



2021 END OF YEAR REPORT



CONTENTS

01	FROM OUR CHAIR
03	FROM OUR CEO
05	OUR KAUPAPA & KĀINGA
07	OUR RANGATAHI
09	INZONE PRIZEGIVING
11	AKO
12	GROWING LEADERS
13	2021 HIGHLIGHTS
14	CULTURAL SUCCESS
15	SPORTING SUCCESS
16	ALUMNI PATHWAYS
17	SUSTAINABILITY JOURNEY
18	A BIG THANK YOU - EHARA KOE I A IA!

FROM OUR CHAIR

E kui mā, e koro mā, e rau rangatira mā, tēnā rā koutou katoa.

The last year has been tumultuous for everyone, but most significantly for our rangatahi who continue to navigate their way through all of the COVID related challenges whilst striving for academic, sporting and cultural excellence.

At the heart of InZone is our guiding whakataukī 'me rangatira te tū' (embody the qualities of leadership) and our underlying values of kotahitanga, manaakitanga, kia tika / kia pono and kia māia. These core principles emphasise the qualities that we are committed to instilling in our taitama and kōhine.

Adherence to those values emphasised the importance of the Board overseeing a review of our culture and effectiveness in delivering on our vision - Māori & Pasifika who are confident and competent in the two worlds of Te Aō Māori and Te Aō Pākēha and carry themselves like rangatira.

Alongside the review, we were fortunate to have Malatest International conduct an Impact Evaluation of InZone. This enabled us to better understand the experiences of students and whānau, past and present. Their research confirmed InZone offers much more than just educational and employment opportunities by providing students with the right foundations to prepare them for life with long-lasting positive impacts on their holistic well-being.

It also identified factors that contribute to InZone's success and opportunities to strengthen our programme.



We are grateful for these learnings and will continue to monitor progress being made in response to both the review and the evaluation recommendations as we strive to ensure that InZone provides our rangatahi with the very best opportunities to succeed.

Although 2021 was challenging in the extreme, there were many highlights including completion of 'Te Kaore' and refurbishment of the original building and office facilities. It is important that former board trustee, James Mace, is recognised for his outstanding work in leading our property redevelopment.

InZone celebrated several rangatahi receiving prestigious scholarships including two First Foundation scholars and Otago University's Tū Kahika scholarship for Māori Medical Students. InZone kōhine Waikamania Seve was named as Deputy Head Girl at Epsom Girls Grammar School and Miriama Soutar was selected as Louisa Wall's Youth MP in partnership with Te Ropu Wahine Maori I Te Ora (Māori Women's Welfare League).

Ultimately, it is the people of an organisation that determine its success or otherwise. Accordingly, I am honoured that we were able to recruit a passionate and committed new leadership team led by our Chief Executive, Jason Whatuira, who is ably supported by the Girls' Senior Boarding Manager, Karllie Clifton and more recently the Boys' Senior Boarding Manager, Jamie McQueen. The Board has confidence that this group of outstanding leaders will build upon the foundations of those who have gone before them.

I would like to also take this opportunity to also acknowledge Deborah George, for being appointed an Officer of New Zealand Merit (ONZM) which reflects her commitment and passion for the kaupapa of InZone, alongside several other community-based charitable and philanthropic undertakings. In terms of changes on the Board in 2021 we were joined by two new trustees; Daniel Lund and Danica Hape and also farewelled long-serving trustee Brandon Edwards.

Accordingly, I also acknowledge all trustees past and present for their outstanding commitment to making InZone an institution of transformational opportunities for our rangatahi.

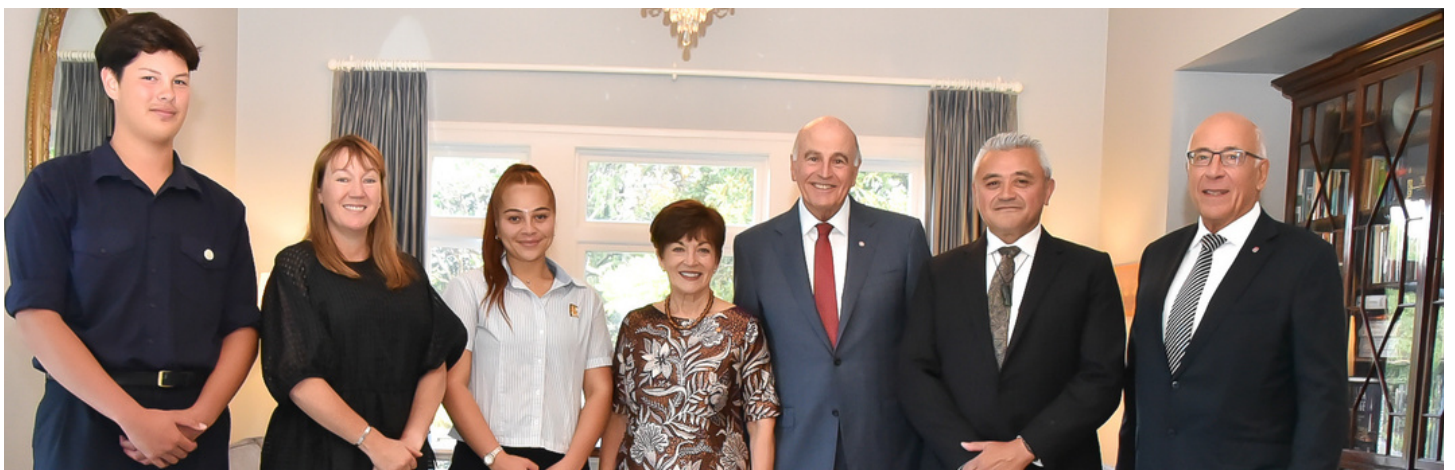
Finally, in our eleventh year, I acknowledge all of those who have contributed since the inception of InZone and most importantly the parents and whānau who continue to support our kaupapa, alongside the many generous donors, philanthropic organisations and long-time supporters.

Otirā, tēnā rawa atu koutou katoa i o koutou tautoko whakahirahira!

Nāku iti nei, nā



Dr Jim Mather
Heamana / Chair



FROM OUR CEO

Ko Tamatea-Ariki-nui te taumata rongonui
Ko Ruawharo te tihi tapu
Ko Tākitimu te waka tipua
Ko Whakapunake te toka tū moana
Ko Te Wairoa matangirau te waiū, te waiora
Ko Ngāti Kahungunu te iwi
Ko Whatuira te whānau
Ko Jason-Niwa Whatuira tēnei e mihi ana ki
a koutou katoa



E āku manukura, tēnā koutou katoa,

Advancing the ontology of rangatahi is an opportunity that I am grateful for, and as the new Chief Executive of InZone Education Foundation, I am sure I will relish.

At prima facie, the InZone mantra of 'me rangatira te tū' intrigued me. For me, rangatira (Kairanga i te tira) is a role or function. The purpose of rangatira is to protect, empower and revive the mauri of all people to have the mana to live vibrant, purposeful lives. Mauri is a composite of wairua, hinengaro, tinana and ngākau. InZone empowers the mauri of rangatahi so that they have the mana to live purposeful lives.

InZone has a clear mandate and expectations from the board, funders, and other stakeholders that consider the relative strengths and purpose of InZone, offering a clear understanding of what enables the organisation to generate value and opportunities that align with aspirations and values.

Thank you to our many supporters for sponsoring InZone throughout these demanding times. Your contributions have enabled us to keep our shared vision alive and encouraged our talented rangatahi to succeed as they realise their potential. The impact of this is not only life-changing for our rangatahi but also creates ongoing benefits as the ripple effect positively impacts their whānau and wider communities.

My personal mantra is 'to protect, empower and strengthen the mauri (vitality) of all people so that they have the mana (power and authority) to live vibrant and purposeful lives'.

Our Partner Schools, Epsom Girls Grammar School and Auckland Grammar School provide our rangatahi with excellent academic opportunities and support them to do well in their endeavours. Ngā maioha.

COVID-19 presented challenges for us all into 2021. I acknowledge our rangatahi for their efforts learning online, particularly those new to secondary education and our seniors facing assessments crucial to their high school qualifications, as Auckland endured months in lockdown. Our faithful staff remained dedicated to supporting rangatahi learning throughout this period. InZone is very proud of everyone for persevering in the face of adversity.

Lockdowns accounted for a significant portion of term time; 66% of Term 3 and the whole of Term 4. InZone provided fee relief for all whānau for the entirety of this period which eased financial stress during a highly anxious time for everyone. This ensured rangatahi would not slip through the cracks widened by the pandemic and were able to return to us when the kāinga reopened.

As the country moved into Level 4, all rangatahi returned home, where they remained for the year. As restrictions eased in Term 4, 13 of our rangatahi across both kāinga returned. InZone ensured all rangatahi were supported and equipped to learn remotely. New laptops were purchased where necessary. Our staff was committed to supporting this transition, regularly checking on their learning, and doing everything possible to ease the disruption caused by COVID.

We doubled the amount of professional tutoring via Zoom which were reflected in their academic results. InZone is delighted to share that our rangatahi enjoyed a significant pass rate of 86.67% NCEA Level 2 & 3. We had a 100% pass rate in Cambridge A levels and Level 2 NCEA. Additionally all our boys either moved up a class or maintained their level at Auckland Grammar School.

Our 2021 leavers finished their journey at InZone with strength; four of our five Year 13 graduates for 2021 have enrolled in university for 2022 and the fifth is completing police training. Four rangatahi have gone into apprenticeships.

Transitions involve leaving as well as starting and require eloquence and professionalism. With that in mind, I would like to acknowledge my predecessor Debbie Burrows and wish her all the very best for the future.

I am proud to step into the role of CEO. It is an honour and a privilege.

Mauri ora ki te katoa.



Jason Whatuira
Chief Executive



OUR KAUPAPA

InZone Education Foundation is a New Zealand registered charitable trust that aims to inspire and support Māori and Pasifika youth to take their place in the cultural, economic and civic leadership of Aotearoa New Zealand.

We do this by providing kāinga (hostels) which are “InZone” for high performing schools who we partner with to ensure students achieve top educational outcomes. Our kāinga enable our students to live and learn in a supportive whānau environment with a Māori kaupapa underpinned by Christian values. In this environment, we aim to support, inspire and empower our rangatahi to achieve to their full potential.

MISSION

InZone Education Foundation’s **mission** is to inspire and support Māori & Pasifika to excel through access to highly effective schools, whilst living in a whānau environment with a Māori kaupapa and underpinned by Christian values.

VISION

InZone Education Foundation’s vision is Māori & Pasifika who are confident and competent in the two worlds of Te Aō Māori and Te Aō Pākēha and carry themselves like rangatira.

VALUES

These values are the essence of who we are and were developed alongside our rangatahi, whānau and kaumātua.

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.



Our whakatauakī and the behavioural mantra that drives our culture is
“Me Rangatira te tū” – Carry yourself like a leader

OUR KĀINGA

Within our kāinga (hostels) we strive to create a supportive, whānau oriented and culturally appropriate environment that will give our students every opportunity to succeed.

Our rangatahi quickly develop a sense of belonging within our kāinga. They are immersed in the home-like environment, surrounded and supported by their peers and our staff. We often say we strive to look after our rangatahi just as any "good parent would".

InZone offers much more than academic opportunities, we provide our rangatahi the right foundations to prepare them for life which has long-lasting positive impacts on their holistic wellbeing.

Whānau and alumni feedback shows InZone kāinga

- builds character, instilling important values in our rangatahi such as leadership and prioritising collective over individual needs.
- increases confidence, resilience and self-esteem
- increases exposure to new worldviews and experiences
- improves social skills, communications and conflict management
- teaches the importance of a good work ethic, discipline and good habits
- enables rangatahi to develop strong, long-lasting bonds with their brothers and sisters at the kāinga.

"It's not just a hostel to me, it's a learning experience.
And actually, I'm quite grateful to be here".

CURRENT INZONE RANGATAHI



OUR RANGATAHI

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

In 2021, across our two kāinga, we supported

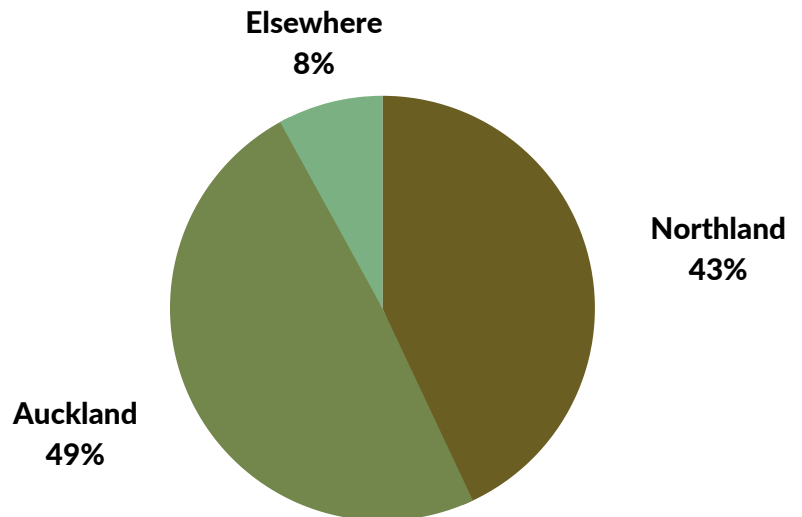
79
rangatahi

45
boys

34
girls

WHERE'S HOME?

More than three-quarters of our rangatahi come from low socio-economic areas of Northland and South Auckland. Our rangatahi are often from families facing some level of financial disadvantage and economic hardship, which is evidenced by the fact that 60% of our rangatahi receive financial assistance from the Ministry of Education or other sources. This is a ten percent increase since before COVID-19 hit in 2020 which impacted many of our whānau through reduced hours of work and redundancies.



CONTINUED

28%

are both Māori & Pasifika

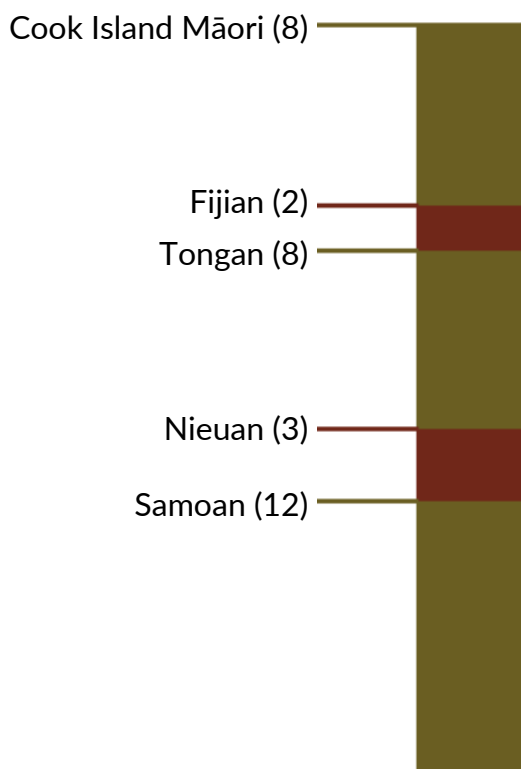
88%

are Māori,

38%

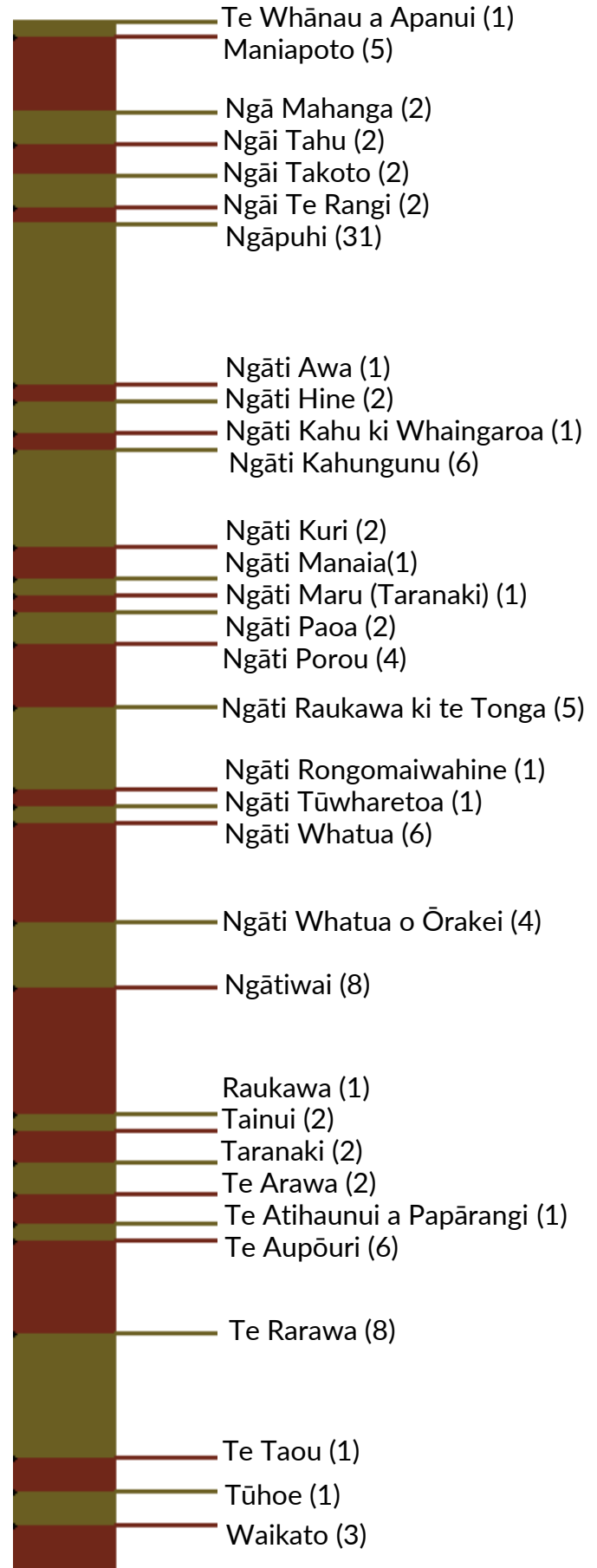
are Pasifika Peoples,

2021 InZone Pacific Island Affiliation



2021 InZone Iwi Affiliation

(Rangatahi affiliate to multiple iwi)



INZONE PRIZEGIVING

InZone's prizegivings is an annual highlight as we recognise the hard mahi and achievements of our rangatahi. It is an opportunity to acknowledge and farewell our leavers as they embark on the next chapter of their lives. Red light setting meant we had to restrict attendance to rangatahi and kaimahi only but we were pleased to have whānau and friends of InZone attend virtually.



Rangatahi acknowledge their 2022 leaders with haka

Congratulations to all our 2021 award recipients!

Me Rangatira Te Tū Award

This supreme award recognises and celebrates rangatahi whose leadership has stood out and will serve as rangatira of the kāinga in 2022

Breize Rawiri, Recipient of the Joyce Fisher Scholarship

Wiremu Cleave, Recipient of the Auckland Grammar Headmasters Council Scholarship

Tewhatewha

The tewhatewha is awarded by the departing Form 7 cohort their chosen boy to be a leader in the boys' kāinga.

Aymon Iese

Angitu / Academic Excellence

Senior: Angelique Apineru & Torah Apineru

Cambridge: Taimarino Cleave

Whineray Family Honour Award

Exemplar of leadership & strength of character

Taimarino Cleave

Wahine Toa Award & Jordan Kemp Memorial Trophy

For sporting excellence. Awarded to the rangatahi with the highest accolades during the year

Siena Edwards & Nikau Rangihuna

Te Hāpori Community Award

Outstanding demonstration of kindness, empathy & the bringing of people together

Breize Rawiri & Taimarino Cleave

Ahurea Cultural Award

Outstanding commitment, leadership & dedication to InZone Kapa Haka, tikanga & cultural activities

Waikamania Seve & Storm Peita



AKO (ACADEMICS)

InZone rangatahi are not selected based on their academic ability but rather a willingness to embrace all the opportunities that InZone provides them.

Our year-round academic support programme includes compulsory targeted weekend wānanga, compulsory study sessions with tutors available 4x per week, and tailored tutoring sessions in partnership with Kip McGrath. Furthermore through the tuakana/teina relationship, rangatahi support each other with their learning.

Our Kaiārahi Ako keeps everyone on track through academic monitoring and ensures everyone receives the support they need to achieve their academic potential.

2021 was a challenging year for rangatahi and their academics due to the disruption of lockdowns and reverting to online learning. We supported rangatahi throughout this period with daily check-ins and support from our Kaiārahi Ako as well as supplied extra tutoring support.

**87%**

**TOTAL NCEA
PASS RATE IN
2021**

100%

**NCEA LEVEL 2
PASS RATE IN
2021**

100%

**PASS RATE IN
A LEVEL
CAMBRIDGE**

5

**NCEA LEVEL 2
MERIT
ENDORSEMENTS**



GROWING LEADERS

Me rangatira te tū, or carry yourself like a leader, is our whakataukī and the behavioural mantra that drives our culture as we nurture our rangatahi to become bicultural leaders. InZone acts as a cultural incubator with Māori identity, language and culture embedded in every facet of InZone from daily kāinga life through to governance and leadership supporting rangatahi to be competent and confident in their cultural identity, language and heritage. Many of our rangatahi are leaders in cultural spaces at school with the roles they take in kapa haka, Matariki celebrations as well as several captaining their sports teams.

2021 Leadership Positions

Epsom Girls Grammar School

Waikamania Seve: Student Representative on the school's Board of Trustees.

Georgina Broughton-Kake: Kotahitanga Leader

Siena Edwards: Captain Premier Touch Team

Rehua Barua: Year Level Rep

Auckland Grammar School

Maika Rhind and Taimarino Cleave: 2021 Prefects. *To date 10 InZone students have been appointed as Auckland Grammar School prefects,*
Aymon Iese: Captain Premier Softball Team

InZone has changed me as a person to be honest. It builds on my confidence because I never used to, like Year 9 me, I could never talk like this in front of other people

CURRENT INZONE RANGATAHI



2021 HIGHLIGHTS



Visit to Government House

InZone senior rangatahi thoroughly enjoyed a visit to Government House to meet the Her Excellency Dame Patsy Reddy, New Zealand's Governor-General and her husband, His Excellency Sir David Gascoigne.

Dame Patsy spoke to rangatahi about leadership and managing the challenges of changing alert levels through COVID-19. Dame Patsy took the time to speak with and listen to all rangatahi in attendance.

Te Koare

InZone first broke ground two years ago constructing our brand new, purpose-built kāinga, Te Koare, thanks to the funding of one generous benefactor and endless hours spent by supporters coordinating the construction efforts and overcoming challenges presented by COVID-19.

We opened Te Koare with a blessing at the end of 2020 and our 2021 cohort of tamātane were the first to enjoy living in it. Rooms have been furnished with brand new bunk beds, sizeable wardrobes, desks. The Ako, dining and communal spaces facilitate study and leisure time with the rangatahi well. Our chefs use the commercial kitchen well to prepare delicious, healthy kai for both kāinga.

First Foundation Scholarships

Two InZone rangatahi were among 75 selected from 350 applications to become First Foundation scholars.

Congratulations to Torah Apineru and Bella-Lucia Griffin who will receive financial support, work experience and mentorship throughout the four-year programme.

This is the second year InZone rangatahi have received these prestigious scholarships after Angelique Apineru became a First Foundation Scholar in 2020.



CULTURAL SUCCESS

Ngā Manu Kōrero

Four InZone rangatahi competed in the Ngā Manu Kōrero Regional Speech Competition in Tamaki Makaurau and did very well.

Congratulations to Waimirangi Seve who came second in Junior English and Storm Peita who came third in Junior English. Well done also to Waikamania Seve who competed in Senior English.

Te Rangitukiwaho Edwards won Te Rāwhiti Ihaka (Junior Māori) with his kaupapa kōrero 'Te Mate Urutā, e kore warewaretia'. His victory is the first time a student at Auckland Grammar School has won a section at the regional competition since 1997. Te Rangitukiwaho went on to place in the top 5 at the National competition, a mīharo result.

"InZone makes you step out of your comfort zone with all the challenges that we're given"

CURRENT INZONE
RANGATAHI

Polyfest

It was mīharo to see our rangatahi back on stage at Polyfest 2021 and hours were spent practising in preparation.

Our kōhine on the Māori Stage placed 1st in Haka Taparahi and 3rd in Waiata-a-ringā in Division 2. On the Samoan stage the girls placed well across numerous sections. Our Cook Island performers placed 1st in the Non-Competitive Section.

Our tamatāne placed 3rd in Mau Rakau in Division 1. On the Tongan stage, the boys placed 2nd in Mako.

Voyager Media Awards

InZone rangatahi opened the 2021 Voyager Media Awards at the Town Hall in Auckland to a large in-person audience and broadcast on television.

30 rangatahi represented InZone, delivering fantastic haka and waiata.

Audience members tweeted their delight at having such an appropriate opening to the evening and host Toni Street expressed her admiration.



SPORTING SUCCESS

We encourage and support the sporting activities of our students. The vast majority of our students are active participants in sporting activities both at school and beyond. This is encouraged and facilitated by InZone as an important contributor to student wellbeing and social cohesion.

Waka Ama

InZone's Waikamania Seve, Reia Garisau, Mihinoa Tangihaere and Waimirangi Seve represented Epsom Girls Grammar School at the National Secondary School Waka Ama Championships 2021. Epsom Girls Grammar School placed 9th in the U19 Girls 250m race with an impressive time of 1.07! Kia pai mai hoki!



Touch New Zealand team selections

Nikau Rangihuna was selected for the New Zealand Under 18 Trans-Tasman Touch Team. Siena Edwards and Jayden Clark were selected in the U18 squad and LaBelle Kumeroa was named in the U16s Talent ID squad. Additionally Siena received awards for Outstanding Achievement in Touch and Rugby at Epsom Girls Grammar School.



Maadi Cup Tournament

InZone kōhine, Mya Kingi, Aroha Rangihuna, Brooke Schaumkell and Natasha Tangiiti-Libeu, represented Epsom Girls Grammar at the 2021 Maadi Cup Tournament. Aroha spoke of the 14 Day event, "The atmosphere was unreal and the competition was strong. There were 122 schools with over 2,000 competitors so it was pretty hectic. Everyone was competitive on the water but off the water, everyone was really friendly. The big U18 8 races at the end of the day was an awesome atmosphere to be a part of, most of the competitors getting in the water cheering on their fellow teammates with water going everywhere and people screaming, it was pretty cool!"

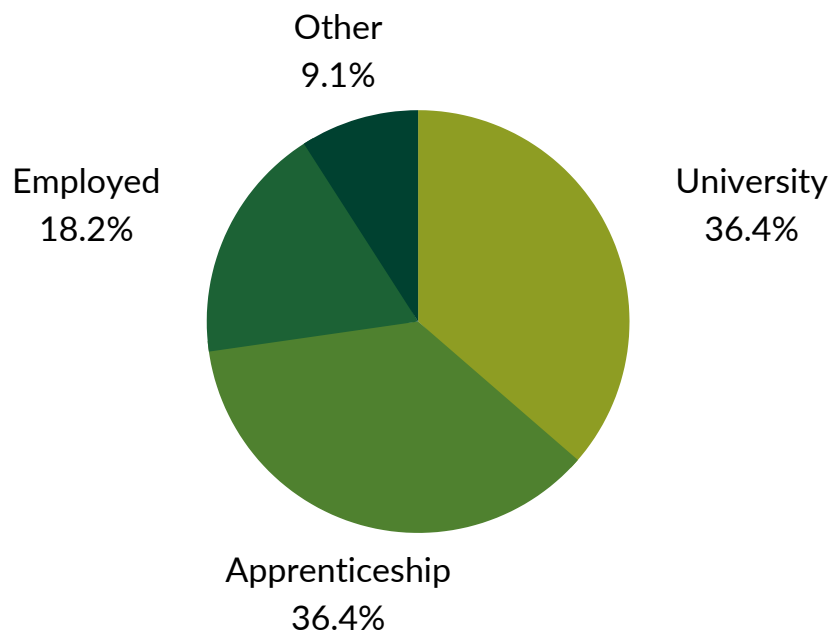
Netball

Tamara Crooks and Mihinoa Tangihaere were awarded Netball Coach/s of the Year at Epsom Girls Grammar School.

ALUMNI PATHWAYS

InZone creates an environment that extends our whānaungatanga to actively support a greater number and visibility of Māori and Pasifika youth taking cultural, economic, and civic leadership roles in NZ. We build partnerships with tertiary providers and local employers to provide work experience and internships for our rangatahi, enabling them “to see who they can be”. We ensure rangatahi leave InZone with a preferred career pathway, understands the steps needed and have the skills/tools required enabling a successful transition to study/training or employment after secondary school.

2021 Leaver Pathways



Four of our five Year 13 graduates for 2021 have enrolled in university for 2022 and the fifth is completing police training. We also successfully transitioned four rangatahi into apprenticeships which they have been very happy in since.

"I'm (working) at Heartland Bank and that's because of InZone setting up that internship. I've got a full-time job now because of them"

SUSTAINABILITY JOURNEY

2021 saw InZone take great strides in our journey as we strive towards sustainable living. With the support of the ANZ Staff Foundation, InZone was able to purchase everything on our gardening wish list including lawnmowers, garden sheds and tools, soil, planters and seeds. This was all put to great use establishing māra kai at our girls kāinga led by our green-thumbed Senior Boarding Manager Whaea Karllie. We look forward to establishing another māra kai at our boys' kāinga as our construction works draw to a close in 2022.



We established worm farms which has given us an eco-friendly process to divert our largest waste stream from landfill that engages and educates our rangatahi with sustainability issues and encourages them to be part of the wider solution. We use the nutrient-rich by-product in our gardens which opens up opportunities for rangatahi to learn about gardening, nutrition, healthy lifestyles and natural recycling.

Furthermore, we hired a full-time, experienced chef to manage the kai for both kāinga. The result of this, in addition to having beautiful, healthy kai prepared for rangatahi, is minimised food waste. Our chef plans carefully to ensure rangatahi are fed well and is able to reinvent leftovers to ensure food is used well. Our kōhine delight in taking any scraps to a neighbour with chickens.

We are so grateful to Hungry Bin for heavily discounting our 8-rack of worm farms. Ngā mihi to the BlueSky Community Trust for funding the rest of the cost!

We are excited with the progress we have made so far, and look forward to continuing on our sustainability journey in 2022.



EHARA KOE I A IA!

THANK YOU!

Thank you to all our supporters who enable the delivery of our kaupapa. InZone faces costs that other boarding houses, who share resources with the schools they serve, don't. This means we are reliant on the generosity of our supporters. Your support directly helps our rangatahi to realise their full potential.

CORNERSTONE FUNDERS

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.



PARTNERS

We are grateful for the support of our Partners who are pivotal in facilitating our work at InZone.

Ngā mihi to Epsom Girls Grammar School, Auckland Grammar School, Ngāti Whātua Ōrākei



UNITED MAORI MISSION



NGĀTI WHĀTUA ŌRĀKEI

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 rangatahi and the fees that whānau pay or donated their products, experience and knowledge to InZone and our rangatahi.

Ngā mihi nui to Auckland Grammar Headmasters Council, Joyce Fisher Charitable Trust, Kip McGrath Education Centres, Bluesky Community Trust, Hugo Charitable Trust, ANZ Staff Foundation, Maurice Paykel Charitable Foundation, MinterEllisonWatts,



SIR WILLIAM AND LOIS
MANCHESTER
CHARITABLE TRUST



Joyce
Fisher
Charitable
Trust



St Stephen's Queen
Victoria Trust Board



MinterEllison
RuddWatts



VOLUNTEERS

We are also very fortunate to receive support from a number of organisations and individuals including:

Board of Trustees who are all voluntary except current Chair

Food donations from Kiwi Harvest and the City Cake Company

Clothing, shoes and resource donations (like calculators and laptops) for our rangatahi from many individuals

Volunteer tutors, presenters / workshop facilitators

Excursion opportunities for our rangatahi like the Spirit of Adventure and Outward Bound



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