



## ANNUAL REPORT 2022

New Zealand Catholic Education Office Limited  
Te Tari Mātauranga Katorika o Aotearoa



## Vision, Mission and Purpose



### Our Vision

Our schools are vibrant Catholic faith communities where young people encounter Christ and are formed as His disciples.



### Our Mission

To deliver high quality support, advice and advocacy for our Catholic Proprietors to safeguard and strengthen the delivery of authentic Catholic education.



### Our Purpose

**Support** a strong Catholic special character where the whole school community grows in Christian discipleship

**Inspire** a commitment to excellence and equity in educational and faith opportunities and outcomes for students

**Promote** inclusion and honour the principles of Te Tiriti o Waitangi

**Build** the development of strong trusting relationships with the government and proprietors so that our school communities are:

- well resourced through adequate funding,
- supported by legislation and policy that protects proprietors rights, supports the governments education policies and promotes state integrated schools as equal partners in the state school system.



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# Chairperson's Report

*for the shareholders of New Zealand Catholic Education Office Limited  
for the year ended 31 December 2022*



Geoffrey Ricketts

It is a privilege to report to the shareholders on the work of NZCEO during 2022.

It has been another busy year with the organisation continuing to have to pivot and make accommodations to what we have been able to plan and develop in 2022. The lessons of the last three years are now well embedded in our operations and apart from the travel interruptions caused by the pandemic, and a period of uncertainty caused by having to find new office premises, it has been largely business as usual. The board and staff of NZCEO continue to focus on those issues that are most important to state integrated schools and our Catholic network. There have been several highlights and challenges which I hope to capture in my report.

### Safeguarding Special Character

Upon reflection, 2022 has been a year where the organisation has had to walk a path balanced between sensitive negotiation and assertive defence of principles. Assertive defence of principles was required in defending proprietors' rights to request donations for reasons other than land and property in a judicial review taken by Mr Guy Gifford. The loss of this case would have significantly disadvantaged the proprietors of our state integrated schools in that seeking donations from parents for the protection of special character has been an assumed right since the 1975 Private Schools Conditional Integration Act. It would also have precluded proprietors from gifting funds to a school board as is the right of any person or entity.

The APIS barrister, Lucila van Dam, successfully argued that, if it has legal personality, a proprietor does not have to identify a particular empowering provision when performing an act that a natural person could undertake. This includes selling goods and services, receiving donations, and disposing of funds in ways not restricted by the Act. Our proprietors now have a legal precedent that protects their right to request donations in support of their role in protecting and promoting special character (and for other reasons not restricted by the Act) as well as allowing a proprietor to donate funds to a school board in support of their education role. This was well understood by both the Ministry of Education and proprietors so it was disappointing to have to defend this in court. The successful conclusion follows the previous battle with the government in 2020/2021 to obtain the Essential Property Maintenance Package (EPMP) funds. The successful negotiations highlighted that state integrated schools are state schools and need to be granted the same rights and privileges. Ensuring that state integrated schools continue to enjoy what is theirs by right has been a constant theme over the last few years.

Sensitive negotiation was required on the part of this office to avoid a legal battle over the obligation placed on proprietors in Schedule 6 of the Education and Training Act 2020 to protect and promote special character. The Christian position on marriage became a focus when the media reported on schools they viewed as not providing a safe and inclusive environment for LGBTQI+ students. The office, on behalf of APIS, worked in the background with all parties to attempt to resolve this issue but it still remains an area of some contention and NZCEO will continue to negotiate and mediate in the background. For our Catholic state integrated schools the emotion was taken out of this issue through the NZ Catholic Bishops releasing the *Aroha & Diversity in Catholic Schools* document. This document outlines the pastoral response of the Church to working with LGBTQI+ students in our Catholic schools while emphasising that it is not a theological document changing the Churches position or beliefs. The Bishops have asked that our schools welcome, support and journey with these students in the context of a recognition that every human being has innate dignity and is created in the image of God. It reinforces the approach that our Catholic schools have been taking over the last decade or more.

### Special Character in Action

The NZCEO Board recognise that one of the single biggest challenges facing our Catholic school network is the issue of leadership succession. This issue is particularly important for the roles of Director of Religious Studies and the Principal. The board has asked the CEO and staff to develop a set of strategies to support the formation of Catholic staff for these leadership positions. It was therefore pleasing to see the Aspiring Leaders Programme 2021/2022 was fully subscribed and committed to by 24 current and future leaders in our schools. The evaluation of the programme by participants was positive and the programme is already fully subscribed for 2023/2024.

The office also continued its programme of support for first time principals, and it is pleasing to hear from the CEO that many of our more experienced Catholic principals gave generously of their time to participate in the programme and support their less experienced colleagues. This was also the case for the aspiring leaders programme so we are blessed to have this level of support.

The office continues to assist NZCBC and proprietors of Catholic schools to carry out their oversight of special character. An updated Catholic Special Character Evaluation for Development document was implemented across all dioceses in 2022 and a Catholic Special Character for Development – Hostel Document was developed for release in early 2023. There is a stronger emphasis on evaluating the impact of actions to promote special character in schools plus the flexibility to co-design some elements of the evaluation process to reflect the local context and culture of the school.

NZCEO has continued to develop a stronger relationship with diocesan vicars for education and education managers. Regular meetings have helped to support the passing on of knowledge and experience from more experienced to less experienced staff in these roles. This has helped support the development of consistent practice across the country. The group of national special character evaluators have also been provided with regular professional development and support with feedback from participants highlighting how important this has been in developing their confidence and skills. Rosalie Connors (Manager of Special Character) has continued to provide high quality support and facilitation of professional development and it is important that the Board recognise her contribution.

The one disappointment in 2022 was the decision to postpone the National Catholic Convention until 2024. The impact of the pandemic was making planning for such a large event problematic and the board made the difficult decision to postpone the event with some regret.

### Advice & Support

The Private Schools Conditional Integration Act (1975) (now subsumed within the Education & Training Act 2020) is almost 50 years old. Many proprietors are now bringing younger members of their community on to proprietor trust boards and in many cases these new members have limited knowledge and understanding of the original act. The future health of our system is reliant on proprietors and school boards understanding the regulations and rules that are particular to state integrated schools. Therefore, NZCEO has initiated a project to capture the history and experience of those who participated in the development and implementation of the original agreement. This information is valuable intellectual property and is needed to ensure that all stakeholders of state integrated education (including the Ministry of Education, NZSTA, school boards, principals, and proprietors) continue to act in good faith for the benefit of our sector.

The board is pleased that APIS signed a relationship agreement with NZSTA in 2022. The services provided by NZSTA are essential for state integrated schools and having a formal agreement will enable the two organisations to coordinate their efforts in serving school boards, principals and proprietors. NZCEO, through APIS, will also bring specialist knowledge that will support NZSTA in providing services and advice that is fit for purpose. A governance framework developed this year in collaboration with NZSTA is a welcome addition to the resources provided by NZCEO in support of school boards.

The board would like to acknowledge Te Kupenga for their support of NZCEO in 2022. The closure of our organisation's office within the Wellington Archdiocese building was very unsettling for our staff who then spent a number of months working from home. Te Kupenga offered to share their office space at the Mercy Centre with NZCEO and this moved to a long term lease in August 2022. One outcome of this move has been the stronger relationship developed between the two organisations who have many synergies. With the support of Te Kupenga, NZCEO have been able to progress work leading to the re-emergence of the Graduate Certificate of Leadership in Catholic Character for aspiring leaders in our Catholic schools.

The NZCEO Board would like to congratulate Robert Blucher as the new CEO of Te Kupenga. Robert is on that steep learning course that goes with a new role, but the board is delighted to see that he is already involved in meeting with a number of New Zealand Tertiary providers to find a pathway for our Catholic teacher trainees. This work has been somewhat problematic in terms of progress, but we appreciate his diligence and being solutions focused.

Finally, in terms of advice and support the board acknowledges the support of the Education Review Office (ERO) and their CEO Nick Pole. Nick has been generous in sharing the expertise of ERO with our national evaluators and including the voice of APIS in their own review of their current hostel review process. This collaborative approach has been appreciated and is, I believe, a great example of best practice.

### Advocacy

NZCEO is very concerned that our ability to advocate at government level through our CEO and give voice to those issues of importance to our sector has been seriously constrained over the last two years. While understanding of the high workload caused by the pandemic for our cabinet ministers, the state integrated school sector is a significant part of the state education system and must have the opportunity to interact with the government in the best interests of our students, staff, families and proprietors. The NZCEO Board has asked the CEO to engage with the government to find an immediate resolution to the current situation. The recent emerging relationship with Minister Tinetti is one bright spot with respect to this issue.

Two of the biggest challenges facing our proprietors and the state integrated sector are the high costs of insurance for school property and buildings and the



limited amount of Policy Two funding available from the government to support the costs of building new schools. Both of these challenges impact our families through the increase of attendance dues to match the rising costs. At current rates, the cost of building a new secondary school is approximately \$100,000 per student resulting in costs of \$50 – \$100M. We believe that where a state integrated school is saving the Ministry of Education from having to build further state school capacity, that Policy Two funding should be assured. These two issues are examples of why it is so important that we have a direct voice into the government.

NZCEO and APIS have received great support from the Secretary of Education and her staff at the Ministry of Education in 2022. The Secretary was very generous in agreeing to speak at the Association of Integrated Schools (AIS) Conference and our proprietors, their staff and a number of school leaders enjoyed being able to interact with her. Secretary Holsted is always available for a conversation, as are her staff that serve the state integrated school sector and our current relationship with the Ministry of Education is very positive. From time to time, there are difficult issues to resolve and our CEO appreciates the positive and constructive manner in which the staff in the Ministry of Education approach these discussions.

Strong Financial Position

The EPMP has been a project that has led to some wonderful outcomes for state integrated school communities. The excitement of receiving these funds was tempered slightly by the fact that our NZCEO team do not have specialist property management expertise. The board wishes to thank Karen Raitt, Jenny Gordon, and the staff at NZCEO for positively taking on this challenge and developing an application and transfer of funding process that was characterised by clear rules and guidance, quick turnaround of decisions and reduced red tape. Feedback from proprietors identified the communication from staff as a key strength as a high level of support for the smaller proprietors, in particular, was crucial in meeting the challenging deadlines set by the Ministry of Education.

By the end of 2022, almost \$30.9M of EPMP funds had been transferred to proprietors. Across the country, Catholic schools have, or will, benefit from work to create flexible learning environments, interior refurbishments, creation of outdoor learning environments, fencing, remodelled toilets and roof replacements. EPMP has enabled many proprietors to accelerate some of their

Policy One projects and combine EPMP and Policy One funds to complete significant building projects. NZCEO is grateful to the government and the Ministry of Education for their role in supporting this work. It has made a difference for students and staff in our schools.

This programme will run through to August 2024, at which point almost \$38M of property maintenance and improvement work will have been completed in our Catholic schools network.

The other major piece of work for the board and staff at NZCEO in 2022 was the development and implementation of the new common good National Attendance Dues and Policy One Emergency schemes – Te Puna Waihangā and Te Puna Tāmata. The implementation of the new scheme has been five years in the making and many individuals across the Catholic sector have contributed to its development. The board would like to thank the members of the working group who in 2021 developed the scheme to meet the framework set out by our Bishops. Having completed the scheme, the board and staff at NZCEO have worked to gain the support of proprietors for implementation in 2022. Heather Richardson (CFO) has done an excellent job in developing a financial model for Te Puna Waihangā and has been instrumental in supporting proprietors with the data they needed to make the decision to commit to the new scheme. The board is grateful to have all six diocese and the majority of proprietors participating in the new scheme. Te Puna Waihangā and the Emergency Policy One Scheme Te Puna Tāmata became operational on the 1st October 2022.

A national moderation meeting was facilitated by NZCEO in September 2022 with participating proprietors working in collaboration with NZCEO to set a schedule of property growth work for the next five years. The meeting reflected a genuine desire by all parties to make the very best decisions in support of the whole Catholic school sector and almost \$120M of new debt for growth projects was agreed to over the period 2022-2026. The board looks forward to supporting our proprietors and school communities to realise their growth plans.

The foundation of St Ignatius of Loyola Catholic College in Drury is one of the projects that will be supported by Te Puna Waihangā and it is exciting to see the option of Catholic secondary education being made available to the surrounding community of rural South Auckland and Pukekohe. It has been many years since the establishment of a Catholic secondary school in the country and the opening of the College in 2024 will be a special event.

Final Thoughts

As Chairperson I extend my sincere gratitude to my fellow board members John Gallaher, Jenny Gordon, Bishop Steve Lowe, Archbishop Paul Martin, Stephen Grey, Graeme Roil and James van Schie. I would also like to thank the CEO, Kevin Shore and his wonderful team of Karen Raitt, Heather Richardson, Rosalie Connors, Jane O’Connell and Jerry Sparks. They say it takes a village to raise a child and it does need a team of committed people to ensure our Catholic school network and our proprietors have the support they need. The board and staff of NZCEO are very proud to play their part in support of ensuring our Catholic schools continue to deliver the authentic, faith-based quality education expected by our Bishops, proprietors and Church community.

Thank you to all of our stakeholders for the part that you play in supporting NZCEO.

“May the God of hope fill you all with joy and peace as you trust in God, so that you may overflow with hope by the power of the Holy Spirit.”



Geoffrey Ricketts  
Chairperson  
NZCEO



As we went to print we received the very sad news that Geoff Ricketts, our longstanding and hard working Chair of NZCEO, passed away.

It is important to us that we pay tribute to Geoff and acknowledge his passing. Geoff was a man with a strong faith and having benefitted from his education at Sacred Heart College in Auckland believed in the benefits of a Catholic education and the role it played in helping shape our society. He championed the common good model of Catholic education and advocated strongly for the fair treatment for Catholic Schools by the government. He was a founding member of the NZCEO Board and was a hard working and effective Chair of the New Zealand Catholic Education Office for 18 years.

It is a blow to Catholic education, NZCEO and the wider Catholic Church to lose Geoff’s wisdom. However, his was a life lived to the full and we have all benefitted from his commitment, passion and ability to bring people together to achieve extraordinary outcomes. We offer our condolences to his wife Fran and their children and wider family. Thank you for sharing Geoff with us.

# CEO's Report

Tukua rā aku mihi aroha ki a koutou



Dr Kevin Shore

## Introduction

It is my pleasure to provide an overview of the work carried out by the office in 2022 on behalf of our Catholic school network. It is important to note that NZCEO has responsibility with the Government for the Association of Proprietors of Integrated Schools (APIS), and much of the work covered in this report is done for the whole state integrated school sector. It is rewarding to lead an organisation that serves our Church while supporting the good work of all our state integrated school interests.

I attended the funeral of a friend recently where the person was remembered for their positive attitude and ability to connect to the people in his wider life. Everything was characterised as ‘marvellous and magnificent’ by this person, and it was a great reminder that there is much to celebrate despite all the current challenges our society is experiencing. It is in that spirit that my report is written.

## Special Character

Rosalie Connors (Manager Special Character) has ably led many of the initiatives and programmes in what could be argued is the most important work our office undertakes. Highlights included working with 24 aspiring Catholic school leaders over the last 18 months and the strong support the office received from current Catholic school principals in facilitating a number of in-person and remote professional development sessions. It was a pleasure working with these aspiring leaders and they will add real value to our system in the years ahead. A new cohort of aspiring leaders has already been enrolled for 2023 and it is heartening for our Catholic state integrated school system to see the continuing strong interest in this programme.

Support from current Catholic principals was also a strength of our first time principals programme in 2022 and Rosalie and the office would like to express our gratitude to all who have supported this important group of professionals. In a context of

an aging workforce and, where there has been a high turnover of principalships, this programme provides an extra system of support for our first time principals with a focus on their special character responsibilities. It is a programme that NZCEO is fully committed to, and the office is keen to initiate further support in the area of leadership succession in 2023.

One of the positive benefits to come out of the pandemic has been the increased communication and opportunities for professional development that remote technology provides. NZCEO meets once a month with our fantastic Diocesan Education Managers to our mutual benefit and in support of our proprietors and school communities. Our newly appointed education managers benefit from the professional discussions and there is an element of informal mentoring by the more experienced managers.

A similar process is now well embedded with our national evaluators who receive seven days of professional development annually using a mix of face to face and remote sessions. A new Catholic Special

Character Evaluation for Development process was implemented across the motu in 2022 and there was a focus on supporting our national reviewers to implement it. With a stronger focus on measuring the impact of strategies, it is an important tool in supporting proprietors to protect and promote special character in our schools. Alongside this, a new Catholic Special Character for Development – Hostel Document is being developed for 2023 and it should reflect the input of those staff with hostel experience who have supported this work.

The organisation has enjoyed the opportunity to strengthen our bicultural focus and develop relationships with Te Rūnanga o te Hāhi Katorika ō Aotearoa and Wellington Catholic mana whenua group, Te Kahu o te Rangi. Individuals in these groups have been gracious in providing input into our work as we journey to strengthen our knowledge and understanding of tikanga and te reo.

## Finance & Property

One of the most significant undertakings of 2022 has been the approval of qualifying projects and allocation of Essential Property Maintenance Package (EPMP) funds to proprietors. This has been superbly led by Karen Raitt (Manager Operations & Projects) and Jenny Gordon. Their aim has been to reduce red tape and simplify processes as much as possible in support of our proprietors and school communities. By years end 2022, approximately \$30.9M of EPMP funds had been transferred to proprietors to complete much needed Policy One work that otherwise may not have happened or certainly not in this timeline. The EPMP funding has been a huge benefit for our sector. Photos of work being undertaken or completed have been flooding

into the office enabling a strong sense that we are doing crucial and important work. It is important to recognise the role of Minister Hipkins in facilitating the EPMP funding stream and NZCEO is working hard to report on the wonderful outcomes to him. Thank you, Karen, Jenny, and Jerry Sparks (NZCEO Administrator), for the impact you have made in supporting this work. As my friend would say ‘marvellous and magnificent’.

At the same time Heather Richardson (CFO) and the CEO have been working to introduce the new common good National Attendance Dues and Policy One Emergency schemes – Te Puna Waihanga and Te Puna Tāmata. As a result of the wonderful efforts of the working group in 2021, the office was in the position to implement the new scheme in October 2022.

A noteworthy achievement was the commitment to the new scheme of all six diocese and most of our proprietors and NZCEO is grateful for this support. The office is very keen to support the spirit of this new scheme and work in an open and transparent manner with our proprietors. The first national moderation meeting in late September was a great example of this transparency and collaboration in action and we look forward to the future building projects that will support the growth of our wonderful Catholic education system. Heather’s input has been particularly helpful as she has responded to requests from proprietors for support during the transition.

Advice and Support

Relationships are at the core of every successful educational enterprise and are just as crucial to NZCEO as they are to our Catholic state integrated schools. In 2022, NZCEO formalised a relationship agreement with NZSTA and we have enjoyed working with a number of staff including Elise Adams (CEO, NZSTA), Anna Gallien (Principal Advisor) and Sue Cotter (former Senior Advisor). This relationship has already resulted in developments leading to a governance framework for Catholic schools and improvement in employment templates for the state integrated school sector. Our team are looking forward to continuing this work together as we strengthen and improve the support available to proprietors and school boards.

I would also like to mention Nick Pole (CEO ERO) and Jane Lee (Deputy CEO ERO) for their continuing efforts to engage and dialogue with us. They have been open, positive, and honest even when significant issues have arisen in the state integrated school sector and have generously shared their personnel resources with us in training our national evaluators while including NZCEO/ APIS in discussions on hostel evaluation. These relationships are crucial to the success of our work and are highly valued.

NZCEO has enjoyed significant partnership with Te Kupenga in 2022 and congratulate Robert Blucher on his appointment to CEO in July 2022. Te Kupenga came to our aid in 2022 and found us a home with them when we had to leave our office space due to seismic concerns. This led to the building of a stronger relationship and collaboration on work of a common interest. John Kleinsman and his Wellington team have been fantastic to us (as has the landlord, the Sisters of Mercy) and the CEO wants to acknowledge their support. Common areas of interest include teacher training, the religious education curriculum, health and sexuality curriculum and teacher formation.

The development by National Centre for Religious Studies (NCRS) of the *Aroha & Diversity in Catholic Schools* document was an example where this work directly benefitted the work of our Catholic state integrated schools. Thank you to Colin MacLeod and Lyn Smith (NCRS) for their work in developing this under urgency and to NZCBC for approving this document. While there is a level of contention, this document is important in terms of ensuring a strong pastoral approach in managing this area by our leaders and staff in Catholic schools.

Advocacy

Advocating for the needs of state integrated education has been the most challenging area for the CEO in 2022. The board and CEO are concerned that NZCEO/APIS are not being given the opportunity to regularly connect at the government level to give voice to the needs of our sector. This will continue to be a strong area of focus in 2023 as the CEO looks to find an appropriate vehicle to improve access to key government players. This is a crucial area for APIS and NZCEO as we cannot serve the best interest of our proprietors and state integrated school communities without this level of contact. Associate Minister of Education Jan Tinetti has graciously offered an opportunity to meet with APIS for the second time in the last six months, so this is a positive sign as we move into 2023.

The Ministry of Education team of Philippa Pidd, Vanessa Harold, Brian Mitchell, Sarah Taylor and Nash Anand have continued to provide a responsive and high quality service to our sector and organisation. Over the course of a year, many issues arise for proprietors that result in NZCEO (on behalf of APIS) needing support from this team. They always attempt to resolve these

issues in the best interests of the proprietor and the school community, and we are very grateful to them. Jane O'Connell (NZCEO Administrator) works closely with this team tracking maximum roll increase applications, applications to integrate and the development of supplementary integration agreements and provides great support to our proprietors– thank you Jane.

Finally, I would like to thank Lucila van Dam (APIS Barrister) and Kris Morrison (APIS Lawyer) for their ongoing work supporting the protection of the rights of proprietors of state integrated schools. We appreciate Lucila's efforts in successfully defending the judicial review brought by Mr Gifford and to both for their participation in developing a comprehensive legal opinion to guide the sector's response to issues raised regarding the welcome and acceptance of LGBTQI+ students in our state integrated schools.



Final Comment

I would like to express my thanks to the Bishops of Aotearoa, our proprietors and their staff, the NZCEO Board, Chairman Geoff Ricketts and the staff at NZCEO who generously act as guardians and servants of our Catholic education network. Your dedication and commitment are appreciated, and you are all 'marvellous and magnificent'.

Mā te Atua koe e manaaki, e tiaki

KB Shore

Dr Kevin Shore  
Chief Executive Officer  
NZCEO



## Essential Property Maintenance Package – what did we do in 2022?

The Essential Property Maintenance Package (EPMP) worth \$52.8m, was a major focus in 2022.

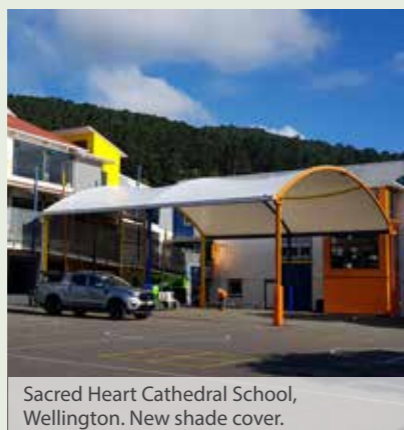
The NZCEO team, on behalf of APIS, was asked to develop a framework to approve projects, facilitate the transfer of funds and ensure projects are completed within a two year timeframe.

All funds were required to be allocated to an approved policy one project(s) by 30 August 2022. In total the team reviewed and approved 612 projects and met the deadline to allocate all of the \$52.4m EPMP funds to eligible schools (some funds are available to cover NZCEO's programme administration costs).

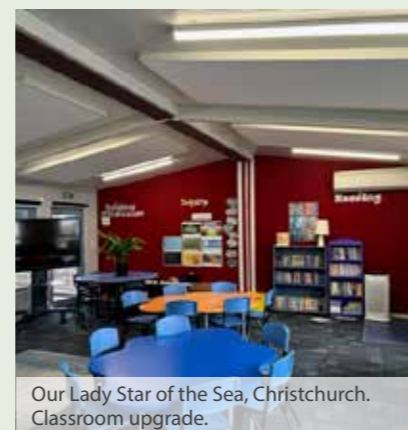
### Project Completions: the following are examples of completed projects



Christ the King School, Christchurch. Outdoor learning space upgrade



Sacred Heart Cathedral School, Wellington. New shade cover.



Our Lady Star of the Sea, Christchurch. Classroom upgrade.

## Project numbers

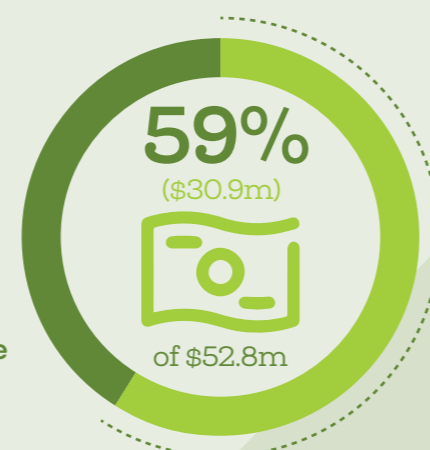
Total # Projects **612**



**173** Projects Completed

**439** Projects to complete

## Funds released



## Lighting New Fires – what did we write about?

### Newsletter numbers for 2022

Editions were published in February to December 2022 (11 editions).



#### Editorial

Dr Kevin Shore provide an editorial each month covering a range of topics including: the challenges of COVID-19 (Omicron), Essential Property Maintenance Package (EPMP), and the Guy Gifford vs Secretary of Education legal case.

#### NZCEO updates

Most editions informed readers on matters related to safeguarding and strengthening Catholic special character (CSC), including EPMP process updates, resources for the evaluation of CSC, examples of CSC good practice and NZCEO leadership formation opportunities and academic study scholarships.

#### Governance matters

Lighting New Fires provided material to assist boards in their governance work, for example, the NZCEO Policy Governance Framework, Catholic School Board Meeting Starters, Work of the Board website resource, Handbook for Board of Trustees update survey, information on the Protected Disclosures Act 2022 and the Privacy Act 2020 and induction resources for new trustees.

#### Professional learning and formation

Opportunities promoted were the 2022 NZCEO & Te Kupenga Symposium Series, the Aspiring Leaders Programme, Te Kupenga's Graduate Certificate of Leadership and Catholic Culture and other study opportunities.

#### Material written by Catholic educators

Topics featured were Faith And Social Principles: The Guiding Light for Sacred Heart College, Napier, Engagement with the Aotearoa New Zealand Histories Curriculum, Engaging Student Voice: Courage for the Journey, The Identity of the Catholic School for a Culture of Dialogue, Catholic School Leadership Revisted, What Do You Desire Most for Your Students?, Agile Leadership: Learn from the World's (almost) Oldest Profession.

#### Items of general interest to the Catholic education community

Regular updates were provided from Te Kupenga and Caritas, notification of Catholic educators included in the Queen's Birthday Honours, release of Aroha and Diversity in Catholic Schools: Guidelines for Good Practice Demonstrating Compassion, Respect and Sensitivity in Catholic Schools and Colleges Regarding Sexual Diversity, information and news on significant events in the Catholic school network.

#### Welcome of new principals

At the beginning of each term Lighting New Fires welcomed recently appointed first time principals and the August edition featured a profile of the foundation principal of St Ignatius of Loyola Catholic College, Dean Wearmouth.

#### Sponsors

Sponsors were featured in each edition including two new sponsors, Gallagher and Teamturf.



## Aspiring Leaders

The Aspiring Leaders programme supports teachers, Directors of Religious Studies, Deputy Principals and Assistant Principals who are seeking to grow their careers in Catholic education. The focus is on growing faith leaders who have the capabilities to lead for the mission of the Church and therefore the school. Twenty four participants completed three days face to face and attended six online zoom seminars.



**The 2021-22 Aspiring Leaders group at their final gathering.**

**Back Row:** Tracey Burgess, St Peter's Chch; Rachel Mortimer, Kavanagh College; Natasha Bastion, SHGC, Hamilton; Vincenza Golding, Baradene College; Danielle Kiely, Baradene College; Paula Gray, St Mary's Gore; Brendan Terry, St Peter's Gore; Alex Russell, Baradene College; Marina Binns, St John's Mairangi Bay Akld; Andrew Mackenzie, McLeans College; Jane Dravitzki, PNCEO; Katy Grant, Sacred Heart School Petone

**Front Row:** Jeanavieve Pome'e, Marcellin College Akld; Cedric Piggin, Sancta Maria College Akld; Mallory Hood, St Mary's School Gore; Joanie Roberson, Marcellin College Akld; Daisy Morris (head only), SHGC, Hamilton; Nicky Whitham-Blackwell, Westlake Girls

## Showcasing our new builds across the Catholic network



### Marian College, Christchurch

Eleven years after earthquakes destroyed the land that was home to Marian College, the Catholic Diocese of Christchurch is building a visionary new home for the College. Te Rūnanga o Ngāi Tūāhuriri Education Committee gifted Marian College with the name 'Māhutonga' (the Southern Cross), for its new site, reflecting the journey the community has undertaken.

The site on Lydia Street in Papanui where the new school is located meant the college will be part of a Catholic hub of schools and the North Parish. Families can walk together to St Joseph's, St Bede's, and Marian.

The unique and sustainable design utilises an existing warehouse in which the school will be built. This allows for covered sports courts, a significant reduction in materials sent to waste during construction, and an innovative design that students and staff can enjoy every day.

The school will open for the 2024 school year.



### St Ignatius of Loyola Catholic College Drury

In 2020 the Minister of Education approved the integration of St Ignatius of Loyola Catholic College in Drury. The journey of St Ignatius started in 1997 when a group of parishioners from the Pukekohe Parish and parents from St Joseph's Primary School met and discuss the possibility of a Catholic College.

The building is progressing well despite constraints on supply and labour and the school is due to open in 2024. St Ignatius will be the first new Catholic Secondary School in New Zealand since Garin College in Nelson was established in 2002. The Society of Jesus, better known as 'the Jesuits' will be supporting the Charism of the School and have generously provided two priests to serve at the College and help imbue the spirit of the place with the excellence of Jesuit Catholic education.

The College Motto is 'Finding God in all things' and it is our hope that young people can encounter Jesus Christ through the life of the College and grow in their relationship with His Church.

## Looking back over 2022 – a snapshot

- » Monthly publication of Lighting New Fires (e-newsletter) covering governance matters, formation opportunities, and articles of interest for Catholic educators.
- » Completion of the first longitudinal Aspiring Leaders Programme (2021-2022). Twenty four participants completed three days face to face and six online Zoom seminars.
- » Roll out of governance policy framework for Catholic school boards.
- » Publication of the new Catholic Special Character Evaluation for Development document.
- » Approximately 200 diocesan staff and leaders and teachers in Catholic schools participated in two, NZCEO/Te Kupenga, online seminars focused on themes in Tō Tātou Whakapono (Religious Education Curriculum).
- » The First Time Principals Programme of termly online seminars and discussion opportunities for those in their first years as a principal in a Catholic school.
- » Development of a Memorandum of Understanding with NZSTA and allocation of NZSTA Relationship Manager to work with NZCEO.
- » Commencement of new school property funding pools to support the NZ Catholic school proprietor network. Te Puna Waihanga – National Attendance Dues Pool for new school and classroom builds. Te Puna Tāmata – Emergency Policy One Pool to support proprietors in the event of a catastrophic failure of a school building.
- » Judge finding in support of NZCEO in a 2022 judicial review that proprietors of state integrated schools may fundraise for proposes other than the acquisition and maintenance of land and buildings and may dispose of funds to school boards within current guidelines.
- » The development of a positive working relationship with Associate Minister of Education Jan Tinetti.

## Looking forward to 2023 – what's coming up

- » Re-brand and refresh of Lighting New Fires.
- » Publication of the new Catholic Special Character Evaluation for Development of Aotearoa New Zealand Catholic School Hostels document.
- » At the request of NZCBC and diocesan Vicars and Managers of Catholic education, and in conjunction with NCRS, the development of a document on Catholic education to supplement The Catholic Education of School-Age Children (NZCBC, 2014).
- » Develop a state integrated school model of the Principal Eligibility Criteria once the Ministry of Education model is signed off by their Minister.
- » Continue to liaise with and attend meetings with the executive of the:
  - National Association of Principals of Catholic Secondary Schools
  - NZ Catholic Primary Principals' Association
- » Launch of video on the history of integration.
- » Attendance at RE Congress in Los Angeles to provide ideas and inspiration for Catholic Education Convention in 2024.
- » The strengthening of current programmes and the development of new strategies to support the growth and identification of current and future Catholic leaders.
- » Strengthening the organisations capacity to meet our Te Tiriti obligations and growing the staff's capacity to use and engage in Te Reo.
- » Collaborate with NZSTA on work streams that benefit proprietors and state integrated school boards.
- » Actively advocate for, and bring the voice of, state integrated education to the government through our relationship with the Minister of Education.
- » Collaborate with participating proprietors to ensure an accurate, fit for purpose, ten year national rolling property matrix.

# New Zealand's Catholic Schools

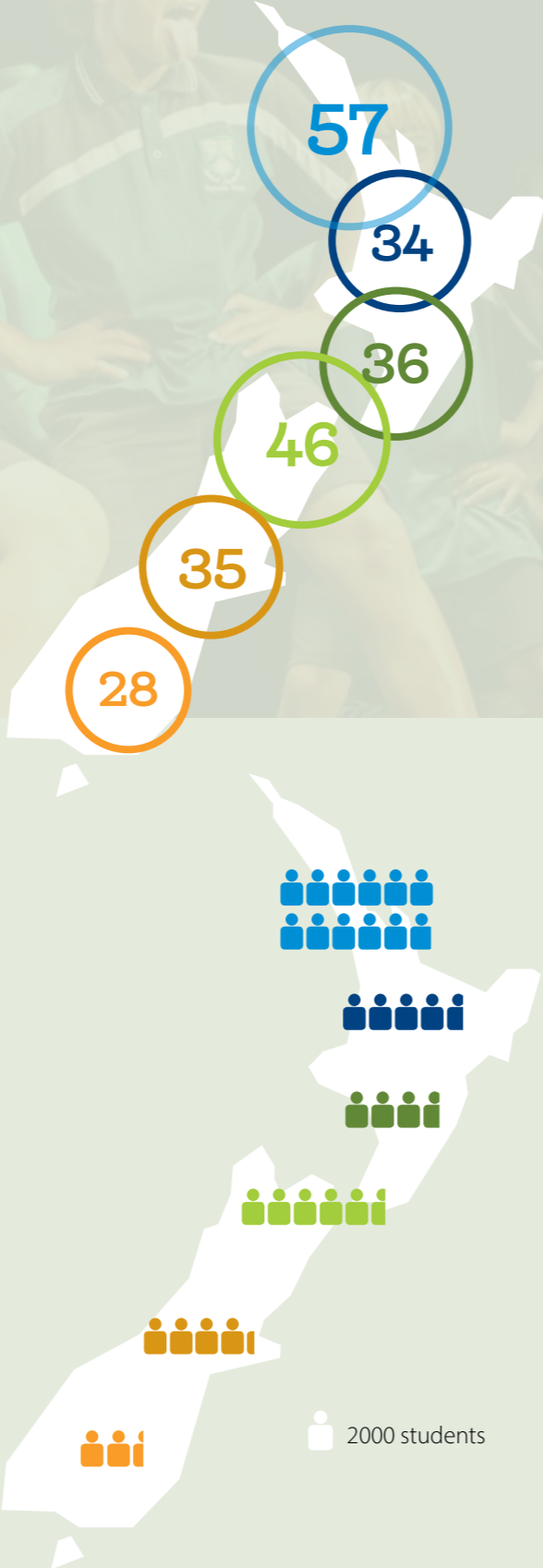
as of July 2022

There are 236 Catholic schools throughout New Zealand:

Diocese	
Auckland	57
Hamilton	34
Palmerston North	36
Wellington	46
Christchurch	35
Dunedin	28
<b>New Zealand</b>	<b>236</b>

Nationally, there were 65,641 Catholic students in New Zealand:

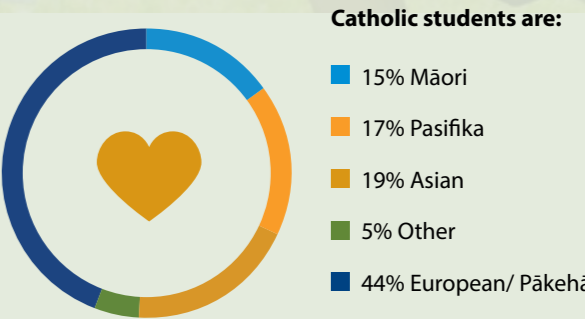
Diocese	Primary	Secondary	Total Roll
Auckland	10,257	13,718	23,975
Hamilton	5,445	4,068	9,513
Palmerston North	4,065	3,450	7,515
Wellington	6,582	4,684	11,266
Christchurch	4,673	3,825	8,498
Dunedin	2,649	2,225	4,874
<b>New Zealand</b>	<b>33,671</b>	<b>31,970</b>	<b>65,641</b>



Over the past ten years, Catholic student figures remain consistent:

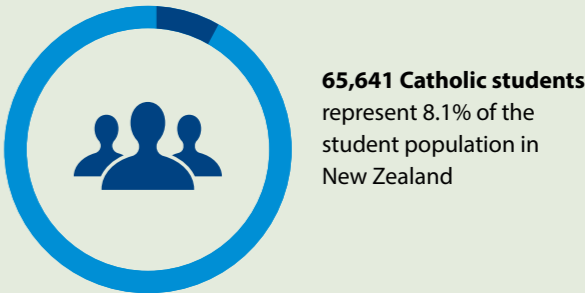
YEAR	TOTAL NO OF STUDENTS	% OF ALL STUDENTS
2013	65,143	8.5%
2014	65,364	8.5%
2015	65,744	8.5%
2016	66,499	8.4%
2017	66,722	8.3%
2018	66,888	8.3%
2019	66,762	8.1%
2020	66,875	8.1%
2021	66,635	8.1%
2022	65,641	8.1%

The Catholic school sector is ethnically diverse:



In 2022, more Catholic students attended primary than secondary schools:

STUDENT ROLL	
Secondary (Y7-13)	22,502
Secondary (Y9-13)	9,468
Full Primary (Y1-8)	22,412
Contributing (Y1-6)	11,259



NB: Figures courtesy of Ministry of Education. Figures show Total Funded Students which includes International Fee-Paying (IFP), Alternative Education and Secondary-Tertiary Students. MELAA refers to Middle Eastern, Latin American and African.

Auckland

COLLEGES

Baradene College, Remuera  
Carmel College, Milford  
De La Salle College, Mangere East  
Liston College, Henderson  
Marcellin College, Royal Oak  
Marist College, Mt Albert  
McAuley High School, Otahuhu  
Pompallier Catholic College, Whangarei  
Rosmini College, Takapuna  
Sacred Heart College, Glen Innes  
Sancta Maria College, Flat Bush  
St Dominic's Catholic College, Henderson  
St Mary's College, Ponsonby  
St Paul's College, Ponsonby  
St Peter's College, Epsom

PRIMARY SCHOOLS

Christ the King Catholic School, Owairaka  
Good Shepherd School, Balmoral  
Holy Cross Catholic School, Henderson  
Holy Cross School, Papatoetoe  
Holy Trinity Catholic Primary School, Takanini  
Marist Catholic School, Herne Bay  
Marist Primary School, Mt Albert  
Monte Cecilia School, Mt Roskill  
Mt Carmel Primary School, Meadowbank  
Our Lady of the Sacred Heart School, Epsom  
Our Lady Star of the Sea School, Howick  
Pompallier Catholic School, Kaitaia  
Sancta Maria Catholic Primary School, Flat Bush  
St Anne's Catholic School, Manurewa  
St Dominic's Catholic School, Blockhouse Bay  
St Francis Catholic School, Pt Chevalier  
St Francis School, Thames  
St Francis Xavier Catholic School, Whangarei  
St Ignatius Catholic School, St Heliers  
St John the Evangelist Catholic School, Otara  
St John's School, Mairangi Bay  
St Joseph's Catholic School, Dargaville  
St Joseph's Catholic School, Takapuna  
St Joseph's School, Grey Lynn  
St Joseph's School, Onehunga  
St Joseph's School, Orakei  
St Joseph's School, Otahuhu  
St Joseph's School, Pukekohe

St Leo's Catholic School, Devonport  
St Mark's Catholic School, Pakuranga  
St Mary MacKillop Catholic School, Mangere  
St Mary's Catholic School, Papakura  
St Mary's School, Avondale  
St Mary's School, Ellerslie  
St Mary's School, Northcote  
St Michael's Catholic School, Remuera  
St Patrick's School, Panmure  
St Paul's School, Massey  
St Pius X Catholic School, Glen Innes  
St Therese School, Three Kings  
Stella Maris Primary School, Silverdale  
Te Kura O Hato Hohepa te Kamura, Waitaruke

Hamilton

COLLEGES

Aquinas College, Tauranga  
Campion College, Gisborne  
John Paul College, Rotorua  
Sacred Heart Girls' College, Hamilton  
St John's College, Hillcrest

PRIMARY SCHOOLS

Bishop Edward Gaines Catholic School, Tokoroa  
Marian Catholic School, Hamilton  
St Anthony's Catholic School, Huntly  
St Columba's Catholic School, Frankton  
St Joseph's Catholic School, Fairfield  
St Joseph's Catholic School, Matamata  
St Joseph's Catholic School, Matata  
St Joseph's Catholic School, Morrinsville  
St Joseph's Catholic School, Opotiki  
St Joseph's Catholic School, Paeroa  
St Joseph's Catholic School, Te Aroha  
St Joseph's Catholic School, Te Kuiti  
St Joseph's Catholic School, Waihi  
St Joseph's Catholic School, Whakatane  
St Mary's Catholic School, Gisborne  
St Mary's Catholic School, Otorohanga  
St Mary's Catholic School, Putaruru  
St Mary's Catholic School, Rotorua  
St Mary's Catholic School, Tauranga  
St Michael's Catholic School, Rotorua  
St Patrick's Catholic School, Taumarunui  
St Patrick's Catholic School, Taupo  
St Patrick's Catholic School, Te Awamutu  
St Paul's Catholic School, Ngaruawahia

St Peter Chanel Catholic School, Te Rapa  
St Peter's Catholic School, Cambridge  
St Pius X Catholic School, Melville  
St Thomas More Catholic School, Mt Maunganui  
Suzanne Aubert Catholic School, Papamoa

Palmerston North

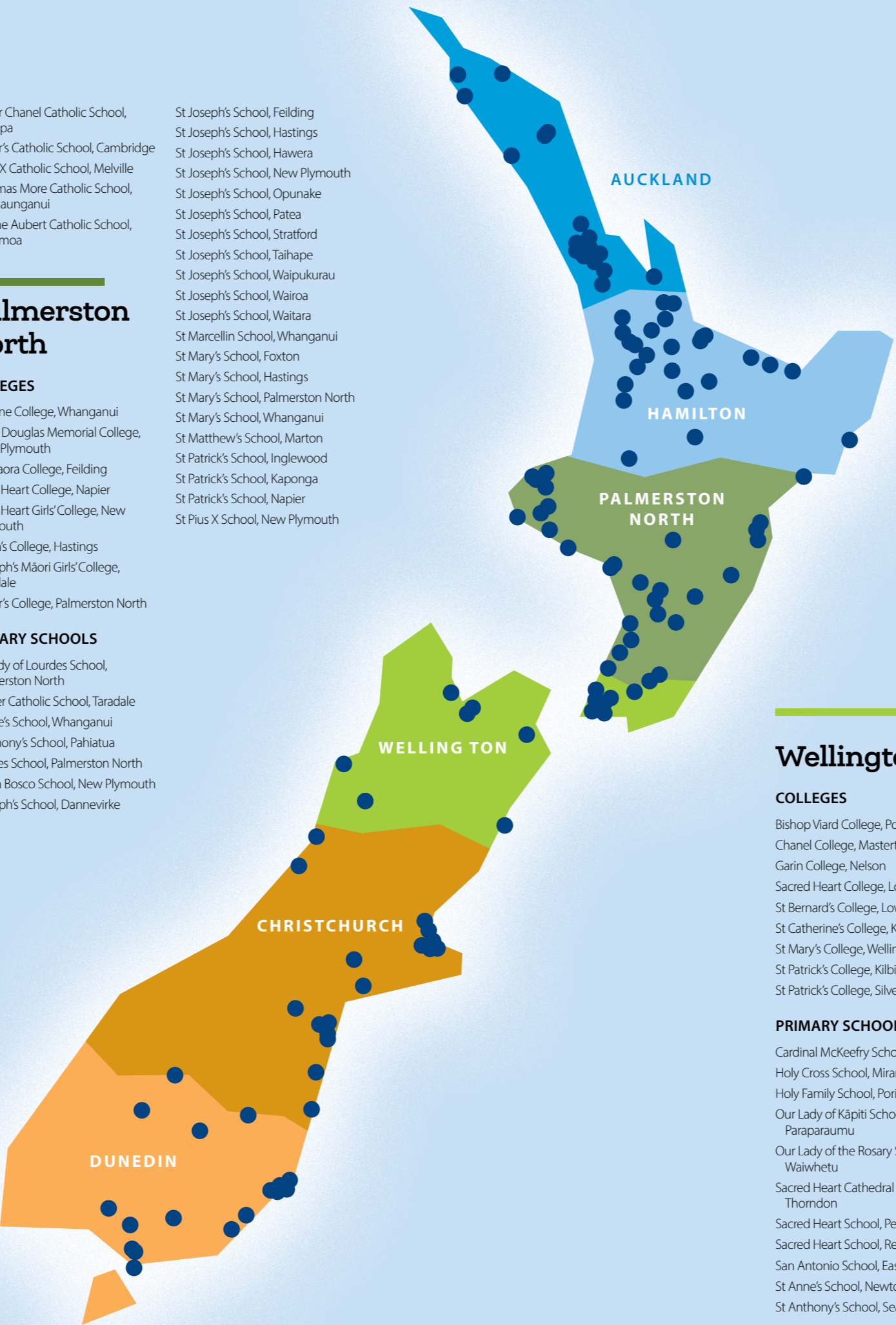
COLLEGES

Cullinane College, Whanganui  
Francis Douglas Memorial College, New Plymouth  
Hato Paora College, Feilding  
Sacred Heart College, Napier  
Sacred Heart Girls' College, New Plymouth  
St John's College, Hastings  
St Joseph's Māori Girls' College, Taradale  
St Peter's College, Palmerston North

PRIMARY SCHOOLS

Our Lady of Lourdes School, Palmerston North  
Reignier Catholic School, Taradale  
St Anne's School, Whanganui  
St Anthony's School, Pahiatua  
St James School, Palmerston North  
St John Bosco School, New Plymouth  
St Joseph's School, Dannevirke

St Joseph's School, Feilding  
St Joseph's School, Hastings  
St Joseph's School, Hawera  
St Joseph's School, New Plymouth  
St Joseph's School, Opunake  
St Joseph's School, Patea  
St Joseph's School, Stratford  
St Joseph's School, Taihape  
St Joseph's School, Waipukurau  
St Joseph's School, Wairoa  
St Joseph's School, Waitara  
St Marcellin School, Whanganui  
St Mary's School, Foxton  
St Mary's School, Hastings  
St Mary's School, Palmerston North  
St Mary's School, Whanganui  
St Matthew's School, Marton  
St Patrick's School, Inglewood  
St Patrick's School, Kaponga  
St Patrick's School, Napier  
St Pius X School, New Plymouth



Wellington

COLLEGES

Bishop Viard College, Porirua  
Chanel College, Masterton  
Garin College, Nelson  
Sacred Heart College, Lower Hutt  
St Bernard's College, Lower Hutt  
St Catherine's College, Kilbirnie  
St Mary's College, Wellington  
St Patrick's College, Kilbirnie  
St Patrick's College, Silverstream

PRIMARY SCHOOLS

Cardinal McKeefry School, Wilton  
Holy Cross School, Miramar  
Holy Family School, Porirua  
Our Lady of Kāpiti School, Paraparaumu  
Our Lady of the Rosary School, Waiwhetu  
Sacred Heart Cathedral School, Thorndon  
Sacred Heart School, Petone  
Sacred Heart School, Reefton  
San Antonio School, Eastbourne  
St Anne's School, Newtown  
St Anthony's School, Seatoun

St Benedict's School, Khandallah  
St Bernadette's School, Naenae  
St Bernard's School, Brooklyn  
St Brendan's School, Heretaunga  
St Brigid's School, Johnsonville  
St Canice's School, Westport  
St Claudine Thevenet School, Wainuiomata  
St Francis de Sales School, Island Bay  
St Francis Xavier School, Tawa  
St Joseph's School, Kaikoura  
St Joseph's School, Levin  
St Joseph's School, Nelson  
St Joseph's School, Upper Hutt  
St Mary's School, Blenheim  
St Mary's School, Carterton  
St Michael's School, Taita  
St Patrick's School, Kilbirnie  
St Patrick's School, Masterton  
St Paul's School, Richmond  
Ss Peter and Paul School, Lower Hutt  
St Peter Chanel School, Motueka  
St Peter Chanel School, Otaki  
St Pius X School, Titahi Bay  
St Teresa's School, Featherston  
St Teresa's School, Karori  
St Theresa's School, Plimmerton

Christchurch

COLLEGES

Catholic Cathedral College, Christchurch  
John Paul II High School, Greymouth  
Marian College, Christchurch  
Roncalli College, Timaru  
St Bede's College, Christchurch  
St Thomas of Canterbury College, Christchurch  
Villa Maria College, Christchurch

PRIMARY SCHOOLS

Christ The King School, Burnside  
New Brighton Catholic School, New Brighton  
Our Lady of the Assumption School, Hoon Hay  
Our Lady of the Snows School, Methven  
Our Lady of Victories School, Sockburn  
Our Lady Star of the Sea School, Sumner  
Sacred Heart School, Addington  
Sacred Heart School, Timaru  
St Albans Catholic School, St Albans  
St Anne's School, Woolston

St Bernadette's School, Hornby  
St Francis of Assisi Catholic School, Mairehau  
St James School, Aranui  
St Joseph's School, Ashburton  
St Joseph's School, Fairlie  
St Joseph's School, Papanui  
St Joseph's School, Pleasant Point  
St Joseph's School, Rangiora  
St Joseph's School, Temuka  
St Joseph's School, Timaru  
St Mary's School, Christchurch  
St Mary's School, Hokitika  
St Patrick's School, Bryndwr  
St Patrick's School, Greymouth  
St Patrick's School, Kaiapoi  
St Patrick's School, Waimate  
St Peter's School, Beckenham  
St Teresa's School, Riccarton

Dunedin

COLLEGES

Kavanagh College, Dunedin  
St Kevin's College, Oamaru  
St Peter's College, Gore  
Verdon College, Invercargill

PRIMARY SCHOOLS

Holy Family School, Wanaka  
Sacred Heart School, Dunedin  
Sacred Heart School, Waikivi  
St Bernadette's School, Forbury  
St Brigid's School, Tainui  
St Francis Xavier School, Mornington  
St Gerard's School, Alexandra  
St John's School, Ranfurly  
St Joseph's Cathedral School, Dunedin  
St Joseph's School, Balclutha  
St Joseph's School, Invercargill  
St Joseph's School, Oamaru  
St Joseph's School, Port Chalmers  
St Joseph's School, Queenstown  
St Mary's School, Dunedin  
St Mary's School, Gore  
St Mary's School, Milton  
St Mary's School, Mosgiel  
St Patrick's School, Invercargill  
St Patrick's School, Nightcaps  
St Peter Chanel School, Green Island  
St Teresa's School, Bluff  
St Theresa's School, Invercargill  
St Thomas' School, Winton

# Report of the Board of Directors

of New Zealand Catholic Education Office Limited

The Board of Directors of New Zealand Catholic Education Office Limited comprises:

- » Geoffrey Ricketts (*Chairperson*)
- » Jenny Gordon
- » Archbishop Paul Martin
- » Bishop Stephen Lowe
- » John Gallaher (*Deputy Chairperson*)
- » Graeme Roil
- » James van Schie
- » Stephen Grey

In respect of each Director of the Board no remuneration or benefit of any other value has been received by that Director during the period.

## Nature of the Company Business

The New Zealand Council of Proprietors of Catholic Integrated Schools set up a charitable limited liability company, New Zealand Catholic Education Office Limited, to run its Office. The staff of the Office are responsible on a day-to-day basis to the Board of Directors of the Company. Members of the New Zealand Council of Proprietors of Catholic Integrated Schools are the shareholders of the company; this includes the Bishops as major shareholders.

The Office also acts as the Secretariat for the Association of Proprietors of Integrated Schools, which represents Proprietors of all New Zealand's state-integrated schools.

**Auditor:** Deloitte Limited

**Solicitor:** Chapman Tripp

**Company Number:** WN/1042025

## Registered Office

New Zealand Catholic Education Office Limited  
PO Box 12307  
Wellington 6144

## Approval of Financial Statements by Directors

The Directors of New Zealand Catholic Education Office Limited are pleased to present the group financial statements for the year ended 31 December 2022.



**John Gallaher**  
*Deputy Chairperson*



**Dr Kevin Shore**  
*Chief Executive Officer*

For and on behalf of the Board of Directors  
18 April 2023

# Consolidated Statement of Service Performance

of New Zealand Catholic Education Office Limited  
for the year ended 31 December 2022



## Who We Are

### Our Vision

- » Our schools are vibrant Catholic faith communities where young people encounter Christ and are formed as His disciples.

## What We Do

### Our Mission

- » To deliver high quality support, advice and advocacy for our Catholic Proprietors to safeguard and strengthen the delivery of authentic Catholic education.

### Our Purpose

- » **Support** a strong Catholic special character where the whole school community grows in Christian discipleship
- » **Inspire** a commitment to excellence and equity in educational and faith opportunities and outcomes for students
- » **Promote** inclusion and honour the principles of Te Tiriti o Waitangi
- » **Build** the development of strong trusting relationships with the government and proprietors so that our school communities are well resourced through adequate funding; and supported by legislation and policy that protect proprietors rights, supports the governments education policies and promotes state integrated schools as equal partners in the state school system

### Our Strategic Objectives

- » Safeguard Catholic Special Character - Support Proprietors to safeguard and strengthen our Catholic special character
- » Strong Advocacy - Work in partnership with Government to represent the interests of stakeholders/proprietors
- » Advice and Support - Work in partnership with Te Kupenga and NCRS to support the Diocese with their delivery of services to schools
- » Strong Financial Position - Manage and align funding which supports the needs of Proprietors, Diocese and our schools

## How We Do It

The following projects demonstrate three important ways we worked towards our Strategic Objectives. These three projects are only a part of the work of NZCEO Limited.

### Essential Property Maintenance Programme

*(Strong Advocacy, Advice and Support, Strong Financial Position)*

A two year funding programme from the Crown to fast track school property improvements to benefit student learning outcomes. The Essential Property Maintenance Programme (EPMP) focus is upgrading learning environments including providing outdoor learning spaces, upgrading lighting, heating and ventilation and security/health & safety improvements. Healthy students have better educational outcomes. The Ministry of Education has developed project criteria in consultation with other relevant Crown agencies to support the well-being of students and teachers. NZCEO Limited's role is to administer the funding to ensure projects meet the Ministry of Education criteria. Each school is allocated a maximum amount of funding based on a proration of the total funding provided by the Crown divided by state integrated student rolls as at 1 July 2021. NZCEO Limited verifies that funding is spent within two years from the date of approval of each project to ensure benefits to students are rolled out in a timely manner. Completion of projects is managed through a 10% holdback of each project's final funding allotment. NZCEO Limited reports monthly to the Ministry of Education about project outputs and outcomes and provides quarterly reporting to the Minister of Education. The deadline for all eligible projects to be approved was 31 August 2022. The deadline for all projects to be completed is 31 August 2024.

## Essential Property Maintenance Programme continued

### Outputs 2021 (Unaudited)

For the year ended 31 December 2021:

- » 72 projects approved
- » 66 projects started
- » 3 projects completed

As at 31 December 2021:

- » 3 projects approved, but not started
- » 63 projects in progress and partly funded
- » 3 projects completed and fully funded

### Outputs 2022

For the year ended 31 December 2022:

- » 540 projects approved
- » 389 projects started
- » 170 projects completed

As at 31 December 2022:

- » 157 projects approved, but not started
- » 282 projects in progress and partly funded
- » 173 projects completed and fully funded

Detailed information about the amount of funding released each year and the amount still to be released at the end of each year can be found in Note 6 to the full consolidated financial statements for the year ended 31 December 2022.

### Outcomes

- » 173 completed projects to upgrade learning environments in line with Ministry of Education criteria and priorities. These projects directly improve student well-being and learning by providing health and safety improvements, essential Infrastructure upgrades or quality learning environment enhancements.
- » As at 31 August 2022, all eligible projects have been approved and all funding has been earmarked for a specific project, which meets the project approval deadline set by the Ministry of Education.

## Significant Judgements

- » A project is considered **approved** when an application has been submitted that meets the qualifying criteria for EPMP funding as set by the Ministry of Education.
- » A project is considered **started** when the initial funding has been provided to the proprietor, so that work can commence.
- » Initial funding is approved for a project when a proprietor has completed the required procurement process for an approved project and signed agreements with contractors to complete the approved project.
- » A project is considered **completed** when the final funding holdback has been released to the proprietor.
- » The final funding holdback is approved for a project when a proprietor has submitted documentation to prove the approved work has been completed and in the required timeline.

## Aspiring Leaders Programme

*(Safeguard Catholic Special Character)*

An 18-month formation programme for teachers and leaders in Catholic schools intending to move into the next level of leadership (Principal, Director of Religious Studies, Deputy Principal or Assistant Principal) within the next three years. The focus is on growing faith leaders who have the capabilities to lead for the mission of the Church and therefore the school.

The programme consisted of two initial days face to face, followed by six regular (approximately two monthly) online seminars and workshops.

### Outputs 2021 (Unaudited)

- » 27 registrants for 2021 - 2022 programme
- » 5 sessions held with an average of 24 participants per session
- » 1 initial registrant accepted a principal position and only attended 3 sessions
- » 1 initial registrant accepted a deputy principal position outside the Catholic network and only attended 3 sessions
- » 1 initial registrant only attended one session

### Outputs 2022

- » 4 sessions held with an average of 24 participants per session
- » 1 initial registrant accepted a deputy principal position outside the Catholic network but attended all 9 sessions
- » 1 initial registrant did not attend any sessions

## Outcomes

Twenty-four teachers and leaders in Catholic schools are further equipped to grow their careers in Catholic education. Their understanding in the topics set out below has been enhanced. The topics covered in the programme were:

- » History of Catholic education in Aotearoa New Zealand
- » Purpose and goals of Catholic education
- » Leadership habits and skills and ability to building the Catholic culture of a school
- » Faith Leadership in a Catholic school
- » Leadership and Mission
- » Catholic social teaching and decision-making
- » Expectation and resilience: The application process.

## Significant Judgements

**Registration** for the programme is defined as the acceptance of and confirmation by NZCEO of an application from a qualified applicant.

**Participation** is defined as attendance at a session by a registrant either in person or virtually via online video conference.

## Loans To Participating Proprietors

*(Strong Financial Position)*

NZCEO Finance provides loans to Participating Proprietors for new school property work accepted into TPW. It normally borrows the required funds from a commercial bank and on-lends them to Participating Proprietors. Those loans are then debt serviced by TPW.

### Outputs 2021 (Unaudited)

For the year ended 31 December 2021:

- » 1 new loan approved
- » 1 new loan funded

In 2021, NZCEO Finance approved and provided an additional portion of a new loan initially funded in 2020.

### Outputs 2022

For the year ended 31 December 2022:

- » 0 new loans approved
- » 0 new loans funded

Detailed information about loans receivable from Participating Proprietors can be found in Note 4 to the full consolidated financial statements for the year ended 31 December 2022.

## Outcomes

A new Catholic Primary school was built over 2020/2021 and opened in 2021 as a result of the new loan funding provided by NZCEO Finance over those years.

## Significant Judgements

A loan is considered **approved** when an application from a Participating Proprietor has been submitted to and approved by the Board of NZCEO Finance.

A loan is considered **funded** when the loan funds have been provided to the Participating Proprietor.



# Summary Consolidated Financial Statements



of New Zealand Catholic Education Office Limited  
for the year ended 31 December 2022

## Summary Consolidated Statement of Financial Position

as at 31 December 2022

	GROUP		NZCEO	
	2022 \$(000)	2021 \$(000)	2022 \$(000)	2021 \$(000)
<b>Total equity</b>	<b>1,562</b>	<b>1,243</b>	<b>1,214</b>	<b>905</b>
Cash and cash equivalents	3,768	3,611	3,667	3,497
Term deposits	10,725	642	10,725	642
Loans to Participating Proprietors	2,065	2,014	-	-
Other	143	81	143	97
<b>Total current assets</b>	<b>16,701</b>	<b>6,348</b>	<b>14,535</b>	<b>4,236</b>
Loans to Participating Proprietors	21,473	23,509	-	-
Other	2	38	2	38
<b>Total non-current assets</b>	<b>21,475</b>	<b>23,547</b>	<b>2</b>	<b>38</b>
Loan from Catholic Education Trust Fund	-	7,233	-	-
Loan from Bank of New Zealand	1,800	2,000	-	-
Essential Property Maintenance Package funding payable	13,077	2,800	13,077	2,800
Other	307	689	246	569
<b>Total current liabilities</b>	<b>15,184</b>	<b>12,722</b>	<b>13,323</b>	<b>3,369</b>
Loan from Bank of New Zealand	21,430	15,930	-	-
<b>Total non-current liabilities</b>	<b>21,430</b>	<b>15,930</b>	<b>-</b>	<b>-</b>
<b>Net assets</b>	<b>1,562</b>	<b>1,243</b>	<b>1,214</b>	<b>905</b>

## Summary Consolidated Statement of Comprehensive Income

of New Zealand Catholic Education Office Limited  
for the year ended 31 December 2022

	GROUP		NZCEO	
	2022 \$(000)	2021 \$(000)	2022 \$(000)	2021 \$(000)
Interest income	1,244	1,100	210	7
Proprietor levies	880	864	880	864
Cost recoveries	172	98	267	193
Sponsorship and other income	44	35	44	35
<b>Total income</b>	<b>2,340</b>	<b>2,097</b>	<b>1,401</b>	<b>1,099</b>
Interest expense	876	859	-	-
Employment	705	663	705	663
Audit, legal and professional fees	187	188	139	110
Administration and other	41	27	36	28
Computer	31	26	31	26
Depreciation and amortisation	11	15	11	15
Loss on disposal of capital assets	24	-	24	-
Meetings - Proprietors	23	35	23	35
Motor vehicle and travel	37	47	37	47
Principals' Initiative and special projects	54	-	54	-
Publications and promotions	-	1	-	1
Rent	32	48	32	48
<b>Total expenditure</b>	<b>2,021</b>	<b>1,909</b>	<b>1,092</b>	<b>973</b>
<b>Total comprehensive income</b>	<b>319</b>	<b>188</b>	<b>309</b>	<b>126</b>

## Summary Consolidated Statement of Movements in Equity

of New Zealand Catholic Education Office Limited  
for the year ended 31 December 2022



	Retained Earnings \$(000)	Special Reserves \$(000)	Share Capital \$(000)	Total \$(000)
<b>GROUP</b>				
<b>Opening balance 1 January 2021</b>	<b>792</b>	<b>164</b>	<b>99</b>	<b>1,055</b>
Total comprehensive income	188	-	-	188
Transfer from/(to) Reserves	(30)	30	-	-
<b>Balance at 31 December 2021</b>	<b>950</b>	<b>194</b>	<b>99</b>	<b>1,243</b>
Total comprehensive income	319	-	-	319
Transfer from/(to) Reserves	(30)	30	-	-
<b>Balance at 31 December 2022</b>	<b>1,239</b>	<b>224</b>	<b>99</b>	<b>1,562</b>
<b>NZCEO</b>				
<b>Opening balance 1 January 2021</b>	<b>516</b>	<b>164</b>	<b>99</b>	<b>779</b>
Total comprehensive income	126	-	-	126
Transfer from/(to) Reserves	(30)	30	-	-
<b>Balance at 31 December 2021</b>	<b>612</b>	<b>194</b>	<b>99</b>	<b>905</b>
Total comprehensive income	309	-	-	309
Transfer from/(to) Reserves	(30)	30	-	-
<b>Balance at 31 December 2022</b>	<b>891</b>	<b>224</b>	<b>99</b>	<b>1,214</b>

## Summary Consolidated Statement of Cash Flows

of New Zealand Catholic Education Office Limited  
for the year ended 31 December 2022

	GROUP		NZCEO	
	2022 \$(000)	2021 \$(000)	2022 \$(000)	2021 \$(000)
Total cash flows from operating activities	10,343	3,676	10,251	3,378
Total cash flows from investing activities	(8,097)	803	(10,082)	(11)
Total cash flows from financing activities	(2,089)	(1,137)	-	-
<b>Total cash flows</b>	<b>157</b>	<b>3,342</b>	<b>169</b>	<b>3,367</b>

## Notes to the Summary Consolidated Financial Statements

for the year ended 31 December 2022

These summary consolidated financial statements comprise the summary financial statements of New Zealand Catholic Education Office Limited (NZCEO) and its wholly-owned subsidiary NZCEO Finance Limited (NZCEO Finance) (together - "Group").

These summary consolidated financial statements have been extracted from the full consolidated financial statements for the year ended 31 December 2022. The full consolidated financial statements for the year ended 31 December 2022 were authorised for issue by the Board on 18 April 2023. The full consolidated financial statements for the year ended 31 December 2022 have been audited and received an unqualified audit opinion.

The full consolidated financial statements for the year ended 31 December 2022 were prepared under Tier 2 PBE Standards RDR (NFP). These summary consolidated financial statements do not include all the disclosures provided in the full consolidated financial statements and cannot be expected to provide as complete an understanding as provided by the full consolidated financial statements. These summary consolidated financial statements comply with PBE Standards as they relate to summary financial statements.

The presentation currency is New Zealand dollars rounded to the nearest thousand dollars.

Copies of the full audited consolidated financial statements for the year ended 31 December 2022 are available on our website [www.nzceo.org.nz](http://www.nzceo.org.nz).

### Related party transactions

NZCEO Limited provides administration services to its wholly-owned subsidiary NZCEO Finance Ltd, and to the Catholic Education Trust Fund (CETF), Te Puna Waihangā - National Attendance Dues Pool (TPW) and Te Puna Tāmata - Emergency Policy One Pool (TPT) on behalf of participating Proprietors. Administration costs for NZCEO Finance (2022 \$94,500; 2021 \$94,621), the CETF (2022 \$13,500; 2021 \$13,517) and TPW (2022 \$27,000; 2021 \$27,035) were initially paid by NZCEO Limited and recovered by way of reimbursement.

During the year NZCEO Finance took out loans from the CETF for cash flow management purposes and then borrowed from the BNZ loan facility to repay the loan from CETF in full.

Loans are provided by NZCEO Finance to Participating Proprietors of the TPW. The Participating Proprietors of TPW are also shareholders of NZCEO.

Proprietor levies are received from Catholic state integrated school Proprietors who are also shareholders of NZCEO Limited.

During 2022 EPMP funding of \$19,535,939 (2021 \$590,270) was distributed to Catholic state integrated school Proprietors who are also shareholders of NZCEO Limited.

Consultants and specialised office support includes \$69,894 (2021 \$19,370) paid to a director of NZCEO Limited for administration of the EPMP funding distribution process.

NZCEO Limited rented office space from a shareholder at commercial rates until late March 2022. During 2022, the previously rented premises became uninhabitable due to an engineering report that the building falls under the seismic strength requirements of the New Building Standard. As a result, Leasehold improvements with a net book value of \$22,379 were abandoned and written off during the year.

### Going Concern

The going concern assumption has been adopted by the Directors, given the reasonable expectation that the Group will have adequate resources to continue operations for the foreseeable future. Consideration was given to the following factors:

- » Financial modelling for TPW, which includes forecast attendance dues and debt servicing, shows that TPW will generate sufficient cash flows to support all debt servicing obligations. Refer to Subsequent events note where pressures on debt servicing covenants have been identified, addressed and continue to be monitored by management.
- » The receipt of attendance dues is subject to an underwrite from the Catholic Bishops of the six participating dioceses.
- » Directors have reviewed all the assumptions in the financial model and are satisfied that the going concern assumption can be applied.

### Commitments

Operating lease commitments are payable as follows:

	GROUP		NZCEO	
	2022 \$(000)	2021 \$(000)	2022 \$(000)	2021 \$(000)
Less than one year	11	52	11	52
Between one and five years	16	196	16	196
More than five years	-	77	-	77
	<b>27</b>	<b>325</b>	<b>27</b>	<b>325</b>

### Subsequent events

Subsequent to balance date there were two severe weather events causing flooding and damage to the upper North Island (Tamaki Makaurau/Auckland and Tairāwhiti/Hawkes' Bay/East Cape). At this time all the potential impacts are unknown, but they could lead to reduced collection of levy income and National Attendance Dues.

Subsequent to balance date one proprietor trust board has withdrawn from participating in TPW effective 31 December 2022.

Subsequent to balance date there have been forecast pressures on debt servicing covenants which management is working with Bank of New Zealand to resolve.

Management believes that NZCEO and group have sufficient reserves and measures in place to ensure that ongoing expenses and loan commitments can be met for at least the next twelve months.

There have been no other events subsequent to balance date that would materially affect the Financial Statements as presented at 31 December 2022 other than the potential impacts of severe weather events and the withdrawal of one proprietor from TPW.

# Independent Auditor's Report

on the Summary Consolidated Financial Report

**Deloitte.**

Independent Auditor's Report *continued*

To the Shareholders of New Zealand Catholic Education Office Limited

## Opinion

The summary consolidated financial report of New Zealand Catholic Education Office Limited ('Company') and its subsidiary (the 'Group') comprises the summary consolidated financial statements on pages 25 to 29, and the summary consolidated statement of service performance on pages 21 to 23. The complete set of the summary consolidated financial statements comprise the summary consolidated statement of financial position as at 31 December 2022, and the summary consolidated statement of comprehensive income, the summary consolidated statement of movements in equity, the summary consolidated statement of cash flows for the year then ended, and related notes. The summary consolidated financial report is derived from the audited consolidated general purpose financial report of the Group for the year ended 31 December 2022.

In our opinion the accompanying summary consolidated financial report is consistent, in all material respects, with the audited consolidated general purpose financial report, in accordance with PBE FRS 43: Summary financial Statements issued by the New Zealand Accounting Standards Board.

## Summary consolidated financial report

The summary consolidated financial report does not contain all the disclosures required by Public Benefit Entity Standards Reduced Disclosure Regime. Reading the summary consolidated financial report and the auditor's report thereon, therefore, is not a substitute for reading the audited consolidated general purpose financial report and the auditor's report. The summary consolidated financial report and the audited consolidated general purpose financial report do not reflect the effects of events that occurred subsequent to the date of our report on the audited consolidated general purpose financial report.

## The audited consolidated general purpose financial report and our audit report thereon

We expressed an unmodified audit opinion on the audited consolidated general purpose financial report in our report dated 18 April 2023.

## Board of Directors' responsibilities for the summary consolidated financial report

The Board of Directors is responsible on behalf of the Group for the preparation of the summary consolidated financial report in accordance with PBE FRS 43: *Summary Financial Statements*.

## Auditor's responsibilities

Our responsibility is to express an opinion on whether the summary consolidated financial report is consistent, in all material respects, with the audited consolidated general purpose financial report based on our procedures, which were conducted in accordance with International Standard on Auditing (New Zealand) ('ISA (NZ)') 810 (Revised): *Engagements to Report on Summary Financial Statements*.

Other than in our capacity as auditor and the provision of corporate finance advice, we have no relationship with or interests in the company or any of its subsidiaries, except that partners and employees of our firm deal with the company and its subsidiaries on normal terms within the ordinary course of trading activities of the business of the entity and its subsidiaries.

## Restriction on use

This report is made solely to the Company's shareholders, as a body, in accordance with Section 207B of the Companies Act 1993. Our audit has been undertaken so that we might state to the Board of Directors those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the Company's shareholders as a body, for our audit work, for this report, or for the opinions we have formed.

*Deloitte Limited*

Wellington, New Zealand  
18 April 2023

# Directory

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Website [www.nzceo.org.nz](http://www.nzceo.org.nz)

## Chairperson

Geoffrey Ricketts

## Chief Executive Officer

Dr Kevin Shore

## Senior Management

Heather Richardson, Chief Financial Officer  
Karen Raitt, Manager, Operations and Projects  
Rosalie Connors, Manager, Special Character and Publications

## Photography acknowledgment

NZCEO would like to thank all of those schools who sent in photos for inclusion in the annual report. The schools featured in the 2022 report are:

- » St Mary's School, Blenheim
- » St Peter's Catholic School, Cambridge
- » St Francis Catholic School, Pt Chevalier
- » St Mary's College, Auckland
- » St Joseph's School, Upper Hutt
- » Catholic Cathedral College, Christchurch

# TOSHIBA

## About Toshiba New Zealand

Toshiba is pleased to announce that we are in our eleventh year of sponsorship with the NZCPPA and the National Association Principals of Catholic Secondary Schools. We are happy to work with all members to achieve a 20% saving on your print copy requirements.

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