



# Annual Report

*Pūrongo ā-tau*

2024





## **Vision - *Matawhānui***

Growing Young Learners

## **Values - *Whanonga pono***

Relationships / Excellence / Respect /  
Nuture / Inclusion

## **Mission - *Mīhana***

Teaching and leading through an empowering  
learning environment to grow all learners

## **Core - *Iho***

Honour Te Ao Māori, Te Tiriti o Waitangi and  
cultural reponsiveness

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# Association Personnel *Kaimahi hui*

## NZK Governing Board

### President

Sarah Tocker

### Vice President

Jean Martin

### Board Members

Venus Sood-Guy

Julie Craig

Myles Ferris

Christine Hall

Stephanie Newburry

Norma Roberts

Alison Thom

## Honorary Life Members

Dave Bucknall

Marian Daals

Shirley Farquharson

Judith Wynn

Ian Johnston

Kevin Powell

Shirley Payes

Sharyn Bowen

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 Officer

Wendy Price

HR Manager

Kristine Allen

Payroll Officer / Association Finance Officer

Jodene Kemp

Marketing & Communications Manager

Karishma Dullabh

Holiday Kindergarten Administrator

Jane Harfield

Speech Language Therapist

Claire Fouhy

Pouako

Evelyn O'Brien

Early Interventions Teacher

Kate Hanan

Property Manager

Nick Cameron

## External Advisers

Auditor

Grant Thornton



# A message from the Board

## *He Karere Mai i te Poari*



Kia ora koutou katoa,

Ngā mihi o te wā! It's a pleasure to add a few thoughts to tautoko the work of all the Associations' kaimahi over the past 12 months and all that they have contributed to tamariki, whānau and community.

Since the beginning of our pilot 24 months ago, the New Zealand Kindergartens (NZK) approach to Network Governance has been to understand, awhi and support the wider Network through highlighting the excellence found within each Association. We currently have nine Associations under Network Governance, all of whom are supporting each other's growth, expertise and effectiveness. We have had consistently positive feedback from leaders across these nine Associations that the move to network governance has brought them closer to their colleagues and created opportunities to learn and grow in the fields of leadership, management, teaching practice, processes and policies.

With the demographic and economic changes that lay ahead for the Early Childhood Education (ECE) sector, we are well positioned to work together and strengthen the place and value of kindergartens for the years ahead. While our role in supporting tamariki and their whānau is increasingly complex, the face of Aotearoa continues to change too. NZK now represents 19 of the 27 Kindergarten Associations in Aotearoa, (an increase of four in the past year), and across all Associations we are now a \$185M income business. More than ever, our support of each other to find out what works, while keeping our local flavour to meet the needs of different communities is a strength we can leverage.

I am incredibly proud to be alongside as we highlight the importance of quality early childhood education, and the relationships, experiences and connections that are made in these pivotal years in children's lives.

A huge congratulations on a successful year, and thank you to all kaimahi for the ongoing commitment and positive impact that you are making in the lives of the people in your community.

Mā te wā,

Sarah Tocker

Board Chair - New Zealand Kindergartens



# From the Management Team

## *Mai i te rōpū whakahaere*

### Introduction

It is with pleasure we write the Management Report for our 2023/2024 financial year. This is an opportunity to share our achievements with you.

We've had another busy year, rolls have continued to be positive and our waiting lists increased for most kindergartens during the latter part of the financial year. Because of this we have been investigating opportunities for opening a new service as we know there is a need for more ECE centers in the region.

Our staff turnover has remained around an average of five per quarter and we continue to receive a high number of applications for most positions. We thank our staff who contribute to the positive reputation HCK enjoys.

At last year's AGM we changed from working with a local board to working directly with the New Zealand Kindertartens (NZK) Network Board, along with eight other associations across the motu. From a kindergarten point of view, it has been business as usual as they continue to build relationships with tamariki and whānau. From a management perspective, this has been a successful transition as we navigate this new space. The relationships that have been built across the kindergarten associations that form NZK have continued to strengthen and we continue to gain support and benefit from being part of a larger organisation, while still maintaining all the benefits of being a locally run Kindergarten Association.

### Teaching and Learning

Teachers at HCK have continued to engage in research projects with our external partners such as Ministry of Education, Victoria University, Talking Matters and NZCER. This mahi adds skills and knowledge to teacher's kete and informs their teaching practices. By engaging in research, it allows our teachers to be educators as opposed to practitioners and contribute to the wider early childhood education network in Aotearoa NZ.

As an organisation we have continued to grow our tikanga and te reo capabilities through our Ka Hikitia Ka plan (The Māori Education Strategy document). Evelyn; our Pouako supports all teams with the development of their Te ao Māori plan that links to Ka Hikitia. She has also actively engaged with our wider community and as a result we have established a relationship with Te Māngunugu Marae. She has set up a Māori Advisory group which is in its initial stages of forming.

Our kindertartens have a disproportionate number of diverse learners and because we believe all tamariki are competent learners we are committed to continuing to employ Claire; our Speech Language Therapist and Kate; our Early Intervention Teacher. The July Professional Week was dedicated to professional learning that supported our teachers with the necessary skills and knowledge to work more effectively with our diverse learners.

Frederick Froebel is the inventor of kindertartens and his theories about the importance of play for young children were revolutionary at the time and are now the mahi of young tamariki. As training kindergarten teachers has shifted to training early childhood teachers much of his mahi has been lost. We have spent the year reuniting our teachers with Froebel, the importance of his mahi and what this looks like in a 21st century context.

***Titiro whakamuri, kōkiri whakamua***

***Look backwards to move forward***

## Acknowledgement and Thank You

We are grateful to our whānau who continue to support our kindergartens and to their tamariki who delight us every day.

To Jill Bond, CEO NZK, thank you for all your support and work you do in representing our Association and working closely with other ECE sector leads, influencing outcomes to shape a better future for our tamariki.

To the managers of other NZK Associations across Aotearoa/NZ, we thank you for your support, kindness, and the willingness to share your time and resources with us.

To the NZK Board, we thank you for your ongoing commitment to ensuring kindergartens across the motu remain leaders in early childhood education.

To all our staff in our kindergartens - teachers, administrators, teacher supports, relievers, van staff - we are proud of the mahi you do and 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 Operations and Professional Advisory Teams, thank you for your commitment to engage and support staff and whānau, to build empowering learning environments that grow all learners.



**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





# Kindergarten Highlights *Nga mihi nui kindergarten*

## Arakura Kindergarten

This year the highlight for Arakura was our annual Matariki celebration. Since COVID-19, whānau participation has been at an all time low. We have a handful of whānau attend our events but Matariki marked a turning point in this and 33 tamariki bought their whānau to celebrate.

We borrowed the gas hangi from the Association and invited our whānau to come in and share kai with us. In the morning we had some mums come in to awhi/support us in the preparation of the kai and then, at 12.30pm, we started the cooking process. At 5.00pm, whānau arrived and we honoured our future generations by planting trees and plants at the top of the drive, tamariki were able to help with planting process.

During this time, several helpers were in the kitchen finishing preparing the kai and when the planting was finished it was time to eat. Tepu were set up inside and in the verandah, luckily we were able to squeeze everyone in. It was great to see whānau sitting together grandparents, aunties and cousins. Everyone enjoyed their dinner and afterwards we were able to honour those gone before us by blowing bubbles and sending them wishes.



## Avalon Kindergarten

It was exciting to have our new gazebo installed by Nick the HCK Property Manager at the start of 2024. We were able to make this purchase with funds raised from a highly successful raffle held the previous year. The gazebo is a stylish addition to the outdoor area and has provoked lots of creative and imaginative play. Our teaching and learning goals focused on loose parts play and active movement extending children's skills and providing tamariki with new options for play, fueling their imagination, creativity, cooperation, resilience, sense of achievement and fostering new friendships. Reconfiguring part of our inside area to extend nga tamariki and the teaching team's exploration of loose parts play has been a valuable change to our environment.

Embracing the cultures of our whānau is central to our philosophy. We are very lucky to have supportive whānau who help us to learn more about and celebrate the diverse cultures of tamariki attending Avalon Kindergarten.

Another highlight this year has been reestablishing our visits to Naenae Library with more whānau able to support these trips. Children look forward to the visits which foster literacy skills and encourage a love and enjoyment of books and stories as well as making links with our local community.

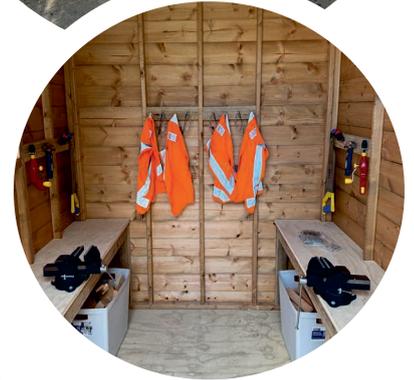
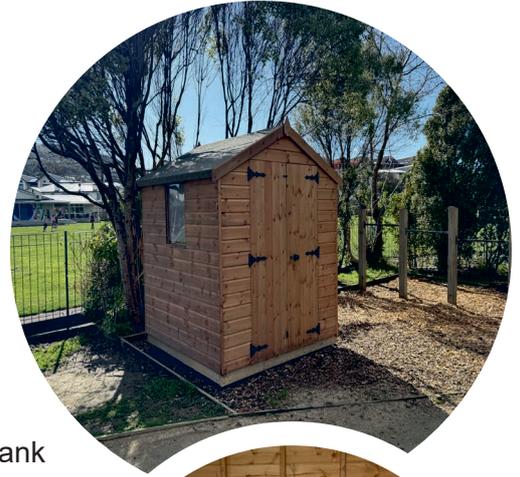


## Boulcott Kindergarten

This year has been a year of change and growth for the team at Boulcott Kindergarten. One of the first focuses was to complete the revamped outdoor area and with Boulcott Kindergarten being chosen as one of the kindergartens to move to a full year model in 2024, this was completed in the October holidays in 2023. The redesigned play area allowed for a safe climbing area for gross motor skill development and a path that winds around the play area for children to ride bikes.

Another focus for the team was to reintroduce carpentry, an important curriculum area back into the kindergarten. After a year of planning and the formation of a fundraising group, we successfully were awarded a grant to cover the cost of a new shed and to fit it out for four workstations inside. Thank you to Nick our Property Manager, who picked up the shed, put it together and fitted it out for the children to use.

Over the past year, we have introduced 'Toast Time' into our morning routine at Boulcott. This consists of children being able to come to the table and start their day with a piece of toast while they settle into the environment for the day. Seeing the development of the fine motor skills as the children manipulate the knives to spread their own butter and choice of spread has been amazing. It has also led to some significant donations of bread, spreads and also a small chest freezer to store all the bread. Thank you to the Anderson Family for the freezer. In the colder months we also had a small heater donated for our nappy change room, thank you to Will Strang for the heater and Jono Fletcher for providing your electrical expertise at a very reduced rate to have the heater installed.



## Dyer Street Kindergarten



Over the past year, our team has focused on strengthening whanaungatanga - our respectful working relationships with our whānau and local communities. We've particularly enhanced our connections with Dyer Street School through regular visits and important cultural celebrations. Regular termly visits between our kindergarten and the new entrant class have supported our tamariki in transitioning to school, helping them become more confident in adapting to the changes of starting school.

During the Matariki celebrations, we were invited to join the School's assembly, where our tamariki performed several waiata they had been practicing. Their performance was warmly received by the whole community from both our kindergarten and the school. This year we also collaborated with the school for the Hutt Festival performance in July. This involved extensive communications between our kaiako and the school, as well as regular practice sessions for waiata and kapa haka performances. It was a wonderful opportunity for our tamariki to build tuakana/teina relationships with the tamariki from the school and to engage in rich cultural experiences. Our whānau have played a significant role in these special events and they were able to take an active part in the learning of their tamariki.

## Epuni Kindergarten

Our kindergarten sits within a richly diverse community, and we take every opportunity to celebrate the cultures of whānau who attend our kindergarten. Our teaching team acknowledges this as an important aspect, and we love learning about new cultures. For the first time we celebrated Sinhala and Tamil New Year that our Sri Lankan family came in to host. It was lovely of them to share their rich culture and rituals with us and give us a taste of how they celebrate New Years in their culture.

Also, our fanau participated in Hutt Festival. Hutt Festival is when schools/kindergartens come together and celebrate our Pasifika heritage through song and dance. Our fanau practiced pese (songs) and siva (dance) with our friends at Epuni School. We were so proud of them all for building that confidence to perform in front of a huge audience.

Te Whāriki expresses our vision that all children grow up in New Zealand as competent and confident learners, strong in their identity, language and culture. It emphasises our bicultural foundation, our multicultural present and the shared future we are creating.



## Holborn Kindergarten

At Holborn Kindergarten, our focus has continued to be providing a program and environment that supports tamariki to develop holistically. We have instigated a regular excursion visiting the park next door to the kindergarten, supporting physical development through providing ball skills, space to run and roll down the mound, experience the view of our surrounding whenua and of course spending time together strengthening relationships.

The development of our outdoor area is underway aiming to create areas to support focused learning experiences outdoors. The water play area has provided tamariki a space that promotes the learning experiences provided through water play.

Our whānau participated in the Early Reading Program which has created links between learning at home and kindergarten. From this, we were able to purchase an interactive intelligent panel and are looking forward to implementing various interactive learning experiences using technology with our tamariki.

As part of our focus on creating a rich learning environment, the team has embarked on implementing the philosophy and teaching and learning focus inspired by the Heart School. Part of this journey has focused on establishing a cohesive team centered around teaching from the heart and creating an environment that is meaningful to tamariki, kaiako and whānau.



## Kelson Kindergarten

Over this past year we have included a daily hui into our programme. At the hui we follow Māori protocol where tamariki can recite their pepeha and we teach the children the kupu we are learning that term. These kupu align with the group focus of the term and we often introduce a waiata to support this learning too. During Term 2 our focus was on Social and Emotional Competence, we changed the words of, 'If Your Happy And You Know It' to introduce harikoa, pōuri and pukuriri along with strategies that support tamariki growing regulation techniques.

It has been exciting to hear tamariki using Te Reo instead of English and remind each other of what to do if they're feeling pukuriri - take a breath, or pōuri - have a cuddle. Whānau have also commented on the kupu and waiata their tamariki have been teaching them at home.



## Koraunui Kindergarten

At Koraunui Kindergarten, we see the importance of keeping our environment and its resources fresh and exciting. As a team, we are continuously looking at how our spaces can be better adapted to suit the current interests, skills and strengths of our tamariki.

Our outdoor area was the focus for 2024. We took the opportunity to reflect on what was working, what wasn't, as well as positive changes we could make. We discovered our large rock pit was limiting the chance for tamariki to engage in large group games therefore we decided to remove it. While this was no easy task, it has created a larger and more open space for ball games, challenge courses, and parachute fun. All of which our tamariki have been loving!



We have also made improvements to our decking area following the interests of our tamariki. Greenery and a wooden playhouse were added to create a warm and inviting space. Baby dolls, play food, plates and cups made the house into a home and an opportunity for our tamariki to engage in dramatic play in an outdoor setting. It has been wonderful to see the friendships that have been made within this space and the conversations had.

We look forward to continuing to reflect on our environment and explore new and exciting ways to extend the interests of our tamariki.

## Maungaraki Kindergarten

Over the past few years Maungaraki Kindergarten has been fundraising to update our outdoor environment, this year it has come to fruition with new safety turf being laid to replace the worn wet pour and new fencing surrounding the whole kindergarten along with a beautiful welcoming stained window of Ngake and Whaitai. The drainage around the sandpit area and new native garden to protect the space have been installed plus a new sandpit storage unit and mud kitchen added for tamariki to have an opportunity to select and use resources as they need/want to enhance their play. We have also removed the old empty gardens to create a new vegetable garden with easy access for tamariki. Our verandah space has new rubber tiles and we have begun to replace the drop down blinds which protect the play space from wind and rain.

Whānau have supported events including our Teddy Bears Picnic, Christmas, Diwali, Samoan Language Week, Matariki, Grandparent's Day, Mothers Day, Holi, Raksha Bandhan and Father's Day. Our connections with our local kura have strengthened over the year and we enjoy regular visits to Maungaraki and Normandale Schools and weekly walks to the local community library at Maungaraki School.



## Moera Kindergarten

Moera Kindergarten continues to go from strength to strength as we carry on our path of creating engaging and purposeful play spaces for our tamariki to learn and grow. We have seen a need for some time to provide a quiet sensory space, not just for our divergent learners, but also for tamariki to explore all of their senses and have a space to withdraw when the environment becomes overwhelming. We have researched and purchased new resources to support sensory play and we have also upgraded our outdoor area including building a new retreat seat around our beautiful tree and installing unique artwork donated by local artist Jennifer Feek.

During the year, we observed a growing interest in learning about the atua of New Zealand so over two terms we taught Māori legends and embedded conversation of the atua into our everyday programme. Each of the atua are now proudly made and displayed by tamariki in the environment and we continue to hear calls of, "Tawhirimatea is really blowing today!" as we experience the well known Wellington winds blowing through the kindergarten.

Whānau input into our programme is at an all time high as we celebrated Matariki with extended family members. We had over 60 people in attendance and it was a wonderful experience to see everyone working together to provide kai during this time of celebration. We continue to plan a curriculum embedded in whānau contribution as this is how authentic teaching and learning takes place and where we see the most progression in learning from our tamariki.

We have had a hugely productive year with so many exceptional moments and we are all looking forward, and are planning for the year ahead.



## Naenae Kindergarten

We have been busy at Naenae Kindergarten in the last year with renovations. We have been very fortunate to receive nice new soft carpet, which has been extended into the play area. We had new lino installed, one of our ceilings fixed, as well as having the inside and outside of the building painted. These renovations have made significant changes to the indoor environment, making it look lighter, feel softer, and more inviting and appealing.

The changes inspired kaiako to revisit our environment and create engaging and stimulating areas of learning for tamariki. We have seen a wonderful difference in our tamariki, being more settled and utilising different areas. The addition of new heaters on the deck has created a warm, inviting space for tamariki to experience uninterrupted play during the Winter months. We have received wonderful feedback from whānau about the noticeable changes and the inviting spaces for whānau to stay, relax and be comfortable.



## Nettie Riley Kindergarten

We are immensely proud of the journey we have undertaken over the past year and are eager to celebrate our successes. A major highlight has been deepening our understanding of Te Ao Māori and enhancing the authenticity of our practices.

During Terms 1 and 2, we explored ngā atua and their roles as kaitiaki of various natural elements around us. This journey taught us how to be kaitiaki of our kindergarten, leading to a successful trip to Te Papa and inspiring a project focused on recycling paper. Our kaiako followed the lead of our tamariki and whānau, supporting them in leading a number of projects that are now displayed throughout our vibrant environment. Our team at Nettie Riley take great pride in the beautiful learning environment we have created together with our tamariki and whānau, and we look forward to continuing this amazing mahi.

We also want to celebrate the significant involvement and contributions of whānau and our wider community within our kindergarten this year. We have had whānau join us to share stories, a few members from the Royal NZ Ballet visit to engage us with interactive music and movement, a member of the Arohanui Strings Orchestra play the violin and teach us about rhythm and the flow of music, and several police officers and a dog handler demonstrate their work in keeping our communities safe.

Additionally, we held a successful Matariki evening, with the majority of whānau attending to celebrate this important time of year. We are extremely proud of the mahi we have accomplished this year and are excited to continue our journey here at Nettie Riley.



## Parkway Kindergarten

Over the last year our passion for creating and providing a culturally inclusive learning environment, that nau mai/afio mai all ākonga and whānau has continued. We have been busy over the past year celebrating diversity and inviting tamariki, their whānau and aiga to share what is important to them and join us in celebrating significant cultural events.

We have also created dedicated spaces within our learning environment that enables tamariki to explore, discover and engage. We have continued to connect with our local schools, Mama Mate and community to provide valuable learning experiences and create lifelong memories for our tamariki.



## Pencarrow Kindergarten

At Pencarrow Kindergarten we are proud to continue providing a learning environment that is unhurried and inclusive of all tamariki and whānau. Kaiako have attended several professional learning courses to support the ways we work with our tamariki who learn in different ways, how we can show manaakitanga to their whānau and we have purchased new resources for the environment. Our kindergarten day and routines continue to be flexible so we can meet the individual needs of tamariki.

The outdoor natural space that makes this place so special contributes to a calm and peaceful day where tamariki spontaneously interact with nature and have the opportunity to enjoy this in all seasons of the year.



## Pukeatua Kindergarten

At Pukeatua Kindergarten, one of our goals this year has focused around creating an environment that allows tamariki to be their authentic selves. We have been lucky to have some upgrades in our 'sunroom', with the addition of new carpet and furnishings giving it a more homely feel for our dramatic and family play experiences.

Outdoors we are enjoying how small changes have encouraged tamariki to set new challenges and engage in 'courageous play' by taking calculated risks through exploration with their whole bodies. The addition of a new swing set has enhanced this space with plans for more upgrades soon.

A big highlight for tamariki was our Matariki Dinner and Disco celebration, which received an awesome whānau turnout and still has tamaiti reminiscing about it months later!



## Stokes Valley Kindergarten

Over the year we have been redeveloping our outside gardens, looking for authentic ways to grow children's learning and play from a Te Ao Māori perspective. With Jo from He Puawai Trust, a community free service, we have created rituals and routines for children and whānau to take part in. We have held whānau days where children and their families plant, water and nurture the seedlings they have planted, understanding the importance of Kaitiakitanga which is the concept of guardianship of the sky, sea and the land. A kaitiaki is a guardian, and through storytelling, art work and Jo's passion we have developed an appreciation for taking care of our land by working in partnership with whanau and our wider communities.

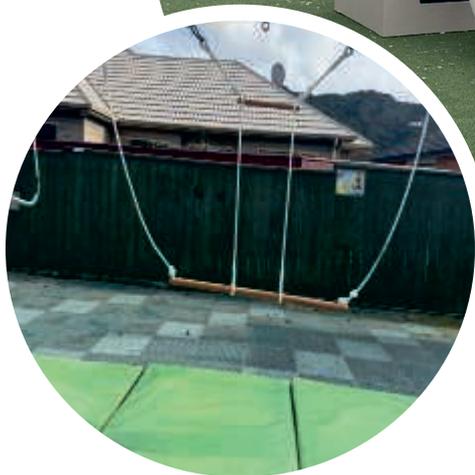
To extend upon this learning we are exploring the idea of an interactive outdoor classroom as we continue to protect and nurture the relationships we have built with the community, the land and living world around us.



## Sun Valley Kindergarten

Sun Valley Kindergarten has purchased three new neutral-coloured boxes, a slide, a horizontal swinging bar and an abseiling climbing frame. In addition, we have a new twing and a novel swing set. The resources were in response to concerns arising from our regular playground checks. These have enhanced our revamped outdoor area and provided a greater range of active movement challenges.

We have noticed the new resources support social competencies through turn taking and following kindergarten Kaupapa. Tamariki have been showing tuakana-teina skills as they encourage and affirm each other's achievements.



## Taita Kindergarten

Over the past financial year, Taita Kindergarten has achieved remarkable milestones, from celebrating tamariki unique identities and talents to empowering each other and embracing the diversity of our community. We had a fantastic time performing at Hutt Festival 2024. It was a vibrant celebration of culture, creativity, and whanaungatanga. Our efforts to create a safe and inclusive environment paid off. Tamariki feel confident and secure to share their taonga, mātauranga, identities, and stories within our kindergarten and the Taita community. Our connection with Taita Central School strengthened, and now we are establishing strong connections with Pomare School and St. Michael's School through our transition to school programme. Our tuakana-teina relationship with Taita College fostered shared goals and commitment to akonga success.

The Histories trip was a great success. Tamariki and whānau learned more about our kindergarten's connection to the whenua and the kindergarten pepeha. We appreciate the support that our kindergarten received from TAKA Trust, Naomi Shaw, and Quentin Duthie.

Our heartfelt gratitude goes to our whānau for their unwavering support throughout this journey. Their involvement and commitment have been instrumental in creating a nurturing environment for our tamariki. Together, we are building a strong community that fosters growth, learning, and a strong sense of identity.



## Waiwhetu Kindergarten

Enjoying sensory play at Waiwhetu.

At Waiwhetu Kindergarten, tamariki have been enjoying lots of different types of messy and water play. We have found messy play provides lots of opportunity for social engagement. Tamariki experience something new together and share their experiences with one another or use the medium to create social play situations such as cooking, baking, or imitating mealtimes at home with whānau. To meet the needs of all tamariki, teachers have been mindful to provide opportunities to engage with this indoors and outdoors.

This type of play promotes language development as children describe what the attributes of what they are playing with and how it feels. Tamariki learn math and science concepts as they experiment with volume, measurement, three dimensional shapes, space and the properties of the medium they are playing with.



## Waterloo Kindergarten

We were involved in the Talking Matters Project during Term 4 2023 and Term 1 2024. This entailed working alongside Jo and Anna from the Talking Matters team, embarking on an exploration of our language environment aiming to determine the best opportunity for practice improvement as well as existing strengths.

Initially we collected data using observations and LENA recordings (Language ENvironment Analysis) which provided insights into the frequency of adult-child verbal interactions by attaching a device to each child. We later used LENA in an innovative way (a first apparently) positioning one device on our art table to record the space - as opposed to children wearing the devices. We set goals and implemented specific strategies, deciding to focus on creating language rich interactions in our art area. We decided on this area because it has and is always busy with tamariki, making and creating and wanted to find out how we could optimise our interactions and manage and/or minimise the distractions that happen in this area.

Key changes were: moving the art table and minimising the amount of materials/tools/resources in the area and strategically placing furniture to section it off. We now keep the outside door next to the art table permanently shut which has stopped the busy foot traffic in and out of this area. At the beginning of the project, teachers self-assessed our own capabilities and confidence in key areas. This self-analysis was revisited at the end of the project where it has been evident that we have strengthened our confidence and mindfulness of how we set up our environment thinking about language development/opportunities for conversations, and our teaching practices e.g. getting down to children's level.



# Financial Report 2024 *Pūrongo Pūtea 2024*

The summary financial report has been extracted from the full audited financial statements for the Association for the year July 2023 to June 2024. The full financial statements have been audited and authorised for issue on the 6th October 2024. A copy of the full audited financial statements is available on request.

## Financial Performance

For the financial year ending 30th June 2024 the Hutt City Kindergarten Association's financial result was a surplus of \$779,459. We continue to be in good financial position.

We have had a good financial year, producing a surplus, which was used to fund capital expenditure of \$631,591.

During the year enrolment numbers remained steady, and over the last six months waiting lists numbers have increased at most kindergartens. The number of two year olds enrolled decreased to 62 from 106 at the end of the last financial year. Overall, we achieved a 96% occupancy rate.

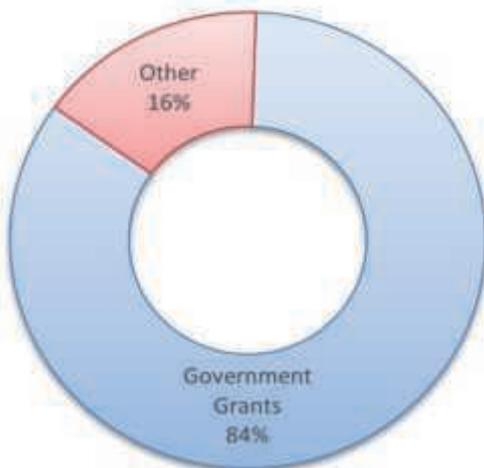
Compared to the previous financial year, income increased by \$1,678,232 this was due to the increase in funding rates and moving two more kindergartens to the all year model in January 2024, it was also due to the payments received to pay the teachers one off payments as per the KTCA agreement resigned in November 2023. Interest rates also continued to increase for the financial year.

Expenditure increased from last year by \$1,389,817. This mostly relates to Employment expenses due to teachers salary increases and the one off payments as per the KTCA.

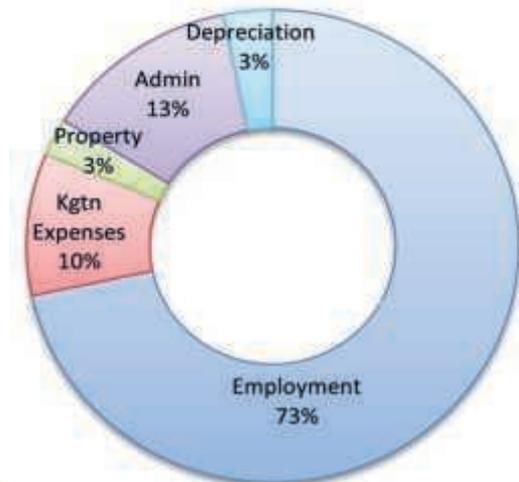
Administration costs increased due to the KTCA increases and one off payments and the employment of a Property Manager in December 2023.

The \$631,591 of capital expenditure during the financial year included a new kitchen and upgraded children's bathroom for Parkway Kindergarten, upgraded children's bathroom for Stokes Valley Kindergarten new flooring for Boulcott, Naenae and Parkway Kindergartens, and outdoor upgrades for Boulcott, Epuni, Kelson and Maungaraki Kindergartens.

**Income 2024**



**Expenditure 2024**



### Equity Funding and Targeted Funding

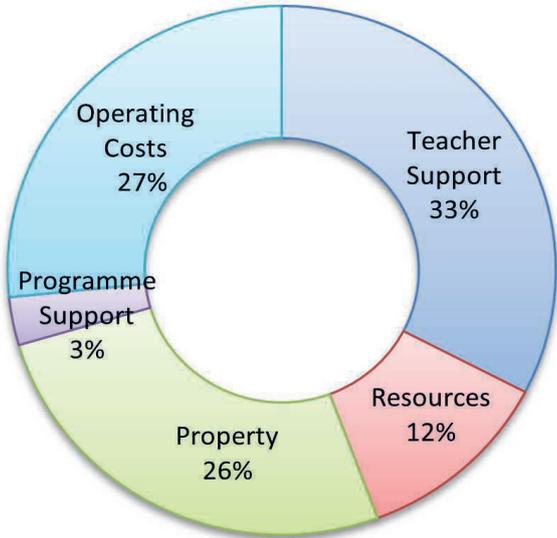
We continue to receive Equity Funding for 12 of our kindergartens.

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

Opening balance	196,105
Income	276,185
Expenditure	<u>(275,116)</u>
Closing balance	<u>197,175</u>

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

#### Equity Funding Expenditure 2024



We received \$54,370 of Targeted Funding during the financial year, this funding contributes towards the cost of our Early Intervention Teacher, Speech Language Therapist and Pouako, who assist Teachers with diverse learners, speech and language development and implementation of Te Ao Maori curricula.



# Financial Statement 2024 *Tauākī Pūtea 2024*

For the financial year ended 30th June 2024

	<b>2024</b>	<b>2023</b>
<b>FINANCIAL PERFORMANCE</b>	<b>\$</b>	<b>\$</b>
<b>REVENUE</b>		
Government Grants	11,494,306	10,583,290
Interest Received	298,572	127,774
Fees	841,162	746,466
Whānau Payments/ Donations	96,410	94,040
Grant Income	-	-
Miscellaneous Income	894,991	395,639
Total Revenue	13,625,441	11,947,209
<b>LESS DIRECT EXPENSES</b>		
Employment	9,202,088	8,070,456
Administration	1,652,836	1,487,418
Property & Maintenance Costs	326,936	370,798
Kindergarten Expenses	1,249,912	1,126,539
	12,431,773	11,055,211
Depreciation	414,209	400,954
Total Expenses	12,845,982	11,456,165
Total Surplus for the year	779,459	491,044
<b>FINANCIAL PERFORMANCE</b>		
Current Assets	5,773,109	5,236,824
Fixed Assets	2,937,845	2,720,462
Total Assets	8,710,954	7,957,286
Liabilities	600,929	912,439
Total Association Equity	8,110,023	7,044,847

NOTE: This is an unaudited summary financial report. If you would like to see the full audited financial statements they are available on request.

# At a Glance *I te titiro*



**20** Kindergartens - 19 sessional, 1 all day



**902** Tamariki enrolled



**720** Available enrolment spaces



**96%** Average occupancy



**99** Tamariki supported with subsidised fees



**162** Two year olds funded for 20 hours



**73%** ECE staff cost proportional to revenue

# Acknowledgements *Ngā Mihi*

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

Four Winds Foundation

TG McCarthy Trust

HCC Community Engagement Fund

Wellington Children's Foundation

Storypark

Fuji Xerox

Shoe Box Christmas

Go Cloud Systems Ltd

KidsCan

Resene Paints

Spark

Sport Education, Community & Cultural Foundation (SECC)

We would also like to acknowledge the whānau/families that actively support our kaiako/teaching teams and help with fundraising for our kindergartens.







*Te Pūtahi Kura Pūhou o Te Awakairangi*





*Te Tipu haere o ngā akonga rangatahi*