



OFFICERS AND MEMBERS

NGĀ ĀPIHA ME NGĀ MEMA

Board:

| | |
|---|---|
| Julie Paterson MNZM Co-chair and Co Founder (until August 2023) | Chief Executive, Tennis New Zealand; Foundation Member |
| Sarah Leberman MNZM Co-chair and Co Founder (until August 2023) | Professor, Massey University; Foundation Member |
| Susan Sawbridge (Chair from August 2023) | Managing Director and Co-Founder of Daylight, Director Super Rugby Pacific, Director #AdaptMTB |
| Erin Roxburgh (Deputy Chair from August 2023) | (Ngāti Porou) Lecturer, Victoria University, Future Director Sport New Zealand, NZ Women's Beach Handball and Indoor Handball Squad Member |
| Pauline Harrison | Specialist in executive coaching, strategy and leadership development; Foundation Member |
| Tim Corbett | Chief Executive, Health Informatics New Zealand |
| Mary Gardiner | Chair of WISPA Audit & Risk Committee, Fellow Chartered Accountant; Chair of Netball Northern Zone |
| Jayne Jordan | Chartered Accountant; GM Finance Operations and Transformation at Xero |
| Mere Rangihuna | (Ngāti Hine Ngā Puhi Ngāti Manu Te Uri-o-Hau) Event Producer (Iwi of Origin) & Māori Sport Advisor – Aktive |
| Jon Tamihere-Kemeys | (Ngāti Porou Whakatōhea Te Whānau-a-Ruataupare Te Aitanga-a-Māte Ngāti Rua) GM/Kaiwhakahaere Matua and Board Company Secretary Touch Compass |
| Caroline Wethey | Director Organisational Development, Heritage New Zealand Pouhere Taonga |

Team:

| | |
|---|-----------------------------------|
| Nicky van den Bos | Chief Executive Officer |
| Merran Brockie-David (from July 23) | Programme Manager |
| Sarah Sinclair (August 2023 – February 2024) | Advocacy & Communications Advisor |
| Brittany Hastings-Kutty (from January 2024) | Communications Intern |
| Ashleigh Ellis (from January 2024) | Communications Intern |

Hei Wahine Toa Kei Te Kokori:

| | |
|---------------------------|---|
| Pam Elgar (Chair) | Ngāruahine me Te Atiawa |
| Mere Rangihuna | Ngāti Hine Ngā Puhi Ngāti Manu Te Uri-o-Hau |
| Erin Roxburgh | Ngāti Porou |
| Sable Heke | Ngāti Ranginui, Tauranga Moana |
| Peta Forrest | Te Rārawa me Ngāti Porou |
| Vanessa Mill | Ngāti Porou, Ngā Puhi |
| Chantal BakerSmith | Ngā Puhi, Ati Haunui A Paparangi |

OFFICERS AND MEMBERS

NGĀ ĀPIHA ME NGĀ MEMA

Foundation Members:

| | |
|------------------------------|--|
| Sarah Beaman | Director and Consultant, Strategic Reality |
| Steph Bond | Executive Manager, New Zealand Netball Players Association, Head of Legal World Cricketers' Association |
| Toni Bruce | Professor, University of Auckland |
| Gaye Bryham | Head of Department, Sport Leadership and Management, Auckland University of Technology |
| Toni-Maree Carnie | Chief Executive / National Director Mercy Ships NZ |
| Ingrid Cronin-Knight | General Manager, Waste Management Ltd |
| Debbie Curgenven | General Manager Strategy, Investment and Environments, Aktive Auckland |
| Pam Elgar | (Ngāruahine me Te Atiawa) Chief Executive |
| Sue Emerson | Lead Academic Programme Manager, Unitec Institute of Technology |
| Pauline Harrison | Specialist in Executive Coaching, Strategy, and Leadership Development |
| Michelle Hollands | Strategy & Business Performance Consultant, Fresh Minds |
| Sarah Leberman | Professor of Leadership, Massey University |
| Raewyn Lovett | Partner, Duncan Cotterill; Chair; Sport New Zealand and High Performance Sport New Zealand |
| Meg Luff | Founder, Head of Strategy & Partnerships, Sharpe Marketing |
| Kirikaiahi Mahutariki | (Te Arawa, Mataatua – Cook Islands) Principal at Taiti Advisory |
| Laura Menzies | CEO, Northen Region Football |
| Julie Paterson | CEO, Tennis New Zealand |
| Kirsten Paterson | Chief Executive, Institute of Directors in New Zealand |
| Sarah Sandley | Director |
| Kereyn Smith | Director & Consultant |
| Louisa Wall | (Ngāti Tuwharetoa, Waikato, Ngāti Hineuru Nga iwi): Director, Ambassador for Gender Equality (Pacific)/ Tuia Tangata (until May 2024) Former Black Fern & Former Silver Fern |
| Dianne Williams | Independent Director |

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CHAIR AND CEO REPORT

TE PŪRONGO A NGĀ HĒMANA MĀTOU KO TE KAIHAUTŪ



Susan Sawbridge
Chair



Nicky van den Bos
Chief Executive



Erin Roxburgh
Deputy Chair

**E te whānau o Ngā Wāhine
Hākinakina o Aotearoa,**

**To the Women in Sport Aotearoa
whānau and friends,**

We are pleased to share our annual report with you following an excellent year for programmatic delivery and network development, alongside direction setting and organisational change for WISPA, as Aotearoa's champion for gender equity in sport and physical activity.

We acknowledge and recognise the incredible vision and contribution of our founders Julie Paterson and Dr Sarah Leberman. In this reporting period, both Julie and Sarah officially stepped down from their Co-Chair positions on the board, and WISPA welcomed our new Chair, Susan Sawbridge and Deputy Chair, Erin Roxburgh.

Our 2022-2027 Strategic Plan has been rearticulated, consolidated to a single page Statement of Intent with three key focus areas: Maturanga/Knowledge, Kokiri/Voice and Mahi Tahi/Delivery. These focus areas are underpinned by a strong set of principles and enablers. Together, this has guided our delivery, communications and ways of working as we positively benefit women and girls, and our sector continues to move towards meaningful systems change.

Operationally, we welcomed Merran Brockie-David to the team, who leads our programmes and digital resources. As our Programme Manager, she is now well known amongst our network and communities, significantly contributing to our mahi by leading on key initiatives including Hine Manawa Rau, the WISPA Insight Hub and our Leadership Programmes. We have been supported by contractors and interns who have all added immense value and critical time and energy to our organisation: thank you Sarah, Britt and Ashley.

Our highlights from the year

As a leadership group, we are very proud of the small but mighty team and volunteer resources who have delivered incredible outputs and outcomes for our organisation over the year. Whilst our work has spanned a large variety of projects, programmes, advocacy and evidence there are a few highlights which summarise the efforts of all those involved.

PLDP

In August 2023, along with our delivery partner, Pasifika SiS – Sisters in Sport we delivered the inaugural Pacific Women's Sports Leadership Development programme for ten emerging female leaders from across the Pacific nations. This programme was modelled from the Global Sports Mentoring Programme and supported by our partners at the US Department of State and Ministry of Foreign Affairs and Trade. Together, Pasifika SiS and WISPA experts are continuing to observe the exceptional growth and impact of these women in their home countries and have brought learnings back here to Aotearoa.

Whanake o te Kōpara

Early in the year, WISPA delivered the fourth cohort for Whanake o te Kōpara, led by the superb Fran McEwen and Dr Sarah Leberman alongside Erin and Merran. This programme has continued to positively influence the lives and communities of our now 70+ alumnae, proudly acknowledged in the four-year programme impact report recently shared with our community and hosted on our Insight Hub. We are working hard to secure funding for future cohorts, as we know that this initiative is truly special for the kōhine and the whanau, peers and networks connected to them.

WISPA Insight Hub

WISPA's digital platform dedicated to hosting and sharing insights on gender equity has grown in strength over the period, now hosting over 319 total insights, with substantially more in development and curation stage. Our engagement and promotional efforts to ensure that learnings and ideas are distributed as far and wide as possible for maximum impact has been successfully received into our community and we are excited to continue to build up this credible digital library of best practice, resources and collaboration.

Women in Coaching Fundraiser

In partnership with John and Angela Turkington, WISPA delivered a hugely successful fundraiser event in Palmerston North, with a focus on females in coaching. In a night to remember, we celebrated success, shared stories and ideas and raised an incredible amount of funds that will later in the year be used to deliver an initiative locally in the Manawātū for females to connect and develop through shared coaching experiences. WISPA is so appreciative of the support and efforts of John and Angela, and we wish to acknowledge the many athletes, leaders, coaches and equity champions in the room on the night that added to the success!

Whilst we look ahead to the remainder of the year, we are continuing to focus on executing to our strategy, whilst building a sustainable future for our organisation. While progress continues to be made, we know WISPA's work is still needed in the current environment, to ensure all women and girls have equitable access to opportunities and outcomes in sport and physical activity.


We have plenty to look forward to, continuing to grow our existing networks and platforms, as well as our coaching initiative, an inaugural Māori wāhine leadership programme, and a national week of celebrating positive change in action.

The WISPA board and management are very appreciative of our partners, funders, members, team and many volunteers who have contributed so much and continued their unwavering support to our organisation. In particular, we recognise the continued guidance and support from our rōpu, He Wāhine Toa Kei Te Kokiri and our Foundation Members. Thank you also to our key funding partners through the past year; The US Department of State, MFAT, Sport New Zealand, John & Angela Turkington and NZCT.

Finally, thank you to each and every one of you as our community supporting our vision for the world's most equitable sport system, Te Tiriti Inspired. We see the immense value of bringing together our network, friends and peers to create long lasting shifts in our sector! And for that we celebrate you!

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

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



Susan Sawbridge
Chair



Erin Roxburgh
Deputy Chair



Nicky van den Bos
Chief Executive

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 strategy



**SPORT
NEW ZEALAND**
IHI AOTEAROA



EMBASSY OF
THE UNITED STATES
OF AMERICA



**NEW ZEALAND
FOREIGN AFFAIRS & TRADE**
Manatū Aorere



**JOHN
TURKINGTON
FORESTRY**



NZCT
NZ COMMUNITY TRUST

FUNDING PARTNERS

SUPPORTING PARTNERS

**Hine Manawa Rau
network members**



**PASIFIKA
SIS**
SISTERS IN SPORT



MWDI
MAORI WOMEN'S DEVELOPMENT INC

SUPPLIERS



Simpson Grierson



ACTIVE
Auckland Sport & Recreation

Thank you to all of our supporters and donors.

He Wāhine Toa Kei Te Kokiri Report

TE PŪRONGO A TE HĒMANA



Pam Elgar
Chair

This report covers the time period 1 July 2023 to 30 June 2024.

Mehemea ka moemoeā ahau, ko ahau anake: mehemea ka moemoeā tatou, ka taea e taātou
If I am to dream, I dream alone, if we all dream together, then we shall achieve.

This is my first and last written report of the work of He Wāhine Toa Kei Te Kokiri, so I crave some indulgence on reflecting on our journey since the beginning of the Roopu.

I was very much a reluctant chair believing that as I didn't have the reo and wasn't steeped in Tikanga it was not my place to lead. It would be fair to say that held NO sway with Louisa Wall who insisted that as a Foundation member I should heed the call and take the lead.

I will be forever indebted to the leadership of Louisa Wall and Kirikaiahi Mahutariki in their commitment to set up what was to become WISPA along with all the other founding members and in particular He Wāhine Toa Kei Te Kokiri as we know it today.

The Board at the time set up Terms of Reference and asked a group of us to recruit members and develop our mahi working alongside the Board supporting the work of WISPA.

I wish to acknowledge the original members of He Wāhine Toa Kei Te Kokiri: Louisa Wall, Prue Kapua, Denise Ewe, Monique Maipi-Pihama (Ngāti Whatua), Mere Rangihuna, Erin Roxburgh, Peta Forrest (secretary) and myself.

It was this group that contributed to the early strategy of WISPA, and the success of the IWG conference by guiding the te Ao Māori input in the conference structure and supported the Pōwhiri and connection to Ngāti Whātua plus the Indigenous workshop hosted at Ngāti Whātua Ōrākei Marae plus for the first time in IWG history an Indigenous Call to Action presented at the close of the IWG conference in November 2022.

This had been such an active period for He Wāhine Toa Kei Te Kokiri and following the conference we saw the resignation of Louisa Wall, Prue Kapua, Denise Ewe and Monique Maipi-Pihama. Their contribution to the success of IWG was immense.

It was also an opportunity to understand and reflect on the role of He Wāhine Toa Kei Te Kokiri. This work has taken place over the past year – we regrouped, advertised for more members and have been absolutely delighted with the calibre of the candidates. Completing the interviews we were fortunate to add Sable Heke (a young student who has been part of WISPA's Whanake o te Kōpara programme and was wanting to give back) Chantelle Baker (Shorty) who works for Unitec as part of the Sports Leadership programme and is deeply embedded in Rugby and other sports, plus Vanessa Mill who along with her tāne runs her own business Tū Mātau Ora. This is an organisation dedicated to promoting and teaching traditional Māori games and activities as a fun, safe way for everyone to engage in Māori customs and culture.

The bulk of our work over this period has been focused on taking up the opportunity provided by Sport New Zealand and developing our mid-level leadership programme, Whakatipu Wāhine Toa. A leadership programme by Māori women for Māori women exploring Māori concepts of leadership and seeking to understand where the participants are at in their journey as wahine Māori and their journey as leaders in their organisation. Wāhine Toa Kei Te Kokiri has spent many hours debating, designing and constructing the programme and also targeting the first cohort of participants.

We will be delivering the programme 1 to 5 November in Wellington. Chantal, Vanessa and Erin will take the lead with Sarah Leberman and myself supporting. I am absolutely delighted to say that the Māori Women's Development Inc have come on board as supporters and will be offering six mentoring sessions to all the participants post the wānanga. This partnership with MWDI is an acknowledgement of the work started with WISPA and Prue Kapua at the beginning of the IWG journey. An absolute privilege to have them working alongside us.

As part of our governance process, I was determined to ensure that I had a successor as chair and am delighted that Mere Rangihuna has accepted the challenge and will take over as Chair as I step down at the close of the AGM. We will be advertising again to strengthen the Roopu yet again.

It has been my privilege to be an active part of the foundation of WISPA and the inaugural chair of He Wāhine Toa Kei Te Kokiri. I have huge respect for each of the members of He Wāhine Toa Kei Te Kokiri – I wish to thank them all for their friendship, the laughs, and the commitment and work they have undertaken. With the new members of the group, we are in good heart. I have learnt over the time with both WISPA and Wāhine Toa Kei Te Kokiri that nothing is impossible for wāhine who have a dream, the will and the heart to improve the world for women. I firmly believe that if we get it right for Māori women, we get it right for all women.

Ngā mihi

A handwritten signature in black ink, appearing to read 'Pam Elgar', written in a cursive style.

Pam Elgar

STRATEGIC FOCUS 1

TE POU TUATAHI

KNOWLEDGE

Mātauranga

Strategic Intent: WISPA provides easy access to an increasing pool of gender equity insights, to drive lasting change at every level

Hine Manawa Rau

WISPA's national network, aimed at building connection and collaboration, idea sharing and problem solving, and a larger impact toward systemic change in the sector has grown over the year to a total of 31 active members ranging from volunteers through to NSOs. The network meets online bi-monthly to share updates on mahi underway and to provide inspiration and information for others to use in their spaces. Guest speakers have attended throughout the year to share their inspirational stories including Louisa Wall, Chantal Baker-Smith and Toni Bruce.

Thank you to our supporters of the network who are contributing positively to a national collaboration strategy, we are excited to continue connecting those in the women and girls' space and driving positive change for women and girls.

Insight Hub

The WISPA Insight Hub has had significant growth of content in the past year, with both national and international information, news and resources relating to women and girls. Our Hine Manawa Rau network feeds into the Hub, sharing case studies and other insights to share out to the wider community.

The 8th IWG World Conference Lightening Talks are now freely available on the Hub, and new connections are being built with other organisations to expand the content variety available to users.

At the end of the reporting period, the Insight Hub currently is home to:

- Total 319 Insights
- 25 Case Studies, 32 ToolKits,
- 89 News Articles, 51 Research
- 69 Video & Audio
- 53 IWG Lightening Talks
- 64 Authors

IWG one year on webinar

In November 2023, one year on from the IWG Conference in Aotearoa, WISPA hosted a webinar facilitated by Robyn Cockburn with guest panellists including Rebecca Rolls, Integrity Transition Programme Director, Integrity Sport and Recreation Commission, Helene Wilson – Women in High Performance Sport Lead at High Performance Sport NZ, Kylie Heihei – Sports League Coordinator at Y North Shore and Lisa O'Keefe – Secretary General, International Working Group (IWG) on Women and Sport Secretariat & Conference 2022 – 2026.

The webinar celebrated the progress over the past year for women in sport, and highlighted the work that still needs to occur. Lisa shared the new strategy for IWG Women & Sport and their focus for the next three years, while the New Zealand based panellists discussed progress in their mahi across the **ten IWG Calls to action**.

STRATEGIC FOCUS 2

TE POU TUARUA

VOICE

Kōkiri

Strategic Intent: WISPA uses our voice to share knowledge more widely for positive disruption

Social media and channels

WISPA's reach and following has grown consistently over the year. With a new communications strategy developed, and the help of two interns, a robust communications plan is in place with themes throughout the year focused around sporting events and key areas of focus for WISPA.

WISPA CHANNELS

| Platforms | Joined | Interactions 2024 (as of 30/06) |
|-----------|---------------|------------------------------------|
| FACEBOOK | March 2017 | 4,229 Followers (+1,041) |
| INSTAGRAM | January 2019 | 2,037 Followers (+711) |
| LINKEDIN | January 2019 | 4,865 Followers (+860) |
| TIK TOK | February 2024 | 101 Followers (+101) |

Advocacy

WISPA continues to provide comment and content to media, with a strong connection into LockerRoom. WISPA Leadership attend and contribute to various industry events and workshops, including speaking engagements at New Zealand Cricket, the NZOC Wāhine Toa Leadership programme and the National Council for Women.

Black Sticks vs Japan – Women in Sport Network event

In April, WISPA partnered with Hockey New Zealand to provide a networking and fan event to our wider women's sport community with the Vantage Black Sticks women taking on Japan in Auckland.

Hosted by Michelle Hooper, guest panellists included Mea Motu, Jess Marginson and Anna Lawrence, discussing their sport stories, plus the opportunities they see for women's sport in the future. The panel was followed by some networking activities and a fun, festival atmosphere watching the Black Sticks win amongst other like-minded wāhine.

Change in Action

Planning is underway to deliver a nationwide social media campaign called "Change in Action week" next financial year. This is an opportunity to engage our network, and to share stories of positive change for women or girls in sport or physical activity, with the hashtag #changeinspireschange.

SOCIAL MEDIA NGĀ PAE PĀPĀHO PĀPORI

DID YOU KNOW

In 2023, only a fraction of national sports governing bodies worldwide are led by women? This highlights the ongoing need for greater gender equity in sports leadership roles.

Visibility of females in sports news coverage has risen from 19% to 26%

Highlights

GREEN INITIATIVE: AOTEAROA'S BENCHMARK TREE PLANTING EVENT

2,500 Seedlings Planted
That's 7 Trees per delegate!

1st known initiative in NZ to counteract international Sports conference travel with carbon emissions

100s of local Volunteers
Feilding High, Awaroa Primary, Turkington Forestry, Pohangina Valley community Local Iwi

1.15 hectares to be maintained by Manawatu District Council

Quote from John Turkington:
"this will be a lasting legacy that is full of opportunity". "This sets a benchmark going forward for all New Zealand sport and shows how future carbon offsetting can be delivered in an inclusive way involving local schools and local communities."

AUPIKI COACHING

Meet the inspiring wāhine toa

| | | | | | |
|--|---|-----------------------------------|-------------------------|---------------------------------------|------------------------------------|
| MATATŪ Head Coach Whitney Hansen | CHIEFS MANAWA Head Coach Crystal Kaua | CHIEFS MANAWA Carla Hohepa | BLUES Linda Tunu | HURRICANES POUA Melodic Bosnan | HURRICANES POUA Emma Jensen |
|--|---|-----------------------------------|-------------------------|---------------------------------------|------------------------------------|

WISPA'S MARCH UPDATE:

Our collective why for gender equity in sport

DID YOU KNOW?

From age 15, the number of physical activities young women participate in drops by 29% compared with 18% for young men

"Having Cory here at Omanu was definitely a big enticement. Having a female coach is really amazing for a club – it brings a whole new element in – and I can see us really complementing each other."

Danielle Richards

THIS WEEK ON THE INSIGHT HUB

IRONWOMAN CHAMP DANIELLE RICHARDS BREAKING NEW GROUND BY JOINING SURF LIFESAVING COACHING DREAM TEAM

INSIGHT HUB BITE

Balancing Physical Load for Female Athletes

Questions to ask young female athletes:

- Menstruation**
Do you get your period? Is it regular?
- Nutrition**
Tell me about your daily typical eating (amount and timing)
- Sleep**
How is your sleep at present? Are you fatigued?

Launching 1 July

INTEGRITY SPORT & RECREATION COMMISSION

| | | |
|----------------------|-------------------------|------------------|
| Traci Houpapa | Adine Wilson | Lesley Nicol |
| Rebecca McDonald | Rebecca Rolls - CEO | |

Invisibility of midlife females in sport and exercise research

Findings from... Invisible Sportswomen 1.0

34% of sport science studies participants identified as females.

6% of the sport science studies included females **only** in their studies

This is likely to be further reduced when looking at the representation on women in midlife + beyond.

How can you invest in women's sport?

It doesn't have to be money!

- Help out at your local club**
Most local sports clubs are crying out for help - whether it is coaching, administration, applying for funding or being on the committee. Get in touch with your local club to enquire about how you can support them.
- Buy a ticket**
Check out what's on near you - either via the WISPA Insight Hub Events Calendar, or a quick google of women's sports events. Buy a ticket! Comps on in March - May include Super Rugby Aupiki, the White Ferns, the Phoenix, Football Ferns, Black Sticks and the Black Ferns!
- Watch Women's Sport**
If you can't get to live sport in person, watch it! Many women's sport events don't require a subscription and are livestreamed for free. Check out Sky Open and keep an eye on your favourite team or athlete's social media for upcoming sport to watch!
- Follow, like, comment and share**
Brands want to see a return on their investment. The more followers and engagement women's sport content has, the more appealing it is to investors! Make sure you support women's sport on social media and share it to all your followers!

DELIVERY Mahi Tahī

Strategic Intent: WISPA delivers programmes to drive change in priority communities such as rangatahi, Māori, Paifika and Male Allies

Pacific Women's Sport Leadership Programme

In August 2023 in partnership with Pasifika SiS: Sisters in Sport, we delivered our pilot Pacific Women's Sport Leadership Programme for ten wāhine from Fiji, Tonga, Samoa and the Cook Islands.

Based on the Global Sport Mentoring programme, this leadership programme aims to empower emerging female leaders from four Pacific Island nations through mentorship and cultural exchange. The programme was made possible through investment and partnerships with the US State Department and the New Zealand Ministry of Foreign Affairs and Trade.

It was a three-week programme based in Tāmaki Makaurau, Auckland. The first week focused on leadership development. For the two subsequent weeks, each participant was mentored by a host organisation including Tennis NZ, High Performance Sport NZ, Sport NZ, Harbour Sport, Sport Waitākere, The Warriors Community Foundation and New Zealand Rugby, immersing themselves in their work culture and programmes. During the three weeks, the participants created a project to implement in their home country.

Follow up visits to the Pacific to meet with the women and see their action plans underway were carried out three to six months post programme. The impact demonstrates a broad range of value taken from participating in the programme.

Highlights include;

- Significant growth in personal confidence, motivation and drive to deliver change for women and girls
- Professional skill building including sport governance, strategic planning, community engagement and Funding and resources management.
- Wider skills including leadership skills, setting the foundation, pitching, prototyping, resilience, community focus, building relationships, connection, collaboration, system changes, framework, communication skills, Human Centred Design approach, empowerment plan, social media/ storytelling,

- Personal skill building including: Knowing who you are, self-care, self-love, self-competence, belief in yourself,
- Indigenous skill building - value your culture, mentoring/ sharing knowledge

The action plans/projects that have been delivered so far include:

The projects that are being implemented in the Pacific are varied and target different women and girls' communities.

The projects include:

- 'MARAMA QAQA - ABILITY UNLEASHED' by Kalesi Nainoca from Fiji. Kalesi is implementing a programme to make Fiji women & girls in sport with a physical disability, visible in society. Her project includes talanoa with participants and community stakeholders to brainstorm and make their voices heard, followed by a sports participation day for young women and girls with disabilities in three central Fiji regions.
- Dale Sauqaqwa from Fiji has implemented 'Go Connections' – a basketball league for girls in Fiji (a league did not exist previously). Dale has had incredible numbers – with over 70 participants week and is now expanding from Suva into other parts of Fiji.
- Francis Meredith-Ah Kuoi is implementing 'Teine Samoa Va'a' – a Waka Ama programme for young women that aims to tie Waka Ama back to the Samoan culture, through doing so builds young female sports leaders and mentors.
- Esita Karanavatu is implementing 'Kit A Girl, Raise A Star' – a programme for young women from economically disadvantaged families to be guided and assisted by young women already in the rugby system, using social entrepreneurship activities to advocate for change in the mindsets of the community (in particular men and parents) and attaining life skills in the process.



- Pualele Craig has implemented a young girls' Basketball league in Samoa (a league did not exist previously), and Pualele herself has now been elected President of the Samoa National Basketball Association.
- Pitisi Veatupu from Tonga is implementing the Hoihoifua Project, targeting young women in the church community, utilising the church and its networks to increase sport and physical activity participation.
- Salome Veilawa from Rotuma Island off Fiji, has implemented the Healthy Challenge project for women 20 years and over, to participate in a three-month healthy lifestyles project. The aim was to empower these women to take charge of their health, and to become role models for the other women of Rotuma Island. The overall goal is to reduce NCD cases on the island.
- Salome Vaenuku has implemented a Tongan Women's Rugby Project – Born to Inspire, to increase the number of girls playing rugby by community outreach to change attitudes towards female participation.
- Tapita Samson from the Cook Islands will create a programme for young mothers to lead and take ownership of their wellbeing through a health and fitness programme.

Whanake o te Kōpara

We continued the fourth year of delivery of our national young women's leadership programme Whanake o te Kōpara, supported by our funding partners at Sport New Zealand and the U.S. Department of State. In 2024, the Shift Foundation unfortunately closed down, and WISPA therefore took the lead for this programme in terms of logistics.

The programme aim is to connect young women who are passionate about the role of sport and physical activity to contribute to broader wellbeing/hauora of priority population groups in Aotearoa and support them in their personal and professional development. Annually, we have selected 20 young women from across the motu, enabling them to create change within themselves, throughout their wider community and the sectors they contribute to.

The four-year impact report is now complete and demonstrates a broad range of value taken from participating in the programme both individually and collectively.

Highlights include:

- 100% of participants felt more confident
- 95% of participants felt more equipped to lead or implement projects
- 93% of participants apply kawa/values-led thinking to their mahi
- 88% of participants speak up more with their ideas or perspectives
- 85% of participants consider the human and community before problem solving
- Out of 38 Alumnae respondents, 6 (16%) have moved into the Sport or Active Rec sector since attending WOTK
- 15 Alumnae respondents (39%) have had significant career progression since attending WOTK
- In June, Whanake o te Kōpara was awarded the Leadership in Diversity, Equity and Inclusion award at the Sport New Zealand Awards.

Gender Equity Assessment Pilot

In November 2023 with the support of Sport New Zealand, WISPA piloted a gender equity assessment tool adapted from a Canadian version for New Zealand's context.

The aim of the tool is to help sports organisations at all levels put a stake in the ground on where they're at with their gender equity journey and to identify some key actions that will take them forward.

WISPA piloted this tool with two regional football organisations and two football clubs, as well as the national triathlon organisation and two triathlon clubs, and a regional swimming organisation.

The pilot also included a needs analysis, with data collected across all Sport NZ funded NSOs, plus a survey to NSOs, RSOs and Clubs.

Findings from the needs analysis included:

- 51% of sporting organisations have women in staff leadership positions
- 14% have a woman CEO
- 18% of organisations have Women and Girls specified in their strategic plan
- 62% of boards have more than 40% women members (based on website data)
- 27% have a woman Chair or Deputy Chair
- 4% have wāhine Māori in senior leadership positions (CEO, GM, HPD)
- Gender equity is a priority for 77% of those surveyed
- Post pilot evaluation showed:
 - There was a clear appetite and readiness for gender equity improvement support amongst the organisations who realise that they have work to do to become gender equitable.
 - The pilot tool and support programme overall were rated as very valuable or valuable by all organisations involved in the pilot. The need for this type of programme in place in the sport sector has been affirmed through the pilot, with organisations receiving actionable plans to advance their gender equity journey. This process has highlighted areas for improvement, indicating that there is ample room for progress in the industry.
 - An essential knowledge base was found to be lacking across the organisations, and a need for gender equity training and education is required.

Further planning has continued post pilot, with regular working meetings with Canadian Women & Sport. A full gender equity improvement programme, including e-learning, workshops, and one on one support is being prepared and funding sought to begin this work in the 2025 Financial year.

Whakatipu Wāhine Toa

WISPA's Māori advisory rōpu He Wāhine Toa kei te Kokiri developed a proposal for a Wāhine Māori leadership programme - Whakatipu Wāhine Toa, which has been generously funded by Sport New Zealand, Māori Women's Development and Foundation North. The rōpu are running this programme for Māori, by Māori, as Māori alongside logistical support from the WISPA Programme Manager. Planning is underway for delivery in the next financial year.

“To be in a room where women were engaged and speaking, that was huge for me, because in my environment, I don’t have that at all.”

- Pacific Women’s Sport Leadership Programme

“WotK has changed my life, and while it may have made me look so deeply and my why and now I feel a little lost, it is in the best way. Questioning myself and what I want to do in life and where and how is all a part of my journey. I feel so deeply connected and value by every other participant of this journey and have never been in a room with a group of Wāhine where we are all there to uplift each other and I am so grateful. And now I have the best network.”

- Dantaye Simpson, Whanake o te Kōpara







ORGANISATIONAL SUSTAINABILITY

Turkington Fundraiser

As part of our ongoing partnership with Angela and John Turkington from John Turkington Ltd, in September, Angela and John hosted a fundraiser event for WISPA in Palmerston North. The evening was a resounding success, with support from over 50 table hosts including athletes and sport administrators, and over 300 guests.

The evening saw two panels with guest speakers including Raelene Castle – Sport NZ, Helene Wilson- HPSNZ, Kristina Sue – Ex Black Fern, coach and broadcaster, DJ Forbes – Ex All Black 7s and Athlete Leaders Network, Megan Compain – Ex Basketball international and Rugby NZ, Nicki Nicol – NZOC CEO, Milly Marshall-Kirkwood – para athlete and Verity Sharland – Black Sticks coach.

The funds raised from ticket sales, donations and the auction will go towards a female coaching initiative in the Manawatū that is currently being planned alongside Sport Manawatū, key coaches and our Co-Founder Dr Sarah Leberman.

WISPA Operations

In July 2023, two new additions to the team were made. Merran Brockie-David was appointed as the Programme Manager overseeing our leadership programmes, Gender Equity Assessment Pilot, the Hine Manawa Rau network and Insight Hub, and Sarah Sinclair was appointed on a contract basis as the Advocacy & Communications Advisor. In February 2024 Sarah Sinclair departed WISPA into a new role, and we thank her for her mahi developing a communications strategy for WISPA. In February 2024 we welcomed two volunteer interns – Ashleigh Ellis and Whanake o te Kōpara alumni Brittany Hastings-Kutty. Ashleigh and Britt have been assisting with our advocacy, social media and communications mahi – we are incredibly grateful for their time and effort.

Entity Information

Women in Sport Aotearoa Incorporated For the year ended 30 June 2024

'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

Purpose/Mission

Te Whaingā Matua / Vision: The world's most equitable sport system, Te Tiriti Inspired.

Te Koronga/Purpose - WISPA is Aotearoa's champion for gender equity in sport and physical activity.

Board Members

Susan Sawbridge, Chair (From Aug 2023)

Erin Roxburgh-Makea (existing board member, deputy chair from Sept 2023)

Caroline Wethey (From Oct 2023)

Jon Tamihere-Kemeys (From Oct 2023)

Pauline Harrison

Tim Corbett

Mary Gardiner

Jayne Jordan

Mere Rangihuna

Martin Snedden (Until Oct 2023)

Kelly Evans (Until Oct 2023)

Sarah Leberman, Co-Chair & Co-Founder (Until Oct 2023)

Julie Patterson, Co-Chair & Co-Founder (Until Aug 2023)

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 US State Department, Ministry of Foreign Affairs and Trade, Sport NZ, NZ Community Trust.

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 support 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

From 01/08/23: Sport Waitakere, 545 Don Buck Road, Massey, Auckland 0614
Previously at Sport Central, 14 Normanby Road, Mt Eden.

Postal Address

Sport Waitakere, PO Box 84035, Westgate, Auckland 0614, New Zealand

Email

info@womeninsport.org.nz

Website

www.womeninsport.org.nz

Facebook

facebook.com/WomeninSportAotearoa

Tik Tok

tiktok.com/@women.in.sport.ao

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 2024

The Board members of Women in Sport Aotearoa Incorporated are pleased to present the Performance Report for year ended 30 June 2024.

APPROVED



Erin Roxburgh

Deputy Chair

31.10.24

Date



Susan Sawbridge

Chair

31.10.24

Date

Statement of Service Performance

Women in Sport Aotearoa Incorporated For the year ended 30 June 2024

'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 evidence, ensuring that all women and girls gain equity of opportunity to participate, compete and build careers in play, active recreation and sport in Aotearoa New Zealand.

We are Aotearoa's champion for gender equity in sport and physical activity and we have a vision for Aotearoa to be the 'World's most equitable sport system, Te Tiriti Inspired.

WISPA is delivering our organisational purpose through three key focus areas where we seek to increase voice & visibility of females in sport, the rate of participation and representation in leadership of women and girls.

- Mātauranga (Knowledge)
- Kōkiri (Voice)
- Mahi Tahi (Delivery)

Specifically, we are increasing nationwide networks and access to a growing pool of Gender Equity insights, we are utilising our voice to share evidence and advocate for equity, and we are delivering programmatic solutions for where the greatest intervention is needed to drive lasting change.

We work across Aotearoa New Zealand engaging a nationwide network dedicated to driving positive outcomes for women and girls. WISPA is fully committed to Te Tiriti o Waitangi, and as such has embedded its own Rōpū - He Wāhine Toa kei te Kokiri / Strong Women Making a Move - to guide the realisation of this commitment.

| | 2024 | 2023 |
|--|--------|--------|
| Description and Quantification of the Entity's Outputs | | |
| Number of followers on social media for WISPA | 12,158 | 10,590 |
| Number of followers on social media for IWG | - | 31,000 |
| Number of website visitors for WISPA / IWG | 9,159 | - |
| Number of physical / digital event attendees for WISPA / IWG | 651 | 2,057 |
| IWG Reach-Number of global countries represented at conference | - | 90 |
| IWG Speakers- Number of speakers at conference | - | 400 |
| Number of insights published and shared | 255 | 33 |
| Number of social media posts | 473 | - |
| Number of network members – Hine Manawa Rau | 26 | - |

Description and Quantification of the Entity's Outputs

The work delivered by WISPA is designed to improve equity in sports and physical activity for women and girls by drawing attention to the benefits of equitable practices and in developing capability and confidence of and increasing visibility for females in leadership and/or performance.

WISPA in the reporting period, has delivered several programmatic activities aimed at the need to increase representation of diverse females leading in sport and physical activity and improving the equity performance of organisations in the sector.



We have successfully delivered in partnership with key stakeholders, our 4th intake of our young women's leadership programme to 20 new alumnae – Whanake o te Kōpara, a pilot Pacific Women's Sports Leadership Programme for 10 international women from the Pacific and a pilot Gender Equity Assessment programme across 6 sporting organisations. We have hosted 7 virtual engagements for engaged networks along with 3 in-person events, including a fundraiser for 420 people in the Manawatū with a focus on female community coaches delivered in support from John and Angela Turkington.

We continue to deliver a leading digital platform dedicated to hosting gender equity insights which now holds more than 250 insights including research, case studies, evaluations, news and toolkits from a wide range of contributors here in Aotearoa and globally. We use our voice over our social channels to reach new audiences and story tell, share messages of inspiration to drive further support and change for women and girls in sport and physical activity.

Additional Information

In the reporting period, WISPA has developed and secured funding for a pilot leadership initiative for mid-management Wāhine Māori in the sport, physical activity and exercise sectors with this being delivered in the new financial year. 18 wāhine from across the motu will join together for a 5-day residential including a noho marae in November 2024 and participate in a four-month leadership development initiative including professional coaching and mentoring facilities through Māori Women's Development Inc. The emphasis is on reflective practice and Māori leadership models that reflect traditional Māori concepts of leadership and governance, such as whakapapa, mana, kotahitanga and whanaungatanga.

Statement of Financial Performance

Women in Sport Aotearoa Incorporated For the year ended 30 June 2024

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

| | NOTES | 2024 | 2023 |
|--|-------|------------------|------------------|
| Revenue | | | |
| Donations, fundraising and other similar revenue | 2 | 436,291 | 1,284,504 |
| Revenue from providing goods or services | 2 | 75,243 | - |
| Interest, dividends and other investment revenue | 2 | 18,261 | 7,148 |
| Other revenue | 2 | 1,809 | 5,188 |
| Total Revenue | | 531,604 | 1,296,840 |
| Expenses | | | |
| Volunteer and employee related costs | 3 | 337,798 | 450,299 |
| Costs related to providing goods or service | 3 | 354,268 | 603,635 |
| Grants and donations made | 3 | 318 | 1,250 |
| Other expenses | 3 | 4,657 | 7,975 |
| Total Expenses | | 697,041 | 1,063,159 |
| Deficit / Surplus for the Year | | (165,437) | 233,682 |



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 2024

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

| | NOTES | 30 JUN 2024 | 30 JUN 2023 |
|---|-------|----------------|----------------|
| Assets | | | |
| Current Assets | | | |
| Bank accounts and cash | 4 | 153,021 | 436,575 |
| Debtors and prepayments | 4 | 16,727 | 3,532 |
| Other Current Assets | 4 | 200,000 | 200,000 |
| Total Current Assets | | 369,748 | 640,107 |
| Non-Current Assets | | | |
| Property, Plant and Equipment | 6 | 8,257 | 1,113 |
| Total Non-Current Assets | | 8,257 | 1,113 |
| Total Assets | | 378,006 | 641,220 |
| Liabilities | | | |
| Current Liabilities | | | |
| Creditors and accrued expenses | 5 | 29,628 | 39,417 |
| Employee costs payable | 5 | 18,317 | 18,899 |
| Unused donations and grants with conditions | 5 | 130,851 | 218,257 |
| Other current liabilities | 5 | - | - |
| Total Current Liabilities | | 178,796 | 276,574 |
| Total Liabilities | | 178,796 | 276,574 |
| Total Assets less Total Liabilities (Net Assets) | | 199,209 | 364,646 |
| Accumulated Funds | | | |
| Accumulated surpluses or (deficits) | 7 | 199,209 | 364,646 |
| Total Accumulated Funds | | 199,209 | 364,646 |



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 2024

'How the entity has received and used cash'

| | 2024 | 2023 |
|---|------------------|--------------------|
| Cash Flows from Operating Activities | | |
| Cash Flows from Operating Activities | | |
| Cash was received from | | |
| Donations, fundraising and other similar receipts | 335,689 | 942,358 |
| Receipts from providing goods or services | 75,243 | - |
| Interest, dividends and other investment income | 18,261 | 7,149 |
| Other revenue | 1,809 | 5,187 |
| Total Cash was received from | 431,002 | 954,694 |
| Cash was applied to | | |
| Payments to suppliers and employees | (706,483) | (1,097,470) |
| Donations or grants paid | (318) | (1,250) |
| Total Cash was applied to | (706,801) | (1,098,720) |
| Total Cash Flows from Operating Activities | (275,798) | (144,026) |
| | 2024 | 2023 |
| Cash Flows from Investing and Financing Activities | | |
| Payments to acquire fixed assets | (7,745) | 6,098 |
| Payments / transfer to short term investment | - | (200,000) |
| Total Cash Flows from Investing and Financing Activities | (7,745) | (193,902) |
| | 2024 | 2023 |
| Net Increase / (Decrease) in Cash | | |
| Net Increase / (Decrease) in Cash | (283,543) | (337,928) |
| | 2024 | 2023 |
| Cash Balances | | |
| Cash and cash equivalents at beginning of period | 436,575 | 774,503 |
| Cash and cash equivalents at end of period | 153,032 | 436,575 |
| Net change in cash for period | (283,543) | (337,928) |



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 2024

'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 days 180 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.

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.

Revenue Recognition

Revenue is recognised to the extent that it is probable that the economic benefit will flow to the Trust and revenue can be reliably measured. Revenue is measured at the fair value of the consideration received. The following specific recognition criteria must be met before revenue is recognised.



Donations and Grant Revenue

Recognition of donations received and grant revenue has been applied as per the XRB's Reporting Framework (PBE SFR-A (NFP)).

Donations, grants, and bequests that have no documented expectations from the provider on how the funds will be used, are recorded as revenue when the funding was received.

Significant donations, grants, and bequests that have documented expectations from the provider about how or when the funds will be used, are recorded as deferred revenue. As or when documented expectations are satisfied, the deferred revenue balance is reduced and revenue is recorded.

Significant donations of any assets have been recorded as revenue where a valuation is possible.

Revenue from Providing Goods and Services

The Trust receives revenue from members and the community. Revenue is recognised in the period the goods and services are provided.

Interest Income

Interest income is recognised on an accrual basis.

Other Income

All other income is accounted for on an accruals basis and accounted for in accordance with the substance of the transaction.

Notes to the Performance Report

Women in Sport Aotearoa Incorporated For the year ended 30 June 2024

1. Accounting Policies

Refer to "Statement of Accounting Policies".

| | 2024 | 2023 |
|---|----------------|------------------|
| 2. Analysis of Revenue | | |
| Donations, fundraising and other similar revenue | | |
| Donations | 19,977 | 4,184 |
| Grants Income | | |
| Grants Income | | |
| Programme Grants | 255,240 | 31,000 |
| Grants Income | 25,000 | 55,865 |
| Tataki Auckland Unlimited | - | 12,500 |
| Olympic Movement | - | 35,759 |
| Total Grants Income | 280,240 | 135,123 |
| Total Grants Income | 280,240 | 135,123 |
| Sponsorship | - | 218,736 |
| Sponsorship In Kind ¹⁴ | 17,460 | 81,641 |
| Sport New Zealand | 118,614 | 844,820 |
| Total Donations, fundraising and other similar revenue | 436,291 | 1,284,504 |
| Interest, dividends and other investment revenue | | |
| Interest Received | 18,261 | 7,148 |
| Total Interest, dividends and other investment revenue | 18,261 | 7,148 |
| Other revenue | | |
| Other Income | 1,809 | 450 |
| Gain on disposal of fixed asset | - | 4,738 |
| Total Other revenue | 1,809 | 5,188 |

| | 2024 | 2023 |
|---|----------------|----------------|
| 3. Analysis of Expenses | | |
| Volunteer and employee related costs | | |
| ACC Levy | 1,873 | 2,545 |
| Board Expenses | 5,803 | 18,499 |
| Contractor / Consultant Fees | 52,762 | 33,571 |
| Kiwisaver Employer Contributions | 8,088 | 12,018 |
| Salaries | 269,272 | 383,146 |
| Staff Recruitment | - | 520 |
| Total Volunteer and employee related costs | 337,798 | 450,299 |
| Costs related to providing goods or services | | |
| Costs Associated with the Delivery of Services | 111,188 | 74,562 |
| Other Expenses | 4,536 | 2,760 |
| Insurance | 3,995 | 4,783 |
| IWG WISPA Contribution | - | 207,487 |
| Marketing and Communication | 9,406 | 53,805 |
| Professional Charges | 24,742 | 36,758 |
| Programme Costs | 184,162 | 194,448 |
| Rent | 8,440 | 23,832 |
| Vehicle Exp - Leases | 7,800 | 5,200 |
| Total Costs related to providing goods or services | 354,268 | 603,635 |
| Grants and donations made | | |
| Koha | 318 | 1,250 |
| Total Grants and donations made | 318 | 1,250 |
| Other expenses | | |
| Audit Fees | 3,490 | 2,875 |
| Other | 566 | 280 |
| Depreciation | 601 | 4,157 |
| Interest HP | - | 662 |
| Total Other expenses | 4,657 | 7,975 |

| | 2024 | 2023 |
|--|----------------|----------------|
| 4. Analysis of Assets | | |
| Bank accounts and cash | | |
| Term Deposit 77- 6 Months 5.85 % From 22/09/23 to 22/03/24 | - | 100,000 |
| Term Deposit 79 | 100,000 | - |
| Term Deposit 78 | 100,000 | 100,000 |
| Cheque Account | 20,318 | 23,857 |
| Savings On Call | 132,704 | 412,718 |
| Total Bank accounts and cash | 353,021 | 636,575 |
| Debtors and prepayments | | |
| Accounts Receivable | 14,724 | - |
| Prepaid and Sundry Expenses | 2,004 | 3,532 |
| Total Debtors and prepayments | 16,727 | 3,532 |
| | 2024 | 2023 |

5. Analysis of Liabilities

| | | |
|--|----------------|----------------|
| Creditors and accrued expenses | | |
| Accounts Payable | 16,689 | 3,157 |
| Accruals and Other Payables | 17,292 | 37,165 |
| GST | (4,352) | (904) |
| Total Creditors and accrued expenses | 29,628 | 39,417 |
| Employee costs payable | | |
| Holiday Pay Provision | 14,935 | 10,674 |
| PAYE Payable | 3,382 | 8,226 |
| Total Employee costs payable | 18,317 | 18,899 |
| Unused donations and grants with conditions | | |
| Income Received in Advance ¹⁵ | 130,851 | 218,257 |
| Total Unused donations and grants with conditions | 130,851 | 218,257 |
| Other current liabilities | | |
| Rounding | - | - |
| Total Other current liabilities | - | - |

| | 2024 | 2023 |
|--|--------------|--------------|
| 6. Property, Plant and Equipment | | |
| Website | | |
| Website ¹⁶ | 20,145 | 12,400 |
| Website Accumulated Depreciation ¹⁶ | (12,400) | (12,400) |
| Total Website | 7,745 | - |
| Plant and Equipment | | |
| Plant and equipment | 9,982 | 11,046 |
| Accumulated depreciation - plant and equipment | (9,470) | (9,933) |
| Total Plant and Equipment | 512 | 1,113 |
| Total Property, Plant and Equipment | 8,257 | 1,113 |
| | 2024 | 2023 |

7. Accumulated Funds

| | | |
|--------------------------------|----------------|----------------|
| Accumulated Funds | | |
| Opening Balance | 364,646 | 130,964 |
| Current year surplus | (165,437) | 233,682 |
| Total Accumulated Funds | 199,209 | 364,646 |
| Total Accumulated Funds | 199,209 | 364,646 |

8. Commitments

There are no commitments as at 30 June 2024 (Last year - nil).

9. Contingent Liabilities and Guarantees

There are no contingent liabilities or guarantees as at 30 June 2024 (Last year - nil).

10. Events After the Balance Date

No Significant events have occurred after the balance date.

11. Related Parties

Entities listed as having transactions or balances with WISPA during the year are related to either a founding member or member of staff of Wispa.

Board members were reimbursed for expenses incurred.

* Aktive: 1 Board Members currently employed by Aktive.

* 1x Board Member currently serving on the Sport NZ Board as future intern director

Note: Total related parties revenue for 2023 was \$434,875. Other parties were deleted as not relevant for 2024. Other 2023 related parties were: Xero / Eighty One / NZCT and Tataki Auckland Unlimited.

| | 2024 | 2023 |
|--------------------------------------|----------------|----------------|
| Revenue (excluding GST) | | |
| Sport New Zealand ¹¹ | 118,614 | 364,875 |
| Total Revenue (excluding GST) | 118,614 | 364,875 |

| | 2024 | 2023 |
|------------------------------------|---------------|----------|
| Expense Excluding GST | | |
| Aktive ¹¹ | 24,742 | - |
| Sport New Zealand ¹¹ | - | - |
| Total Expense Excluding GST | 24,742 | - |

12. Accounts Payable Including GST

| | 2024 | 2023 |
|---|--------------|--------------|
| Aktive | 2,370 | 2,371 |
| Sport New Zealand | - | 210 |
| Total Accounts Payable Including GST | 2,370 | 2,581 |

13. 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.

14. Sponsorship in Kind

Sport NZ - SIK for rent contribution \$1,660, one off contribution.

John Turkington - SIK for vehicle use \$7,800 per year, ongoing until Nov 24.

Simpson Grierson - SIK for 9 hours work conducted for Wispa - expensed under contractors/consultants, one off contribution.

15. Income in Advance

Grants received and journalled to income in advance as received. Revenue recognised each month when funds are spent and released on initiatives including costs and salaries. Balance of income in advance below. Other providers include the Shift Foundation and NZCT of which grants were used in the 23-24 year.

| | | |
|------------|--------------------------|---------|
| 08/02/2024 | Sport NZ Joint Bus Capab | \$9,358 |
|------------|--------------------------|---------|

| | | |
|------------|---|-----------|
| 18/10/2023 | US Consulate | \$10,000 |
| 26/04/2024 | Sport NZ - Whakatipu Wahine Toa Programme | \$111,492 |
| | Total | \$130,851 |

16. Website - Property Plant and Equipment

Website before enhancements \$12,400 2024 & 2023 less Accumulated Depreciation of (\$12,400)
Website work in progress 2024 \$7,745 2024 Invoice received in June 2024

INDEPENDENT AUDITOR'S REPORT

To the trustees of the WOMEN IN SPORT AOTEAROA INCORPORATED for the year ended 30 June 2024

Report on the Performance Report

Opinion

We have audited the performance report of the WOMEN IN SPORT AOTEAROA INCORPORATED on pages 3 to 18, which comprise the entity information and the statement of financial position as at 30 June 2024, the statements of service & financial performance, along with a statement of cash flows for the year ended, the statement of accounting policies and other explanatory information.

In our opinion:

- a) the reported outcomes and outputs, and quantification of the outputs to the extent practicable, in the statement of service performance are suitable, and
- b) the performance report on pages 3 to 15 presents fairly, in all material respects,
 - the financial position of the WOMEN IN SPORT AOTEAROA INCORPORATED as at 30 June 2024 and of its financial performance and cash flows;
 - the entity information and the service performance, for the year ended, in accordance with Public Benefit Entity Simple Format Reporting – Accrual (Not-For-Profit) [PBE-SFR-A-NFP] issued in New Zealand (NZ) by the NZ Accounting Standards Board.

Basis for the Opinion

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

We conducted our audit of the statement of financial performance, statement of financial position, statement of cash flows, statement of accounting policies and notes to the performance report in accordance with International Standards on Auditing (NZ), and the audit of the entity information and statement of service performance in accordance with the New Zealand Auditing Standard (NZ AS) 1 (Revised) *The Audit of Service Performance Information*. Our responsibilities under those standards are further described in the *Auditor's Responsibilities for the Audit of the Performance Report* section of our report. We are independent of the WOMEN IN SPORT AOTEAROA INCORPORATED in accordance with Professional and Ethical Standard 1 (Revised) *Code of Ethics for Assurance Practitioners* issued by the NZ

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

Restriction on responsibility

This report is made solely to the trust board, as the governance, in accordance with section 42F of the Charities Act 2005, and the constitution of the entity. Our audit work has been undertaken so that we might state to the governance 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 governance as a body, for our audit work, for this report, or for the opinions we have formed.

Governance Responsibility for the Performance Report

The governance is responsible for:

- a) identifying outcomes and outputs, and quantifying the outputs to the extent practicable, that are relevant, reliable, comparable and understandable, to report in the statement of service performance,
- b) the preparation and fair presentation of the performance report which comprises:
 - the entity information,
 - the statement of service performance; and
 - the statement of financial performance, statement of financial position, statement of cash flows, statement of accounting policies and notes to the performance report in accordance with PBE-SFR-A-NFP issued in NZ by the NZ Accounting Standards Board, and
- (c) for such internal control as the governance determines is necessary to enable the preparation of a performance report that is free from material misstatement, whether due to fraud or error.

In preparing the performance report, the governance is responsible for assessing the entity's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the governance either intends to liquidate the entity or to cease operations, or have no

realistic alternative but to do so.

Auditor's Responsibilities for the Audit of the Performance Report

Our objectives are to obtain reasonable assurance about whether the performance report is 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) and NZ AS 1 (Revised) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in aggregate, they could reasonably be expected to influence the economic decisions of users taken based on this performance report.

As part of an audit in accordance with ISAs (NZ) and NZ AS 1 (Revised), we exercise professional judgement and maintain professional skepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the performance report, 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.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.
- Obtain an understanding of the process applied by the entity to select its elements/aspects of service performance, performance measures and/or descriptions and the measurement bases or evaluation methods.
- Evaluate whether the selection of elements/aspects of service performance, performance measures and/or descriptions and measurement bases or evaluation methods present an appropriate and meaningful assessment of the entity's service performance in accordance with the applicable financial reporting framework.

- Evaluate whether the service performance information is prepared in accordance with the entity's measurement bases or evaluation methods, in accordance with the applicable financial reporting framework.
- Conclude on the appropriateness of the use of the going concern basis of accounting by the governance and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the entity's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the performance report or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the entity to cease to continue as a going concern.
- Evaluate the overall presentation, structure, and content of the performance report, including the disclosures, and whether the performance report represents the underlying transactions and events in a manner that achieves fair presentation.
- Perform procedures to obtain evidence about and evaluate whether the reported outcomes and outputs, and quantification of the outputs to the extent practicable, are relevant, reliable, comparable and understandable.

We communicate with the governance 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: Emily Ren
 Chartered Accountants- Auckland
 31st October 2024



women
in sport

Ngā Wāhine Hākinakina o
AOTEAROA

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PARTNERS AND SUPPORTERS NGĀ HOA PAKIHI ME NGĀ KAITAUTOKO

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