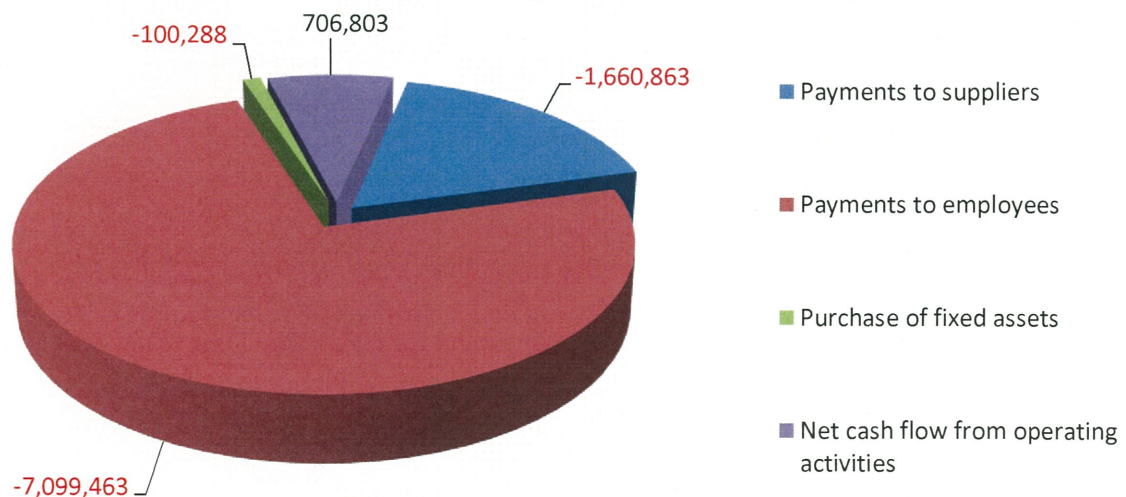
t/a KAITIAKI KINDERGARTENS

CASH FLOW FROM OPERATING ACTIVITIES AS AT 31st DECEMBER 2020

Group Cash Flow In from Operating Activities = \$9,567,417



Group Cash Flow Out from Operating Activities = -\$8,860,614
Net Cash after Operating Activities = \$706,803



BOARD MEMBER ATTENDANCE OF BOARD MEETINGS - 2019

13 OFFICIAL MEETINGS TOOK PLACE

BOARD MEMBER	TOTAL # OF MEETINGS ATTENDED
Paul Geden	12
Nicole Thompson	13
Grant Mitcheson	12
Joanne Hough	7
Alexia Mesnage	7
Tui Skelton (Teacher Rep)	13

NOTE

J.Hough and A. Mesnage were elected as board members at the April 2019 AGM, therefore did not attend the four board meetings held prior to this date

LIFE MEMBERS

Grant Mitcheson

Pam Dalton

Pat Davies

Melanie Jack

Robbie Pickford

ACKNOWLEDGEMENTS

We wish to acknowledge and thank the many friends and supporters of the Northern Auckland Free Kindergarten Association Incorporated t/a Kaitiaki Kindergartens. Your support is instrumental in helping us achieve amazing results and we look forward to strengthening the relationship in 2020.



Taiaotea Trust Incorporated





**Northern Auckland Free Kindergarten Association Incorporated
T/A Kaitiaki Kindergartens**

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Phone:

09 479 5869