



# A healthy, active region

Annual Report 2017-18



## 2 Thank You!

Sport Wellington is grateful to all of our partner organisations for their support over the 2017/2018 year.

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# Our Vision.

Everyone in the greater Wellington region has a life-long involvement in sport and active recreation.

Sport Wellington is governed by a Board of Trustees and managed by a Chief Executive. It has a staff of 51 full/part time employees.

The Trust operates within a wide geographical area, spanning the region between Otaki in the west, across to Masterton in the east and Wellington City in the south.



## Contents

Outgoing Chair's Report	4
Snapshot: Healthy, Active Region	5
Green Prescription and Active Families	6
Maternal Green Prescription	7
Older Adults – Community Group Strength & Balance	8
Delivery and Reach of the Healthy Lifestyles Programmes	9
Community Sport - Building Capability through Partnerships	10
Community Sport - Locally Led Delivery	11
Community Sport – Young People	12
Community Sport - Coaching	13
Community Sport - Performance Hub	14
Leadership Framework and Puna	15
Sport Wellington Wairarapa	16
KiwiSport Regional Partnership Fund	18
Regional Development - 'Spaces & Places'	20
Events	21
Wellington Sportsperson of the Year Awards 2018	24
Financials	25
Board of Trustees and Staff	29
Support and Development - Ashleigh's Story	30
Incoming Chair's Report	31
CEO Report	31

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# Outgoing Chair's Report

**In the 11 years I have been on the board, Sport Wellington has undergone immense change and growth. Today it is an organisation that is vastly different, in operation, culture and impact than it was when I first became a board member.**

That has been in response to significant changes in the sector that are continuing today:

- A recognition that sport for sport's sake is not the means to build a robust and sustainable system.
- A greater political and public focus on community sport as the bedrock of our sector and the base of the pyramid at the top of which our competitive, national and international athletes stand.
- A broadening recognition that the sport and recreation sector impacts, and is impacted by, many other sectors – including health, education, regional development, social development. That recognition from both within our sector and outside of it has begun to break down silo-like behaviour and created the opportunity for cross-sector collaborations. There is insufficient funding not to collaborate on the many overlapping outcomes sought by organisations across multiple sectors.
- Giving good governance the focus it requires to support sustainable organisations, including a long delayed focus on diversity.

At an organisational level, the changes in Sport Wellington have reflected the opportunities and challenges that these changes have created. The changes are easy to count in financial, resource, personnel and activity terms. Even over the three years I have been Chair, Sport Wellington staff numbers have grown by almost 30% and its revenue has increased by almost 40%. But what has been, and continues to be Sport Wellington's greatest



**“..what has been, and continues to be Sport Wellington's greatest strength, has been the evolution of its organisational culture.”**

strength, has been the evolution of its culture. This is reflected in the staff survey results, the reduced staff turnover and, most importantly, in the attitude of support, empowerment, enthusiasm and determination that pervades the Sport Wellington offices.

That culture has underpinned and been recognised in some meaningful and gratifying successes over the last few years. Those successes include becoming the first organisation to be awarded the Sport NZ Qualmark for Governance and being awarded the Women in Governance Organisation of the Year this year and the Women in Governance Innovation award last year. While governance focused, these awards reflect a culture that flows through the whole organisation. Good governance

DAVID CLARKE (CHAIR) KIRSTEN KILMISTER (COMMERCIAL DEVELOPMENT MANAGER), LORENA STEPHEN (DEPUTY CHAIR) RECEIVING THE WOMEN IN BUSINESS ORGANISATION OF THE YEAR AWARD

does not operate in isolation from the organisation it governs. The board and the organisation must share a culture and respect that is jointly developed and earned.

Thank you to all the other board members for the support they have given me and Sport Wellington. You are a highly talented, capable and generous team.

Thank you to our partners, supporters, sponsors and funders. Without you we would not be the organisation we are – your support is measured and valued by us not just for the dollars or the time, but more importantly the recognition that our goals for the Wellington region and community are shared by you.

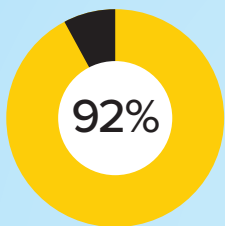
And to Phil and his team – they are the very definition of who and what Sport Wellington is. They are responsible for all our successes and continually show themselves to be committed, talented and caring people. Our organisation and the sector are lucky to have them.

**David Clarke**  
Chair

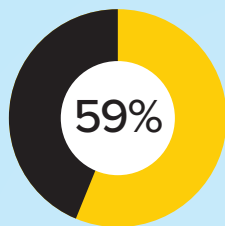
“Sport and active recreation creates healthier, happier people, better connected communities and a stronger New Zealand. At Sport Wellington we strive to positively influence the health and wellbeing of our region, whānau and communities through quality sport and active recreation experiences.”

### What are the benefits of being active?

Just some of the health benefits include: improved life expectancy, cognitive function and educational outcomes, and reduced rates of non-communicable diseases (such as obesity, cancer, heart disease, dementia and type 2 diabetes) and less mental health conditions, such as depression and anxiety.



92% of New Zealanders believe being active helps keep them physically fit and healthy



Active New Zealanders are 59% more likely to be classified as having the highest level of wellbeing and hauora

### Health and wellbeing as a holistic concept

Participating in sport and active recreation can act as a springboard for self-development such as team-work, self-confidence, cooperation, resilience and leadership. It brings people together, strengthens social networks and promotes a sense of whanaungatanga, belonging and inclusion.

People in the Wellington region continue to rank sport and active recreation as a top contributor to their overall health and wellbeing:

**69%** Adults (18+) score 13 on the WHO-5 (indicator of good emotional wellbeing)

**72%** Young People (15-17years) rate their life 8-10 with 10 being ‘very happy’



### Participation in our community

As of 2017, there are 513,900 people residing in the Wellington Region

**77%**

of Adults (18+) in the Wellington region participate in **5.4 hours of sport and active recreation per week**

**96%**

Young People (5-17years) in the Wellington region participate in **10.4 hours of sport and active recreation per week**

**74%** Adults  
**65%** Young People

### Appetite for more!

74% of Adults (18+) and 65% of Young People (5-17years) in the Wellington region would like to be doing more physical activity than they currently are!



# An active soul is a healthy soul

## Mauri tū, mauri ora

We want the people in the Wellington region to live happy, healthy and meaningful lives. The **Healthy Lifestyles Team** have the privilege of working with individuals, whānau and community groups to explore and support people to live a life of purpose and meaning, centred around health and wellbeing.

With the expansion of our health contracts in 2016/17, the focus of the last twelve months has been on growing our influence as part of our life-cycle approach to building a healthy active region. This has included maternal and pre-school age programme delivery as well as growing and supporting initiatives that support older adults to remain active in their communities.

### A prescription for better health

For over 20 years, Green Prescription (GRx) has evoked positive behaviour change, providing personal development opportunities for individuals looking to kick start their healthy lifestyle journey. With well-embedded referral pathways across

our three District Health Board regions, a challenge has been ensuring numbers did not exceed targets. By refreshing our messages on what the programme involves and the criteria, we have received more relevant and appropriate referrals.

In 2017-18 over 2,500 adults received a GRx referral, with 50% opting for a higher level of support, such as face-to-face consultations or group-based programmes. Improving physical activity and nutrition is a core focus, however this is not addressed in isolation to spiritual, mental and whānau health. We aim to bring groups of like-minded people together to explore wellbeing, try new and enjoyable activities, learn practical cooking skills, and connect participants with each other to promote sustainable behaviour change. This focus on social support and social connectedness is crucial to overall health and wellbeing by fostering a sense of belonging and access to ongoing support and resources.

**Ashleigh Baker**  
Healthy Lifestyles Manager

### Active Families: whānau at the centre of wellbeing

Sport Wellington has had the pleasure of supporting over 500 referred families across the wider Wellington region. With significant growth in referrals to the Active Families and Pre-school programmes, we've had an increase of over 170% compared to 2016-17.

A focus has been on growing referral pathways for children aged 3-5 years by engaging with key stakeholders such as Plunket, Primary Health Organisations, medical practices and paediatricians. This continues to be an opportunity of growth going forward with the 3-5 year age group a critical time to set children up with healthy habits for life, with the support of their whānau.

Families have joined in on fun physical activity challenges and games, informative cooking sessions, fundamental movement skill development, one-to-one family support and goal setting. Role modelling and getting the whole whānau involved is integral to our philosophy of supporting our tamariki and rangatahi to lead a healthy active lifestyle.

**Kate McCartney**  
Lead – Child and Whānau



**“Me and my husband used to have fizzy drinks but not allow our children to have any, even though they would ask for fizzies a lot. We chose not to have fizzy drinks as our weekly challenge and the kids have stopped asking for it. Looking back, I can see how much of an influence we have on the children and their choices”**

- a Mother sharing their Active Families journey.



### Case study

## Tia's story

Tia joined the MGRx programme in June 2017 after being referred by her midwife. Initially, she declined the referral but after reflecting on her situation she went back and said yes as she knew that through the programme she would not be making changes alone.

While pregnant, Tia struggled with how she felt about her body changes and found the non-judgmental support from Sport Wellington's Healthy Lifestyles Co-ordinator to be invaluable. Tia was offered a listening ear and was helped to celebrate all the small goals she was achieving such as cutting down on takeaway meals and sugary drinks, as well as adding more vegetables to evening meals. Tia also started doing an evening walk with her husband's support and felt this made a real difference to how fit she felt when she went into labour.

Post baby, Tia has grown in confidence to get more active and has kept the walking up as well as joining in on social sports through her church. Tia enjoys trying new fruit and vegetables from the market and often shares her inspiring food ideas on the private MGRx Facebook group for others to try.

After 12 months on the programme, Tia has graduated with significant achievements in terms of her healthy lifestyle goals. Tia's advice for others starting on a healthy lifestyle journey are "don't feel disheartened if you are not making changes immediately because it will all happen over time, gradual steps not drastic changes - that's what I enjoyed about the programme. I feel amazing!"

You can watch a video clip on Tia's journey on the Sport Wellington YouTube channel.

## Pregnancy is a powerful time for healthy lifestyle change

Pregnancy and the early years of a child's life are key periods in which healthy choices can positively influence a mother and child's life-long wellbeing.

Maternal Green Prescription (MGRx) is an equity focused and targeted 12-month support programme to assist women in making healthy lifestyle decisions whilst they are pregnant and when they are new mums. Women get the basic building blocks of good health cemented early with the goal of healthier pregnancies, and healthier births.

In 2017-18, 122 women were referred by their midwife or other healthcare professional and of this total, 46% identified as Māori or Pasifika with 18% being 24 years of age or younger.

The nature of pregnancy means it is a dynamic phase in a woman's life with change happening weekly – assisting women in a way relevant to 'where they are at' in their stage of pregnancy is vital to the success of the programme. Our goal is to support women with small, achievable goals, influence positive role modelling and connect women with each other and the communities in which they live. Some examples of success have been hosting 'healthy kai events' in the Hutt Valley, establishing regional walking groups and supporting women to share their journeys via our closed Facebook group. We look forward to expanding our reach across the region



as we continue to nurture and grow referral pathways.

**Bronwyn Drysdale**

Lead – Maternal

**Through MGRx, women get the basic building blocks of good health cemented early with the goal of having a healthier pregnancy and a healthier birth.**

# Strong and independent older people

## Capable and confident group leaders, strong and independent older people

What an exciting first year Sport Wellington has had as Lead Agency for Community Group Strength and Balance across the greater Wellington region.

Our role is to create and grow access to strength and balance classes for older people in their communities. We have been getting to know the great exercise groups already established that are using exercise to support older people to stay independent, as well as identifying opportunities where we can support the community to grow new groups that meet their specific needs.

Sport Wellington is working with these exercise groups to ensure older people get the best outcomes possible from participation. This support encompasses knowledge sharing, individual mentoring, promotion to older people, building links between health and recreation systems and connecting group leaders with each other and their communities.

We are proud to be a part of the Live Stronger for Longer movement and uniting falls prevention services across health, recreation, and community organisations to provide easy access for older people.

### Jessica Thompson

Lead – Older People



1

### Case study

## Peer facilitation

Wendy volunteers her time to lead an approved Strength and Balance programme offering exercise and social engagement for older people in her community. She is energetic, enthusiastic and motivated to run these classes based on her own experience of falling and the benefits of group exercise in returning to her usual life and independence.

When we met Wendy and the participants in her class, she had an established audience from her church community who enjoyed attending her class and had sought previous support to ensure she was providing the correct exercises. Despite this, she was still nervous she may be providing the wrong information and had been required to close the class a few

times due to personal health issues.

Wendy worked with Sport Wellington to enable Maximising Mobility to become an approved programme and has participated in ongoing mentoring. She is now more confident with exercise inclusion in her class and managing participants. She has been able to grow her class numbers. She is first aid qualified, has a health and safety plan in place for her class, and has identified class participants who can facilitate the class in her absence.

We look forward to working with more individuals and communities moving forward. Older people helping older people stay well and independent is our ultimate goal!



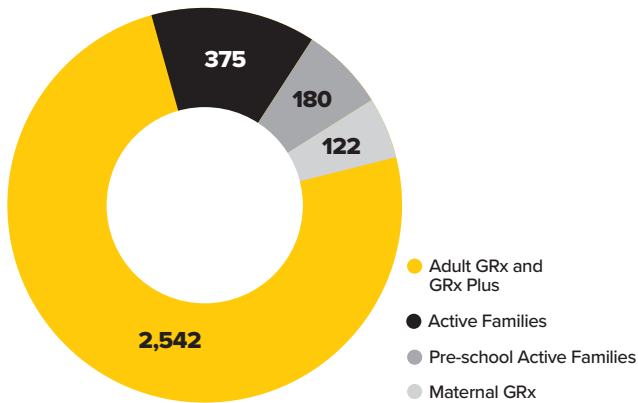
1. PEER LEAD CLASS
2. GET MOVING TOGETHER

2

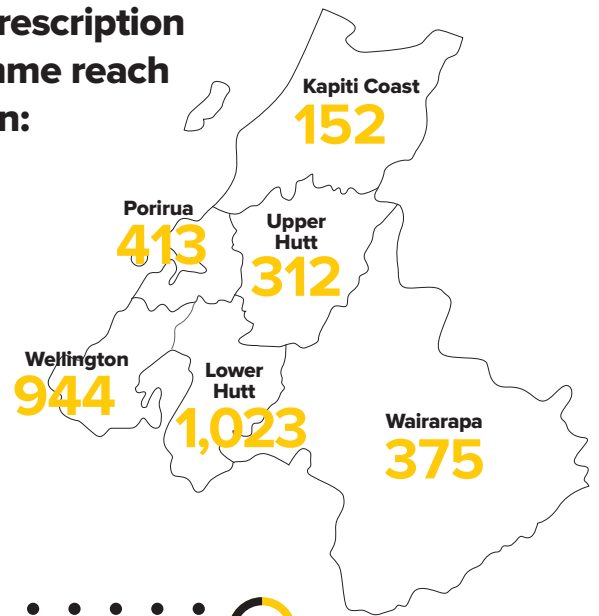


# DELIVERY AND REACH OF THE GREEN PRESCRIPTION PROGRAMMES

## 2017-18 Delivery



## Green Prescription programme reach by region:



Age range: **3 - 93**

**841** unique referrers

**138** referral organisations



**510%**

increase in Maternal Green Prescription referrals



**173%**

increase in Pre-school and Active Families referrals

## Community Group Strength and Balance Statistics 2017/18

QUARTERLY REPORTING REQUIREMENT	Wider Wellington area		C&CDHB	HVDHB	WrDHB
	TARGET	ACTUAL	ACTUAL	ACTUAL	ACTUAL
Number of places available this year	2115	<b>3108</b>	<b>1421</b>	<b>1472</b>	<b>205</b>

Utilisation rates growth from Quarter 3 to Quarter 4:

**45% to 54%**

# Building capability through partnerships

The **Community Sport Team** understand that creating and supporting a ‘Healthy Active Region’ takes a strong capable workforce. We partner with organisations to develop, support and connect those providing opportunities for others to be active in our region. This workforce includes coaches, administrators, volunteers, community leaders, teachers and parents and is engaged in regular development increasing their potential. Through building capability, empowering communities, developing learners at all levels, and creating great people this workforce will inspire movement for life in our young people and a more active region.

## In-depth support

We have continued our partnership approach this year with several organisations. Through these strong relationships and engaging at a number of levels we begin to see the impact of these connections and the development of great people. During the winter season Wellington Rugby Football Union implemented a Volunteer Reward and Recognition programme targeting their club workforce.

*‘Sport Wellington is a key enabler to assisting any Regional Sport Organisation achieve its goals and objectives...’* Darren Rewi, Wellington Rugby League Chairperson

*‘The input received from Sport Wellington was of benefit in all areas, but the club capability workshops and monthly engagement meetings have been of most significance.’* Tim Shannahan, CEO, Tennis Central.

## Targeted forums – engaging subject matter experts

Facilitation of quarterly forums are a positive vehicle to share insights, increase knowledge and capability and develop connections between organisations. In March we hosted Volunteer NZ CEO Scott Miller at a Sport Managers Forum. Scott talked about the different motivations volunteers have and how organisations

can then tailor the support they give to volunteers.

Capital Football’s Steeve Sharp said: ‘I found the Forum in March with Scott hugely valuable. Most importantly for me it highlighted the benefit of further understanding volunteer motivations outside of a sporting context – as well as relating them to within. This shone a different perspective on volunteerism to the one which I am familiar with and was certainly valuable.

## Collaborative partnerships

**TOITU PONEKE – the HUB**

*“Developed to enhance the impact and sustainability of our sport and community clubs.”*

**7** clubs

**1,600** members

**670** children

**14** ethnic groups



**“We will always be grateful to Sport Wellington for their exceptional strategic & governance advice”**

Ross Jamieson, Project Manager and Chairman, Toitu Poneke the HUB

# Engaging and empowering communities

**Locally led delivery** is based on bringing people and ideas together, to nurture relationships and build trust and confidence for action. It is based on the belief that local communities have the ideas, authority, enthusiasm and skills to develop their own solutions as they strive for a stronger and healthier place to live, and it is the role of the community sport system to support and enable this to happen.

## Porirua East Village Planning Group Project

While building relationships with people and organisations from the local community for the Eastern Porirua Cycle Project, Mark Shanks, Sport Wellington Community Engagement Advisor, found there was an appetite for more collaboration and increased capability within the local Village Planning Groups (VPG).

The scheme was initiated by the Porirua City Council in 2004. One of their aims is to encourage and inspire community engagement, develop leadership, increase volunteer input and action to achieve the community's vision for their local area. To help the VPGs meet their goals, Sport Wellington has been working alongside the Porirua City Council and a number of the VPGs to increase collaboration between the groups and build individual capability.

## Strathmore Park Touch Rugby

From a chance meeting with a Lisa Morunga early in 2018, a local touch rugby initiative has come together in Strathmore Park. Sport Wellington helped with bringing local people and organisations together to listen to Lisa's korero and her vision for a social/family touch competition. With the enthusiastic support of Lynda Murray, Wellington City Council, and Seamus Fantham, Te Ora Hou, Tualie Smith, Wesley Community Action, and Wellington Touch the KAIRANGI TOUCH COMPETITION will begin on Saturday November 3rd at Crawford Green.

Other projects that we're currently working on are; Strathmore Park Touch Rugby, Otaki Community Volunteer Project.



## Porirua East Cycling Project

*Litmus report on stakeholder feedback*

Sport Wellington's role was to understand the community and identify its strengths and potential, with the view to increase participation in healthy physical activity. Community partners appreciated Sport Wellington's ability to identify community leaders and connect across organisations. They also acknowledged Sport Wellington's knowledge of funding sources, wider networks, and community relationships.

**"[Sport Wellington] has been supportive and have been there the whole way. They come along to all the meetings and offer really good suggestions. They have brought along networks and they have a good relationship with local people."** (Community Partner)

Working together has deepened community partner relationships through an enhanced understanding of roles and strengths.

**"The relationship has strengthened all the affiliated clubs or organisations or people within the area... it's enabled us to have a go-to person that has connected with a lot of these organisations and hear their story. [And] that sharing of information is pulling us closer together."** (Community partner)



# Inspiring movement for life

## Schools

Our main focus has been on developing the capability of our lead teachers. Three lead teacher forums were run which included topics on capturing student voice and parent messaging.

### Overall, we have impacted:

**24** Schools  
**317** Teachers  
**6,778** Children

## Capturing Students voice

St Theresa's Plimmerton

**“What would you like to tell the teachers (about PE)?”**

“It (PE) is the only subject I am good at and if we don't do it I don't get to shine”

“It (PE) shouldn't always be the subject that is dropped off”

“PE is an important subject just like maths”

## Parents

Working directly with parents at SPACE sessions for new parents & their babies.

*“I learned that already movements made today will be key and useful for later skills like self-perception and even reading. It was useful to have new ideas for activities to have with Lucien. I will blow soap bubbles for him and try to find light items like feathers and such to have him follow as they slowly drop...”*

## Volunteers

Sport Wellington worked with Bellevue School on simple ideas for recruiting and recognising parent volunteers. Kendra Edwards at Bellevue has recently started the process of keeping a volunteer database. The database will broaden by including



## Zones

**8** Supported 8 primary school sport clusters region wide

**2** Principals Governance Committees supported

**700+** These clusters have facilitated 2 regional sporting events with 700+ students participating at each.

Through VSA support there has been increased volunteer engagement

**1** new Director of Sport for Porirua

all parent helpers, helping the school to become an inclusive community.

## Clubs - Golf

*“The support provided from the Community Sport Team in the work they did through the Coach Developer programme has added support and structures to allow WGI to delve into this programme (Golf4U programme- secondary schools) further and really promote the good work that has been done around developing an army of volunteer coaches, ultimately increasing the sustainability of this programme.”*



# Supporting and developing coaches

## Student Coaching Days

Sport Wellington's Student Coaching programme aims to support secondary school student coaches through generic and sport specific workshops. In 2018, 299 students took part in the programme impacting over 3,000 young people.

Our student coaching program include elements of volunteer best practice. We encourage the schools to provide ongoing support and development opportunities to their volunteer student coaches. A good experience will increase the chances of retaining them as coaches within the sporting system.

### Increased confidence to coach after attending the Student Coaching Days:



**299**

Total evaluations received



**299**

Improved confidence

### Key messages students took from the Student Coaching Days:

**73**   
Communication

**69**   
Think, move, communicate

**65**   
Planning

**46**   
Give clear, concise instructions



**44**

Include everyone

**“The coaching course run by Sport Wellington is empowering students giving them the tools to lead and coach with confidence which provides a meaningful and enjoyable experience for participants. Participation at the school has increased because students are getting involved in coaching. It really is a win/win for everyone”**

Sport Coordinator, Lower Hutt

## Coach Developer Programme

Sport Wellington's Coach Developer programme aims to support and grow the pool of Coach Developers and Trainers that are developing coaches in schools, clubs and in RSOs. A key element of the Coach Developer programme is the work we are doing to support and develop a pool of Trainers in the region. The Trainer group included coaching leads from RSOs, NSOs as well as the coaching leads from the central RST cluster.

### Coach Developer RSO support

Wellington Golf (WG) made significant strides in developing a Coach Developer programme in 2017-2018. The aim of the programme was to better support and equip volunteer coaches to provide quality learning experiences to those just starting out in golf. 12 coaches have been trained to deliver the PGA NZ led training session and eight of these have since delivered the content to 27 foundation level coaches.



## Getting Started in Coaching

This course gives coaches a number of 'tools' to build their confidence and equip them with the skills to provide a positive experience for children ensuring ongoing participation in sport.

**“We had a good turnout and had great feedback ('on the session'), thanks Sport Wellington”.**

Jacob de Feijter, Dragon Boating

# Creating great people through learning

The Sport Wellington **Performance Hub** impacts on the key components that make up the New Zealand sport and recreation system i.e. the athletes, coaches, parents, administrators and sporting organisations at national, regional and local levels.

The Hub's programmes provide learning opportunities, interventions and initiatives for the sport sector's 'performance' stage (pre-elite and talent identification and development), but also connects with community sport, recognising the part that this plays in attracting and retaining a large number of athletes, coaches and parent volunteers.

## WCC Sports Talent Development programme

The Talent Development programme supports sporting organisations to develop programmes that will assist young athletes to realise their potential in sport and in life.

Learning opportunities include a seminar series where athletes are exposed to experts in their field associated to the components of being successful - competitiveness, stress responses, being the best version of yourself, mental skills.

*"The WCCTD programme has also created wonderful camaraderie amongst the players and a collective sense of achievement as a result of their commitment and hard work."*  
**Sandra Edge Wellington Netball Centre**

## Wellington High Performance Aquatic (WHiPA) Scholarships

The Performance Hub continues to collaborate with WHiPA in developing capability in the aquatic sports performance sector and the wider impact this increased capability at a performance level will have on aquatic sports within the Wellington region.

## Performance Coach Advance programme

In partnership with Sport NZ, Sport Wellington continues to work in the performance coach area with the PCA programme. Coaches understand their role in developing 'self' and the influence this has on their performance as a coach, and in their personal and professional life.

An example of this was the Brendon Spillane workshop we held on 'Having skilful conversations'. Communication is a key part of effective coaching, management and leadership. Language is fundamental, it matters – and it plays a big part in the perception that people have of you as a leader.

**"Creating learning environments that assists young athletes to realise their potential in sport and in life".**

1. LISA CARRINGTON SPOKE TO ATHLETES
2. KATHRYN BERKETT OF ENGAGE DISCUSSES THE 'STRESS RESPONSE'
3. ATHLETE DEVELOPMENT EXPERT DR RALPH PIM TALKS TO ATHLETES ABOUT CHARACTER DEVELOPMENT
4. WHiPA SCHOLARSHIP RECIPIENTS; JULIA BORLASE, JOEL CRAMPTON, LIBBY BRADLEY



1



2



3



4

# Leadership - influencing through behaviours

In 2018 the **Leadership Framework for sport and recreation in Aotearoa New Zealand** was launched. The development of this Framework was co-led by Sport Wellington and Sport NZ, with strategic leadership provided by a Project Governance Group. Wellington-based leadership consulting firm, Winsborough Ltd, were engaged to lead the consultation process and provide the content for this Framework, and Capability Group of Auckland engaged to develop the tools, resources and some programmes to give the Framework practical application.

Importantly, more than 1,500 people who work and volunteer in sport, recreation, and community organisations have contributed their leadership experiences, observations, and aspirations to this Framework. The Framework acknowledges that everybody who works or volunteers in the sector has a leadership responsibility. From local to national organisations, the framework creates a consistent understanding of effective leadership for everyone, in whatever role or setting they operate in within their organisation.

A deliberate and sincere effort has been made to reflect Aotearoa New Zealand's bicultural foundation in this Leadership Framework. A Māori Reference Group introduced leadership concepts and language that resonate with Tikanga Māori.



Puna, the “spring of leadership resources”, is accessed via Sport NZ’s Learning Management System Sport Tutor, and contains a wealth of material including guides, videos, role descriptions, activities, leadership maps as well as ideas and inspiration to get you thinking. Puna is a free online tool and is accessible to the 80,000 paid employees and the 1.2 million volunteers who service the sport and active recreation sector. We encourage those working in the sport and recreation sector to take a look and see how it can help you, your staff and your volunteers.

Sport Wellington is thankful for the

significant and ongoing support of New Zealand Community Trust (NZCT) who are contributing to the roll out of the Leadership Framework across the Regional Sports Trust (RST) network. Sport Wellington continues to run Orientation and Champion sessions for Wellington sport and recreation organisations, as well as supporting RSTs to develop their own implementation plans. 2019 will see Sport Wellington hosting a Leadership Programme as well as supporting organisations to implement the framework for their workforce. For further information please contact the Sport Wellington Community Sport Team.



## Why Self Development?

Self-Development is all about positive change. Build on your leadership effectiveness by:

- 1** **Becoming aware of areas where you may need to change**
- 2** **Applying simple changes to be more effective**

The place to start for both these steps is self-reflection – reflection is a critical step in effective leadership but is often overlooked in the busyness of our lives.

*Extract from the Leading self guide*

# Connecting Communities

He aha te mea nui o te ao? He tangata! He tangata! He tangata!

## Sport Wellington Wairarapa

Being part of a person's journey towards lifestyle changes and improving health, is an experience that is rewarding for both the participant and our Healthy Lifestyles team.

Our impact on life-long involvement with physical activity has been extended through a contractual partnership with the Wairarapa District Health Board. With the Green Prescription (GRx) programmes extremely well received by the local community.

The GRx programmes reach our most vulnerable people with health-related problems and our community-run Healthy Lifestyle Programmes provide support to the low socio-economic areas of our region.

## Regional Sports Organisations (RSO) Leaders' Summit

Sport Wellington Wairarapa hosted the very first RSO Leader's Summit in June 2017 where five RSOs were invited to discuss the "Future of Sport." Insights were shared including Sport NZ's research and local knowledge. The group has now expanded to

include two Wellington RSOs who deliver in the Wairarapa; Greytown Sport & Leisure and Masterton District Council.

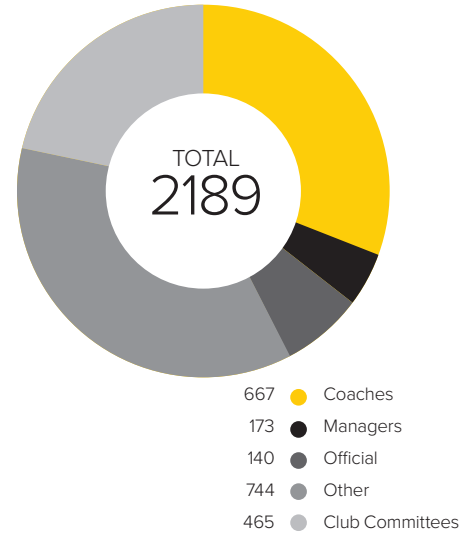
We have hosted five forums that laid the foundation for RSOs to work together to address topics such as participation, encouraging volunteerism and club membership in the Wairarapa. The RSOs are now actively working together to identify their Volunteer Value, as well as mobilising sports resources to support club volunteers.

Wairarapa Cricket, Wairarapa Bush Rugby Union & Netball Wairarapa have all co-facilitated and led discussions at a forum which included:

- Trends in participation
- Valuing volunteers
- Club membership
- RSO collaboration
- Fundamental Movement Skills KiwiSport project - club development project

A volunteer survey was sent to six RSOs to gather insights. Key findings from this survey were;

## Total volunteers



- 71% of RSOs have a database to track volunteers
- Databases were only maintained on an ad-hoc basis
- A total of 2189 volunteers across the region in a variety of roles (refer to infographic)

(Volunteer data was provided by six RSO's that completed the survey. This is baseline data which can be monitored over time).

In the past 12 months we have supported:

**307** Adult Grx

**38** Active Families

**10** Pre School Active Families

**20** Maternal Grx

**TOTAL 375**

**“Connected communities are strong and healthy communities”.**

Nau te rourou, naku te rourou, ka ora te manuhiri



## Coaching Hub Wairarapa

The Coaching Hub is an initiative funded by KiwiSport that consists of six RSOs and seven colleges. It has a focus on developing systems and processes that target youth, specifically college students, as entry level foundation coaches for sport through shared responsibilities that nurture and build confidence to continue along a coaching pathway.

Regional coaching (secondary schools) baseline data has been captured for six sports (hockey, netball, cricket, rugby, football and basketball) as part of the new Coaching Hub. These figures show that Wairarapa has the following coaches in these sports contributing to secondary school sport, see figure 1.

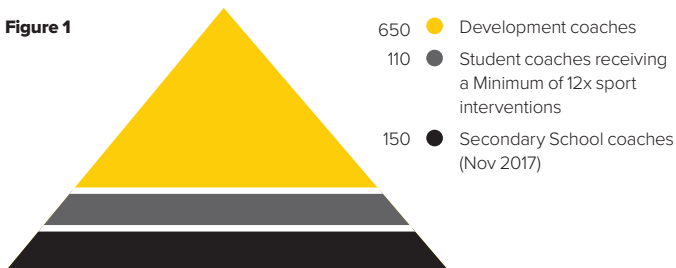
A key outcome from this work is to ensure ongoing support and learning is provided to student & foundation coaches, as research tells us that a quality experience will see a lifetime contribution to sport and community. As a result, we have started to monitor several interventions and use Voice of the Participant surveys to assist with our insights.

## Sport/School Networks

### Sport Development & Coordinators Meetings

January's meeting was a full day workshop where Ged Robinson delivered a session on Growth Mindset. The workshop challenged the attendees to identify traits about themselves that were of either fixed or growth mindsets as well as thinking of strategies that they could use to promote positive outcomes for both themselves and those they interacted with.

Figure 1



## Kiwisport Investment In Wairarapa

Sport Wellington has invested \$858,052 in ten current projects that are delivered regionally, including the Wairarapa, where children are involved in meaningful experiences that focus on our priority areas:

- Females (10-18 years),
- Quality intra and inter-school sport
- Confidence and skill development
- Family and community engagement
- Coaching



**8,552**

Primary school students involved in KiwiSport projects

**5,972**

Secondary school students involved in KiwiSport projects



**1,023**

Volunteers involved in KiwiSport projects



**2,250**

Coaches involved in KiwiSport projects

STUDENT COACHING DAY WAIRARAPA



## 18 KiwiSport impact in the Wellington Region

97,089 

TOTAL OF 97,089 CHILDREN (5-18 YEARS) HAVE PARTICIPATED IN THE 27 KIWISPORT FUNDED PROGRAMMES OVER 2017/18.

\$1,166,435



WAS DISTRIBUTED TO THESE PROGRAMMES OVER 2017/18

81,118



PRIMARY-AGED SCHOOL STUDENTS INVOLVED IN KIWISPORT



244  
SCHOOLS  
INVOLVED IN KIWISPORT

15,971

SECONDARY-AGED SCHOOL STUDENTS INVOLVED IN KIWISPORT



# Using the KiwiSport Regional Partnership Fund for greater impact

Over the past year we have seen the positive impact our **KiwiSport** funded programmes have had across our region. The experiences that children have had through these fantastic initiatives have been invaluable to their development, contributing to more children having fun, adopting healthy, active lives and enabling a lifelong love of sport and active recreation.

Organisations funded through KiwiSport have also been supported by Sport Wellington to integrate components such as physical literacy, coach development, volunteer planning and a focus on inclusion into their programmes to ensure children have quality experiences and increase the programmes' sustainability beyond KiwiSport.

## Volunteer and Coach Development

What did the students like best about the Wellington Golf Secondary Schools Programme funded by KiwiSport? "Duh, everything!" one Otaki College student replied in typical teenager fashion. Through coach support and mentoring and a strong team of volunteers at Otaki Golf Club, more than 230 students were able to participate in the Wellington Golf secondary schools programme. With the Club's support they were then able to build the programme's sustainability.



## Physical Literacy

The Lower Hutt Primary Schools Sports Association (LHPSSA) were guided by the physical literacy approach, impacting over 9,000 students and 900 volunteers actively participate in 45 different sporting events. Children of all abilities were able to have a go at a range of new activities.

As children are often involved in numerous sports simultaneously, Wellington Softball Association choose to modify their programme by changing their language to reflect that of other sports, so students could relate the same words and activities across their physical activity experiences. By applying this physical literacy approach, Wellington Softball Association experienced huge successes as they saw more recognition on the faces of the students, the children were experiencing success and most importantly, having fun!

## Inclusion

Through the work of Wairarapa Cricket Association's Female Development Officer more females delivered programmes than ever before, where six casual staff were employed by the association and the female volunteer base increased from 27 to 39 at all levels of the game.

The Shift Foundation's Shift project continued to increase physical recreation, sport and wellbeing of many young Wellington females and connecting with a number of partners across the wider Wellington region: *"Shift gives you so many opportunities to try new things. I love it, it's such a positive place to be"*.

In their Community Sport Strategy 2015-2020, Sport New Zealand has acknowledged the work Sport Wellington has done to leverage KiwiSport funding to achieve the strategic outcomes. Throughout the year Sport Wellington has seen the programmes increase in capability, embed quality practices and become increasingly sustainable; allowing more children across the greater Wellington region to be involved in valuable sporting opportunities.

## KiwiSport projects funded in 2017/18

Lead Organisation	Project Name
AFL NZ	AFL KiwiKick
Otaki-Kapiti Primary School Principals Association	Primary School Sport Coordinator
Sports Jam	Sports Jam Holiday Programme
Wellington Hockey Association	Small Sticks Hockey Programme
Wellington Hockey Association	Secondary School Hockey (Renegade)
Wellington Rugby Football Union	Girls Rugby Development Co-ordinator
Douglas Park School (Masterton Cluster)	Primary School Sport Coordinator
Wairarapa Cricket	Backyard Cricket (Colleges)
Sport Wellington	Generic Entry Level Coaching Course
Sport Wellington	College Coaching Hub Project
Horowhenua Kapiti Cricket Association	Superstar Cricket Programme
Greytown Sport and Leisure (South Wairarapa Cluster)	Primary School Sport Coordinator
AFL NZ	AFL Secondary School Programme
Netball Wairarapa	Junior Netball Programme
Wairarapa Cricket Association	Female Cricket Development Officer
Wellington Softball Association	Softball Fundamentals in Schools
Wellington Touch Association	Empowering Community Touch
Capital Zone Basketball	Kiwi Hoops Programme
Cricket Wellington	Female Cricket Development Officer
Parafed Wellington	Youth Group Programme
Wellington Golf Association	Ready Set Golf Programme
Wellington Golf Association	Kapiti Golf Programme
Ngati Toa School (Porirua Sport Cluster)	Porirua Sport Director
Lower Hutt Primary School Sport Association	LHPSSA Director of Sport and Convenors
Otaki College	Combined Kura Project
The Shift Foundation	Just Shift It Programme
Capital Football	Transition of females into the youth and senior game
Capital Football	Growing and improving football in Porirua
Hoe Tonga Pacifica Waka Ama Association	Waka Ama Regional Development Officer
Hutt City Council	KiwiSport Fundamental Skills Project

# ‘Spaces and Places’ enabling health & wellbeing

Spaces and places (facilities) for sport and active recreation are critical to the success of sustaining a world-leading community sport system that enables more people to participate.

To this end, Sport Wellington is working with Sport NZ to lead and promote a collaborative approach with local government, national and regional sports organisations, funders, and schools to develop a Regional Spaces and Places (Facilities) Plan. When completed, this plan will provide a high-level strategic framework for regional sport and recreation spaces and places planning and decision-making across the wider Wellington region.

The Wellington region has an established and diverse network of sport and active recreation facilities which provide for a range of activities from international events through to informal sport and recreation. However, there are several factors that require us to take a more strategic look at the regional network to reach a clear and agreed understanding of what this should look like if it is to meet the needs of sport and recreation users – both now and in years to come, including:

- The desire of funders to invest wisely in identified priority projects that will make the most impact
- An ageing network of facilities needing refurbishment, re-purposing or replacement
- Changing demographics within the community, such as an increase in the population.
- Changing participation trends nationally and within the region, requiring new types of facilities, or new use of existing facilities
- Rising expectations of users and user groups
- A growing acknowledgement that there is a hierarchy of facilities – regional, sub-regional and local – and that regional collaboration is the only fair and reasonable way to build and manage regional and sub-regional facilities.
- The risks inherent in focusing on the

wants rather than addressing the real needs and priorities within a region.

So, we now need to undertake a comprehensive planning exercise in order to respond to these opportunities and challenges. There are four key stages in the project, which is expected to be completed early in 2019. The stages involve the following.

1. Collating trend data in relation to participation trends, and population changes, and surveying schools and regional sport organisations to establish needs and opportunities.
2. Completing a facility database involving all eight councils in the region that identifies every facility, where it is in the region, it's capacity, condition and current use.
3. Completing a draft report with recommendations for future planning and decision-making and undertaking consultation with key user groups.
4. Sign-off of the final report and recommendations.

Stages one and two have been completed to date, while a draft report has been prepared by Visitor Solutions Limited who have been contracted to facilitate the development of the plan. This draft is currently being consulted on.

**The aim of any regional planning process is for willing partners to develop a shared purpose so that their “joined up thinking” delivers better value for each of the partners and for the community more generally. The first priority is to develop an informed strategic approach to regional sports facility planning – both the development of new facilities and the management or re-purposing of existing assets.**

Sport NZ Guidance Notes for Regional Sport Spaces and Places Planning

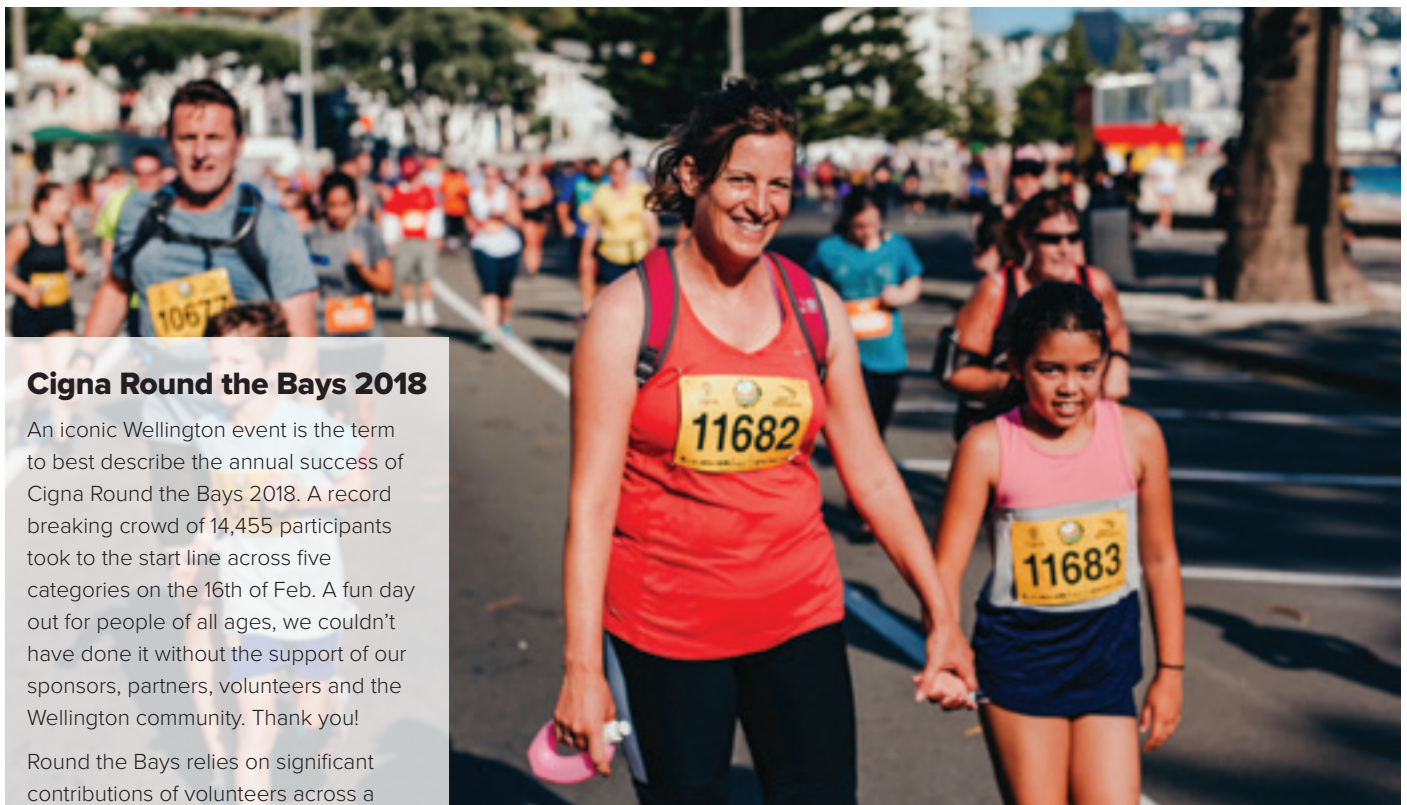


**“It gave me an awesome insight into the amount of organisation that goes into pulling off a fantastic local event that encourages people to get active!”**

Volunteer, Cigna Round the Bays 2018



# Providing opportunities for participation and great experiences



## Cigna Round the Bays 2018

An iconic Wellington event is the term to best describe the annual success of Cigna Round the Bays 2018. A record breaking crowd of 14,455 participants took to the start line across five categories on the 16th of Feb. A fun day out for people of all ages, we couldn't have done it without the support of our sponsors, partners, volunteers and the Wellington community. Thank you!

Round the Bays relies on significant contributions of volunteers across a wide range of roles. Sport Wellington truly values the work of these volunteers and promotes the importance of volunteerism across the sport sector. For Tim Berry it enabled him to gain a new perspective by being behind the scenes and seeing the event come together. *"It gave me an awesome insight into the amount of organisation that goes into pulling off a fantastic local event that encourages people to get active!"*

The Kilbirnie Park Finishers Festival had a new look and feel in 2018 which was a great success. Creating more of a festival atmosphere over 21,000 came through the park and enjoyed the variety of offerings from face painters to massage therapists, food trucks and BBQs, to an inflatable course and lots of activities for the kids. See you there on 17 Feb 2019!



## America's Cup champion shares his journey and success

70 invited guests, including Wellington's Pathway to Podium athletes, attended a function at the Royal Port Nicholson Yacht Club on the 3rd of August to hear Josh Junior, cyclist for Emirates Team New Zealand speak. Organised by Sport Wellington, NewstalkZB's Jason Pine interviewed Josh on his America's Cup journey asking questions on the highs, the lows and the success, as well as tips that our up-coming Pathway to Podium (P2P) athletes could learn from his experiences.

Having represented New Zealand at the 2016 Rio Olympics in the heavy weight men's dinghy Finn event helped to prepare Josh for the pressure of his first America's Cup campaign, dealing with the expectations, performing under pressure and remaining composed – whatever the situation.

When asked about the hard work that was required to be put in for the Cup, Josh told the audience that, "It wasn't a job, it was a passion. I was enjoying what I was doing and the people I was with, so it didn't seem like hard work. The enjoyment is a key part of having longevity in your sport. That's the cool thing about sailing, even after a big thing like the America's Cup, we're all sailors who just really enjoy being out on the water."

Other questions asked of Junior by the athletes included "how did you balance school work and training?" "How did you handle the stress?" "How did you know that sailing was the sport you really wanted to focus on and take to this level?"

Lewis Clareburt, one of the P2P athletes present, just back from winning two medals at the Youth Commonwealth Games in the Bahamas, commented that "It was a very inspiring night and being able to ask Josh questions and have a chat to him in person was awesome."



## Mitre 10 MEGA Buggy Walks

The monthly Buggy Walks continued to be a popular locally led event. The purpose of this series is to encourage new parents and caregivers to get involved in active recreation with their children, on buggy friendly tracks around the wider Wellington Region.

The MEGA October Buggy Walk was held at

the Botanic Gardens with a great presence from our sponsors Mitre 10 MEGA Petone, Upper Hutt & Porirua, Wellington City Council, the Activation Team from Upper Hutt City Council, and Southern Cross Garden Bar & Restaurant. A wonderful place to showcase Wellington's unique landscape and a great day out for young families!



**"It was a very inspiring night and being able to ask Josh questions and have a chat to him in person was awesome."**



Wellington Hospitality Group Supreme Sports Award

**Josh Junior - Sailing**

Wellington Sports Med Sportswoman of the Year

**Kelsey Smith – Hockey**

Tohu Wine Sportsman of the Year

**Josh Junior – Sailing**

Cigna Disabled Sportsperson of the Year

**Kate Horan – Para cycling**

Sport Wellington Coach of the Year

**Mark Sorenson – Softball**

Hiremaster Team of the Year

**Wellington Saints – Basketball**

Wellington City Council Emerging Sportswoman of the Year

**Mila Reuelu-Buchanan – Netball**

Tradie NZ Emerging Sportsman of the Year

**Campbell Robinson – Athletics**

Wellington Community Trust Lifetime Contribution to Sport Award

**Colin Ward – Softball**

The Dominion Post Personality of the Year Award

**Asafo Aumua – Rugby**

Speedy Signs Wellington Central Club of the Year

**Tawa Squash Club**

Trish McKelvey Leadership Award (award supported by Outward Bound)

**Lisa Jones – Football**

BDO Official of the Year

**Ben O’Keeffe – Rugby**

Black & Gold Venues and Events Volunteer of the Year

**Bubs Reweti – Netball**

## Wellington Hospitality Group Sportsperson of the Year Awards 2018

The Wellington Hospitality Group Sportsperson of the Year Awards recognises and celebrates outstanding achievements in sport within the wider Wellington region. This recognition is not limited to the field of play but also encompasses the coaches, administrators, leaders and volunteers who have provided their time and effort and made a significant difference in their chosen field.

Promoting diversity and acceptance in sport and active recreation was the underlying theme for the evening. A circus inspired

look and feel, transformed the TSB Arena into a scene from The Greatest Showman, accompanied by the Master of all Ring Leaders, Jason Pine.

23 sports were represented across 12 awards, as well as the induction of Stuart Davenport, Kevin Herlihy, Melissa Moon and Suzie Muirhead into the Sports Legends of Wellington. The 840 attendees were treated to night of quality entertainment, with a highlight for many guests being world class speaker, Cam Calkoen, who moved the audience by sharing his personal story about battling with acceptance.



1



2



3

- 1. MAYOR JUSTIN LESTER WITH MILA REUELU-BUCHANAN
- 2. SPORTS LEGENDS INDUCTEES
- 3. JOSH JUNIOR'S MOTHER, HELEEN VISSER, ACCEPTING THE WHG SUPREME SPORTS AWARD ON HIS BEHALF
- 4. PATRICK MCELLIGOTT, TRADIE NZ WITH CAMBELL ROBINSON
- 5. MARK SORENSON, COACH OF THE YEAR WITH DAVID CLARKE, CHAIR SPORT WELLINGTON & MINISTER FOR SPORT, GRANT ROBERTSON



4



5

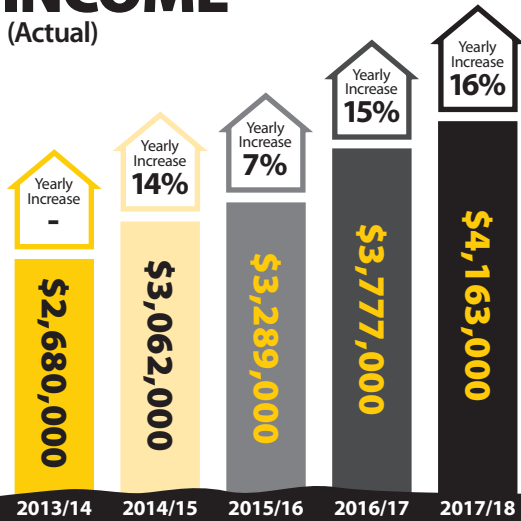


# FINANCIAL DATA

Actuals for 2013/14 – 2017/18

## TOTAL INCOME

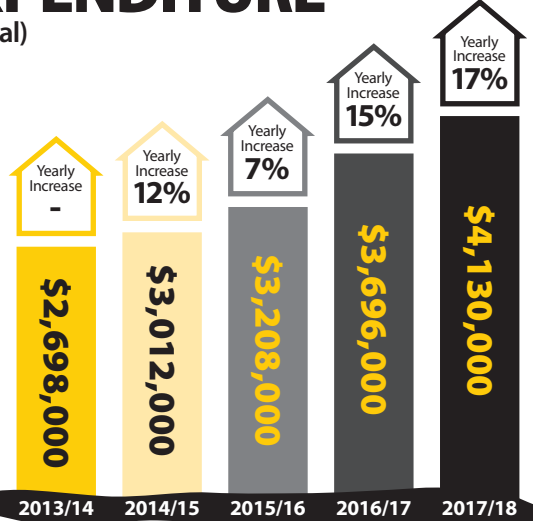
(Actual)



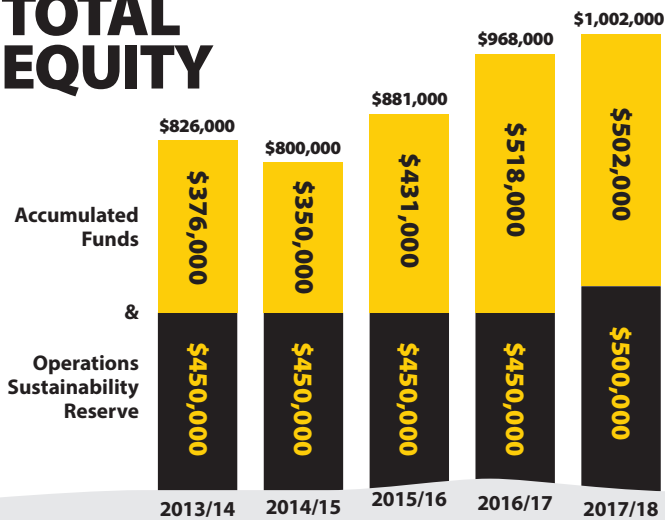
Note: increase in 17/18 linked to health income/ grants/council funding

## TOTAL EXPENDITURE

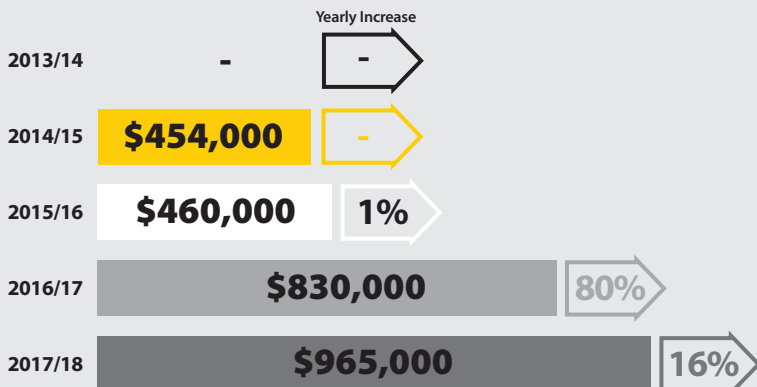
(Actual)



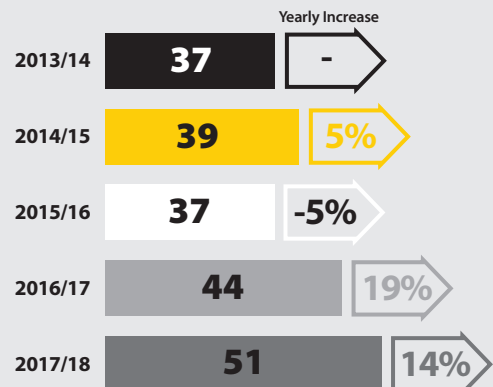
## TOTAL EQUITY



## HEALTH EXPENDITURE



## STAFF NUMBERS



# The Wellington Regional Sports Education Trust

## Statement of Financial Performance

for the year ended 30 June 2018

	2018	2017
	\$	\$
<b>Revenue from non-exchange transactions</b>		
Government grants	1,217,338	808,671
Sport NZ funding	1,176,859	1,192,405
Other grants	910,243	779,893
Sponsorship revenue	226,326	234,451
	<u>3,530,766</u>	<u>3,015,420</u>
<b>Revenue from exchange transactions</b>		
Event fees	453,612	429,054
Interest revenue	61,844	47,344
Rental revenue	40,588	45,649
Resource sales revenue	25,426	18,990
Other revenue	51,237	47,682
	<u>632,707</u>	<u>588,719</u>
<b>Total revenue</b>	<b><u>4,163,473</u></b>	<b><u>3,604,139</u></b>
<b>Expenses</b>		
Employee related costs	2,681,179	2,281,571
Resources	60,497	53,752
Vehicle expenses	37,810	41,721
Promotion and communication	175,457	204,610
Programme delivery	810,501	599,049
Corporate expenses	285,673	267,130
Depreciation	74,662	64,085
Other expenses	4,430	5,003
<b>Total expenses</b>	<b><u>4,130,209</u></b>	<b><u>3,516,921</u></b>
<b>Total surplus/(deficit) for the year</b>	<b><u>33,264</u></b>	<b><u>87,218</u></b>
Other comprehensive revenue and expenses		
Other comprehensive income and expenses	-	-
<b>Total comprehensive revenue and expenses</b>	<b><u>33,264</u></b>	<b><u>87,218</u></b>
<b>Total comprehensive revenue and expense for the year</b>	<b><u>33,264</u></b>	<b><u>87,218</u></b>

These financial statements should be read in conjunction with the notes to the financial statements.

The Wellington Regional Sports Education Trust trades as Sport Wellington.

Sport Wellington thanks Grant Thornton New Zealand Audit Partnership, Chartered Accountants

# The Wellington Regional Sports Education Trust

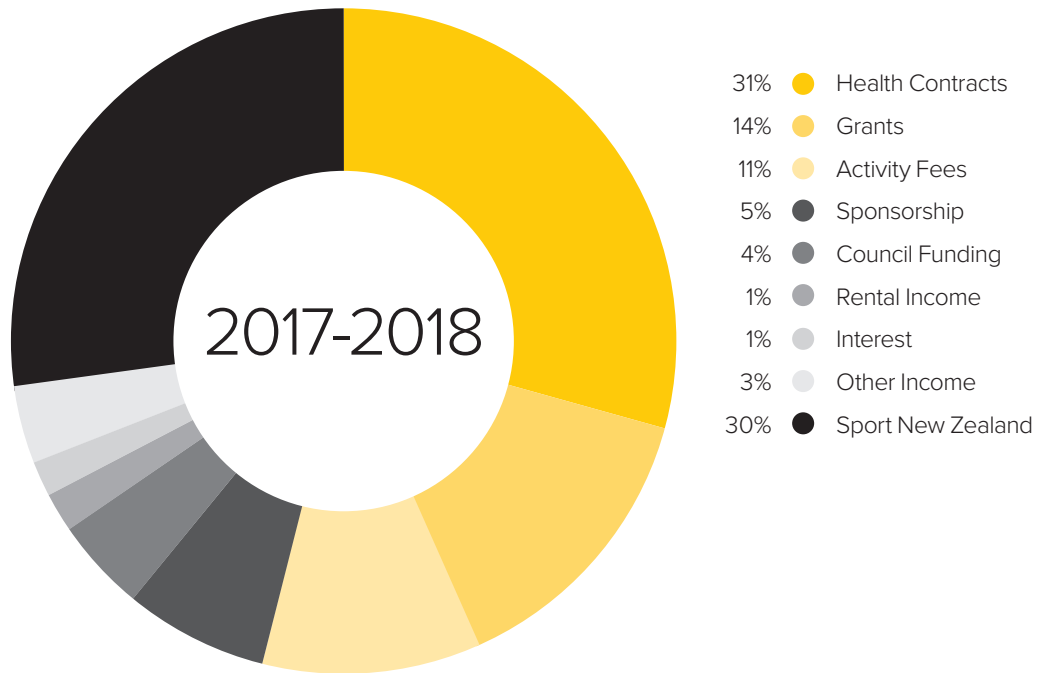
## Statement of Financial Position

for the year ended 30 June 2018

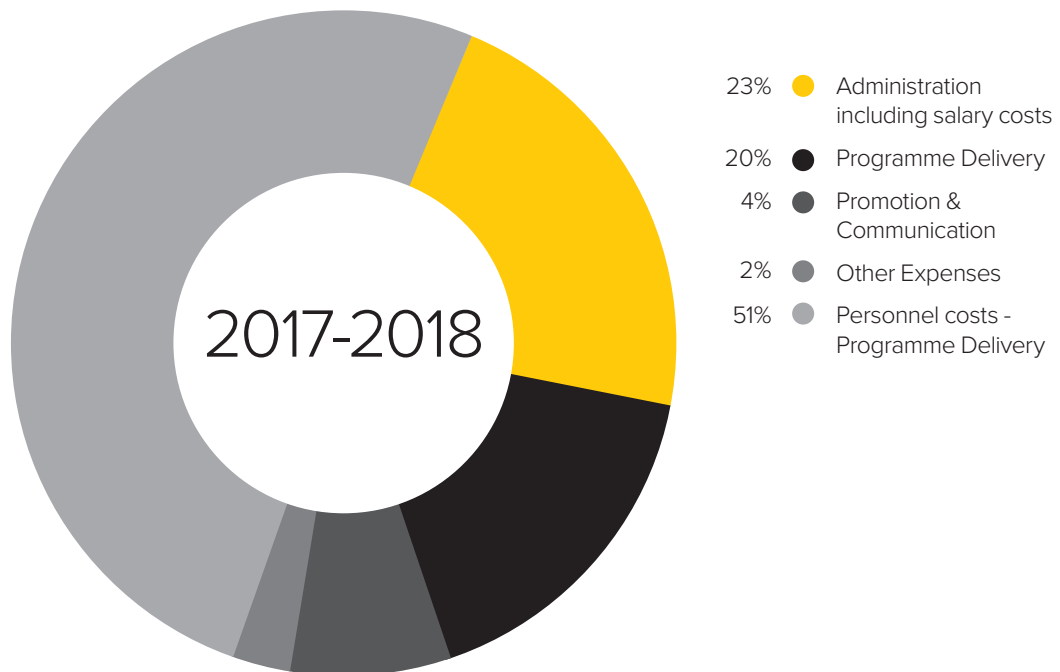
	2018	2017
	\$	\$
<b>Current assets</b>		
Cash and cash equivalents	63,258	300,412
Cash - Kiwisport Funding	802,184	995,375
Investments	913,313	839,967
Receivables from exchange transactions	46,004	40,405
Receivables from non-exchange transactions	468,988	383,762
Prepayments	25,504	16,299
	<u>2,319,251</u>	<u>2,576,220</u>
<b>Non-current assets</b>		
Property plant and equipment	176,789	148,644
	<u>176,789</u>	<u>148,644</u>
<b>Total assets</b>	<b><u>2,496,040</u></b>	<b><u>2,724,864</u></b>
<b>Current liabilities</b>		
Trade and other creditors	207,553	267,267
Employee entitlements	100,941	-
Finance lease liability	83,561	103,398
Revenue in advance from exchange transactions	165	285
Revenue in advance from non-exchange transactions	388,767	390,214
KiwiSport non-operating funds	713,464	995,375
	<u>1,494,451</u>	<u>1,756,539</u>
<b>Total liabilities</b>	<b><u>1,494,451</u></b>	<b><u>1,756,539</u></b>
<b>Net assets</b>	<b><u>1,001,589</u></b>	<b><u>968,325</u></b>
<b>Equity</b>		
Accumulated comprehensive revenue and expense	501,589	518,325
Operations sustainability reserve	500,000	450,000
<b>Total net assets attributable to the owners of the controlling entity</b>	<b><u>1,001,589</u></b>	<b><u>968,325</u></b>

These financial statements should be read in conjunction with the notes to the financial statements.

### Total Operating Income 2017 - 2018



### Total Operating Expenses 2017 - 2018



- Total Operating Income for 2017 - 2018 \$4,163,473
- Total Operating Expenses for 2017 - 2018 \$4,130,207

Please refer to Statement of Financial Performance for Year Ended 30 June 2018 for detailed information

# Board of Trustees and Staff

## for 2017/18

### Board of Trustees

#### Chair

David Clarke

#### Trustees

Clare Elcome

Karen Aitken

Darrin Sykes

Nicola Airey

#### Deputy Chair

Paula Tesoriero\*

Grant Baker

Board intern:

Lorena Stephen

Grant Richardson

Hamish Mitchell

### Sport Wellington Staff as at 30 June 2018

#### Chief Executive

Phil Gibbons

#### KiwiSport

Amanda Taylor

#### Healthy Lifestyles

Anya Hape

#### General Manager

Tracey Diack\*

Michael Woodside

#### Community Sport

Aidan O'Connor

Georgina Duindam

Amanda Rasch

Amanda Rota

Ashleigh Baker

Hoani Siueva

Jacqui Smith\*

Joanne Gimblett\*

Katie Siueva

Louise Curtis\*

Louise Grieve

Nitasha Walia\*

Peta McMillan\*

Sega Elise

Stewart Guild

Susan Burns\*

Toshy Rapana#

Aaron Beamsley\*

Stephanie Reichardt\*

Bronwyn Drysdale

Kristen D'Silva

#### Support Services

Allison Yannakis

Brianna McKenzie

Paul Abbott

Ryan Palmer\*

Nikhil Chand

Molly Humphreys\*

Kelly Curr

Kevin Wilson

Mark Shanks

Mark Watson

Michelle Hayward

Natasha Narasy

Patrick Simpson

Tania Bartley

Andy Morris\*

#### Commercial Development and

##### Marketing

Kirsten Kilmister

Nick Johnston\*

Daniel Grubner

#### Project and Evaluation

Julie Moularde#

Kerry Walker

#### Events

Sarina Balu

Anna Carrington\*

Anna Hinderwell

Ana Smith

Lauren Smith

Mitch Murcott

Aria Tongs

#### Regional Development

Nicky Sherriff

#### Volunteer Strategy

Ken Allen

#### Sport Wellington Wairarapa

Anna Garnett\*

Cameron Hayton

Dayle Clarkson

Kerewai Tatana

Sydney Cunningham\*

\* resigned during the period of 30 June 2017-1 July 2018

# on maternity leave

# Staff development and opportunities

**Ashleigh Baker came to work for Sport Wellington in September 2013. Her first role with us was as 'Active Communities GRx Support', a support person for adults enrolled in the Green Prescription programme. Five years later and Ashleigh is now the Healthy Lifestyles Team Manager, overseeing the Team Leads for Adult & Maternal GRx, Pre-school & Active Families, Older People, and a team of 16 staff.**



## Why did you want to work for Sport Wellington?

"It was the role that appealed. I had heard about Green Prescription during my health promotion studies, and I wanted the chance to apply my interests and educational background into a role where I thought I could make a difference. It was advertised at 10 hours per week, but I just wanted to get my foot in the door."

## What made you decide to apply for the Lead – Adult position?

"I had been acting in a Senior Advisor capacity while the organisation went through a period of change. We had just been successful with a suite of health contracts, a bigger and better service that spanned a range of ages and stages, and I felt ready to support the team in a different capacity. It was a new challenge, but one that I felt supported to give a go – which was repeated again (with a bit of extra nudging) when I decided to put myself forward for the Healthy Lifestyles Manager role."

## What did you learn from that experience?

"To not be afraid of feedback! Feedback can be an important self-development tool. I learned that leadership is about being genuine, true to yourself and owning your behaviours. My confidence and skills also grew around management (people and projects), reporting and stakeholder engagement. I really enjoyed getting to know my team, and I hope I was able to support them to build on their strengths and celebrate their achievements. My biggest learning was that I can do anything, but not

everything, you have to be comfortable with saying no, or getting things to a point where they are 'good enough'. I'm still working on that..."

## What do you like about your job?

"At the beginning of my journey at Sport Wellington, my goal of empowering individuals and building capability to ensure sustainable and positive outcomes was a key driver. As I moved into more formal leadership positions, this passion to support people to build on their strengths and the

empowerment of others has continued to grow. I am motivated by people having a better experience of their life whether that is an external client, or internal team member. I have a lot to learn, but I have great people around me to learn from."

During her five years with Sport Wellington, Ashleigh has gotten engaged and then married, been to Outward Bound and discovered that she actually quite likes running (she has since completed two half marathons) and learnt how to drive - Sport Wellington paid for her driving lessons as we couldn't afford the time or staff to be chauffeuring her to appointments!

## What do you like about working at Sport Wellington?

"Sport Wellington has been good to me. There are opportunities for self-development and continuous learning, and support to put your hand up for opportunities. Importantly, it's a place where you can have a laugh and have fun together. We spend so much of our time at work, why wouldn't you want to be in a place that recognised that?"

**"The nature of the work attracts people with similar values – altruism, people-centred and strength-based approaches to community/people development. We have good understanding of our purpose, our vision, and how we all have a part to play in achieving our strategic outcomes."**



STAFF AT THE ANNUAL WELLINGTON SPORTSPERSON OF THE YEAR AWARDS 2016



## Incoming Chair's Report

Towards the end of 2017 and in the early parts of 2018 the Board took a look at Sport Wellington's strategy, to check our progress towards our stated outcomes. At the same time, we considered the changes to the environment in which we were operating that might impact on the implementation of our existing plan. We subsequently made adjustments to ensure that we had the right tactics and plans in place to realise our outcomes.

The result of this work was a refreshed strategy which is characterised by three high-level strategic outcomes;

- a simplified business plan outlining our organisation's key objectives,
- revised strategic priorities,
- improved internal alignment between strategic intent and operational planning and activity.

We also have a clearer understanding of how we are going to measure our progress against our stated outcomes and believe that these changes will benefit our stakeholders through Sport Wellington having a more focused and internally aligned approach.

**"...change is a constant force operating in our sector and we wanted to ensure that we could respond strategically"**

Through the process of reviewing our strategy, we also had an eye on the future. Change is a constant force operating in our sector and we wanted to ensure that we could respond strategically to any significant change and take advantage of any opportunities that might arise that are currently unknown but relevant to our outcomes.

We look forward to executing our refreshed strategy and continuing to work in and with the regional sport and active recreation sector to achieve the best outcomes for all those who live, work and play across our region.

On behalf of the Board, I would like to thank David for his long and loyal service over the last 11 years.

**Grant Richardson**  
Chair

## CEO Report

Tena koutou katoa, ko tenai te mihi kea koto

Sport is part of who we are as Wellingtonians. We live in a region that provides us with every opportunity imaginable to play sport, recreate and be physically active. It is a region that enables us, no matter who we are or what we want to do; to form a lifelong involvement in sport, active recreation and physical activity.

This lifelong involvement continues to occur for some of us in the traditional sports as team players, coaches, officials and administrators; for others it happens informally as an individual or maybe through an organised event or play.

Whether formal or informal, the common piece to all of this is the life-long involvement and the wellbeing it brings to individuals, family and communities. If an individual needs some motivation to get started, then we will possibly be involved directly through some of our contract delivery or through assisting one of our partners or stakeholders. Ultimately together we want that involvement to become infectious.



Since we started in 1990, Sport Wellington has helped to get our community physically active and to keep them going. This has never been more so than in this financial year and as evidenced in this report. In addition to this we have also been able to refresh our strategic plan, adjust our structure, align capability with our communities needs and evolve how we can best support our partners.

Can I take this opportunity to thank all our partners and stakeholders for their ongoing belief in us and what we do. With this same level of commitment in the future; we can create a healthy active region, ensure a sustainable sport and active recreation system and ensure we provide effective regional leadership.

**Phil Gibbons, ONZM**  
Chief Executive Officer

***Supporting a healthy,  
active region.***

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