



FIFTH ANNUAL REPORT AND AUDITED FINANCIAL STATEMENTS

JULY 2020 -
JUNE 2021

TE PŪRONGO Ā-TAU TUARIMA ME TE
PŪRONGO AROTAKE PŪTEA

HŌNGONGOI 2020
– PIPIRI 2021



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): MP, Labour Party; former Athlete; Foundation Member
Pauline Harrison: Specialist in executive coaching, strategy and leadership development; Foundation Member
James Gibson: Chief Executive, Blake New Zealand
Nicki Nicol: Chief Transformation Officer, New Zealand Rugby
Martin Snedden CNZM: Chairperson, New Zealand Cricket; 'One Cricket' Project Lead; former Black Cap
Erin Roxburgh-Makea (Ngāti Porou): Ph.D Student, Victoria University; Oceania Handball (from October 2020)
Tim Corbett: Chief Executive, Sir John Kirwan Foundation (from October 2020)
Kelly Evans: Managing Director, Cultivate Group (Associate, from October 2020)

Team:

Rachel Froggatt: Chief Executive
Nicky van den Bos: Programme Director (from July 2020)
Shanee Kiriau: Digital & Community Coordinator (from February 2021)
Peta Forrest: Marketing & Communications Manager (from March 2021)
Charlotte Guscott-Gregory: Project Manager (from June 2021)
Kimberly Mankin: Massey University Intern (from February 2021)

Administration Assistants:
Sharyn Morriss (until June 2021)
Charlotte Rose (June 2021 only)

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 (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: Professor, Massey University; current Co-Chair/Board Member
Raewyn Lovett: Partner, Duncan Cotterill; Co-Chair of the IWG 2018-2022
Meg Luff: Marketing consultant and business owner, Sharpe Marketing
Kirikaiahi Mahutariki (Te Arawa, Mataatua - Cook Islands): Principal at Taiiti Advisory
Laura Menzies: CEO, 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: former Chief Executive, Aktive Auckland
Kereyn Smith MNZM: Chief Executive, New Zealand Olympic Committee
Louisa Wall (Ngāti Tuwharetoa, Waikato, Ngāti Hineuru Nga iwi): MP, Labour Party; former Athlete; Foundation Member
Dianne Williams: Independent Director

TABLE OF CONTENTS RĀRANGI KAUPAPA

Officers and Members	2
Table of Contents	3
Co-Chairs and CEO Report	4
Strategic Plan 2018 – 2022	6
Operational Highlights 2020 – 2021	7
Financial Statements 2020 – 2021	15

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, ko tēnei ngā tai o mihi e pari atu nei ki a koutou.

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

Despite the ongoing challenges presented by COVID-19, the past year has been a successful one for Women in Sport Aotearoa, Ngā Wāhine Hākinakina o Aotearoa (WISPA). By taking an innovative approach, we have been able to positively reposition all our mahi to be delivered effectively in a hybrid physical and virtual world. At a time where resource and funding has been challenged across the board, the play, active recreation, and sport sector has also stepped up, and women's sport has in many ways bounced back from the lows experienced in the first few months of the pandemic. We have continued to support and empower our community to question decision-making and amplify the case to support women and girls during this challenging time. In this, we very much acknowledge the continued commitment of Minister for Sport and Recreation, the Hon Grant Robertson, and the board, leadership, and team at Sport New Zealand.

FOCUSSING ON OUR BI-CULTURAL DEVELOPMENT

Since our establishment in late 2016, WISPA has had a strong commitment to *Te Tiriti o Waitangi* and a belief that Māori women and girls need to be supported to a place of equity in the system. Over the past 12 months, WISPA has been growing its understanding of what being a bi-cultural organisation means. In early 2021, 12 members of the WISPA Board, Team and Agency network undertook 40 hours of intensive *Te Kaa* training, founded by Precious Clark from *Ngāti Whātua Ōrākei*. In parallel, we were delighted to welcome Māori Women's Development Inc (MWDI) as a strategic partner to support our WISPA work in Aotearoa New Zealand, but to also guide us in our delivery of the 8th IWG World Conference on Women & Sport. Both these initiatives have led us to establish our Māori Rōpū, *He Wāhine Toa kei te Kokiri* (Strong Women Making a Move). We wish to acknowledge the exceptional support of *He Wāhine Toa kei te Kokiri* over the past few months, including 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*); Denise Ewe (*Waikato - Ngāti Tipa me Ngāti Whātua*); Mere Rangihuna (*Ngāti Hine me Ngāti Whātua o Kaipara*), Monique Maihi-Pihema (*Ngāti Whātua Ōrākei*) and Peta Forrest (*Te Rārawa me Ngāti Porou*). In early 2021, we were incredibly proud to launch *Whanake o te Kōpara* (Rise of the Female Bellbird), our Young Women's Leadership Programme, in partnership with our great friends at The Shift Foundation. This programme is built on bi-cultural principles, focusing on young women aged 19-25 from across the sport, active recreation and wider wellbeing sector in Aotearoa New Zealand, who have not had opportunity for leadership development. WISPA also began redevelopment of our 4-year Strategic Plan, which is due to be re-launched in early 2022. This plan is being developed together with *He Wāhine Toa kei te Kokiri*, reflecting a bi-cultural approach. It has Te Ao Māori planning principles at the centre, alongside the Tangata Tiriti view. A special thank you to Board Member Martin Snedden for leading this process, and to all our stakeholder groups for their feedback.

ACCELERATING TOWARD THE 8TH IWG WORLD CONFERENCE

In early 2021, WISPA was delighted to be awarded \$950k from the government via Sport New Zealand, to support preparations for the 8th IWG World Conference on Women & Sport in May 2022. This investment recognised the challenges that COVID-19 had placed on sourcing investment, and the opportunity to catalyse change. IWG 2022 is ranked alongside the World Cups in Cricket, Rugby and Football as one of the “Big 4” women’s sports events coming to Aotearoa New Zealand. For two years leading up to this point, we had worked to put an exceptionally clear ‘Game Plan’ in place. This included a 2-year journey toward and beyond IWG 2022, and initiatives to support the creation of a global ‘community of action’. After an 8-month build phase, the IWG Insight Hub went live on 29 September 2021, as part of the Sport NZ Women + Girls Summit. It now hosts great global case studies, research, toolkits and more. The WISPA Insight Hub will go live in November 2021. The ‘Game Plan’ also outlined a pathway toward creating a physical-virtual hybrid event for IWG 2022, a world first for the global network. Alongside an in-person event in Tāmaki Makaurau Auckland, WISPA will use a world class virtual conferencing system to deliver a highly interactive online experience. WISPA was delighted to welcome The Conference Company to our whānau early in 2021, appointed as our professional conference agency. In August 2021, registrations went on sale at iwgwomenandsport.org with two access types offered: the Inspire Pass virtual experience and the InspirePLUS Pass in-person and virtual hybrid experience. A huge thank you to all the leaders and volunteers who worked on the 3-part Sport NZ Women + Girls Summit series 2019-2021, staged partly to provide a run-up to IWG 2022. We especially acknowledge our partners at The Shift Foundation – it has been an honour to do this mahi with you. Over 850 registrations were received for the online Summit 2021. WISPA would like to especially acknowledge the exceptional work of our brand agency, Bob’s Your Uncle, and our digital agency, Gravitare. Their work to deliver the IWG Insight Hub has been exceptional, and Bob’s continues to be a trusted partner in all our storytelling around IWG 2022. And finally, a special thank you to Raewyn Lovett ONZM, New Zealand Co-Chair of the IWG and Pauline Harrison, Chair of the 8th IWG World Conference on Women & Sport steering committee, for their leadership and support.

MANY THANKS TO OUR PARTNERS & VOLUNTEERS

As ever, WISPA is truly grateful for the support from our funding partners – Sport New Zealand, Auckland Unlimited, NZ Community Trust, the US Consulate and Tourism NZ, along with our pro bono legal firm Simpson Grierson. A special mention to LockerRoom, which continues to publish the best insights into women’s sport. The partnerships we have built with you all in past 4 years are outstanding. In May 2021 we held the Captains Lunch, our leadership event in partnership with Trans - Tasman Business Circle (TTBC). 400+ leaders from across business and sport turned out to hear from Prime Minister, the Rt Hon Jacinda Ardern and our other great speakers. In June 2021, we partnered with the *Women You Can Bank On* event in Dunedin. A huge thanks to Dunedin Venues Management Ltd. This year, we have also been thrilled to welcome two new partners to our WISPA whānau alongside Māori Women’s Development Inc (MWDI), as previously mentioned. Spark Sport has become Official Technology & Broadcast Partner, with SkyCity joining as Official Hotel & Entertainment Partner. We have also seen the regional WISPA network expand across the country, with great work happening from Northland through to Southland. We are excited to work with these great local communities to spread the WISPA kaupapa. Finally, WISPA could not be more thankful for the outstanding set of senior volunteers that orbit us, especially our Foundation Members. Thank you for your advice, insight, connections and most importantly – time. A special mention to James Gibson, who is retiring from the Board.

GROWING FUTURE CAPABILITY AND EXPERTISE

Over the past year, we have been delighted to add four exceptional team members to the WISPA whānau. In July 2020, Nicky van den Bos joined as full-time Programme Director. Nicky is currently on parental leave, so we were pleased to welcome Charlotte Guscott-Gregory as Project Manager in July 2021, initially covering Nicky’s leave, and then staying right through IWG 2022. At the same time Nicky joined, we also welcomed Sha’nee Kiriau as an AUT Intern. Sha’nee took up the full-time position of Digital & Community Coordinator in February 2021. Shortly after this, we were happy to add Peta Forrest (*Te Rarawa me Ngāti Ngāti Porou*) as our full-time Marketing & Communications Manager. 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.

OPPORTUNITIES OVER THE YEAR AHEAD

WISPA will continue to focus on its bi-cultural development mahi and will be working closely with its regional network to grow reach and impact into local communities, especially as opportunities arise all over the country around the Cricket, Rugby, and Football World Cups. Work will accelerate toward the 8th IWG World Conference on Women & Sport from 5-8 May 2021. Make sure to register now!

**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 Pātai*

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 2020 – 2021

NGĀ MAHI MATUA 2020 – 2021

PILLAR 1

TE POU TUATAHI

CHALLENGE THE SYSTEM

Uia ngā Pātai

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

- The development of the Insight Hubs started in early 2021. The IWG version of this interactive platform was launched at the Sport NZ Women + Girls Summit in September 2021, with the WISPA version going live in November 2021. They will become home to great research, case studies, toolkits, events, and news for gender equity and equality in sport and physical activity worldwide and in Aotearoa New Zealand and will form the basis of our IWG legacy.
- WISPA released “Gender equity in sport” research at the Captains Lunch in May 2021, in partnership with Honoco. It revealed that over 53% of adult New Zealanders now consider “gender equity in sport” to be an important social cause. This is a significant shift. This means nearly 2 million kiwis are now engaged in the idea that positive change is necessary. The new research also redefined the supporter base, showing a close gender split amongst supporters and a heavier weighting toward those aged 25-44. The research was well-received by attendees at the Captains Lunch and was mentioned on the TVNZ Breakfast Show.
- WISPA worked with Sport New Zealand around the collation and release of a new media analysis, which looks at coverage of women’s sport in Aotearoa in the past year, along with portrayal metrics. The first report was published in April 2021 following the presentation of initial findings at the Sport NZ Women + Girls Summit in October 2020. It showed an increase in coverage to 15% annually, and a move toward more neutral portrayal focussed on performance.
- WISPA continues to convene the WISPA Research Consortium, a group of 14 academics from seven of New Zealand’s eight national universities. This group continues to act in an advisory capacity to key national research projects and is providing support for the development of the 8th IWG World Conference on Women & Sport programming design.

PILLAR 2 TE POU TUARUA



LEAD THE CHANGE Kōkiritia kia tōkeke

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

- The Sport NZ Women + Girls Summit 2020 was a highly successful free digital-physical hybrid event developed in a short timeframe in response to the travel and budget impacts of COVID-19. Designed by WISPA and the Shift Foundation on behalf of Sport New Zealand, it took place over three consecutive afternoons, from 7-9 October 2020, with three hours of programming per day. In parallel, seven physical events took place, linked to the online programme - three official regional events in Auckland, Wellington and Dunedin and four satellite events in Gisborne, Hamilton, Napier and Christchurch. The event generated just over 1,000 pre-event registrations. Over 50% of those attended the event live and post-session viewings reached 512 views, thus exceeding all expectations. The Summit was the second in a series of three being staged annually in the lead-up to the 8th IWG World Conference on Women & Sport. It follows a successful physical event at Te Papa in Wellington in 2019. In early 2021, preparations began for the third event, scheduled for 29 September 2021. It was also designed as a hybrid event, albeit on one day only. It has a national virtual programme, five official physical events in the regions, and opportunities for informal satellite events to run locally.
- The postponed 2020 Captains Lunch went ahead in May 2021 at Eden Park, Auckland and was a sell-out success. It was delivered in partnership with Trans-Tasman Business Circle (TTBC), with 400 leaders from across the sport and business communities celebrated Aotearoa New Zealand's ongoing leadership during the pandemic and its role as host to three upcoming women's World Cups in cricket, rugby and football. WISPA was delighted to have Prime Minister Rt. Hon Jacinda Ardern join us as the keynote speaker, along with Deputy Prime Minister and Minister for Sport & Recreation, Hon Grant Robertson and Chief Executive of Sport New Zealand, Raelene Castle ONZM. The panel discussion featured Duane Kale ONZM, Vice President of the International Paralympic Committee; BMX Olympic silver medallist and IOC Member for New Zealand, Sarah Walker; International Rally Driver, Emma Gilmour; and former WNBA Basketballer, Megan Compain. It marked '1 Year To Go' until the 8th IWG World Conference on Women & Sport.
- The postponed 2020 Women You Can Bank On (WYCBO) event went ahead in June 2021 at the Dunedin Town Hall. WISPA, in partnership with Dunedin Venues Management Ltd (DVML) and Anderson Lloyd, hosting over 320 business and sports leaders from the Otago region. The theme was "Thriving Through Change", which focused on how to adapt to a world changed by COVID-19. It featured a keynote address from Hon Grant Robertson, Deputy Prime Minister and Minister for Sport and Recreation, and five of Aotearoa New Zealand's most influential sport leaders; Dr. Farah Palmer, Liz Dawson MNZM, Raewyn Lovett ONZM, Dr. Johanna Wood and Chief Executive of Sport NZ, Raelene Castle ONZM. A networking breakfast was hosted by WISPA and Women in Sport Otago the next day.
- *Whanake o te Kōpara*, our Young Women's Leadership Programme, launched in partnership with The Shift Foundation in February 2021. The programme is aimed towards young women aged 19-25 who are aspiring leaders and are passionate about the role physical activity can play in supporting wellbeing. Sixteen kōhine (young women) were selected to participate in the inaugural 8-month programme, covering topics such as *Te Tiriti o Waitangi*/The Treaty of Waitangi, Human Centered Design, Empowerment, Problem Solving and Reflective practice. Participants were supported to develop an action plan, the purpose of this was to put their learning into practice and be part of changing the system.
- WISPA's regional network is continuing to grow, with regional hubs in Auckland, Wellington, Dunedin, Manawatu, Christchurch and Northland emerging to join WISPA's first branch, Women in Sport Murihiku (Southland). These entities, primarily tied into the Regional Sports Trusts (RST), are aligned to WISPA's national vision and are focused on supporting the needs of women and girls locally. Wellington, Dunedin and Christchurch all delivered local events in support of the Sport New Zealand Women + Girls Summit 2020, attracting over 200 local leaders, and were scheduled to stage regional events for the Summit 2021.



BE THE VOICE Whakapuakina te Reo

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

- In partnership with LockerRoom, WISPA put together a 5-part video interview series featuring the women leading the four global sporting events in New Zealand over the next two years - three World Cups (cricket, rugby, football) and the 8th IWG World Conference on Women & Sport. 'The Big Four' interviews ran over a five-week period in the lead up to the 2021 Captains Lunch and we would like to acknowledge LockerRoom Editor Suzanne McFadden, and writer Ashley Stanley, for their ongoing support with our kaupapa to ensure women and girls are valued and visible.
- The WISPA Chief Executive and/or Board Members have been regular contributors to the gender equity and equality in sport and recreation conversation as speakers, panellists and attendees, particularly at the online events and conferences that have sprung up in the wake of COVID-19.
- WISPA's reach and following continues to grow across the WISPA and IWG digital channels, with website traffic doubling from 23k to 46k. Across social media, WISPA and IWG have grown by 3k followers to nearly 48k and regular e-Newsletters reach over 7k global/local contacts quarterly.
- WISPA led or contributed to the media conversation around women's sport regularly over the past 12 months. Since March 2020, the media landscape has been dominated by COVID-19 and the return of sport and recreation. WISPA has continued its advocacy in this space, arguing for more investment and support for women and girls, who have been disproportionately affected.



Women You Can Bank On panellists Liz Dawson MNZM, Raewyn Lovett ONZM, Dr. Johanna Wood, Dr. Farah Palmer, and moderator Rachel Smalley.

SOCIAL MEDIA NGĀ PAE PĀPĀHO PĀPORI

WISPA CHANNELS

Platforms	Joined	Interactions
 FACEBOOK	March 2017	3,257 Followers (+25%)
 TWITTER	March 2017	547 Followers (+17% YOY)
 INSTAGRAM	January 2019	1,043 Followers (+55% YOY)
 LINKEDIN	January 2019	2,406 Followers (+59% YOY)
 WEBSITE	January 2019	41,941 Visitors (+126% YOY) 42secs average session 29% AUS; 46% NZ; 6.9% US; 1.6% INDO & SING

IWG CHANNELS

Platforms	Joined	Interactions
 FACEBOOK	October 2010	27,728 Followers (-2% YOY)
 TWITTER	October 2010	11,390 Followers (+6% YOY)
 INSTAGRAM	March 2019	548 Followers (+103% YOY)
 LINKEDIN	March 2019	481 Followers (+103% YOY)
 WEBSITE	March 2019	34,988 Visitors (+111% YOY) 1m:51 average session 14% US; 13% NZ; 8% UK & CHI 7% AUS



Kei aku Rangatira, tēnā koutou katoa.

Kia ora. Hello. I am incredibly proud of the progress that has been made this year as we continue on our journey toward and beyond the 8th IWG World Conference on Women & Sport, from 5-8 May 2022.

Despite the ongoing pressures caused by COVID-19, our New Zealand Secretariat team has continued its work in support of the International Working Group on Women & Sport global network. We have pre-recorded dozens of messages or presented live at events and conferences around the world. We have coordinated IWG Global Executive appearances at significant online gatherings, including the United Nations Commission on the Status of Women (UN CSW65). And we have worked closely with our global partners at WomenSport International (WSI) and the International Association of Physical Education and Sport for Girls and Women (IAPESGW) on joint global advocacy, especially in relation to DSD regulations.

In addition, the team ran the global bid to select the incoming IWG Secretariat nation for 2022-2026, taking over from Aotearoa New Zealand. This was a highly competitive global process and following an outstanding bid from the United Kingdom, we were delighted to announce them as the next IWG Secretariat.

Underlying all of this, the team continued its exceptional work accelerating toward the delivery of the 8th IWG World Conference on Women & Sport. Last year, we made the strategic decision to turn the conference into a hybrid event for the very first time, in response to COVID-19. We will now run an in-person event here in Tāmaki Makaurau Auckland, with a highly interactive virtual event running alongside on our world class conferencing system. Significant milestones have included the development of the content framework, the global call for submissions (which received over 300+ applications) and the opening of the registrations in August. A huge welcome to Spark Sport and SkyCity, who joined us on the broadcast and technology; and hotel and entertainment fronts, to enhance both the virtual and physical events. My congratulations to Pauline Harrison and her INNOV8 Programming team worldwide. Over 150+ members from 30 nations are contributing to the development of an outstanding programme.

And finally, I was thrilled to see the IWG Insight Hub go live on 29 September 2021, after nearly 3 years of planning and 8 months of build work. This is an incredible achievement for the New Zealand Secretariat, and I am excited to see the more localised WISPA Insight Hub go live shortly. Both hubs support our theme "Change Inspires Change." They are places to share change case studies, research and toolkits, to inspire others to deliver more change. They will be our legacy from hosting the IWG.

Find out more about us at iwgwomenandsport.org or on Facebook, Twitter, LinkedIn and Instagram.

Stay safe, keep talking about and acting on these important issues.

Nāku noa, nā,

Raewyn Lovett | ONZM
IWG Co-Chair – New Zealand



Captains Lunch 2021, Rt Hon Jacinda Ardern.



women
in sport

TAKE IT GLOBAL! Ki te Ao!

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

- Preparations to stage the 8th IWG World Conference on Women & Sport in May 2022 accelerated significantly, with key milestones including: the appointment of our professional conference organiser; the global call for submissions to present at the event (which attracted over 300+ submissions); and the launch of registrations to attend virtually or in-person. The Innov8 Programming team has increased to 150 members from 30 countries across 5 continents. Together they are building the conference programming around five themes (Leadership; Social Change; Active Lives; High Performance and Social Change), to be examined through seven lenses (Indigeneity, Technology, Data and Innovation, Health and Wellbeing, Systems, Resource and Investment, Environmental Sustainability, Human Rights, Integrity and Accountability).
- WISPA appointed digital agency Gravitare as technical partner to support the build and delivery of the first global IWG Insight Hub, with support from brand agency, Bob's Your Uncle. The Insight Hub is a collection of insights that show how individuals and organisations worldwide are positively impacting the landscape for women and girls in sport and physical activity. It will be launched at the third edition of the Sport NZ Women + Girls Summit with the support of Insight Partners, including WomenSport International (WSI) and the International Association of Physical Education and Sport for Girls and Women (IAPESGW). The Aotearoa New Zealand version of the Insight Hub will be launched in November 2021. It will focus on local stories from Aotearoa and the Pacific. The IWG Insight Hub will be passed on as New Zealand's legacy to IWG.
- The global bid for the IWG Secretariat and World Conference 2022 – 2026 began in late 2020, initially attracting interest from over 10 countries around the world. In June 2021, at the IWG Annual General Meeting, the IWG Global Executive ratified the recommendation to appoint the UK as the next host, taking over on 1 October 2022. The UK presented a truly outstanding bid.
- The IWG Global Executive and IWG New Zealand leadership continued to present at global events and conferences, albeit digitally due to COVID-19. Engagements have included the UN Commission on the Status of Women 2021 (UN CSW65) NGO Forum; The Sport Management Association of Australia and New Zealand Conference (SMAANZ Week 2020) and the launch of the 'Guidelines for Gender-responsive Sports Organizations' by HeForShe, UN Women Turkey.
- WISPA continues to deliver against IWG Secretariat obligations. Key highlights have included staging a digital AGM for the 13 IWG Global Executive members in June 2021. The Brighton plus Helsinki 2014 Declaration continues to be administered and WISPA also continues to coordinate IWG's global response to issues, such as COVID-19, DSD regulations and transgender issues. WISPA coordinated formal congratulations from the IWG Global Executive to the Swiss government, after the announcement of the UNESCO Global Observatory for Women, Sport, Physical Education & Physical Activity. IWG, WSI and IAPESGW worked together on the feasibility study.



1 year to go until the 8th IWG World Conference on Women & Sport was celebrated at the Captains Lunch, Eden Park, Auckland

PILLAR 5 TE POU TUARIMA



Gold medalist, Anna Grimaldi, Tokyo 2020 Paralympic Games



Gold medalist, Tupou Neiufi, Tokyo 2020 Paralympic Games

SECURE THE FUTURE Herea kia ngita

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

- WISPA is committed to *Te Tiriti o Waitangi* as the founding document of Aotearoa New Zealand. Our strategy outlines a set of core values, including a belief that “Sport and recreation should be fully inclusive of diverse communities” and that “Māori women and girls need to be supported to a place of equity within sport and recreation.” WISPA is committed to improving cultural capability and delivery across every aspect of our work around the motu, and in delivery of the 8th IWG World Conference on Women & Sport. 12 members of the WISPA Board, Team and Agency network completed a 40-hour intensive *Te Kaa* training with Ngāti Whātua Ōrākei and Precious Clark at Maurea Consulting. *He Wāhine Toa kei te Kokiri* (Strong women making a move) was setup to advance the kaupapa of WISPA for Māori women and girls. The Rōpū are leading the bicultural aspects of the IWG World Conference next May, and working with the WISPA Board to establish objectives and develop the new WISPA Strategic Plan 2022 – 2026 with a Te Aō Māori lens. The Rōpū is chaired by WISPA Foundation Member, Pam Elgar (*Ngāruahine me Te Atiawa*).
- The development of the new WISPA Strategic Plan began in earnest in early 2021, led by board member Martin Snedden. A range of stakeholders are being consulted, including Sport NZ, the *He Wāhine Toa kei te Kokiri*, and the Foundation Members. Process to be completed Q1 2022.
- WISPA is incredibly grateful for every partner that joins in support of the mission, particularly the bi-cultural aspects. This year, we were delighted to welcome Māori Women's Development Inc (MWDI). The partnership was announced at the Captains Lunch in May and focuses on boosting engagement of wāhine Māori of all ages in play, active recreation and sport. The initiative will support wāhine Māori into positions of influence and provide mentorships and scholarships for those interested in sport business and journalism. *He Wāhine Toa kei te Kokiri* Rōpū will provide the strategic framework and delivery mechanisms to ensure the overall partnership is successful.
- The Board of WISPA increased to ten members at the AGM in October 2020, with two new Board members appointed – Erin Roxburgh-Makea and Tim Corbett – and a third non-voting associate board member also added – Kelly Evans. The WISPA Audit & Risk Committee, chaired by Nicki Nicol, continues to closely support the CEO especially with preparations for IWG 2022.
- The WISPA has increased to five core team members, with the Chief Executive being joined by a new full-time Programme Director, Nicky van den Bos, in July 2020. In February 2021, former AUT Intern Shanee Kiriau took up a full-time position as Digital & Community Coordinator, and in March 2021, a full-time Marketing & Communications Manager, Peta Forrest, joined the team. Nicky van den Bos went on Maternity Leave in July 2021, so in June 2021 WISPA was delighted to welcome Charlotte Guscott-Gregory on a one-year fixed term agreement to cover this maternity and to also stay on in a Project Manager role through the delivery of the IWG World Conference.
- WISPA has now completed its third annual audit. WISPA would like to acknowledge Sherry Yang and David Brewis and Aktive shared services, for their fantastic work as WISPA's accountants. WISPA would also like to formally acknowledge to exceptional work of Gravitare and Bob's Your Uncle in supporting WISPA to realise the vision for the IWG Insight Hub and World Conference.

FINANCIAL STATEMENTS 2020 – 2021

NGA PŪRONGO PŪTEA 2020 – 2021

Entity Information

Women in Sport Aotearoa Incorporated For the year ended 30 June 2021

'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

James Gibson

Nicki Nicol

Pauline Harrison

Martin Snedden

Erin Roxburgh-Makea (from October 2020)

Tim Corbett (from October 2020)

Kelly Evans (Associate; from October 2020)

Main Sources of Entity's Cash and Resources

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

Main Methods Used by Entity to Raise Funds

Major income is from Sport New Zealand, ATEED, New Zealand Community Trust and Māori Women's Development Inc.

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.

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 2021

The Board members of Women in Sport Aotearoa Incorporated are pleased to present the Performance Report for year ended 30 June 2021.

APPROVED



Julie Paterson
Co-Chair & Co-Founder
Date **4 August 2021**.....



Sarah Leberman
Co-Chair & Co-Founder
Date **4 August 2021**.....

Statement of Service Performance

Women in Sport Aotearoa Incorporated For the year ended 30 June 2021

'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 currently, we are also the global delivery agent for the International Working Group (IWG) on Women and Sport Secretariat & Conference 2018-2022, with the 8th IWG World Conference taking place in Tāmaki Makaurau Auckland from 5-8 May 2022.

	2021	2020
Description and Quantification of the Entity's Outputs		
Number of followers on social media for WISPA / IWG	47,427	44,286
Number of website visitors for WISPA / IWG	46,372	23,296
Number of physical / digital event attendees for WISPA / IWG	1,643	350
Number of global and domestic speaking engagements for WISPA / IWG	7	50
Number of media interviews and opinion pieces for WISPA / IWG	26	60
Number of people who received global communication from WISPA / IWG	7,000	6,000

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 organisations through the provision of evidence and tools designed to positively influence decision-making behaviours around gender. The ambitions are to drive gender balance on Boards and in Senior Leadership Teams; ensure that all sports organisations have active gender equity policies supporting the full inclusion of women and girls; support all sport and active recreation organisations 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 8th IWG World Conference on Women & Sport in May 2022, the largest gathering of those engaged or interested in gender equity and equality in sport and physical activity. WISPA is working with 150+ global experts to design the programming. Our Professional Conference Organiser was appointed in March and the WISPA Operations Team has been working closely with them 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.

Additional Information

In 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 2021

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

	NOTES	2021	2020
Revenue			
Donations, fundraising and other similar revenue	2	732,554	351,424
Revenue from providing goods or services	2	-	52,570
Interest, dividends and other investment revenue	2	1,088	2,963
Other revenue	2	23,672	31,207
Total Revenue		757,314	438,164
Expenses			
Volunteer and employee related costs	3	421,182	237,948
Costs related to providing goods or service	3	244,819	183,911
Grants and donations made	3	400	500
Other expenses	3	15,781	12,638
Total Expenses		682,183	434,997
Surplus/(Deficit) for the Year		75,131	3,167



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 2021

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

	NOTES	30 JUN 2021	30 JUN 2020
Assets			
Current Assets			
Bank accounts and cash	4	764,329	191,245
Debtors and prepayments	4	13,938	30,230
Other Current Assets	4	300,000	-
Total Current Assets		1,078,266	221,476
Non-Current Assets			
Property, Plant and Equipment	6	23,044	27,583
Total Non-Current Assets		23,044	27,583
Total Assets		1,101,310	249,059
Liabilities			
Current Liabilities			
Creditors and accrued expenses	5	69,370	9,290
Employee costs payable	5	19,582	6,288
Unused donations and grants with conditions	5	888,375	178,672
Other current liabilities	5	5,956	5,956
Total Current Liabilities		983,283	200,206
Non-Current Liabilities			
Loans	5	15,874	21,831
Total Non-Current Liabilities		15,874	21,831
Total Liabilities		999,157	222,037
Total Assets less Total Liabilities (Net Assets)		102,153	27,022
Accumulated Funds			
Accumulated surpluses or (deficits)	7	102,153	27,022
Total Accumulated Funds		102,153	27,022



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 2021

'How the entity has received and used cash'

	2021	2020
Cash Flows from Operating Activities		
Cash Flows from Operating Activities		
Cash was received from		
Donations, fundraising and other similar receipts	1,458,549	290,971
Revenue from providing goods or services	-	52,570
Interest, dividends and other investment income	1,088	2,963
Other revenue	23,672	31,207
Total Cash was received from	1,483,309	377,711
Cash was applied to		
Payments to suppliers and employees	(596,949)	(443,852)
Donations or grants paid	(400)	(500)
Total Cash was applied to	(597,349)	(444,352)
Total Cash Flows from Operating Activities	885,960	(66,641)
	2021	2020
Cash Flows from Investing and Financing Activities		
Payments to acquire fixed assets	(6,920)	-
Repayment of loans borrowed from other parties	(5,956)	(5,956)
Payments / transfer to short term investment	(300,000)	-
Total Cash Flows from Investing and Financing Activities	(312,876)	(5,956)
	2021	2020
Net Increase / (Decrease) in Cash		
Net Increase / (Decrease) in Cash	573,084	(72,597)
	2021	2020
Cash Balances		
Cash and cash equivalents at beginning of period	191,245	263,842
Cash and cash equivalents at end of period	764,329	191,245
Net change in cash for period	573,084	(72,597)



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 2021

'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 - 3 years expected useful life - 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 2021

1. Accounting Policies

Refer to "Statement of Accounting Policies".

	2021	2020
2. Analysis of Revenue		
Donations, fundraising and other similar revenue		
ATEED	50,000	50,000
Donations	1,451	1,223
Fundraising	5,728	-
Grants Income	25,000	25,000
Sponsorship In Kind	54,250	32,701
Sport New Zealand	591,125	242,500
Tourism New Zealand	5,000	-
Total Donations, fundraising and other similar revenue	732,554	351,424
Revenue from providing goods or services		
Ticket Sales	-	52,570
Total Revenue from providing goods or services	-	52,570
Interest, dividends and other investment revenue		
Interest Received	1,088	2,963
Total Interest, dividends and other investment revenue	1,088	2,963
Other revenue		
Board Consultancy Income	7,500	11,250
Other Income	16,172	19,957
Total Other revenue	23,672	31,207
	2021	2020

3. Analysis of Expenses

Volunteer and employee related costs

ACC Levy	1,416	759
Board Expenses	5,709	2,900
Contractor / Consultant Fees	58,795	40,861
FBT	-	2,760
Kiwisaver Employer Contributions	8,762	5,548
Salaries	311,818	184,624
Staff Recruitment	450	495
Staff Professional Development	34,232	-
Total Volunteer and employee related costs	421,182	237,948

Costs related to providing goods or services

Banners & Brochures	-	1,154
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	2021	2020
Computer Expenses	52,276	10,867
Conferences / Workshops / Seminars	166	-
General Expenses	1,679	818
Gift	672	1,190
Imagery & Filming	2,664	1,730
Insurance - Directors	1,960	1,736
Insurance - Office	499	514
Insurance - Public Liability	-	681
Insurance - Travel	785	912
Insurance - Vehicle	1,090	1,044
IWG WISPA Contribution	9,200	-
Marketing and Communication	46,423	27,852
Meals & Catering	7,861	16,779
Media Monitoring	3,024	3,059
Office Supplies	1,967	1,247
Phone - Mobile	2,799	1,815
Postage	65	-
Professional Charges	45,888	29,003
Programme Costs	12,965	2,500
Rent	18,455	16,362
Subs & Contributions	407	-
Travel & Accom - International	-	17,076
Travel & Accom - National	2,553	19,940
Vehicle Exp - Parking	8,254	4,034
Vehicle Exp - Petrol / Oil	1,420	1,160
Vehicle Exp - Repairs & Maintenance	227	95
Venue	4,995	20,130
Website Expense	16,526	2,211
Total Costs related to providing goods or services	244,819	183,911
Grants and donations made		
Koha	400	500
Total Grants and donations made	400	500
Other expenses		
Audit Fees	2,100	(1,100)
Bank Charges	274	179
Depreciation	11,459	11,067
Interest HP	1,948	2,291
Interest Paid	-	200
Total Other expenses	15,781	12,638

	2021	2020
4. Analysis of Assets		
Bank accounts and cash		
Cheque Account	284,434	11,495
Savings On Call	479,895	179,751
Total Bank accounts and cash	764,329	191,245
Debtors and prepayments		
Accounts Receivable	6,587	20,125
Prepaid Expenses	7,162	10,014
Sundry Debtors	188	91
Total Debtors and prepayments	13,938	30,230
Other current assets		
Term Deposit 75	100,000	-
Term Deposit 76	200,000	-
Total Other current assets	300,000	-
	2021	2020
5. Analysis of Liabilities		
Creditors and accrued expenses		
Accounts Payable	41,848	2,994
Accruals	15,269	3,908
Credit Card - Rachel Froggatt	2,591	627
Credit Card - Nicky	894	-
GST	8,768	1,761
Total Creditors and accrued expenses	69,370	9,290
Employee costs payable		
Holiday Pay Provision	8,755	2,192
PAYE Payable	10,827	4,095
Total Employee costs payable	19,582	6,288
Unused donations and grants with conditions		
Income Received in Advance	888,375	178,672
Total Unused donations and grants with conditions	888,375	178,672
Other current liabilities		
Hire Purchase Loan - Current Portion	5,956	5,956
Total Other current liabilities	5,956	5,956
Loans		
Hire Purchase Loan - Non Current Portion	15,874	21,831
Total Loans	15,874	21,831

	2021	2020
6. Property, Plant and Equipment		
Website		
Website	12,400	12,400
Website Accumulated Depreciation	(9,989)	(5,856)
Total Website	2,411	6,544
Motor Vehicles		
Vehicles	28,003	28,003
Accumulated depreciation - Vehicles	(13,068)	(7,467)
Total Motor Vehicles	14,935	20,535
Plant and Equipment		
Plant and equipment	10,142	3,222
Accumulated depreciation - plant and equipment	(4,444)	(2,719)
Total Plant and Equipment	5,698	504
Total Property, Plant and Equipment	23,044	27,583
	2021	2020

7. Accumulated Funds

Accumulated Funds		
Opening Balance	27,022	23,856
Current year surpluses or (deficits)	75,131	3,167
Total Accumulated Funds	102,153	27,022
Total Accumulated Funds	102,153	27,022

8. Commitments

There are no commitments as at 30 June 2021 (Last year - nil).

**9. Contingent Liabilities and Guarantees**

There are no contingent liabilities or guarantees as at 30 June 2021 (Last year - nil).

	2021	2020
10. Sponsorship Provided to the Entity in Kind		
Sponsorship Provided to the Entity in Kind		
Simpson Grierson - Legal Fees	31,295	11,935
Sport NZ - Rent for Sport Central	18,455	16,362
Tourism NZ - Supply IWG brochures, consultant & film	4,500	1,154
Wellington City Council - Venue hire (Te Papa)	-	3,250
Total Sponsorship Provided to the Entity in Kind	54,250	32,701

11. Events After the Balance Date

There were no events that have occurred after the balance date that would have a material impact on the Performance Report (Last year - nil).

12. Related Parties

- Sarah Leberman is a Board Member of WISPA and a member of High Performance Sport NZ (HPSNZ) Women & Sport Advisory Group. She is also a Professor of Massey University. She has made donation and received payments from WISPA for expense reimbursement during the year.
- Louisa Wall is a Board Member of WISPA and also an MP in the New Zealand Government. Income was received from New Zealand Government via Sport NZ during the year.
- Martin Snedden is a Board Member of WISPA and also the Auckland Advisory Committee member of New Zealand Community Trust. He is also a member of 'Destination Auckland 2025' Industry Leaders Group for Auckland Tourism Events & Economic Development (ATEED).
- Erin Roxburgh-Makea is a Board Member of WISPA and Oceania Handball Federation. She has received expense reimbursement during the year.
- Kelly Evans is a Board Member of WISPA and she is also the Managing Director of Cultivate Group Limited. She has received expense reimbursement during the year.

All transactions with related parties were on normal commercial terms and none received any preferential treatment.

	2021	2020
Revenue (excluding GST)		
ASB Bank Limited	-	2,751
Massey University	15,000	-
Donation (from Sarah Leberman)	291	300
Sport New Zealand	1,252,000	247,500
New Zealand Community Trust	25,000	25,000
Auckland Tourism Events & Economic Development (ATEED)	-	50,000
High Performance Sport NZ	-	1,200
Total Revenue (excluding GST)	1,292,291	326,751

	2021	2020
Expenses (excluding GST)		
ASB Bank Limited	-	247
Sarah Leberman expense reimbursement	1,099	1,653
Louisa Wall expense reimbursement	940	-
Erin Roxburgh-Makea expense reimbursement	143	-
Kelly Evans expense reimbursement	300	-
Sport New Zealand	-	705
Total Expenses (excluding GST)	2,482	2,605

	2021	2020
Accounts Receivable (including GST)		
Sport New Zealand	-	20,125
Total Accounts Receivable (including GST)	-	20,125

	2021	2020
Accounts Payable (including GST)		
Sport New Zealand	124	-
Total Accounts Payable (including GST)	124	-

13. Ability to Continue Operating

The entity will continue to operate for the foreseeable future.



INDEPENDENT AUDITOR'S REPORT

To the board members of the WOMEN IN SPORT AOTEAROA INCORPORATED for the year ended 30 June 2021

Report on the Performance Report

Opinion

We have audited the performance report of the WOMEN IN SPORT AOTEAROA INCORPORATED on pages 15 to 28, which comprise the statement of financial position as at 30 June 2021, the statements of financial performance, entity information, service performance, and 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;
- b) the performance report on pages 15 to 28 presents fairly, in all material respects:
 - the financial position of the WOMEN IN SPORT AOTEAROA INCORPORATED as at 30 June 2021 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 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 International Standard on Assurance Engagements (NZ) ISAE (NZ) 3000 (Revised). 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 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 audit opinion.

Other than in our capacity as auditor we have no 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 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 ISAE (NZ) 3000 (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 the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of this performance report.

We are also required to apply the explanatory guides (EG) Au 1 & EG Au 9.

As part of an audit in accordance with ISAs (NZ) and ISAE (NZ) 3000 (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.
- 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: Peter Conaglen CA

Chartered Accountants - South Auckland

4th August 2021



women in sport

Ngā Wāhine Hākinakina o
AOTEAROA

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FRIENDS & ALLIES

