



# SEVENTH ANNUAL REPORT AND AUDITED FINANCIAL STATEMENTS

JULY 2022 -  
JUNE 2023

TE PŪRONGO Ā-TAU TUAWHITU ME  
TE PŪRONGO AROTAKE PŪTEA

HŌNGONGOI 2022  
– PIPIRI 2023



WOMEN IN SPORT AOTEAROA  
NGĀ WĀHINE HĀKINAKINA O AOTEAROA

# OFFICERS AND MEMBERS NGĀ ĀPIHA ME NGĀ MEMA

## Board:

**Julie Paterson:** Co-Chair and Co-Founder — Chief Executive, Tennis New Zealand; Foundation Member  
**Sarah Leberman MNZM:** Co-Chair and Co-Founder — Professor, Massey University; Foundation Member  
**Louisa Wall (Ngāti Tuwharetoa, Waikato, Ngāti Hineuru Nga iwi):** The NZ Ministry of Foreign Affairs and Trade (MFAT) Ambassador for Gender Equality (Pacific) Tuia Tāngata; former Athlete; Foundation Member (until October 2022)  
**Pauline Harrison:** Specialist in executive coaching, strategy and leadership development; Foundation Member  
**Martin Snedden CNZM:** Chairperson, New Zealand Cricket; former Black Cap  
**Erin Roxburgh (Ngāti Porou):** Lecturer, Victoria University, Future Director, Sport New Zealand, NZ Women's Beach Handball and Indoor Handball Squad Member  
**Tim Corbett:** Chief Executive, Health Informatics New Zealand  
**Kelly Evans:** Managing Director, Cultivate Group  
**Mary Gardiner:** Chair of WISPA Audit & Risk Committee, Fellow Chartered Accountant; Chair of Netball Northern Zone  
**Jayne Jordan:** Chartered Accountant; Financial Controller, New Zealand Rugby  
**Mere Rangihuna (nee Ngawati) - Ngāti Hine, Ngāti Manu, Te Uri-o-Hau, Ngāti Whātua o Kaipara.** Team Manager, AVIS Magic Waikato Bay of Plenty | Event Producer, Aktive (from October 2022)  
**Rachel Froggatt:** Chief Executive (Finished December 2022)  
**Nicky van den Bos:** Programme Director (promotion to Chief Executive Officer, December 2022)  
**Sha'nee Kiriau:** Community & Digital Delivery Manager (finished June 2023)  
**Peta Forrest:** Marketing & Communications Manager (finished June 2023)  
**Hayley Griffith:** Project Event Manager (contract, September- December 2022)  
**Kaija Ruck:** International Intern (contract, September - December 2022)

## 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:** Director and Consultant, Strategic Reality  
**Steph Bond:** Executive Manager, New Zealand Netball Players 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 Curgenvan:** General Manager Strategy, Investment and Environments, Aktive Auckland  
**Pam Elgar:** (Ngāruahine me Te Atiawa): Chair of He Wāhine Toa Kei Te Kokiri  
**Sue Emerson:** Lead Academic Programme Manager, Unitec Institute of Technology  
**Pauline Harrison:** International Coaching Consultant; current Board Member  
**Michelle Hollands:** Strategy and Business Performance Consultant, Fresh Minds and Director, Active Health NZ  
**Sarah Leberman:** Professor of Leadership, Massey University; current Co-Chair/Board Member  
**Raewyn Lovett:** Partner, Duncan Cotterill; Chair, Sport New Zealand and High Performance New Zealand  
**Meg Luff:** Founder | Head of Strategy & Partnerships | Sharpe Marketing  
**Kirikaiahi Mahutariki (Te Arawa, Mataatua – Cook Islands):** Principal at Taiiti Advisory  
**Laura Menzies:** CEO, Northern Region Football  
**Julie Paterson:** CEO, Tennis New Zealand  
**Kirsten Patterson:** Chief Executive, Institute of Directors in New Zealand  
**Sarah Sandley:** Director  
**Kereyn Smith:** Director and Consultant  
**Louisa Wall (Ngāti Tuwharetoa, Waikato, Ngāti Hineuru Nga iwi):** Ambassador for Gender Equality (Pacific)/Tuia Tāngata; Former Black Fern & Former Silver Fern  
**Dianne Williams:** Independent Director

# TABLE OF CONTENTS RĀRANGI KAUPAPA

Officers and Members .....	4
Table of Contents .....	3
Co-Chairs and CEO Report .....	4
Operational Highlights 2022 - 2023 .....	6
Financial Statements 2022 - 2023 .....	20

# 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

**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



**Nicky van den Bos**  
Chief Executive

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

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

**We are pleased to share that the past year has demonstrated continued positive progress towards our vision of women/wāhine and girls/kōhine being valued, visible and influential in sport and active recreation with a very welcome return to pre-COVID settings in sport and active recreation, following the peak of the pandemic. We are, however, navigating a raft of new challenges not previously faced through adverse weather events nationwide and the real risk that climate change presents both, to our sector as a whole, and critically to women and girls thriving within it. Whilst progress is happening, WISPA is very much aware of the ongoing urgent need for deeper systems change, particularly in the face of any future environmental, political, economic, and cultural challenges that will inevitably come our way.**

Late in 2022, WISPA was delighted to present our new five-year strategic direction through to 2027, to our stakeholder group, following a very consultative refresh process. WISPA's goal remains the same with our ambition to see value, influence and visibility for all our women/wāhine and girls/kōhine. To achieve this, our revised strategy renews our focus on our domestic priorities for all women/wāhine and girls/kōhine and in particular first peoples/mana whenua as a priority in Aotearoa. Building on the strength of our foundation years as a platform for growth, we are focussed on our strategic goals and putting those into action over the next phase of our organisations development.

In a year that cannot be understated in terms of the chance to 'see her be her', late in 2022 we celebrated a massive home BLACKFERNS rugby world cup tournament win that aligned the nations view of our elite female rugby athletes and recognised the immense value of women's sport to fans, brands and communities. Following a sold-out, exhilarating final at Eden Park, WISPA continuing the momentum delivered a successfully engaging sector event – the 8th IWG World Conference, bringing together a global community in Tamaki Makaurau for a week of reconnection, collaboration and problem solving. And finally, through the beginnings of 2023, we rallied again around an exciting build up like no other towards the co-hosted FIFA Women's World Cup 2023 which saw significant facility upgrades delivering lasting opportunity for females participating and competing in football. Our community can be so proud of the display of manaakitanga, kaitiakitanga and in sharing Aotearoa's culture and people with the world through hosting these successful major sporting events.

On International Women's Day this year, Sport New Zealand Ihi Aotearoa released their Women and Girls Plan, a roadmap to June 2024 which conveyed the progress and success to date from the 2018 strategy launch and with a clear direction on what is still required to shift the sector further towards equity and inclusion goals. It is evident that we have experienced a growth in the number of women/wāhine and girls/kōhine leading and participating in sport and active recreation with more attributable visibility and value, yet more work is required to reduce barriers and increase representation across all women/wāhine and girls/kōhine to truly experience equitable outcomes and opportunities.

The progress to date would not have been possible without the leadership and actions of Sport New Zealand, its partners, sector organisations and stakeholders. We recognise and appreciate the immense contribution of the collective towards creating positive change for women/wāhine and girls/kōhine in Aotearoa and WISPA is eager to continue to drive forward the change alongside you all.

2023 has brought about significant change for our organisation post IWG and with changes in the leadership and people. On behalf of the entire board, foundation members and WISPA team, we would like to acknowledge our inaugural CEO; Rachel Froggatt and WISPA team; Shanee Kiriau and Peta Forrest for their extensive contributions to WISPA's Kaupapa. At the time of preparing this report, we would also like to share that by the end of 2023, both Julie and Sarah will have stepped away from their formal roles following co-founding WISPA and seven years of leading the organisation and board group, to enable the new WISPA leadership to drive us forward into the future and towards our vision.

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 through the past year and in particular through staging of the IWG Conference. From this pivotal moment, WISPA has amplified its domestic platform through which we will continue to advocate for a more equitable future for our women/wāhine and girls/kōhine in sport and active recreation in Aotearoa.

**Nei rā te mihi maioha ki a koutou katoa. A warm and affectionate greeting to you  
Hoake tātou! all. Let us proceed together!**

**Julie Paterson**  
Co-Chair and Co-Founder

**Sarah Leberman**  
Co-Chair and Co-Founder

**Nicky van den Bos**  
Chief Executive



# HIGHLIGHTS 2022 – 2023 NGĀ MAHI MATUA 2022 – 2023

## PILLAR 1 TE POU TUATAHI

### CHALLENGE THE SYSTEM Uia ngā Pātai

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

#### WISPA Insight Hub

Following the launch of the WISPA Insight Hub earlier in 2022, the platform has continued to grow its variety of content, reach and relevance as a tool that can service the whole sector as a 'go to' for resources and information relating to women and girls.

The Insight Hub was created as a domestic legacy project from our hosting of the International Working Group secretariat and our vision is for this resource to remain accessible, user-friendly and well connected across various levels, activities and regions in Aotearoa.

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

- 53 Insights
- 11 Case Studies, 8 ToolKits, 13 News Articles, 4 Research
- 52 Authors
- 23 partnerships

A project is underway to house the IWG conference content on the Hub as freely available and alongside this we are seeking to build on our current insight partnerships with expanding the content variety on offer for users.

#### IWG Progress Report

During the IWG Conference, WISPA as the host secretariat released the summary and full findings of the IWG Progress Report (2018 -2021), contracted to Lumin (a research agency here in Aotearoa) and led by Robyn Cockburn and Lucy Atkinson.

The report highlights both the global progress made and the ongoing challenges from the global pandemic which has created a range of lasting constraints for women and girls in sport.

Feedback from respondents highlighted key issues that remained from the previous report in 2018;

- Lack of women in leadership positions
- Gender based violence in sport
- Lack of women's coverage/portrayal in sports media with some new priorities emerging within the latest data
- Lack of women coaches and instructors
- Discrimination/gender bias in elite system.

A staggering 95% of organisations that responded were impacted by the pandemic, some of which will feel those impacts for some time still and the detrimental consequences this could have on women and girls' participation, programmes and competition. However, amidst unprecedented challenges, positive progress was recorded, underpinned by determination to succeed, a willingness to share good practice and recognition of the importance and value in tracking and measuring progress.

The full summary report is hosted on our Insight Hub for further reading.

#### Support to Sector Research Projects

WISPA continues to advocate for research projects in the sector that evidence the case for systems change through our network, government and academic partnerships.

The findings of the 2022 Sport New Zealand Sports Media and Gender analysis were released in early 2023 following two previous iterations of the report which continue to demonstrate year on year growth in women's media coverage in Aotearoa.

Given the increased visibility of local and offshore elite competition for our females in 2022 with the impacts of the Cricket and Rugby World Cups and 2022 Commonwealth Games, we are pleased to see again a reported increase in the share of women's sports news growing to 28% in 2022 (previously 21% in 2021) with Cricket, Rugby and Football attributing the highest rates of coverage.

## PILLAR 2 TE POU TUARUA

### LEAD THE CHANGE Kōkiritia kia tōkeke

**Strategic Intent:** Increasing representation of first peoples/mana whenua, women and girls in leadership

#### Whanake o te Kōpara

In partnership with the Shift Foundation, in 2022 and 2023 we have continued the 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.

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 impact report for 2022 demonstrates a broad range of value taken from participating in the programme both individually and collectively. Highlights include;

- Significant growth in personal confidence and peer connections
- Deeper understanding of tikanga Māori, Te Tiriti o Waitangi and te ao Māori
- Strong sense of empowerment to contribute to the wellbeing of their communities
- Recognition of the value of leadership concepts that do not fit traditional models.

Following the completion of the third edition of the programme this year, we will commence impact evaluation across the cohorts to understand the long-lasting benefit of the leadership development investment and further opportunities created for those individuals and the communities, peers or colleagues they are connected to.

Through the cohorts, we are in the process of building an engaged alumni network of young women for ongoing support to each other and other young women passionate about equity and the role of physical activity in wellbeing. We will be delivering another cohort of the programme in 2024 with funding received to continue this important mahi.

#### Pacific Women's Leadership Programme

WISPA is very proud to be piloting a Pacific Women's Leadership Programme aimed at emerging female leaders in sport and physical activity from Fiji, Tonga, Samoa and the Cook Islands. Through generous support from the U.S. Department of State and the Ministry of Foreign Affairs and Trade, in 2023 we will be delivering a first in kind international leadership development opportunity for women residing in those island nations who work, volunteer and lead through sport and physical

activity where we know there is a deep need to facilitate professional and personal development and connections.

The programme modelled off the Global Sports Mentoring out of the United States will provide for ten females travelling to Tāmaki Makaurau in August 2023 to participate in a one week residential hosted by Women in Sport Aotearoa and Pasifika SiS – Sisters in Sport, followed by an in-organisation work experience with local sports and regional trust organisations.

The intention over and above individual development is to support these women with action planning a project for change on island which will contribute to positive outcomes and benefits for women and girls through the vehicle of sport and activity.

Additionally, this is a significant opportunity for WISPA to learn from the women in sharing their unique cultural differences, values and challenges that will support our domestic goals here in Aotearoa, improving opportunities for all women and girls.

At the time of printing, the residential and work experience programme has been successfully delivered and we eagerly await the independent evaluation report and monitoring progress of the intended projects in action.

#### Gender Equity Programmes and Tools

As part of the strategic refresh, WISPA's intended outcome to provide tools and programmes that improve Gender Equity Performance is the realisation of our ability to provide professional support, resources and measurement that will contribute to improvements in the level of equity within our sports and recreation organisations, locally, regionally and nationally here in Aotearoa.

We will shortly be piloting a measurement tool that will track progress towards Gender Equity and recommend key actions for implementation with a selection of organisations involved in the pilot programme.

Sport New Zealand is acknowledged as a funder of the pilot programme as it contributes directly to its Women and Girls Action Plan priority to support sector organisations toward taking strategic approaches in advancing equity for long-term sustainable change outcomes.

We are grateful to be supported by subject matter experts as part of our working group and a team of former athletes that have selected this Gender Equity Tool as a special project for their NZOC Wāhine Toa leadership programme.



## KYLIE MOANA TERESA HEIHEI

2023 Whanake o te Kōpara participant

*“This six-month journey has been nothing short of transformative for me and all the other kōhine/young women fortunate enough to be a part of it. Your dedication to guiding and mentoring us has left an indelible mark on our lives.”*



# CORRECT THE INTERNET

Help make sportswomen visible

## BE THE VOICE Whakapuakina te Reo

**Strategic Intent:** Ensure women and girls have a powerful and respected voice

### Hine Manawa Rau

WISPA's national network, aimed at building connection, collaborative opportunities, and a larger impact toward systemic change in the sector has been very kindly gifted a name by our iwi partner, Ngāti Whātua Ōrākei. The chosen name 'Hine Manawa Rau' meaning women of multiple qualities and possibilities is a very fitting symbolic identity to the intention, purpose and composition of the network and we are very appreciative of this taonga.

Hine Manawa Rau has continued to form and establish over the year with the beginnings of an action plan underway. Early in 2023, an online network gathering was delivered with members sharing and measuring what impact and opportunities have arisen for women and girls across our spaces in the six months since the IWG conference. What was evident, was that the connections formed, and the inspiration drawn from the event had provided significant time and energy investment into strategies and programmes being implemented and/or delivered locally. Through our new strategic plan, we are preparing a full programme of activities, education opportunities, networking and support services to truly enable a cross sector collaborative effort for wide reaching impact.

Thank you to our partners and supporters of the network who are contributing positively to a national engagement strategy, we are excited to watch this continue to grow.

- 12 official partners
- 8 associate partners

### WISPA's Voice

WISPA's reach and following continues to grow across our digital channels and e-news. We have continued to provide regular content, engagement and advocacy across core issues and success stories through periods of change and transition in both the team and the leadership of the organisation. One way we do this is by supporting the campaigns of others, such as this year's DDB and Team Heroine 'Correct the Internet' campaign which gained international momentum. WISPA was one of the first national and global supporters to tautoko the campaign and speak out about the inaccuracies in search engine algorithms due to human biases.

The campaign has gained international momentum, winning Gold and Bronze Cannes Lions Awards and is now demonstrating change in action through modified search engine results that are factually accurate rather than listed based on behavioural algorithms

WISPA leadership has produced several opinion articles and commentary across a number of key issues women and girls face in sport that have provided independent and critical voice when it is needed.





# SOCIAL MEDIA NGĀ PAE PĀPĀHO PĀPORI

## PILLAR 4 TE POU TUAWHĀ

### WISPA CHANNELS

Platforms	Joined	Interactions 2023 (as of 30/06)
FACEBOOK	March 2017	3,188 Followers (+615)
TWITTER	March 2017	700 Followers (+101)
INSTAGRAM	January 2019	2,037 Followers (+711)
LINKEDIN	January 2019	4,865 Followers (+860)



### CONNECT WITH THE WORLD Mō tea o katoa

**Strategic Intent:** Growing the strength of our existing global 'gender equity network platform' leveraging off the boost our system change platform receives from hosting of IWG.

In our new strategic plan, we have evolved our objectives under the global pillar in our intent beyond the IWG. Through leveraging the platform and legacy created from the hosting of the International Working Group we will continue to share and champion outcomes for first peoples/mana whenua in Aotearoa and abroad through connection and sharing.

#### 8th IWG World Conference

Our final deliverable as the secretariat host of the IWG 2018-2022 was the staging of the 8th IWG World Conference, held 14 - 17 November 2022 in Tāmaki Makaurau at the Aotea Centre and online via the EventsAir platform. Whilst the secretariat handover had been delayed earlier in the year, due to the postponement of the conference following ongoing Covid-19 disruptions, we were able to finally complete the final handover process on the last day of the event.

The conference was a resounding success in terms of participant numbers, engagement and connections and feedback from local and global representatives. WISPA was delighted with the New Zealand sector representation in attendance and the ability to foster meaningful connections and collaborate on opportunities for change in our system going forward. We are very proud to have delivered an inclusive event catering for a range of needs and services whilst upholding our care for the natural environment with sustainability a core focus of our execution.

WISPA as the secretariat host contributed a raft of legacy items for the IWG movement going forward, however the most tangible of those legacies was the creation of the IWG Global Insight Hub platform; a digital library of resources, best practices and case studies dedicated to the advancement of women and girls in sport that we cannot wait to support and watch its expansion and elevation in future. We understand the critical call for free access to information, sharing of resources and ideas and we are passionate about this being a solution to that call.

### INFLUENCE GLOBAL THINKING ABOUT INDIGENEITY

Whakaaweawe i ngā whakaaro o te aō mō te taketaketanga

**Strategic Intent:** Sharing the philosophy of Kaupapa Māori "by Māori for Māori" or equity of opportunity.

#### The 1st Indigenous Offsite Programme

For the first time in IWG conference history, the 8th edition delivered on a dedicated offsite programme exclusively for those who identified as First Nations or Indigenous persons from around the world. The programme led by our rōpu; He Wāhine Toa Kei Te Kokiri was delivered on the third day of the conference at Ngāti Whātua Ōrākei Marae and welcomed 115 attendees from 19 countries. It offered a safe space to come together and share the unique barriers facing indigenous females globally in sport and active recreation and to then collaborate on a forward recommendation to the IWG about the actions required to uplift our first nations women and girls globally.

Sixteen actions were agreed by the offsite participants that were presented back on the final day to the global community, to be integrated in the legacy plan and leadership of the global movement going forward as well as for individual nations to consider in their own strategies for indigenous women and girls. Aotearoa's commitment to delivering an exclusive indigenous programme within the content was a critical element of the legacy WISPA and our supporters wished to see imparted to the IWG leadership.

#### Our People and Partners

Over 200 volunteers globally contributed to the co-design of the conference programme. More than 25 local wāhine were essential to the programme execution from inception to delivery and countless hours went into the preparation of staging a major international event alongside the team, suppliers, partners and leadership of the two organisations (WISPA and IWG). Thank you to each and every one of our volunteers for your mighty contributions!

IWG was made possible through our partnerships and funding relationships locally and internationally, without them we would not have delivered such a successful engaging conference, in particular WISPA would like to recognise our major event partners; Sport New Zealand Ihi Aotearoa, Spark Sport, Māori Women's Development Incorporated and Tātaki Auckland Unlimited.





# IWG INSIGHTS AND IMPRESSIONS

MOHIOTANGA ME TE HĀRAUNGA



## PARTICIPANTS KAIWHAKAURU

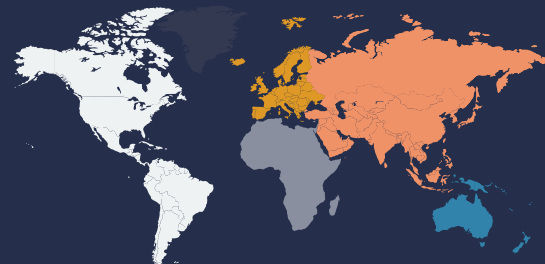
# 1850 ACTIVE PARTICIPANTS FROM 90 COUNTRIES

INCLUSIVE OF PACIFIC HUB ATTENDEES



### PARTICIPATION MODE SPLIT

- HYBRID REGISTRATIONS: 79%
- VIRTUAL REGISTRATIONS: 21%



### CONTINENTS

- EUROPE: 13%
- ASIA: 9%
- OCEANIA: 69%
- AFRICA: 5%
- NORTH & SOUTH AMERICA: 4%

### AGE RANGE

- 15 AND UNDER: 1%
- 16 - 30 YEARS OLD: 22%
- 31 - 46 YEARS OLD: 44%
- 47 - 62 YEARS OLD: 29%
- 63 YEARS AND OVER: 4%

### SOCIAL MEDIA

TOTAL NUMBER OF NEW IWG FOLLOWERS:

# 1185



LINKEDIN  
432



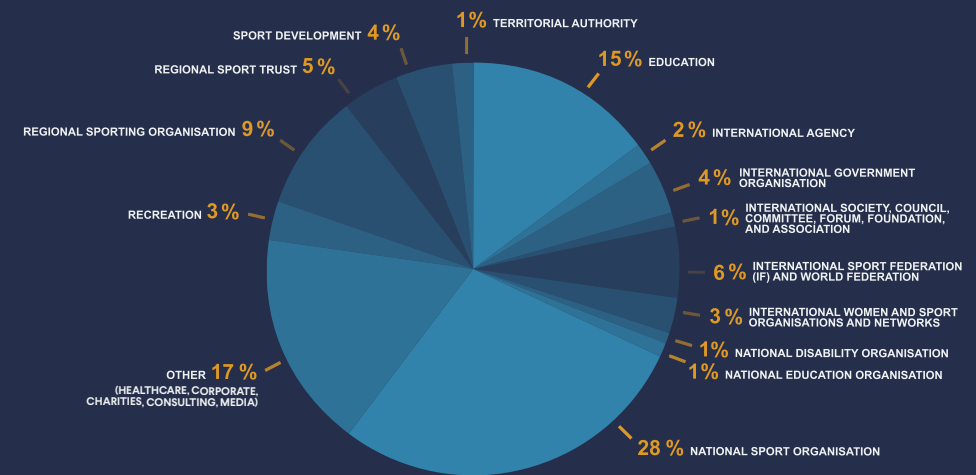
INSTAGRAM  
348



FACEBOOK  
306

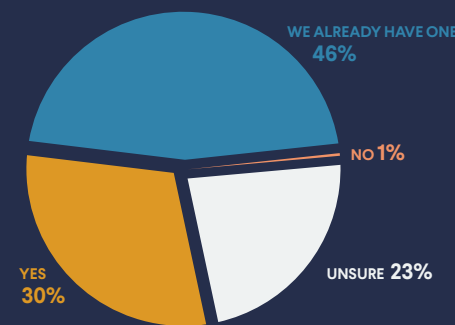


TWITTER  
99



## 233 TOTAL SESSIONS 400+ SPEAKERS

AS A RESULT OF ATTENDING IWG, ATTENDEES INDICATED THEIR INTENT TO DEVELOP A GENDER EQUITY POLICY.



# 83%

IN-PERSON RESPONDENTS WERE EITHER SATISFIED OR VERY SATISFIED WITH THE QUALITY OF SESSIONS.

# 93%

OF SURVEY RESPONDENTS WERE MOST OR HIGHLY LIKELY TO IMPLEMENT POSITIVE CHANGE.

## FIRST NATIONS WORKSHOP 115 ATTENDEES FROM 19 COUNTRIES

AUSTRALIA, CANADA, COOK ISLANDS, FIJI, HONG KONG, JAPAN, KIRIBATI, MALAYSIA, NAURU, NEW ZEALAND, PAPERUA NEW GUINEA, SAMOA, SOLOMON ISLANDS, SRI LANKA, UNITED STATES, VANUATU, LAOS, MARSHALL ISLAND, PALAU

## ISSUE

## ACTION REQUIRED

### 1 LEADERSHIP

Put women, in all their diversity, at the heart of decision making in every facet of sport and active recreation.  
Develop Gender equity policy and investment focused on women coaches and officials at all levels.

### 2 YOUTH VOICE - THIS GENERATION

Normalise the inclusion of young voices.

### 3 MALE ALLIES AND CHAMPIONS

Encourage male allies to listen, speak out and act!  
Being silent is being complicit.

### 4 SAFEGUARDING

Ensure safeguarding is embodied within the psyche of sport, from grassroots to elite.

### 5 DISCRIMINATION AND INCLUSION

Collectively mobilise a movement in sport to eliminate discrimination against women and girls and provide a sense of belonging for all.

### 6 GENDER IDENTITY

Create safe spaces to have conversations about gender identity to ensure everyone has access to sport and physical activity.

### 7 CLIMATE CHANGE AND SUSTAINABILITY

The time for climate change is yesterday – every small action you take adds up globally to make a difference.

### 8 ATHLETE WELLBEING

Make wellbeing the foundation of all sport and physical activity.  
Keep that foundation strong.

### 9 WOMEN'S SPORT IN THE MEDIA

Showcase diverse sport role models in the media, challenging attitudes and stereotypes.

### 10 BUILDING VALUE

Schedule women's sport events in prime time broadcasting slots.  
Innovate the coverage of women's sport (beyond traditional media) to leverage the new consumers.

## ACTION REQUIRED

**1** Prioritise indigenous women's physical activity and sport at all levels of the participant development pathway and in all national sports policies, programmes and initiatives.

**2** Provide safe and inclusive opportunities for indigenous women which will increase representation and therefore increase visibility.

**3** Invest in indigenous stream sport and physical activity such as indigenous majority events like North American Indigenous Games, World Indigenous Games, indigenous leagues and workshops, i.e any event that brings together indigenous communities, fosters cultural pride, develops support systems and showcases representation.

**4** Invest in anti-racism and cultural competency programmes for coaches, trainers, sports officials, governance members and administrators.

**5** Ensure investment in indigenous sport and physical activity is specifically targeted at women and girls.

**6** Ensure programmes for indigenous women and girls are designed by indigenous women and girls in a manner that allows them to control, lead and manage their own activities.

**7** Collect data and information about indigenous women and girls participation to inform future actions and to monitor progress.

**8** Build partnerships with indigenous sporting bodies and organisations.

**9** Where indigenous bodies and organisations do not exist, identify areas for development providing for the establishment of bodies and resource capacity building.

**10** Incorporate indigenous values into mainstream sport and physical activity.

**11** Enable indigenous women and girls to tell their stories and to be recognised through those stories within organisations, including halls of fame and by recognising days.

**12** That national and international sporting events respect, include and engage indigenous people of the area.

**13** Recognise and provide for all indigenous women and girls in all their diversity e.g two spirit, takatapui.

**14** Enable and encourage partnerships with health agencies in order to promote sport and physical activity as a means to improve indigenous women and girls' health disparities.

**15** Enable and encourage partnerships with media to ensure visibility and sustainability for indigenous women in sport and physical activity.

**16** Incorporation of an indigeneity stream at all IWG Conferences with an emphasis on indigenous speakers and indigenous visibility and representation.

“I WONDER....Is this that start of something? I wonder if my ancestors felt this courage when Te Whiti o Rongomai gathered them at Parihaka, I wonder if Rosa Parks understood the empowerment she would bring when she sat on that bus, I wonder if just like those moments, this is bigger than us in this room, however I don't wonder I know the Rangatahi (youth) of tomorrow will benefit from this awesome mahi (work)”.

– IWG Conference Participant





## PILLAR 5 TE POU TUARIMA



## SECURE THE FUTURE Herea kia ngita

**Strategic Intent:** Establish and grow a respected and sustainable organisation

### WISPA Board

Mere Rangihuna (Ngāti Hine me Ngāti Whātua o Kaipara) was appointed to WISPA's board in October 2022 alongside her existing role as a member of He Wāhine Toa Kei Te Kokiri. Mere has been instrumental as part of the rōpu guiding and supporting the commitment to Te Tiriti o Waitangi and our indigenous programme through the IWG conference. We are exceptionally grateful to Mere for her contributions to our Kaupapa and for stepping into the board position alongside her current responsibilities. Mere outside of her WISPA roles is the AVIS Magic Netball Team Manager and an experienced tournament and events manager having worked across a range of sports, schools and events in an illustrious career to date. At the same time, we farewelled a significant founding board member in Louisa Wall who has contributed extensively to WISPA's governance, advisory group and programmes in her time serving on the board since inception of the organisation. Louisa has been pivotal in many of WISPA's successes, and the leadership is extremely appreciative of her commitment. We wish Louisa and her whanau all the best and we are grateful to continue to have her input and guidance as a Foundation Member.

### He Wāhine Toa Kei Te Kokiri

He Wāhine Toa Kei Te Kokiri provided vital support to the successful integration of te ao Māori and tikanga Māori through the IWG programme including the first ever dedicated indigenous offsite programme. Following the event, a changeover in membership has taken place. We acknowledge former members for their advising, support and commitment; Louisa Wall (Ngāti Tuwharetoa me Waikato me Ngāti Hineuru), Prue Kapua (Ngāti Whakaue me Ngāti Kahungunu), Denise Ewe (Waikato - Ngāti Tipa me Ngāti Whatua) and Monique Maihi-Pihema (Ngāti Whātua Ōrākei).

We welcome to the rōpu three new members; Chantal Bakersmith (Ngā Puhi/Ati-Haunui a Paparangi), Sable Heke (Ngāti Ranginui, Tauranga Moana) and Vanessa Mill (Ngāti Porou, Ngā Puhi) as we step through the implementation of our new strategy.

### WISPA Operations

The WISPA team has experienced vast change and transition through the build up towards and beyond the hosting of the conference. In September 2022 two new additions to the team were made. Hayley Griffith was appointed on a contract Project Event Manager position with leading the hospitality, volunteer and VIP functions of IWG. Kaija Ruck travelling from Germany joined us on an internship placement supporting our digital platform preparation and execution and leading our youth engagement at the event. Kaija and Hayley were both invaluable additions to the team, we wish them both the very best in their respective career journeys.

Following the delivery of the IWG World Conference, Rachel Froggatt, WISPA's inaugural CEO stepped down from the position after 5 years of service and leadership to the organisation. Rachel led the entity through its initial start-up phase and steered the IWG secretariat administration function concurrently. She provided phenomenal stewardship and guidance to the organisation through some major milestones and projects. With Rachel stepping down, Nicky van den Bos as our Programme Director stepped into the Acting CEO position to steer the organisation through a period of transition and changeover.

In 2023, her position was made permanent to the role leading the team through an organisational change process. Both Shane Kiriau (Community & Digital Delivery Manager) and Peta Forrest (Marketing & Communications Manager) have since moved on from the WISPA team into new roles and the board and leadership are exceptionally grateful for both of their commitments and input to WISPA and IWG strategy, programmes and delivery over their tenures. We are delighted to remain closely connected through their ongoing support to WISPA's vision.

### With Thanks

We would not be able to deliver the meaningful programmes and advocacy services that we do without the generous support of our partners and funders. We would like to especially acknowledge in the past financial year the following organisations who have contributed to WISPA's programmes and operations; Sport New Zealand Ihi Aotearoa, U.S. Department of State, Ministry of Foreign Affairs and Trade, New Zealand Community Trust, the Lion Foundation and John Turkington Limited.







# FINANCIAL STATEMENTS 2022 – 2023

## NGA PŪRONGO PŪTEA 2022 – 2023

### Entity Information

Women in Sport Aotearoa Incorporated  
For the year ended 30 June 2023

'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

Julie Paterson, Co-Chair & Co-Founder

Sarah Leberman, Co-Chair & Co-Founder

Louisa Wall (Until October 2022)

Pauline Harrison

Martin Snedden

Erin Roxburgh-Makea

Tim Corbett

Kelly Evans

Mary Gardiner (From June 2022)

Jayne Jordan (Associate from June 2022)

Mere Rangihuna (From October 2022)

### Main Sources of Entity's Cash and Resources

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

### Main Methods Used by Entity to Raise Funds

Major income is from Sport NZ, US State Department, Ministry of Foreign Affairs and Trade, NZ Community Trust, The Lion Foundation and Aotearoa Gaming 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

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

From 01/08/23: Sport Waitakere, 545 Don Buck Road, Massey, Auckland 0614

### 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





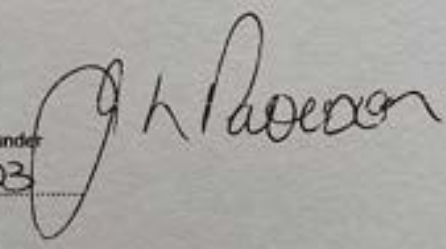
## Approval of Performance Report

Women in Sport Aotearoa Incorporated  
For the year ended 30 June 2023


The Board members of Women in Sport Aotearoa Incorporated are pleased to present the Performance Report for year ended 30 June 2023.

APPROVED

Julie Paterson  
Co-Chair & Co-Founder  
Date 4/10/23



Sarah Leberman  
Co-Chair & Co-Founder  
Date 4/10/23



## Statement of Service Performance

Women in Sport Aotearoa Incorporated  
For the year ended 30 June 2023

'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 national Women and Girls Summit. We work across Aotearoa New Zealand engaging a nationwide network dedicated to driving positive outcomes for women and girls and in 2022, we were also the global delivery agent for the International Working Group (IWG) on Women and Sport 8th World Conference. 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.

2023 2022

### Description and Quantification of the Entity's Outputs

Number of followers on social media for WISPA / IWG	41,590	49,789
Number of website visitors for WISPA / IWG	n/r	32,618
Number of physical / digital event attendees for WISPA / IWG	2,057	1,081
IWG Reach-Number of global countries represented at conference	90	n/a
IWG Speakers- Number of speakers at conference	400	n/a

[n/r=data not obtained or reported for 2023 - n/a= new current year output]

### Description and Quantification of the Entity's Outputs

The work delivered by WISPA is designed to draw attention to the inequities in sport and active recreation by giving voice to women and girls at all levels and supporting positive change inside sport and active recreation organizations through the provision of evidence and tools designed to positively influence decision-making behaviors around gender. WISPA in the reporting period, delivered the 8th IWG World Conference on Women & Sport in November 2022, the largest gathering in the world dedicated to advancing gender equity and equality in sport and physical activity. The event delivered as a physical-digital hybrid attracted 1850 global attendees. WISPA successfully launched its own domestic Insight Hub, hosting case studies, toolkits research and materials that are free to access, and showcase the positive change in action providing resources and insights for others working to create their own impact and change. The Hub in the reporting period now holds 33 unique insights with 23 insight partners and is expanding.

### Additional Information

In Aotearoa New Zealand, WISPA has been in the reporting period preparing for a pilot programme that will run in the calendar year, aimed at growing Pacific female leadership in sport and physical activity. Ten women representing Samoa, Fiji, Tonga and The Cook Islands have been selected to participate in the pilot which will support development of personal leadership skills and support action plans to create positive change for women and girls in those regions.



## Statement of Financial Performance

Women in Sport Aotearoa Incorporated  
For the year ended 30 June 2023

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

	Notes	2023	2022
<b>Revenue</b>			
Donations, fundraising and other similar revenue	2	1,284,504	1,039,954
Revenue from providing goods or services	2	0	39,321
Interest, dividends and other investment revenue	2	7,148	1,617
Other revenue	2	5,188	13,000
<b>Total Revenue</b>		<b>1,296,840</b>	<b>1,093,892</b>
<b>Expenses</b>			
Volunteer and employee related costs	3	450,299	500,280
Costs related to providing goods or service	3	603,635	547,613
Grants and donations made	3	1,250	1,400
Other expenses	3	7,975	15,788
<b>Total Expenses</b>		<b>1,063,159</b>	<b>1,065,081</b>
<b>Surplus for the Year</b>		<b>233,682</b>	<b>28,811</b>

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 2023

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

	Notes	30 Jun 2023	30 Jun 2022
<b>Assets</b>			
<b>Current Assets</b>			
Bank accounts and cash	4	436,575	774,503
Debtors and prepayments	4	3,532	179,839
Other Current Assets	4	200,000	0
<b>Total Current Assets</b>		<b>640,107</b>	<b>954,342</b>
<b>Non-Current Assets</b>			
Property, Plant and Equipment	6	1,113	11,368
<b>Total Non-Current Assets</b>		<b>1,113</b>	<b>11,368</b>
<b>Total Assets</b>		<b>641,220</b>	<b>965,710</b>
<b>Liabilities</b>			
<b>Current Liabilities</b>			
Creditors and accrued expenses	5	39,417	54,388
Employee costs payable	5	18,899	27,772
Unused donations and grants with conditions	5	218,257	736,712
Other current liabilities	5	0	15,874
<b>Total Current Liabilities</b>		<b>276,574</b>	<b>834,745</b>
<b>Total Liabilities</b>		<b>276,574</b>	<b>834,745</b>
<b>Total Assets less Total Liabilities (Net Assets)</b>		<b>364,646</b>	<b>130,964</b>
<b>Accumulated Funds</b>			
Accumulated surpluses or (deficits)	7	364,646	130,964
<b>Total Accumulated Funds</b>		<b>364,646</b>	<b>130,964</b>

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 2023

### 'How the entity has received and used cash'

	2023	2022
<b>Cash Flows from Operating Activities</b>		
<b>Cash Flows from Operating Activities</b>		
<b>Cash was received from</b>		
Donations, fundraising and other similar receipts	942,358	722,389
Revenue from providing goods or services	0	39,321
Interest, dividends and other investment income	7,149	1,617
Other revenue	5,187	13,000
<b>Total Cash was received from</b>	<b>954,694</b>	<b>776,327</b>
<b>Cash was applied to</b>		
Payments to suppliers and employees	(1,097,470)	(1,048,877)
Donations or grants paid	(1,250)	(1,400)
<b>Total Cash was applied to</b>	<b>(1,098,720)</b>	<b>(1,050,277)</b>
<b>Total Cash Flows from Operating Activities</b>	<b>(144,026)</b>	<b>(273,950)</b>
	<b>2023</b>	<b>2022</b>
<b>Cash Flows from Investing and Financing Activities</b>		
Payments to acquire fixed assets	6,098	0
Repayment of loans borrowed from other parties	0	(15,874)
Payments / transfer to short term investment	(200,000)	300,000
<b>Total Cash Flows from Investing and Financing Activities</b>	<b>(193,902)</b>	<b>284,126</b>
	<b>2023</b>	<b>2022</b>
<b>Account</b>		
<b>Net Increase / (Decrease) in Cash</b>		
Net Increase / (Decrease) in Cash	(337,928)	10,175
	<b>2023</b>	<b>2022</b>
<b>Account</b>		
<b>Cash Balances</b>		
Cash and cash equivalents at beginning of period	774,503	764,329
Cash and cash equivalents at end of period	436,575	774,503
Net change in cash for period	(337,928)	10,175

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 2023

### '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 with the exception of certain items for which specific accounting policies are identified.

#### Fixed Assets and Depreciation

All fixed assets are recorded at cost less accumulated depreciation.

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

The entity has the following asset classes:

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

#### Changes in Accounting Policies

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





## Notes to the Performance Report

Women in Sport Aotearoa Incorporated  
For the year ended 30 June 2023

### 1. Accounting Policies

Refer to "Statement of Accounting Policies".

	2023	2022
<b>2. Analysis of Revenue</b>		
<b>Donations, fundraising and other similar revenue</b>		
Donations	4,184	60,100
<b>Grants Income</b>		
<b>Grants Income</b>		
Programme Grants	31,000	0
Grants Income	55,865	25,000
Tataki Auckland Unlimited	12,500	37,500
Olympic Movement	35,759	37,198
<b>Total Grants Income</b>	<b>135,123</b>	<b>99,698</b>
<b>Total Grants Income</b>	<b>135,123</b>	<b>99,698</b>
Sponsorship	218,736	142,857
Sponsorship In Kind	81,641	66,869
Sport New Zealand	844,820	670,430
<b>Total Donations, fundraising and other similar revenue</b>	<b>1,284,504</b>	<b>1,039,954</b>
<b>Revenue from providing goods or services</b>		
Ticket Sales	0	39,321
<b>Total Revenue from providing goods or services</b>	<b>0</b>	<b>39,321</b>
<b>Interest, dividends and other investment revenue</b>		
Interest Received	7,148	1,617
<b>Total Interest, dividends and other investment revenue</b>	<b>7,148</b>	<b>1,617</b>
<b>Other revenue</b>		
Other Income	450	5,500
Gain on disposal of fixed asset	4,738	0
Board Consultancy Income	0	7,500
<b>Total Other revenue</b>	<b>5,188</b>	<b>13,000</b>



	2023	2022
<b>3. Analysis of Expenses</b>		
<b>Volunteer and employee related costs</b>		
ACC Levy	2,545	3,115
Board Expenses	18,499	5,365
Contractor / Consultant Fees	33,571	51,508
Kiwisaver Employer Contributions	12,018	12,507
Salaries	383,146	427,185
Staff Recruitment	520	0
Staff Professional Development	0	600
<b>Total Volunteer and employee related costs</b>	<b>450,299</b>	<b>500,280</b>
<b>Costs related to providing goods or services</b>		
Other Costs Associated with the Delivery of Services	74,562	23,190
Computer Expenses	2,760	97,160
Event Costs	0	36,823
Insurance	4,783	4,535
IWG WISPA Contribution	207,487	130,036
Marketing and Communication	53,805	86,891
Professional Charges	36,758	78,533
Programme Costs	194,448	66,971
Rent	23,832	23,474
Vehicle Exp - Leases	5,200	0
<b>Total Costs related to providing goods or services</b>	<b>603,635</b>	<b>547,613</b>
<b>Grants and donations made</b>		
Koha	1,250	1,400
<b>Total Grants and donations made</b>	<b>1,250</b>	<b>1,400</b>
<b>Other expenses</b>		
Audit Fees	2,875	2,362
Other	280	178
Depreciation	4,157	11,677
Interest HP	662	1,571
<b>Total Other expenses</b>	<b>7,975</b>	<b>15,788</b>

Additional Notes:

IWG WISPA Contribution represents the net pass through of funding received by WISPA for the IWG World Conference held in Auckland in November 2022. The conference was separately accounted for and managed by WISPA and a specialist conference provider.



	2023	2022
<b>4. Analysis of Assets</b>		
<b>Bank accounts and cash</b>		
Cheque Account	23,857	293,718
Savings On Call	412,718	480,785
Term Deposit 78- 6 Months 5.60% 22-06/22-12	100,000	0
Term Deposit 77- 3 Months 4.20% 22-06/22-09	100,000	0
<b>Total Bank accounts and cash</b>	<b>636,575</b>	<b>774,503</b>
<b>Debtors and prepayments</b>		
Accounts Receivable	0	172,500
Prepaid and Sundry Expenses	3,532	7,339
<b>Total Debtors and prepayments</b>	<b>3,532</b>	<b>179,839</b>
	<b>2023</b>	<b>2022</b>
<b>5. Analysis of Liabilities</b>		
<b>Creditors and accrued expenses</b>		
Accounts Payable	3,157	19,708
Accruals and Other Payables	37,165	19,827
GST	(904)	14,852
<b>Total Creditors and accrued expenses</b>	<b>39,417</b>	<b>54,388</b>
<b>Employee costs payable</b>		
Holiday Pay Provision	10,674	16,367
PAYE Payable	8,226	11,405
<b>Total Employee costs payable</b>	<b>18,899</b>	<b>27,772</b>
<b>Unused donations and grants with conditions</b>		
Income Received in Advance	218,257	736,712
<b>Total Unused donations and grants with conditions</b>	<b>218,257</b>	<b>736,712</b>
<b>Other current liabilities</b>		
Hire Purchase Loan - Current Portion	0	15,874
<b>Total Other current liabilities</b>	<b>0</b>	<b>15,874</b>

	2023	2022
<b>6. Property, Plant and Equipment</b>		
<b>Website</b>		
Website	12,400	12,400
Website Accumulated Depreciation	(12,400)	(12,400)
<b>Total Website</b>	<b>0</b>	<b>0</b>
<b>Motor Vehicles</b>		
Vehicles	0	28,003
Accumulated depreciation - Vehicles	0	(18,668)
<b>Total Motor Vehicles</b>	<b>0</b>	<b>9,334</b>
<b>Plant and Equipment</b>		
Plant and equipment	11,046	10,142
Accumulated depreciation - plant and equipment	(9,933)	(8,109)
<b>Total Plant and Equipment</b>	<b>1,113</b>	<b>2,033</b>
<b>Total Property, Plant and Equipment</b>	<b>1,113</b>	<b>11,368</b>
	<b>2023</b>	<b>2022</b>

	2023	2022
<b>7. Accumulated Funds</b>		
<b>Accumulated Funds</b>		
Opening Balance	130,964	102,153
Current year surplus	233,682	28,811
<b>Total Accumulated Funds</b>	<b>364,646</b>	<b>130,964</b>
<b>Total Accumulated Funds</b>	<b>364,646</b>	<b>130,964</b>

#### 8. Commitments

There are no commitments as at 30 June 2023 (Last year - nil).

#### 9. Contingent Liabilities and Guarantees

There are no contingent liabilities or guarantees as at 30 June 2023 (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.

	2023	2022
<b>Revenue (excluding GST)</b>		
Xero	2,500	0
Eighty One	2,500	0
Sport New Zealand	364,875	670,430
New Zealand Community Trust	50,000	25,000
Tataki Auckland Unlimited (ATEED)	15,000	37,500
<b>Total Revenue (excluding GST)</b>	<b>434,875</b>	<b>732,930</b>
	<b>2023</b>	<b>2022</b>
<b>Accounts Receivable ( including GST)</b>		
Ministry of Foreign Affairs and Trade	0	172,500
<b>Total Accounts Receivable ( including GST)</b>	<b>0</b>	<b>172,500</b>
	<b>2023</b>	<b>2022</b>
<b>Accounts Payable ( including GST)</b>		
Sport New Zealand	3,157	106
<b>Total Accounts Payable ( including GST)</b>	<b>3,157</b>	<b>106</b>

### 12. Ability to Continue Operating

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



P O Box 217-125, Botany Junction Auckland 2164  
[emily@charityaudit.nz](mailto:emily@charityaudit.nz) [www.charityaudit.nz](http://www.charityaudit.nz)  
 (09) 232-2668 (027) 568-2538



## INDEPENDENT AUDITOR'S REPORT

To the trustees of the WOMEN IN SPORT AOTEAROA INCORPORATED for the year ended 30 June 2023

### Report on the Performance Report

#### Opinion

We have audited the performance report of the WOMEN IN SPORT AOTEAROA INCORPORATED on pages 3 to 15, which comprise the entity information and the statement of financial position as at 30 June 2023, 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 2023 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 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 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, the 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,





P O Box 217-125, Botany Junction Auckland 2164  
[emily@charityaudit.nz](mailto:emily@charityaudit.nz) [www.charityaudit.nz](http://www.charityaudit.nz)  
 (09) 232-2668 (027) 568-2538



- 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 aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of this performance report.

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: Emily Ren  
 Chartered Accountants- South Auckland  
 4<sup>th</sup> October 2023





# women in sport

Ngā Wāhine Hākinakina o  
AOTEAROA

[www.womeninsport.org.nz](http://www.womeninsport.org.nz)  
[info@womeninsport.org.nz](mailto:info@womeninsport.org.nz)

**Sport Waitākere**  
545 Don Buck Rd  
Auckland 0614,  
NEW ZEALAND

## 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

### MAJOR PARTNERS



### OFFICIAL SUPPORTERS



### FUNDING PARTNERS



### OFFICIAL SUPPLIERS



### FRIENDS & ALLIES

