

THIRD ANNUAL REPORT AND AUDITED FINANCIAL STATEMENTS

TE PŪRONGO Ā-TAU TUATORU ME TE
PŪRONGO AROTAKA PŪTEA

**JULY
2018 -
JUNE
2019**

PIPIRI 2018 –
HŌNGONGOI
2019



OFFICERS AND MEMBERS

NGĀ ĀPIHA & NGĀ MEMA

Patron:

The Rt Hon Helen Clark ONZ

Board:

Julie Paterson: Co-Chair and Co-Founder — Chief Executive, Tennis New Zealand

Sarah Leberman: Co-Chair and Co-Founder — Professor, Massey University

Liz Dawson: Director and Shareholder, Hurricanes; Independent Director (joined October 2018)

James Gibson: Chief Executive, Blake NZ (joined October 2018)

Pauline Harrison: International Coaching Consultant

Kirikaiahi Mahutariki: Executive Manager, Māori Financial Solutions, ASB Bank

Nicki Nicol: Chief Operating Officer, NZ Rugby (joined April 2019)

Martin Snedden: 'One Cricket' Project Lead, NZ Cricket (joined June 2019)

Louisa Wall: MP for Manurewa; former Black Fern; former Silver Fern

Toni Bruce: Professor, University of Auckland (until September 2018)

Laura Menzies: Diversity & Inclusion Co-Lead, Sport New Zealand (until February 2019)

Team:

Rachel Froggatt: Chief Executive (joined September 2018)

Foundation Members:

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

Sarah Beman: 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: Country Manager, MYOB

Debbie Curgenvin: Community Sport Manager, Aktive Auckland

Pam Elgar: Chief Executive, Make-A-Wish Foundation

Sue Emmerson: Assistant Dean, Auckland University of Technology

Pauline Harrison: International Coaching Consultant; current Board Member

Michelle Hollands: Strategic Projects and Partnership Manager, Te Waka

Sarah Leberman: Professor, Massey University; current Co-Chair/Board Member

Raewyn Lovett: Partner, Duncan Cotterill; Current Co-Chair of the IWG 2018-2022

Meg Luff: New Zealand Partner Marketing Manager, MYOB

Kirikaiahi Mahutariki: Executive Manager, Māori Financial Solutions, ASB; current Board Member

Laura Menzies: Diversity & Inclusion Co-Lead, Sport New Zealand

Julie Paterson: Chief Executive, Tennis New Zealand; current Co-Chair/Board Member

Kirsten Patterson: Chief Executive, Institute of Directors in New Zealand

Sarah Sandley: Chief Executive, Aktive Auckland

Kereyn Smith: Chief Executive, New Zealand Olympic Committee

Louisa Wall: MP for Manurewa; former Black Fern; former Silver Fern

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 2018 – 2019	7
Financial Statements 2018 – 2019	15

PARTNERS & SUPPORTERS

NGĀ HOA PAKIHI & 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:

PARTNERS



SUPPLIERS



SUPPORTERS



CO-CHAIRS AND CEO REPORT

TE PŪRONGO A NGĀ HĒMANA MĀTOU KO TE KAIHAUTŪ



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

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

The past 12 months has seen an extraordinary period of growth and achievement for Women in Sport Aotearoa (WISPA), as we work toward our vision to see “women and girls valued, visible and influential in sport”. With over one billion people watching the 2019 FIFA Women’s World Cup in June and the growing success of female leagues in AFL, Rugby League plus more, WISPA has developed against a backdrop of enormous momentum for women in sport, globally.

Bringing the world to Aotearoa New Zealand

Shortly before this financial year began, members of the WISPA Board travelled to Botswana. In partnership with Sport New Zealand, Auckland Tourism, Events and Economic Development (ATEED), New Zealand Olympic Committee (NZOC), the Ministry of Business, Innovation and Employment (MBIE), the Ministry for Women and Tourism New Zealand, WISPA won the bid to host the International Working Group (IWG) on Women and Sport Secretariat and Conference 2018 – 2022. The IWG is the world’s largest network dedicated to empowering women and girls through sport and physical activity.

This significant win means that Aotearoa New Zealand, with WISPA as delivery agent, is now running the global administration for the IWG network until the end of 2022. We are also managing strategic partnerships with entities including UNESCO and the International Olympic Committee, plus giving support to new Signatories to the IWG Brighton plus Helsinki 2014 Declaration on Women and Sport. Auckland will host the 8th IWG World Conference at the New Zealand International Convention Centre (NZICC) between 5-8 May 2022. This will attract over 1,200 delegates who support change for women and girls globally and will drive significant financial value into the local economy.

In October 2018, the Botswana delegation arrived in Auckland to hand-over responsibility for the network to WISPA and Raewyn Lovett officially stepped into her role of IWG Co-Chair - New Zealand. The IWG Advisory Group, consisting of the original bid partners, has provided great support all year.

Developing New Zealand play, active recreation and sport

Also in October 2018, the government, under the leadership of Minister for Sport & Recreation, the Hon Grant Robertson, delivered its first ever ‘Women & Girls in Sport & Active Recreation’ strategy.

At the same time, Sport New Zealand announced 24 commitments, with a \$10 million investment over the next three years, leading into the 8th IWG World Conference. With the IWG now a key catalyst, progress across the New Zealand play, active recreation and sport sector is being championed.

In May 2019, in partnership with our friends at the Shift Foundation, WISPA was appointed delivery agency for the Sport NZ Women + Girls Summit 2019 – 2021. As we go to print with this Annual Report, the first event was successfully delivered to 340+ delegates at Te Papa in Wellington.

Through ongoing leadership, advocacy and research initiatives, WISPA is working to ensure that women and girls gain equity of opportunity to participate, compete and build careers in the sector.

Growing WISPA capability and expertise

In the past year, the WISPA Board has evolved. With enormous thanks and gratitude, WISPA bid farewell to Toni Bruce and Laura Menzies, WISPA Foundation Members who were members of the initial WISPA Foundation Board. During the year, Liz Dawson, James Gibson, Nicki Nicol and Martin Snedden all joined, bringing enormous experience and expertise. WISPA is proud of our increasing Board diversity, with a strongly intersectional mix of individuals and interests now represented.

Securing the IWG meant WISPA needed to immediately develop our resource capability. In September 2018, WISPA appointed our inaugural Chief Executive, Rachel Froggatt. Rachel came to WISPA with close to 20 years' experience in the commercial side of sport globally, working around the world in Formula 1, football, golf, rugby and cricket primarily. Most recently, Rachel was Commercial & Marketing Director for Paralympics New Zealand and responsible for the successful Rio 2016 and PyeongChang 2018 Paralympic Games campaigns. Rachel's experience, combined with her passion for diversity and inclusion, has already seen her make a significant impact over nine months, both as Chief Executive of WISPA and in her international role as Secretary General of the IWG.

With outstanding support from Aktive Auckland shared services and the Sport New Zealand capability team, WISPA installed the Xero accounting system and established best in class policies and tools, and new websites for WISPA and the IWG.

This Annual Report contains WISPA's first set of audited financial statements, reflecting the importance of having integrity and rigour in our financial management processes, particularly with WISPA's increased stakeholder investment. The audit identified no issues or concerns and was only qualified as the opening balances were not able to be verified by Integrity Audit, which is consistent with industry best practice.

Many thanks to our amazing partners

In addition to the phenomenal support offered throughout the year by our partners previously mentioned, WISPA would like to acknowledge and thank our current funding partners, Sport New Zealand, ATEED and NZ Community Trust (NZCT) – your investment has been vital to our work. A special thank you also to Simpson Grierson, for coming on board as our pro bono legal supplier.

An enormous thank you also to the New Zealand Olympic Committee (NZOC), Tourism New Zealand, the US Consulate and the Ministry of Foreign Affairs and Trade (MFAT). All have provided grants or sponsorship assistance to help WISPA deliver promotional activity, or support key globally based individuals to take part in WISPA and IWG activity in Aotearoa New Zealand and internationally.

The support of the Trans-Tasman Business Circle enabled WISPA to stage the IWG Captain's Lunch in May 2019, which attracted over 230+ sport and business leaders. A huge thank you for your passion!

Finally, to our friends at LockerRoom, it is an honour to officially partner with you and a real privilege to support you in your work to focus attention and amplify the achievements of women and girls.

Opportunities over the year ahead

The core focus for our leadership team over the next 12 months will be the roll-out of WISPA's newly approved commercial strategy. WISPA will be searching for opportunities with commercial partners, grant and trust funders, plus will be using other fundraising mechanisms, to support our gender equity work in Aotearoa New Zealand and enable us to deliver the 8th IWG World Conference in May 2022. The recent establishment of the Local Organising Committee of the 8th IWG World Conference, plus several other important Working Groups and Committees comprising of an amazing and dedicated group of capable volunteers, marks the start of another exciting chapter in WISPA's development. Watch out for a series of local leadership, advocacy and research initiatives. Keep watch on our social media for the latest news about our work on the world stage for the IWG, including an upcoming speaking engagement at the New Leaders Forum in Helsinki and international federation meetings. We are very excited about what the year ahead will bring!

**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



Dr. 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 <i>Te Whāinga Matua</i>	<p>Women and girls are valued, visible and influential in sport and recreation <i>E kaingākauria ana, e kitea ana, e whai mana ana te wahine i te ao hākinakina</i></p>				
	<ul style="list-style-type: none"> • 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 				
BELIEFS <i>Ngā Mātapono</i>	<p>Women and girls are valued, visible and influential in sport and recreation <i>E kaingākauria ana, e kitea ana, e whai mana ana te wahine i te ao hākinakina</i></p>				
	<ul style="list-style-type: none"> • 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 				
PURPOSE <i>Te Koronga</i>	<p>Women and girls are valued, visible and influential in sport and recreation <i>E kaingākauria ana, e kitea ana, e whai mana ana te wahine i te ao hākinakina</i></p>				
	<ul style="list-style-type: none"> • Challenge the System <i>Uia ngā Pātai</i> • Lead the Change <i>Kōkiritia kia tōkeke</i> • Be the Voice <i>Whakapauakina te Reo</i> • Take it Global <i>Ki te Ao!</i> 				
STRATEGIC INTENT: <i>Te Whāinga Rautaki</i>	<p>Women and girls are valued, visible and influential in sport and recreation <i>E kaingākauria ana, e kitea ana, e whai mana ana te wahine i te ao hākinakina</i></p>				
	<ul style="list-style-type: none"> • Evidence-based research creating a strong case for change • Increased representation of women and girls in leadership • Women and girls have a powerful and respected voice • Drive an innovative future globally, while honouring our heritage 				
STRATEGIC INTENT: <i>Te Whāinga Rautaki</i>	<p>Women and girls are valued, visible and influential in sport and recreation <i>E kaingākauria ana, e kitea ana, e whai mana ana te wahine i te ao hākinakina</i></p>				
	<ul style="list-style-type: none"> • 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 				
STRATEGIC INTENT: <i>Te Whāinga Rautaki</i>	<p>Women and girls are valued, visible and influential in sport and recreation <i>E kaingākauria ana, e kitea ana, e whai mana ana te wahine i te ao hākinakina</i></p>				
	<ul style="list-style-type: none"> • 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 				
STRATEGIC INTENT: <i>Te Whāinga Rautaki</i>	<p>Women and girls are valued, visible and influential in sport and recreation <i>E kaingākauria ana, e kitea ana, e whai mana ana te wahine i te ao hākinakina</i></p>				
	<ul style="list-style-type: none"> • 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 				
STRATEGIC INTENT: <i>Te Whāinga Rautaki</i>	<p>Women and girls are valued, visible and influential in sport and recreation <i>E kaingākauria ana, e kitea ana, e whai mana ana te wahine i te ao hākinakina</i></p>				
	<ul style="list-style-type: none"> • 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 				
STRATEGIC INTENT: <i>Te Whāinga Rautaki</i>	<p>Women and girls are valued, visible and influential in sport and recreation <i>E kaingākauria ana, e kitea ana, e whai mana ana te wahine i te ao hākinakina</i></p>				
	<ul style="list-style-type: none"> • Establish and grow a respected and sustainable organisation • Established, high profile and respected brand • Mutually beneficial stakeholder partnerships • Harness the power of the national collective • Best use of innovative technology 				
STRATEGIC INTENT: <i>Te Whāinga Rautaki</i>	<p>Women and girls are valued, visible and influential in sport and recreation <i>E kaingākauria ana, e kitea ana, e whai mana ana te wahine i te ao hākinakina</i></p>				
	<ul style="list-style-type: none"> • Clear organisational vision and purpose • Good governance and leadership practices • Attraction and development of best talent • Strong and sustainable business practices 				
STRATEGIC INTENT: <i>Te Whāinga Rautaki</i>	<p>Women and girls are valued, visible and influential in sport and recreation <i>E kaingākauria ana, e kitea ana, e whai mana ana te wahine i te ao hākinakina</i></p>				
	<ul style="list-style-type: none"> • 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 2018 – 2019

NGĀ MAHI MATUA 2018 – 2019

PILLAR 1

TE POU TUATAHI

CHALLENGE THE SYSTEM

Uia ngā Pātai

Purpose: evidence-based research creating a strong case for change

- WISPA has convened the WISPA Research Consortium, a group of 14 academics from seven of New Zealand's eight national universities. This group is now working on varying research projects, with a view to making insights available regularly in coming years, to help key decision-makers understand their gender equity context and make positive systemic change.
- A new Research Working Group has been created by WISPA, to build research partnerships and commission or support research projects with national and international organisations such as Sport New Zealand, the New Zealand Olympic Committee (NZOC) and the Canadian Association for the Advancement of Women and Sport and Physical Activity (CAAWS).
- WISPA has established a new website (www.womeninsport.org.nz) which includes an "Insight Hub", destined to shortly house the best research, insights and case studies to support organisations in approaching gender equity challenges, at all levels of the system.
- Research and insights from a wide range of partners and sources continues to be used as evidence to support the positions that WISPA takes in media and the public domain. This has been particularly well-received through the opinion pieces WISPA has contributed to LockerRoom on a variety of key topics.



LEAD THE CHANGE

Kōkiritia kia tōkeke

Purpose: increased representation of women and girls in leadership

- Over 300 key influencers from national and regional sports organisations, corporates and government have attended WISPA (and IWG) events this year. The events have firstly, focused on celebrating those women and men in leadership who are driving inclusion of women and girls across sport and active recreation; and secondly, on sharing evidence and best practice designed to positively influence behaviours around female leadership.
- WISPA's first regional hub, Women in Sport Murihiku in Southland, has been established. Development of further 'regional hubs are now in discussion in Otago, Manawatu and Christchurch. These local entities, tied into the Regional Sports Trusts (RST), are aligned to WISPA's vision and are focused on supporting the participation needs of women and girls at an amateur level, and also support women into leadership positions in local sports bodies.
- In May 2019, WISPA – in partnership with the Shift Foundation – won the contract to deliver the Sport NZ Women + Girls Summit in October 2019, 2020 and 2021. This series is designed to gather key influencers from across the sector, to share best practice and insights to assist them in driving systemic change inside of their national and regional sporting organisations. These three conferences will lead up to WISPA's delivery of the IWG World Conference 2022.
- WISPA has built relationships across the sector, enabling open and constructive dialogue about women's leadership policies and programmes, particularly around coaching. WISPA will contribute to workshops and training programmes offered by these organisations.



BE THE VOICE

Whakapuakina te Reo

Purpose: women and girls have a powerful and respected voice

- Over the past year, WISPA was interviewed or contributed to stories in New Zealand television, online, print and radio media more than 40 times and also led IWG's contribution on the global stage. The focus has been on driving positive change through provision of evidence or commentary to shape public opinion and help decision-makers to make change.
- The WISPA Chief Executive and/or Board Members and IWG Global Executive have presented, been panellists, or attended more than 30 conferences and events in New Zealand and abroad to share key evidence and information around gender equity in sport and active recreation and influence key leaders.
- WISPA has built up a significant following across the WISPA and IWG digital channels, with close to 10,000 website visitors since January 2019, a combined total of 41,500 social media followers, and regular e-Communications that have reached over 6,000 contacts to date. WISPA uses these channels to share insights, research and commentary.
- WISPA has become the "go to" organisation for media seeking comment on topics around women's sport. Using research and insight as evidence, WISPA has been able to create positive conversations and influence attitudes and approaches to women's sport.



MEDIA COVERAGE TE HOKAITANGA PĀPĀHO

Links to media coverage received can be accessed here:

<https://womeninsport.org.nz/programmes/advocacy-campaigns/>

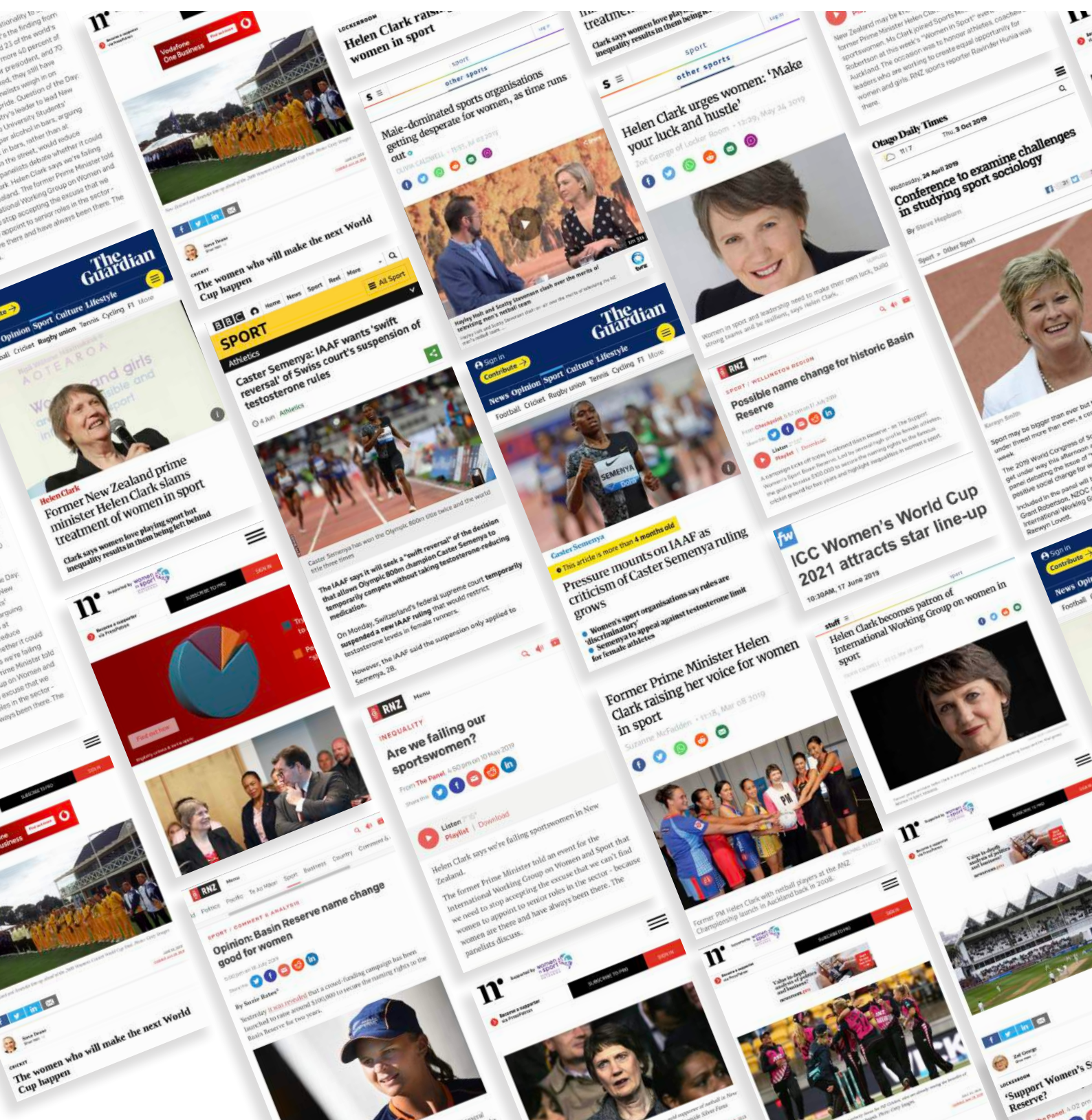
The
Guardian

stuff

MUSIC
magic
AND TALK






B B C

RNZ
TE REO
IRIRANGI
O AOTEAROA








SOCIAL MEDIA NGĀ PAE PĀPĀHO PĀPORI

WISPA CHANNELS

Platforms	Joined	Interactions
 FACEBOOK	March 2017	1,877 Followers
 TWITTER	March 2017	258 Followers
 INSTAGRAM	January 2019	283 Followers
 LINKEDIN	January 2019	183 Followers
 WEBSITE	January 2019	3,834 Visitors 1m:32 average session 65% NZ; 15% US; 6% Aust.

IWG CHANNELS

Platforms	Joined	Interactions
 FACEBOOK	October 2010	28,267 Followers
 TWITTER	October 2010	10,330 Followers
 INSTAGRAM	March 2019	150 Followers
 LINKEDIN	March 2019	82 Followers
 WEBSITE	March 2019	5,601 Visitors 1m:27 average session 21% US; 10% NZ; 7% GB, 6% Botswana



Kei aku Rangatira, tēnā koutou katoa.

Kia ora. Hello. In May 2018, over 1,200 global experts on gender equity in sport and physical activity gathered in Gaborone, Botswana. Conference delegates included representatives from all levels of sport and physical activity, academia, government, world agencies and NGOs, business, media, plus many sporting participants. The shared passion for positive global change was clear.

Aotearoa New Zealand was announced as incoming host nation for the International Working Group (IWG) on Women and Sport Secretariat & Conference 2018-2022 in Botswana. On 1 October 2018, Women in Sport Aotearoa (WISPA) took over as global delivery agent on New Zealand's behalf.

The first nine months have provided an exceptional foundation for our four-year hosting period, with many highlights of note (next). We are continuing IWG's global advocacy work and for 2022, we have one simple ambition: make the 8th IWG World Conference, Auckland 2022, the biggest and best, ever.

We are extremely grateful for the funding support we have so far secured from partners, especially Sport New Zealand and ATEED. We are also very appreciative of the many volunteers who are assisting us both in New Zealand and internationally, to help raise awareness of the IWG and encourage potential delegates to plan their trip to Aotearoa New Zealand in May 2022. In particular, a very special thank you to the IWG Advisory Group and more recently, to those that have joined the newly established Local Organising Committee (LOC).

The years ahead will be incredibly exciting. The IWG gives Aotearoa New Zealand a platform to promote its commitment to diversity and inclusion on the world stage, but also provides a catalyst for change at home. It will be expected that Aotearoa New Zealand is world class by the time it welcomes the world to Auckland for the 8th IWG World Conference. The progress we are seeing across the sector already gives me true confidence that we can meet this expectation.

Keep up with our work by registering to receive the latest updates on the IWG website, www.iwgwomenandsport.org, or by following IWG on Facebook, Twitter, LinkedIn and Instagram.

Nāku noa, nā,

Raewyn Lovett | ONZM
IWG Co-Chair – New Zealand

TAKE IT GLOBAL

Ki te Ao!

Purpose: drive an innovative future globally, while honouring IWG heritage

- In October 2018, Aotearoa New Zealand became host nation for the IWG, with WISPA as global delivery agent. A delegation from previous host, Botswana, visited Auckland to hand over the reins. They were welcomed by Ngāti Whātua Ōrākei. At the end of the trip, over 50 sports leaders from across the sector came together to wish them farewell.
- WISPA re-launched the IWG brand and website globally. On UN International Women's Day, 8 March 2019, WISPA announced the appointment of former New Zealand Prime Minister and former Administrator of the UN Development Programme, the Rt Hon Helen Clark, as Patron for both IWG and WISPA. This was combined with the announcement that the 8th IWG World Conference will take place from 5-8 May 2022 at the New Zealand International Convention Centre (NZICC) in Auckland.
- Shortly after, WISPA Co-Chair and Co-Founder Sarah Leberman and Chief Executive Rachel Froggatt (also IWG Secretary General) travelled to New York to present IWG and WISPA as part of the UN Commission on the Status of Women.
- In May 2019, WISPA staged the IWG Captain's Lunch in partnership with the Trans-Tasman Business Circle, marking 25 years since the establishment of the global IWG network. Over 230 leaders from across New Zealand sport and business attended. A panel featuring Patron, the Rt Hon Helen Clark, Dr Farah Palmer and Scott Bartlett, moderated by Melodie Robinson, was well received.
- In June 2019, IWG Co-Chair Raewyn Lovett and Chief Executive Rachel Froggatt travelled to London to present New Zealand's three-year Strategic and Operational Plan to the 13 IWG Global Executive members. This was unanimously approved. A number of key Working Groups and Committees have now been established, including Local Organising Committee (LOC) of the 8th IWG World Conference.
- Throughout WISPA's short tenure, it has worked with the IWG Global Executive to support a number of new Signatories to the Brighton plus Helsinki 2014 Declaration on Women and Sport, including the Spanish Football Federation, World Lacrosse, and the International Judo Federation.
- Development of IWG Strategic Partnerships continue apace, with examples including WISPA's support for IWG's involvement in the UNESCO Observatory on Women & Sport, a deliverable under the Kazan Action Plan. WISPA also hosted a delegation from the Korean Sports Promotion Foundation, very interested in IWG and WISPA's work.



SECURE THE FUTURE

Herea kia ngita

Purpose: establish and grow a respected and sustainable organisation

- In January 2019, the WISPA Strategic Plan (est. 2016) was re-launched following a Strategic Review, then the WISPA Business Plan 2019-2022 was fully approved and is now underway.
- To support delivery of the WISPA Strategic Plan, the Chief Executive has worked closely with the WISPA Board to establish all business practices. This included Xero accounting system installation and establishment of all policies/procedures, including reporting and financials.
- Aligned to the Strategic and Business Plans, WISPA has developed a tactical plan for income generation, with a view to building strong and sustainable partnerships with grant funders in the first instance, followed by ideas for corporate sponsorship and fundraising/philanthropy.
- WISPA has worked closely with cultural advisors and local iwi, particularly host tribe for the IWG World Conference, Ngāti Whātua Ōrākei, to ensure we give practical effect to the spirit of Te Tiriti o Waitangi internally and in our external relationships with all partners.



Entity Information

Women in Sport Aotearoa Incorporated **For the year ended 30 June 2019**

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

Legal Name of Entity

Women in Sport Aotearoa Incorporated

Entity Type and Legal Basis

Incorporated Society

Registration Number

Incorporated Societies Registration Number : 2660712

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
Liz Dawson MBE
James Gibson
Nicki Nicol
Pauline Harrison
Kirikaiahi Mahutariki
Martin Snedden

Main Sources of Entity's Cash and Resources

Funding comes from a mix of grants and gaming trusts and will extend to include fundraising and commercial partnerships.

Main Methods Used by Entity to Raise Funds

Major income is from Sport New Zealand, ATEED and New Zealand Community Trust.

Entity's Reliance on Volunteers and Donated Goods or Services

Board members fulfill all their responsibilities without any financial reward.

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

Physical Address

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

Postal Address

Sport Central, P O 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 2019

The Board members of Women in Sport Aotearoa Incorporated are pleased to present the Performance Report for year ended 30 June 2019.

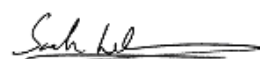
APPROVED



Julie Paterson

Co-Chair & Co-Founder

Date: 15 October 2019



Sarah Leberman

Co-Chair & Co-Founder

Date: 15 October 2019

Statement of Service Performance

Women in Sport Aotearoa Incorporated For the year ended 30 June 2019

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

Description of Entity's Outcomes

Women in Sport Aotearoa, Ngā Wāhine Hākinakina o Aotearoa (WISPA), 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 joint delivery of 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.

	2019	2018
Description and Quantification of the Entity's Outputs		
Number of followers on social media for WISPA / IWG	41,500	1,250
Number of website visitors for WISPA / IWG	9,500	-
Number of attendees at WISPA / IWG New Zealand events	300	20
Number of global and domestic speaking engagements for WISPA / IWG	30	5
Number of media interviews and opinion pieces for WISPA / IWG	40	5
Number of people who received global communication from WISPA / IWG	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 sporting 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.

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.

Statement of Financial Performance

Women in Sport Aotearoa Incorporated For the year ended 30 June 2019

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

	NOTES	2019	2018
Revenue			
Donations, fundraising and other similar revenue	2	262,933	47,163
Interest, dividends and other investment revenue	2	1	-
Other revenue	2	11,839	-
Total Revenue		274,773	47,163
Expenses			
Volunteer and employee related costs	3	148,871	27,302
Costs related to providing goods or service	3	99,838	10,872
Grants and donations made	3	500	1,000
Other expenses	3	11,239	-
Total Expenses		260,448	39,174
Surplus/(Deficit) for the Year		14,325	7,988

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 2019

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

	NOTES	2019	2018
Assets			
Current Assets			
Bank accounts and cash	4	263,842	137,278
Debtors and prepayments	4	13,606	-
Total Current Assets		277,448	137,278
Non-Current Assets			
Property, Plant and Equipment	6	38,651	-
Total Non-Current Assets		38,651	-
Total Assets		316,098	137,278
Liabilities			
Current Liabilities			
Creditors and accrued expenses	5	29,153	(824)
Employee costs payable	5	6,847	-
Unused donations and grants with conditions	5	222,500	128,571
Other current liabilities	5	5,956	-
Total Current Liabilities		264,456	127,748
Non-Current Liabilities			
Loans	5	27,787	-
Total Non-Current Liabilities		27,787	-
Total Liabilities		292,243	127,748
Total Assets less Total Liabilities (Net Assets)		23,856	9,531
Accumulated Funds			
Accumulated surpluses or (deficits)	7	23,856	9,531
Total Accumulated Funds		23,856	9,531

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 2019

'How the entity has received and used cash'

	2019	2018
Cash Flows from Operating Activities		
Cash Flows from Operating Activities		
Donations, fundraising and other similar receipts	362,847	175,734
Interest, dividends and other investment income	-	-
Other revenue	11,839	-
Payments to suppliers and employees	(225,783)	(38,998)
Cash flows from other operating activities	(500)	(1,000)
Total Cash Flows from Operating Activities	148,403	135,736
	2019	2018
Cash Flows from Investing and Financing Activities		
Cash Flows from Investing and Financing Activities		
Cash received from Hire Purchase financing	27,772	-
Payments to acquire fixed assets	(43,625)	-
Repayment of loans borrowed from other parties	(5,986)	-
Total Cash Flows from Investing and Financing Activities	(21,839)	-
	2019	2018
Net Increase / (Decrease) in Cash		
Net Increase / (Decrease) in Cash	126,564	135,736
	2019	2018
Cash Balances		
Cash and cash equivalents at beginning of period	137,278	1,542
Cash and cash equivalents at end of period	263,842	137,278
Net change in cash for period	126,564	135,736

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 2019

'How did we do our accounting?'

Basis of Preparation

Women in Sport Aotearoa Incorporated ("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 2019

1. Accounting Policies

Refer to "Statement of Accounting Policies".

	2019	2018
2. Analysis of Revenue		
Donations, fundraising and other similar revenue		
ATEED	50,000	-
Donations	-	4,000
Grants Income	25,000	-
Olympic Movement	7,210	-
Sponsorship In Kind	14,651	-
Sport New Zealand	166,071	21,429
Tourism New Zealand	-	21,734
Total Donations, fundraising and other similar revenue	262,933	47,163
Interest, dividends and other investment revenue		
Interest Received	1	-
Total Interest, dividends and other investment revenue	1	-
Other revenue		
Other Income	11,839	-
Total Other revenue	11,839	-
	2019	2018

3. Analysis of Expenses

Volunteer and employee related costs		
ACC Levy	948	-
Board Expenses	1,097	515
Contractor / Consultant Fees	20,723	26,787
FBT	2,248	-
Kiwisaver Employer Contributions	3,427	-
Salaries	119,908	-
Staff Recruitment	520	-
Total Volunteer and employee related costs	148,871	27,302
Costs related to providing goods or services		
Banners & Brochures	1,935	-
Computer Expenses	2,939	-
Conferences / Workshops / Seminars	470	-
Entertainment	304	-
Event Costs	3,039	-
General Expenses	93	-

Gift	563	461
Imagery & Filming	1,025	-
Insurance - Directors	875	-
Insurance - Office	312	-
Insurance - Travel	425	-
Insurance - Vehicle	505	-
Marketing and Communication	19,161	7,915
Meals & Catering	2,475	-
Media Monitoring	1,512	-
Office Supplies	365	-
Phone - Mobile	667	-
Professional Charges	28,215	-
Rent	6,498	-
Social Media	26	-
Travel & Accom - International	10,484	1,912
Travel & Accom - National	8,140	-
Vehicle Exp - Leases	980	-
Vehicle Exp - Parking	1,911	-
Vehicle Exp - Petrol / Oil	1,080	-
Venue	783	-
Website Expense	5,055	585
Total Costs related to providing goods or services	99,838	10,872

Grants and donations made

Koha	500	1,000
Total Grants and donations made	500	1,000

Other expenses

Audit Fees	5,000	-
Bank Charges	327	-
Depreciation	4,975	-
Interest HP	937	-
Total Other expenses	11,239	-

2019 2018

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

Cheque Account	263,842	137,278
Total Bank accounts and cash	263,842	137,278

Debtors and prepayments

Accounts Receivable	3,671	-
Prepaid Expenses	9,837	-
Sundry Debtors	97	-
Total Debtors and prepayments	13,606	-

	2019	2018
5. Analysis of Liabilities		
Creditors and accrued expenses		
Accounts Payable	3,298	-
Accruals	9,812	-
Credit Card - Rachel Froggatt	3,220	-
GST	12,823	(824)
Total Creditors and accrued expenses	29,153	(824)
Employee costs payable		
Holiday Pay Provision	2,792	-
PAYE Payable	4,054	-
Total Employee costs payable	6,847	-
Unused donations and grants with conditions		
Income Received in Advance	222,500	128,571
Total Unused donations and grants with conditions	222,500	128,571
Other current liabilities		
Hire Purchase Loan - Current Portion	5,956	-
Total Other current liabilities	5,956	-
Loans		
Hire Purchase Loan - Non Current Portion	27,787	-
Total Loans	27,787	-
	2019	2018
6. Property, Plant and Equipment		
Website		
Website	12,400	-
Website Accumulated Depreciation	(1,722)	-
Total Website	10,678	-
Motor Vehicles		
Vehicles	28,003	-
Accumulated depreciation - Vehicles	(1,867)	-
Total Motor Vehicles	26,136	-
Plant and Equipment		
Plant and equipment	3,222	-
Accumulated depreciation - plant and equipment	(1,385)	-
Total Plant and Equipment	1,837	-
Total Property, Plant and Equipment	38,651	-
	2019	2018
7. Accumulated Funds		
Accumulated Funds		
Opening Balance	9,531	1,542

	2019	2018
Current year surpluses or (deficits)	14,325	7,988
Total Accumulated Funds	23,856	9,531
Total Accumulated Funds	23,856	9,531

8. Commitments

There are no commitments as at 30 June 2019 (Last year - nil).

9. Contingent Liabilities and Guarantees

There are no contingent liabilities or guarantees as at 30 June 2019 (Last year - nil).

	2019	2018
10. Sponsorship Provided to the Entity in Kind		
Sponsorship Provided to the Entity in Kind		
Botswana Delegation visit	2,681	-
French Translator	250	-
Legal Fees - Simpson Grierson	5,222	-
Rent - Sport Central	6,498	-
Total Sponsorship Provided to the Entity in Kind	14,651	-

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

- Liz Dawson is a Board Member of WISPA and is also Deputy Chair of the New Zealand Olympic Committee.
- Kirikaiahi Mahutarihi is a Board Member of WISPA and is also an employee of ASB Bank Limited.
- Julie Paterson is a Board Member of WISPA and received payments from WISPA for expense reimbursement during the year.
- Sarah Leberman is a Board Member of WISPA and received payments from WISPA for expense reimbursement during the year.

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

	2019	2018
Revenue (excluding GST)		
New Zealand Olympic Committee	7,210	-
Total Revenue (excluding GST)	7,210	-
	2019	2018
Expenses (excluding GST)		
ASB Bank Limited	199	-
Julie Paterson expense reimbursement	1,168	-
Sarah Leberman expense reimbursement	2,930	-
Total Expenses (excluding GST)	4,297	-

13. Ability to Continue Operating

The entity will continue to operate for the foreseeable future.

14. Correction of Errors

Financial Statements for the year ended 30 June 2018 have been reviewed and restated to exclude GST where necessary.

INDEPENDENT AUDITOR'S REPORT

To the MEMBERS of the WOMEN IN SPORT AOTEAROA INCORPORATED for the year ended 30 June 2019

Report on the Performance Report

Opinion

We have audited the performance report of the WOMEN IN SPORT AOTEAROA INCORPORATED on pages 15 to 27, which comprise the entity information and statement of financial position as at 30 June 2019, the statements of financial performance, service performance, and cash flows for the year ended, the statement of accounting policies and other explanatory information.

In our opinion except for the matters outlined in the basis for a qualified 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 27 presents fairly, in all material respects:
 - the financial position of the WOMEN IN SPORT AOTEAROA INCORPORATED as at 30 June 2019 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 a Qualified Opinion

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion, except that our audit work has been limited in the :

- verifying of the opening balances as we did not audit the prior year.

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 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. 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 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.



Integrity Audit Chartered Accountants
East Tamaki, Auckland
4th October 2019



women in sport

Ngā Wāhine Hākinakina o
AOTEAROA

www.womeninsport.org.nz
info@womeninsport.org.nz

Sport Central

14 Normanby Road, P.O. Box 67088
Mt Eden, Auckland 1024,
NEW ZEALAND



**SPORT
NEW ZEALAND**

Auckland
Tourism, Events and
Economic Development
An Auckland Council Organisation



NZCT
NZ COMMUNITY TRUST



**100% PURE
NEW ZEALAND**

shift
FOUNDATION

lockerroom.



Simpson Grierson



**MINISTRY OF BUSINESS,
INNOVATION & EMPLOYMENT**
HĪKINA WHAKATUTUKI

ministry for **Women**
Ministry for Women
Ministry for Women

Aktive
Auckland Sport & Recreation

**trans-tasman
BUSINESS
CIRCLE**
relationships, insights, profile



**NEW ZEALAND
FOREIGN AFFAIRS & TRADE**
MANATU AORERE