



Annual Report 2021



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Association Personnel

Governing Board

President

Leishia Pettigrew

Elected Members

Danielle Walbaekken

Gwen Davitt

Fiona Ranchod

Anita Martell

Tejan Vallabh

Andy Rodger

Harkirat Kaur (Staff Representative)

Annette Collings (Staff Representative)

Ex Officio Board Members

Charmaine Hakaraia

Norma Roberts

Honorary Life Members

Dave Bucknall

Marian Daals

Shirley Farquharson

M Keay

Ian Johnston

Kevin Powell

Shirley Payes

Jo Hunt

Pat Saxby

Joyce Tricket

Ian Swift

Alice Hardie

Justine Dunce

Barbara Hathaway

Bridget Nixon

Management and Support Team

General Manager Professional Services

Norma Roberts

General Manager Operations

Charmaine Hakaraia

Senior Teacher

Pippa Groser

Senior Teacher

Annette Collings

Kindergarten Finance / Administration

Wendy Price

HR Manager

Lynette Chin

Health & Safety Advisor / Finance & Operations

Kristine Allen

Payroll Officer

Arna-Rose Hannan

Marketing & Communications Manager

Karishma Dullabh

Holiday Kindergarten Administrator

Jodene Kemp

Speech Language Therapist

Claire Fouhy

Pouako

Rachael Sue

External Advisers

Auditor

Grant Thornton



A message from the Board



As I started writing this message for Hutt City Kindergarten Association's Annual Report for Financial Year 2020/2021, I felt grateful that we will have the opportunity to gather for our Annual General Meeting (applying appropriate alert level protocols of course!).

COVID-19 has continued to present some challenges at various points over the past year, particularly in our more recent lockdown. It was impressive to see the Association's pandemic planning in full effect when staff of the Association swung into action again during our most recent lockdown. Leading through our Association values, we saw our teachers reach out to our families and whānau. They found ways to create connection with our tamariki, but also left space for those who needed it as families and whānau juggled the lockdown situation again. Thank you to the staff of our Association for the fantastic job you did supporting each other and our community.

While the last month or so has felt dominated by alert level changes, many other things have happened since our last Annual General Meeting. From the foundations of the Association's Strategic Plan, Norma and Charmaine set out what they wanted to achieve over the year in their Business Plan and have steadily worked their way through it.

Our new kindergarten, Nettie Riley, has been in operation for over a year now and the Association staff have settled into their offices above. Our old premises have been leased out. Property works on the Capital and Maintenance Plans have been progressed – no mean feat when you consider the impacts COVID-19 has had on the building industry and the additional challenge of trying to keep works to school holidays to avoid disrupting kindergarten activities.

The Association is now a Rainbow Tick Accredited Association. Charmaine and Norma have continued to work through the Associations policies and practices, developing and refining as they go. There has been a significant focus on professional development and aligning the priorities of the Association with both requirements and good practice. This focus sought to expose our teachers to new things that would grow their skills and professional practice, but also sought to leverage the wealth of experience and knowledge that our staff collectively hold for the benefit of the wider group.

When I commenced my term as President, I shared my hope with the Board that perhaps, after all the uncertainty of the past few years with discussions about the future of kindergarten at a National level and COVID-19 amongst other things, we were reaching a period of relative stability. While COVID-19 has meant the seas were occasionally stormy, the ship has steadily continued its course. For that, we must thank the crew – our magnificent staff, our caring community and our mighty tamariki.

In closing, I share this whakataukī, which I thought represented the power of our community, coming together for each other and particularly, our tamariki:

Ki te kotahi te kākaho, ka whati; ki te kāpuia, e kore e whati.

If a reed stands alone, it can be broken; if it is in a group, it cannot.

When we stand alone, we are vulnerable, but together we are unbreakable¹.

Ngā mihi nui,

Leishia Pettigrew, President

¹ Kingi Tūkāroto Matutaera Pōtatau Te Wherowhero Tāwhiao in Elder, Dr H. Aroha. Penguin Books, 2020. P. 119



From the Management Team

Introduction

2020-2021 has been as equally a challenging year as the previous was with COVID-19 ever present. The excitement of finally opening a Trans-Tasman bubble was quickly thwarted as a new strain of COVID-19 made itself present in Australia and then decided to take an unwelcome trip to New Zealand!

Despite the challenges we faced there have been highlights such as: securing a \$50,000 research grant, the Rainbow Tick certification, the growth of Nettie Riley Kindergarten and developing a Code of Conduct for all staff at HCK.

Despite COVID-19 and a nation-wide shortage of early childhood teachers, our rolls are looking positive and we continue to receive several applications for each of our vacant teaching positions which enables us to employ a high calibre of teachers.

Operations

Significant Events and Initiatives

This time last year we had just opened our 20th kindergarten, Nettie Riley, in the Hutt Valley Health Hub. Nettie Riley is a 60 place kindergarten which we opened with 25 tamariki expecting it to take up to a year to fill the roll. By the end of January 2021, the rolls were full. The kindergarten continues to have a high waiting list which reassures us opening an all-day, all-year service was something our community was looking for.

Hutt City Kindergartens was thrilled to receive a \$50,000 research grant for 2021. Claire Fouhy, our Speech Language Therapist, was instrumental in securing it. She is leading the implementation of the research supported by 'critical friends' from VUW and Massey Universities.

This year we completed our work for the Rainbow Tick. The Rainbow Tick certification aims to foster a safe, welcoming and inclusive work environment for LGBTTQIA+ staff where they can bring their whole selves to work. We are now a Rainbow Tick certified organisation – the first early childhood organisation in New Zealand to receive this.

HCK has again returned a small surplus for the year which enables us to continue to offer additional services and expert staff such as:

- A Speech Language Therapist (Claire Fouhy) who supports teachers to work more effectively with the language development of tamariki
- A Pouako (Rachael Sue currently on parental leave) who supports the integration of te ao Māori across the Association
- A van service to increase participation
- Additional funding for tamariki with diverse learning requirements and challenging behaviours

Our van service continues to support tamariki to attend kindergarten who would not otherwise be able to do so. We are in the process of investigating the purchase of a new van to replace our oldest van so this service can continue.



Property

Despite the shifts in levels, we have managed to achieve some significant property work including, new kitchens, painting, new floors, building work and outdoor development.

100% Trained Teachers

The implementation of 100% trained teachers in 2020 has meant we are now over the minimum adult:child ratio for a short period of time each week. This has enabled us to maximise the use of this teacher by providing our Head Teachers with additional non-contact time. This time has been given to our Head Teachers in recognition of their additional workload.

Teaching and Learning

Senior Teacher Priorities for 2020-21

This year the Senior Teachers priorities for learning have included:

- Performing Arts
- Environments
- Professional Growth Cycle
- Challenging Behaviours
- Storypark

These priorities have informed our professional support to teams and our PLD programme.



Some of our more exciting happenings have been:

- Showcasing to other teachers the exemplar practices that are happening in our kindergartens during our Professional Learning Development (PLD) weeks
- Providing Care and Protection training to all teachers
- Providing Storypark training to all teachers
- PLD around supporting children with behaviours that can be challenging
- Employing a psychologist for a short period to work with our teachers
- Reviewing and implementing our Annual Review of kindergarten processes
- Developing a Professional Growth Cycle aligned to the requirements of the NZ Teachers Council.

Revised *Te Whāriki* / Assessment, Planning and Evaluation

In 2017, the MoE released the revised *Te Whāriki* and we spent the next three to four years implementing this document. During 2021 we have been reviewing the impact on teachers and tamariki of this plan, the results of which will inform future planning.



Implementation Project: Using Data to Enhance Intentional Teaching of Communication, Oral Language and the Mana Reo strand of Te Whāriki

The aim of the project is to increase teacher knowledge of children's oral language and communication and foster a culture of formative assessment and effective data use to provide better outcomes for children's learning.

The project is progressing well and meeting key milestones.

Acknowledgement and Thank You

We would not exist without the help from our whānau who do an amazing job assisting with fundraisers, working bees or volunteering their time at our kindergartens.

We wish to thank the HCK Board for their time, effort and commitment to the tamariki and their whānau of the Lower Hutt region. This year the Board has worked cohesively together to face the challenges associated with a not-for-profit organisation and the impact of COVID-19. They have continually referred to HCK's Strategic Plan to ensure the values identified in this plan are visible in their decision making process. Their willingness to be risk takers has meant Hutt City Kindergartens is seen in the early childhood world as a great place to work, hence the high calibre of staff.

Finally, we would like to acknowledge the staff who work at HCK for their commitment in providing quality early childhood education to the tamariki and their whānau. We applaud them for their response to such an unpredictable year. For those staff in kindergartens; teachers and administrators, we thank you for your commitment to excellence in teaching and learning and for all the ways you support tamariki and whānau throughout the year. To our van drivers, thank you for the caring way you engage with tamariki when transporting them to our kindergartens. For all those who work at head office, thank you for the unique ways in which you support our tamariki, whānau and staff in the kindergartens. Finally, to our professional team, Senior Teachers and our SLT, thank you for the professional way in which you engage, support and provide provocation and challenges to our teachers – the results of which are high quality kindergartens offering great places for tamariki and whānau to learn and experience joy.

Ehara taku toa i te toa takitahi, engari, he toa takitini

My successes are not mine alone, they are ours – the greatest successes we will have are from working together

Charmaine Hakaraia
General Manager - Operations

Norma Roberts
General Manager - Professional Services



Hepetema Taitua - Kaumātua

In July of this year Hepetema Taitua, who was a well known local kaumātua sadly passed away.

He was known to our kindergartens as Papa Sep and along with Mama Mate he performed many karakia and waiata sessions for the kaiako and tamariki. He was a respected voice at many events such as our staff conferences and the opening of Nettie Riley Kindergarten.

He was valued and wise, sharing his knowledge and blessings with our kindergarten whānau. We were lucky to have known him and he will be dearly missed.

Moe mai ra





Kindergarten Highlights

Arakura Kindergarten

After 18 months of, will we be able to have an event or a fundraiser, or won't we and cancelling things at the last minute, it was extra special to be able to host our whānau for Mātāriki. this year.

We invited them to come along and bring a plate of food from their culture - we had pizza, chips, sausage rolls, hotdogs, onion bhaji, panikeke and fried rice, along with many other cultural dishes.

We started our evening with an art sale, all of the tamariki had painted a masterpiece on canvas, which were displayed in the verandah for the whānau to purchase for a koha. The tamariki then sung some of the songs that we practiced all year with Mama Mate and we rounded off the evening with shared kai.

It was a lovely evening, a chance for whānau to get together and chat with each other and kaiako and see their tamaiti perform. It was well supported and the tamariki especially enjoyed themselves.

Fingers crossed next year we will be able to hold more whānau events.



Avalon Kindergarten

The main thing of note to have occurred at Avalon Kindergarten last year was installing new shading over our new water play and sandpit area. Moreover, we planted many vegetables, flowers, herbs and some small shrubs in our new planter boxes around our new deck area. Parents often sit in there and observe their children as they settle. This area gives a relaxed and enjoyable opportunity for children, families/whānau and teachers to spend time together.

Outdoor play is a crucial tool in which children learn about the world around them and develop into healthy young people. Our new shaded outdoor area has broadened their experiences and furthers their development as they interact with the environment and with each other. We used our equity funding to complete this project.



Boulcott Kindergarten

Our highlight for this year has been increasing the visibility and authenticity of our bi-cultural practice at our kindergarten and ensuring we are taking our tamariki and their whānau on this bi-cultural journey with us. He waka eke noa - we are all in this together. As kaiako, we have been very purposeful and intentional with our teaching, using wa kotahitanga as a time to talk about our kindergarten values and showing examples of how tamariki have been putting these into practice. Manākitanga, for example, is a word we chose to highlight early in the year because we were seeing tamariki show so much care, kindness and aroha towards each other. This was reflected in our kindergarten displays and in assessment, encouraging whānau to engage with our mahi.

Seeing the mahi we were doing, one of our parents offered her expertise in te reo, guiding us with phrases she uses at home with her own tamariki. This also led us to creating our Mihi wall, which has helped increase a sense of belonging for our children and their whānau. We have also displayed signage in te reo around our walls to encourage more use of te reo for kaiako and whānau. We had a wonderful resource in Whaea Jess (a caregiver for one of our tama) who offered to come in once a week and play the guitar and sing waiata for us.

Te Whariki and *He Mapuna te Tamaiti* are living documents in our kindergarten. We intentionally use them in assessment, to support our group planning and as part of our SIE and Teaching and Learning Plan. The use of te reo Māori in session has become more authentic and it fills us with pride to hear children using te reo in session and hearing from our kindergarten whānau that it is being used at home too. He waka eke noa - we are all in this together.



Dyer Street Kindergarten

This year Dyer Street Kindergarten have continued to improve our learning environment to promote the sense of wellbeing/mana atua and belonging/mana whenua of our tamariki. We have focused on creating more intimate spaces to encourage engagement of tamariki in their play and provide quiet areas for them when they wish to spend time alone. Our reading area has become a calm and inviting space for tamariki to read books and rest. One of our whānau made several room dividers, which has helped us create small areas in flexible ways. We also made a new area for adults, where our whānau and visitors can sit and talk to each other and to kaiako.

Since our major playground project last year, our outdoor area is now well established with plenty of natural surroundings including trees, plants, flowers, rocks and stumps. It is great to see our tamariki spending a lot of time engaging in a variety of social play, observing and exploring nature.

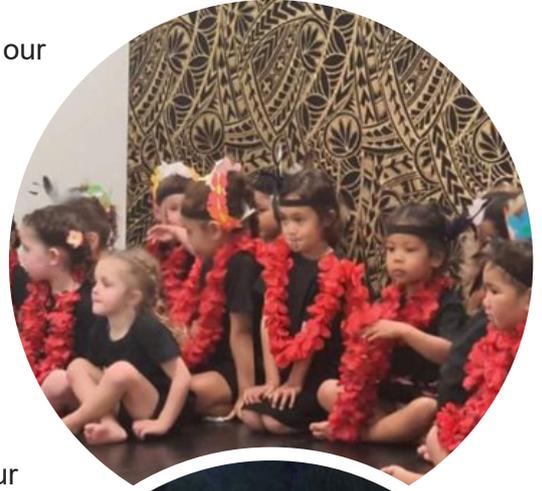


Epuni Kindergarten

2021 has been a busy year for Epuni Kindergarten. We focused on our local curriculum and the purakau of Ngake and Whataitai. We were lucky to work alongside Epuni Primary School and be gifted our Pepeha from Kura Moeahu.

We took our tamariki on an excursion visiting many significant sites and places, such as Rumānuka te Maunga, Waiwhetu me Te Awamutu nga awa, Ati Awa Marae and Petone foreshore. We ventured around these sites by bus and stopped at the top of the Wainuiomata Hill lookout which gave us an amazing view of the Petone foreshore and beyond; it was very special to make connections. Whānau joined us on the excursion and enjoyed the opportunity to learn alongside their child/children. We finished up our trip with a stop at Te Whiti Park, where we enjoyed a picnic and games in the beautiful sunshine.

We were also excited to participate in the 2021 Hutt Festival. We practiced our pese and sasa over several weeks. On the day, tamariki dressed up in costume and enjoyed a day of activities and performances at the Walter Nash Stadium. The highlights of the day were fishing i'a from the vaa, making asoa, a visit from the characters from the movie Moana and watching the other children perform. We are already beginning to prepare for next year's festival!



Holborn Kindergarten

In 2021, Holborn Kindergarten have focused on ways in which we can support our tamariki with developing an understanding of what respect looks like, recognising emotions and developing the skills to support them with self-regulation. Kaiako have evaluated children's interests to create spaces and resources to support this learning journey.

Holborn Kindergarten has enjoyed the relationships that we have created within the Stokes Valley Community. We have made connections to strengthen our localised curriculum and created opportunities for our community to be part of our programme which is supporting the transition to school process for our tamariki and whānau.



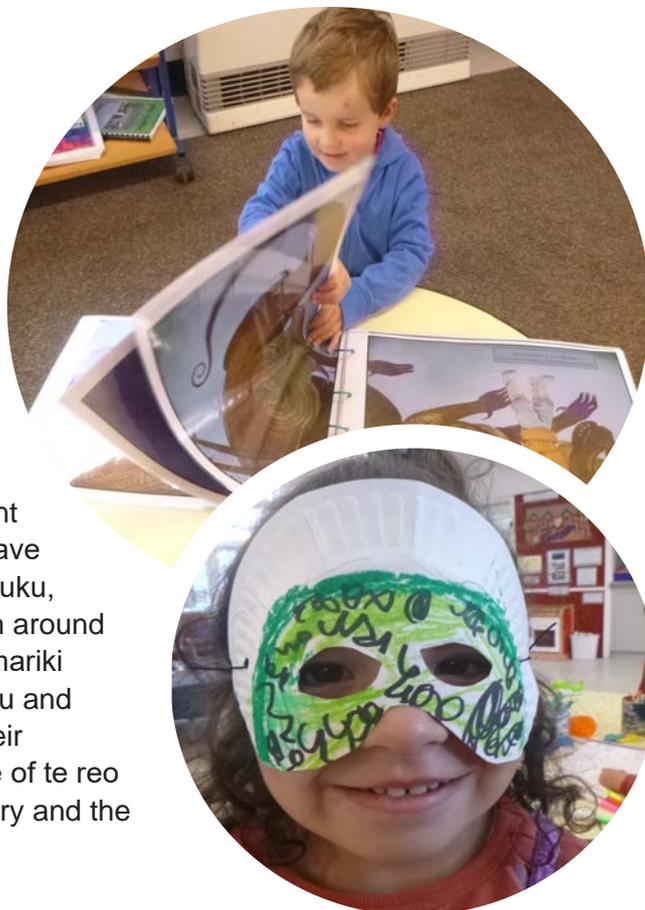
Holborn Kindergarten was successful in gaining a grant from MoE Urgent Response Fund which enabled us to purchase a water pump and a kitchen for the sandpit. These resources have supported our tamariki in transitioning back into kindergarten after returning from the COVID-19 and Delta lockdowns we have experienced.

The kindergarten has a fresh look as we had the exterior painted as well as new vinyl laid in the whare kai.

Kelson Kindergarten

In term three, we have been focusing on the strand of Exploration from *Te Whāriki*. One of the Learning Outcomes from this strand we have been working towards is, "Tamariki will demonstrate ability to be creative and expressive through a variety of activities, such as visual arts activities, storytelling, drama and making music." Our strategy to support tamariki to achieve this outcome is to learn, make props and eventually act out the story, *Taniwha* by Robyn Kahukiwa.

Tamariki have loved learning the story. Kaiako have created a big book and a magnetic story for tamariki to use to cement their learning and retell the story in their own words. They have made masks of the Atua, Tangaroa, Ranginui and Papatūānuku, learning about what they are guardians of and wearing them around kindergarten, acting out the characteristics of their atua. Tamariki have been supported to create other props too, the pounamu and huruhuru from the taonga the boy and taniwha collect on their adventures. We, the kaiako, have been delighted by the use of te reo we have heard the tamariki using through the use of this story and the excitement the children have for acting it out.



Koraunui Kindergarten

Since February 2021, we have been working in partnership with KidsCan to provide kai and warm jackets for our tamariki.

During the recent lockdown in August/September, KidsCan provided cartons of food and delivered them directly to the children and their families as requested by the kindergarten.

We are proud to have participated in the 2021 Hutt Festival (what used to be called the Poly Festival) considering the unpredictable and the unprecedented times we are living through now.

Thank you to the parents, whānau and our community for promoting our kindergarten to families, friends and neighbours.

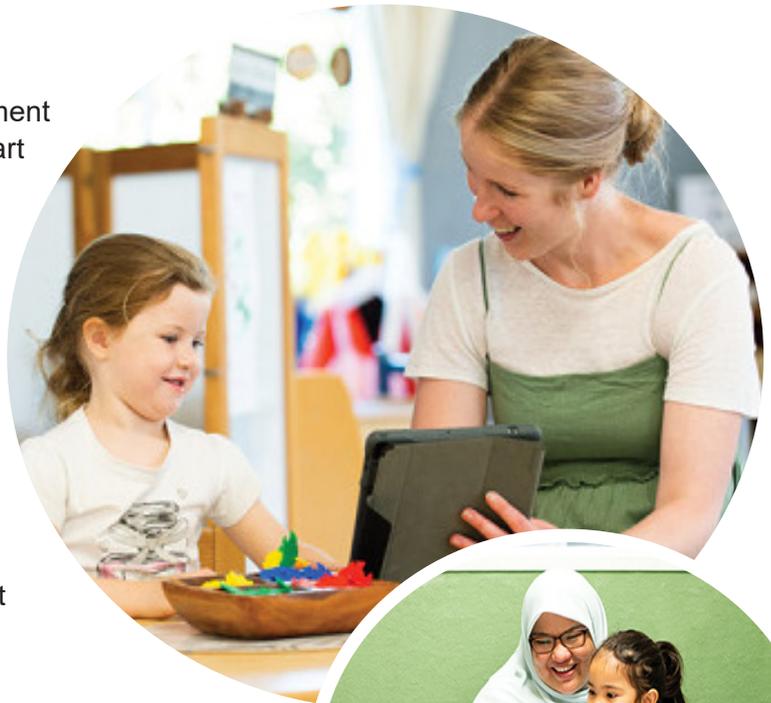
We also appreciate the support from our other kindergartens and their teams. Last but not least we appreciate and are ever thankful for the support from Charmaine, Norma and their team at the Association.



Maungaraki Kindergarten

Maungaraki Kindergarten's evaluation of the effectiveness of their individual learning assessment led to the implementation of learning notes as part of their assessment practice which has been a highlight. Kaiako, whānau and tamariki work collaboratively to document children's learning, authentically, in real time with all of those involved. As a result, relationships have been strengthened and whānau have become more engaged through the Storypark platform, contributing to their child's learning and driving the programme. With the implementation of learning notes, over time kaiako are able to create a thread of relevant learning clearly depicting a child's learning, growth, development and progression.

Since the implementation of learning notes, the teaching team at Maungaraki have continued to reflect on the effectiveness of the new Learning Note assessment practice. This has seen the team continuously evaluate and make the appropriate changes to improve practice. It has been rewarding to see the journey undertaken and positive outcomes that have resulted. Opportunities to share their use of Learning Notes and journey with others within Hutt City Kindergartens and wider afield has been another avenue of reflection and professional growth for all.



Moera Kindergarten

During the term one holiday break, we asked Robin Christie from Child Space to design and build us a bag shed. This came about after we reviewed our previous bag trolley and how the limited space available wasn't working well for us. We were all surprised and impressed with the level of detail and the multicolour Perspex's design. The shed holds all of our 40 bags comfortably and creates a warm and welcoming entrance to our kindergarten.

Another highlight for us was taking part in the International Teddy Bear's Picnic. Tamariki brought in their special soft cuddly friends to kindergarten to share and play with their friends. At lunch time we enjoyed cheese and chicken toasties on the picnic mat outside in the sun.

This year we joined the KidsCan programme and introduced Marina to our teaching team. The tamariki at Moera have been enjoying the delicious food that is provided by KidsCan and prepared by Marina. The veggie butter curry, egg fried rice and the cheese toasties have been the most popular dish so far. It has been fantastic to see the tamariki be brave in trying new food and developing their taste buds.



Naenae Kindergarten

We have had a very busy year here at Naenae Kindergarten. We have been building relationships and reconnecting with the wider community. We had our local hero's visit us: the Fire Brigade, Police, Nurse Sarah and Kris our local librarian. Bunnings also visited and kindly donated their time and resources, such as: planter boxes and flowers, natural playhouse and took the time to paint our fence. We also had whānau celebrations, such as, grandparent's morning tea, Mātāriki and celebrating Samoan Independence Day with Naenae Primary. These celebrations were great successes as tamariki enjoyed showing their grandparents around the kindergarten, sharing kai together, performing kapahaka for Mātāriki and performing Siva at Naenae Primary. Tamariki also had lots of fun being out in the local community, visiting the parks, cafes, library and Naenae Primary.

We are continuing to strengthen these relationships, particularly with the local kura, as one of our goals this year is to support our tamariki who are transitioning to kura with a better transition process. We are also working to reconnect with our local marae and strengthening our relationship with local iwi.



Nettie Riley Kindergarten

We will have been open a year in September and what a busy year it has been. We now have a full MoE Licence, a full roll and a large waiting list. We haven't been able to celebrate our first birthday due to COVID-19, but when we can we will have a special celebration to mark this first milestone.

When we initially opened we had not fully developed our outdoor space, in April we were able to complete the next stage of the development. The tamariki were excited to explore the new space when it was finished. We are continuing to add to the space and it is exciting to see the pākiki (curiosity and working theories) develop.

We still have a way to go to fully establish our learning programme but it is amazing what you can achieve in a year. We have a wonderful child centered play based programme which has had a real focus on children developing social competence and forming meaningful relationships with their kaiako and peers.



Parkway Kindergarten

It has been an eventful year so far for Parkway Kindergarten. These highlights range from celebrating Holi; tamariki and kaiako had a lot of fun in learning and celebrating this culture. It was a celebration that left the tamariki and kaiako looking wet but colourful! A highlight to remember indeed.

Throughout the year we were lucky enough to provide awesome learning experiences such as a Teddy Bear's picnic; all the tamariki brought in their special teddy from home and together as a class we had a picnic! This experience catered to mana whenua of our tamariki as it allowed them to bring something they cherished and treasured from their homes into our kindergarten. The teaching team here at Parkway are always looking at creative and fun ways to support our tamariki and their learning, so another highlight was having M3 Mindfulness classes through a Māori approach and ways of being and connecting which links closely with our kindergarten kaupapa.

This year Parkway Kindergarten has welcomed a new Head Teacher Farren. Karen has moved to another HCK kindergarten and Karen's time with Parkway was celebrated alongside Mātāriki.



Pencarrow Kindergarten

The last year has brought about several exciting changes for Pencarrow Kindergarten, with new kaiako joining the teaching team and valued kaiako resigning after many amazing years of teaching. We are thankful for the manaakitanga that children, whānau and HCK staff have shown to kaiako throughout this time. There have been some positive developments made to the environment, including newly laid carpet and new outdoor heaters installed in our refurbished dining area.

Over the last two terms, we have successfully incorporated weekly visits to Hutt Valley Gym Sports into our teaching and learning programme. These gym sessions have been a highlight for tamariki and a fantastic opportunity to develop new skills and strengthen friendships. We have recently included 'Café Friday' into our Pencarrow rituals; this is a time where tamariki are supported to run their own 'café' using our fine China and barista machine. We have found this ritual to be a great way to incorporate baking into our programme and a special time to spend with our kindergarten whānau in a relaxed environment.



Pukeatua Kindergarten

This year has been very busy for us at Pukeatua Kindergarten, as a centre we have participated in the Oral Language Project! This has given us great ideas and momentum to support and grow oral language for our tamariki here and begin to incorporate new ways of sharing stories.

Also as a team we have put a lot of time and effort into nurturing the wellbeing and mana of our tamariki and community. We understand this pandemic has been unsettling for everyone so we have spent time creating and providing warm, calm and safe spaces for play. We have used our learning from M3 Mindfulness to add to our children's tool box of ways to self-regulate. We have included puppets and songs in our discussions of emotions. We have also used kapa haka and Māori mythology to reiterate our values and support the wairua of all akonga and whānau here at Pukeatua Kindergarten. As a teaching team we have been dedicated to upgrading our outdoor environment and finding innovative ways to engage akonga in the environment through kaupapa and appropriate resources and activities. We purchased a marae which we plan to have an opening event, hangi and blessing for once we are back in level one. The idea behind our marae was not only to create more intimate and richer spaces but to continue our journey on localised curriculum and place-based learning.



Stokes Valley Kindergarten

This year we have continued to develop the inside space at the back of the kindergarten. We created another intimate learning space for our younger children, with hanging branches, fairy lights and lots of open ended resources to provoke wonder and awe. This new space is calm, inviting and adds another element of "inspiring play spaces" to our already well established learning environment.

Some of our favourite resources this year have been the indoor sandpit that was made by a parent and the teachers. This indoor sandpit has brought so many children to a common space to actively explore their sensory interests and enjoy the company of those around them. Our outdoor potion station was made by a family member and is very popular.

This is meeting the needs of the children's urge to pour, mix and make "potions" through their interests in messy play and their ability to be creative in their thinking. Children are spending several hours on sunny and wet days using their imaginations.

The children have responded well to these new areas of the kindergarten and we have seen positive learning outcomes for children in this area with the development of skills such as self-regulation, strengthening of relationships, turn taking and manaakitanga as the tamariki care and respect for their new space.



Sun Valley Kindergarten

Sun Valley Kindergarten are proud of their commitment to Turangaweawe – te ao Māori Place Based Programming and this year has developed a relationship with our community pātaka and lead facilitator whaea Moana. Sharing a sustainable focus, Sun Valley Kindergarten utilise the resource of whaea Moana, to impart her knowledge of growing edible micro seedlings to our tamariki with hands on planting experiences and kōrero. In turn we give back to the pātaka koha of seedlings planted and grown by our very own tamariki, to later become a source of food provided to whānau in our wider community through the pātaka.

As an extension of our already sustainable māra practices, children regularly grow crops, compost and water our gardens. Working alongside a knowledge elder, children are experiencing and developing an understanding of how historically, Māori lived off their land, treating it as a food source therefore precious taonga, much like our moana. Therefore, growing micro seedlings with our Sun Valley tamariki encourages children to care for and take responsibility of their living environment. It shows children how they can plant seedlings to later harvest as crops and how the elements of ngā atua provide a means to nourish a seedling with a food source, water and appropriate growing conditions.



Taita Kindergarten

The third teacher is the environment – a setting designed to be not only functional but also beautiful and reflective of the taitamaiti (child's) learning. It is the taitamaiti relationship with whānau, kaiako and environment that ignites learning.

At Taita Kindergarten the teaching team, whānau and ngā tamariki have been working on making structural, maintenance and cultural changes to our environment to:

- Create a safe and inclusive environment
- Create the illusion of more space
- Provide open play areas for exploration that prioritises fun and creativity
- Provide small play spaces for ngā tamariki to use for relaxation, sensory seeking and emotional regulation
- Promote emotional and social competence
- Provide a supporting learning and engagement
- Establish a positive climate and consistent routines
- Construct values.



Waiwhetu Kindergarten

We've had a busy year at Waiwhetu Kindergarten with many changes happening around our learning environment.

We would like to take this opportunity to thank our kindergarten whānau with special mention to the whānau committee who have supported us and helped make these changes possible. Thank you.

This year our annual conference was themed around wellbeing and our teaching team has implemented many of the new learnings from this conference. One major change that we made was to have regular visits from Kelly Sports to support the physical wellbeing of tamariki at Waiwhetu Kindergarten.

Tamariki are learning important fundamental movement skills such as balancing, jumping, hopping and skipping, which gives tamariki confidence to challenge themselves and learn how to keep their bodies safe when they are participating in sports. They look forward to these sessions and enjoy taking part.



Waterloo Kindergarten

A highlight for our tamariki and their whānau this year has been able to hold the annual disco. We had to cancel it in 2020 due to COVID-19 and in term two this year we had to postpone it when we unexpectedly went into level 2.

We were able to experience the build-up of excitement and anticipation with our tamariki, as we counted down the days until the disco. Families were equally as excited and we could feel the buzz in the air with lots of kōrero/talk amongst our families and tamariki about what they were going to wear to the disco, what music they wanted on our play list and what kai/food they were looking forward to eating on the night. Our new electric Weber barbeque was brilliant and cooked the sausages perfectly, the empanada's one of our Mums made were extremely popular, with families queuing up to buy them as they came out of the oven. Our parents are extremely talented face painters and we had children walking around proudly showing off their painted faces. It was wonderful to see and experience a fun family event where so many of our whānau and extended whānau came and spent time with their tamariki and met other whānau from kindergarten.

Four days later we went into level 4 lockdown.....our timing for holding this disco was impeccable!



Financial Report 2021

The summary financial report has been extracted from the full audited financial statements for the Association for the year July 2020 to June 2021. The full financial statements have been audited and authorised for issue on the 28th September 2021. A copy of the full audited financial statements is available on request.

Financial Performance

For the financial year ending 30th June 2021 the Hutt City Kindergarten Association achieved a good financial result with a surplus of \$452,794.

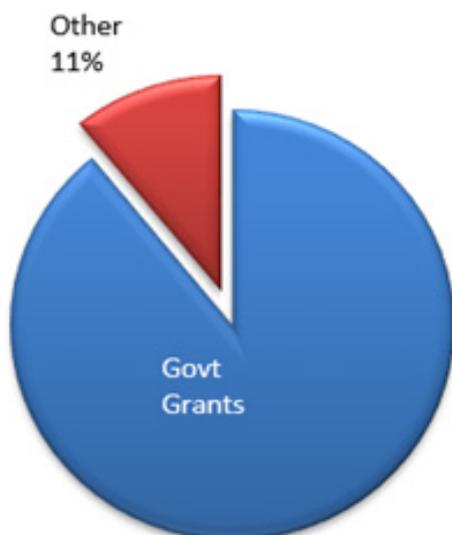
We have had a great financial year, during which we opened our 20th kindergarten, Nettie Riley, this has increased both income and expenditure and is the biggest difference from the previous years financial statements.

Compared to the previous financial year, income increased by \$1,440,607. This is due to the opening of Nettie Riley Kindergarten in September 2020 and an increase in bulk funding rates to cover the increase in teacher's salary costs as per the teacher's collective agreement. Bulk funding remains our main source of income at 89%. Fee income also increased significantly from the last financial year, again this is a result of opening Nettie Riley Kindergarten.

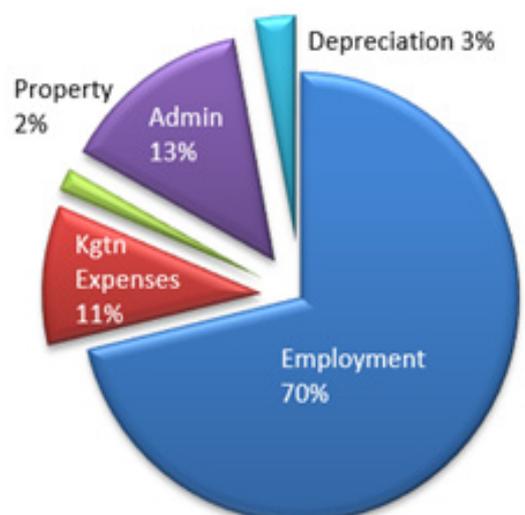
Expenditure has increased from last year by \$1,582,265. The main increase is in employment expenses. This relates to the opening of Nettie Riley Kindergarten which employs eight teachers, an administrator and two teacher supports. During the year we also recruited teachers for the part time positions at all kindergartens, to meet the strategic goal of 100% trained teachers. The increase in Administration costs relates mainly to the new costs for leasing the building used for the Association offices and Nettie Riley Kindergarten.

There was \$611,811 of capital expenditure during the financial year. Expenditure was for the fit out of Nettie Riley Kindergarten and other kindergarten building work, which included Arakura's new kitchen, Kelson bathroom upgrade, Taita building strengthening work, new flooring for Moera, Pencarrow and Taita Kindergartens. We also continued with our computer replacements for staff.

Income 2021



Expenditure 2021



Equity Funding and Targeted Funding

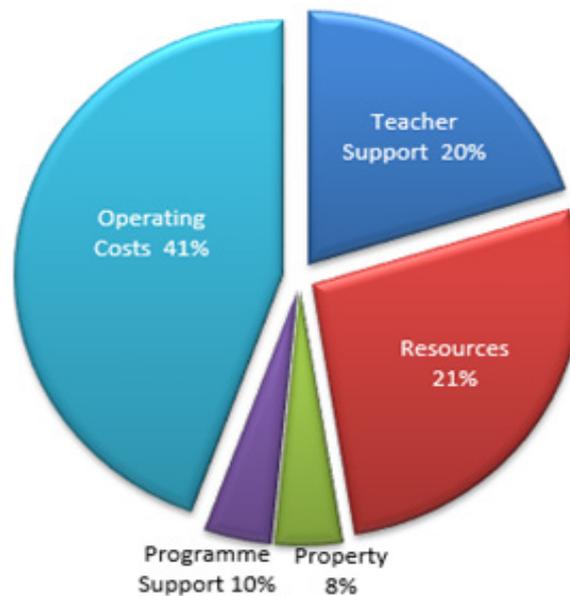
We continue to receive Equity Funding for 12 of our kindergartens.

This extra funding allows us to increase participation and enhance the children's learning experiences.

Opening balance from previous year	187,562
Income	257,013
Expenditure	(227,323)
	<hr/>
Closing balance to carry forward	217,252

The majority of expenditure goes towards fee exemptions, teacher support, property and providing resources for our kindergartens.

Equity Funding Expenditure 2021



We received \$39,476 of Targeted Funding during the financial year. We continued to use the funding to contribute toward the cost of our speech language therapist and pouako, who assist teachers with speech and language development and implementation of te ao Māori curricula.

Donated Goods and Services

In order to fully reflect the support received by our kindergartens, our financial statements include a report on donated goods and services each year. For this financial year we received donated goods to the value of \$50,063. The majority of this was donated teaching consumables. Volunteers gave 618 hours of 'free time'. These hours make a significant difference to our kindergartens. Ka pai!



Financial Statement 2021

	2021	2020
FINANCIAL PERFORMANCE	\$	\$
REVENUE		
Government Grants	9,444,161	8,165,872
Interest Received	16,838	56,479
Fees	617,958	360,695
Whānau Payments/ Donations	121,173	114,052
Grant Income	42,582	-
Incredible Years	16,200	45,200
Miscellaneous Income	337,566	413,573
Total Revenue	10,596,478	9,155,871
LESS DIRECT EXPENSES		
Employment	7,292,771	6,104,739
Administration	1,417,639	1,110,855
Property & Maintenance Costs	168,698	169,801
Kindergarten Expenses	1,015,857	965,550
	9,894,965	8,350,945
Depreciation	342,647	299,219
Total Expenses	10,237,612	8,650,165
Total Surplus for the year	358,866	505,707
FINANCIAL PERFORMANCE		
Current Assets	3,826,041	3,682,115
Fixed Assets	2,631,004	2,361,831
Total Assets	6,457,045	6,043,946
Liabilities	653,813	599,581
Total Association Equity	5,803,231	5,444,365



Acknowledgements

All the whānau/families that actively support our teaching teams and help with fundraising for our kindergartens.

We are very grateful to the following organisations for their support of our kindergartens:

Pelorus Trust

TG McCarthy Trust

State of Motion

Four Winds Foundation

Air Rescue & Community Services

Shott

Storypark

One Foundation

Whittakers

Recon Security

Rocket Smallgoods

Resene Paints

Pub Charity

IHC Hutt Valley Association

Pixie River Studio







