



SIXTH ANNUAL REPORT AND AUDITED FINANCIAL STATEMENTS

JULY 2021 -
JUNE 2022

TE PŪRONGO Ā-TAU TUAONO ME TE
PŪRONGO AROTAKE PŪTEA

HŌNGONGOI 2021
– PIPIRI 2022



WOMEN IN SPORT AOTEAROA
NGĀ WĀHINE HĀKINAKINA O AOTEAROA

OFFICERS AND MEMBERS

NGĀ ĀPIHA ME NGĀ MEMA

Patron:

The Rt Hon Helen Clark ONZ

Board:

Julie Paterson: Co-Chair and Co-Founder — Chief Executive, Tennis New Zealand; Foundation Member
Sarah Leberman MNZM: Co-Chair and Co-Founder — Professor, Massey University; Foundation Member
Louisa Wall (Ngāti Tuwharetoa, Waikato, Ngāti Hineuru Nga iwi): The NZ Ministry of Foreign Affairs and Trade (MFAT) Ambassador for Gender Equality (Pacific) Tuia Tāngata; former Athlete; Foundation Member
Pauline Harrison: Specialist in executive coaching, strategy and leadership development; Foundation Member
Martin Snedden CNZM: Chairperson, New Zealand Cricket; former Black Cap
Erin Roxburgh-Makea (Ngāti Porou): Ph.D Student, Victoria University; Oceania Handball
Tim Corbett: Chief Executive, Sir John Kirwan Foundation
Kelly Evans: Managing Director, Cultivate Group
Mary Gardiner: Chair of WISPA Audit & Risk Committee, Fellow Chartered Accountant; Chair of Netball Northern Zone (from June 2022)
Jayne Jordan: Chartered Accountant; Financial Controller, New Zealand Rugby (Associate, from June 2022)
James Gibson: Chief Executive, Blake New Zealand (finished October 2021)
Nicki Nicol: Chief Transformation Officer, New Zealand Rugby (finished February 2022)

Team:

Rachel Froggatt: Chief Executive
Nicky van den Bos: Programme Director
Sha'nee Kiriau: Community & Digital Delivery Manager (promotion, March 2022)
Peta Forrest: Marketing & Communications Manager
Charlotte Guscott-Gregory: Project Manager (finished March 2022)
Kimberly Mankin: Massey University Intern (contract, finished December 2021)

Foundation Members:

Women in Sport Aotearoa originally came into being at the end of 2016, thanks to the passionate support of 22 original Foundation Members. These members remain very active, providing support to the Board and the team where possible, situated from within their current professional positions.

Sarah Beaman: Business Improvement Consultant, Strategic Reality
Steph Bond: Executive Manager, New Zealand Players Association
Toni Bruce: Professor, University of Auckland
Gaye Bryham: Head of Department, Auckland University of Technology
Toni-Maree Carnie: Chief Executive, Volleyball New Zealand
Ingrid Cronin-Knight: General Manager, Waste Management Ltd
Debbie Curgenvin: Community Sport Manager, Aktive Auckland
Pam Elgar ONZM (Ngāruahine me Te Atiawa): Chief Executive, Make-A-Wish Foundation
Sue Emerson: Team Lead Academic Programme Manager, Unitec Institute of Technology
Pauline Harrison: Specialist in executive coaching, strategy and leadership development; current board member
Michelle Hollands: Strategy and Business Performance Consultant, Fresh Minds
Sarah Leberman MNZM: Professor, Massey University; current Co-Chair/Board Member
Raewyn Lovett ONZM: Partner, Duncan Cotterill; Deputy Chair of Sport New Zealand Ihi Aotearoa, Co-Chair of the IWG 2018-2022
Meg Luff: Marketing consultant and business owner, Sharpe Marketing
Kirikaiahi Mahutariiki (Te Arawa, Mataatua - Cook Islands): Principal at Taiti Advisory
Laura Menzies: Chief Executive, Northern Region Football
Julie Paterson: Chief Executive, Tennis New Zealand; current Co-Chair/Board Member
Kirsten Patterson: Chief Executive, Institute of Directors in New Zealand
Sarah Sandley: Independent Director
Kereyn Smith MNZM: Director and Consultant
Louisa Wall (Ngāti Tuwharetoa, Waikato, Ngāti Hineuru Nga iwi): The NZ Ministry of Foreign Affairs and Trade (MFAT) Ambassador for Gender Equality (Pacific) Tuia Tāngata; former Athlete; Foundation Member
Dianne Williams: Independent Director

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PARTNERS AND SUPPORTERS NGĀ HOA PAKIHI ME NGĀ KAITAUTOKO

Women in Sport Aotearoa (WISPA) remains incredibly grateful to the following organisations for their support, advice and financial investment into delivery of our Strategic Plan 2018 - 2022:

MAJOR PARTNERS



OFFICIAL SUPPORTERS



FUNDING PARTNERS



OFFICIAL SUPPLIERS



FRIENDS & ALLIES



CO-CHAIRS AND CEO REPORT

TE PŪRONGO A NGĀ HĒMANA MĀTOU KO TE KAIHAUTŪ



Julie Paterson
Co-Chair and Co-Founder



Sarah Leberman
Co-Chair and Co-Founder



Rachel Froggatt
Chief Executive

E te whānau o Ngā Wāhine Hākinakina o Aotearoa, Tēnei ngā tai o Mihi e pari atu nei ki a koutou katoa.

To the family of Women in Sport Aotearoa, We acknowledge you all.

The past year has been dominated by COVID-19 disruption. By August 2021, Tāmaki Makaurau Auckland was placed into several months of strict lockdown. Most of WISPA's activity was easily switched to virtual or hybrid at this point, reflecting our flexibility. The biggest challenge remained the Aotearoa New Zealand borders, and an announcement in late 2021 made it clear that the 8th IWG World Conference on Women & Sport would need to be postponed from May. This presented significant logistical and financial challenges, which WISPA worked hard to overcome. As we go to print, the event has been delivered with great success, creating an extraordinary legacy. A special thank you to Sport New Zealand, *Ihi Aotearoa*, for its unwavering commitment to supporting us.

DELIVERING FUTURE STRATEGIC IMPACT

Under the stewardship of WISPA Board Member, Martin Snedden CNZM, and in partnership with the WISPA Foundation Members and the WISPA Rōpū, *He Wāhine toa kei te Kokiri*, the WISPA Board has developed a new 5-year strategic direction. WISPA has been fully committed to *Te Tiriti o Waitangi* since it was established in late 2016, and this strategy will be the first full realisation of a bicultural approach. It will be launched at the postponed Annual General Meeting, taking place in December.

BUILDING A POWERFUL NATIONAL NETWORK

Anticipating a new strategic direction following IWG 2022, over the past year WISPA has consulted widely with key organisations across the motu. This has been with a view to entering into MOUs that express a joint commitment to working together to advance positive change for women and girls.

WISPA is delighted to now be in agreement with 10 local organisations the width and breadth of the country, including Sport Northland, Aktive Auckland, Sport Manawatu, Sport Gisborne Tairāwhiti, Sport Hawkes Bay, Nuku Ora, Women in Sport Waitaha and Women in Sport Otago. Relationships have also been established the NXTGEN Network, and the Allies for Gender Equity in Aotearoa Sport. We are looking forward to launching a new programme of key activity with these partners in 2023.

CREATING STRATEGIC PARTNERSHIPS

Throughout the year, WISPA has also continued to create impactful strategic partnerships, and in particular, continued as an active member of the "big four", alongside the women's cricket, rugby and football World Cups. A special thank you to Liz Dawson, Andrea Nelson, Sally Horrox, Dame Julie Christie, Michelle Hooper, Claire Beard, Sarai Bareman, Johanna Wood and Jane Paterson MNZM.

In March and April, WISPA became a charity partner of the 2022 ICC Women's Cricket World Cup. WISPA was delighted to be given the opportunity to deliver a bespoke young women's leadership activity at six matches around the country, bringing young women aged 16-18 to the WISPA fold.

Fast forward to November, and WISPA partnered with World Rugby to deliver an IWG-themed activation across the 2021 Rugby World Cup (played in 2022). This involved speaking engagements, joint events, and the commitment by World Rugby and NZ Rugby to send 80+ leaders to IWG 2022.

DELIVERING CHANGE TO INSPIRE CHANGE

As this annual report goes to print, WISPA has just delivered the 8th IWG World Conference on Women & Sport, following 4.5 years of design and logistical planning. Staged between 14-17 November 2022, the event was at capacity for in person attendance, with 1,200 global and local leaders in attendance across the four days. A further 500+ leaders attended virtually, with 260+ dialling in through special online hubs across the Pacific. This made the 8th edition of IWG the largest in its 30-year history, and the largest sports conference ever held in Aotearoa New Zealand.

The event was an outstanding success, delivering exceptional feedback from all participants. In particular, WISPA's intentional and authentic commitment to infusing tikanga and *te reo Māori* into every aspect of IWG 2022 has been remarked upon extensively. A special thank you to the WISPA Rōpū, *He Wāhine toa kei te Kokiri*, and our iwi partners at *Ngāti Whātua Ōrākei*, for their expertise.

The WISPA Board would like to also extend its heartfelt thanks and gratitude to the many hundreds of volunteers who contributed to the planning and delivery of the IWG Conference over the past four years. The programming team alone consisted of over 200+ diverse experts in more than 30 countries. A special mention to Pauline Harrison (Board and Foundation Member), Raewyn Lovett ONZM and Pam Elgar ONZM (*Ngāruahine me Te Atiawa*) (Foundation Members), and Beatrice Faumuina ONZM OLY, who joined the WISPA Co-Chairs and team on the Steering Committee. We acknowledge Robyn Cockburn for her exceptional service to the kaupapa, along with the mahi of the NZ-based programming and social connections teams, especially Maria Clarke and Sue Emerson.

This event would not have been possible without the outstanding support of Sport New Zealand, *Ihi Aotearoa*, in particular CEO Raelene Castle ONZM and the Board. Sport New Zealand has supported WISPA every step of the way, especially throughout the difficulties posed by COVID-19 and the eventual 6-month postponement of the event due to ongoing border closures. We thank you!

Plus, a final thanks to our exceptional group of partners, many of whom have been with us on the journey from day one: thanks to Tātaki Auckland Unlimited; Māori Women's Development Inc; Spark Sport; the International Olympic Committee (IOC); Tourism New Zealand; Asia New Zealand Foundation; SkyCity; the New Zealand Ministry of Foreign Affairs and Trade; the US Consulate; John Turkington Limited; NZ Community Trust; Aotearoa Gaming Trust; the Lion Foundation; Simpson Grierson; Harvey Norman; Getty Images and our exceptional agency, The Conference Company.

CELEBRATING CAPABILITY AND EXPERTISE

At the 2022 AGM, WISPA will formally welcome the reappointment Sarah Leberman to the board. Sarah is co-founder of WISPA and was required by Constitution to roll-off and re-stand for a further term. Sarah is an exceptional contributor, most recently taking a key role in designing IWG 2022. The WISPA Board would also like to acknowledge and thank Louisa Wall (*Ngāti Tuwharetoa, Waikato, Ngāti Hineuru Nga iwi*), who is leaving the Board, but will still remain an active member of the Rōpū, and former board members Nicki Nicol and James Gibson, who both finished terms during the year.

Over the past 12 months, we have been delighted to welcome two new Board Members, Mary Gardiner as a full voting member and Jayne Jordan as an associate. Both are chartered accountants and have been instrumental in our financial management throughout the challenges of COVID-19. WISPA also continues to enjoy a fantastic partnership with Aktive Auckland shared services, which provides our accounting and auditing support. WISPA again passed its audit with no qualifications.

The Co-Chairs and CEO wish to acknowledge the exceptional work of the WISPA team members Nicky van den Bos, Sha'nee Kiriau and Peta Forest - especially for their passion, commitment and skill in delivering IWG 2022. And a special mention to two new members of our team, contractor Hayley Griffith who joined on a short term agreement, and intern Kaija Ruck, who joined us from Germany. Also to Charlotte Guscott-Gregory, who so capably covered maternity leave for Nicky van den Bos. Thank you for everything you have done as key members of the WISPA team delivering IWG 2022.

**Nei rā te mihi maioha ki a koutou katoa.
Hoake tātou!**

**A warm and affectionate greeting to you
all. Let us proceed together!**



Julie Paterson
Co-Chair and Co-Founder



Sarah Leberman
Co-Chair and Co-Founder



Rachel Froggatt
Chief Executive

STRATEGIC PLAN 2018 – 2022

TE MAHERE RAUTAKI 2018 – 2022

Women in Sport Aotearoa Strategic Plan 2018-2022

VISION *Te Whāinga Matua*

Women and girls are valued, visible and influential in sport and recreation
E kaingākauia ana, e kitea ana, e whai mana ana te wahine i te ao hākinakina

BELIEFS *Nga Mātapono*

- Positive action is required to transform sport and recreation for the betterment of women and girls and to strengthen their place in society
- Participation in sport and recreation grows future leaders and role models and New Zealand will benefit from the development of more female leaders
- Sport and recreation should be safe and enjoyable for women and girls
- Sport and recreation should be fully inclusive of diverse communities
- Māori and Pasifika women and girls need to be supported to a place of equity within sport and recreation
- Commitment to Te Tiriti o Waitangi

PURPOSE *Te Koronga*

Challenge the System *Uia nga Patai*

Evidence-based research creating a strong case for change

- Collaborate with key stakeholders to identify key research priorities, focussed around knowledge gaps
- Commission/initiate/advocate for priority research; share results/insights; use to hold stakeholders to account and change behaviours
- Convene and utilise the Research Consortium to deliver New Zealand and Oceania research
- Identify and support international researchers and global research agencies; share results/insights
- Build an international reputation as a world leading Research Hub
- Respecting Te Tiriti o Waitangi as New Zealand's founding document

Lead the Change *Kōkiritia kia tōkeke*

Increased representation of women and girls in leadership

- Connect and empower a wide network of engaged champions
- Influence the gender policies and strategies of sector organisations
- Support women and girls across diverse communities to safely engage in sport and recreation
- Advocate for more investment in sport and recreation for women and girls and the increased development of female leaders
- Champion/support current and future female leaders across the sport and recreation sector
- Advocate development of gender equity in the coaching community

Be the Voice *Whakapuakina te Reo*

Women and girls have a powerful and respected voice

- Lead positive conversations around gender equity in sport and recreation
- Share research and provide insight/commentary on results
- Challenge poor behaviours and hold stakeholders to account
- Showcase and celebrate success of female leaders in sport and recreation
- Develop new and maximise all other available communication platforms to amplify message
- Advocacy with stakeholders, sector and media to increase quality and quantity of female sport coverage
- Empower ambassadors to carry messages to a wide audience

Take it Global *Ki te Ao*

Drive an innovative future globally, while honouring our heritage

- Successfully deliver IWG Strategic Plan and 2022 World Conference
- Increase the significance and impact of IWG Internationally
- Build a highly networked and engaged global community
- Stand up globally for safe sport
- Build knowledge, networks and capability in Oceania to support and deliver sustainable change
- Support the New Zealand sport and recreation sector to become a global benchmark for gender equity
- Build New Zealand's reputation and position as a global thought-leader on gender equity in sport and recreation

Secure the future *Herea kia ngita*

Establish and grow a respected and sustainable organisation

- Clear organisational vision and purpose
- Good governance and leadership practices
- Attraction and development of best talent
- Strong and sustainable business practices
- Established, high profile and respected brand
- Mutually beneficial stakeholder partnerships
- Harness the power of the national collective
- Best use of innovative technology
- Regular measurement and evaluation
- Give practical effect to the spirit of Te Tiriti o Waitangi internally and in our external relationships with all partners

OPERATIONAL HIGHLIGHTS 2021 – 2022

NGĀ MAHI MATUA 2021 – 2022

PILLAR 1

TE POU TUATAHI

Thomas Barwick, Getty Images

CHALLENGE THE SYSTEM

Uia ngā Pātai

Strategic Intent: deliver evidence-based research creating a strong case for change.

- The WISPA Insight Hub launched on 8 March 2022 during UN International Women's Day, featuring more than 20+ Insight Partners from across the sport and education sector, including Sport New Zealand, New Zealand Rugby, Paralympics New Zealand, the University of Waikato and Women in Sport Otago. The WISPA Insight Hub is a sister site to the IWG Insight Hub, a global version of the platform launched by WISPA in September 2021 on behalf of the International Working Group (IWG) on Women & Sport. It is one of a series of legacy projects that WISPA led while it hosted the 2018-2022 IWG Secretariat. The WISPA version is focused on insights from Aotearoa New Zealand and the Pacific. It hosts a collection of research, toolkits and case studies to spotlight great work and inspire individuals, community groups and organisations with ideas that can be applied practically, to enable them to help drive change. The Insight Hub is set up around five themes, selected as amongst the most important issues: Voice & Visibility; Leadership; Participation; Indigeneity; and Youth. Thanks to our Insight Partners, we have already published 18 insights and have 31 individual contributors registered. Their expertise and experience in gender equity will provide a rich knowledge base for those visiting and contributing to the Hub. All content on the platform is free to access and is user generated. Following the staging of the 8th IWG World Conference on Women & Sport in November, all recorded content from the event will be loaded to the site for continuing use by the sector – more than 100 sessions. Thanks to our technology partner, Gravitare for designing the platform and working alongside us to provide a valuable resource to the sector.
- WISPA continues to strategically support the important work of Sport New Zealand through their study of gender balance in sports news coverage. The second annual report showed an increase in women's sport coverage to 21% annually (previously 15% in 2020). The Tokyo Olympic and Paralympic Games were a factor, however these only account for 2% growth. WISPA is pleased to see the positive shifts and continues to advocate for women in play, sport and recreation by encouraging media to take advantage of the Big 4 women's events (Cricket, Rugby, Football World Cups and IWG World Conference) that are taking place in Aotearoa in 2022-2023.
- As part of our role as the IWG Secretariat, WISPA engaged Lumin as its research agency to collate and develop the IWG Progress Report that demonstrates the advancements being made for gender equality and equity globally across the IWG network. The report was shared at the 8th IWG World Conference on Women in Sport, 14-17 November 2022. See more in Pillar 4.



PILLAR 2 TE POU TUARUA

LEAD THE CHANGE Kōkiritia kia tōkeke

Strategic Intent: increase representation of women and girls in leadership.

- WISPA, in its capacity as an Official Charity Partner of the 2022 ICC Women's Cricket World Cup, launched a special young women's leadership series called 'Bats for Six' that took place across the motu during the tournament. We worked closely with our local "women in sport" partners in Dunedin, Tauranga, Auckland, Hamilton, Wellington and Christchurch to bring together female "Mentors" and "Mentees" at the six 1-day leadership events. The purpose of the series was to identify young women around the country who demonstrated leadership potential in sport and active recreation, but who may need a boost to help them realise their potential. They were selected by WISPA's local partners from amongst the 16-19 year age group; and chosen not because they are already in leadership roles – such as school captains, or team leaders – but because they have the potential to be. A total of 65 young women participated in the Bats for Six programmes alongside 40 wāhine toa already working in the sport and recreation sector. Across the series, all our participants explored their values, strengths and passions in a 2-hour workshop, followed by an ICC Women's Cricket World Cup match experience. Some also had unexpected surprises, such as meeting Gold medallist and Olympian Emma Twigg, a Behind the Scenes Tour of the #CWC22 venues and being interviewed in front of cricket fans on the big screen at the matches. Special thanks to Dr Sarah Leberman and Dr Farah Palmer, who together co-designed and gifted the programme. The 'Bats for Six' series was a collaborative effort across the North and South Islands. WISPA is grateful to all our amazing partners (ICC Women's Cricket World Cup 2022, Sport Bay of Plenty, Aktive Auckland, Women in Sport Otago, Sport Waikato This is Me, Women in Sport Waitaha, Nuku Ora) for their support and contribution to the kaupapa. It has created an outstanding benchmark for short programme training, and will be carried forward in the new WISPA Strategic Plan.
- The 2021 Sport NZ Women + Girls Summit was the third and final in a series of annually staged events, which Sport NZ contracted Women in Sport Aotearoa (WISPA) and The SHIFT Foundation (SHIFT) to deliver under the government 'Women and Girls in Sport and Active Recreation' strategy. These

events were developed off the back of a highly successful 2017 'She Moves' conference which WISPA and SHIFT delivered in partnership in Wellington. Unfortunately, due to COVID-19 restrictions in large parts of Aotearoa in late 2021, the five regional in person events that had been planned were cancelled. These events were going to encourage larger gatherings to help build connections and strengthen the network in that region. We were however able to proceed with the virtual component of the Summit and selected Satellite events. Shaped under the overall theme "Change in Action", the 2021 Summit focussed on the experiences of young women. To ensure their stories were reflected in the programme, the content was co-designed in partnership with young women aged 16-30, alongside men and women already working in the play, active recreation and sport sector. The main event was held virtually and 658 delegates participated live from New Zealand and Australia. The programme included a mix of interactive workshops, panels, and insights from speakers including; Emerging Director, Arizona Leger, 16 year old Group Fitness Instructor, Leilani Hakiwai, Basketball New Zealand Head of High Performance, Chelsea Lane and New Zealand Para-Climber, Rachel Māia. Satellite events were setup across Aotearoa to enable access to more people in the regions. They were hosted by Sport New Zealand, Sport Gisborne, Sport Bay of Plenty, Sport Manawatu, Sport Northland, YMCA Southland and Victoria University of Wellington. 184 delegates joined in person, where each host tailored aspects of the programme to suit their attendees. The increased profile of young women and girls in play, active recreation and sport has been an iterative process since the Sport NZ strategy was put into place in 2018. The partnership and expertise of WISPA and SHIFT throughout the delivery of these events has been pivotal in their success. In particular, the continued evolution of the co-design approach in 2021 really enabled the essence of the two organisations to come together for the sector. The series provided an outstanding testing ground for many creative ideas and technology innovations that have carried forward into the 8th IWG World Conference on Women & Sport in November 2022.

“Thanks for all the time and effort that went into the Summit. It was a great experience and truly inspirational - what I needed during lockdown to get that extra boost of motivation!”

“I was very impressed with this summit having attended the previous two. Without a doubt having the right keynote speakers is key.”

“I was very satisfied with the range, quality and authenticity of the speakers involved. The platform was also very well organized and coordinated”

“I was very impressed with this summit having attended the previous two. Without a doubt having the right keynote speakers is key.”

“You did well to still put this on given the Covid-19 restrictions so well done! Really enjoyed the speakers and overall positive feel to the day celebrating women and girls in sport!”

“I loved the diverse group of speakers represented, from the MCs, to the panel of speakers and also to those who facilitated panel discussions. I also loved the format of the platform used. I thought it was clever, user friendly, simple to navigate, and also the variety of engagement tools used particularly in breakout rooms.”

“Probably the best conference I have attended in the past five years, whether in-person or online. The organisation, topics, and presenters were all outstanding!”

- Whanake o te Kōpara (Rise of the Female Bellbird), our young women's leadership programme for 19-25 year olds, took place for the second year in partnership with the SHIFT Foundation. The programme aims to empower and develop the leadership of young women who are passionate about promoting the role physical activity can play in supporting wellbeing. 20 successful applicants from across the motu were announced in June and their first wānanga took place in Pōneke, Wellington in mid-July 2022. Over the next five months, they explored various leadership topics and

developed an action plan based on an area or idea that is meaningful to them, with a further two wānanga - one in Ōtautahi, Christchurch and the third one in Pōneke me Ōtaki. Their journey on the programme included participating in the 8th IWG World Conference on Women & Sport in November. The opportunity has broadened their horizons and connected them into a global network that is actively working towards achieving gender equity in sport and physical activity.

- WISPA is really passionate about supporting students who are interested in developing their skills and putting into practice what they are learning in our unique environment. In the last two years we have hosted placement students from AUT University and Massey University. In 2021, Kimberly Mankin joined us from Massey University as a Bachelor of Sport Management student. In her final year of study, she completed a 180-hour placement with WISPA and during her internship, she led the Satellite Event programme for the Sport NZ Women + Girls Summit 2021. Satellite events were an important part of the Summit as it extended the event into areas of the country that weren't able to host regional events at the time. Thanks to Kimberly's efforts, 6 Satellite events were hosted across the motu with 184 delegates attending in person. Following her internship, Kimberly joined the ICC Women's Cricket World Cup 2021 team as their Operations Coordinator. She covered operations of the tournament at Eden Park, Auckland and is now working full-time for Drug Free Sport New Zealand as their Sport Operations Coordinator. As this report goes to print, WISPA is farewelling Kaija Ruck. Kaija travelled out to Aotearoa from Germany to help plan and stage the 8th IWG World Conference on Women & Sport. She interned as part of her Sports Management and Communications Degree with the German Sport University in Cologne.
- WISPA continued its strategy to formally establish a national network with a vision to 'work together to achieve positive change'. The purpose is for WISPA to provide support to these Network Partners by offering a range of support services and opportunities, for flexible use, to help aid overall development and grow existing impact in their local communities. We have since partnered with 10 organisations and groups across Aotearoa and plan to formally launch the network shortly at a special event which will include a name unveiling. The name of the network is going to be gifted by our iwi partner, Ngāti Whātua Ōrākei.



Whanake o te Kōpara cohort for 2022

(l-r) Leaders of the 'big four' women's sports events coming to Aotearoa in 2022 – 2023: Rachel Froggatt (8th IWG World Conference on Women & Sport), Andrea Nelson (2022 ICC Women's Cricket World Cup), Michelle Hooper (2021 Rugby World Cup), Jane Patterson (2023 FIFA Women's World Cup)



BE THE VOICE Whakapuakina te Reo

Strategic Intent: ensure women and girls have a powerful and respected voice.

- The 'big four' partnership has continued strongly over the past year with the Women's Cricket World Cup getting underway in March. WISPA's 'Bats for Six', young women's leadership programme was integrated into the tournament, providing a unique platform for young women to exercise their leadership, forge new friendships and an opportunity to be mentored by wāhine already in the sector. We continue to work with Rugby and Football to leverage each others networks and resources to raise the profile and voice of women's sports in Aotearoa and globally. A formal partnership was announced with World Rugby mid-year, which has led to a series of activations around the Rugby World Cup in October and November 2022, including a joint sector event for over 300 leaders and hosting of the IWG Global Executive and other WISPA whānau at the Rugby World Cup Final on 12 November 2022.
- The WISPA Chief Executive and/or Board Members have

been regular contributors to the gender equity and equality in sport and recreation conversation as writers, speakers, panellists and attendees, particularly at online events and conferences which included; Women's Rugby World Cup 100 Days to Go event, SportNXT Summit (Melbourne, Australia), Diversity Works Conference (Online, New Zealand), Women in Leadership Summit New Zealand, Air New Zealand Kia Ora Magazine. The CEO also presented at the BeyondSport Conference during the Birmingham 2022 Commonwealth Games.






- WISPA's reach and following continues to grow across the WISPA and IWG digital channels, with social media growing by 5k followers to nearly 52k. WISPA's LinkedIn has grown significantly over the past year, with over 3k individual accounts choosing to connect with us. This tells us there is more engagement and interest in our advocacy work on this channel compared to other social channels.








WISPA CEO Rachel Froggatt joined a panel discussion at the SportNXT Summit in Melbourne in April

SOCIAL MEDIA NGĀ PAE PĀPĀHO PĀPORI

WISPA CHANNELS

Platforms	Joined	Interactions
 FACEBOOK	March 2017	3,469 Followers (+212)
 TWITTER	March 2017	599 Followers (+52)
 INSTAGRAM	January 2019	1,326 Followers (+283)
 LINKEDIN	January 2019	3,266 Followers (+860)
 WEBSITE	January 2019	72,935 Visitors (+30,994) 1:52secs average session 46.75% NZ; 9.88% US; 26.87% AUS; 1.59% UK

IWG CHANNELS

Platforms	Joined	Interactions
 FACEBOOK	October 2010	27,734 Followers (+6)
 TWITTER	October 2010	11,675 Followers (+685)
 INSTAGRAM	March 2019	808 Followers (+260)
 LINKEDIN	March 2019	912 Followers (+431)
 WEBSITE	March 2019	59,546 Visitors (+24,558) 1m:54 average session 10% US; 7% China; 4% India, Germany; 3% UK, Brazil



Kei aku Rangatira, tēnā koutou katoa.

Kia ora. Hello.

I write this just 10 days following the delivery of the 8th IWG World Conference on Women & Sport (IWG 2022), with a feeling of enormous pride in our collective accomplishment.

A venue capacity 1,200 global and local leaders joined us in person at Te Pokapū - The Aotea Centre between 14 – 17 November 2022, with a further 500+ joining us online, including more than 260+ joining via virtual pop-ups across the Pacific, in Papua New Guinea, Fiji and Samoa. We had registrations from more than 300 organisations in over 60 countries, including such diverse nations as Saudi Arabia, Japan, Jordan, India, South Africa, Canada, the UK, and more. IWG 2022 is officially the largest edition of the event since it was founded in 1994, and the largest sports conference ever to be hosted in Aotearoa.

Whilst the staging of this event takes place outside the financial year covered by this Annual Report, so much of this 12-month period was dominated by preparations that it would be remiss of us not to celebrate our achievement – especially in light of the fact the IWG Secretariat and World Conference has now been passed over to the United Kingdom for the quadrennial period 2022 – 2026.

The year was challenging, to say the least. Tāmaki Makaurau Auckland – due to host IWG in May 2022 – was under strict lockdown from August to December 2021. In late November the government announced that the borders would not open in time to allow international guests to attend. This led to an extensive consultation process with key stakeholders, and a postponement to November 2022. For this, I must acknowledge and thank Sport New Zealand, *Ihi Aotearoa* for the investment support, and to our friends in the UK, who so patiently accepted us staging our event inside their hosting period.

We re-launched registrations in early 2022, and Rachel Froggatt (IWG Secretary General) and I spent a lot of time talking with key stakeholders, Ministers, and leaders all over the world, giving them reasons to attend IWG 2022. This culminated in an exceptional event at the Birmingham 2022 Commonwealth Games, which officially opened the circle of handover with the UK, but also underlined the importance of IWG 2022 to more than 160 of the most influential leaders in the Commonwealth sport movement.

By November, the borders were fully open, and we hosted the world! The participants moved through an extraordinary programme of more than 220+ sessions, with over 500+ speakers contributing to the overall conference theme, 'Change Inspires Change.' At the very heart of this, our commitment to *Te Tiriti o Waitangi* shone through, and I must thank chair Pam Elgar (*Ngāruahine me Te Atiawa*) and our *Rōpū, He Wāhine toa kei te Kokiri*, for their exceptional contribution – one that the rest of the world still seems to be talking about! I must also acknowledge and thank chair of the IWG World Conference Steering Committee, Pauline Harrison, along with Sarah Leberman MNZM and Robyn Cockburn for their exceptional contributions. Also, the global and local programming team members, numbering more than 200+ at last count, who created such a fabulous, interactive and meaningful participant experience.

In closing, as we move to finish our evaluation and publish all content on the IWG Insight Hub – our legacy as host nation – I must extend my personal thanks to the WISPA team for their dedication.

Let's keep the momentum going for women and girls into 2023!

Nāku noa, nā,

A handwritten signature in black ink, appearing to read 'Raewyn Lovett'.

Raewyn Lovett | ONZM
IWG Co-Chair – New Zealand



TAKE IT GLOBAL! Ki te Ao!

Strategic Intent: drive an innovative future globally, while honouring the IWG heritage.

- WISPA led the handover of the IWG Secretariat to the UK during the Commonwealth Games in Birmingham. A special event was hosted at NZ House where dignitaries and ambassadors from across the Commonwealth came to witness the ceremonial passing of the baton. The event also doubled as an opportunity to showcase the progress being made in women's sports with remarks from NZ Deputy Prime Minister, Grant Robertson; President of the Commonwealth Games Federation, Dame Louise Martin DBE; IWG NZ Co-Chair Raewyn Lovett; IWG UK Co-Chair, Annamarie Phelps CBE OLY; CEO and Secretary General of NZOC, Nicki Nicol. A special thanks to *He Wāhine Toa Kei Te Kokiri* member, Monique Maihi-Pihema (*Ngāti Whātua Ōrākei*), who travelled to Birmingham to support the event, plus Matua Ta Derek Lardelli, Lady Rose and the NZ Team for bringing the celebration alive with waiata and whakatau. It was special that we could pass on a part of Aotearoa's culture and heritage during this occasion. WISPA and the UK Secretariat then shared the leadership of the IWG right up until the 8th IWG World Conference on Women & Sport in November. The collaboration meant WISPA could focus on the delivery of the Conference and the UK team would continue advancing the advocacy and administrative work of the IWG.
- The IWG Progress Report is generated by the current Secretariat near the end of their hosting period. WISPA engaged Lumin as the research agency to collate and design the report. The report has gathered insights from across the Brighton Declaration network, which has nearly 600 global signatories. The report was launched at the IWG World Conference. It shows in the context of the global pandemic, there has been positive progress in many areas, a testament to the hard work of committed leaders who are working to create equity for girls and women in sport and physical activity. The report will be available on the IWG insight Hub shortly.
- WISPA also led various strategic relationships/partnerships with local and global agencies and organisations to further strengthen IWG as a leader for the gender equality and equity in sport and physical activity movement. The International Olympic Committee (IOC), Sport New Zealand,
- Ihi Aotearoa*, Spark Sport (NZ) and Māori Women's Development Incorporated (MWDI) joined as partners of the World Conference and played a significant role across the course of the conference.
- WISPA, on behalf of the IWG, engaged World Rugby in a strategic relationship over the next four years. The purpose of the relationship is to raise awareness of the need for positive change and action right across the sports system through collaboration on a series of shared initiatives. The collaboration, which supports the objectives of World Rugby's Women in Rugby Plan 2017-25, will create an impactful alliance by connecting the next two women's Rugby World Cups in Aotearoa 2022 and 2025 in England with the next two IWG World Conferences on Women & Sport in NZ in 2022 and 2026 in the UK.
- At the time of writing, the IWG Conference has just been staged. Earlybird registrations closed on 31st of August which saw many organisations taking advantage of the offer. Delegations that travelled from around the world included World Rugby, Conférence des Ministres de la Jeunesse et des Sports de la Francophonie (Senegal), Women's Sport Foundation (USA), Sport England, Finnish Olympic Committee, Aboriginal Sports Circle (Canada) and more. To support the operations team, Hayley Griffith was appointed as Project Event Manager to work alongside Nicky van den Bos (Programme Director) and to lead on key projects including volunteers, VIP's, functions, events and sustainability initiatives amongst other responsibilities.
- WISPA also represented IWG globally at various virtual speaking engagements that included: UN Women Turkey Sport for Generation Equality Summit; IAPESGW Congress; ENGSO Sport Forum; Women Sport Africa Conference; Smart Cities panel in Copenhagen; plus in person appearances at the NZ International Representatives Network for Sport with the "big 4"; RWC22 100 Days To Go Panel; Auckland Advocate Alliance Campaign (Auckland Unlimited) testimonial video and UNCSW66 event participating in two panels.

PILLAR 5 TE POU TUARIMA



SECURE THE FUTURE Herea kia ngita

Strategic Intent: establish and grow a respected and sustainable organisation.

- WISPA's Māori rōpū, *He Wāhine Toa Kei Te Kokiri* was setup in early 2021 to work closely with the Board to support and integrate WISPA's commitment to *Te Tiriti o Waitangi*. They have contributed extensively to the refreshed strategic plan which at the time of writing had been presented to Sport NZ and will be launched at the AGM. The rōpū also led the cultural aspects of the IWG World Conference and First Nations/Indigenous workshop hosted at Ōrākei Marae during the conference. The group consists of WISPA Foundation Member and Chair of the rōpū, Pam Elgar (*Ngāruahine me Te Atiawa*); WISPA Foundation and Board Member, Louisa Wall (*Ngāti Tuwharetoa me Waikato me Ngāti Hineuru*); WISPA Board Member, Erin Roxburgh-Makea (*Ngāti Porou*); MWDI representative, Prue Kapua (*Ngāti Whakaue me Ngāti Kahungunu*); MWWL representative, Denise Ewe (*Waikato - Ngāti Tipa me Ngāti Whatua*); Mere Rangihuna (*Ngāti Hine me Ngāti Whātua o Kaipara*), Monique Maihi-Pihema (*Ngāti Whātua Ōrākei*) and WISPA Staff Member, Peta Forrest (*Te Rārawa me Ngāti Porou*).
- The rōpū led the development of the IWG Māori Scholarships that were introduced to increase participation of Indigenous people at the IWG World Conference. These scholarships have been made possible with the support of Barfoot and Thompson and WISPA Co-Chair Sarah Leberman MNZM. Thanks to their support, we are able to provide a once in a lifetime opportunity for wāhine Māori to participate in the world's largest gathering to advance gender equality and equity in sport and physical activity.
- Chartered Accountants, Mary Gardiner and Jayne Jordan (*Taranaki, Nga Mahanga*) were appointed to WISPA's Board in June. Mary and Jayne join just as WISPA prepares to launch a refreshed strategy, through which it will continue to amplify the voice for women in sport and ensure its commitment to *Te Tiriti o Waitangi* is applied to all WISPA activities and initiatives. Jayne Jordan brings financial and leadership experience to the WISPA kaupapa, from her current role as Financial Controller for New Zealand Rugby (NZR). Jayne's appointment increases mana whenua representation on the Board to 30%. Mary Gardiner is the current Chair of Netball Northern Zone, an Ōrākei Tennis Club committee member and current member of various facilities working groups with Sport NZ, Aktive and Auckland Council. She was previously Co-Chair of Badminton NZ and Chair of Auckland Netball Centre. She is a Fellow Chartered Accountant with a strong finance and sustainability background. During her executive career as a CFO, she has been responsible for regulatory compliance, risk and stakeholder management, acquisitions and business integration. She will chair the WISPA Audit and Risk Committee, a role recently held over the past three years by Nicki Nicol, who departed following her appointment as Chief Executive of the New Zealand Olympic Committee (NZOC). A massive thank you to Nicki for her valuable contribution over the years, WISPA continues to be as steady thanks to her expertise and commitment to ensure a sustainable and successful organisation. We wish Nicki and her family all the best as she now takes this new role.
- The WISPA team has continued to perform outstanding work for both the IWG and WISPA over the past year led by CEO Rachel Froggatt. In early 2022, Sha'nee Kiriau was promoted to Community and Digital Delivery Manager. Sha'nee led the delivery of two significant projects that included the launch of the IWG and WISPA Insight Hubs. Both Hubs launched with partnerships and insights already loaded. The sites are now providing valuable insights and resources to a global and national audience. Nicky van den Bos (Programme Director) and Peta Forrest (Marketing & Communications Manager) continued in their respective roles with a major focus on delivering the IWG World Conference.
- WISPA has now completed its fourth annual audit, and the fourth to be returned with no qualifications. WISPA would like to acknowledge Carmen Abis and David Brewis and Aktive shared services, for their fantastic work as WISPA's accountants.

MEDIA COVERAGE NGĀ PĀPĀHOTANGA



TE REO
IRIRANGI
O AOTEAROA

The collage features several prominent articles and social media snippets:

- New equal-pay women's basketball league unveiled, hailed as 'game-changer'** (Stuff, 09/05/2022)
- More girls See the Possible** (Lockeroom, 16/07/2022)
- Government details \$80m sport recovery** (Duncan Johnstone and Zoe George, 16/12/2023)
- Women win majority of NZ's record Olympic medal haul** (By Ashley Stanley, Sunday Business, August 7, 2021)
- Kiwi physio helped pave the way for women in the NBA** (Lockeroom, Ashley Stanley, 16/07/2022)
- Women shaping their world for the better** (Otago Daily Times, 18 September 2021)
- Suite of activities planned in lead-up to women's Rugby World Cup matches** (Sport NZ, 13 Feb 2023)
- A milestone day for women in sport in Aotearoa** (Comment, Rachel Foggatt, 16/07/2022)
- New infographics provide insights from women coaches** (Māori News, 10/08/2023)
- Arizona's realising her dream for wāhine in sport** (Lockeroom, 16/07/2022)
- Women in Sport on Black Fern's mental health struggle** (RNZ, 16/07/2022)
- IOC backs NZ's women's sport movement with interest in global conference** (Sport NZ, 16/07/2022)
- Women dominate gymnastics steering committee to address abuse issues in the sport** (Sport NZ, 16/07/2022)
- Strong Māori influence critical for new women's basketball** (Sport NZ, 16/07/2022)

FINANCIAL STATEMENTS 2021 – 2022

NGA PŪRONGO PŪTEA 2021 – 2022

Entity Information

Women in Sport Aotearoa Incorporated For the year ended 30 June 2022

'Who are we?', 'Why do we exist?'

Legal Name of Entity

Women in Sport Aotearoa Incorporated

Entity Type and Legal Basis

Incorporated Society & Charity

Registration Number

Incorporated Societies Registration Number : 2660712

Charity Registration Number : CC57755

Entity's Purpose or Mission

Women and girls are valued, visible and influential in sport and active recreation.

Board Members

Patron: The Rt Hon. Helen Clark, ONZ

Julie Paterson, Co-Chair & Co-Founder

Sarah Leberman, Co-Chair & Co-Founder

Louisa Wall

Nicki Nicol (Until April 2022)

Pauline Harrison

Martin Snedden

Erin Roxburgh-Makea

Tim Corbett

Kelly Evans

Mary Gardiner (from June 2022)

Jayne Jordan (Associate; from June 2022)

Main Sources of Entity's Cash and Resources

Funding comes from a mix of grants, gaming trusts, project contracts, ticket sales, fundraising and commercial partnerships.

Main Methods Used by Entity to Raise Funds

Major income is from Sport NZ, Spark Sport, Māori Women's Development Inc, FTX, Tatakai Auckland Unlimited (ATEED), NZ Community Trust and the International Olympic Committee (IOC).

Entity's Reliance on Volunteers and Donated Goods or Services

Board members fulfill all their responsibilities without any financial reward.

Pro bono support and discounted goods and services are provided by a range of organisations.

Foundation members and other volunteers are supporting delivery of the strategic plan without any financial reward.

The WISPA Rōpū - He Wāhine Toa kei te Kokiri / Strong Women Making a Move - provides support without any financial reward.

Physical Address

Sport Central, 14 Normanby Road, Mt Eden, Auckland 1024, New Zealand

Postal Address

Sport Central, PO Box 67088, Mt Eden, Auckland 1024, New Zealand

Email

info@womeninsport.org.nz

Website

www.womeninsport.org.nz

Facebook

facebook.com/WomeninSportAotearoa

Twitter

twitter.com/wispaotearoa

Instagram

instagram.com/WISPAotearoa

LinkedIn

linkedin.com/company/women-in-sport-aotearoa

Approval of Performance Report

Women in Sport Aotearoa Incorporated For the year ended 30 June 2022

The Board members of Women in Sport Aotearoa Incorporated are pleased to present the Performance Report for year ended 30 June 2022.

APPROVED



Julie Paterson
Co-Chair & Co-Founder
Date 18/10/22.



Sarah Leberman

Co-Chair & Co-Founder

Date 18/10/22

Statement of Service Performance

Women in Sport Aotearoa Incorporated For the year ended 30 June 2022

'What did we do?', 'When did we do it?'

Description of Entity's Outcomes

Women in Sport Aotearoa, Ngā Wāhine Hākinakina o Aotearoa (WISPA), is a charity that exists to transform society through leadership, advocacy and research, ensuring that all women and girls gain equity of opportunity to participate, compete and build careers in play, active recreation and sport. Our strategic vision is to see 'women and girls valued, visible and influential in sport and active recreation in Aotearoa New Zealand. We are working toward this through delivery of insight and research, change leadership, advocacy campaigns, speaking engagements and events like the Captains Lunch and the annual Sport NZ Women + Girls Summit. We work across Aotearoa New Zealand and until August 2022, we were also the global delivery agent for the International Working Group (IWG) on Women and Sport Secretariat & Conference 2018-2022, with the postponed 8th IWG World Conference taking place in Tāmaki Makaurau Auckland from 14 - 17 November 2022. WISPA is fully committed to Te Tiriti o Waitangi, and as such, established its own Rōpū - He Wāhine Toa kei te Kokiri / Strong Women Making a Move - to guide the realization of this commitment.

	2022	2021
Description and Quantification of the Entity's Outputs		
Number of followers on social media for WISPA / IWG	49,789	47,427
Number of website visitors for WISPA / IWG	32,618	46,372
Number of physical / digital event attendees for WISPA / IWG	1,081	1,643
Number of global and domestic speaking engagements for WISPA / IWG	21	7
Number of media interviews and opinion pieces for WISPA / IWG	16	26
Number of people who received global communication from WISPA / IWG	5,446	7,000

Description and Quantification of the Entity's Outputs

The work delivered by WISPA and IWG is designed to draw attention to the inequities in sport and active recreation by giving voice to women and girls at all levels and supporting positive change inside sport and active recreation organizations through the provision of evidence and tools designed to positively influence decision-making behaviors around gender. The ambitions are to drive gender balance on Boards and in Senior Leadership Teams; ensure that all sports organizations have active gender equity policies supporting the full inclusion of women and girls; support all sport and active recreation organizations to provide safe and equitable access to facilities and opportunities; drive increased visibility and positive portrayal of female athletes in media; and through all these changes, help create an environment that supports more women and girls to be physically active. WISPA and IWG are currently gearing up to deliver the postponed 8th IWG World Conference on Women & Sport in November 2022, the largest gathering in the world dedicated to advancing gender equity and equality in sport and physical activity. WISPA has worked with 150+ global experts to design the programming and the WISPA Operations Team has been working closely with our Professional Conference Organiser to put all event logistics in place, including physical venue and services, and the global digital platform. The event will be delivered as a physical-digital hybrid. In the past 12 months, WISPA and also designed and launched the IWG Insight Hub and the WISPA Insight Hub, global and domestic platforms hosting case studies, toolkits and more to support the advancement of positive progress.

Additional Information

In Aotearoa New Zealand, WISPA successfully advocated for and contributed to the government strategy on 'Women and Girls in Sport & Active Recreation'; and in partnership with the Shift Foundation, won the Sport NZ Women + Girls Summit 2019/20/21 contract. Throughout COVID-19, WISPA took a leadership position, sharing leadership insights and materials designed to prevent women's sport from being left by the wayside following the pandemic, bereft of funding and resource.

Statement of Financial Performance

Women in Sport Aotearoa Incorporated For the year ended 30 June 2022

'How was it funded?' and 'What did it cost?'

	NOTES	2022	2021
Revenue			
Donations, fundraising and other similar revenue	2	1,039,954	732,554
Revenue from providing goods or services	2	39,321	-
Interest, dividends and other investment revenue	2	1,617	1,088
Other revenue	2	13,000	23,672
Total Revenue		1,093,892	757,314
Expenses			
Volunteer and employee related costs	3	500,280	421,182
Costs related to providing goods or service	3	547,613	244,819
Grants and donations made	3	1,400	400
Other expenses	3	15,788	15,781
Total Expenses		1,065,081	682,183
Surplus/(Deficit) for the Year		28,811	75,131



This statement should be read in conjunction with the following Statement of Accounting Policies and Notes to the Performance Report.

Statement of Financial Position

Women in Sport Aotearoa Incorporated

As at 30 June 2022

'What the entity owns?' and 'What the entity owes?'

	NOTES	30 JUN 2022	30 JUN 2021
Assets			
Current Assets			
Bank accounts and cash	4	774,503	764,329
Debtors and prepayments	4	179,839	13,938
Other Current Assets	4	-	300,000
Total Current Assets		954,342	1,078,266
Non-Current Assets			
Property, Plant and Equipment	6	11,368	23,044
Total Non-Current Assets		11,368	23,044
Total Assets		965,710	1,101,310
Liabilities			
Current Liabilities			
Creditors and accrued expenses	5	54,388	69,370
Employee costs payable	5	27,772	19,582
Unused donations and grants with conditions	5	736,712	888,375
Other current liabilities	5	15,874	5,956
Total Current Liabilities		834,745	983,283
Non-Current Liabilities			
Loans	5	-	15,874
Total Non-Current Liabilities		-	15,874
Total Liabilities		834,745	999,157
Total Assets less Total Liabilities (Net Assets)		130,964	102,153
Accumulated Funds			
Accumulated surpluses or (deficits)	7	130,964	102,153
Total Accumulated Funds		130,964	102,153



This statement should be read in conjunction with the following Statement of Accounting Policies and Notes to the Performance Report.

Statement of Cash Flows

Women in Sport Aotearoa Incorporated For the year ended 30 June 2022

'How the entity has received and used cash'

	2022	2021
Cash Flows from Operating Activities		
Cash Flows from Operating Activities		
Cash was received from		
Donations, fundraising and other similar receipts	722,389	1,458,549
Revenue from providing goods or services	39,321	-
Interest, dividends and other investment income	1,617	1,088
Other revenue	13,000	23,672
Total Cash was received from	776,327	1,483,309
Cash was applied to		
Payments to suppliers and employees	(1,048,877)	(596,949)
Donations or grants paid	(1,400)	(400)
Total Cash was applied to	(1,050,277)	(597,349)
Total Cash Flows from Operating Activities	(273,950)	885,960
	2022	2021
Cash Flows from Investing and Financing Activities		
Payments to acquire fixed assets	-	(6,920)
Repayment of loans borrowed from other parties	(15,874)	(5,956)
Payments / transfer to short term investment	300,000	(300,000)
Total Cash Flows from Investing and Financing Activities	284,126	(312,876)
	2022	2021
Net Increase / (Decrease) in Cash		
Net Increase / (Decrease) in Cash	10,175	573,084
	2022	2021
Cash Balances		
Cash and cash equivalents at beginning of period	764,329	191,245
Cash and cash equivalents at end of period	774,503	764,329
Net change in cash for period	10,175	573,084

Charity
AUDIT

This statement should be read in conjunction with the following Statement of Accounting Policies and Notes to the Performance Report.

Statement of Accounting Policies

Women in Sport Aotearoa Incorporated For the year ended 30 June 2022

'How did we do our accounting?'

Basis of Preparation

Women in Sport Aotearoa Incorporated has elected to apply PBE SFR-A (NFP) Public Benefit Entity Simple Format Reporting - Accrual (Not-For-Profit) on the basis that it does not have public accountability and has total annual expenses equal to or less than \$2,000,000. All transactions in the Performance Report are reported using the accrual basis of accounting. The Performance Report is prepared under the assumption that the entity will continue to operate in the foreseeable future.

Goods and Services Tax (GST)

The entity is registered for GST. All amounts are stated exclusive of goods and services tax (GST) except for accounts payable and accounts receivable which are stated inclusive of GST.

Income Tax

Women in Sport Aotearoa Incorporated is wholly exempt from New Zealand income tax having fully complied with all statutory conditions for these exemptions.

Bank Accounts and Cash

Bank accounts and cash in the Statement of Cash Flows comprise cash balances and bank balances (including short term deposits) with original maturities of 90 days or less.

Measurement Base

The following general accounting policies have been adopted in the preparation of these financial statements:
The financial statements have been prepared on the basis of historical cost with the exception of certain items for which specific accounting policies are identified.

Fixed Assets and Depreciation

All fixed assets are recorded at cost less accumulated depreciation.

Depreciation of the assets has been calculated at the maximum rates permitted by the Income Tax Act 2007.

The entity has the following asset classes:

- Vehicles 20% Straight Line
- Computer Equipment 40% - 67% Straight Line
- Website - 33% - Straight Line

Changes in Accounting Policies

There have been no changes in accounting policies during the financial year.

Notes to the Performance Report

Women in Sport Aotearoa Incorporated For the year ended 30 June 2022

1. Accounting Policies

Refer to "Statement of Accounting Policies".

	2022	2021
2. Analysis of Revenue		
Donations, fundraising and other similar revenue		
Donations	60,100	1,451
Fundraising	-	5,728
Sponsorship	142,857	-
Sponsorship In Kind	66,869	54,250
Sport New Zealand	670,430	591,125
Grants Income	99,698	80,000
Total Donations, fundraising and other similar revenue	1,039,954	732,554
Revenue from providing goods or services		
Ticket Sales	39,321	-
Total Revenue from providing goods or services	39,321	-
Interest, dividends and other investment revenue		
Interest Received	1,617	1,088
Total Interest, dividends and other investment revenue	1,617	1,088
Other revenue		
Board Consultancy Income	7,500	7,500
Other Income	5,500	16,172
Total Other revenue	13,000	23,672

	2022	2021
3. Analysis of Expenses		
Volunteer and employee related costs		
ACC Levy	3,115	1,416
Board Expenses	5,365	5,709
Contractor / Consultant Fees	51,508	58,795
Kiwisaver Employer Contributions	12,507	8,762
Salaries	427,185	311,818
Staff Recruitment	-	450
Staff Professional Development	600	34,232
Total Volunteer and employee related costs	500,280	421,182
Costs related to providing goods or services		
Other Costs Associated with the Delivery of Services	23,190	55,278
Computer Expenses	97,160	52,276
Event Costs	36,823	-
Insurance	4,535	4,334
IWG WISPA Contribution	130,036	9,200
Marketing and Communication	86,891	46,423
Professional Charges	78,533	45,888
Programme Costs	66,971	12,965
Rent	23,474	18,455
Total Costs related to providing goods or services	547,613	244,819
Grants and donations made		
Koha	1,400	400
Total Grants and donations made	1,400	400
Other expenses		
Audit Fees	2,362	2,100
Other	178	274
Depreciation	11,677	11,459
Interest HP	1,571	1,948
Total Other expenses	15,788	15,781
	2022	2021

4. Analysis of Assets**Bank accounts and cash**

Cheque Account	293,718	284,434
Savings On Call	480,785	479,895
Total Bank accounts and cash	774,503	764,329

Debtors and prepayments

Accounts Receivable	172,500	6,587
Prepaid and Sundry Expenses	7,339	7,351
Total Debtors and prepayments	179,839	13,938

	2022	2021
Other current assets		
Term Deposit 75	-	100,000
Term Deposit 76	-	200,000
Total Other current assets	-	300,000

	2022	2021
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5. Analysis of Liabilities

Creditors and accrued expenses

Accounts Payable	19,708	41,848
Accruals and Other Payables	19,827	18,754
GST	14,852	8,768
Total Creditors and accrued expenses	54,388	69,370

Employee costs payable

Holiday Pay Provision	16,367	8,755
PAYE Payable	11,405	10,827
Total Employee costs payable	27,772	19,582

Unused donations and grants with conditions

Income Received in Advance	736,712	888,375
Total Unused donations and grants with conditions	736,712	888,375

Other current liabilities

Hire Purchase Loan - Current Portion	15,874	5,956
Total Other current liabilities	15,874	5,956

Loans

Hire Purchase Loan - Non Current Portion	-	15,874
Total Loans	-	15,874

	2022	2021
6. Property, Plant and Equipment		
Website		
Website	12,400	12,400
Website Accumulated Depreciation	(12,400)	(9,989)
Total Website	-	2,411
Motor Vehicles		
Vehicles	28,003	28,003
Accumulated depreciation - Vehicles	(18,668)	(13,068)
Total Motor Vehicles	9,334	14,935
Plant and Equipment		
Plant and equipment	10,142	10,142
Accumulated depreciation - plant and equipment	(8,109)	(4,444)
Total Plant and Equipment	2,033	5,698
Total Property, Plant and Equipment	11,368	23,044
	2022	2021

7. Accumulated Funds

Accumulated Funds		
Opening Balance	102,153	27,022
Current year surpluses or (deficits)	28,811	75,131
Total Accumulated Funds	130,964	102,153
Total Accumulated Funds	130,964	102,153

8. Commitments

There are no commitments as at 30 June 2022 (Last year - nil).

9. Contingent Liabilities and Guarantees

There are no contingent liabilities or guarantees as at 30 June 2022 (Last year - nil).

10. Events After the Balance Date

COVID-19 was first declared a global health emergency on 31 January 2020 by the World Health Organization and the New Zealand Government declared a state of national emergency on the 25 March 2020. COVID-19 has the potential to continue to have an impact in financial year 2023 with the ongoing emergence of new variants of the virus. However, COVID-19 is not expected to have an impact on WISPA's ability to continue as a going concern due to the ability of the organization to obtain funding and sponsorship revenue. There is no other events after the balance date needing to be disclosed.

11. Related Parties

Board members were reimbursed for expenses incurred

	2022	2021
Revenue (excluding GST)		
Massey University	-	15,000
Donation (from Sarah Leberman)	-	291
Sport New Zealand	670,430	591,125
New Zealand Community Trust	25,000	25,000
Tataki Auckland Unlimited (ATEED)	37,500	50,000
Total Revenue (excluding GST)	732,930	681,416

	2022	2021
Accounts Receivable (including GST)		
Ministry of Foreign Affairs and Trade	172,500	-
Total Accounts Receivable (including GST)	172,500	-

	2022	2021
Accounts Payable (including GST)		
Sport New Zealand	106	124
Total Accounts Payable (including GST)	106	124

12. Ability to Continue Operating

Board and management of the organization consider forecasted revenue and expenditure will ensure the entity will be able to continue operating in the current financial year. Cash at bank also ensure the organization's ability to continue to operate and meet strategic priorities as set in the annual plan.

INDEPENDENT AUDITOR'S REPORT

To the BOARD MEMBERS of the WOMEN IN SPORT AOTEAROA INCORPORATED for the year ended 30 June 2022

Report on the Financial Statements

Opinion

We have audited the financial statements contained in the performance report of the WOMEN IN SPORT AOTEAROA INCORPORATED on pages 16 to 28, which comprise the statement of financial position as at 30 June 2022, the statement of financial performance, statement of cash flows for the year ended, the statement of accounting policies and other explanatory information.

In our opinion, the financial statements on pages 16 to 28 present fairly the financial position of the WOMEN IN SPORT AOTEAROA INCORPORATED as at 30 June 2022 and its financial performance and cash flows for the year ended on that date in accordance with the requirements of Public Benefit Entity Simple Format Reporting – [PBE-SFR-A] (Not-For-Profit) [NFP] Accrual issued in New Zealand (NZ) by the NZ Accounting Standards Board relevant to reporting the financial position, the financial performance and the cash flows.

Basis for Opinion

We conducted our audit in accordance with International Standards on Auditing (NZ ISAs). Our responsibilities under those standards are further described below in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report. We are independent of the organisation in accordance with Professional and Ethical Standard 1 (Revised) *Code of Ethics for Assurance Practitioners* issued by the New Zealand Auditing and Assurance Standards Board and the International Ethics Standards Board for Accountants' Code of Ethics for Professional Accountants (IESBA Code), and we have fulfilled our other ethical responsibilities in accordance with these requirements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Other than in our capacity as auditor we have no other relationship with, or interests in, the WOMEN IN SPORT AOTEAROA INCORPORATED.

Restriction on responsibility

This report is made solely to the BOARD MEMBERS, as the governance, in accordance with the entity's constitutional requirements. Our audit work has been undertaken so that we might state to the BOARD MEMBERS 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 BOARD MEMBERS as a body, for our audit work, for this report, or for the opinions we have formed.

Other Information

The governance board is responsible for the other information being the entity information and statement of service performance. No assurances on the other information are engaged by us.

Our audit opinion on the financial statements does not cover any assurance of the other information.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements, or our knowledge obtained in the audit or otherwise appears to be materially misstated. If based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Governance Board Responsibility for the Financial Statements

The governance board is responsible for determining that the PBE-SFR-A NFP framework is acceptable in the entity's circumstances, for the preparation of financial statements, and for such internal control as the governance board determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the WOMEN IN SPORT AOTEAROA INCORPORATED is responsible for assessing the organisation's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting.

Auditor's Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (NZ) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

As part of an audit in accordance with ISAs (NZ), we exercise professional judgement and maintain professional skepticism throughout the audit. We also:

- identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one

resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.

- obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control.
- conclude on the appropriateness of the use of the going concern basis of accounting by the board. Based on the audit evidence obtained, no material uncertainty exists related to events or conditions that may cast significant doubt on the entity's ability to continue as a going concern. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report, and no assurances are provided for any future events or conditions which may cause the entity to cease to continue as a going concern.
- evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by governance.

We communicate with the board regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.



Charity Integrity Audit Ltd

Director: Peter Conaglen

Chartered Accountants -South Auckland

18th October 2022



women in sport

Ngā Wāhine Hākinakina o
AOTEAROA

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PARTNERS AND SUPPORTERS NGĀ HOA PAKIHI ME NGĀ KAITAUTOKO

Women in Sport Aotearoa (WISPA) remains incredibly grateful to the following organisations for their support, advice and financial investment into delivery of our Strategic Plan 2018 - 2022:

MAJOR PARTNERS



MWDI
MAORI WOMEN'S DEVELOPMENT INC



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