

FOURTH ANNUAL REPORT AND AUDITED FINANCIAL STATEMENTS

TE PŪRONGO Ā-TAU TUAWHĀ ME TE PŪRONGO AROTAKE PŪTEA

JULY 2019 -JUNE 2020

HŌNGONGOI 2019 – PIPIRI 2020



OFFICERS AND MEMBERS NGĀ ĀPIHA ME NGĀ MEMA

Patron:

The Rt Hon Helen Clark ONZ

Board:

Julie Paterson: Co-Chair and Co-Founder — Chief Executive, Tennis New Zealand; Foundation Member Sarah Leberman MNZM: Co-Chair and Co-Founder — Professor, Massey University; Foundation Member Louisa Wall: MP, NZ Labour Party; former Black Fern; former Silver Fern; Foundation Member Pauline Harrison: Specialist in executive coaching, strategy and leadership development; Foundation Member James Gibson: Chief Executive, Blake New Zealand Nicki Nicol: Chief Transformation Officer, New Zealand Rugby Martin Snedden CNZM: One Cricket Project Lead; former Black Cap, New Zealand Cricket Kirikaiahi Mahutariki: Executive Manager, Māori Financial Solutions, ASB Bank (to January 2020) Liz Dawson: Director and Shareholder, Hurricanes; Independent Director (to February 2020)

Team:

Rachel Froggatt: Chief Executive

Sharyn Morriss: part-time Administration Assistant (started January 2020)

Nicky van den Bos: Programme Director (appointed in June, started July 2020)

Shanee Kiriau: AUT Intern (appointed in June, started July 2020)

Caroline Jack: part-time Events Manager (to November 2019)

Jodie Bennett: part-time Communications Manager (to March 2020)

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 Beaman: Business Improvement Consultant, Strategic Reality Steph Bond: Executive Manager, New Zealand Players Association Toni Bruce: Professor, University of Auckland Gaye Bryham: Head of Department, Auckland University of Technology Toni-Maree Carnie: Chief Executive, Volleyball New Zealand Ingrid Cronin-Knight: Country Manager, MYOB Debbie Curgenven: Community Sport Manager, Aktive Auckland Pam Elgar: Chief Executive, Make-A-Wish Foundation Sue Emerson: Team Lead Academic Programme Manager, Unitec Institute of Technology Pauline Harrison: Specialist in executive coaching, strategy and leadership development; current board member Michelle Hollands: Strategic Projects and Partnership Manager, Te Waka Sarah Leberman: Professor, Massey University; current Co-Chair/Board Member Raewyn Lovett: Partner, Duncan Cotterill; Co-Chair of the IWG 2018-2022 Meg Luff: Marketing consultant and business owner, Sharpe Marketing Kirikaiahi Mahutariki: Principal at Taiiti Advisory Laura Menzies: Diversity & Inclusion Manager, 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 MNZM: Chief Executive, New Zealand Olympic Committee Louisa Wall: MP, NZ Labour Party; former Black Fern; former Silver Fern; current Board Member Dianne Williams: Independent Director

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PARTNERS AND SUPPORTERS NGĀ HOA PAKIHI ME NGĀ KAITAUTOKO

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

NATIONAL PARTNERS













Tourism, Events and

Economic Development



















OFFICIAL SUPPLIERS



















Auckland Sport & Recreation

PARALYMPICS NEW ZEALAND

CO-CHAIRS AND CEO REPORT TE PŪRONGO A NGĀ HĒMANA MĀTOU KO TE KAIHAUTŪ



Julie Paterson Co-Chair and Co-Founder



Sarah Leberman Co-Chair and Co-Founder



Rachel Froggatt Chief Executive

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

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

The past year has been a game of two halves for Women in Sport Aotearoa (WISPA). Since March 2020 we have had to constantly evolve and adapt our on-field strategy as the COVID-19 pandemic continues to disproportionately impact the 'women in sport' movement globally and in Aotearoa New Zealand. We are incredibly grateful to the government and crown agency, Sport New Zealand, for their ongoing positive intervention to protect the growing momentum around women's sport at a time where resource and funding is being challenged across the board. With four global women's sporting events also coming to our shores between now and 2023, Aotearoa New Zealand is currently leading the world.

Delivering change in a changing world

In February 2020, WISPA finalised work on a global theme. The objective of its development was to bring together all work being rolled out by WISPA across Aotearoa New Zealand and globally in its capacity as host for the Secretariat and World Conference of the International Working Group (IWG) on Women & Sport. By March 2020, "Change Inspires Change" would be seen by many as prescient. In just 18 months' time, the world will visit Aotearoa New Zealand. But this visit will be unlike any visit previously planned. Change is inspiring change and in a world that continues to be impacted by COVID-19, the 8th IWG World Conference on Women & Sport has now been evolved and will be held as a virtual-physical hybrid for the very first time. Recognising that physical attendance may still be impacted, WISPA is building a world-first digital hub that could see as many as 1,000 additional attendees from world sport, recreation, government, business, media and academia join virtually. This hub is also destined to become a repository for research, insights, case studies, tools, training and news – all at a time when the world needs inspiration to protect and grow women's sport. This has all been shaped into an exciting 2-year journey toward and beyond the IWG World Conference.

Alongside the IWG, Aotearoa New Zealand will also host the 2021 Rugby World Cup (women's edition), the 2022 ICC Women's Cricket World Cup and the 2023 FIFA Women's World Cup. Known collectively as the "big four", these events will inspire changes to the very foundations of sport in this country.

Many thanks to our partners and volunteers

WISPA is very appreciative of support from our main funding partners – Sport New Zealand, ATEED, NZ Community Trust, the US Consulate and Tourism NZ, along with our pro bono legal firm Simpson Grierson. We recognise that times are challenging for you too, so to have your ongoing support during this time has been critical as we strive to prevent women's sport from being left behind due to COVID-19. We would like to especially acknowledge the many people at Sport New Zealand, and within the play, active recreation and sport sector, who are continuing to work so hard to deliver the government Women and Girls in Sport and Active Recreation strategy, despite current challenges. As this annual report went to print in October 2020, the first ever virtual-physical hybrid edition of the Sport NZ Women and Girls Summit had taken place, with just over 1,000 registered attendees. WISPA is very grateful to the Shift Foundation, our partners in delivering this event annually for Sport New Zealand. The high attendance numbers, high engagement levels, and the learnings we took away, all certainly bode well for the 8th IWG World Conference on Women & Sport which will be delivered with a similar hybrid approach.

We would like to say an enormous thank you to our friends at the Trans - Tasman Business Circle (TTBC) with whom we would normally stage the annual Captains Lunch. When this had to be postponed, it was incredible to "pivot" with you and take all our work online. In the early stages of COVID-19, WISPA and TTBC launched the 'Leadership from Lockdown' interview series, with leaders providing advice and insights for dealing with the pandemic to audiences, live. This has been followed by the short 'Insight Bites' series, designed to do the same - in shorter bites. Ultimately, all of this led to the digital launch of "Change Inspires Change", featuring Sport & Recreation Minister, the Hon Grant Robertson and many other speakers. Total viewership of these initiatives now tops 7,000.

Finally, WISPA could not be more thankful for the outstanding set of senior volunteers that orbit us, providing advice, insight, connections and most importantly - time. A huge mention must go to the 16 members of the Local Organising Committee of the 8th IWG World Conference on Women & Sport, along with past and current members of the WISPA Board.

Growing future capability and expertise

At the 2020 AGM, WISPA will formally welcome the reappointment of Julie Paterson and Pauline Harrison to the Board, along with the appointment of three new Board members. Julie and Pauline are both original foundation Board Members and were required by Constitution to roll-off and re-stand for a further term. Both are exceptional contributors. Julie originally co-founded WISPA in 2016 and in 2019, Pauline was appointed chair of the Local Organising Committee of the 8th IWG World Conference on Women & Sport. Early in 2020 we bid farewell to Kirikaiahi Mahutariki and Liz Dawson from the Board, wishing them well with gratitude for their fantastic contributions. We are delighted to welcome Erin Roxburgh-Makea and Tim Corbett as voting members and Kelly Evans as a non-voting associate member. Tim's addition takes the WISPA Board to a total of nine positions (plus Kelly as an associate, making 10), taking our gender quota up to 33%. WISPA continues to work toward its commitment to achieving 40% gender equity by the end of 2021, as required under Sport New Zealand guidelines.

In June 2020, just as the financial year was closing, WISPA was delighted to appoint Nicky van den Bos as our full-time Programme Director. Nicky joined WISPA from her most recent role as Head of Events at NZ Cricket with over 10 years' experience in event delivery in Aotearoa New Zealand and internationally. She is a key piece of the puzzle as we build toward delivery of the IWG World Conference. At the same time, WISPA was delighted to start a new partnership with Auckland University of Technology (AUT), which saw Shanee Kiriau join as a full-time intern. Both Nicky and Shanee have been outstanding in the delivery of the recent Sport NZ Women and Girls Summit 2020.

Over the past 12 months, WISPA has built a very strong relationship with our external creative agency, Bob's Your Uncle. Bob's worked closely with us to develop and launch our exciting new global campaign, "Change Inspires Change". WISPA also continues to enjoy a fantastic partnership with Aktive Auckland shared services, which provides our accounting and auditing support. WISPA again passed its audit with no gualifications.

Opportunities over the year ahead

WISPA has now re-launched its global commercial strategy under the "Change Inspires Change" theme. Over the next 12 months, we will be searching for opportunities with potential commercial partners, grant and trust funders and others with shared value sets around gender equity to support our work in Aotearoa New Zealand and enable us to fully deliver the journey toward and beyond the 8th IWG World Conference in May 2022. We are incredibly excited about what the year ahead will bring!

Hoake tātou!

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

~ laturan

Julie Paterson Co-Chair and Co-Founder

Sah Lil

Rachel Froggatt Chief Executive

Sarah Leberman Co-Chair and Co-Founder

STRATEGIC PLAN 2018 – 2022 TE MAHERE RAUTAKI 2018 – 2022

		Women ir	Women in Sport Aotearoa Strategic Plan 2018-2022	egic Plan 2018-2022	
	VISION Te Whâinga Matua		Women and girls are valued, visible and influential in sport and recreation E kaingākautia ana, e kitea ana, e whai mana ana te wahine i te ao hākinaki	Women and girls are valued, visible and influential in sport and recreation E kaingakautia ana, e kitea ana, e whai mana ana te wahine i te ao hakinakina	
	BELIEFS Nga Matapono	 Positive action is required to transform sport and recreation for the bette and girls and to strengthen their place in society Participation in sport and recreation grows future leaders and role mode Zealand will benefit from the development of more female leaders Sport and recreation should be safe and enjoyable for women and girls 	ort and recreation for the betterment of women ociety is future leaders and role models and New of more female leaders injoyable for women and girls	 Sport and recreation should be fully inclusive of diverse communities Maori and Pasifika women and girls need to be supported to a place of equity within sport and recreation Commitment to Te Tiriti o Waitangi 	ive of diverse communities to be supported to a place of equity within
	PURPOSE Te Koronga	Challenge the System Uia nga Patai	Lead the Change Kokintia kia tökeke	Be the Voice Whakapuakina te Reo	Take it Global ^{Kite Aol}
		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
6	STRATEGIC INTENT: Te Whainga Rautaki	 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 Occania researchers and global research agencies; share results/insights Build an international reputation as a world leading Research Hub Respecting Te Tirtit o Waitangi as New Zealand's founding document 	 Connect and empower a wide network of engaged champions Influence the gender policies and strategies of sector organisations Support women and girls across diverse communities to safely engage in sport and recreation Advocate for more investment in sport and recreation for women and girls and the increased development of female leaders Champion/support current and future female leaders across the sport and recreation sector Advocate development of gender equity in the coaching community 	 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 Shewcase 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 	 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 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 henchmark for gender equity Build New Zealand's reputation and position as a global theorem of the sustainable
			Secure thereat	Secure the future Herea kia ngita	
			Establish and grow a respecte	Establish and grow a respected and sustainable organisation	
		 Clear organisational vision and purpose Good governance and leadership practices Attraction and development of best talent Strong and sustainable business practices 	 Established, high profile and respected brand Mutually beneficial stakeholder partnerships Hamess the power of the national collective Best use of innovative technology 		Regular measurement and evaluation Give practical effect to the spirit of Te Tiriti o Waitangi internally and in our external relationships with all partners

OPERATIONAL HIGHLIGHTS 2019 – 2020 NGĀ MAHI MATUA 2019 – 2020



CHALLENGE THE SYSTEM Uia ngā Pātai

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

- WISPA continues to convene and lead the WISPA Research Consortium, a group of 14 academics from seven of New Zealand's eight national universities. Knowledge gaps and research priorities have now been identified and a strategy is underway to scope projects and secure funding. In parallel, the consortium has begun pitching to lead available projects across the New Zealand play, active recreation and sport system. Members also contributed as advisors during the set-up of the new Sport NZ media analysis and portrayal research running across 2020 and 2021.
- Research and insights from a vast range of global and local partners continue to be sourced as evidence to support the carefully considered positions that WISPA takes in media and in the public domain. This network proved critical when COVID-19 first began to impact upon sport in Aotearoa. Global and local evidence showed that women's sport was being disproportionately affected, with resource and funding taking a much harder hit. WISPA used evidence to support behind-the-scenes advocacy with decision-makers across the sector, and in its external activity including the

'Leadership from Lockdown' online series and opinion pieces in media (see Pillar 3). WISPA has been congratulated for its work in this space, assisting to slow the backwards slide.

- Over the past 12 months, WISPA has also laid the strategic foundation for its planned online Insight Hub, estimated to go live mid-2021 in support of both the WISPA domestic and IWG global communities. This interactive platform will become home to the best research, insight, case studies, tools, webinars and content, and news around gender equality in sport and physical activity. The objective is to provide inspiration and support to people and organisations along their journey.
- Formal research partnerships are in the process of being set-up with individuals and groups all around the world, with a view to supporting set-up of the Insight Hub, and also contributing to the planning and delivery of the 8th IWG World Conference on Women & Sport in May 2022. This will be especially key during our recovery from COVID-19.



New Zealander Sarai Bareman is Chief Women's Football Officer at FIFA. New Zealand and Australia will jointly host the FIFA Women's Football World Cup in 2023.

LEAD THE CHANGE Kōkiritia kia tōkeke

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

- In October 2019, WISPA in partnership with the Shift Foundation - staged the first of three annual Sport NZ Women + Girls Summit events in 2019, 2020 and 2021, after winning the contract from Sport NZ. The series takes inspiration from WISPA and Shift's successful 'She Moves, She Leads, We Win' Symposium in 2017 and will lead up to WISPA's delivery of the 8th IWG World Conference on Women & Sport in May 2022. The intent is to influence sector-wide gender policies and strategies and empower a wide range of champions. The first event took place at Te Papa in Wellington, with 350+ women of all levels attending, along with many male champions. As this report went to print, Summit 2020 had just taken place and due to COVID-19, became a free online conference, with physical events regionally. Over 1,000 people registered to attend online, with around 200 of these also going along to physical events in Wellington, Auckland, Dunedin, Gisborne, Hamilton, Napier and Christchurch.
- As a direct extension of the first event, Summit keynote Dr Nicole M. LaVoi from the Tucker Center for Research on Girls and Women in Sport in the USA, was also able to conduct a full-day training session for coaches and members

of the high performance community across Aotearoa. High Performance Sport New Zealand took the opportunity to announce the launch of a new \$2.7m fund specifically to support increased development of women in the high performance system.

- WISPA's regional network is continuing to grow, with regional hubs in Auckland, Wellington, Dunedin, Manawatu and Christchurch emerging to join WISPA's first branch, Women in Sport Murihiku (Southland). These entities, in many cases tied into the Regional Sports Trusts (RST), are aligned to WISPA's national vision and are focused on supporting the needs of women and girls locally. Wellington, Auckland, Dunedin and Christchurch all delivered local events in support of the Sport New Zealand Women and Girls Summit.
- In direct response to COVID-19, WISPA launched a series of public and private initiatives to connect those living through lockdown, champion the crisis leadership of women across the sector, influence decision-making, and advocate for the protection of funding. See more in Pillar 3.

BE THE VOICE Whakapuakina te Reo

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

- WISPA has significantly developed its digital advocacy programme, launching two new online series since March 2020 'Leadership from Lockdown', a 10-part series of 45min sessions with global leaders including the female heads of the women's game at FIFA and World Rugby; and 'Insight Bites', a series of 15min Q&As. These positive conversations, created in partnership with the Trans Tasman Business Circle, are designed to share knowledge and showcase leadership around women and girls. Viewership is now around 6k+.
- WISPA led or contributed to the media conversation around women's sport more than 60 times in the past 12 months, covering an array of topics such as female representation in sport leadership; women in coaching; female participation; and safety and sexism in sport. The focus has been on driving positive change or preventing negative change through provision of evidence to shape decisions. Since March 2020, the media landscape has been dominated by COVID-19 and WISPA has contributed 25+ times, in many cases leading the public agenda by making recordings of 'Leadership from Lockdown' available for use by media.

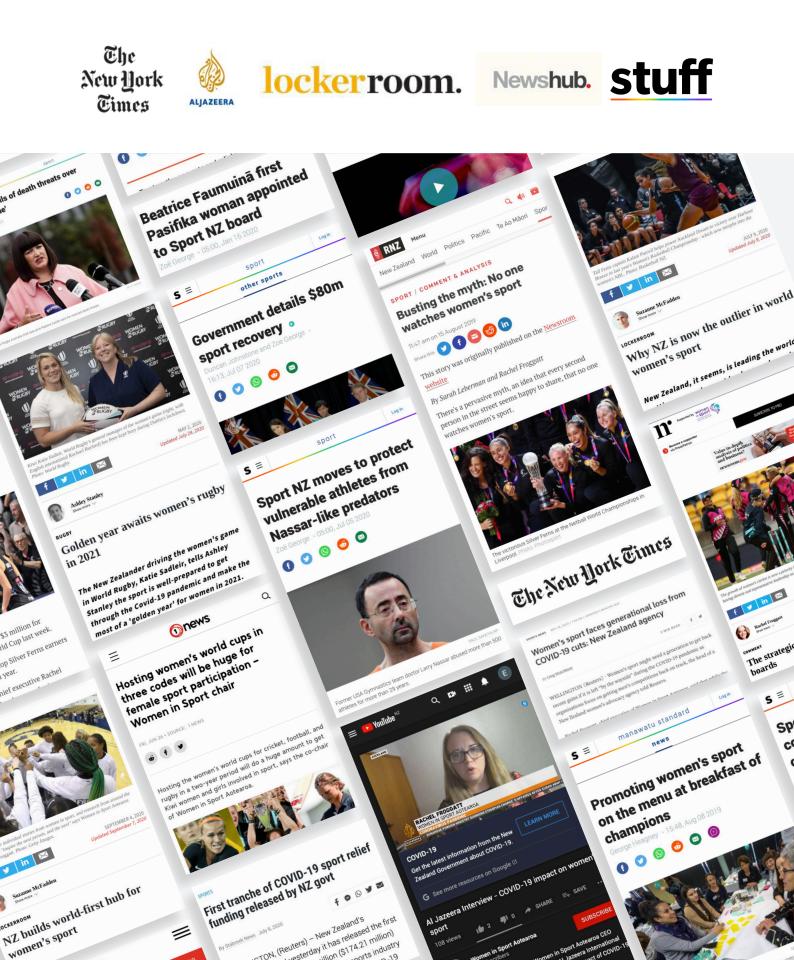
Globally, the WISPA Chief Executive has been interviewed by AI Jazeera and the New York Times. WISPA also continued its LockerRoom partnership, the only media outlet dedicated to women's sport.

- The WISPA Chief Executive and/or Board Members and IWG Global Executive have presented, been panellists, or attended more than 50 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. The digital escalation post-COVID has significantly increased overall reach.
- WISPA continues to develop a significant following across the WISPA and IWG digital channels, with website traffic more than doubling in the past year from almost 10k to over 23k. Across social media, WISPA and IWG now have a combined following of nearly 45k and regular e-News reaches over 6k global contacts quarterly. These are all now very powerful channels of influence, used to distribute digital advocacy campaigns and communicate directly with key supporters.



MEDIA COVERAGE NGĀ PĀPĀHOTANGA

Links to media coverage received can be accessed here: https://womeninsport.org.nz/programmes/advocacy-campaigns/



SOCIAL MEDIA NGĀ PAE PĀPĀHO PĀPORI

WISPA CHANNELS

Platforms	Joined	Interactions
f FACEBOOK	March 2017	2,603 Followers (+38% YOY)
TWITTER	March 2017	465 Followers (+80% YOY)
(O) INSTAGRAM	January 2019	671 Followers (+137% YOY)
	January 2019	1,506 Followers (+722% YOY)
WEBSITE	January 2019	18,492 Visitors (+382% YOY) 1m:21 average session 66% NZ; 11% US; 7% Aust.

IWG CHANNELS

Platforms	Joined	Interactions
f FACEBOOK	October 2010	28,250 Followers (+0% YOY)
TWITTER	October 2010	10,756 Followers (+4% YOY)
INSTAGRAM	March 2019	270 Followers (+80% YOY)
	March 2019	237 Followers (+189% YOY)
WEBSITE	March 2019	16,571 Visitors (+195% YOY) 1m:41 average session 18% US; 8% NZ; 7% GB, 5% Spain, Australia, China.



Kei aku Rangatira, tēnā koutou katoa.

Kia ora. Hello. Since October 2018, Aotearoa New Zealand has been home to the IWG Secretariat and World Conference 2018 – 2022. The International Working Group (IWG) on Women & Sport is the world's largest network dedicated to achieving gender equality in sport and physical activity. A not-for-profit, it has led from a place of respect within the global system for over 25 years. Its reach includes thousands of experts from across global sport, recreation, government, business, media and academia. The quadrennial IWG World Conference on Women & Sport is the largest global gathering of its kind and the 8th edition will be held in Tāmaki Makaurau Auckland between 5 - 8 May 2022.

The past 12 months have certainly been unprecedented. In April 2020, the IWG Global Executive formally recognised the COVID-19 pandemic as a significant threat to the 'women in sport and physical activity' movement, globally. The Executive also agreed the position, given IWG's alignment and ongoing commitment to the UN Sustainable Development Goals, that COVID-19 has the potential to negatively impact the momentum towards gender equality as a whole, worldwide.

I am very proud of and excited by the work that our Secretariat is continuing to deliver for IWG in the context of COVID-19. As a country, Aotearoa New Zealand is managing the threat well. It is one of the only nations in the world staging sport in front of live audiences and thanks to the positive intervention and support of the government through Sport New Zealand, has already returned most women's elite competitions. But many colleagues around the global network are facing different circumstances. Sport and physical activity for women and girls remains disproportionately affected.

Our Secretariat team and volunteers moved quickly to adapt our approach across all facets of the IWG Strategic Plan and we are now using digital to activate a global 'community of action' across the network under the theme: "Change Inspires Change". The launch of our 2-year journey toward and beyond the 8th IWG World Conference on Women & Sport in September 2020 was key, as was the decision to evolve and deliver the IWG World Conference as a virtual-physical hybrid. We will now support recovery through ongoing delivery of research, insights, case studies, tools, training and news. In this, we are very grateful for the funding support we have so far secured from partners over the past two years, especially Sport New Zealand and ATEED, who have been with us from the start.

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

Stay safe and keep talking about these important issues.

Nāku noa, nā,

Raewyn Lovett | ONZM IWG Co-Chair – New Zealand

TAKE IT GLOBAL! Ki te Ao!

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

- The Local Organising Committee (LOC) of the 8th IWG World Conference on Women & Sport was convened in October 2019. The 16-strong team spent close to 9 months developing the 'Game Plan', which was approved by the IWG Global Executive at the AGM in June 2020. The underlying premise is to deliver a 2-year journey toward and beyond the IWG World Conference, taking place in May 2022. There are three pillars: the first is a global communications campaign; the second is development of a global 'community of action'; and the third is delivery of the first virtual-physical hybrid IWG World Conference. The latter is a positive response to COVID-19. To date, 150+ global leaders have joined programming teams for the IWG World Conference.
- Between December 2019 and February 2020, the LOC worked closely with our creative agency, Bob's Your Uncle, to develop the over-arching global theme for the next two years. "Change Inspires Change" was successfully launched in September 2020, with an exciting 90 second film unveiled during a digital broadcast live to more than 600 attendees and since viewed another 750 times. The campaign is dedicated to helping shape individual decision-making and empower individuals to know that their actions, however small or large, contribute to global change. There are a raft of programmes and activities planned to amplify this theme in 2021 and 2022. The campaign film and digital launch are online at 'IWG Women & Sport' on YouTube. WISPA would like to say a very special thank you to Tourism NZ for assisting to fund the film.
- In November 2019, the IWG Secretary General (WISPA Chief Executive) was invited to speak as part of the New Leaders Forum in Helsinki, Finland, an event sponsored by the International Olympic Committee (IOC). The trip was shaped around building partnerships and seeking funding

in the lead-up to the IWG World Conference. In addition to Helsinki, she also visited Dubai, London and Zurich, and met 15 global organisations including the International Cricket Council, World Rugby, FIFA, the Commonwealth Games Federation, and the International Paralympic Committee. She also met the IWG Finland Secretariat team, 2010 – 2014. A second trip to Melbourne saw her meet with the Victorian and NSW governments, and attend the sold-out ICC Women's T20 World Cup final. She also met the IWG Australia Secretariat team, 2006 – 2010.

- WISPA continues to deliver against IWG Secretariat
 obligations. Key highlights have included supporting
 the UNESCO Feasibility Study for a world-first Global
 Observatory on Women and Sport; staging a digital AGM
 for the 13 IWG Global Executive members in June; plus
 developing and launching the IWG Bid Pack and supporting
 countries interested in hosting the 2022 2026 quadrennial.
 The Brighton plus Helsinki 2014 Declaration continues to be
 administered and WISPA also continues to coordinate IWG's
 global response to major issues, such as COVID-19.
- Overall, WISPA is increasingly building a reputation as a global thought-leader and has become a touchpoint for those working in or researching gender equity in sport and physical activity around the world. The positive work taking place across the sector by Sport New Zealand, in partnership with WISPA and sport organisations via the government strategy for Women and Girls in Sport and Active Recreation, is now a benchmark often referenced in the global IWG Network. WISPA's agenda in Oceania continues to move forward, although has been slowed down by travel restrictions and other COVID-19 impacts.



PILLAR 5 TE POU TUARIMA

SECURE THE FUTURE Herea kia ngita

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

- Over the second half of the financial year, WISPA was like everyone - significantly impacted by COVID-19. WISPA's commercial and fundraising strategy had been launched in October 2019 and had been going well, with several potential global and local sponsors engaging with the unique opportunity presented by a partnership with both WISPA and IWG. New relationships were also well underway with grant and trust funders around New Zealand. As this annual report goes to print, these discussions are starting to come back online. In the interim, WISPA was very grateful to Sport New Zealand for it's faith in us as a key strategic partner and for the support funding it made available, to assist us to continue delivering against our strategic plan during a timeframe where external funding was not readily available. This proved critical, because it was during this time WISPA was advocating for the protection of funding and resource for women and girls, which was disproportionately affected.
- Between April and August 2020, WISPA re-shaped its commercial and fundraising strategy. The launch of "Change Inspires Change" in September 2020 (see Pillar 4) marked a strategic re-set. WISPA is excited by its potential as a funding generator, and its potential to drive strategic objectives around gender equality. A series of programmes and activities will be launched under this umbrella in 2021 and 2022, suitable for sponsor and funder involvement. Additionally, its flexibility will enable sponsors and funders to shape bespoke activities to fit their own agendas.
- The Board of WISPA remained stable at seven members during the second part of the year, after two board members stepped down in January and February 2020. As this annual report goes to print, two new Board members have been

appointed – Erin Roxburgh-Makea and Tim Corbett. A third non-voting associate board member has also been appointed – Kelly Evans. The WISPA Audit & Risk Committee is fully established and has been closely supporting the Chief Executive. From April 2020, board meetings have been held monthly to provide further support. The team remains small, with the Chief Executive being the only full-time employee for most of the year. In July 2020, a new full-time Programme Director, Nicky van den Bos, joined the team, alongside fulltime AUT Intern, Shanee Kiriau.

- WISPA has now completed its second annual audit and would like to acknowledge Sherry Yang and David Brewis and Aktive shared services, for their work as our accountants. WISPA would also like to recognise Simpson Grierson, our legal firm, for their assistance in securing our charitable status in March 2020.
- WISPA is confident in its increasing brand profile. This is evidenced by the continued role it has been playing as an advisor and contributor to media, along with the significant increases in reach through digital platforms (see Pillar 3).
 The leadership and advocacy work that WISPA has been doing during COVID-19 has also been recognised as very influential, as has the Sport NZ Women and Girls Summit.
- WISPA continues to work closely with cultural advisors and local iwi, particularly the mana whenua for the IWG World Conference, Ngāti Whātua o Ōrākei, to ensure that WISPA gives practical effect to the spirit of Te Tiriti o Waitangi internally and in all our external relationships.

 Image: Contract of the second secon

FINANCIAL STATEMENTS 2019 – 2020 NGA PŪRONGO PŪTEA 2019 – 2020

Entity Information

Women in Sport Aotearoa Incorporated For the year ended 30 June 2020

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

Legal Name of Entity

Women in Sport Aotearoa Incorporated

Entity Type and Legal Basis

Incorporated Society & Charity

Registration Number

Incorporated Societies Registration Number : 2660712

Charity Registration Number : CC57755

Entity's Purpose or Mission

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

Board Members

Patron: The Rt Hon. Helen Clark, ONZ

Julie Paterson, Co-Chair & Co-Founder

Sarah Leberman, Co-Chair & Co-Founder

Louisa Wall

James Gibson

Nicki Nicol

Pauline Harrison

Martin Snedden

Kirikaiahi Mahutariki (until 20 January 2020)

Liz Dawson (until 19 February 2020)

Main Sources of Entity's Cash and Resources

Funding comes from a mix of grants, gaming trusts, project contracts and fundraising and will extend to include 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.

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

Physical Address

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

Postal Address

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

Email

info@womeninsport.org.nz

Website

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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 2020

The Board members of Women in Sport Aotearoa Incorporated are pleased to present the Performance Report for year ended 30 June 2020.

APPROVED

how

Julie Paterson Co-Chair & Co-Founder Date 22 October 2020

6 1.0

Sarah Leberman Co-Chair & Co-Founder Date .22.October 2020



Statement of Service Performance

Women in Sport Aotearoa Incorporated For the year ended 30 June 2020

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



Description of Entity's Outcomes

Women in Sport Aotearoa, Ngā Wāhine Hākinakina o Aotearoa (WISPA), is a charity that exists to transform society through leadership, advocacy and research, ensuring that all women and girls gain equity of opportunity to participate, compete and build careers in play, active recreation and sport. Our strategic vision is to see 'women and girls valued, visible and influential in sport and active recreation' in Aotearoa New Zealand. We are working toward this through delivery of insight and research, change leadership, advocacy campaigns, speaking engagements and events like the Captains Lunch and the annual Sport NZ Women + Girls Summit. We work across Aotearoa New Zealand and currently, we are also the global delivery agent for the International Working Group (IWG) on Women and Sport Secretariat & Conference 2018-2022, with the 8th IWG World Conference taking place in Tāmaki Makaurau Auckland from 5-8 May 2022.

	2020	2019
Description and Quantification of the Entity's Outputs		
Number of followers on social media for WISPA / IWG	44,286	41,500
Number of website visitors for WISPA / IWG	23,296	9,500
Number of attendees at WISPA / IWG New Zealand events	350	300
Number of global and domestic speaking engagements for WISPA / IWG	50	30
Number of media interviews and opinion pieces for WISPA / IWG	60	40
Number of people who received global communication from WISPA / IWG	6,000	6,000

Description and Quantification of the Entity's Outputs

The work delivered by WISPA and IWG is designed to draw attention to the inequities in sport and active recreation by giving voice to women and girls at all levels and supporting positive change inside 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. Throughout COVID-19, WISPA took a leadership position, sharing leadership insights and materials designed to prevent women's sport from being left by the wayside following the pandemic, bereft of funding and resource.

Statement of Financial Performance

Women in Sport Aotearoa Incorporated For the year ended 30 June 2020

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

	NOTES	2020	2019
evenue			
Donations, fundraising and other similar revenue	2	351,424	262,933
Revenue from providing goods or services	2	52,570	
Interest, dividends and other investment revenue	2	2,963	1
Other revenue	2	31,207	11,839
Total Revenue		438,164	274,773
xpenses Volunteer and employee related costs	3	237,948	148,871
•	3	237,948 183,911	148,871 99,838
Volunteer and employee related costs		,	
Volunteer and employee related costs Costs related to providing goods or service	3	183,911	99,838 500
Volunteer and employee related costs Costs related to providing goods or service Grants and donations made	3	183,911 500	99,838



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 2020

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

	NOTES	2020	2019
Assets			
Current Assets			
Bank accounts and cash	4	191,245	263,842
Debtors and prepayments	4	30,231	13,606
Total Current Assets		221,476	277,448
Non-Current Assets			
Property, Plant and Equipment	6	27,583	38,651
Total Non-Current Assets		27,583	38,651
Total Assets		249,059	316,098
Liabilities			
Current Liabilities			
Creditors and accrued expenses	5	9,290	29,153
Employee costs payable	5	6,288	6,84
Unused donations and grants with conditions	5	178,672	222,500
Other current liabilities	5	5,956	5,956
Total Current Liabilities		200,206	264,456
Non-Current Liabilities			
Loans	5	21,831	27,787
Total Non-Current Liabilities		21,831	27,787
Total Liabilities		222,037	292,243
Total Assets less Total Liabilities (Net Assets)		27,022	23,850
Accumulated Funds			
Accumulated surpluses or (deficits)	7	27,022	23,856
Total Accumulated Funds		27,022	23,856



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 2020

'How the entity has received and used cash'

	2020	201
ash Flows from Operating Activities		
Cash Flows from Operating Activites		
Donations, fundraising and other similar receipts	290,971	362,84
Revenue from providing goods or services	52,570	
Interest, dividends and other investment income	2,963	
Other revenue	31,207	11,83
Payments to suppliers and employees	(443,852)	(225,783
Cash flows from other operating activites	(500)	(500
Total Cash Flows from Operating Activities	(66,641)	148,40
ash Flows from Investing and Financing Activities Cash Flows from Investing and Financing Activites		
	-	27,77
Cash Flows from Investing and Financing Activites	- -	27,77 (43,625
Cash Flows from Investing and Financing Activites Cash received from Hire Purchase financing Payments to acquire fixed assets Repayment of loans borrowed from other parties	- - (5,956)	
Cash Flows from Investing and Financing Activites Cash received from Hire Purchase financing Payments to acquire fixed assets	- - (5,956) (5,956)	(43,625
Cash Flows from Investing and Financing Activites Cash received from Hire Purchase financing Payments to acquire fixed assets Repayment of loans borrowed from other parties	,	(43,625 (5,986
Cash Flows from Investing and Financing Activites Cash received from Hire Purchase financing Payments to acquire fixed assets Repayment of loans borrowed from other parties Total Cash Flows from Investing and Financing Activites	,	(43,625 (5,986 (21,839
Cash Flows from Investing and Financing Activites Cash received from Hire Purchase financing Payments to acquire fixed assets Repayment of loans borrowed from other parties Total Cash Flows from Investing and Financing Activites let Increase / (Decrease) in Cash	(5,956)	(43,625 (5,986
Cash Flows from Investing and Financing Activites Cash received from Hire Purchase financing Payments to acquire fixed assets Repayment of loans borrowed from other parties Total Cash Flows from Investing and Financing Activites Iet Increase / (Decrease) in Cash Net Increase / (Decrease) in Cash	(5,956)	(43,625 (5,986 (21,839
Cash Flows from Investing and Financing Activites Cash received from Hire Purchase financing Payments to acquire fixed assets Repayment of loans borrowed from other parties Total Cash Flows from Investing and Financing Activites Ret Increase / (Decrease) in Cash Net Increase / (Decrease) in Cash Ret Increase / (Decrease) in Cash	(5,956) (72,597)	(43,625 (5,986 (21,839



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 2020

'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 2020



Refer to "Statement of Accounting Policies".

	2020	2019
2. Analysis of Revenue		
Donations, fundraising and other similar revenue		
ATEED	50,000	50,000
Donations	1,223	-
Grants Income	25,000	25,000
Olympic Movement	-	7,210
Sponsorship In Kind	32,701	14,651
Sport New Zealand	242,500	166,071
Total Donations, fundraising and other similar revenue	351,424	262,933
Revenue from providing goods or services		
Ticket Sales	52,570	
Total Revenue from providing goods or services	52,570	-
Interest, dividends and other investment revenue		
Interest Received	2,963	1
Total Interest, dividends and other investment revenue	2,963	1
Other revenue		
Board Consultancy Income	11,250	-
Other Income	19,957	11,839
Total Other revenue	31,207	11,839
	2020	2019
3. Analysis of Expenses		
Volunteer and employee related costs		
ACC Levy	759	948
Board Expenses	2,900	1,097
Contractor / Consultant Fees	40,861	20,723
FBT	2,760	2,248
Kiwisaver Employer Contributions	5,548	3,427
Salaries	184,624	119,908
Staff Recruitment	495	520
Total Volunteer and employee related costs	237,948	148,871
Costs related to providing goods or services		
Banners & Brochures	1,154	1,935
Computer Expenses	10,867	2,939
Conferences / Workshops / Seminars	-	470

Charity

		2020	2
Entertainment		-	3
Event Costs		-	3,0
General Expenses		818	
Gift		1,190	ļ
Imagery & Filming		1,730	1,0
Insurance - Directors		1,736	;
Insurance - Office		514	:
Insurance - Public Liability		681	
Insurance - Travel		912	
Insurance - Vehicle		1,044	
Marketing and Communication		27,852	19,
Meals & Catering		16,779	2,
Media Monitoring		3,059	1,
Office Supplies		1,247	
Phone - Mobile		1,815	
Professional Charges		29,003	28,
Programme Costs	— Charity —	2,500	,
Rent	AUDIT	16,362	6,
Social Media		-	•,
Travel & Accom - International		17,076	10,
Travel & Accom - National		19,940	8,
Vehicle Exp - Leases		-	0,
Vehicle Exp - Parking		4,034	1
Vehicle Exp - Petrol / Oil		1,160	1,
Vehicle Exp - Repairs & Maintenance		95	1,
Venue		20,130	
Website Expense		2,211	5,
Total Costs related to providing goods or	services	183,911	
· · · · · · · · · · · · · · · · · · ·			,
rants and donations made			
Koha		500	
Total Grants and donations made		500	
ther expenses			
Audit Fees		(1,100)	5,
Bank Charges		179	
Depreciation		11,067	4,
Interest HP		2,291	
Interest Paid		200	
Total Other expenses		12,638	11,
		2020	:
Analysis of Assets			
ank accounts and cash			
Cheque Account		11,495	263,
Savings On Call		179,751	
Total Bank accounts and cash		191,245	263,

Debtors and prepayments

Accounts Receivable	20,125	3,67
Prepaid Expenses	10,014	9,83
Sundry Debtors	92	9
Total Debtors and prepayments	30,231	13,60
	2020	201
Analysis of Liabilities		
Creditors and accrued expenses		
Accounts Payable	2,994	3,298
Accruals	3,908	9,812
Credit Card - Rachel Froggatt	627	3,220
GST	1,761	12,823
Total Creditors and accrued expenses	9,290	29,15
Employee costs payable		
Holiday Pay Provision	2,192	2,792
PAYE Payable	4,095	4,054
Total Employee costs payable	6,288	6,847
Unused donations and grants with conditions		
Income Received in Advance	178,672	222,500
Total Unused donations and grants with conditions	178,672	222,500
Other current liabilities		
Hire Purchase Loan - Current Portion	5,956	5,956
Total Other current liabilities	5,956	5,956
Loans		07 70
Loans Hire Purchase Loan - Non Current Portion	21,831	27,78
	21,831 21,831	27,78

6. Property, Plant and Equipment

Website			
Website		12,400	12,400
Website Accumulated Depreciation		(5,856)	(1,722
Total Website		6,544	10,678
Motor Vehicles	_ Charity		
Vehicles	AUDIT	28,003	28,003
Accumulated depreciation - Vehicles		(7,467)	(1,867
Total Motor Vehicles		20,535	26,13
Plant and Equipment			
Plant and equipment		3,222	3,222
Accumulated depreciation - plant and equipment		(2,719)	(1,385
Total Plant and Equipment		504	1,83
Total Property, Plant and Equipment		27,583	38,651

2020	2019
23,856	9,531
3,167	14,325
27,022	23,856
27,022	23,856
	23,856 3,167 27,022

8. Commitments

There are no commitments as at 30 June 2020 (Last year - nil).

9. Contingent Liabilities and Guarantees

There are no contingent liabilities or guarantees as at 30 June 2020 (Last year - nil).

	2020	2019
). Sponsorship Provided to the Entity in Kind		
Sponsorship Provided to the Entity in Kind		
Botswana Delegation visit	-	2,683
French Translator	-	250
Legal Fees - Simpson Grierson	11,935	5,222
Rent - Sport Central	16,362	6,498
Tourism NZ - Supply IWG brochures	1,154	
Wellington City Council - Venue hire (Te Papa)	3,250	
Total Sponsorship Provided to the Entity in Kind	32,701	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

- Kirikaiahi Mahutariki (until 20 January 2020) was a Board Member of WISPA and is also an employee of ASB Bank Limited.
- Louisa Wall is a Board Member of WISPA and also an MP in the New Zealand Government. Income was received from New Zealand Government via Sport NZ during the year.
- Martin Snedden is a Board Member of WISPA and also the Auckland Advisory Committee member of New Zealand Community Trust. He is also a member of 'Destination Auckland 2025' Industry Leaders Group for Auckland Tourism Events & Economic Development (ATEED).
- Sarah Leberman is a Board Member of WISPA and a member of High Performance Sport NZ (HPSNZ) Women & Sport Advisory Group. She has made donation and received payments from WISPA for expense reimbursement during the year. There was also income received from HPSNZ.

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

	2020	2019
Revenue (excluding GST)		
ASB Bank Limited	2,751	-
Auckland Tourism Events & Economic Development (ATEED)	50,000	-

Total Accounts Receiveble (including GST)	20,125	
Sport New Zealand	20,125	
ccounts Receiv a ble (including GST)		
	2020	201
Total Expenses (excluding GST)	2,605	4,29
Sport New Zealand	705	
Sarah Leberman expense reimbursement	1,653	2,93
Julie Paterson expense reimbursement	-	1,16
ASB Bank Limited	247	19
xpenses (excluding GST)		
	2020	201
Total Revenue (excluding GST)	326,751	7,21
Sport New Zealand	247,500	
New Zealand Olympic Committee	-	7,21
New Zealand Community Trust	25,000	
High Performance Sport NZ	1,200	
Donation (from Sarah Leberman)	300	

13. Ability to Continue Operating

The entity will continue to operate for the foreseeable future.





P O Box 217-125, Botany Junction Auckland 2164 peter@charityaudit.nz www.charityaudit.nz (09) 232-2668 (027) 568-2538



INDEPENDENT AUDITOR'S REPORT

To the board members of the WOMEN IN SPORT AOTEAROA INCORPORATED for the year ended 30 June 2020

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 statement of financial position as at 30 June 2020, the statements of financial performance, entity information, service performance, and cash flows for the year ended, the statement of accounting policies and other explanatory information.

In our opinion:

- a) the reported outcomes and outputs, and quantification of the outputs to the extent practicable, in the statement of service performance are suitable;
- b) the performance report on pages 15 to 27 presents fairly, in all material respects:
- the financial position of the WOMEN IN SPORT AOTEAROA INCORPORATED as at 30 June 2020 and of its financial performance and cash flows;
 - the entity information and the service performance, for the year ended,

in accordance with Public Benefit Entity Simple Format Reporting – Accrual (Not-For-Profit) [PBE-SFR-A-NFP] issued in New Zealand (NZ) by the NZ Accounting Standards Board.

Basis for Opinion

We conducted our audit of the statement of financial performance, statement of financial position, statement of cash flows, statement of accounting policies and notes to the performance report in accordance with International Standards on Auditing (NZ), and the audit of the entity information and statement of service performance in accordance with the International Standard on Assurance Engagements (NZ) ISAE (NZ) 3000 (Revised). Our responsibilities under those standards are further described in the *Auditor's Responsibilities for the Audit of the Performance Report* section of our report. We are independent of the WOMEN IN SPORT AOTEAROA INCORPORATED in accordance with Professional and Ethical Standard 1

(Revised) *Code of Ethics for Assurance Practitioners* issued by the NZ Auditing and Assurance Standards Board, and we have fulfilled our other ethical responsibilities in accordance with these requirements.

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

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

Restriction on responsibility

This report is made solely to the board members, as the governance, in accordance with section 42F of the Charities Act 2005, and the constitution of the entity. Our audit work has been undertaken so that we might state to the governance those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the governance as a body, for our audit work, for this report, or for the opinions we have formed.

Governance Responsibility for the Performance Report

The governance is responsible for:

- a) identifying outcomes and outputs, and quantifying the outputs to the extent practicable, that are relevant, reliable, comparable and understandable, to report in the statement of service performance;
- b) the preparation and fair presentation of the performance report which comprises:
 - \circ 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



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(c) for such internal control as the governance determines is necessary to enable the preparation of a performance report that is free from material misstatement, whether due to fraud or error.

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

Auditor's Responsibilities for the Audit of the Performance Report

Our objectives are to obtain reasonable assurance about whether the performance report is free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (NZ) and ISAE (NZ) 3000 (Revised) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of this performance report.

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

As part of an audit in accordance with ISAs (NZ) and ISAE (NZ) 3000 (Revised), we exercise professional judgement and maintain professional skepticism throughout the audit. We also:

- □ Identify and assess the risks of material misstatement of the performance report, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- □ Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the

circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control.

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

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

Charity Audit

Charity Integrity Audit Ltd Chartered Accountants South Auckland 22 October 2020

Notes

Notes



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

Sport Central

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

NATIONAL PARTNERS



Auckland Tourism, Events and Economic Development



trans-tasman BUSINESS

OFFICIAL SUPPORTERS





relationships, insig

OFFICIAL SUPPLIERS

FUNDING PARTNERS



FRIENDS & ALLIES







🛞 Simpson Grierson







MINISTRY OF BUSINESS, INNOVATION & EMPLOYMENT HĪKINA WHAKATUTUKI

Ministry for Women