



2019
End of year
Report



Whakataauaki

Our whakataauaki and the behavioural mantra that drives our culture is:

“Me Rangatira te tū” – Carry yourself like a Rangatira

Mission

Our mission is to inspire and support Māori and Pasifika to excel through access to high performing schools, whilst living in a whānau environment with a Māori and Christian kaupapa.

Vision

Our vision is to see Māori and Pasifika proportionately represented in the social, economic and civil leadership of Aotearoa New Zealand.

Values

These are the very essence of who we are and have been created from our thoughts and alignment to the InZone kaupapa.

Manaakitanga
Generosity, Aroha and Loyalty.

Kia Tika, Kia Pono
Respect, Integrity, Fairness, Tautoko.

Kia Māia
Courage, Determination, Striving for Excellence.

Kotahitanga
Unity, Solidarity, Common purpose.

Board of Trustees

InZone Education Foundation is a registered charitable trust, governed by a Board of Trustees.

Our current Trustees are:

Deborah George (Chair)
Terry Bates
Gerald Bethell
Astrud Burgess
Dane Grey
Brandon Edwards
Ngapera Riley
Lana West

Independent non-executive directors:

James Mace – Property
Kate Klouwens –
Human Resources and Remuneration

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A Big Thank You – ehara koe i a ia!

From our Chair

Kia ora koutou katoa. As we look forward to celebrating our 10th year of operation in 2020 I am pleased to report that InZone is in a strong position.

The redevelopment of the boys' kāinga at 99 Owens has commenced with the new building due for completion in August 2020, and the upgrade of the existing building 6 months later; our new Head of Foundation, Debbie Burrows, has a firm grip on the organisation and is driving a number of new initiatives forward; we have positive relationships with both our partner schools and with mana whenua Ngāti Whātua o Ōrākei; we have broadened our funding base and remain grateful to have our cornerstone funders alongside; our staffing is stable and committed; demand for places continues to grow resulting in waiting lists for both kāinga; and we are in advanced discussions with another school about opening a new InZone hostel in 2021.

I would like to acknowledge Trustees Ngapera Riley and Terry Bates who are both stepping down for personal reasons this year, and thank them for their mahi over the last 3 years. I have signaled my intention to step down as Chair from next year, although will remain as a Trustee.

We also farewell our senior students, confident that they each have their

future pathway mapped out and are well prepared to work hard, give back to their communities and take their place in the world. Thank you to their whānau who have entrusted their tamariki to our care at such an important stage of their development. Thank you too to all those who have contributed to their successes. InZone has always been more than the sum of its parts and our InZone staff, the teachers and support staff at both our partner schools, and the many volunteers and financial supporters have all played a critical role.

Next year we hope you can join us as we commemorate 10 years of InZone with a very special Matariki celebration. Watch this space.



Deborah George,
Executive Chair



From our Head of Foundation

Tēnā koutou, ko Debbie tōku ingoa. I had the honour of joining the InZone whānau in June and it has been such a pleasure getting to know 80 wonderful and inspiring rangatahi. I get to experience on a daily basis that if our rangatahi are the leaders of the future then we are in very safe hands.

Tangata ako ana i te whare, te turanga ki te marae, tau ana

"The values provided at home and cherished within our whānau, will not only lead to good outcomes amongst our whānau but also within society and throughout our lives"

Our values are the essence of our kaupapa and success is when we see our rangatahi taking every opportunity, putting in the mahi and being the best that they can be so that they can go on to do great things. In this report we will take you on our InZone waka and share our journey through 2019 with you.

I would also like to take this opportunity to say faafetai lava.

To our wonderful boarding managers who care for our rangatahi like their own tamariki – thank you. To our tutors who take the time to listen and provide instruction and assistance to our taura and help overcome challenges – thank you. To Joy, who has the responsibility of guiding our taura through their academic journey navigating various transitions and

difficult decisions – thank you. To Wayne and Mere who provide a 'home away from home' to each and every one of our rangatahi – thank you! To our InZone Board of Trustees who give their time, experience and expertise unconditionally for the betterment of our organisation – thank you. To our funders, volunteers and supporters – we could not do this without your help and words alone cannot express my gratitude. To my administration team who do all the mahi in the background – thank you. To the whānau of our InZone students – thank you for trusting us with your tamariki and for supporting them through their InZone journey. Your active involvement with InZone makes all the difference and truly helps your tamariki make the most of this opportunity.



Debbie Burrows,
Head of Foundation



Head of Boarding Report



Ko Hikurangi
te Maunga,
Ko Waiapu te
Awa,
Ko Ngati
Porou te Iwi,
Ko Wayne
Rangihuna
toku ingoa

2019 has been a year of unpacking what InZone is about and what it means to be given the opportunity to be part of this organisation.

It was important for my team and our rangatahi to fully understand InZone's Vision and Mission statements. Other than words printed, laminated and then stuck on the walls of our kāinga, what did our whakatauki – 'Me Rangatira Te Tu' and our values of Manaakitanga, Kia Tika, Kia Pono; Kia Maia and Kotahitanga really mean.

The introduction of a new leadership model across each kāinga enabled a greater level of 'influence' by more people. It enforced the need for our senior rangatahi to demonstrate and role model those rangatira attributes.

Using Prof Mason Durie's model around Te Whare Tapa Whā, we spent time with our rangatahi and staff embedding the need for growth and strengthening around our Tinana, Wairua, Hinengaro and our Whānau. We embedded this learning through a yearlong Inter Roopu Competition. This created a sense of unity amongst our roopu along with a competitive streak between the collective of wahine and tane in each kāinga. Our students in the 21st Century education system are encouraged to have a voice. 2019 was about listening to their voice so that we could

create an environment within each kāinga that enabled our rangatahi to be the best that they could be; an environment where they could 'walk the talk' and demonstrate our InZone values to their fullest.

2019 was also a year of unpacking our systems and processes. Were our day to day practices really meeting the needs of our rangatahi? We challenged ourselves to step outside our comfort zone and try new things. In line with this, 2019 Prize giving saw us introduce both a new format and new awards. It was an opportunity for whānau to share kai, to have a korero and to celebrate the successes of our rangatahi and InZone.

2019 started with our new cohort of rangatahi on 6 January. From being complete strangers on that day, they are now InZone brothers and sisters who strive each day to live our values and to carry themselves like rangatira. They are whānau!

Wayne Rangihuna

Te Kāinga Huarahi Report



This year has seen highlights and its challenges to both whaea and rangatahi. It has been a year of resilience, a year of encouraging, supporting and a process of effective learning for all. We give 100% to our kotiro as we strive to teach and nurture them throughout their time at the kāinga.

It has always been an ice breaker for our new rangatahi each year to attend the academic camp, where it enables them to get to know each other and already have that relationship to enable them to settle in their respective kāinga when time comes.

The end of this year is a milestone for our girls' kāinga as it ends the 5th year of two of our students' secondary school education. 2015 is when the girls kāinga opened at 33 Owens Road and we would like to celebrate and say farewell to Geneva Waha, and Jade Panoho who are our first rangatahi to complete the 5 years. We wish them all the best in their pursuits to further their education, employment or travel. At this point in time both will be attending Heartland Bank's internship program in Newmarket for 3 weeks following this they will be given the opportunity to continue with the Bank over the holiday period.

InZone Prizegiving on 15th November held at Mahurehure Marae brought whakawhanaungatanga that was felt by all whānau and friends of our rangatahi. Great food and many, many

emails, texts and phone calls followed to management and staff expressing their gratitude as "the best ever."

All staff at Kāinga Huarahi look forward to seeing our students return next year along with the new InZone sisters in 2020. We would also like to wish them all a safe and joyful holiday break, making wise decisions and as always impressed upon at the end of each term break – help out in the home expressing enjoyment, enthusiasm and love for whānau.

"Me te titiro pu ano ki a Ihu, ki te kaitimata, ki te kaiwhakaoti i te whakapono..." Heperu 12:2

Kathy Eruera

Our 2019 Highlights



\$115,000
Funds Raised

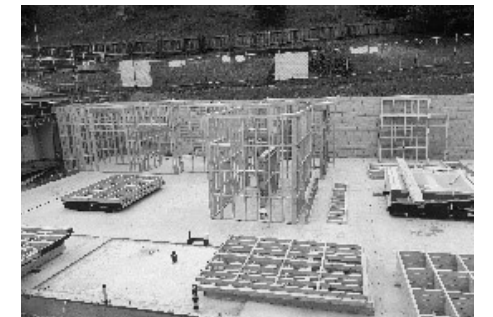
InZone Fundraiser – RAISE 2019

Our annual fundraising event this year “RAISE” was held at the Raye Freedman Arts Centre at Epsom Girls’ Grammar School. There were over 200 attendees from funders, supporters, local businesses and whānau who saw our rangatahi perform a collection of waiata and haka which represented their main iwi throughout Aotearoa. The mana and mauri of the InZone rangatahi through their performance of the InZone haka can be seen here: https://youtu.be/B_dXAO5H944.

Rawdon Christie was a very entertaining MC for the evening with both Debbie Burrows our new Head of Foundation and Deborah George speaking. There were over 40 silent items and 10 live auction items, as well as nine corporate sponsors, leading to \$115,000 being raised. All funds raised made at this event went towards closing the gap between the cost per student at InZone and the fees paid by our whānau.

2000
Attendees

Fifty
Items Sold



Property Development

On Monday 29th July at 6.30am we held a blessing with Ngāti Whātua o Ōrākei before work commenced on the construction of the new fit for purpose accommodation block at the rear of Owens Road.

The project is well underway with the team from Dominion currently installing the slab and foundations, including the drainage and plumbing that will run through the slab, and they will shortly commence framing the ground level.

Stakeholder Relationships

2019 has seen us better cement some of our current stakeholder relationships as well as broaden our base with new relationships. We are only able to ‘bridge the gap’ between our actual costs and whānau fees received by raising funds through grant applications and donations.

To date in 2019, we have received financial support from Foundation North, Lotteries Community, Lion Foundation, Heartland Bank, Maurice Paykel Trust, Hugo Foundation, family foundations and other philanthropic organisations and individual donors. We are very grateful for their

continued support. We have further developed our relationship with mana whenua Ngāti Whātua o Ōrākei and have formed new relationships with other partners who we are looking forward to working alongside in 2020.

Our Rangatahi

The essence of our InZone kaupapa is to ensure our rangatahi are confident and competent in the two worlds in which they live: Te Ao Māori and Te Ao Pakeha. The exposure that InZone provides to our rangatahi in terms of educational, leadership, personal, academic, cultural, community and transition opportunities enables them to Me Rangatira te tū, achieve their aspirations and have the skills and capabilities to drive positive change for themselves and give back to their communities.

This year, InZone Education Foundation's kāinga have been home to 80 Māori and Pasifika rangatahi – 50 boys and 30 girls. All our students are either Māori (75%) or Pasifika (24%). Since inception our student body has represented almost thirty iwi and nine Pacific Island groups. The graphs on the right indicate the iwi and Pacific Island affiliations of our current 2019 rangatahi.

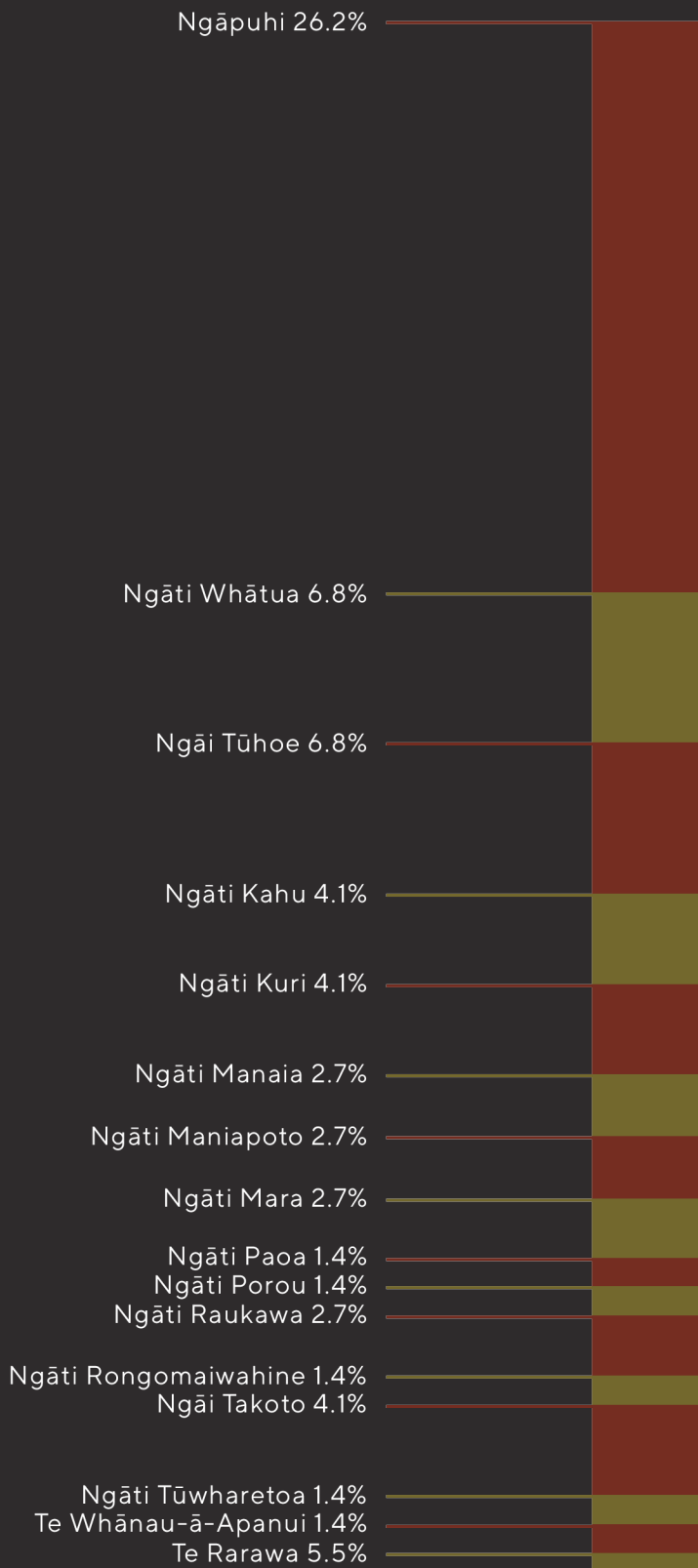
Our two kāinga in 2019 have supported:

80
Rangatahi

50
Boys

30
Girls

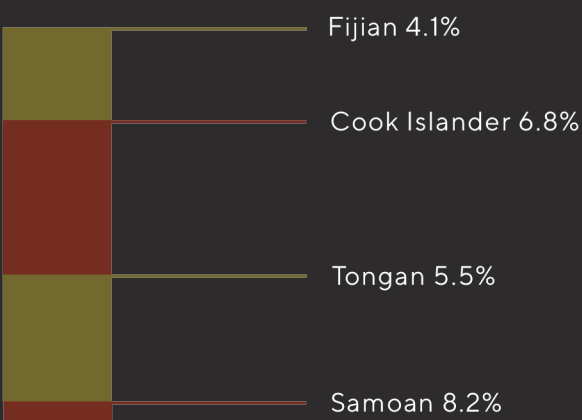
2019 InZone Iwi Affiliation:



75.4%
of our Rangatahi are Māori

24.6%
are Pasifika Peoples

2019 InZone Pacific Island Affiliation:



Leadership

We have had a Head Boy and Head Girl for each kāinga and this year the rangatahi also belonged to a roopu (group). Within these roopu they form strong bonds, cemented by regular inter-roopu competitions, which in turn allow different members to step up and lead based on their skill set. One of the competitions this year was to design an InZone hoodie, with the winning design being commissioned. Each of the rangatahi were given a hoodie, which has helped strengthen belonging within the kāinga. Our winning team also got to experience Fortuna Restaurant (thank you to SKYCITY Entertainment).

The rangatahi have enjoyed the roopu and we have seen their leadership grow, so much so that next year we are changing our kāinga leadership structure to enable us to develop and grow more leaders within the kāinga.

As part of InZone, our rangatahi are often able to participate at no cost in leadership and personal growth opportunities such as Spirit of Adventure. One of our girls joined Voyage 767 on the Spirit of New Zealand this year and had this to say:

“Voyage 767 gave me an experience of a lifetime and encouraged me to chase any and every opportunity that comes my way. It helped me gain confidence and test my limits by forcing me to step away from my comfort zone. I was able to add a number new experiences that will help me grow as a person and make me a better person in the communities that I live in”.

- 2019 Year 13 Girl



InZone Prizegiving

An important daily mantra is our whakatauaki: Me Rangatira Te Tū – carry yourself like a rangatira. This, together with the staff and rangatahi practising our values daily, helps to instil a sense of belonging.

This year, we introduced new prizes to recognise those students who demonstrate our values by living and breathing and the walking the talk of the values.

These were:

Manaakitanga	Awarded to our rangatahi who have demonstrated aroha and caring for others, the whaea and matua, but especially around their InZone brothers and sisters.
Kia Tika Kia Pono	Awarded to our rangatahi who have demonstrated respect, integrity, fairness and tautoko toward others along with knowing right from wrong.
Kia Maia	Awarded to our rangatahi who have demonstrated courage and determination in striving for excellence whether it be academic, sporting or cultural.
Kotahitanga	Awarded to our rangatahi for upholding the kaupapa on InZone and enjoying kāinga life.
Wairuatanga	Awarded to our rangatahi who have demonstrated a sharing of his or her Christian values and beliefs.

Academic Achievement

As an organisation, improved academic outcomes are the essence of our kaupapa. We have recently engaged Joy Williams as our Academic and Pathways Manager. Joy's focus is on both academic performance and transition support. The role includes academic monitoring and reporting; working individually with our rangatahi to enable them to achieve their personal best and delivering programmes focused on increasing student preparation for success at school.

We know the importance of this academic support, but this quote from a Te Puni Kōkiri publication reaffirms it:

An individual's early engagement with education and employment also has a positive influence on broader socio-economic outcomes including higher levels of overall life satisfaction, increased health status, and a greater ability to save and generate wealth in the future. – TePuni Kōkiri



2019 Auckland Grammar School Prizegiving

Boys from our InZone kāinga received the following:

- **Nicholson Trophy** (Sportsmanship, Loyalty and Effort in 1st XV); **Ian Turner Cup** (All-round Participation in School Activities (sound academic progress; participation in extra-curricular activities; manly responsible approach to life) and the **Sir John Graham Pacific Island Scholarship Award**.
- **2nd Overall in Class** (Form 7C1) and received **Bilton Prize for Biology** and the **Willis Memorial Cup** for Science
- **Certificate in English** (Form 6G)
- **Certificate in Career Studies** (Form 5O)
- **Certificate in Te Reo Māori** (Form 5H)

Cambridge Student Success – congratulations to:

Tuamu Maka (7F) who, having successfully completed the AS level in Form 6, has gone on to study three academically challenging A level subjects in Mathematics Mech, Chemistry and Physics along with a further AS subject. This is a great achievement in this internationally recognised qualification. Taiawa Edwards (6G) who, having successfully complete five IGCSE subjects and one NCEA Level 1 subject in Form 5, has gone on to study three AS subjects along with two NCEA Level 2 subjects.

2019 Epsom Girls Grammar School Prizegiving

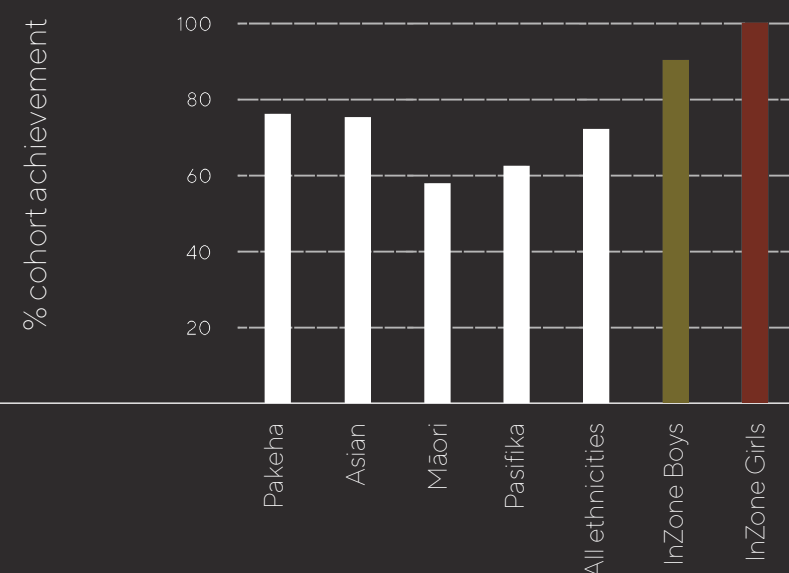
Girls from our InZone kāinga received the following:

- Prize for Service to the School
- Prize for Service to Te Reo Māori
- Prize for Service to the Kapa haka Group
- Distinction in Drama
- Distinction in Music
- Highly Commended in English

In addition, 2 of our girls performed the Karakia that opened the Senior and Junior Prize giving ceremonies.

Academic Results

InZone NCEA Level 1 2018 Results
(% achievement vs national rates)



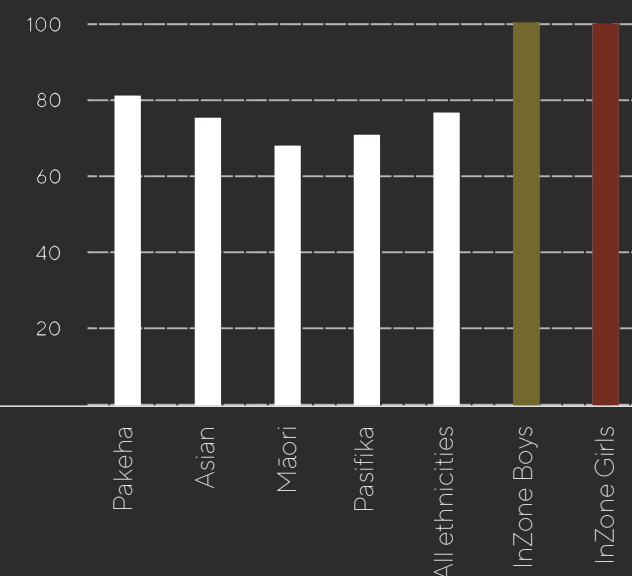
InZone academic achievement statistics are consistently above national benchmarks for Māori and Pasifika. As the 2019 examination results are not available as at the date of this report, we have highlighted the key results from the 2018 results.

All our rangatahi are either Māori or Pasifika and their academic results, both historical and from 2018 demonstrate the extent to which the InZone opportunity is acting as a circuit-breaker for our rangatahi. We do not select our students based on their prior academic ability, rather we look for students who demonstrate willingness to embrace all the opportunities that InZone provides them, including the academic support and cultural incubator we offer.

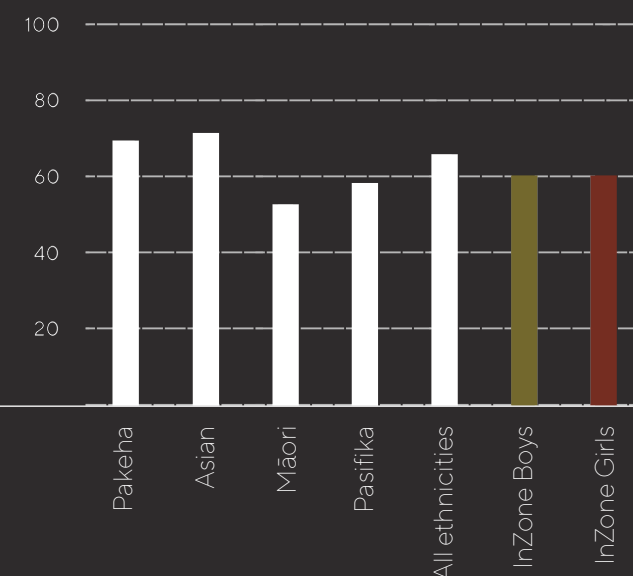
Our InZone student achievement at NCEA Levels 1 and 2 in 2018 is ahead of all other ethnicities nationally, and considerably above national rates for Māori and Pasifika. The Level 3 achievement rate is also ahead of the comparative national data for Māori and Pasifika and almost matches the combined ethnicities rate. For 2018 we saw a 18% improvement in Level 3 NCEA achievement for boys as compared to our long run average for 2012-2017 (60% cohort achievement vs 42% 2012-2017).

With regard to our Pasifika students, while a smaller proportion of our student body, they achieve well academically. We have commenced collating Pasifika specific data, we note that for 2018 there were only 7 Pasifika students whose results we could comment on, there are more for 2019 and other cohorts. These will be better identified in 2020 report.

InZone NCEA Level 2 2018 Results
(% achievement vs national rates)



InZone NCEA Level 3 2018 Results
(% achievement vs national rates)



Result Highlights:

100% of Year 11 girls at InZone gained NCEA Level 1

100% of InZone girls attained Level 1 NCEA compared with 76.4% of all girls of all ethnicities nationally

90% of Year 11 boys at InZone gained NCEA Level 1

100% of Year 12 rangatahi at InZone gained NCEA Level 2

100% of all InZone rangatahi attained Level 2 NCEA compared with 68.3% of Māori students and 71.8% of Pasifika students nationally

Sporting Success



While our primary focus will always be on academic success we encourage and support the sporting activities of our students. The vast majority of our rangatahi are active participants in sporting activities both at school and beyond. This is encouraged and facilitated by InZone as an important contributor to their wellbeing and social cohesion.

This year Auckland Grammar School celebrated its 150th birthday. A key part of the festivities was the Grammar vs Kings first XV game. It gave all the InZone rangatahi great pride to see two of their own play for the victorious Grammar team, even more pride when the the full School haka was led by the two hostels associated with the School..

In addition, 2019 saw the inaugural InZone netball team and the introduction of Ki O Rahi (a traditional Māori sport). Staff and rangatahi alike wished for opportunities to keep active in the weekends, especially those not involved in school sport. An inaugural Ki O Rahi completion was held between the boys in Tibbs House and the InZone boys. Such was the success that plans are afoot for the boys to enter a tournament next year



"This year, the InZone girls entered a team into the Auckland Netball club competition. The girls who stayed in during the weekends were keen to be physically active knowing the importance of healthy bodies and minds. Another plus was the opportunity to further develop and embed the positive relationships between us girls. Many memories have been made from our first InZone team and we can't wait to make many more over the coming years".

- 2019 Netball Captain

Other stand out sporting achievements in 2019 were:

- Two boys in AGS 1st XV and 1 of them also played in Auckland U18 rugby team
- Four boys played in the Counties Māori U15 rugby team
- One boy selected for the Auckland U14 rugby team, one selected for Auckland U16 touch team and another for the Counties U16 touch team
- One boy represented Auckland in both the U18 mixed touch and Auckland premier touch team
- One boy selected for the AGS premier lacrosse team
- One boy selected for New Zealand U18 softball team
- One girl was part of the New Zealand U19 women's lacrosse team and represented NZ at the World Championships in Canada
- Two girls selected for the U16 Auckland regional touch team and EGGS senior touch team
- One girl selected to represent New Zealand at the Mexico World Hip Hop Competition and was a 2019 Mitamitaga U16 Waka Ama NZ national paddler
- One girl played for EGGS in their premier netball team, represented Auckland in the U17 netball team and was a final trialist for Auckland Mystics reserve team

Congratulations to our rangatahi!

Student Wellbeing

The pastoral care of our rangatahi is core to the InZone offering. Day to day our residential staff support our students to optimise their sense of wellbeing. Our rangatahi quickly develop a sense of belonging within our kāinga. They are immersed in a home like environment and each student supported by caring and empathetic staff – we often say we strive to look after our rangatahi just as any “good parent would”.

Education research has established that student resilience is critical to lifting students’ schooling success (particularly those from disadvantaged backgrounds). Resilience – coping with challenge and adversity is a critical theme in InZone Wānanga).

In May, all our residential staff participated in a culturally responsive resilience programme delivered by Dr Denise Quinlan of the NZ Institute of Wellbeing & Resilience (“NZIWR”) to better enable them to support the wellbeing and development of our rangatahi (and their own).

We have just received funding from Lotteries to run a similar yet student focused programme for our rangatahi in 2020. NZIWR will deliver a resilience programme that ensures the student model marries with that provided to our staff. It will enable InZone to expand services to rangatahi and whānau and help build sustainable wellbeing change that offers long-term benefits for all. These benefits include greater engagement, better relationships and “bounce” – the ability to bounce back effectively following adversity.

“I just wanted to send a big mihi to you and the InZone staff and whānau who continue to support and build a positive relationship with my daughter. I know that the bonds and strong relationships that she has with her teachers, role models, mentors and sports coaches plays a significant role in her achieving to be the best that she can be. It warms my heart to know that my kotiro is in a great space because of the aroha and manaakitanga that is provided to her by InZone”.

– Parents of a year 9 Girl
2019

“From being at InZone, we are going to be so far ahead of others when we go out to live on our own.”.

– 2019 Year 11 boy



Cultural Success

The InZone kāinga have a Tikanga Māori kaupapa underpinned by non-denominational Christian values and practices. The regular cultural and spiritual activities this year have included kapa haka, learning Te Reo, performing at Polyfest, regular chapel services and daily devotions.

By providing a culturally relevant kaupapa and support within our kāinga, we enable our rangatahi to embrace and celebrate their culture. 2019 saw one of our boys represent Auckland Grammar School at Ngā Manu Korero and one of our girls come third in the Ngā Pū Kōrero. These are speech competitions in Te Reo Māori which encourage young leaders to speak openly about their opinions and concerns in a safe environment. Both rangatahi acknowledge the InZone staff, rangatahi and their whānau in assisting their success.

Tikanga Māori

InZone aims to deliver a culturally relevant kaupapa to equip our boys and girls to move seamlessly between Te Ao Māori and Te Ao Pakeha and to belong and succeed in them both.

Our own Mātauranga Māori programme (Our InZone Wānanga) aims to enhance, strengthen and support all who have resided within its Māori and Christian kaupapa to be competent and confident in both worlds in which they live. This InZone Wānanga aims to increase the cultural capacity and connection of our rangatahi by teaching Māori culture, traditions, history and waiata.

“Kapa haka at InZone really encourages me to embrace my cultural identity (which is both Māori and Pasifika). InZone is inclusive and supportive of my journey both with my culture and my school success”.

– 2019 Year 11 boy

Having our InZone Wānanga, together with our own kawa (protocols for InZone pōwhiri and other formal InZone events) and tikanga (InZone practises, procedures, protocols) helps our rangatahi feel connected to each other, InZone and their heritage. Our Pasifika Peoples are also included in this program, with our tikanga including Pasifika prayers, stories and protocols; however, we are proud that our tikanga is predominantly Māori and our Pasifika families understand this.



Growing Future Leaders

Transition Support

Our support for our rangatahi is not just while they are in the kāinga. Our Academic and Pathways Manager provides transition support beyond school (which will assist in more of our leavers going directly into further education or training), as well as building partnerships with tertiary providers and local employers to provide opportunities for our rangatahi including internships.

“The Heartland Internship experience was a fulfilling one. I got a solid understanding of the work force and made life-long friends with the other Interns and awesome connections with our co-workers/staff. The most beneficial aspect of it all however, was the independence. I had to figure out the basic necessities in everyday life such as accommodation, food and transport. Plus, I now know how a bank works from the inside. I have been able to apply all the skills I learnt at Heartland this year during my first year at University of Otago”.

- 2018 Male Alumni

Pathways for their Future

As our 2019 cohort depart the kāinga, they head in different directions including:

2 studying Health Science at University of Auckland

2 in employment in construction in Australia

1 studying toward a Bachelor of Design at AUT

1 studying toward a Bachelor of Engineering in Electrical and Electronic Engineering at AUT

1 studying toward a Bachelor of Sport & Recreation at the University of Waikato

1 studying toward a NZ Certificate in DJ & Electronic Music Production at MAINZ

1 taking a GAP year to work before joining the NZ Police

2 skilled labour apprenticeships

“We are all from different places but we all share a common goal to make the most of the opportunities that InZone and our schools give us to have a better future. There are so many more opportunities available here verses my home up north and I want to take them. The staff in the kāinga enable us to do this – we are like one big whānau, supporting and encouraging each other towards a better future”.

- 2019 Year 12 Girl

Alumni

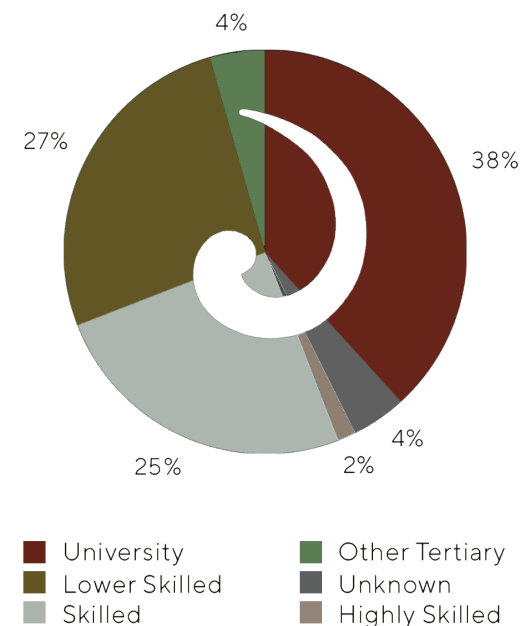
This year we initiated a project to reconnect with our alumni. Through this we have learnt of our 2011-2018 alumni, 43% are in employment and 53% are in tertiary study. These include a young man who has returned to his home town of Kaitaia and is working as a youth worker, another who is a construction crew manager and several who are studying engineering, Health Sciences and Commerce at universities across New Zealand. We are well on our way to building future leaders.

Over time, InZone alumni will form a growing community of interest (built of shared experiences) with the economic status, skills and connections to be key contributors, leaders and influencers in our Auckland/Northland region and the nation more widely.

“At InZone, all of the boys think about achieving and being successful not only now but also in the future”.

- 2019 Year 13 Boy

InZone 2018 Graduate Pathway - Combined



Highly Skilled	Have employment requiring a degree qualification or management responsibility
Skilled	Technicians and trade workers in construction / manufacturing/ service industries
Lower Skilled	Entry level employment such as sales, factory process workers, drivers, admin

**Work skill categories are derived from the Australia NZ Standard Clarification of Occupation (ANZSCO)*

Our Students in the Community

We expect our rangatahi to give back to their communities. Over time we enhance community capability as those rangatahi; with the education, skills, aspiration, leadership abilities and capabilities to drive and sustain positive local change and achieve their aspirations; give back to their communities.



2019 International Festival of Language and Culture

In October, a group of eight Epsom Girls Grammar Girls (six from InZone) flew to Melbourne for a packed week of singing waiata in a recording studio and ultimately performing on the big stage as part of a roopu that represented New Zealand at the 2019 International Festival of Language and Culture. These girls were led and supported by two InZone whānau members who gave their time not only to this group but also the Grammar and EGGG kapa haka groups. Their time and commitment helps strengthen the Māori culture within the schools and increases cross cultural connectedness.

"Kapa haka at InZone is good for me because if I was at home I most probably wouldn't even do it. It actually connects me to being Māori. When we do Kapa haka it is good to mix with the girls and do something that is different as a whole Whānau. When we put it all together we sound really good and it makes me feel proud".

- 2019 Year 10 boy

Polyfest

A number of our rangatahi performed as part of the Auckland Grammar School kapa haka group at Polyfest. Performing at our fundraiser and participating in Polyfest allows them to share our tikanga with the wider InZone community and enables our rangatahi to give back and influence positive local change.

New Van

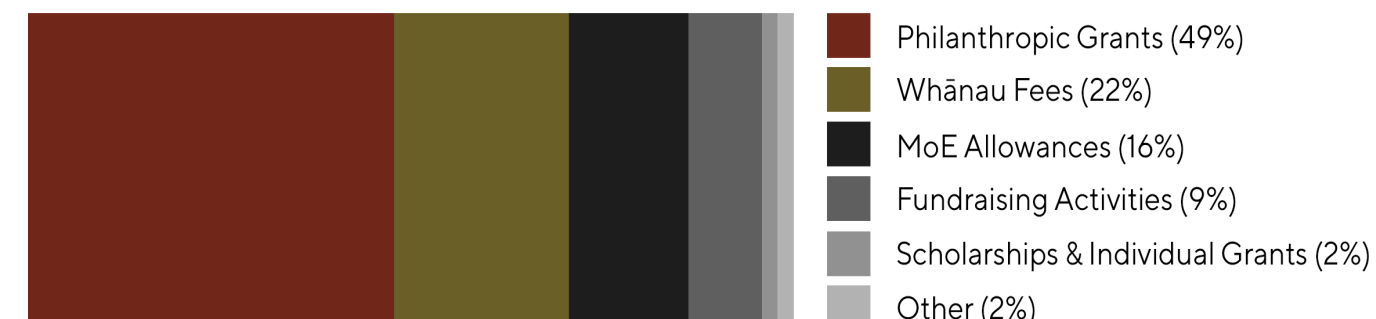
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Thanks to the generosity of Hugo Foundation who funded a new 12 seater van this year, we are able to drive our rangatahi to these events and their commitments in comfort and it also makes InZone more visible in the community.

A Big Thank You - ehara koe i a ia!

We are grateful for the generosity of all our Supporters who have enabled the growth and delivery of the InZone initiative.

InZone Sources of Income:



Cornerstone Partners

These charitable entities and corporations have either generously funded our operations and ongoing development (to the value of \$100,000 (or more) per annum) or have been long term supporters of InZone.

- Foundation North (\$250,000)
- The Heartland Trust
- Lottery Grants Board
- Maurice Paykel Charitable Trust
- MinterEllisonRuddWatts
- The Lion Foundation

Partners

These entities are pivotal in facilitating our work at InZone Education Foundation.

- Auckland Grammar School
- Epsom Girls Grammar School
- Ngāti Whātua o Ōrākei
- United Māori Mission
- First Foundation
- Teach First NZ: Ako Mātātupu

Friends of InZone

These charities, organisations and individuals have either funded InZone's operations and helped make up the shortfall between InZone's actual costs per student and the fees that whānau pay or donated their products, experience and knowledge to InZone and our students.

Charitable Trusts

- Black and White Golfers Trust
- Hugo Charitable Trust
- Joyce Fisher Charitable Trust
- William & Lois Manchester Trust



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