

Annual Report

2025



Our Funders & Partners

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Teach For All
A Global Network



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A Word From Our Leaders...



Barbara Alaalatoa
Board Chair

Tēnā koutou katoa i runga i ngā tūāhuatanga o te wā.

This year has marked another strong period of growth, delivery, and purpose for Ako Mātātupu. Our organisation continues to demonstrate what is possible when committed people, evidence-led practice, and deep partnerships come together in service of better outcomes for young people across Aotearoa.

The expertise and stewardship of our Board and our Academic Advisory Board have ensured that Ako Mātātupu remains future-focused, research-informed, and well positioned to respond to the evolving needs of the sector.

Our partnerships continue to be one of our greatest assets. Schools, iwi, donors, and community organisations have stood alongside us to expand opportunities for young people. Our expanding reach across the motu was further supported by the approval of our new Primary employment-based qualification, a milestone that enables us to respond even more effectively to the needs of our communities.

This year's NZQA Monitoring Report affirmed the exceptional quality of our programmes and the coherence of our organisational culture, recognising the dedication of our team and the strength of our values-led approach. Reaching the milestone of more than 500 alumni now connected to our kaupapa is a powerful reminder of the long-term impact this community is having—in classrooms, leadership roles, and across the wider education landscape. Their work gives life to our vision of an Aotearoa where all young people can realise their potential.

My sincere thanks go to Liam, our exceptional staff, our partner schools, and all who walk alongside us. The year ahead holds great promise, and I remain confident that Ako Mātātupu will continue to play a meaningful role in shaping a thriving future for all young people.

Nāku me ngā mihi,

Barbara Alaalatoa
Board Chair

As I reflect on the past year at Ako Mātātupu, I feel an immense sense of pride and gratitude for what we have achieved together. This has been a year of growth and deepening impact toward a more equitable education system.

In November we welcomed Cohort 2026 I Ngā Waiātea, with 77 exceptional individuals choosing to join this movement of people willing to step into challenge, serve communities, and stand alongside rangatahi with courage and compassion. When I have the privilege of standing alongside them, I see our future leaders across classrooms, communities, and systems, all driven by a belief in a more just and hopeful Aotearoa.

A significant development in our mahi this year has been the establishment and launch of our Primary Pathway within the Teach First NZ Programme. Throughout the year we brought together more than 20 primary principals, academics, and stakeholders as our Primary Teaching Advisory Group; we wrote and gained approval for our Graduate Diploma in Primary Teaching; we have welcomed new staff, formed new school partnerships, and recruited exceptional candidates who have joined our inaugural cohort.

Internally, we have brought our teams into closer alignment and made key leadership appointments, including Nadeen Papali'i (Cohort 2013) stepping into the Programme Director role, Nyra Marshall (Cohort 2015) becoming Programme Lead – Secondary, and Linda Brown joining Ako Mātātupu to lead our Primary programme. Our staff whānau's dedication, commitment, and excellence have been central to everything we have accomplished. None of this would have been possible without their continued commitment to this kaupapa.

As always, partnerships remain at the heart of our work. To our longstanding supporters and those who have joined us this year - thank you for contributing to, sustaining, and strengthening our mahi.



Liam Munday
Kaitiaki I CEO

Your partnership and belief in our mission enable us to keep growing, innovating, and moving toward the future we collectively envision.

To everyone who has walked alongside us—schools, participants, alumni, staff, funders, and whānau—thank you for your trust, your support, and your commitment to this movement. Together, we continue to build an education system that is more effective, inclusive, and just, and where every young person is able to realise their potential.

Ngā mihi nui,

Liam Munday
Kaitiaki I CEO



Our Vision

**All young people
in Aotearoa realise
their full potential**



Toitū Malaga | Cohort 2025

Teach First NZ Programme

The Teach First NZ Programme is an employment-based pathway that brings exceptional people into teaching, within communities where they are needed most.

Participants earn a teaching qualification while working full-time in partner schools, gaining hands-on experience supported by specialist teacher-educators, academic staff, and dedicated mentors. This approach ensures that new teachers enter the profession grounded in both rigorous preparation and real-world classroom practice.

“The Postgraduate Diploma in Secondary Teaching programme continues to deliver strong, community-focused outcomes and remains well positioned to support a diverse, high quality teaching workforce for New Zealand.”

NZQA (2025), Degree Monitoring Report
He Pūrongo Aroturuki Tohu Paetahi

63 participants are due to complete the Teach First NZ Programme at the end of 2025. We currently have 124 programme participants, training in 23 subjects, serving in 73 schools across Aotearoa.

In November 2025, 77 participants began their training with Ako Mātātupu, marking the largest cohort to start the programme. Our current participants will be teaching in schools serving low-income communities, from Kaitaia to Christchurch.

Key Highlights

- Over 600 programme participants have completed or are in the process of completing the Teach First NZ Programme.
- In delivering the programme, Ako Mātātupu has partnered with 151 Partner Schools, from Kaitaia to Invercargill.
- While completing the programme, our participants have directly impacted over 70,000 students.

New Primary Pathway

This year, Ako Mātātupu has responded to a call from the primary sector to expand the Teach First NZ Programme to support participants to train in Years 1 - 8. This has been a significant step for the organisation who have been hoping to make this step for over ten years.

To achieve this milestone, Ako Mātātupu partnered with a group of primary school principals, Initial Teacher Education experts, and members of the Teach For All network. The result is a new employment-based pathway into primary teaching, based on Ako Mātātupu's secondary model and adapted to meet the needs of our primary schools. Our inaugural cohort is underway, led by our Programme Lead, Linda Brown, with a small pilot in Auckland.

We owe a huge debt of gratitude to our funders, our Primary Teaching Advisory Group, our Board led by Barbara Alaalatoa, our Academic Advisory Board - chaired by Professor Graeme Aitken, and the Māia Centre for Social Justice and Education. Without your support we would not have been able to take this significant step.

Rautahi Pathway

Since 2021, Ako Mātātupu has been delivering the Rautahi Pathway, a credentialed pathway that allows carefully selected candidates, from Partner Schools, who do not meet the traditional requirements to train as a teacher in New Zealand, entry into the Teach First NZ Programme. Since its inception, the pathway has been oversubscribed, speaking to the high demand for this pathway into teaching and its value to schools.

In 2026, we have 25 Rautahi participants joining our incoming cohort of Teach First NZ Programme participants.

Programme participants only train in subjects that schools have identified as being hard to staff. 472 programme participants have successfully completed the Teach First NZ Programme. Of these, 220 have specialised in STEM subjects, and more than 70 have qualified as Te Reo Māori kaiako.



Gabriel Winders (Biology) Cohort 2026

Gabriel Winders grew up in Invercargill and completed a Bachelor of Science in Plant Biotechnology and a Master of Applied Science in Quantitative Genetics at the University of Otago. He was drawn to work that kept him connected to the whenua and of all his experiences, shearing sheep has been his favourite, a vocation that has carried him across Aotearoa, Australia, and Scotland.

Over the past year, Gabriel has embarked on a personal wellbeing journey through Rongoā Māori. Along this journey, relationships within his village have been strengthened along with a new journey of cultivating purpose that extends beyond his immediate needs. Transitioning into the role of kaiako feels like a natural extension of that journey, a way to honour his learnings by contributing to the wellbeing and growth of communities greater than himself.

Gabriel is preparing to teach Science (Biology) at Te Kamo High School in Whangārei. He is deeply passionate about science and plans to use the environment as an extension of the classroom, helping students connect to the land and understand the living systems around them.

Since beginning the Teach First NZ Programme, Gabriel has experienced a warm and supportive environment and feels excited to learn and grow alongside his peers. He has a deep trust in his Kaihāpai and the process that has been established for his development, confident that it will help him grow into a grounded, intentional and impactful educator and learner.

Josie Werder (Agriculture) Rautahi Participant Cohort 2026

Born and raised in Taranaki, Josie's roots are firmly planted in the land and community she calls home. Growing up on a dairy farm, she carried forward the family tradition of farming before discovering her calling in education. Today, Josie teaches Agriculture and Horticulture at Te Paepae o Aotea, sharing her knowledge and passion for sustainable practices with the next generation.

As a solo mum of five, Josie embodies resilience, determination, and a belief that with her village, she can achieve her goals. Her commitment to her local community extends beyond the classroom, blending her love of the land with teaching. Through her daily life, she nurtures a deep connection to Māori culture, with a goal to become confident in the Reo whilst including te ao Māori in her teaching, gardening, and parenting practices.

Josie's journey with Ako Mātātupu began through the Rautahi Pathway, a Level 7 micro-credential designed to prepare candidates for the Teach First NZ Programme. After completing it in October, she joined the two-year Postgraduate Secondary Teaching Programme. Ako Mātātupu came highly recommended by her cousin, who recently completed the Teach First NZ Programme and quickly saw how closely the organisation's values aligned with both her personal values and those of her school.



She credits the Kaihāpai and staff at Ako Mātātupu for their support and guidance, and appreciates how approachable and knowledgeable they are, saying "their mentorship has made her learning journey both challenging and deeply rewarding". Her hopes for the future are rooted in continuous growth and in inspiring rangatahi to embrace sustainability, education, and their cultural identity with confidence.



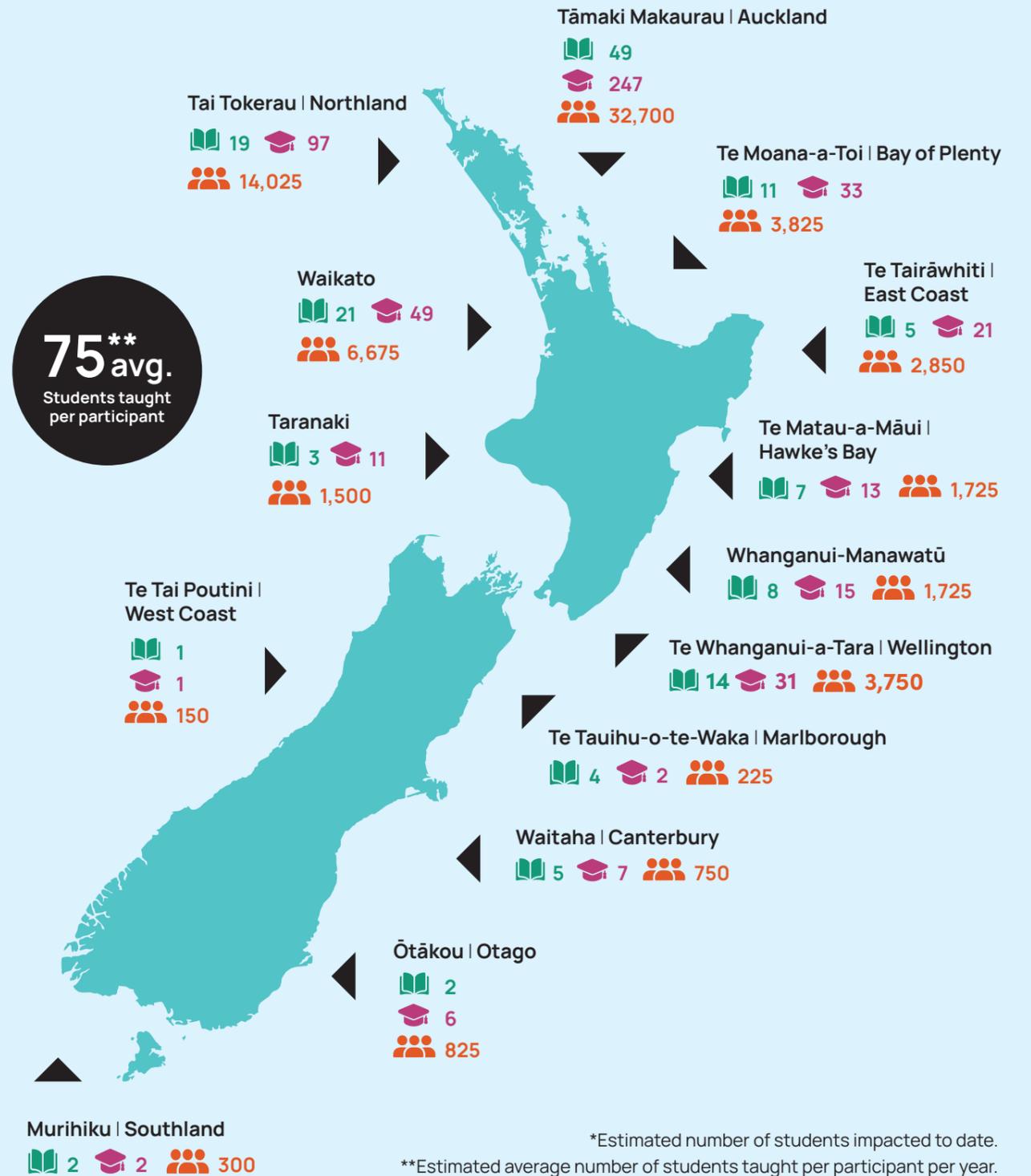
Buxton Popoalii and Sunil Kassote (Ngā Waiātea I Cohort 2026)

Impact Map

151 Schools

610 Participants

85,000* Students



*Estimated number of students impacted to date.
**Estimated average number of students taught per participant per year.

Participants Damien Hinga, Elliot Auer, Hollyanna Ainea, Charnelle Ahsin, Asaria Saili at the Waitangi Treaty Grounds (Ngai Vaka ki Manono I Cohort 2024)



Master of Community Action and Social Impact

The Master of Community Action and Social Impact (MCASI) is a highly practical research qualification. Candidates have the opportunity to develop advanced understandings of social justice and cultivate research-informed skills to positively impact their communities.

The programme is flexibly designed to suit those working full-time or part-time in schools, community, public service, not-for-profit, philanthropic and social good sectors, as well as graduates from a range of disciplines.

The first cohort of the MCASI successfully completed the programme this year, having designed and implemented social impact projects across a range of fields, including:

- education;
- corrections;
- digital innovation;
- government;
- the not-for-profit sector;
- and directly with whānau and iwi.

16 candidates are currently enrolled in the Masters programme and will be completing in June 2026. We look forward to seeing the positive impact they have on their communities through their MCASI projects.

“Graduates of the Teach First NZ Programme come to us rich in the knowledge and skills required to meet the needs of our diverse learners. They are uniquely prepared for the current and future demands of the profession and are contributing to a shift in our classroom practice. We find that the rigorous selection processes that Teach First has means that we get quality people from the programme.”

TOM WEBB | PRINCIPAL
MOUNT ROSKILL GRAMMAR SCHOOL





Kairapu

Kairapu is the term that we use to refer to alumni of Ako Mātātupu’s programmes. Kairapu roughly translates to mean the ‘seeker’ or ‘one who seeks’. It is an identity used to capture those who have completed the Teach First NZ Programme, as well as those allied to the Ako Mātātupu vision.

Over 70% of those who have completed our programme have continued to teach, many now with over 5 years of experience in the profession, and over 25% are in a school leadership position. Of those who are no longer teaching, many are now studying or working for change through policy and other means.



Aidan Kiely | Cohort 2016

Dr Kiely has taught at Aorere College since 2016, where he began teaching as a Teach First NZ Programme participant. In 2021, Aidan participated in the Science Teaching Leadership Programme, run by the Royal Society Te Apārangi. He says that the programme, which includes a placement with a science-sector organisation, enabled him to have professional development and “the space that so often you don’t get as a teacher to reflect on Science education”.

Aidan has been the Head of Department for Science since 2023 and, this year, Aidan was presented with Te Puiaki Kaiwhakaako Pūtaio, the Prime Minister’s Science Teacher Prize, which was awarded in a ceremony at Parliament. Aidan was awarded this Prize for his skilled and committed teaching, focused on achieving equitable outcomes in science education. Aidan says he is committed to educational equity, encouraging as many students as possible to engage in science.

He ensures that his education programmes are developed to support students and the issues that affect them, “making it important and visible so that science is not something that someone else does”.

An example of this is leading the multi-year restoration project of a section of the Waokauri stream, which has seen more than 5,000 native trees planted and established habitat for native birds and fish. His students have engaged with scientists from different sectors to carry out research in marine reserves and parks, to further make science an interesting and realistic career path.

Aidan continues to give back to the Teach First NZ Programme, providing curriculum support to our participants as a Kaiako Marau (curriculum specialist). In 2026, Aidan will be acting Deputy Principal at Aorere College. We are hugely proud of Aidan’s accomplishments and all the contributions he has made to the Aorere College community and the Ako Mātātupu kaupapa. We wish him the very best as he steps into a Senior Leadership role.



Events

2025 was another big year for the Ako Mātātupu team - both in hosting and attending national and international events.

2 March Round the Bays

On March 2nd, 13 Fundraisers which included staff, Kairapu and supporters participated in Round the Bays Auckland, raising just over \$4,500.

We enjoyed a stunning 8.4km walk/run along the Waitemātā Harbour coastline with what felt like the rest of Auckland.

It was a spectacular day, knowing that every step we took and every dollar we raised is contributing to a fairer Aotearoa where all young people are able to realise their full potential.

A huge thank you to our incredible village of fundraisers, donors and supporters - we're deeply grateful for your ongoing support.



Andreas Schleicher | Teach For All Board member and Director for Education and Skills at the Organisation for Economic Co-operation and Development (OECD)

6-9 April Global Forum For Shaping a Better Future

In early April, members of Ako Mātātupu's leadership team were invited to a global forum held in Singapore. The event was hosted by Teach For All and launched the Global Institute, a centre of global learning, evidence-generation, and leadership development for people around the world who are working to transform classrooms, schools, and systems to develop all students – especially those in marginalised communities globally – so that they can shape a better future.

The forum was attended by educators, leaders, philanthropists and policy makers from around the world, with a focus on ensuring that education will help all students realise their potential and contribute powerfully to a just, equitable and sustainable world. The forum centred on evidence-based learning to effect shifts across education systems, with the intention to foster a robust global ecosystem for knowledge sharing in education similar to what we see in public health and in addressing environmental challenges.

Teach For All - Global Leadership Fellowship

Academic Director, Dr Michelle Johansson, alongside Dr Athinangamso Nkopo (South Africa) is co-facilitating the Global Leadership Fellowship for Teach For All.

During this competitive 18-month fellowship, 12 middle leaders from across the globe engage with the theory and practice of leadership in various situations and contexts.

The fellows assembled for an in-person gathering in June in Aotearoa. This gathering was supported by Ako Mātātupu Te Rauora | Hauora Lead, Adrienne Likatau.



Matilda Clack (Ngai Vaka ki Manono I Cohort 2024)



18 October Vaka Symposium

In the middle of October, our Year 2 participants (Ngai Vaka ki Manono I Cohort 2024) came together to present their final research project to their whānau, peers, teina from Toitū Malaga I Cohort 2025, and to the staff of Ako Mātātupu. It was a privilege to sit, listen and be amongst our participants who presented their Vaka Projects to the Ako Mātātupu community.

Their projects do not represent them alone, but the combination of their students, the school and the community they're a part of: their wider village.

Completing participant Matilda Clack shared some of her reflections from her time on the programme.

"I ended up on the Teach First NZ Programme through combining my interests of education and working with young people. I came through facilitating spoken word poetry workshops and if I had gone into teaching, I don't think it would have been through any other pathway. The social justice aspect of Ako Mātātupu has allowed me to thread all those together."

"My Vaka Project was focussed on developing the skills for collaboration and group work, and strengthening agency for young people so they have those skills to succeed academically."

"My hopes and plans are to keep giving back to the community that I'm working in at the moment, for my students to see that opportunities don't end with school and that they too can keep exploring education in different ways that fit them."

"Everyone is here to support you - they want to see you win! A win for a kaiako is actually a win for our rangatahi and our education system as a whole."

Congratulations to all of our Year 2 participants for completing the Teach First NZ Programme!

Vaka Symposium 2025



"There is a genuine sense that Te Ako Mātātupu is making a real and meaningful difference in people's lives. What remains clear is that the organisation is deeply committed not simply to education in a technical sense but is building leadership capacity across marginalised and disaffected communities."

**NZQA (2025), DEGREE MONITORING REPORT
HE PŪRONGO AROTURUKI TOHU PAETAHI**



Finances

These Financial Statements are an extract from our audited Financial Statements for the year ended 30 June 2025, and include the following reports:

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For the full set of audited accounts, please refer to Charities Services website.

Statement of Service Performance

Financial report for the year ended 30 June 2025

Our vision

All young people in Aotearoa realise their full potential.

Our mission

To grow transformational teachers and leaders.

What we intend to achieve and how we go about this

We intend to achieve our vision and mission by attracting great people into the education sector and supporting them to grow as teachers and leaders. We go about this through our flagship Teach First NZ Programme which is employment-based and provides carefully selected participants with the opportunity to teach in a secondary school serving a low-income community, while completing a Postgraduate qualification. Our Kairapu, comprised of programme alumni, are united in taking ongoing action beyond the programme to achieve our kaupapa and vision. Our goal is to continue to grow the number of exceptional people working within the education sector and community, to support young people to realise their potential.

This is dependent on the amount of funding we receive and we actively engage with the Ministry of Education, Tertiary Education Commission and philanthropic funders.

In 2024 we added to our portfolio of programmes a Master of Community Action and Social Impact. This aligns with our vision of contributing to an Aotearoa New Zealand where all young people are able to realise their potential. Masters candidates identify a challenge within their community and co-design a project to help the community overcome this challenge.

We assess our performance in working towards our aims and objectives through a number of lenses, including:

1. Community Impact

To foster a community supporting young people in low socio-economic areas to realise their potential through our programme and beyond.

Number of:	Year ended 30 June 2025	Year ended 30 June 2024
Rautahi Pathway participants	40	36
Teach First NZ Programme participants	125	110
Kairapu (Programme alumni)	409	364
Partner Schools	74	67
Master of Community Action and Social Impact candidates	32*	14

2. Teach First NZ Programme participant diversity

To work towards creating a more diverse Secondary Teaching workforce, representative of the communities we serve.

Participants by Ethnic Group	Year ended 30 June 2025		Year ended 30 June 2024	
	#	%	#	%
Māori	38	30.5%	40	36%
Pasifika	38	30.5%	23	22%
Pākehā	41	33%	34	30%
Asian	1	1%	8	7%
Middle Eastern, Latin American and African	3	2%	1	1%
Other	4	3%	4	4%

Participants by Gender	Year ended 30 June 2025		Year ended 30 June 2024	
	#	%	#	%
Male	64	51%	56	49.5%
Female	59	47%	56	49.5%
Genderqueer	1	1%	1	1%
Non-binary	1	1%	0	0%

3. Reindigenising Initial Teacher Education

To work towards reindigenising Secondary Teaching Initial Teacher Education by having a high number of Māori and Pasifika staff and board members.

Staff Members by Ethnic Group	Year ended 30 June 2025		Year ended 30 June 2024	
	#	%	#	%
Māori	7	28%	8	32%
Pasifika	11	44%	12	48%
Pākehā	4	16%	5	20%
Asian	3	12%	0	0%
Middle Eastern, Latin American and African	0	0%	0	0%
Other	0	0%	0	0%
Māori and Pasifika Staff members	18	72%	20	80%

Board Members by Ethnic Group	Year ended 30 June 2025		Year ended 30 June 2024	
	#	%	#	%
Māori	2	29%	3	42%
Pasifika	2	29%	2	29%
Pākehā	3	42%	2	29%
Asian	0	0%	0	0%
Middle Eastern, Latin American and African	0	0%	0	0%
Other	0	0%	0	0%
Māori and Pasifika Board members	4	58%	5	71%

Key judgements and assumptions:

- Teach First NZ Programme participants are measured based on the number of enrolments in the programme, including any participants that subsequently withdraw after the reporting period.
- Kairapu (Programme alumni) are measured based on Teach First NZ programme participants who have completed all of the programme requirements.
- Partner schools are measured when Teach First NZ Programme participants are teaching in the school in the reporting period.
- The Teach First NZ Programme begins in November and participants begin teaching in partner schools three months later in February.
- Programme participants teach in their partner schools from February until December the following year.
- Ethnicity and gender data is self reported by Teach First NZ Programme participants, staff and board members.
- Ethnicity data is has been grouped into Ethnic Groups to align with Ministry of Education reporting practices.

Trustee Judgement in Service Performance Reporting

In preparing this report, the Trustees have exercised judgement in:

- Selecting, measuring, and presenting service performance information that is most relevant to accountability and decision-making.
- Choosing performance measures that provide the most meaningful insight into the organisation's activities and outcomes.
- Considering other publicly available information (e.g., annual report and website) to avoid duplication and ensure consistency.

The Trustees believe the measures and information presented here offer users the most useful and meaningful understanding of the organisation's performance.

Statement of Comprehensive Revenue and Expenses

Financial report for the year ended 30 June 2025

	Year ended 30 June 2025	Year ended 30 June 2024
	\$	\$
Revenue		
Government Grant Revenue	1,597,847	1,648,622
Philanthropic Donations	1,217,052	890,187
Contract Services Revenue	1,135,992	878,218
Interest Income	70,739	77,489
Programme Fees Revenue	49,870	-
Other Revenue	839	5,657
Total Revenue	4,072,339	3,500,173
Expenses		
Administration Expenses	(753,789)	(631,979)
Staff Expenses	(3,011,711)	(2,772,036)
Marketing and Advertising Expenses	(160,472)	(57,474)
Depreciation and Amortisation Expense	(13,415)	(17,315)
Total Expenses	(3,939,387)	(3,478,804)
Net Surplus for the year	132,952	21,369
Other Comprehensive Revenue and Expenses	-	-
Total Comprehensive Revenue and Expenses for the Year	132,952	21,369

Statement of Financial Position

As at 30 June 2025

	As at 30 June 2025	As at 30 June 2024
ASSETS		
Current Assets	\$	\$
Cash and Cash Equivalents	604,718	935,290
Receivables from Non-exchange Transactions	81,089	308,590
Receivables from Exchange Transactions	176,561	-
Prepayments	42,826	21,632
Term Deposits	1,142,696	564,840
Total Current Assets	2,047,890	1,830,352
Non-Current Assets	\$	\$
Property, Plant and Equipment	26,833	29,884
Total Non-Current Assets	26,833	29,884
TOTAL ASSETS	2,074,723	1,860,236
EQUITY AND LIABILITIES		
Current Liabilities	\$	\$
Trade and Other Payables	143,701	82,307
Employee Benefits	219,513	235,337
Deferred Revenue from Non-exchange Transactions	-	45,000
Deferred Revenue from Exchange Transactions	522,965	442,001
Total Current Liabilities	886,179	804,645
Equity	\$	\$
Accumulated Funds	1,188,544	1,055,591
Total Equity	1,188,544	1,055,591
TOTAL EQUITY AND LIABILITIES	2,074,723	1,860,236

Statement of Changes in Equity

For the year ended 30 June 2025

	Contribute Capital	Accumulated Funds	Total
	\$	\$	\$
Opening balance as at 1 July 2023	-	1,034,223	1,034,223
Surplus for the year	-	21,369	21,369
Balance as at 30 June 2024	-	1,055,592	1,055,592
Opening balance as at 1 July 2024	-	1,055,592	1,055,592
Surplus for the year	-	132,952	132,952
Balance as at 30 June 2025	-	1,188,544	1,188,544

Statement of Cash Flows

For the year ended 30 June 2025

	Year ended 30 June 2025	Year ended 30 June 2024
	\$	\$
Cash Flows from Operating Activities		
Receipts from Funders	2,638,242	2,783,050
Receipts from Grants (Non-exchange Transactions)	-	245,000
Receipts from Other Non-exchange Transactions	1,450,262	639,670
Payments to Suppliers	(874,061)	(960,082)
Payments to Employees	(3,027,534)	(2,392,847)
Interest Received	70,739	77,489
Net Cash generated from Operating Activities	257,648	392,280
Cash Flows from Investing Activities		
Payments for Property, Plant and Equipment	(10,364)	(11,010)
Net Investment in Term Deposit	(577,856)	10,159
Net Cash used in Investing Activities	(588,220)	(851)
Net increase/(decrease) in Cash and Cash Equivalents	(330,572)	391,429
Cash and Cash Equivalents at the Beginning of the period	935,290	543,861
Cash and Cash Equivalents at the End of the period	604,718	935,290



PO Box 76073, 5 Freeman Way, Manukau 2104

www.teachfirstnz.org