



# Annual Report 2019/2020

Celebrating 30 Years



# Thank You!

Sport Wellington is grateful to all of our partner organisations for their support over the 2019/20 year.

## Key Funding Partners



## Contract Partners



## Major Sponsors



**brendan foot**  
supersite

**BLUEBRIDGE**  
COOK STRAIT FERRIES



## Supporting Sponsors

2degrees  
Bowen Eye Clinic  
Capability Group  
Fortune Favours  
Les Mills  
Outward Bound  
Rothbury Insurance  
Southern Cross Bar & Restaurant  
Shoe Clinic Wellington  
Streamliner Productions  
Steigen  
TBI Health  
Think Forward  
Trish McKelvey  
Victoria University of Wellington

## Territorial Authorities & Associated Organisations

Carterton District Council  
Greater Wellington Regional Council  
Hutt City Council  
Kapiti Coast District Council  
Masterton District Council  
Porirua City Council  
South Wairarapa District Council  
Upper Hutt City Council  
Wellington City Council  
Wellington NZ

## Other Charitable Foundations and Trusts

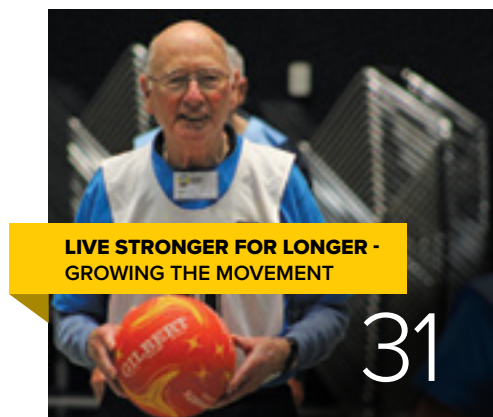
Eastern Suburbs Sports Trust  
Infinity Foundation Limited  
Holdsworth Charitable Trust  
Ministry of Youth Development  
One Foundation  
Pub Charity  
Pelorus Trust  
The New Zealand T Gear Charitable Trust  
Trust House

# Contents



- 4. Transformation for Sport Wellington | CEO Report
- 5. The changing world around us | Insights and Evaluation
- 6. A shock to the system | The effects of COVID-19
- 8. Supporting the region | System Response
- 10. Providing essential funding | System Response
- 14. Living Well in action | Regional Development
- 16. Collaborating for the future | Wairarapa
- 18. Transforming Leadership Development | Regional Leadership System

- 20. Investing in the future | Community Sport
- 21. Adapting coaching across the system | Community Sport
- 22. Thirty years of Sport Wellington
- 24. Providing stability during tough times | Kiwisport
- 26. Reshaping physical education in schools | Healthy Active Learning
- 28. What's new with Green Prescription?
- 31. Growing the movement | Live Stronger for Longer
- 32. Making a difference | Brendan Foot Supersite Round the Bays
- 34. Our bi-cultural commitment | Maori Action Plan Group
- 36. Financial Data



- 40. Board of Trustees and staff
- 41. Respecting the past to prepare for the future | Chairs Report
- 42. Transforming lives in the Wellington region | Strategy 2032

# Transformation for Sport Wellington

## CEO Report

**At the close of this financial year the world we live in is a very different place from 12 months ago. There continues to be a growing sense of social conscience, the impact of COVID-19 is far-reaching, and the importance of sustainably addressing growing inequities and declining activity rates can no longer be overlooked. Now is the time for action; to connect and collaborate; and to commit to ensuring everyone has the opportunity to be active, healthy, and happy.**

The 19/20 financial year has been one marked initially by some very deliberate strategic planning and delivery by Sport Wellington in periods where we have had to respond with haste in order to support our region through the extensive impact of COVID-19. I would like to thank the Board and Sport Wellington staff for all their hard work in support of our communities over this very challenging year.

I would also like to acknowledge the magnitude of what we have all experienced over the past few months. The impact of COVID-19 on our sector and communities has been immense, and the financial, emotional, mental, and physical burden of this continues to be felt.

Integral to Sport Wellington's response has been collaboration with partners around the region and for that, I thank you all. The insights we gained from our stakeholder survey and engagement with key partners were both critical in informing our system response and subsequent work plans through to 30

June. Subsequently, we have incorporated this collaborative way of working into our business plan and approach for the 20/21 financial year.

Sport Wellington has also been undergoing a transformational change process based on a new 12-year strategic plan. At the end of 2019, we completed a review of our strategy, structure, and service model; all with the intent of having greater impact in the region. We have adjusted our staffing structure and committed to forming effective relationships with Iwi in order to meet Sport Wellington's commitment to Te Tiriti o Waitangi principles.

We have also had to carefully manage the financial risks that have come with the impact of COVID-19. In the short term, we have recorded a small deficit result for the 19/20 financial year. The approved budget for 20/21 will also see a deficit result.

Finally, I would like to acknowledge the leadership and commitment that Grant Richardson has provided both within the organisation as a board member and in the community. Grant is retiring after nine years as a trustee, with the last two years as our Chair. Grant has always responded to the needs of his role, the staff, and our partners. He will be sorely missed by us all.



**Integral to Sport Wellington's response has been collaboration with partners around the region and for that, I thank you all.**

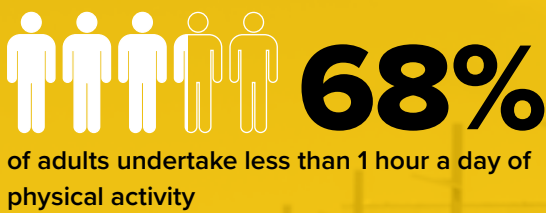
Sport Wellington has gone through a significant change during the last financial year while also responding to the demands of a global pandemic. Through all of this, we have continued to put the holistic wellbeing of our staff and communities at the heart of what we do and will continue to do so.

**Phil Gibbons, ONZM**  
Chief Executive Officer

# The changing world around us

## Insights and Evaluation

Increasing levels of physical activity has the potential to create healthier, happier, better connected communities and a stronger Aotearoa. However, participation in regular physical activity is not uniform within the greater Wellington region.



28% adults and 6% young people undertake **less than 30mins** physical activity each week

**Inequities in participation identified among groups of the population will need to be addressed:**



Participation levels vary across age categories, with a significant drop in activity levels between 15 and 18 years of age.



Females, Asian, Māori, Pacific people, older people, and individuals living in high deprivation settings are more likely to be less active.

**10%↑**

The size and composition of the greater Wellington region's population is forecasted to grow 10% by 2038. As the proportion of different ethnicities and age groups change over time some of the currently less active groups will increase in size and proportion.

The way people wish to engage with and participate in physical activity is changing:

increasingly activities are participant led

less structured organised activities are preferred (active recreation)

there is a reluctance to commit to longer term engagement in organised physical activity

In order to reduce inequities in physical activity levels, health outcomes and wellbeing, the opportunities for participation need to be varied and flexible so that changing priorities, responsibilities, and circumstances (e.g. place of residence, amount of free time, wealth, motivation) can be overcome.

\*based on Ministry of Health youth physical activity guidelines



# A shock to the system

The effects of COVID-19

**Every family, organisation, and business in New Zealand felt the impact of the COVID-19 pandemic. The introduction of the first case, the Alert Level system, and the lockdown that followed placed unique and extreme pressure on the physical activity sector, organisations, businesses, individuals, whānau, and communities within the greater Wellington region.**

Lockdown saw life as we knew it come to a halt, and daily routines for individuals and families around the region suddenly looked very different. Among the many changes we experienced was our understanding of being and ability to be physically active. Gyms and pools closed, team sports were cancelled for the foreseeable future, and even accessibility to playgrounds and parks was limited.

Creativity, ingenuity, and a commitment to the positive benefits of being physically active led to the rise of online fitness classes, neighbourhood walks, and makeshift weights from household items for some. While many found a renewed sense of time and freedom for exercising during lockdown, others reported they were less active than before.

The total shutdown of Alert Level 4 meant Class 4 Funding dried up almost overnight. This had an immediate, significant impact on organisations in our region for whom Class 4 is a significant source of funding (in the absence of other funding options); putting many organisations at some risk of not being able to continue to operate as they had previously.

## The impact of COVID-19 on physical activity organisations\*

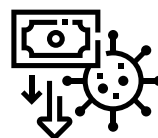
What financial impact has the COVID-19 crisis had on your organisation so far or might have over the next three months?



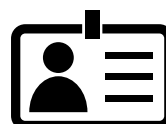
**80%**  
Cancelled events



**80%**  
Cancelled programmes

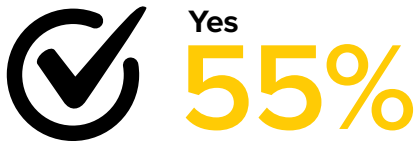


**77%**  
Loss of funding



**78%**  
Loss of participant and membership fees

Have you applied for the government wage subsidy scheme?



Based on your current projections, how long will your current cash-flow and reserves support your operations?



of organisations reported having 6 months or less of cash reserves to sustain their operations

\*COVID-19 Response from sport and recreation organisations in April 2020 - only reflective of Sport Wellington survey respondents

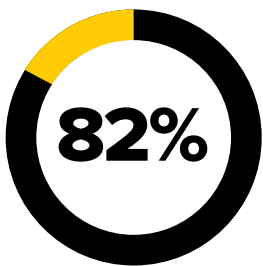
## The lockdown effect on physical activity\*\*



**44%**  
of people were  
less active during  
Lockdown



**34%**  
of people were  
more active during  
Lockdown



of people reported  
physical activity as  
an important part  
of their lockdown  
routine

### Factors that discouraged physical activity during lockdown:

- Cancellation of organised sports and activities, closure of facilities (including playgrounds)
- Reduction of incidental physical activity (e.g. active commute)
- Decreased motivation, increased anxiety, loneliness and boredom with the limited options

### Factors that encouraged physical activity during lockdown:

- An excuse for leaving the house
- Increased flexibility in daily schedule
- Lack of traffic

\*\*The summary findings are representative of the genders, locations, age groups and ethnicities of the 1260 respondents. The results should be interpreted as a snapshot and are only indicative of intended behaviour.

## A transformational response

**To effectively respond to the health and wellbeing needs of our staff, communities, and sector Sport Wellington needed to be adaptable and clear on our purpose, priorities, and plan.**

In the 48 hours following the Government's lockdown announcement, we established an internal COVID-19 response team who led a Business Plan re-prioritisation exercise and restructured the organisation around four identified priorities:

- The health and wellbeing of Sport Wellington staff
- Supporting Sport Wellington as an organisation to come through the lockdown in as strong a position as possible
- Supporting the play, active recreation, and sport sector to come through the lockdown in as strong a position as possible
- Keeping our communities active and well

The Business Plan re-prioritisation looked at our current work plan and what could be continued, stopped, or deferred dependent on the impact of COVID-19. In many cases, some of our community support work, specifically delivered by our Healthy Lifestyles team, continued as planned but with adaptations i.e. moving Green Prescription consultations to phone-based or online support.

Throughout lockdown, we were very conscious of staff being able to manage their own mental and physical wellbeing. We understood many had children or other family members at home which made it difficult to work or meant working at different times during the day.

**We were at home, during a global pandemic, trying to work...not working from home.**



# Supporting the region

## System Response

**At the beginning of lockdown, we surveyed play, active recreation, and sport organisations to understand their current realities and the scope and scale of support that was required.**

We wanted to know what was front of mind for our communities and how we could best support our sector to respond to the impacts of COVID-19. We then compiled the responses, identified the following key themes, and used these to inform our system response.

### The sector asked for **Leadership and connection**

- We established a Regional Response Group to facilitate collective action
- We hosted a regular virtual forum to provide up-to-date information
- We brought groups together to connect, facilitate discussion, and find joint solutions to common issues

### The sector asked for **Financial advice and support**

- We provided experts to advise on repositioning financial models for resilience
- We facilitated the provision of expert guidance for scenario-planning, budgeting, and reforecasting

**“Sport Wellington brought a lot of codes to the table to work collaboratively. This made me feel like I wasn’t trying to go through this alone and I was able to hear and learn from other codes because of the work Sport Wellington did in this space.”**



**“I appreciated a call during lockdown from a Sport Wellington worker simply asking us how things were going. Much appreciated.”**

### The sector asked for **Implications for physical activity at different alert levels**

- We established a COVID-19 hub on our website and a regular newsletter to provide immediate updates

### The sector asked for **Business restructuring and human resource-management advice**

- We partnered with Gibson Sheat lawyers for a webinar series that helped organisations understand their responsibilities under the Health and Safety at Work Act 2015 and what the practical application of the guidelines in their contexts might look like

### The sector asked for **Advocacy to Councils and Sport NZ**

- We worked with Councils and RSOs on sports field allocations and management of winter and summer season demand
- We advocated to Sport NZ on behalf of the sector which resulted in adjusted criteria and an increase in available funding for the greater Wellington region

### The sector asked for **Support to understand the funding landscape**

- We created a centralised database of available funding
- We distributed the Sport NZ Community Resilience Fund and the Sport Wellington Return to Play Fund
- We hosted virtual workshops and webinars explaining the changing funding landscape

### The sector asked for **Support to review and update business plans and ensure business continuity**

- We created a resources and templates library that was a ‘one-stop shop’ for stakeholders to access free templates, guidance, and best practice examples

### The sector asked for **Support to adapt delivery against different alert levels**

- We hosted webinars for partners to share examples of how they adapted their delivery
- We established a dedicated project group to develop a framework for administrators, coaches, and parents.
- We adapted the delivery of our Green Prescription programmes
- We created a Wellbeing Hub and virtual spaces for sharing accessible resources to help people stay healthy and active

## Evaluating Sport Wellington’s COVID-19 Response - Stakeholder Survey\*



# 88%

agreed or strongly agreed that their organisation received **good support** from Sport Wellington to help them through the crisis



All respondents agreed or strongly agreed that Sport Wellington’s **initiatives** in response to the crisis were relevant to them/their response

All respondents agreed or strongly agreed that they received **useful information** from Sport Wellington during this time



All respondents agreed or strongly agreed they were aware of what Sport Wellington was doing to **support the sector** through this disruption

\* The data collected within this survey is only reflective of the opinions of those who took part in the survey, and does not speak to the wider pool of Sport Wellington stakeholders. The respondents were a mix of regional sports organisations, government organisations and councils.



# Providing essential funding

## System Response

**Sport Wellington distributed the following key response and recovery funding to community organisations across the greater Wellington region.**

### **Sport NZ Community Resilience Fund – Round One (CRF 1)**

Sport Wellington approved a total of 183 applications from 150 local and 33 regional organisations and distributed a total of \$658,933.23 (incl GST) during the first round of the Community Resilience Fund (CRF 1). CRF 1 covered fixed administration costs and helped local and regional organisations affiliated to a Sport NZ national partner remain financially viable through the immediate period of disruption created by COVID-19 from 1 April to 30 June.

### **Sport NZ Community Resilience Fund – Round Two (CRF 2)**

In Round Two (CRF 2), Sport Wellington distributed a massive \$2,091,558.33 (incl GST) to 229 organisations across the play, active recreation, and sport sector. CRF 2 supported financial hardship experienced in the period 1 July to 30 September 2020 and covered fixed administration costs as well as some operational costs. The national affiliation requirements and distinction between local and regional organisations were removed for this funding round, and the scope of who could apply was broadened to include play, active recreation, and sports organisations.

### **Sport Wellington Return to Play Fund – Round One (RTP 1)**

A total of 88 organisations received funding from the \$75,988.80 (incl GST) distributed in the first round of the Sport Wellington Return to Play Fund. The purpose of this fund was to provide community sport, active recreation, health, and physical activity providers with funding to support a safe return to play while our region was at Alert level 2. Organisations could apply for up to \$3,000 for reimbursement of specific COVID-19 related costs such as the purchase of signage, hygiene items, and contact tracing.

### **Sport Wellington Return to Play Fund – Round Two (RTP 2)**

In response to the Wellington region returning to Alert level 2, the Sport Wellington 'Return to Play' fund re-opened on 12 August and remained open until 30 September 2020. A total of 17 organisations were successful in receiving a portion of the \$19,133.02 (incl GST) distributed in the second round of this fund. This had the exact same purpose, eligibility requirements, and funding parameters as the first Return to Play funding round.

**“All I can say on behalf of Kia Ora Netball Club Wellington is a huge thank you to Sport Wellington for this funding! This has been a tough season but all our members have been thrilled about being able to get on the court and enjoy the game they love.”**



## Funding Recipients

Organisation	CRF 1	CRF 2	RTP 1	RTP 2
#49 ATC (ATCANZ) - Kapiti Branch	✓			
1st Greytown Scout Group		✓		
1st Island Bay Scout Group		✓		
1st Titahi Bay Scout Group		✓		
1st Wainuiomata Parish Scout Group	✓	✓		
1st Waterloo Scout Group	✓	✓		
2nd Lower Hutt Avalon Scout Group		✓	✓	
AFL New Zealand				✓
Akatarawa Scout Group		✓		
Andrew Hardwick Hypnotherapy			✓	
Aorangi Ski Club Incorporated		✓		
Avalon Rugby Football Club Incorporated	✓	✓		
Avalon Tennis Club Incorporated		✓		
Badminton Wellington Incorporated	✓		✓	
Best NZ Football Company Limited				✓
Boulcott's Farm Heritage Golf Club Incorporated	✓	✓		
Bowls Kapiti Coast Incorporated	✓			
Bowls Wellington Incorporated	✓	✓		
Britannia Sea Scouts	✓	✓		
Brooklyn Northern United		✓		
Brooklyn Northern United Junior FC			✓	
Budokan Judo Club Incorporated		✓		
Capital BMX Club Incorporated		✓		
Capital City Volleyball Incorporated			✓	
Capital Football Incorporated	✓	✓	✓	
Capital Gymnastics Club Incorporated	✓	✓		
Capital Swim Club		✓		
Capital Zone Basketball Trust	✓	✓		
Carrington Bowls & Croquet Club	✓			
Carterton Association Football and Sports Club Incorporated		✓		
Carterton Swimming Club	✓	✓		
Carterton Tennis	✓			
Central Wairarapa Indoor Bowls Assn	✓			
Churton Park Tennis and Recreational Club Incorporated		✓		
College Sport Wellington Incorporated	✓		✓	✓
Crickit Wellington Incorporated		✓	✓	
Dalefield Hockey Club Incorporated	✓	✓		
Demons Softball Club Upper Hutt Incorporated		✓		
Douglas Villa AFC	✓	✓	✓	
dsport Incorporated		✓		
East Coast Rugby Football Club Incorporated	✓		✓	
Eastbourne Bowling Club Incorporated		✓		
Eastbourne Football Club			✓	
Eastbourne Rugby Football Club			✓	✓
Eastbourne Scout Group	✓	✓		
Eastern Bays Scout Group		✓		
Eketahuna Rugby Football Club Incorporated	✓			
Elements Rhythmic Gymnastics Incorporated	✓	✓	✓	✓
Elevate Plus NZ			✓	
Elsdon Indoor Bowls Club	✓			
Empire Table Tennis Club Incorporated	✓	✓		
Evans Bay Yacht & Motor Boat Club Incorporated		✓	✓	
Featherston Junior Football Club Incorporated	✓			
Featherston Netball Club Incorporated		✓		
Featherston Rugby Football Club	✓	✓		
Featherston United Association Football Club Incorporated	✓			
First Karori Scout Group		✓		
For Riding for the Disabled Assn Hutt Valley Group Incorporated			✓	
Fulton Swim School			✓	✓
Gladstone Hockey Club	✓		✓	
Gladstone Rugby Football Club	✓	✓		
GOYAINZ Incorporated	✓	✓	✓	
Greytown Cricket Club Incorporated	✓			

Organisation	CRF 1	CRF 2	RTP 1	RTP 2
Greytown Sport & Leisure Society		✓		
Harbour City Gymnastics Incorporated	✓	✓		
Harbour City Hockey Club	✓	✓		
Heretaunga Boating Club		✓		
Hoop Club Kapiti Incorporated				✓
Hutt Bowling Club Incorporated	✓	✓		
Hutt City Inline Hockey Club Incorporated	✓			
Hutt City Squash Ltd		✓		
Hutt City United Softball Club Incorporated		✓		
Hutt District Cricket Club	✓	✓		
Hutt Old Boys Marist Rugby Football Club Incorporated	✓			
Hutt United Hockey Club	✓	✓		
Hutt Valley Badminton Association Incorporated	✓			✓
Hutt Valley Baseball Club Incorporated		✓		
Hutt Valley Gymnastics Centre Incorporated		✓		
Hutt Valley Junior Softball Association		✓		
Hutt Valley Riding for the Disabled		✓		✓
Hutt Valley Secondary Schools Netball Association				✓
Hutt Valley Softball Association Incorporated	✓	✓		
Hutt Valley Tennis Incorporated	✓	✓		✓
Hutt Valley Tramping Club		✓		
Hutt Water Polo Club Incorporated	✓	✓		
Ignite Sport Trust		✓		
Island Bay Bowling Club Incorporated	✓	✓		
Island Bay Softball Club	✓	✓		
Island Bay tennis and Squash Club Incorporated		✓		
Island Bay United Association Football Club Incorporated	✓	✓		
Johnsonville Bowling Club Incorporated	✓			
Johnsonville Rugby Football Club Incorporated	✓	✓		
Judgeford Golf Club Incorporated	✓			
Junior Cricket Upper Hutt				✓
Kaizen Academy Seido Karate	✓			
Kapi Mana Darts Association Incorporated	✓			
Kapi Mana Netball	✓	✓		✓
Kapiti Basketball Association	✓			✓
Kapiti Boxing Club 2004 Incorporated		✓		
Kapiti Coast Hockey Club Incorporated		✓		
Kapiti Coast Rugby League Club	✓			
Kapiti Coast United Sports Club Incorporated	✓	✓		
Kapiti Community Recreational Turf Trust		✓		
Kapiti Golf Club				✓
Kapiti Gymnastics Incorporated	✓	✓		



# 183

organisations supported through CRF1



# \$658,933.23

distributed during the first round CRF

# Advocating for our communities

Advocacy from Sport Wellington to Sport NZ following the first round of the Community Resilience Fund saw a number of significant changes made for the second round. This included less-strict affiliation requirements, broader guidelines on what could be funded, a \$25,000 cap for all, and no distinction between local and regional organisations. Further advocacy on behalf of our communities encouraged Sport NZ to increase the total fund cap for the greater Wellington region for Round Two of the fund.

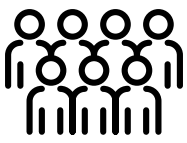
## Funding Recipients continued

Organisation	CRF 1	CRF 2	RTP 1	RTP 2
Kapiti Old Boys Cricket Club Incorporated	✓			
Kapiti Softball Club	✓			
Karori Golf Club Incorporated	✓		✓	
Karori Hockey Club	✓	✓		
Karori Lawn Tennis Club		✓		
Karori United Tennis Club			✓	
Kartsport Wellington Incorporated	✓	✓	✓	✓
Keiko Nojima			✓	
Kelburn Municipal Croquet Club			✓	
Kelly Sports			✓	
Khandallah Bowling Club Incorporated		✓		
Khandallah Scout Group	✓	✓		
Khandallah Tennis & Squash Club Incorporated		✓		
Kia Kaha Hockey Club		✓		
Kia Ora Netball Club		✓		
Korokoro Scout Group	✓	✓		
Lower Hutt City Association Football and Sports Club Incorporated		✓		
Lower Hutt Primary Schools Sports Association			✓	
Lower Hutt Tennis Club Incorporated		✓		
Lower North Island Inline Hockey Association Incorporated	✓	✓		
Lowry Bay Yacht Club Incorporated	✓	✓		
Lyall Bay Surf Life Saving Club	✓			
Lyall Bay Surf Life Saving Club			✓	
Maidstone Park Charitable Trust		✓		
Mana Kayak Racing Club		✓		
Mana Squash Rackets Club Incorporated	✓	✓		
Manor Park Golf Club			✓	
Maranui Surf Life Saving Club Incorporated	✓			
Marist AFC Incorporated	✓			
Marist Cricket Club Masterton Incorporated	✓			
Marist Rugby Football Club Masterton Incorporated	✓	✓		
Marist St Pats Rugby Football Club Incorporated	✓	✓	✓	
Martinborough Squash Club Incorporated	✓			
Massey Avenue Bowling Club	✓	✓		
Masterton Association Football Club Incorporated		✓	✓	
Masterton Bowling Club		✓		
Masterton Golf Club			✓	

Organisation	CRF 1	CRF 2	RTP 1	RTP 2
Masterton Red Star Rugby Club	✓			
Masterton Squash Rackets Club Incorporated	✓	✓	✓	
Masterton Tennis Centre	✓			
Masterton Young Citizens Club Incorporated		✓		
Maungaraki Richmond Scout Group		✓		
Maungaraki Tennis Club		✓		
Miramar Rangers Association Football Club Incorporated	✓	✓		
Miramar Softball Club	✓			
Miramar Tennis Club		✓		
Murital Yacht Club		✓		
Naenae Collegians United Netball Club Incorporated		✓		
Naenae Hockey Club Incorporated		✓		
National Rifle Association of New Zealand Incorporated		✓		
Nature School NZ Trust		✓		✓
Netball Central Zone Incorporated	✓			
Netball Hutt Valley Centre Incorporated	✓	✓	✓	
Netball Kapiti Centre Incorporated	✓	✓		
Netball Wairarapa Incorporated	✓	✓	✓	
Netball Wellington Centre Incorporated	✓	✓	✓	✓
New Zealand Basketball Academy Youth Basketball Club Incorporated	✓			
Newtown Bowling Club		✓		
Ngati Toa Sea Scouts		✓		
Ngatitua Tennis Club		✓		
North City Cricket Club Inc.		✓		
North Wellington Football Club Incorporated	✓	✓		
North Wellington Indoor Bowls Association Incorporated			✓	
North Wellington Junior Football Club		✓	✓	
Northern United Hockey Club Incorporated		✓		
Northern United Rugby Football Club Incorporated	✓	✓		
NZ Pony Clubs Association	✓			
Ohariu Valley Golf Club Incorporated	✓		✓	
Onslow Gymnastics Club Incorporated	✓	✓		
Onslow Junior Cricket Club				✓
Otaki Bowling Club Incorporated	✓			
Pacific Health Service Hutt Valley			✓	
Paekākāriki Sports Club Incorporated	✓			
Paekākāriki Surf Lifeguards Incorporated			✓	
Paparangi Scout Group		✓		
Paraparaumu Track & Field Club	✓			
Paraparaumu Beach Bowling Club			✓	
Paraparaumu Beach Golf Club	✓			
Paraparaumu Beach Sea Scouts	✓	✓		
Paraparaumu Cricket Club Incorporated	✓	✓		
Paraparaumu Croquet Club			✓	
Paraparaumu Junior Rugby Club	✓			
Paraparaumu Rugby Football Club Incorporated	✓	✓		
Paraparaumu Scout Group	✓			
Paremata Boating Club Incorporated		✓		
Paremata-Plimmerton Rugby Football Club Incorporated	✓	✓		
Petone Football Club Incorporated		✓		
Petone Rifle Club Incorporated	✓			
Petone Rowing Club Incorporated		✓	✓	
Petone Rugby Football Club Incorporated		✓	✓	
Petone Tennis Club Incorporated		✓		
Pinehaven Tennis Club Incorporated		✓		
Plimmerton Boating Club Incorporated	✓	✓	✓	
Poneke football club Incorporated	✓	✓		
Poneke Kilbirnie Softball Club Incorporated	✓	✓		
Poneke Kyokushin Karate Dojo Incorporated		✓		
Porirua City Aquatics	✓	✓		
Primary Sport Wellington			✓	
Pukerua Bay Tennis Club Incorporated		✓		
Rahui Football & Sports Club Incorporated	✓	✓		
Randwick Rugby League Sports Club Incorporated	✓	✓		
Raumati Bowling Club Incorporated	✓		✓	
Raumati Swimming Club		✓		
Red Star Cricket Club	✓			
Red Star Sports Association		✓		
Red Star Squash Club	✓			
Rembuden Kendo Club			✓	
Rimutaka (Renegades) Inline Hockey Club Incorporated	✓	✓		
Rimutaka Gymsports Incorporated	✓	✓		
Riversdale Beach Golf Club Incorporated			✓	
Royal Port Nicholson Yacht Club		✓		
Scout Association NZ - Kapiti-Coastal Zone		✓		
Scout Association NZ - Pukerua Bay Scout Group		✓		
Scout Association of New Zealand - Otaki Group		✓		

## A true team effort

Whilst the administration of the Sport NZ Community Resilience Funds (1 and 2) in addition to the Sport Wellington Return to Play Funds (1 and 2) was managed by Sport Wellington's Kiwisport Advisor Jamie Leith, there were an extensive number of internal staff that contributed to this mammoth effort. Representatives from our Finance, Healthy Active Learning, Insights, Administration, IT, Marketing and Communications, and Senior Leadership teams all mucked in and worked together to assist in distributing a grand total of **\$2,845,613.38** (including GST) out to the greater Wellington region across each of the aforementioned four funds.



# 229

organisations supported through CRF 2



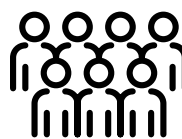
# \$2,091,558.33

distributed during the second round CRF

## Funding Recipients continued

Organisation	CRF 1	CRF 2	RTP 1	RTP 2
Scout Association of New Zealand, Belmont Scout Group		✓		
Seatoun Association Football Club		✓		
Seatoun Bowling Club Incorporated	✓			
Shandon Golf Club			✓	
Silverstream Bowling Club Incorporated	✓			✓
Silverstream Golf Club Incorporated	✓			
Skate NZ	✓			
Snap Fitness Kapiti Coast			✓	
Special Olympics Wellington		✓		
Special Olympics, Hutt Valley			✓	
Squash at Upper Hutt Incorporated	✓	✓	✓	
Squash Wellington	✓	✓		
St Augustines Scout Group - Scouts NZ		✓		
St James Sea Scouts	✓	✓		
St Joseph's Scouts Upper Hutt		✓		
St Mary's Old Girls Netball Club Incorporated	✓	✓		
Stokes Valley Bowling Club Incorporated	✓			
Stokes Valley Football Club Incorporated		✓		
Stokes Valley Rugby Football Club Incorporated	✓	✓		
Stokes Valley Scout Group		✓		
Stop Out Sports Club	✓	✓	✓	
Swimming Wellington	✓	✓		
Table Tennis Wellington Incorporated	✓	✓		
Taita District Cricket Club		✓		
Tararua Sports Club - Upper Hutt City Football		✓		
Target Shooting Hutt Valley	✓			
Tawa Association Football Club		✓		
Tawa Hockey Club Incorporated		✓		
Tawa Linden Wrestling	✓			
Tawa Rugby Football Club		✓		
Tawa Services Bowling Club Incorporated	✓	✓		
Tawa Squash Rackets Club Incorporated	✓	✓	✓	
Te Ara Moana Trust		✓		
Te Aroha Hutt Valley Association Incorporated		✓	✓	
Te Aroha Netball Club	✓			
Te Aroha Rugby League Club	✓			
Te Aroha Softball Club	✓			
Team Wellington Soccer Incorporated	✓			
Tennis Central Region Incorporated	✓	✓		
The Cannons Creek Youth Charitable Trust		✓		
The Carterton Rugby Football Club Incorporated	✓			
The Exercise Studio			✓	
The Lion Pit			✓	
The Naenae Old Boys Cricket Club Incorporated	✓	✓		
The Naenae Soccer Club Incorporated	✓	✓		
The Oslow Cricket Club Inc	✓	✓		
The Porirua Basketball Association		✓		
The Scout Association of New Zealand - Remutaka Zone		✓		
The Wairarapa Hockey Association Incorporated	✓			
The Wellington Boys and Girls Institute Incorporated (BG)		✓	✓	
Thorndon Club Incorporated	✓	✓	✓	
Tipu Netball Inc	✓	✓		
Titahi Bay Boating Club, Incorporated		✓		
Titahi Bay Tennis Club Incorporated		✓		
Titahi Golf Club Incorporated	✓	✓		
TOA Netball Club	✓			
Toa Rugby Football Club	✓			
Toitu Poneke Community & Sports Centre Incorporated		✓	✓	
Trentham Camp Golf Club Incorporated		✓		
Trentham Sports Centre Trust			✓	✓
Trentham United Harriers and Walkers Club	✓			
Tuhirangi Rugby Football Club Incorporated	✓			
Upper Hutt Darts Association Incorporated	✓			
Upper Hutt Hockey Club	✓	✓		
Upper Hutt Rams Rugby Football Club Incorporated	✓	✓		
Upper Hutt Roller Skating Club Incorporated	✓	✓	✓	
Upper Hutt Rugby League Club	✓	✓		
Upper Hutt United Cricket Club	✓	✓		
Urban Fitness Ltd			✓	
Victoria University Football Club			✓	
Victoria University of Wellington Association Football Club		✓		
Victoria University of Wellington Cricket Club Incorporated	✓	✓		
Waikanae Badminton Club	✓			
Waikanae Beach Tennis Club		✓		
Waikanae Football Club Incorporated	✓	✓		
Waikanae Rugby Football Club	✓	✓		
Waimarie Hutt Valley Croquet Club	✓			
Wainuiomata Association Football Club Incorporated	✓	✓		
Wainuiomata Golf Club Incorporated	✓		✓	✓
Wainuiomata Hockey Club Incorporated	✓	✓		
Wainuiomata Rugby Football Club Incorporated	✓	✓		
Wainuiomata Rugby Football League Club Incorporated	✓			
Wainuiomata Sb Rifle Club	✓			
Wainuiomata Tennis Club	✓	✓		

Organisation	CRF 1	CRF 2	RTP 1	RTP 2
Wairarapa A and P Society Incorporated		✓		
Wairarapa Bush Rugby Union	✓	✓	✓	
Wairarapa Cricket Association Incorporated	✓	✓		
Wairarapa Track and Field	✓		✓	
Wairarapa United Football Club Incorporated			✓	
Wairarapa Youth Charitable Trust		✓	✓	✓
Waterside Karori Association Football Club		✓		
Wellington Baseball Association	✓			
Wellington Basketball Association	✓	✓		
Wellington College Old Boys and Victoria University of Wellington Rugby Football Club Incorporated		✓		
Wellington Collegians Cricket Club	✓	✓		
Wellington Diving Club	✓	✓		
Wellington East Netball Club Incorporated	✓	✓		
Wellington Floorball Club Incorporated			✓	
Wellington Football Club Incorporated	✓	✓		
Wellington Golf Incorporated	✓			
Wellington Harrier Athletic Club	✓	✓	✓	
Wellington Hockey Association	✓	✓	✓	✓
Wellington Indoor Sports Cricket Club Incorporated		✓		
Wellington Municipal Croquet Club			✓	
Wellington North Badminton Association Incorporated	✓	✓		
Wellington Regional Volleyball Association		✓		
Wellington Riding for the Disabled Assn Incorporated		✓	✓	
Wellington Rowing Association		✓	✓	
Wellington Rowing Club Incorporated	✓	✓	✓	
Wellington Rugby Football Union Incorporated	✓	✓	✓	
Wellington Rugby League Zone of NZRL Incorporated	✓	✓		✓
Wellington Smallbore Rifle Association	✓			
Wellington Softball Association		✓		
Wellington South Fencing Club		✓		
Wellington Speedway Society Incorporated	✓			
Wellington Storm Floorball Club			✓	
Wellington Tennis Club			✓	
Wellington Water Polo Board Incorporated	✓			
Western Suburbs Football Club		✓		
Whakaoriori Air Scout Group		✓		
Whitby Bowling Club	✓	✓		
Whitby Scouts	✓	✓		
Whiti Te Ra Otaki Sports Club Incorporated			✓	
Wing Tsun Academy			✓	
Worser Bay Boating Club		✓		
Worser Bay Life Saving Club Incorporated		✓		
YMCA Central Incorporated	✓	✓	✓	✓
Youth Development Trust Wellington		✓		
YW/Petone Hockey Club Incorporated	✓	✓		



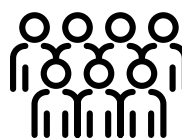
# 88

organisations supported through RTP 1



# \$75,988.80

distributed during the first round of RTP



# 17

organisations supported through RTP 2



# \$19,133.02

distributed during the second round of RTP



# Living Well in action

## Regional Development

Ehara taku toa i te toa takitahi. Engari, he toa takitini.  
My strength is not the strength of one. It is the strength of many.

**Living Well is the name of the Wellington Region Physical Activity Strategy. It is also the outcome we want for people in the region where ‘Living Well’ means improving physical and mental wellbeing; personal development and achievement; and social and community cohesion and development through regular physical activity – play, active recreation (including active transport), and sport.**

During 2019/20 we revised the initial Regional Strategy to be able to respond more successfully to changes in national direction and the environment in which we are working. This Strategy provides a framework that identifies four key outcomes that, when achieved, will contribute to greater wellbeing across the region. The Framework is built on the four key objectives of the World Health Organisation’s Global Action Plan on Physical Activity. It has been designed in such a way that as sector organisations implement their own strategies they are contributing to regional outcomes.

Objective	Promote the benefits of being physically active	Optimise available spaces and places	Provide accessible opportunities for people to be physically active	Work better together
Explanation	Our communities are well informed about the value and benefits of physical activity and use this information to choose to be physically active.	We have the right community infrastructure to meet demand that is accessible to all, supports a range of physical activities, and provides a connected network of facility types, including walkways, cycleways, open space, and nature space.	There are appropriate physical activity programmes, opportunities, and events available for everyone in a variety of settings to support participation across our region (including high-quality play and PE programmes and experiences in schools).	There is improved collaboration within and across sectors in areas where we can have greater collective impact on the physical activity levels of our communities including: <ul style="list-style-type: none"> <li>• leadership and workforce development</li> <li>• investment and policy support</li> <li>• advocacy</li> </ul>
Outcome	<b>INFORMED COMMUNITIES</b>	<b>CONNECTED NETWORK OF SPACES AND PLACES</b>	<b>ACTIVE PEOPLE</b>	<b>AN ENABLING ENVIRONMENT</b>

The purpose of Living Well is also to encourage greater collaboration amongst providers so we can make the best use of the resources that are available to our sector. By working better together we aim to reduce duplication and to ensure that we eliminate unmet community need in relation to physical activity opportunities.

## Regional Spaces and Places Plan

One such collaborative project was the development of the Regional Spaces and Places (Facilities) Plan. This was signed off by all Mayors from the greater Wellington region at the end of 2019 and provides a high-level strategic framework for future regional sports facility planning decisions. It also considers ways to optimise the current network of facilities across the region.

What we found during the development of this plan was that by and large across the region the supply of facilities meets general demand,

although there are some facility types that are over-subscribed at peak times. Other findings include:

- The region has an aging network of facilities across all facility types, particularly club facilities such as clubrooms and courts, but not the means to address this.
- Because of this our network has some resilience challenges to different types of natural disasters.
- The region lacks a collective vision, approach, and means for evaluating facility investments and other facility decisions i.e. a sense of priority when it comes to facility development and investment.

The Regional Spaces and Places Plan aims to address many of these issues.



## Connecting for the better

**One of the unpredicted outcomes of lockdown was the strength of connection and partnerships that were developed as individuals, organisations, and communities united in the face of COVID-19.**

A standout example of this was the establishment of a COVID-19 Regional Response Group for Collective Action. The initial purpose of this Sport Wellington-chaired group was *to collaborate in supporting our region respond to the impacts of COVID-19.*

The group met weekly and was made up of representatives from eight Councils, three District Health Boards, three Regional Sport Organisations, Regional Public Health, Sport New Zealand, and a funder.

The Regional Response Group identified 10 pieces of work to collaborate on, with each piece of work aligning to one of the four outcomes of the Living Well Framework and having a designated co-ordinator and sub-group. Living Well was critical in bringing providers together to identify shared projects of work – first as part of the immediate response work, and then, to identify recovery projects.



# Collaborating for the future

## Wairarapa

**As New Zealand's elite sports teams and athletes grapple with the impact of the COVID-19, a significant hit has already been felt by grassroots sporting organisations, who help form the fabric of so many communities across the country.**

Sport Wellington Wairarapa has rallied around regional sporting bodies, councils, funders, and health organisations to support grassroots sport to diversify and adjust their delivery approaches and income streams.

Like many New Zealand sports organisations, the Wairarapa sport bodies rely annually on a substantial amount of money from gaming machine trusts; but the ongoing effects of the COVID-19 pandemic meant this funding could not be relied upon for many months. While this created a challenge for continuing planned activity, for some it was an opportunity for a re-set when it came to how sports clubs approached funding and delivery.

**“So often sports operate in isolation and we tend to compete with each other. We might be competitors on the field but outside of that every club actually has a duty of care to ensure that the other clubs around them are actually still there because that’s the competition that’s provided on a Saturday. We have a real opportunity and it would be a real crime if we were to do nothing because there is a new normal post COVID-19.”**

**Tony Hargood, CEO of Wairarapa Bush Rugby**

Community sport organisations are going to be fundamental to rebuilding the connections amongst people within all communities. In the Wairarapa, many of these organisation have spent months reviewing their systems, processes, and structures so that they can continue to offer safe and quality physical activity opportunities to their communities.

“It’s going to be our operations staff who have to take a proper lead. We’ve got to say ‘okay, if we can’t play this way, how will we play?’ “The only thing that holds us back is our imagination.” - Simon Roseingrave Wairarapa Cricket Operations Manager

To support Wairarapa organisations to do this, a Wairarapa arm of the Regional Response Group was established with support of Sport Wellington Wairarapa.





## It's Safe to Play

Five Wairarapa Regional Sport Organisations (RSOs) and council(s) came together to run a joint 'It's safe to play' campaign following lockdown, with the goal of encouraging communities and whānau to return to physical activity during Alert Level 2. The campaign targeted parents of children who play sport (or want to play sport) and spectators/supporters who attend games.

Each of the organisations had completed extensive health and safety plans and had taken deliberate and proactive steps to follow the guidelines set out by the Ministry of Health and Sport New Zealand.

Hygiene, sanitisation, and physical distancing measures were all in place and taken seriously; and the purpose of the campaign was to allay concerns around the risks of children returning to sport post-lockdown.

The social media campaign was a big success. It was great to see each sport code sharing the post to their pages, which other sport codes across the greater Wellington region also shared, extending the reach of the message. It is a great example of the meaningful connection and collaboration physical activity organisations displayed in the face of COVID-19 for the good of our communities.

## Central Support Model

There has been a growing interest in a Central Support Model for the physical activity sector in the greater Wellington region. As a result, Sport Wellington initiated a Central Support (formally known as Shared Services) review in October 2019. The Feasibility Report was completed in March 2020, indicating there would be strong appetite for a model to be implemented in the physical activity sector, as well as outlining further work required. As a champion of the cause, Sport Wellington approached Sport NZ to discuss the project and in turn, Sport NZ engaged BDO NZ to identify a preferred model and what potential service options exist that could be offered.

The prevailing opinion of stakeholders across the region, including the Wairarapa Regional Response Group, is that there has never been a better time to launch this platform. This is partly due to the challenges presented from the current and future economic climate and the effects of the COVID-19 pandemic, particularly with ongoing uncertainty around funding.

The engaged Regional Sport Organisations across both Wellington and the Wairarapa have identified the following six key points in favour of a Central Support model:

- 1 COVID-19 has had a significant impact on sport financially**
- 2 Sport needs to be thinking 12 months NOT seasonally**
- 3 There is a lot of duplication of roles across the sector**
- 4 Our vision is the same, but we are competing for the same funds, sponsors, access into schools**
- 5 Volunteers are becoming more scarce**
- 6 There are some immediate opportunities and examples in Wellington and the Wairarapa of collaborative working**

The goal of a Central Support Model is to achieve better organisational sustainability across the physical activity sector, so instead of performing administrative functions, key employees can focus on their core business of delivering sports to the community.



# Transforming Leadership Development

## Regional Leadership System

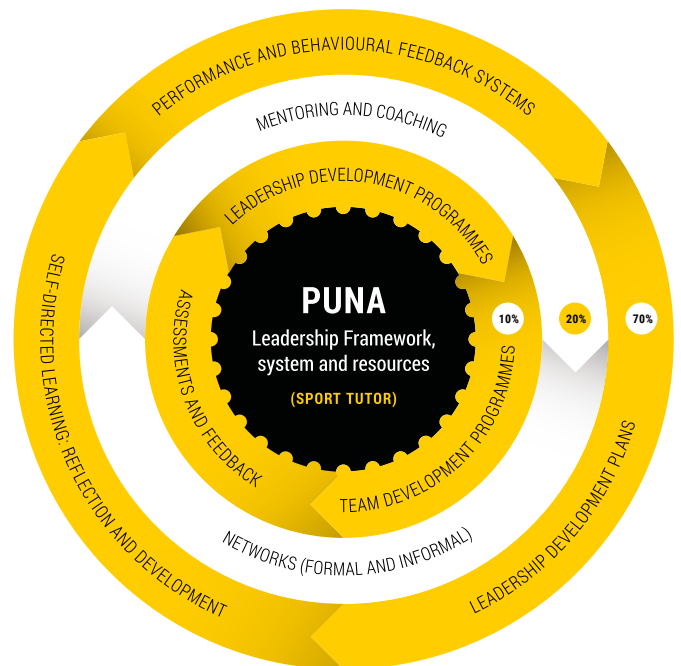
Through a 2012 BERL study, it was found that there was an increasing need for the sector's leadership capability to improve to meet the broad and potentially overwhelming workforce challenges it faces, and to deliver on the sport and recreation needs of New Zealand's changing and growing population. As a region we are responding to this challenge through the creation and implementation of the Wellington Regional Leadership Development System (LDS).

The LDS supports the Leadership Framework for Sport and Recreation in Aotearoa New Zealand (the Framework), developed in 2015. The Framework acknowledges that in our sector many roles span several leadership contexts, and this requires leaders to become more conscious and deliberate about how they add value in their different leadership contexts.

The LDS provides an interconnected network of leadership development opportunities that, collectively, will result in our region having increased leadership capability, and a cohesive culture of leadership development.

Leadership development in our region is underpinned by the understanding that:

**Leadership is everyone's responsibility:** leadership is not necessarily tied to a title or a specific role. Therefore, everyone who works and volunteers in physical activity in our region needs to bring leadership to how they perform their role.



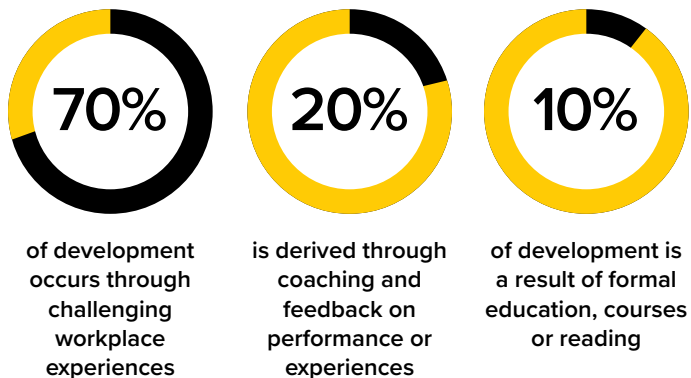
**Leadership development is an ongoing process:** effective leadership development is not a one-off event. For this reason, leadership programmes on their own are not enough and must be supported by other systems, structures, and processes to embed learning and sustain development.

**Leaders develop other leaders:** our region will have more effective leadership capability if leaders assume responsibility for developing other leaders, in both formal learning settings and informal or work-based settings.

## How Leadership Development Occurs

The LDS provides a continuous development and support system that begins from the moment a person joins the sector and continues throughout their time in it. A key focus of this system is accelerating how quickly leaders become effective as they transition to a new leadership context.

Based on research, the 70:20:10 model of development is a guideline for how an individual's leadership development occurs.



## Leading Leaders 2020

The Leading Leaders Development Programme enables consistent leadership across the sector, supports the implementation of the Framework, and develops a network of leaders around the region. The 13 participants in the 2020 cohort represent a range of organisations including Councils, Regional Sports Trusts, Regional Sports Organisations, Public Health Organisations, and the Ministry of Education.

Led by Winsborough and supported by Sport Wellington, the programme is composed of three residentials and one final

presentation/reflection day. As well as increasing their self-awareness and being provided with tools and models to help them navigate complexity, participants have been working together in syndicates to develop a proposal for how they may increase leadership capability and enhance a culture of leadership development within their organisations.

Participants were able to complete the Leading Leaders Development Programme at no cost to themselves or their organisations, thanks to the generous support of the New Zealand Community Trust.

**“Through the leadership programme I have realised that my lack of internal confidence is driving my perfectionism. I have learnt I have some great qualities as a leader but my lack of self confidence is not only holding me back but also those working with and for me, and the company I am leading. I feel like I am just understanding who I am and I am really enjoying helping to empower others by delegating and trusting in them and the processes.”**

**2020 Leading Leaders participant**

## Case Study

### Putting it into practice

Over the past year, Sport Wellington has taken deliberate steps to incorporate the LDS into our internal systems, structures, and development pathways for our staff. Ways we have done this include:

- **Remodelling our performance review framework.**

While performance reviews typically centre around KPIs informed by job descriptions and work plans, we have remodelled our performance framework to incorporate 2-3 self-development goals derived from the Framework. Staff are required to review these, as well as their work-specific KPIs, in their six-month and annual performance reviews.

- **Incorporating the LDS into our coaching conversations**

Leadership development, including identified leadership goals,

is incorporated into regular one-on-one conversations with managers. Staff are also encouraged to use the free Puna guides and workbooks to support their ongoing development.

- **Putting it on the agenda**

For most teams across the organisation, a leadership development-themed activity or conversation is a standard agenda item for their regular team meetings. This may look like designing a team-building activity based on the Framework or allowing time for people to share learnings and explore specific aspects of the Framework with peers. Putting it on the agenda ensures a continued commitment to leadership development and supports individuals and teams by keeping it front of mind.

Leadership development at Sport Wellington is something we will continue to concentrate on and develop both internally and externally through our interactions with stakeholders.



# Investing in the future

## Community Sport

**Through investing in our young people and the sport structures that support them, Sport Wellington continues to invest in the future of our region.**

Through the 2019 Wellington City Council (WCC) Sport Talent Development Programme, Sport Wellington worked with over 160 athletes representing climbing, basketball, football, hockey, netball, rowing, volleyball, and swimming. We also worked to create a regional programme with badminton and continued to informally support fencing and softball.

The WCC-funded programme works with each code to review their attract, develop, and retain systems and structures. Along with the sport development support provided to each organisation, Sport Wellington also runs a Seminar Series, designed to support all programme participants to understand themselves better, develop

relationships across codes, and learn from each other and the expert facilitators.

Through the WCC Sport Talent Development Programme, participants from around the region are encouraged to focus on their holistic wellbeing and embrace vulnerability by stepping out of their comfort zones. It is a small percentage of young people who become world champions or professional athletes; but those who try often go on to become positive influences on society – leaders in their profession, conscious global citizens, or coaches and volunteers themselves.

The 2020 programme began in February, with nine organisations successfully applying; however, the COVID-19 lockdown and subsequent impact on the sector disrupted some aspects through to June. Despite this, the programme provided a constant for many during lockdown and sport leads were encouraged to connect with each other and their athletes in different ways. The organisations selected for the 2020 programme were basketball, climbing, dsport, football, hockey, golf, netball, swimming, and rowing.

### Aspiring Leaders Programme

From June - December 2019, Sport Wellington advisors engaged with 21 students at Mana College through a youth leadership programme that focused on providing new opportunities, networks, and skills which enabled participants to develop and demonstrate self-leadership.

Delivered through 16 weekly sessions, each aligned to a section of the Leadership Framework for Sport and Recreation Aotearoa (the Framework), the programme focused on building trust and creating a safe environment that encouraged participants to step outside their comfort zones. This was the first time the Framework has been applied to a youth development programme.

To encourage relationship-building, the facilitators ran a “Survivor-themed” activity, initially developed by Sport Wellington as part of the WCC Sport Talent Development Programme Seminar Series. This session proved to be a highlight for the students, as it was clear they enjoyed being active and working through tangible problems together. They loved the competition between the groups, and the facilitators found that through competition the students strived to do their best, while also cheering on their own team members.

When asked what’s one thing they got out of the programme, many participants said self-confidence, understanding yourself, and the ability to meet new people and try new things.

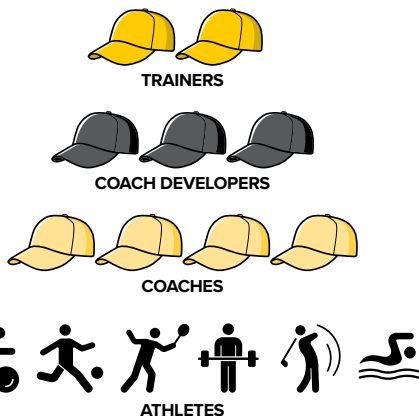
# Adapting coaching across the system

## Community Sport

Coaches play a central role in shaping the experiences of those participating in sport across our region. As coaches journey alongside their athletes and players, it's important that they continue to learn, and develop their craft so they can adapt to the needs of their athletes and players.

People that can offer support to coaches in this process are known as Coach Developers and exist in many sports organisations offering both formal and informal coach development opportunities.

Sport Wellington are continuing to support organisations grow their Coach Developer capacity and capability by delivering learning and development opportunities as organisations look to make a positive impact with the coaches in their sports.



## Student Coach Programme

This is an annual programme run in partnership with College Sport Wellington. One of the focus areas for the workshops for this year's programme was the skill of being adaptable.

By having an adaptable approach, coaches can adjust **how and what** they are coaching to better align to the needs of their athletes and players, and assist in the design and delivery of great sports' experiences in sport.

Many of the student coaches who attended this year's workshops will be either coaching teams within their schools, at nearby primary schools, or local junior sports clubs.



## Coaching For Character pilot programme

Year two in the Sport NZ-led Coaching for Character pilot programme has seen us continue to support a group of secondary school coaches explore how they can take action to implement character development in their coaching. This year's focus has been on how the coaches bring it to life in their team environment – at training and in games, and both on and off the field.

Five schools in the greater Wellington region have been participating in the programme:

- Rongotai College
- Wellington College
- Kuranui College (Wairarapa)
- Scots College
- Wellington Girls College

The purpose of the programme is to develop character strengths and promote behaviours in secondary school students that lead to success, happiness, and wellbeing in sport, school, and life. As this pilot programme concludes, we are excited about exploring how we share the learnings with other organisations who are wanting to be transformational in their coaching.



# HIGHLIGHTS

**1989**

The Wellington Regional Sports Education Trust Charitable Trust Deed is signed/dated



**1996**

Moved into Sports House in Adelaide road



**1998**

Opened Sport Wellington Region Coaching Centre



**2004**

Hosted first Stadium Sports Fest with 500 primary school children



**2006**

Established Inaugural Wellington Buggy Walk





**2008**  
Rebranded from Sport Wellington Region to Sport Wellington

**2010**  
Supported introduction of Kiwisport Regional Partnership Fund

**2014**  
Moved into Sports House Thorndon Quay

**2016**  
Celebrated 40 years of Round the Bays with more than 14,300 participants

**2018**  
Developed Regional Physical Activity Strategy - Living Well



# Providing stability during tough times

Kiwisport

**The positive impact that our KiwiSport-funded programmes have had across our region over the last year has been massive, especially in the midst of COVID-19. The experiences that children have had through these 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.**

Sport Wellington applauds all programme providers who adapted their normal delivery over the lockdown period to ensure that kids were remaining physically active throughout this time. This occurred in a number of ways, including online exercise sessions, innovative video challenges, engagement through social media, and much more.

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

We also offered flexibility in delivery and reporting requirements for all of our KiwiSport recipients during lockdown in an effort to remove one of the many funding and resource strains being experienced by many of our partners and local providers.

## KiwiSport projects funded in 2019/20

Lead Organisation	Project Name
AFL New Zealand	KiwiKick (In-School & Competition Delivery)
BGI (Boys and Girls Institute)	Patu Pods
Badminton New Zealand	Shuttletime
Ball Never Lies NZ	Before School & Holiday Delivery
CLM Masterton	ASC/Holiday Programme Activity Delivery
Capital Football	Futsal Leagues
Capital Football	Wairarapa College Futsal League
Capital Zone Basketball Trust	Porirua Basketball Leagues
College Sport Wellington	Projects Manager
Cricket Wellington	Get into Cricket Awareness Sessions
Crossfit Porirua	CrossFit Teens (Young Women and Girls)
Douglas Park School*	School Sports Coordinator Position
dsport	Youth Group Activity
Everyone Out Limited	Everyone Out Events/Holiday Programme
Fulton Swim School	Swimming Lesson & Water Safety
Greytown Sport & Leisure Society Incorporated	Sports Coordinator
Hutt City Council	PUKUTAKARO
Hutt Valley Tennis	Multifaceted Tennis Delivery Approach
Ignite Sport Trust	Fusion Programme
Nature School NZ	Bush Sprouts Programme (Extension)
Netball Wellington Centre Incorporated	Male Netball Leagues
OnBoard Skate Incorporated	Young Girls/Women Delivery Programme
Otaki Kapiti Principals Group	Primary Schools Sports Coordinator
Paraparaumu School (OKPA)*	Primary School Sports Coordinator
Porirua College	Lunchtime Delivery & Targeted Activities
Rimutaka Inline Hockey Club	Multifaceted Inline Hockey Delivery Programme
Special Olympics NZ	Young Athletes Programme
Sport Wellington	Student Coach Programme
Sport Wellington	Run & Become
Sport Wellington Wairarapa	Aquatic Education
Upper Hutt City Council	Play Role
Wairarapa Cricket Association	Kia Hakinakina Extension
Wairarapa Cricket Association	Kia Hakinakina Extension (2)
Wairarapa Cricket Association (RSO Collab)	Female Participation & Volunteer Development (FDO)
Wairarapa Youth Charitable Trust (RSO Collab)	Youth Wellbeing Programme
Wellington Baseball Association	Baseball5
Wellington East Girls' College	Specialised Activity Delivery
Wellington Floorball Association	Floorball School Development Programme
Wellington Floorball Association	Floorball in Schools (Coaching & Tournaments)
Wellington Hockey Association	Hockey Heart Programme
Wellington Rugby Football Union**	Sacred Heart College Programme

\* Projects were funded prior to 1 July 2019, in between traditional funding rounds.

\*\* Project was funded after 30 June 2020, in between traditional funding rounds.



## Introduction of the KiwiSport 'Fast-Fund':

In August 2019, Sport Wellington introduced the KiwiSport 'Fast-Fund'; a funding stream open for applications year-round, with a one-stage application process which is completed online. The Fast-Fund had the same purpose, priority groups, and requirements as the KiwiSport Open Funding Rounds, however the maximum amount of funding that could be requested was \$10,000 and applications were assessed by an internal Sport Wellington panel.

The implementation of the Fast-Fund meant that applicants could apply for funding on a smaller scale at a time that suited them. It also helped Sport Wellington to ensure that all the money received for KiwiSport for the greater Wellington region went out to our communities.

## Case Study

### Hockey with Heart programme places focus on female wellbeing

This Wellington Hockey Association 12-month pilot programme aimed to encourage young girls across seven schools in the Wellington region to develop a lifelong love of hockey. The programme took a holistic view of participants focusing on physical, social and emotional, cognitive, and spiritual development. For Wellington Hockey, the Hockey with Heart 'pillars of wellbeing' were self-discovery, mental health, physical health, and relationships.

"The pilot came about after noticing that many coaches are focused on winning as their outcome and measure of success", said programme developer Cat Gooding, Community Hockey, Wellington Hockey Association.

"If you get down to the grassroots levels in schools, coaches (who are often parents) just want their kids to win, sometimes at the cost of young people wanting to play sport for life," Cat said. "Something needed to be done to flip the conversation back to having fun in sport, and just playing, or giving it a go."

The programme focused on physical literacy and took a participant-centred approach emphasising fun, rather than winning. It was a huge success with 100% of secondary-aged participants rating it as a 4 or 5 (out of 5) satisfaction rating.



## KiwiSport impact in the Wellington Region

# \$1,080,165



**WAS COMMITTED TO  
THESE PROGRAMMES  
OVER 2019/20**

# 338,774



**TOTAL OF 338,774  
PARTICIPATION OPPORTUNITIES  
PROVIDED TO CHILDREN (5-18 YEARS)  
THROUGH THE 41 KIWISPORT FUNDED  
PROGRAMMES OVER 2019/20**

# 50,119



**PRIMARY-AGED SCHOOL  
STUDENTS INVOLVED IN KIWISPORT**

# 15,760



**SECONDARY-AGED  
SCHOOL STUDENTS  
INVOLVED IN KIWISPORT**



# Reshaping physical education in schools

## Healthy Active Learning

**Healthy Active Learning (HAL) is a joint government initiative from Sport NZ and the Ministries of Health and Education designed to improve the wellbeing of children and young people through healthy eating and drinking, and quality physical activity. Sport Wellington is funded by Sport NZ to employ a dedicated HAL workforce and obtain and maintain the commitment of 41 primary or intermediate schools to create healthy and active learning environments, and better connection to their local environments.**

HAL has been developed in response to a decline in physical activity levels and associated health outcomes for our young people. There is evidence that Health and Physical Education (PE) has been sidelined as a learning area in many primary and intermediate schools with support needed to address this imbalance. The initiative builds on the success of other government programmes, including Sport NZ's Play. sport pilot.

What HAL looks like in each school can look very different for each unique context. At its core, it involves advisors, community connectors, school leaders and teachers working together to create quality experiences for kids.

This often involves working with a school's senior leadership team and/or key teachers (Health and Physical Education lead/sport coordinator) to co-design relevant wellbeing interventions that meet student needs. These interventions might include: Good Sports/ Balance is Better approach to tamariki sport; school/community gardens; modifying playground rules and equipment to include

**“I used your Professional Development (PD) session in my Health and Physical Education (HPE) lesson the following day – it worked great and all kids got involved. They now ask to play it every day!”**

**Classroom teacher at Linden primary School Tawa**

more risky play and loose parts play opportunities; active transport interventions; and parent education.

Externally it can also involve connecting with key stakeholders such as local councils and outside providers to co-design events/

projects or establish relationships to do the above. Additionally, this might involve improving communication between organisations, development of policy, resources, or guidance, directing them to funding opportunities, or training etc.

## Examples of Healthy Active Learning (HAL) in action

- **Hutt Central Primary School** – HAL Advisor(s) modelled what quality PE can look like based on individual teacher requests – concepts of teamwork, differentiation (STEP) and showing games with minimum equipment. Teachers then set some actions for students to work towards.
- **Lower Hutt Primary School Sports Association (LHPSSA)** – HAL Advisor(s) assisted in the delivery of the zone cross country event.
- **Miramar Central Primary School** – HAL Advisor(s) modelled cultural games for classes of all ages and provided resources for teachers to continue the inquiry in the build up to their School Cultural Week.
- **Holy Cross Primary School** – HAL Advisor(s) modelled teaching the concept of “kindness” through playground games. This has led to the idea of a “play trolley” being made available to all children at lunchtimes.
- **Fernlea School** – HAL Advisor(s) led concept-based learning teacher PD session. They worked with teachers to teach the school values through movement contexts.
- **Wainuiomata Primary School** – HAL Advisor(s) modelled the start of an Invasion/Māori Games unit incorporating the school CARE values. They provided tailored resources for the teachers to build on the Wellington Floorball sessions.
- **Evans Bay Intermediate (EBIS)** – HAL Advisor(s) worked with the school to develop new methods to maximise the use of the new school Pump Track. They are currently also exploring the idea of a Pump Track Festival.
- **Konini Primary School** – HAL Advisor(s) modelled and co-taught using the Sport Start Resource with new teachers. They are also supporting the development of new initiatives for the school and local community.



Pukeatua School in Wainuiomata held a whānau day where the school was opened up to the wider community for guided tours led by the tamariki. A shared hangi for all the tamariki and kaumatua was enjoyed. The COVID-19 restrictions meant the water fountains were turned off and individual water drink bottles were promoted. The Healthy Families Hydration Station was used to enable the tamariki to fill their water bottles outside easily and promoted drinking water.



# What's new with Green Prescription

**Sport Wellington underwent a review of the Green Prescription (GRx) delivery model in 2019, motivated by a desire to reduce inequities in physical activity levels, health outcomes and wellbeing. It was important for us to ensure programme offerings met customer needs and were varied and flexible so that changing priorities, responsibilities, and personal circumstances were limited as barriers to engagement.**

A literature review on best-practice healthy lifestyle programme delivery, customer and stakeholder feedback, as well as consultation with the three District Health Boards all fed into the proposed recommendations and subsequent changes to our GRx delivery model.

The new bulk-funded tiered service allows for greater emphasis on kanohi ki te kanohi (face to face) and practical roopu (group) support. This flexibility allows Sport Wellington to match programme interventions to need, rather than a one size fits all approach.

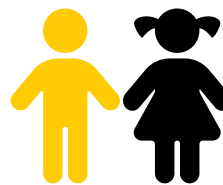
The new delivery model came into effect in July 2020 and will provide up to 12-months of support for our priority groups (Māori, Pasifika, hapū māmā (pregnant women), tamariki and whānau living in areas of high deprivation) with the goal of reducing health inequities across the greater Wellington region.

## Green Prescription Data July 2019 - June 2020



# 2,324

Is the total number of people supported by GRx in the wider Wellington region



# 420

Is the total number of children supported



# 99

Is the total number of hapū māmā (pregnant) women supported

**“Thanks for being so patient and taking the time to go at our pace as a family. Thanks for not rushing us on our journey. We love the support.”**

Green Prescription client



**The Healthy Lifestyle Team encompasses a diverse mix of ethnicities, personalities and strengths. In our team we have nutritionists, personal trainers, Māori health professionals, and Pasifika health workers. We all share a strong passion to empower and transform our communities.**

**We asked some of our Programme Advisors “what do you find most enjoyable about your role?”**

#### **Anya**

“Engaging and supporting our people and communities. It is leadership for our people and being a leader for those communities that need support!”

#### **Hoani**

“For me it’s all about the connection and engagement. Listening in on the people’s health and wellbeing journey.”

#### **Georgia**

“Connecting one on one with someone and knowing we are helping to improve their quality of life. It’s nice to know someone is there!”

#### **Helen**

“When you meet a client who you can tell wants to make changes, and then they do. You see, whatever change it might be, their confidence grows, they achieve something. It might be something big or something small.”

**“I’m so grateful for your help, your regular checking-in and you being ok to txt. I don’t put myself first, and you checking in with me is very supportive”.**

**Green Prescription client**

### **Wairarapa**

Wairarapa Green Prescription (GRx) has been buzzing with activity over the past year. In January, and with funding from KiwiSport, Sport Wellington, co-designed the Wai Māiri programme in partnership with Whaiora.

Wai Māiri is about connecting whānau to the water, learning water safety, and building confidence in te reo Māori me ona tikanga. Wai Māiri was born from a need as some of our whānau are living below the poverty line and cannot pay for swimming lessons.

Over 11 weeks, whānau received goal-setting support, first aid training, whaikōrero whakapapa, and introduction to waka ama. For the hākari (graduation), the roopu finished the programme by spending the day at Riverside beach with the Surf Lifesaving team.

Many whānau then took up the challenge to register and complete the 2020 Brendan Foot Supersite Round the Bays with the Sport Wellington Green Prescription team.

The team also partnered with Una Williams Kindergarten to deliver a four-week healthy lifestyle programme that explored play fundamentals. Additional components included eating healthy kai on the go, the benefits of limiting screen time, and fun celebratory games.

Moving through the various COVID-19 alert levels presented many challenges for GRx delivery, especially during lockdown. However, in the face of challenge we adapted and the weekly online “Kawhe club” was born. Here we created a safe space for GRx whānau to connect online. This proved extremely popular and is now a regular part of our Wairarapa delivery.

Another consistent feature at the Wairarapa whare is the whānau hub. The whānau hub is a space for tamariki to learn activities they can then take home and continue. Parents regularly comment on the enjoyment and skills developed by participating in healthy kai cooking workshops. The whānau hub is available in person, or if whānau choose, they can join online through Zoom.

**Case Study**

**The Makea Whānau Journey**

“Prior to Active Families, our family struggled to do things with our kids because we were either too busy, tired or we had other commitments. My partner and I have always been active and loved going to sports and loved the outdoors but struggled to balance work and life.

Our daughter Leia, age eight, was referred to the programme by our family GP due to her having some health issues; weight was a major concern. We as a family found it hard to monitor our daughter’s food intake daily and being a busy family we were always eating on the go so takeaways was always our option, hence why her weight was increasing as she was getting older. However, since Leia has been on the programme it has made a positive impact on our whole family.

We have had the privilege to attend weekly activities held on Tuesday’s and we were also able to participate in big events like Round the Bays.



The biggest highlight for me was seeing my daughter Leia learn different skills being played in different sports e.g. Basketball, Badminton, Swimming, Zumba. Not only did she enjoy the sports activities, she also gained confidence that allowed her to open up, have fun,

and join in with other kids within our community. Our kids have enjoyed the nutrition cooking classes which has allowed us to make healthier choices for the kid’s school lunches and also snacking in and out of home.

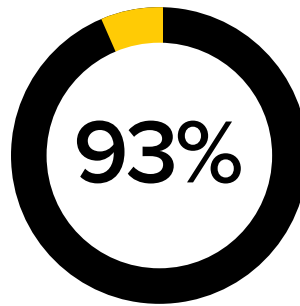
Another highlight while being on the programme was to watch our kids interact and do First Aid training with St Johns which they found very interesting, asking a lot of questions and also opening up about the death of their father who we lost on 23rd January 2019. It was good for them to learn even though they are young they would know what to do and who to call.

So thank you for all your ongoing support my family are so grateful to have been a part of your programme and recommend families to get involved because there are so many benefits not only for the kids but for the whole family. From my family to you we appreciate all the work you put into this programme and hope to see this programme continue because it does make a difference to our kids and families wellbeing.”

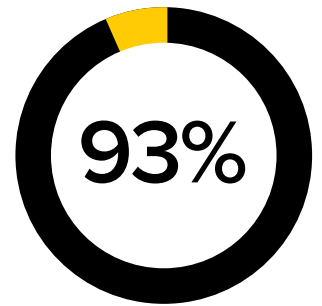
**“Since doing the label reading session, all the kids read that nutritional stuff all the time. We have even given up Nutrigrain because of that session”.**

**Green Prescription client**

**Green Prescription Data July 2019 - June 2020**



**93% of clients reported to be familiar with several physical activity options available to them upon graduating Green Prescription.\***



**93% of clients said they understood how to make healthy, affordable food choices upon graduating Green Prescription (an increase of 19%)\***

\*From self-reported questionnaire surveys from 536 participants across all programmes.

**688**  
unique  
referrers

**135**  
referral  
organisations

**Māori & Pasifika from CCDHB region supported**



**Māori & Pasifika from HVDHB region supported**



**Māori & Pasifika from WDHB region supported**



# Growing the movement

Live Stronger for Longer

**Live Stronger for Longer is a movement which aims to enable older people to be confident, injury-free, and remain independent in their own homes. With funding from ACC, Sport Wellington is the lead agency to support and grow access to Community Strength and Balance classes in the greater Wellington region.**

## Come and try events

Sport Wellington is striving to make choosing to participate in group exercise easier for people moving into older age, as evidence shows that good muscle strength has a positive impact on your ability to carry out daily activities and interests.

As part of our 'Come and Try' event series, we hosted a range of Live Stronger for Longer approved Strength and Balance class instructors at venues in Kāpiti Coast, Lower Hutt, Upper Hutt, and Wellington City and invited the community to try sample sessions of locally available group classes.

The goal of these events was to introduce people to the different classes running in these communities. Around 80 people attended, many of whom were not currently participating in group exercise.

## 2019 Senior Regional Games

On Tuesday 1 October 2019, International Day of the Older Person, the importance of staying active to support seniors to live long and healthy lives was celebrated at the inaugural Senior Regional Games held in Lower Hutt.

More than 100 seniors from Upper Hutt, Lower Hutt, Porirua, and Wellington participated and had fun playing sports and games at the event. The Senior Regional Games was developed to raise awareness of the activity opportunities available for older people across our region and to challenge the stereotype that sport and exercise are not usual activities as we age. It was delivered in

partnership with Upper Hutt City Council, Hutt City Council, Wellington City Council, Sport Wellington, and other local partners.

The event highlighted how successful engagement can provide participants with opportunities to try new activities, enhance their confidence to remain physically active, and connect with others across the region.

## SpinPoi workshop

In February, Sport Wellington hosted Dr. Kate Riegle van West, the founder of SpinPoi, as part of a training day for people interested in incorporating poi into their existing group exercise classes. Kate taught 40 participants, many of whom instruct local Community Strength and Balance classes, the fundamentals of poi and how to share this knowledge with other people.

The training was a great afternoon full of laughter and enjoyment as participants attempted to master moves – and got creative making up their own. The class instructors were able to experience first-hand the simplicity of using poi as a form of exercise and the joy it can bring.

**“Some of our Zumba group always went for coffee in Moera on a Friday after our workout. We took it a step further and joined via Zoom... enjoying a coffee together with a chat after class. We are very grateful for our online classes, for the ones living on their own these classes are a godsend.”**

**A participant talking the value of online strength and balance classes during lockdown**



# Making a difference

## Brendan Foot Supersite Round the Bays

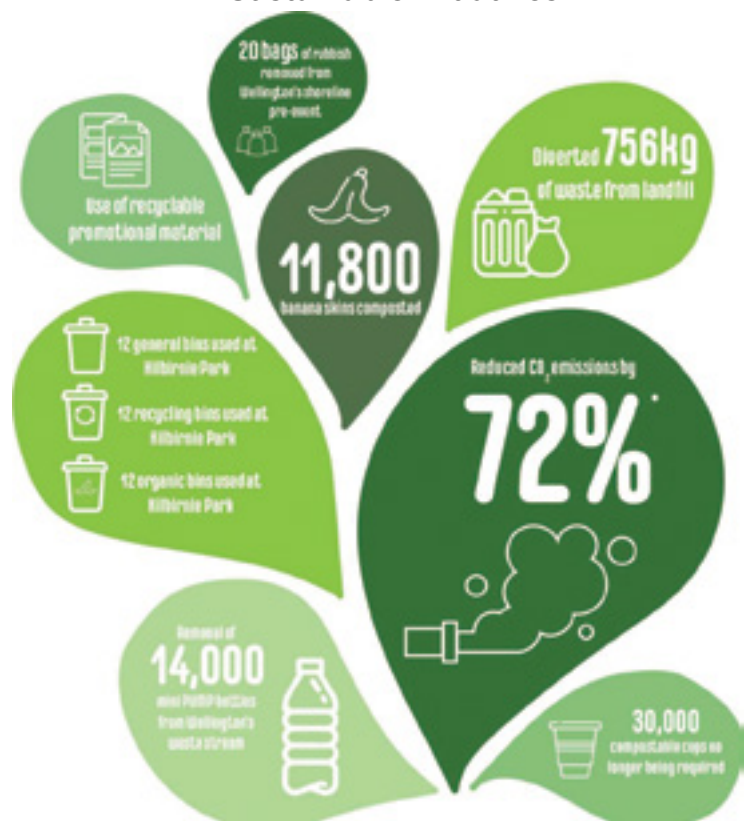
**For the 42nd consecutive year, participants of all ages and stages walked and ran along the capital's stunning coastline for this long-standing, iconic Wellington event. Taking place on 16 February 2020, supporters lined the course to cheer on more than 13,500 participants as they took part across three distances (6.5km, 10km, 21km).**

Recognising the role the environment plays in people's happiness and health, we unveiled a Sustainable Event Policy in 2019, pledging to make the Brendan Foot Supersite Round The Bays (BFS RTB) waste and carbon-free by 2025. A step towards this goal was replacing 14,000 plastic water bottles at the finish line with reusable cups, made from recycled materials.

Sport Wellington was recognised for these sustainability efforts, earning a nomination as a finalist in the Wellington Gold Awards and winning Most Sustainability Business Project at the Keep New Zealand Beautiful Awards in October 2020.

Our Sustainable Event Policy sets the goal of being the first large-scale running event in the world to produce zero waste by 2025.

### Sustainable initiatives





**“Sport Wellington is demonstrating to thousands of Wellingtonians that there are solutions to reduce waste and stop the use of single-use items, which will also influence other event organisers, participants and spectators alike,”**  
WCC Councillor Laurie Foon



PHOTO CAPTION

With many participants opting to ‘run for a cause’ there was also an increased focus during the 2020 event on raising awareness of worthy charities across

the region, with Mental Health Foundation NZ being selected as the event’s Principal Charity Partner. For the first time in this event’s history, there were also three Affiliate Charity Partners: Kaibosh, Special Olympics New Zealand, and Healthy Futures. Over \$70,000 was raised in total!

More live music and activations lined the course than ever before, ensuring participants were motivated and entertained throughout the event. As always, large crowds gathered at the Finisher’s Festival on Kilbirnie Park to cheer on participants during the final stretch. With kids’ activities, marquee sites, BBQs, performances, and food stalls there was something for everyone.

There was also plenty of colour throughout the day as participants attempted to break the world record for people dressed as fruit and vegetables. While falling just short of the record, the message behind the attempt was important – to promote the importance of healthy eating.

Central to the success of this event every year is an inspiring team of 350 volunteers who fulfil a wide range of roles. We recognise that volunteering is an essential component for a thriving sport and active recreation sector and continue to strongly advocate its importance in our communities.

We are very grateful for the support from across the greater Wellington region and our sponsors who make this unique event possible. Thank you and we look forward to seeing you all on 21 February 2021!



## Run and Become

Linking with BFS RTB, Run and Become aims to provide quality opportunities for tamariki to be physically active, through the removal of two significant barriers: transport and cost. Piloted in 2019/20, a total of 250 children across 10 schools were involved with the project.

For children in the programme, transport to the event was provided along with free entries for each child, who could also bring a parent/guardian with them at no cost.

Sport Wellington delivered leadership workshops in the build up to the event to support children to co-design training programmes with their peers to prepare for walking/running 6.5km.

**“I felt this was a great achievement for me... when I finished I said to myself YEAH I DID IT, and high fived my friends...”**

**Run and Become participant from Naenae Primary**





# Our bi-cultural commitment

## Māori Action Plan Group

**Tēnā koutou katoa,  
E mihi ana ki ngā mana whenua.  
E mihi ana ki ngā tohu o te rohe nei.  
Ngā mihi nui ki a koutou katoa.**

Sport Wellington has worked hard over the last year to continuously challenge ourselves to grow our cultural competency as an organisation and create a safe environment for individual staff on their own, personal cultural competency journeys. Significant effort has been put into building Te Ao Māori internally at Sport Wellington through:

- Whakatau
- Mihi/Pepeha
- Karakia
- Waiata
- Haka
- Sharing of kai
- Developing a Māori Language Pocket Guide
- Incorporating traditional games/activities at full staff meetings

As an organisation, we have aimed to improve not only our knowledge, but to develop a real and deep cultural understanding of why these are important in terms of tikanga (correct procedures and customs).

We have also taken deliberate steps to formally acknowledge our commitment to Te Ao Māori and Te Tiriti o Waitangi as an organisation. In March 2020, the Board adopted a Treaty of Waitangi Policy (organisational policy) acknowledging the three principles of partnership, participation, and protection in the Treaty and how these principals influence how Sport Wellington is governed and operated.

The Board also approved an amendment to our original Trust Deed with the addition of a clause acknowledging Te Tiriti o Waitangi and a commitment to making it “visible and real in our community, region and embedded within our organisation.”

**He aha te kai o te Rangatira?**

**He kōrero, he kōrero, he kōrero**

**What is the food of the leader?**

**It is Knowledge. It is Communication.**

Nāku iti noa, nā

**Māori Action Plan Group**

## Karakia

“Our Māori Cultural competency journey has allowed the organisation to learn, grow, explore and develop our understanding of the principles of the Tiriti o Waitangi. Mana whenua is an important part of the communities we work in and we have much to learn from the value they place on whānau wellbeing. Our use of karakia Tuia ki runga, (Tuia meaning to Stitch together) has taught us much about the many places we can draw learnings from and our connection to mana whenua will help us on our journey. The sharing of their stories and passion, illustrates whakapepeha, mana whenua have for their taonga.”

**Dayle**

## Cultural Journey

“Sport Wellington are currently on an awesome cultural journey which has created a great environment for me to start a personal one. Since moving to New Zealand, and seeing the culture first-hand, it has sparked a lot of interest for me in Te Ao Māori and Tāngata Whenua. It wasn't until starting at Sport Wellington that I felt the confidence and found the opportunities to really learn and apply these learnings. After my first day at the organisation being welcomed in the form of a whakataui I haven't looked back with my love and respect for the culture continually growing. I can now integrate te reo Māori into my everyday language, deliver my mihi, perform karakia and waiata, I'm learning a haka, but most importantly I am learning the why. For me this is only the start and I can't wait to continue with my cultural journey.”

**Jazz**



**We have also taken deliberate steps to formally acknowledge our commitment to Te Ao Māori and Te Tiriti o Waitangi as an organisation. In March 2020, the Board adopted a Treaty of Waitangi Policy (organisational policy) acknowledging the three principles of partnership, participation, and protection in the Treaty and how these principals influence how Sport Wellington is governed and operated.**

## Whakataui

“Sport Wellington is the first organisation I have joined that welcomes new staff with a whakataui. I think it is great way to be introduced into an organisation and create connections with other staff members. The important part is understanding the why we do it as an organisation and as we go through, it's really good that the speakers explain what they are saying, so that everyone understands what is being said and why we say it. It's also a great opportunity and safe place to practise your mihi and whaikorero.”

**Apanui**

## Future Thinking

“When I think about our journey to date, it shapes for an exciting future. Whakataui, waiata and karakia, whaikorero, hariū are some of the tikanga we have adopted and provided staff with opportunity to ‘fill their kete’. Moving forward, I would like to see us not only continue to normalise tikanga Māori practices within the office and when engaging with external stakeholders, but, to see such practices have a permanent presence at a level that talks to how we act and operate as an organisation. Kaupapa Māori principles/philosophies resonate with the hollistic space in which we work in. Allowing these same principles/philosophies to underpin our operational strategies is a bold step that we are now equipped to take.”

**Anyā (Ngāi Tūhoe, Te Whakatōhea, Te Ātiawa, Taranaki)**

## Haka

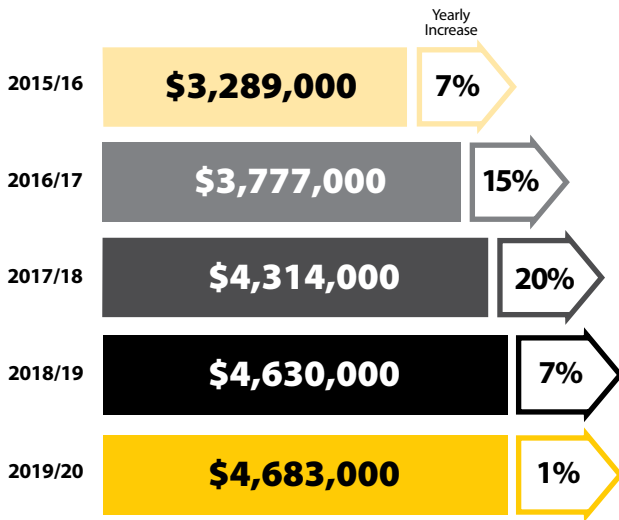
“Prior to starting my role at Sport Wellington my understanding of Māori culture was very limited. Coming from Scotland, my only exposure to Haka was watching the All Blacks on TV. Thanks to the Māori Action Planning Group at Sport Wellington, I've been able to attend workshops that have explained the meaning behind Haka and provided a safe space to practise in a group-setting.”

**John**

# FINANCIAL DATA Actuals for 2015/16 – 2019/20

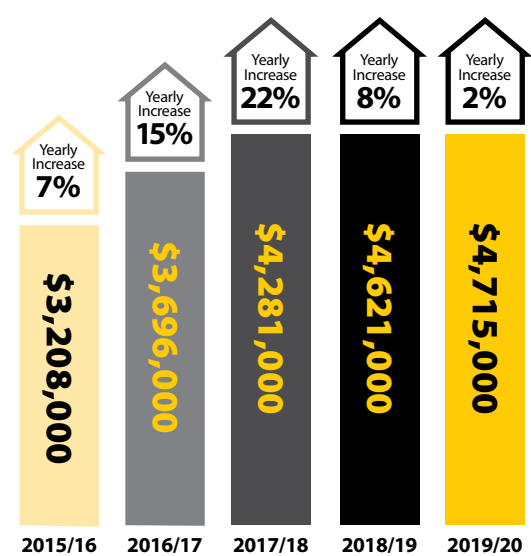
## TOTAL INCOME

(Actual)

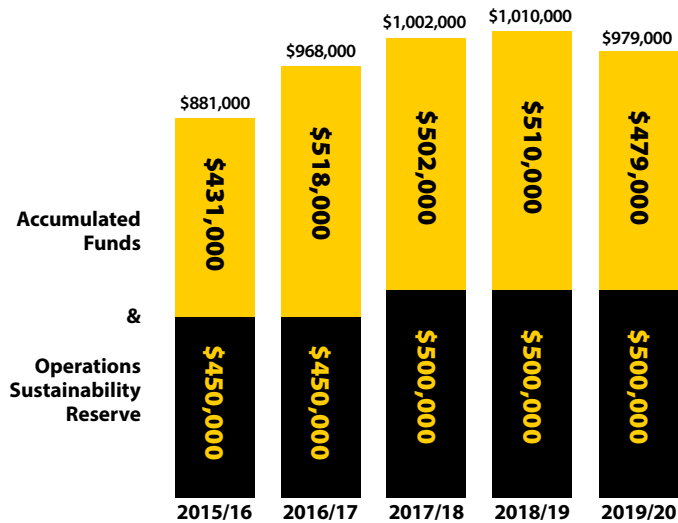


## TOTAL EXPENDITURE

(Actual)

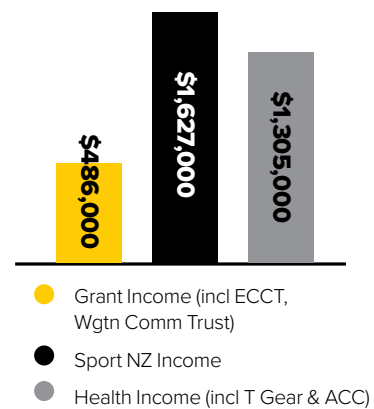


## TOTAL EQUITY

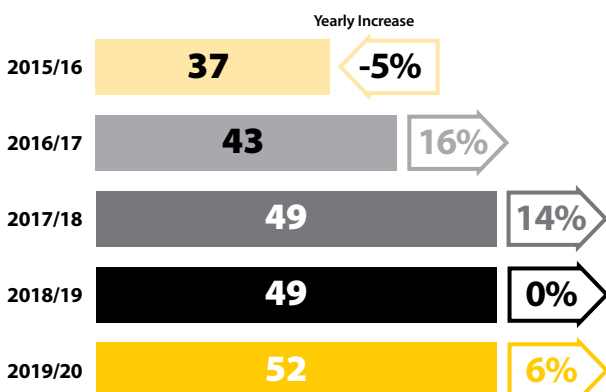


## MAJOR INCOME CATEGORIES

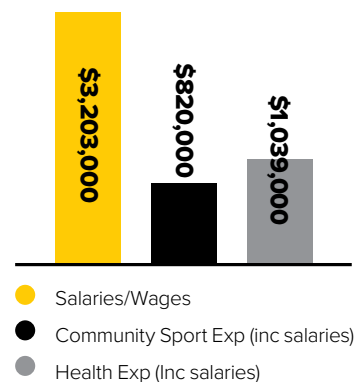
Income 2019/20



## STAFF NUMBERS



Expenditure 2019/20



## The Wellington Regional Sports Education Trust

### Statement of Financial Performance for the year ended 30 June 2020

	2020	2019
	\$	\$
<b>Revenue from non-exchange transactions</b>		
Government grants	1,237,914	1,291,392
Sport NZ funding	1,626,690	1,321,050
Other grants	926,549	1,020,426
Sponsorship revenue	325,043	375,881
	<u>4,116,196</u>	<u>4,008,749</u>
<b>Revenue from exchange transactions</b>		
Event fees	399,722	416,542
Interest revenue	37,732	47,432
Rental revenue	42,926	40,244
Resource sales revenue	18,820	26,196
Other revenue	68,057	90,350
	<u>567,257</u>	<u>620,764</u>
<b>Total revenue</b>	<b><u>4,683,453</u></b>	<b><u>4,629,513</u></b>
<b>Expenses</b>		
Employee related costs	3,293,151	2,923,762
Resources	88,364	75,417
Vehicle expenses	31,428	35,766
Promotion and communication	423,106	435,440
Programme delivery	458,814	744,841
Corporate expenses	285,861	295,752
Depreciation	128,464	104,902
Other expenses	5,509	5,461
	<u>4,714,697</u>	<u>4,621,341</u>
<b>Total expenses</b>	<b><u>4,714,697</u></b>	<b><u>4,621,341</u></b>
<b>Total surplus/(deficit) for the year</b>	<b><u>(31,244)</u></b>	<b><u>8,172</u></b>
<i>Other comprehensive revenue and expenses</i>		
Other comprehensive income and expenses	-	-
<b>Total comprehensive revenue and expenses</b>	<b><u>(31,244)</u></b>	<b><u>8,172</u></b>
<b>Total comprehensive revenue and expense for the year</b>	<b><u>(31,244)</u></b>	<b><u>8,172</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 BDO for the provision of audit services.

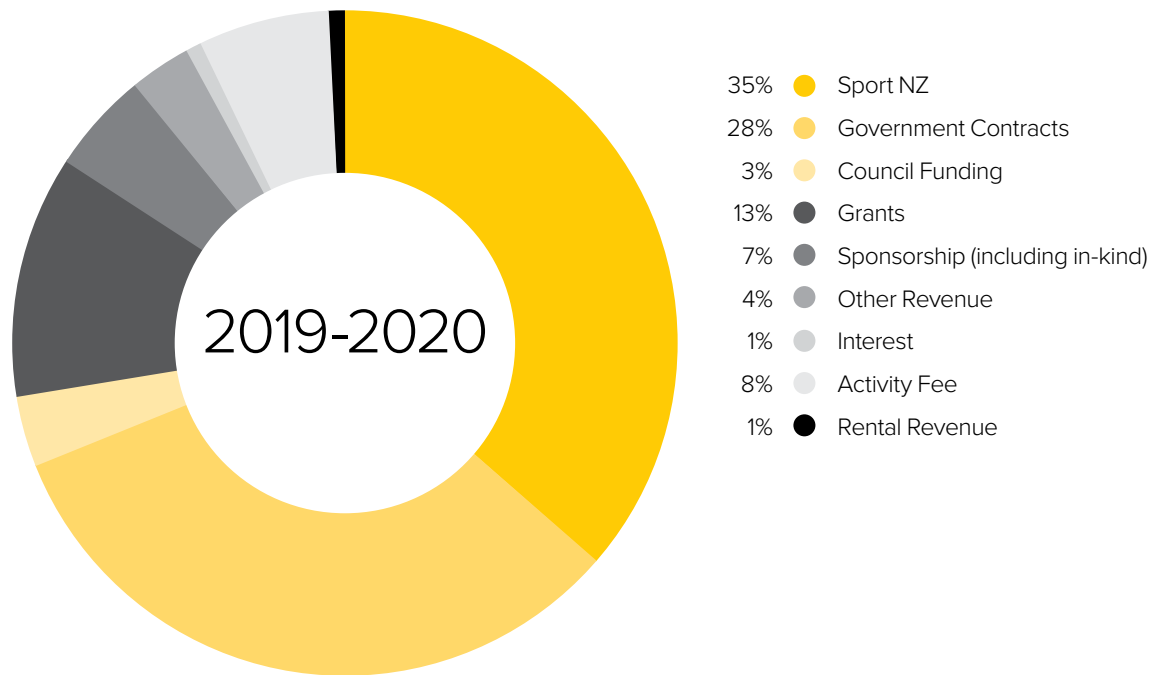
## The Wellington Regional Sports Education Trust

### Statement of Financial Position for the year ended 30 June 2020

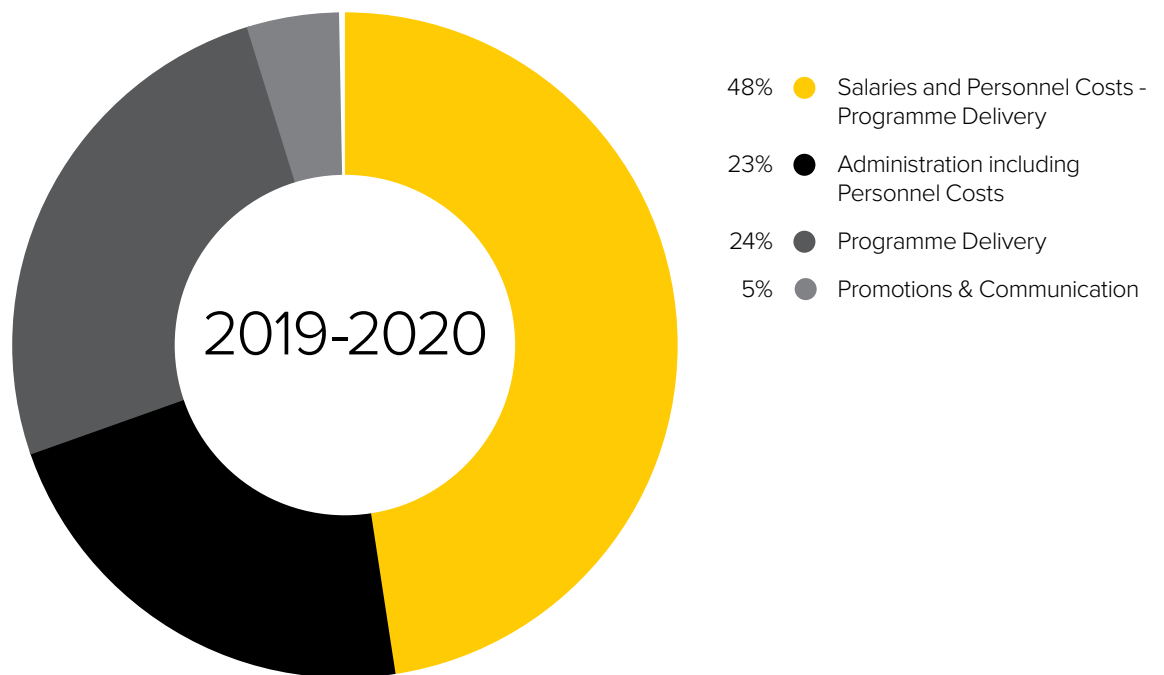
	2020	2019
	\$	\$
<b>Current assets</b>		
Cash and cash equivalents	844,434	363,338
Investments	965,000	1,330,000
Receivables from exchange transactions	12,635	70,415
Receivables from non-exchange transactions	555,640	465,074
Prepayments	29,341	24,108
	<u>2,407,050</u>	<u>2,252,935</u>
<b>Non-current assets</b>		
Property plant and equipment	282,816	269,595
	<u>282,816</u>	<u>269,595</u>
<b>Total assets</b>	<b><u>2,689,866</u></b>	<b><u>2,522,530</u></b>
<b>Current liabilities</b>		
Trade and other creditors	208,527	316,039
Employee entitlements	132,026	99,170
Revenue in advance from non-exchange transactions	174,132	166,378
KiwiSport non-operating funds	286,113	931,182
Sport New Zealand COVID-19 Related Funds	910,551	-
	<u>1,711,349</u>	<u>1,512,769</u>
<b>Total liabilities</b>	<b><u>1,711,349</u></b>	<b><u>1,512,769</u></b>
<b>Net assets</b>	<b><u>978,517</u></b>	<b><u>1,009,761</u></b>
<b>Equity</b>		
Accumulated comprehensive revenue and expense	478,517	509,761
Operations sustainability reserve	500,000	500,000
<b>Total net assets attributable to the owners of the controlling entity</b>	<b><u>978,517</u></b>	<b><u>1,009,761</u></b>

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

### Total Operating Income 2019 - 2020



### Total Operating Expenses 2019 - 2020



# Board of Trustees and Staff

## for 2019/20

### Board of Trustees

<b>Chair</b>	<b>Trustees</b>	<b>Board Future Director:</b>
Grant Richardson	Andrea Blackshaw Baubre Murray	Campbell Makea
<b>Deputy Chair</b>	Clare Elcome Dianna Taylor Karen Aitken Lance Walker Nicola Airey	
Lorena Stephen		

### Sport Wellington Staff as at 30 June 2020

#### Chief Executive

Phil Gibbons

#### General Manager

Michael Woodside\*

Kay Thomson\*\*

Rodger Thompson

#### Support Services

Paul Abbott

Hanna Baird-Herron

Mandy Garrett

Allison Yannakis

Nikhil Chand\*

Willie Unuka

#### Commercial Development and Marketing

Daniel Grubner

Kirsten Kilmister

Sarah Neilson

#### Events

John Grieve

William Hannah

Antonino De Gregorio\*

Naomi Dujardin

Bob Kortegast\*

Patrick Pierce

Frances Rankin\*

#### Community Sport

Tania Bartley#

Paul Cleary

Jamie Leith

Ella Pudney

Amanda Taylor

Serafin Upton

Meaghan Wilby

Andy Reid

Mark Watson

Tim Mannix

Georgina Duindam\*

Cameron Durno\*

Rebecca Raymond\*

Patrick Simpson\*

#### Healthy Active Learning

Zak Brown

Pembroke Chambers

Apanui Heemi

Darren Houston

Jasmin Scott

#### Healthy Lifestyles

Ashleigh Baker

Campbell Clark

Anya Hape

Tiana Collins

Louise Grieve

Stewart Guild

Toshy Rapana

Rosa Bach

Sega Elise

Kate McCartney

Amanda Rasch

Hoani Siueva

Lisa Tagaloa

Lauren Grigg

Helen Anderton

Amanda Rota

Tereska Armstrong\*

Bronwyn Drysdale\*

Kate Siueva\*

Jess Thompson\*

#### Futures

Michelle Hayward

George McDougall

Julie Moularde#

Nicky Sherriff

#### Wairarapa

Shona Bunny

Dayle Clarkson

Peter Harrison

Kerewai Tatana

\* resigned or contracts ended during the period of 30th June 2019-1st July 2020

# on maternity leave

\*\* on secondment



# Respecting the past to prepare for the future

## Chair's report

**Wow, Sport Wellington is 30 years old! We have come a long way in the past three decades, continually adapting to the changing needs of our communities and advocating for the value of everyone being physically active. As we close the past financial year and look forward to an exciting future, it is important that we first acknowledge and respect the past and the long history of service of this organisation.**

The original Trust Deed for the Wellington Regional Sport and Education Trust (Sport Wellington) outlines a purpose of "advancement and education of sport, fitness and leisure activities for the welfare, safety, benefit and education of members of the communities located in the Wellington Region." That purpose has provided a strong foundation for the successful organisation that Sport Wellington has become and is still relevant now and into the future.

Even just over the last decade we have seen a huge amount of change to the focus and size of Sport Wellington. Ten years ago, the organisation was structured around seven priority sports and was half the size and turnover of what we are currently. This change has been led by the Trustees creating and adopting transformational strategies on two occasions: once in 2014 and now again in 2020.

The 2020 strategy was finalised earlier this year with a focus on the value of physical activity and living well throughout the community. This focus, with an emphasis on the need for equity across the region, has resulted in a significant review of the organisation's direction and structure.

After in-depth consultation with the team at Sport Wellington about what the new strategy meant, a transformation process was put in place and the organisation's new structure went live on 3 August. This structure will enable Sport Wellington to better serve the sector and our communities.

It would be remiss of me not to also mention COVID-19 and the impact it has had on Sport Wellington. I am proud to have been witness to an incredibly special team of people who in a time of massive uncertainty came together.

The team did an amazing job at supporting the community and their own team members through an extremely difficult time. I personally would like to thank all the Sport Wellington staff for what they did in what proved to be uncertain times. You made a real difference and you can be very proud of your achievements.

Unfortunately, COVID-19 forced the cancellation of the 2020 Wellington Sportsperson of the Year Awards. We understand the importance of the Wellington Sportsperson of the Year Awards in



**This focus, with an emphasis on the need for equity across the region, has resulted in a significant review of the organisation's direction and structure.**

celebrating the contribution that sport, and everyone involved with it, makes to the wider Wellington community and are committed to ensuring achievements between April 2019 – April 2020 are not missed. The nomination period for the 2020 awards will be integrated into next year's event.

Finally, this is my last report as Chair as I will be stepping down at the AGM. It has been an amazing nine years that have been both fun and rewarding. All of this was made possible through a superb group of staff and all my fellow trustees. The trustees during my time have been an amazing representation from the community who have made a huge impact through their volunteer roles.

Special mention does need to go to Phil Gibbons who started a couple of weeks before me and has been a huge part of the success, culture change, and growth of Sport Wellington. Phil thank you. I have really enjoyed working with you and wish you all the best.

**Grant Richardson**  
Chair



# Strategy 2032

## Transforming lives in the Wellington Region

Research identifies declining physical activity levels across New Zealand and shows that the gap between active and inactive populations is growing. In recent years New Zealand has also seen higher levels of personal stress and anxiety, decreasing social connectedness, increasing loneliness particularly within the older community, and rising levels of suicide. Across the greater Wellington region, the cost of inactivity is estimated to be around \$141 million.

Increasing levels of physical activity has the potential to create healthier, happier, better-connected communities. Populations that are identified as being less active include women and girls, Māori, Pasifika and Asian youth, people with disabilities, older adults, and communities with higher levels of deprivation. The nature of physical activity is also changing, as activities are increasingly participant-led and less structured (active recreation). There also appears to be a greater reluctance to commit to longer-term engagement in organised activity.

Sport Wellington seeks to play both a lead and supporting role across the region in addressing these issues identified by increasing physical activity and community wellbeing. Our new strategy looks to 2032, with three four-year blocks; providing us with the agility to adjust to changing needs and the strategic environment.

## Vision (what)

**Hauora – everyone active, healthy, and happy.**

Hauora recognises a multidimensional approach to health and wellbeing. While we highlight the importance of physical activity and seek to encourage active lifestyles, we also recognise we must consider a holistic approach that incorporates Physical Wellbeing (Taha Tinana); Mental and Emotional Wellbeing (Taha Hinengaro); Social Wellbeing – family, community (Taha Whānau) and Spiritual Wellbeing (Taha Wairua). We will achieve this by focusing on three Strategic Objectives/Outcomes.

## Purpose (why)

**Transforming lives in the Wellington Region.**

We believe that physical activity has the power to transform lives and is fundamental to our region's wellbeing.

By 2032 we are working to achieve the following:

## 12-Year Strategic Outcome

**Improved wellbeing through increased physical activity**

**We will achieve this by focusing on three Strategic Priorities.**

### Strategic Priorities

- 1** Less active people are more active
- 2** Opportunities to be active better meet the needs of participants
- 3** A connected and effective regional physical activity system.

**Wellington Office**

Level 1, 223 Thorndon Quay, Wellington  
PO Box 24 148, Manners Street, Wellington 6142  
phone (04) 380 2070  
info@sportwellington.org.nz

**Wairarapa Office**

Cnr Jackson & Chapel Street, Masterton  
PO Box 699, Masterton 5840  
phone (06) 370 0157  
wairarapa@sportwellington.org.nz

**Hutt Office**

Pelorus Trust House  
Hutt Park, Seaview, Lower Hutt  
phone (04) 560 0300



*Supporting a healthy, active region.*

[www.sportwellington.org.nz](http://www.sportwellington.org.nz)



[facebook.com/SportWgtn](https://facebook.com/SportWgtn)