

Annual Report

2020/2021



NukuOra

An active Wellington region

Thank You!

Nuku Ora is grateful to all of our partner organisations for their support over the 2020/21 year.

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Upper Hutt City Council
Wellington City Council

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Grassroots Trust Central
Holdsworth Charitable Trust
Hutt Mana Trust
Ministry of Youth Development
One Foundation
Pub Charity
Pelorus Trust
Trust House
Wellington Community Trust

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CEO Report



At the close of this last financial year, I reflect on the incredible shifts the organisation has made over the past 12 months; the most evident being the introduction of our new identity in March 2021.

While the development of a new brand required significant time and internal reflection, integral to our approach was a focus on collaboration and partnership. Our goal was not just to find a name that better enables the work we do, but to build an identity that reflects our region, and the role physical activity plays within it.

Alongside the adoption of our new name, this year has seen the implementation of Strategy 2032 and the establishment of an organisation that is fit for purpose with a contemporary approach to how it behaves, works, and collaborates with you. Over the last 12 months we have laid the groundwork for being able to positively impact the levels of physical activity across the region through partnerships, delivery, advocacy, and leadership.

All of this has been managed while continuing to respond to the uncertainty that comes from operating and living in a COVID-19 environment. The Nuku Ora Board and staff continue to show resilience, passion, and a lasting commitment to the wellbeing of their communities and for that, and all their hard work over what has been a challenging year, I thank them. The financial, emotional, mental, and physical burden of COVID-19 continues to drive a new kind of normal and with it the need for creative and innovative ways of doing things.

I would also like to specifically acknowledge the leadership and commitment that Karen Aitken has provided the organisation as a board member. Karen is retiring after nine years as a trustee, with the last year as our Chair. Karen has always responded to the needs of her role, the staff, and our partners. She will be sorely missed by us all.

Finally, thank you all. Critical to our performance throughout the 2020/21 financial year has been collaboration with partners and stakeholders around the region, so thank you.

We know the changes we have adopted this year may take some time to get used to, after all, we were known as Sport Wellington for just over 30 years. But I hope you can already see us demonstrating how our new name better describes all the work we do in service of our communities.

Over the next decade you will continue to see more changes from us as we work hard to live up to our new identity through the work we do. What remains ever-present is our continued passion for improving the wellbeing of our communities through physical activity – whether that is through play, active recreation, active transport, or sport.

Phil Gibbons, ONZM
Chief Executive Officer

“Over the next decade you will continue to see more changes from us as we work hard to live up to our new identity through the work we do”.



Transformation through a new identity

On 16 March, we celebrated the launch of our new identity with more than 130 partners from across the region. This was the culmination of an 18-month process of transformation that started with the development of Strategy 2032 and saw us realign the organisation to better deliver on our original purpose, as set out in our founding Trust Deed.

While some people may perceive this transformation as “just a name change,” our new identity allows us to move forward as an organisation that is clear in our purpose, with a strong synergy between who we are, what we do, and what people call us.

Why we changed our name

We have been working in the health, sport, and recreation space for over 30 years; but because our name was Sport Wellington, many of our stakeholders, partners, and communities perceived our focus, indeed our sole focus, to be sport. Sport is important to the wellbeing of the region and remains a key component of our work, but it’s not the answer for everyone.

Our communities are telling us that they need more than just sport if everyone is going to be physically active; people are looking for opportunities through active recreation, active transport, play, and sport.

We needed an identity that removes barriers to building

The rebrand looks amazing. Look forward to seeing the vision being lived and the harvest being enjoyed by all.

- George Jahnke, Touch Rugby

relationships with partners and communities in all the sectors that we operate; an identity that better reflects the wants and needs of our communities, and one that all our staff can proudly wear on their t-shirts, no matter who they’re working with or what they’re doing.

The process

When we embarked on exploring what a new brand might be in August 2020, we contracted Ramp Brand Agency and developed a robust process. A significant influence on how we approached this process was our commitment to a bicultural journey that started with an acknowledgement of te Tiriti o Waitangi and its principles of participation, protection, and partnership. We strove to develop a bicultural identity that didn’t rely on translation, but rather developed a strong sense of duality and meaning from a te ao Māori and a te ao Pākehā perspective.

The first step we took was to develop a value proposition that reflected the value that we offer.

Transforming the wellbeing of our communities through physical activity.

We then worked with consultancy firm, Te Amokura, who had conversations with five of the six iwi in the wider Wellington region, asking what our value proposition meant to them in a te ao Māori sense. The common themes from those conversations have been reflected in a whakatauki that was then developed for us:

Kia rau nuku Kia rau wai Kia rau ora

Rau = plentiful, increase

Nuku = active, moving

Wai = water and represents the tributaries that connect the Wellington region

Ora = life and joy

**Ka pū te ruha,
ka hao te rangatahi**
*The old net is cast
aside, while the
new net goes
a-catching.*

It is from this whakatauki that the name Nuku Ora is derived. The name is a concept that represents activity, movement, life, and joy. It encompasses the outcomes we want to achieve in our region and reflects our vision of "Hauora. Everyone active, healthy and happy."

Thanks to guidance from Ramp Brand Agency, input from stakeholders, and support from Te Amokura in engaging with mana whenua, we now have an identity that is grounded in people, community, and the importance of physical activity to this region.

Logo design – the ripple

Like a ripple, the benefits of physical activity can expand out across the lives of people and communities to transform their wellbeing.

Its link to water reflects the connection to the tributaries that flow through the Wellington region, providing connection, sustenance, vitality and life.

The koru elements of the ripple represents the coming together of people and new opportunities, the unfurling of their journeys, and the connections that we form between people and place.

Guests at the 16 March 2021 brand launch



Bicultural journey

Ko Ranginui e tu ake nei (The sky father)
Ko Papatuanuku e takoto iho nei (Mother earth)
Ko Tane Mahuta mā te Ira Tangata (Tane Mahuta and the other Māori gods, from them came the creation of man)
Ka tipu ko ngā mātua tipuna (Who in turn produced our ancestors)
Me ā ratou taonga tuku iho
I waihoatia ratou hei oranga (Who handed down their treasures)
Mō tatou te iwi Māori (for the benefit of our Māoritanga)
Tihei mauriora

Nuku Ora aspires to support Māori participation and leadership across the region, recognising the importance of te Tiriti o Waitangi as New Zealand's founding document.

Our Māori Action Plan Group (MAPG), with support from the Senior Leadership Team and the Board, has continued to support staff over the last year to build on their knowledge of te ao Māori (the world of Māori, tikanga, customs and te reo). Whakataua are now integrated into the induction of new staff; and people are becoming more and more confident with their pepeha through this.

This year MAPG also ran a five-week block of education sessions to help staff improve their enunciation of Māori words, understand basic sentence structures to use at work, learn waiata, haka and games that cover a few aspects of te ao Māori, and individual staff members also received additional mihi development support.

Case Study

"Learning te reo Māori is something that I'd wanted to do for a long time. I had tried a couple of times, years ago, going to an introductory session, and trying self-learning, but I didn't stick with it and had decided it was too hard, I just wasn't going to be able to do it.

Sport Wellington (as we were called then) held a Treaty of Waitangi workshop for staff and started asking us how we felt about being more of a bicultural organisation. It started off slowly with learning some greetings, then singing a couple of easy waiata, learning a karakia, and improving our understanding of tikanga. This was all done at a pace that staff felt comfortable with and in a supportive environment. We then started doing whakataua for new staff members and were encouraged to learn our pepeha and say it at the whakataua. To begin with, I was nervous and was really embarrassed about my pronunciation. I always read my pepeha off a bit of paper and didn't really relate to what I was saying (it was a standard format from a template).

I was out of my comfort zone

but I also knew that this was something I had wanted to do – learn te reo but also as a Pākehā born in Aotearoa, improve my understanding of te ao Māori, and learn more about the history of the region that I live and work in – te Whanganui-a-Tara.

Because of the supportive environment at work and the encouragement to improve our cultural competency, I decided to do the New Zealand Certificate of Te Reo (level 1) at Whitireia NZ and by the time this goes to print, I will hopefully be graduating!

I applied to Sport Wellington nearly five years ago because I love sport and active recreation, but the highlight of my working here has actually turned out to be the cultural journey that we're on. It is of benefit to the staff, and the organisation, but also to our communities and mana whenua as we grow our understanding and show a willingness to learn."

Nuku Ora staff member

Shift the barriers

Strategic Priority 1

Less active people become more active

What does it mean?

Initiatives and programmes that directly work alongside groups who face greater inequity in access to quality physical activity of their choice (i.e. communities in deprivation, older people, people with a disability, women and girls, Māori, Pasifika, Asian people). It focuses on reducing barriers to participation and facilitating access to opportunities.

Imagine if

All Wellingtonians are regularly active in their everyday lives. That they can enjoy and continue to participate in regular activity. There is an abundance of opportunities for all bodies in our communities. Inequalities are reduced, and opportunities are available no matter where you are, or who you are.

We believe that

Differences in physical activity participation levels can often be explained by systematic inequities in determinants of health and wellbeing. Using the socio-ecological model, we can determine how to best reduce barriers and influence behaviour change through:

- Individual assistance from resources or mentoring
- Support for more equitable access to opportunities
- Advocacy for targeted funding, policies, and accessible spaces

Targeting specific population groups according to socio-cultural, demographic, or behavioural variables will enable a more effective allocation of resources to achieve a noticeable impact.



Nuku Ora Active Families session



Nuku Ora Men's Health session

Green Prescription

Through Green Prescription, individuals and whānau across the region are supported in their journey towards living a healthier, active lifestyle. As individual and unique as each GRx client is, so too must be the activity opportunities on offer to fit alongside varying lifestyles, time availability, budgets, and different schedules. Green Prescription supports clients with finding and

“I have enjoyed the HLP evenings because I exercise regularly now and I’m on the same journey and I’m meeting different people”

Green Prescription Participant

accessing opportunities to be physically active that best meet the needs of each client.

Over the last year, 2607 clients received movement, healthy kai, and wellbeing support in a form that best suited them. Of this, 208 were aged

between six and 18 years, 138 were children aged five and under, and their wider whānau, and 68 were pregnant women.

Rongoā Kākāriki
GREEN
PRESCRIPTION



2607

Total people supported



65

Pregnant women



208 (6-18yrs)

Tamariki and Rangatahi



138

Under 5 and whānau



Supporting clients across: Carterton, Featherston, Greytown, Masterton, Eketahuna, Paraparaumu, Raumati, Lower Hutt, Upper Hutt, Wellington City, Porirua, Pukerua Bay, Waikanae, Otaki.

Green Prescription Case Study

Finding yourself again

Mike (47 years) and Kristeena (56 years) had lost touch with their purpose until Kristeena was diagnosed with Type 2 Diabetes. Kristeena wanted to change her lifestyle, leading her to be referred to Green Prescription (GRx) by her doctor. Mike supported Kristeena on her new health journey and decided to join GRx also, beginning the next six months of challenging but worthy mahi.

Mike and Kristeena started with GRx to improve their physical health, but soon found their mental health was positively impacted too. After asking Kristeena why she took part in GRx, she said, "I want to be around for my children and teach them how important food and exercise is for their wellbeing."

Mike said, "As soon as we started moving, I felt our energy, mood, and productivity at work improve. Which made us want to eat better as we could feel the difference when we planned our meals compared to when we didn't."

Both Mike and Kristeena found forms of movement they cherished. For Kristeena, she discovered her passion for swimming again after a few years off. Mike relished when he could feel his heartbeat racing in the gym environment, which benefited his football playing. Both engaged with our healthy lifestyle programme in Lower Hutt. Kristeena enjoyed the weekly cooking sessions and the surprise NOFO Fitness class. Mike created an impact in the Men's only group by his willingness to be

vulnerable and share his journey with other men.

Both Kristeena and Mike made the most of their time on GRx, and it showed. Mike and Kristeena can now fit into the clothes they wore ten years ago. The highest accomplishment of all is the effect it has had on them mentally and socially. Kristeena is currently training for 'The Spirited Women' event with her daughter and friend. Mike continues to play football and leaves the gym knowing he has given it his all. On top of this, Kristeena and Mike also advocate the importance of looking after physical, mental, social, and spiritual health to the young apprentices they train through their company, Kiwi Trade Apprentices.

2020 Senior Regional Games

The second annual Senior Regional Games (SRG) was held on Tuesday 3 November 2020 at the ASB Sports Centre. Once again, the event was a collaboration between Hutt City Council, Wellington City Council, Upper Hutt City Council, Age Concern, and Nuku Ora.

The organising team felt strongly that it was more important than ever that the games went ahead, if possible, due to the number of cancelled events that occurred in 2020 due to COVID-19 and the apparent challenge of social isolation amongst seniors across the region.

A larger and more diverse group of participants attended the games than ever before, with an estimated



150 seniors enjoying a wide variety of activities including traditional sports like badminton and table tennis, modified sports for seniors like walking netball and basketball, and physical activities including rock'n'roll dancing.

Feedback from respondents was very positive across the board with 90% of attendees attending SRG for the first time. Respondents' comments showed that they strongly valued trying new activities, meeting new people, and having fun!



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, Nuku Ora is the lead agency that supports and grows access to Community Strength and Balance classes in the Wellington region. Over the last 12 months, we have done this through:

- Running 'Come and Try' strength and balance classes. This gave older adults an opportunity to try 'samples' of classes in their community
- Delivering training workshops and creating resources for instructors to make classes more appealing and varied
- Delivering presentations and attending expos to promote classes and the benefits of exercise for older adults
- Organising and delivering the 2020 Senior Regional Games

National Community Strength and Balance Findings

In mid-2020, ACC conducted a nationwide survey to assess the impact that Live Stronger for Longer Community Strength and Balance classes are having for participants. A total of 3316 adults responded to the survey.

- 93% of participants reported good to very good quality of life
- Participants who attended exercise classes regularly had a significantly better self-reported quality of life rating than those who attended sometimes, occasionally, or rarely
- 83% of respondents reported improvement in their physical functioning (fitness and balance) because of attending the classes

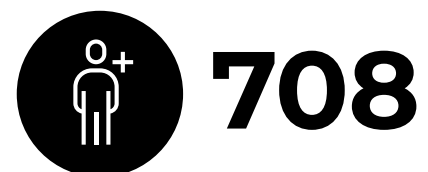
Meeting new people and spending time with friends was considered important by 76% and 60% of respondents respectively. Educational outcomes of the exercise classes - increased knowledge of exercises and falls prevention was reported by 59% and 56% of participants respectively. Improving confidence and worrying less about falling was reported by 54% and 44% of respondents respectively.



200 Live Stronger for Longer approved classes are running each week in the Greater Wellington region. This equates to 4634 total spaces for participants.



35 providers in the Wellington Live Stronger for Longer network which includes gym and pool facilities, NGOs, physiotherapy clinics, independent instructors, and peer-led groups.



708 new participants attended a class during the last year.



Run and Become

Piloted in 2020, Run and Become is organised by Nuku Ora, as part of Brendan Foot Supersite Round the Bays. The programme aims to remove barriers that prevent tamariki and their whānau from participating in the event and encourages physical activity in the build-up to it.

In collaboration with primary schools throughout the Wellington region, in 2021 the programme delivered the following:

- A total of 750 free entries into Brendan Foot Supersite Round the Bays for tamariki (aged 8–12) and their parents/guardians, across 15 schools (70% low decile)
- Free transport to/from the event
- Physical Activity Leadership (PAL) workshops for a group of children from each school involved with the programme
- Support for schools to co-design training programmes with their pupils to help prepare for running/walking the event
- Free medals, t-shirt and snacks provided to each child involved with the programme



750

free entries into Brendan Foot Supersite Round the Bays 2021 for tamariki (aged 8–12 years) and their parents/guardians.

The programme was funded through Masterton, Porirua, Upper Hutt and Lower Hutt Councils; and thanks to sponsorship from MAS (Medical Assurance Society), every child also received a free t-shirt.

For the 2020/21 programme our Healthy Active Learning (HAL) team delivered all of the PAL workshops and provided training materials to the schools so that they could continue delivering workshops throughout the year. The HAL team also spread the word about Run and Become, which helped to secure a couple of new schools for the initiative.

“It was awesome to be able to attend a workshop in Nov/Dec last year as part of this project, as with all of the extra little perks for the kids. Much appreciated!”



“It’s also a nice reminder for us adults to keep fit and get our babies on the road again. Next year we’re hoping to get fitter and run.”

**Condios Simo – parent
Holy Family School, Porirua**



Over time, the hope is that Run and Become can be offered to all schools that HAL are involved with.

Run and Become was set up to provide unique opportunities for tamariki throughout the Greater Wellington region to get active, have fun, and learn new skills. It has developed into an important part of Brendan Foot Supersite Round the Bays and is now eagerly anticipated by the schools and the students.

84% of survey respondents said they have seen differences in the children’s behaviour or attitudes following the programme:

“It’s helped one of our older students step up, show more leadership and become more confident in their own abilities”

“We did group walks in preparation for the event and children have been more positive about walking”

“The kids came back to school on the Monday excited to share back to the other students”



Tū Manawa Active Aotearoa

Tū Manawa Active Aotearoa has had a strong year since its inception, funding more than 50 initiatives around the Wellington region. With a focus on breaking down barriers that tamariki and rangatahi face in order to be active in the way they want to be, Tu Manawa Active Aoteroa was able to support a wide range of quality programmes.

Nuku Ora had just over \$1.4m to allocate over 12 months in 2020-2021 and received applications totalling over \$5m.

Funding decisions were not always easy to make for the panel, with successful applicants delivering to diverse tamariki and rangatahi across play, active recreation and sport.

The fund focuses on providing quality experiences that will encourage participation for life in groups of tamariki and rangatahi who face barriers to be able to engage in physical activity.

Case Study

Active Recreation (Sense Rugby)

Sense Rugby is an Occupational Therapy based rugby programme which targets tamariki and rangatahi who may find it difficult to take part in mainstream sport due to developmental/learning differences or physical disabilities. They delivered weekly community-

based sessions across central Wellington and the Kapiti Coast, run by Occupational Therapists using a variety of tools such as sensory support, language adaptations, social-problem solving, and flexibility to respond to participants needs. As a result of this program,

there has been a huge increase in participants' confidence - not only in physical activity but in other areas as well. As one parent said, "We also saw development of his social skills and it was very beneficial for him to have a safe space where he was free to be himself."

Case Study

Play (WCC Community Play Days):

Following the social isolation that came with much of 2020, Wellington City Council wanted to seize an opportunity to help communities connect again, while emphasizing the importance of play to build wellbeing and learning for tamariki and rangatahi. A wide range of events resulted throughout the community, with Play Days taking place at Newtown City Housing Flats, Waitohi Community Hub, and Nairnville Recreation Centre among others. Options for play ranged from water slides to bouncy castles to items children could use to build anything they liked- allowing for everyone to find the activity they wanted to partake in. Whole families took part, as noted at the Linden event — “there was lots of inter-family and intergenerational interactions...it was cool to see the kids playing in nature in a different way.” As a result of these Play Days, there has been a push to continue play advocacy in the Wellington region.



LEAD ORGANISATION	PROJECT NAME
Badminton Hutt Valley	Shuttletime
Ball Never Lies Limited	Ball Never Lies Program
Biketec	DirtSkool
Bonobo Ltd	One More Minute Play
Wellington Boys' and Girls' Limited	Thursday Night Takaro
Capital Football Incorporated	Football for All
Capital Zone Basketball Trust	Kiwi Hoops Pay it Forward
Common Ground (Fundholder- Wesley Community Action)	Common Ground
Cricket Wellington	Naenae Festival of Cricket
Cricket Wellington	Summer Smash & Female Festival of Cricket
Cricket Wellington	Women and Girls 1 (Holiday Programme)
Diabetes Youth (Wellington) Inc	Youth Camp
dsport Incorporated	Youth Programme
Early Intervention Service	
Everyone Out Limited	In Schools Programme
Fergusson Intermediate	Boxing Classes
Hutt City Council	Everybody Dance Now
Hutt City Council	Pukutakaro
Hutt City Council	Yoga in Schools
Kapiti Coast District Council	School Sports Programme
Kelly Sports Porirua Ltd	Connect and Activate
Masterton District Council	Run and Become
Nature School NZ Trust	Bush Sprouts Programme
Netball Wellington Centre	Netfest Sessions
Netball Hutt Valley Centre, Inc	Year 9 and 10 Netball
OnBoard Skate	Girls Skateboard Crew
Outward Bound Trust	Kora Programme
Paekakariki School	Active Barefoot Leaders
Porirua City Council	Run and Become
Porirua Whānau Centre	CreekFest Delivery
Ricoh Sports Centre	Journeys
Sense Rugby (New Zealand) Trust	Sense Rugby Wellington & Kapiti Community Programmes
Sense Rugby (New Zealand) Trust	School Delivery
The Shift Foundation	Lower Hutt, Wairarapa, Wellington Delivery
Titahi Bay Amateur Athletic Club	Athletics and Play in the Bay
Upper Hutt City Council	UHCC Play Project 2021
Upper Hutt Community Youth Trust	Young Men Programme
Waikanae Rugby Football Club	Nursery Programme Extension
Wairarapa Cricket Association	Kia Hākinakina
Wairarapa Youth Charitable Trust	Boxing Academy
Waterloo School	Learning Through Play
Wellington City Council	Play Days
Wellington City Council	Recreation Facilities – Tri-Activate Programme
Wellington City Mission Anglican Trust Board	Play Day
Wellington North Badminton	
Wesley Community Action	Life Up
Wesley Community Action	Muay Thai Kickboxing Programme
YMCA Central Inc.	Respite Camp
YMCA Central	Kia Kaha Ake
YMCA Central	Wahine Mana Mauri



\$1,395,255
distributed



52
Total applications
approved



17
Active Recreation,
13 Play, and 22 Sport
Applications Funded

Shift the quality

Strategic Priority 2

Opportunities to be active better meet the needs of the participants

What does it mean?

Initiatives and programmes that seek to influence the quality of provision and delivery of physical activity opportunities – people have quality experiences that meet their needs, and therefore they are encouraged to keep being active. It focuses on the opportunities delivered and those delivering them.

Imagine if

Every person in Wellington could find physical activities that they were interested in and were able to participate in as they choose. Physical activities fit into daily lives at different life stages, are enjoyable, nearby, and designed equitably for all; promoting a love for being active.

We believe that

The meanings and satisfaction that participants derive from their physical activity experiences have a direct impact on their enjoyment of physical activity in general and their continuous participation throughout their lifetime.

In order to achieve quality experiences, providers need to:

- Address the participants' needs
- Manage expectations
- Reduce barriers

We can support this process by influencing attitudes and increasing skills and knowledge of deliverers. This can be done through sharing best practice and insights, delivering relevant capability building, enabling collaboration, and targeting communities of interest.



Participants enjoying coaching session



Coach Development

We have continued to work with more than a dozen regional sport organisations to support and grow their capability to deliver formal and informal coach development opportunities to coaches within their sports.

By working with and through Coach Developers – those who develop coaches – we’re able to influence and reach a greater number of coaches, with the aim of improving the quality of coaching across the region.

Over the last year, we have done this through:

- Delivery of a two day Coach Developer training workshop in April
- Targeted Coach Developer learning sessions for Coach Developers from Cricket Wellington and Netball Central
- Delivery of Coach Developer training workshop focused on facilitation skills
- Providing individual, 1-1 support to Coach Developers across the region
- Supporting NSO Coach Developer training (NZRU – New Zealand Rugby)

Case Study

Cricket Wellington

Pilot explores new ways of developing coaches

Understanding that a key step to becoming a better coach is to keep learning, Cricket Wellington recently initiated a coach mentoring pilot programme for the 2020-21 season; supporting local junior coaches who want to learn more about how to coach and what to coach for their players and teams.

“Coaches lie at the heart of the experience for many players, so it makes good sense to be supporting and empowering our coaching community to be the best that they can be,” said Matt Wills, Head of Community Cricket for Cricket Wellington.

In the early planning stages of the programme, it was identified

that many coaches prefer a less formal approach to their learning. To enable this, Cricket Wellington designed the programme so that the Community Cricket Ambassadors would provide support and mentoring during the coaches’ team training sessions. By working with, and upskilling this existing network, Cricket Wellington aims to provide better support and learning opportunities for their coaches.

Cricket Wellington collaborated with Nuku Ora and New Zealand Cricket to deliver an initial Coach Developer Training Workshop which enabled the Community Cricket Ambassadors to explore and learn how to support and develop coaches in their training environments.

“I see the work that we do with and through Nuku Ora as a true collaboration with an excellent partner who holds an aligned vision of what we’re wanting to achieve in the Coach Developer space. My role is to build capability in our Coach Developer network and to provide PD opportunities to this group. I look to Nuku Ora as a key partner in my role and the support we receive is both highly valued and necessary to achieve my and Netball Central Zone’s objectives. Tim has partnered with me on a couple of Coach Developer initiatives within Netball Central and his support has been invaluable and key to these programmes starting.”

Kelly Hynson, Coach Relations Officer, Netball Central Zone



Students participating in coaching workshops



Student Coach Programme

In partnership with College Sport Wellington and 10 regional sport organisations, we have continued to deliver the Student Coach Programme to 388 students from 29 secondary schools across the Wellington region.

The student coaches who attended the workshops coach within their schools, at nearby primary schools, or at local junior sports clubs. Through this programme, we:

- Provided all student coaches with a start-up toolkit, designed to help them provide a positive experience for those they are coaching and to build their own confidence to coach
- Focused on the skill of being adaptable – this skill can support coaches to better individualise their coaching to the people and teams they are coaching
- Created safe environments and opportunities for the student coaches to have the time and space to try new things – this provides the student coaches with the opportunity to practice how to coach a skill activity or game; from doing some planning, then delivering the activity or game and then reflecting how it went



29
schools



388
student coaches



24
Coach Developers



10
Regional Sports organisations

Some of the takeaways for the student coaches

- “Making training fun for everyone”
- “Make it fun, make it useful”
- “Make sure everyone is involved”
- “Making things more fun”
- “Have a plan”
- “Being planned ahead of time”

“Using games to teach people over drills”

General feedback on the workshop

- “It was awesome – really enjoyed it “
- “I thought it was very good & fun”
- “Loved it”
- “You guys are so amazing”

Wellington City Council Sport Development Programme

Guided by the Balance is Better principals, the 2021 Wellington City Council Sport Development Programme focuses on providing holistic developmental support to emerging athletes from across the Wellington region. The programme places the participants at the centre of decision making and strives to deliver quality sporting experiences, where athletes can grow their foundational skills and knowledge before progressing in their sport.

Funded by Wellington City Council, and overseen by Nuku Ora, the programme granted money to assist sporting organisations to develop systems and structures that enabled the creation of an integrated sport development programme into their pre-existing programmes and pathways. This

“This programme has made me want to put myself in uncomfortable situations and say yes to things more often that make me go out of my comfort zone. By doing this I will ensure I am talking to people I don’t know very well and put my hand up in situations where I may not know the answer so taking risks”.

2021 WCC SDP Athlete

year funding was distributed to nine sports organisations including Capital Football, Wellington Rowing, Netball Wellington Centre, Dynamites Climbing, dsport, Swimming Wellington, Wellington Hockey, Wellington Rugby League, and Capital Basketball who collectively supported

over 150 up and coming athletes. These athletes received support around sports psychology, strength and conditioning, nutrition, wellness monitoring, athlete life planning, and more to support their journey through sport.

Balance is Better Research

As part of completing her master’s degree, Nuku Ora Community Development Advisor Ella Pudney chose to research the effects and impacts of the Balance is Better campaign on regional sports organisations in Wellington.

The research focused on three key objectives:

1. Determining whether the campaign has been successful at relaying messaging to the target audience
2. Determining how the campaign has been received by the sector
3. Analysing the successes and limitations of the Balance is Better campaign and its contribution towards improving youth sport

Ella conducted interviews and surveys across the sector to collect information from a range of perspectives across the volunteer and paid workforce. Her analysis sought to evaluate the awareness, understanding, and knowledge of RSO employees around the messaging of the Balance is Better campaign, along with identifying future opportunities for change across the sector.

It was identified that although 97% of research participants were aware of the Balance is Better campaign, the level of understanding and knowledge of the campaign messaging varied significantly within organisations and across the sector. Participants identified that greater alignment across the sector of key messages would be beneficial, assisting organisations to

implement and adjust sporting systems and opportunities. Additionally, respondents commonly discussed the need to profile the road to change, telling stories and promoting case studies of organisations demonstrating Balance is Better in action. It was hoped that by doing so, organisations can learn from each other and collaborate more effectively to ensure quality experiences are being delivered.

The research Ella completed will be used to inform the work Nuku Ora does with RSOs to improve the sporting experiences young people receive. A big thank you to all the organisations and research participants that supported Ella in this research.

Healthy Active Learning

Our Healthy Active Learning Team supports schools to improve the wellbeing of tamariki through healthy eating and drinking, and quality physical activity. This looks different for each school they work with; taking a needs-based approach to build upon existing good practice.

We have done this through:

- Delivering Lead Teacher and Health and PE teacher workshops
- Supporting the delivery of the Lower Hutt Fundamental Movement Skills Festival for 700 year 1-4 students
- Partnering with Wellington City Mission and Wellington City Council to deliver play days for tamariki at Strathmore, Miramar, and Linden School, as well as community and all ability days at Walter Nash Stadium, Kilbirnie Park, and in the Linden and Upper Hutt communities
- Partnering with Hutt City Council to deliver a Primary School Swim Festival in Wainuiomata
- Supporting schools to review and redesign School Cross Country across the region
- Completing playground activity mapping in schools to understand

the parts of the school that are being used a lot and those that are not. We also spoke with students to understand what activities they would like to be able to do during break times

- Delivering a Hauora session during Teacher Only days to help teachers walk the talk when it comes to teaching wellbeing to students with confidence. This session was co-designed and led to the team of teachers setting new routines, resurrecting the staff lunchtime walking club, and creating a Wellbeing Wall in the staffroom
- Working with Hutt City Council and Lower Hutt Primary School Sports Association to deliver professional development opportunities for primary and intermediate teachers



“Having a Healthy Active Learning advisor perspective from Nuku Ora helped add potential for depth and familiarity with Why, How, and What the course content covered. I would recommend similar collaborative arrangements with HAL advisors in other regions where they exist.”

Sean Linton – Bikes in Schools Regional Co-ordinator, Wellington City Council

Case Study

Active Maths - learning through movement

We have been working with Miramar Christian School to deliver quality physical activity experiences in combination with their usual curriculum, in particular integrating Maths and P.E.

Our Healthy Active Learning Advisor ran a professional development session to share some ideas; we then modelled some of the exercises with the tamariki. The junior class focused on addition, subtraction and number sequences, whilst the senior class used statistics and data

collection – they did this through movement, playing games, and sharing back to the class.

The teachers at Miramar Christian School have bought Active Maths to life and explored where else they could apply this form of learning. After just a few lessons, the Kowhai (junior) teacher noticed how students remembered their number sequences better and how engaged the tamariki have been in their learning.

“Ever since you shared some ideas with us, we have done heaps of physical activity as part of our learning!”

Betsy Anderson - Kowhai Teacher



“I just wanted to pass on to you that we have had some great feedback from the students and parent help from the Fundamentals Day. The activities were fun and engaging, and purposeful for kids of that age, especially the Yr 1/2s. We really hope it’s available again next year.”

Sports Co-ordinator

“The team loved the sessions as did the kids! Our new PE equipment has been so well received so thank you for the guidance...the scooter boards are amazing and you can literally see their coordination strengthening every time they jump on!”

Paula Sala, Fernridge School

Case Study

Fundamental Movement Skills Festival

It was a glorious day of fun in the sun at the Lower Hutt Primary Schools Fundamental Movement Skills festival on Wednesday 7th April. Around 700 students in Years 1-4 participated in the new event focusing on a quality experience for all tamariki.

Our Healthy Active Learning team played a key role in this event, planning and delivering many of the activities that were part of a resource booklet sent out to teachers prior to the event. With sustainability in mind, teachers and students could experience some of the FMS activities in-school prior to the festival, and then apply the progressions to each activity post-event when back in their respective schools.

Many local physical activity providers kindly gave up their

time to showcase their programs alongside our Nuku Ora staff on the day. A big thank you goes out to Hutt City Council and Lower Hutt Primary School Sport Association for their continued efforts with the planning and organisation of these participation-based events. This festival is a great example of how organisations working collaboratively can deliver great outcomes for tamariki.

From the student responses collected, 93.3% reported that they had fun at the Fundamental Movement Skills Festival, whilst 69% stated that they had learnt something new on the day. Having fun and learning new skills are two of the main reasons why children engage in physical activity, so it was great to gather their feedback, which will be used when planning the event for 2022.

“Thank you SO much for a wonderful morning of activities for our little juniors. They LOVED it! The teachers and parent helpers with us all commented on how very well run and organised the event was. The teachers have upskilled and now have some great ideas for class PE lessons too.”
Teacher

Green Prescription – adjusted delivery model

Commencing July 1 2020, Nuku Ora Green Prescription (GRx) implemented a new delivery model. The new model focuses on a needs-based approach; offering a service with increased flexibility, improved equitable health outcomes, individually tailored to each and every client.

The new delivery model was structured around three key tiers of healthy lifestyle support:

- Tahi, a light touch option offering resources and up to three months of phone based support
- Rua, a more intensive support option offering up to six months of one to one tailored support with a Programme Advisor
- Toru, the most intensive support option offering up to 12 months of tailored one to one support with an Advisor

Alongside the one to one support, group activities were offered across the region. These included:

- Nine eight-week Healthy Lifestyle Programmes offering cooking sessions, nutrition education, movement opportunities and wellbeing support strategies. Programmes ran in Upper Hutt, Lower Hutt, Porirua, and Wellington City

“I wouldn’t have shifted my mindset to where I am today if I didn’t meet you at our first face to face meeting. I look back to that day and I had all the excuses to not turn up, I didn’t want to be there but I turned up, and now I crave lettuce wraps at lunch time, I have withdrawals if I don’t exercise on Sunday, I’m making homemade juice, every second day of a set routine including a morning walk - exercise routine - yoga and evening walk. All things I wouldn’t be doing right now if we hadn’t met that day.”

Green Prescription client

- Year-round Active Families sessions for children and their whānau supporting tamariki towards engaging with local activity providers, learning cooking skills, and developing fundamental movement skills. These sessions were run in Lower Hutt, Porirua, and Masterton
- Walking groups across the wider Wellington region were held to support and encourage clients in the lead up to achieving their goals of participating in Brendon Foot Supersite Round the Bays 2021

With the first year of a new delivery model under the belt, and the delivery adaptations through varying Covid levels, the year 2020/21 has come to a successful end. Clients across the region have set and achieved goals, gained confidence in themselves and their ability to be active, and developed vital life skills; ensuring sustainable healthy behaviour changes for themselves and their whānau.

Rongoā Kākāriki
GREEN
PRESCRIPTION

“It’s been a great opportunity for me, it’s made me think about how I can be better by looking at myself and wellbeing, and I’ve loved working with everyone. The support of the Programme Advisors are awesome, my eyes are wide open and I’ve absorbed everything. Nutrition, exercise, not only that but I’m putting it all into practice at home for me and my family.”

Green Prescription client



Brendan Foot Supersite Round the Bays

With Brendan Foot Supersite back on board for the third year, more than 13,000 participants of all ages and stages were able to walk/run/scoot and enjoy the scenic course, colourful entertainment, and family-friendly Finisher's Festival for Round the Bays 2021.

Despite the uncertainty of delivering a mass-participation event during COVID-19, thanks to the support of partners and a dedicated internal team, Nuku Ora delivered a safe and successful event.

All participants were able to access free transport to and from the event, thanks to a partnership with Greater Wellington Regional Council and Metlink. This removed barriers to participation and people were encouraged to get into the central city using public transport to reduce congestion and the event's carbon footprint.

Through the event, more than \$20,000 was raised for The Mental Health Foundation (MHF) as the Principal Charity; with \$1 from every paid entry being donated to the charity. Many participants also chose to Run for a Cause and support either MHF or one of the five affiliated charities - Conservation Volunteers NZ, Cancer Society Wellington, Special Olympics NZ, Wellington City Mission, and Stroke Foundation NZ.

Working with Conservation Volunteers NZ also meant that every person who registered for Brendan Foot Supersite Round the Bays 2021 automatically adopted a tree that was planted along the town belt in Mount

Victoria. Through this "Adopt a Tree" initiative, participants were able to care for and release their very own trees at Community Releasing Days.



"It's called releasing because you're releasing the trees from being smothered by the grasses and weeds that grow up around them," said Natalie Jones, from Conservation Volunteers NZ. "It's about making sure the young trees survive their first 5-10 years in the ground which is the hardest time for them."

A new partnership with MAS (Medical Assurance Society) saw the ever-popular 6.5km Fun Run/Walk get a new sponsor; bringing with it an increased focus on wellbeing.

Thank you to our entire family of sponsors and 350 volunteers who all played a critical role in enabling us to deliver a quality, safe, participation event. We look forward to seeing you all on 20 February 2022.



"As organisers of Brendan Foot Supersite Round the Bays, Nuku Ora is delighted to be working on a range of initiatives that promote the importance of caring for our environment. The 'Adopt a Tree' project is a great example of the positive impacts the event makes on our communities. Bringing these ideas to life are only possible through working in partnership with a range of organisations whose common goal is to find sustainable solutions to the ecological challenges we face."

John Grieve, Event Director RTB 2021



Shift the system

Strategic Priority 3

A connected and effective regional physical activity system

What does it mean?

Initiatives and programmes that seek collective impact through connection, collaboration, and shared leadership. Partnerships across sector leadership organisations are critical, ultimately leading to a more efficient regional sector which is resilient, ready for the future, and set up to provide for the people of the region.

Imagine if

We work together efficiently resulting in improved availability, cost, and ensuring equitable and quality opportunities for all participants. We are able to improve physical and mental wellbeing, as well as social and community cohesion through play, active recreation, active transport, and sport.

We believe that

Coordinated efforts across the sector to create leadership, governance, partnership, workforce development, advocacy and information sharing systems will lead to effective resource allocation to better meet the needs of our communities.

Collective impact is a proven contributor to population level changes, particularly when targeting population groups or places. System change can help achieve collective impact through:

- Creation or expansion of opportunities
- Aligning organisational practices
- Changing policies

We can enable system change and achieve collective impact through networking and partnering to align understanding and priorities.



Living Well – working better together

The implementation of Living Well, the Wellington Region Physical Activity Strategy, is a key mechanism for helping to achieve Nuku Ora’s strategic priority of an effective and connected sector. In the Wellington region, we have an abundance of resources and people working to support communities to be physically active; however, this often comes with duplication, competition, and unmet community need.

Key projects coming out of Living Well that have been led by Nuku Ora over the past year include:

- The ongoing development of the regional facilities network
- The development of play across the region
- Workforce development including leadership, and volunteer development
- Changing workplace practices such as using shared services

RSO Demand Survey

An example of Living Well work that Nuku Ora spearheaded this year was the Regional Sport Organisation (RSO) Demand survey.

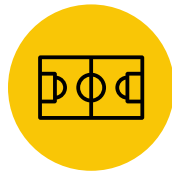
The purpose of the project was to:

- Understand what RSO future facility demand will look like



53%

of RSOs who responded do not currently have a regional facilities plan.



The costs associated with accessing facilities were seen as a major factor impacting participant use of facilities.



Information surrounding funding for facilities was the most prominent type of information that RSOs would like to have.

- Get a sense of the issues and opportunities associated with current facility use access and the impact on operations
- Understand the extent to which RSO have regional facility plans
- Identify areas of support and opportunity for facility users

A summary of the findings included:

1. RSOs use facilities in all council areas in the Wellington region. The tenure arrangement of facilities are complex. Most facilities are council-owned. Indoor venues, grass fields, and artificial turfs formed the majority of facility types used by RSOs.
2. The majority of RSOs who responded do not currently have a regional facilities plan (53%).
3. Key challenges faced by RSOs

4. The costs associated with accessing facilities were seen as a major factor impacting participant use of facilities. RSOs cited financial sustainability and changes in the availability of grant funding/revenue streams as an issue with significant capacity for a severe implication to operations.
5. Information surrounding funding for facilities was the most prominent type of information that RSOs would like to have.

This information will now be used to start further conversations about future facility needs and planning for the development of the regional network of spaces and places.

Regional Play Network

Across our region there are several different approaches to supporting play especially for tamariki. To understand the collective impact of these play efforts, we have developed a Living Well Regional Play Framework which identifies a set of outcomes that those working in play can contribute to and bring the Regional Play System to life. The outcomes are:

1. Children have quality play experiences and enjoy different types of play, particularly physical play.
2. The value of play and its importance to children is widely understood.
3. These are appropriate and adequate places for children to play (any space is a play space).
4. Play is included and considered across a variety of settings.
5. Collaborative action maximises play opportunities across the region.

This work has been supported through a regional play champions network comprising councils across the region who have a focus on play development. The group meets regularly to discuss the development of play across the region and share ideas and expertise.

There is a growing emphasis on ensuring that play is an everyday part of children's lives to ensure that the benefits accrued from a playful childhood are not lost to reducing levels of free time for both adults and children, concerns about health and safety, lack of space for play, or the changing role and use of technology and screen time in our lives.



Initiative	Our role	What we did
Play Champions	Providing a regional overview of play, supporting; local play champions and regional play initiatives	Facilitated regular meetings of the network to develop and broaden play across the region. Facilitated professional development opportunities and supported play initiatives across and between regions.
Let's Talk Play	Integrating Play opportunities and principles into our own programmes of work	Developed our own play plan to drive our work internally towards the outcomes of the regional framework. Internal Nuku Ora Teams have had the opportunity to learn about play and how it might be integrated into their work.
Let's Plan Play	Advocate for the inclusion of universal design principles to support principles of diversity and inclusion (especially with respect to Tamariki with disabilities) in Play initiatives, including development of play spaces	Shared insights gathered across the Regional Play Network, especially where insights support equitable approaches to play, including for disabled Tamariki.
Let's Empower Play	Advocate to and for play organisations to access the Tū Manawa Active Aotearoa fund as a mechanism to activate communities, particularly for inclusive and equitable play development including for disabled Tamariki	Supported councils to submit Play applications for Tū Manawa Active Aotearoa to enable our network to create play activations for their local communities. Hutt City Play Activation is a type of community engagement, building, and management that is based on a participatory community-based approach.

Governance + workforce development

As a sector we need a workforce that is sustainable, diverse, adaptable, and inclusive. We also need workplaces with well-designed structures, great cultures, good practice workforce management (including provision of learning opportunities), and workforce wellbeing as a priority.

Our workforce development approach has been informed by the BERL Report on the Sport and Recreation Sector Workforce to 2026 which was completed in 2013. The Report identified several challenges for our future workforce because of a range of factors which have now been compounded by the impact of COVID-19. Now, more than ever we need leadership and a greater collective approach to ensure that we have a talented and responsive workforce (including volunteers).

Our workforce development focuses on three principal areas:

- Leadership development
- Volunteer management
- Workplace practices

We have contributed to these areas over the past year by:

- Facilitating a shared strategic planning process for three Badminton associations in the region
- Supporting Athletics NZ with volunteer planning with local organisations
- Delivering Governance 101 workshops and a series of ongoing governance training workshops
- Presenting an introductory Sport and Recreation Leadership Framework session to the Wellington Rowing Association's Women's Committee
- Working with Wairarapa Cricket and Wairarapa Bush Rugby Union to develop a governance standard for the Wairarapa RSO Collective
- Establishing a regional Aspiring Director Pool of talent who will receive regular updates on sector board vacancies and governance development that will prepare them for starting their governance career in the sector
- Establishing an RSO chair's group which meets to discuss, and address sector issues
- Developing a shared services platform - see Business Support Services

Now more than ever we need leadership and a greater collective approach to ensure that we have a talented and responsive workforce.

“Sport Wellington (now Nuku Ora) presented an outline of the Wellington Regional Leadership Development System (LDS). A key point that resonated strongly was around supporting the process of ongoing individual and organisational growth within our region. The workshop also highlighted the need to grow the leadership capability required to deliver on the current and future sporting needs. Upon reflection, collaboration is something that is often overlooked in our sport, as is growing and encouraging young leaders to participate more, and consequently lead the sport going forward.”

Wellington Rowing Association



BUSINESS SUPPORT SERVICES

The impact of COVID-19 along with other pressures facing the sector over the past year left many asking what does long term organisational sustainability really look like? How can we ensure that stakeholder organisations are well organised, financially sustainable, and consistently delivering the services our communities want and need? How can we make best use of a collective resource?

In 2020, we surveyed 150 regional physical activity stakeholders to understand whether there was an appetite to use shared services, and to identify the demand for specific services, their current costs, and frequency of consumption.

This market research confirmed that the sector was ready and wanting the establishment of a shared services platform to deliver business services for our region. The platform would enable stakeholders to have access to quality affordable back-office functions so they could in turn maximise their resources and focus on improving the health and wellbeing of people in our region through physical activity.

Our Business Support Services have been designed to respond to this need and currently offers Finance, Human Resources, and Legal services

for physical activity providers across the region. We have partnered with industry specialists to provide expert sector consultancy at affordable costs. Each service can be tailored to an organisation's specific need.

The services have been designed to allow organisations to streamline their core administration functions and focus on what really matters by:

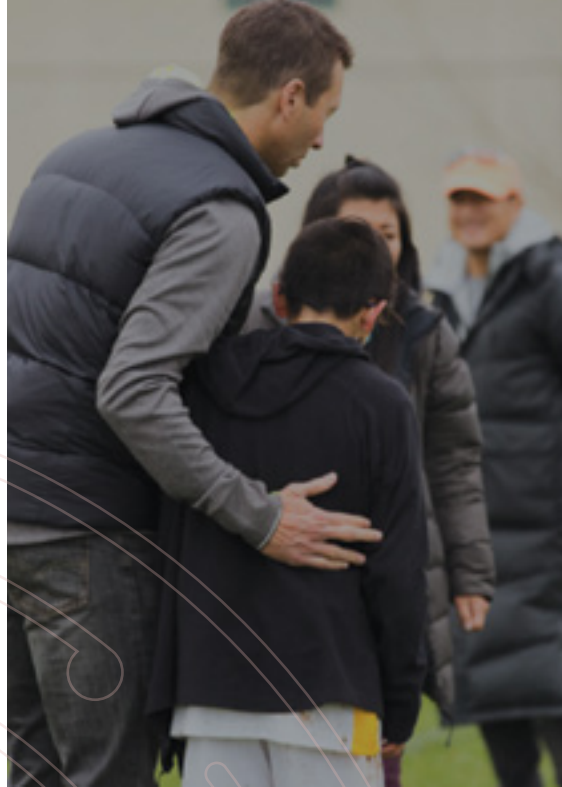
- Accessing expert advice through responsive, experienced professionals
- Cross checking with externals to mitigate organisational risk
- Reducing reliance on volunteers
- Decreasing internal workloads
- Sharing best practice processes and streamlining systems
- Increasing efficiency and quality of back-office work

Our Business Support team is here to help stakeholders with any queries or issues. We offer on-going subcontracted services, project based or one-off helpdesk support, and can also be a back-up resource when an organisation is under pressure.

The aim is to provide our stakeholders with a virtual team of experts when they need them, whether it be a CFO, HR Manager, or Lawyer. By supporting

The aim is to provide our stakeholders with a team of experts when they need them, whether it be a CFO, HR Manager, or Lawyer.

organisations with their administrative functions, we're setting each part of the system up for success, building capability to meet best practice and ultimately resulting in a more effective regional sector.



“Accessing Business Support through Nuku Ora proved to be a great decision. It meant that we could deliver hockey products to the community knowing that the finance side of things was taken care of through the shared services.

Being able to use the shared resources and being able to use as much or as little as you want from that certainly makes it much more financially viable for our organisation, and I’m sure it would for others as well.”

Lisa Jones, CEO Wellington Hockey

Finance

We work directly with organisations to build bespoke service plans based on their unique needs. Services we provide include:

Managing financial accounts, cashflows, payroll, GST/PAYE, bank accounts

Managing and assisting with accounts payable and accounts receivable

Supporting with creditor and debtor management

Setting up Xero

Assisting with budgeting, end of year reporting and other reporting as required

Staff training and workflow manuals

Tailoring additional financial support as required

Legal

To help organisations understand what their legal needs are and how they can ensure they're ready for all eventualities, we've partnered with sport law specialists Gibson Sheat Lawyers to offer free, 30-minute, no-obligation consultations for friends of Nuku Ora and discounted not-for-profit rates.

Gibson Sheat can help organisations with:

Governance

- Constitution
- Rules & regulations
- Government & regulatory
- Privacy

Employment & Volunteers

- Health and Safety
- Contracts & agreements

Events

- Licensing
- Ticketing contracts, terms & conditions
- Venues, leases
- Supplier agreements

Tech, IT & Media

- Info & data
- Data policies
- Privacy
- Marketing & Social Media
- Terms & conditions (eg. Competitions)

Other/General

- Sponsorship & Funding
- Intellectual Property
- Disciplinary & Disputes

Human Resources

Whether an organisation needs one-off or ongoing HR advice on policy, recruitment, and restructuring, leave queries, and performance issues, our HR services are designed to ensure each organisation in our sector is meeting its obligations and working efficiently and effectively.

Organisations can request a HR Health Check to:

Review current HR documentation

Identify what's missing

Provide organisations with a clear outline of what other policies and processes they need to get their HR health up to scratch.

RSO Collective - Wairarapa

In June 2017, Sport Wellington Wairarapa hosted the very first RSO Leader's Summit where five regional sport organisations (RSO) were invited to discuss the "Future of Sport in the Wairarapa." Both national and international insights were shared including Sport NZ's Voice of the Participant and Future of Sport research.

Since then, the need for effective collaboration has only intensified and a coalition of RSOs has come together, supported by Nuku Ora, to establish and work together towards the shared

vision of **'All people in the Wairarapa Region enjoy (and have access to), quality sporting experiences'**.

The Wairarapa Sport and PA Coalition have been meeting every six weeks over the past year, and have undertaken a needs-based SWOT analysis. They are currently working towards a Quality Governance Mark, led by Wairarapa Rugby Union.

Through this group, a significant emphasis has been placed on building stronger relationships between regional stakeholders, resulting in a greater buy-in from RSOs, sports clubs, schools and decision makers

(i.e. Councils, funders and health agencies). This has led to a willingness from many partners to work together for the greatest impact for our communities.

The formal Wairarapa Sport and PA Coalition is also supported by an RSO Coffee Club that enables all RSO development personnel to get together to share experiences, ideas, and best practice. It is purposefully less formal to encourage ongoing attendance, develop further collaboration, and support closer partnerships between the sports.

Wairarapa Office Move

After eight years of calling the Wairarapa Sports House home (in Chapel Street), our Wairarapa-based team now has a new home at YMCA Masterton. The team moved in February 2021 after the landlord of the Wairarapa Sports House informed

Nuku Ora, then Sport Wellington, early last year of their intention to sell the building.

The move aligned well with the shift in our delivery and support model for the Wairarapa following the adoption

of Strategy 2032. It has enabled us to build a stronger partnership with Y-Central and is an ideal location, with facilities and accessibility options to suit our community, partners and customers.

"Covid 19 has changed the landscape we work in and how we respond to the needs of our communities. By not having the responsibility of being a lead tenant in our own building, the team based in the Wairarapa is more mobile and has a more flexible approach to our working environment. We've been able to focus more on being out and about and engaging more in the community."

**Dayle Clarkson, Partnership Manager
Wairarapa & Iwi**





Regional Leadership

Following the 2020 COVID-19 lockdown, the Regional Recovery Group continued to meet in support of the workplan it set to ensure continuity of service and support the wellbeing needs of those in the region we connect with through physical activity. Some of these initiatives reached a natural conclusion, whilst others evolved into ongoing processes to connect the sector and drive sector-led projects, such as the Sport Leaders Forum.

The impact of lockdown was and continues to be felt by organisations in sport, active recreation, and play. Typically, these NGO's are resourced to deliver on funded outcomes and not the contingencies associated with a pandemic. The benefit of uniting around a crisis was evident, as organisational leaders took time to share, reflect and learn from one another in uncertain times.

Nuku Ora has learnt a lot too. Since the 2020 lockdown, we have introduced sector led project groups to guide and advise on the projects such as the Balance is Better portfolio with regional sporting organisations.

Partnering for healthy lifestyles

Connecting whānau with opportunities to enhance wellbeing through a healthy lifestyle is a fundamental aim for our Regional Programme team who deliver Green Prescription (GRx). Partnering with local providers, sharing resources, and collaborating for greater impact is critical to enabling us to achieve this objective.

Over the last year, we have partnered with a number of local providers to enhance impact and support for whānau across the motu. Examples of these partnerships include:

- **Greater Wellington Pedal Ready** - supporting whānau in Porirua and Masterton to feel confident when cycling, learning how to look after a bike, how to be road safe and develop vital fundamental movement skills.

- **Wellington Homeless Womens Trust (WHWT)** - together, GRx and WHWT, have supported and empowered wāhine in Wellington to lead a healthy lifestyle. Through delivery of one-to-one support, group support, nutrition education sessions, cooking workshops, and linking whānau into affordable and accessible groups and activities. Our vision is to continue working alongside WHWT, to deliver impactful and sustainable outcomes for wāhine.
- **Porirua Union Community Health Services (PUCHS)** - In collaboration with PUCHS, GRx works closely with referrers to improve health outcomes for whānau through shared care plans and assisting in the planning, delivery and evaluation of healthy lifestyle programmes.

Rongoā Kākāriki
GREEN
PRESCRIPTION

Women and Girls Summit 2020

130 people from across the wider Wellington region registered for the Sport NZ Women + Girls Summit in 2020. Over 70 of these stakeholders gathered in the Harbourside Function Centre on Wednesday 7 October to engage in the Leadership-focused content of Day One.

Due to the ongoing impacts of COVID-19, Summit 2020 was a digital-physical hybrid and Nuku Ora, then Sport Wellington, was one of three regional partners across the country who hosted an in-person regional event for local women and girls champions.

The theme of the Summit was 'Change in action', with Day One focusing on opportunities and challenges for women when it comes to addressing the leadership imbalance in play, active recreation, and sport. Through hosting the regional event, we were able to create an opportunity for diverse stakeholders to come together, network, build connections; and to champion the kaupapa of change in action for women and girls in physical activity.



Young females spend 4 hrs less per week being active than males in the Wellington Region.

Females: 9.5hrs vs Males: 13.5hrs



Females are more likely to be discouraged by socio-psychological barriers than males.



3 in 4 females in the Wellington region would like to be doing more physical activity.

“With such a good breadth of representation of attendees from across sport, health, councils, and active recreation organisations, the messages of the summit will be going back out into clubs, workplaces and communities across our region. This will benefit women and girls as we raise awareness of the issues and identify the opportunities.”

**Michelle Hayward, General Manager
Partnerships Nuku Ora**

“The 2020 W&G Summit included a great mix of speakers from a diverse range of backgrounds and experiences. I really enjoy the opportunity to connect with others with similar values, hear stories and challenges, and take away learnings that I can apply to my own role.”

**Frankie Stewart,
Cricket Wellington**

The Dominion Post Sport and Recreation Awards 2021

Due to the impact of COVID-19, this year saw a special edition of The Dominion Post Sport and Recreation awards as we celebrated two years of achievements from April 2019 to April 2021.

Despite the government announcing that Wellington would move to Alert level 2 just six hours before the awards were set to begin, Nuku Ora was able to quickly pivot to deliver an online condensed version of the ceremony. The 800 guests that had booked to attend watched from home along with 2,000+ others who tuned in for the livestream MC'd by Jason Pine and Paula Tesoriero. The food that was already in the oven when the announcement came was donated to local night shelters.

Over 14 categories, the awards acknowledged 65 finalists representing 28 organisations, following 170 nominations being received from across the region. As a reflection of developing trends and shifting priorities in our communities, this year the awards celebrated not only achievements in sport, but also contributions from individuals and organisations in getting people active through active recreation.

The Community Initiative Award, a new category this year, was created to highlight physical activity initiatives that have resulted in positive impact or changes in their respective communities. Groups eligible for this award included community/health organisations, physical activity providers, and sports clubs.

Four sporting icons were also recognised on the night, with rugby star Tana Umaga, Paralympian Duane Kale, golfer Lynnette Brooky, and weightlifter Olivia Baker being inducted as Gibson Sheat Lawyer's Sports Legends of Wellington. The Legends each received plaques in their honour at the ASB Sports Centre in Kilbirnie, joining the 56 previous inductees.



SPONSOR	NAME
The Dominion Post Supreme Award	Ameliaranne Ekenasio - Netball
Craigs Investment Partners Sportswoman of the Year	Ameliaranne Ekenasio - Netball
Stuff Personality of the Year	Ben Waine - Football
Kāpura Sportsman of the Year	Josh Junior - Sailing
Speedy Signs Emerging Sportswoman of the Year	Paris Lokotui - Netball
Wellington Sports Med Emerging Sportsman of the Year	Ben Waine - Football
Holdsworth Charitable Trust Disabled Sportsperson of the Year	Corran Hanning - Para Athletics
BDO Official of the Year	Josh Bowring - Netball
Hiremaster Team of the Year	Te Wānanga o Raukawa Pulse - Netball
Fortune Favours Volunteer of the Year	Dean Eager - Football
Villa Maria Coach of the Year	Gary Hollywood - Swimming
Trish McKelvey Leadership Award	Bailey Te Maipi - Skateboarding
LANtech Lifetime Contribution	George Turirua Lajpold - Rugby League
Wellington City Council Community Initiative of the Year	The Shift Foundation - Just Shift It & Te Tauranga

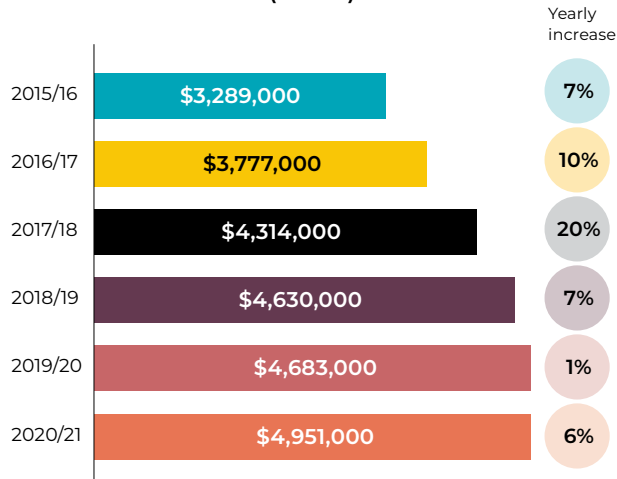
“The awards have always been about not only acknowledging our finalists and their successes, but also about the challenges they have overcome, and the friends, family, coaches, administrators, and volunteers who have helped them along the way. We wanted to broaden this scope even more by also celebrating the important contributions from individuals and organisations in getting people active through recreation across the region. As Wellington’s Regional Sport Trust, it was important to us to deliver a more inclusive and community-focused event, that also continues to celebrate the incredible sporting success of this region.”

John Grieve, Event Director

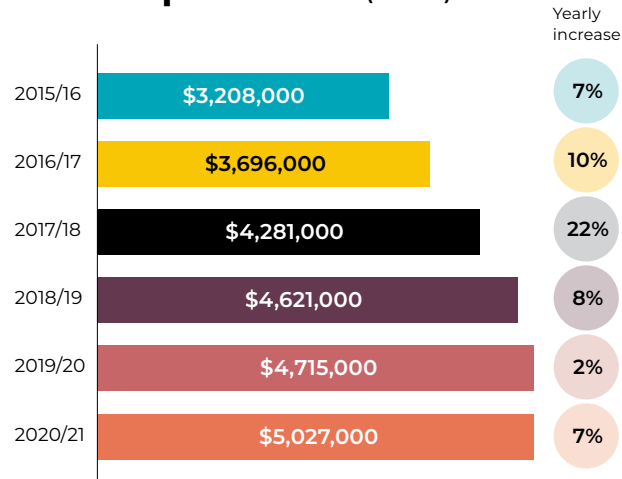
Financial Data

Actuals for 2015/16 - 2020/21

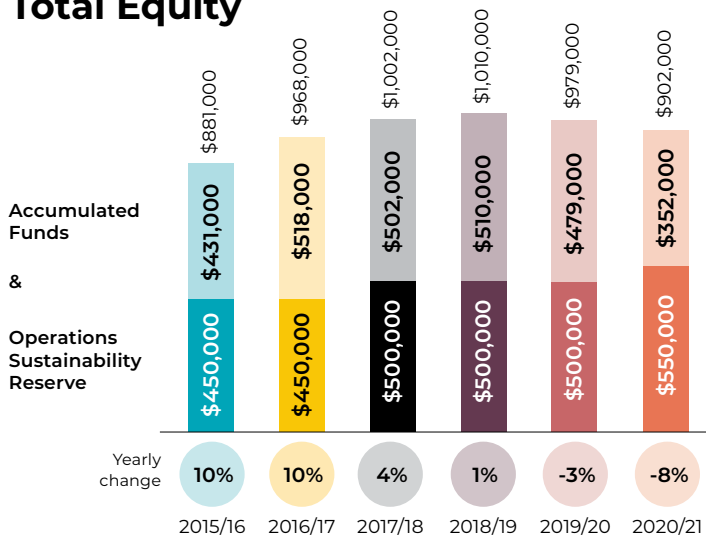
Total Income (Actual)



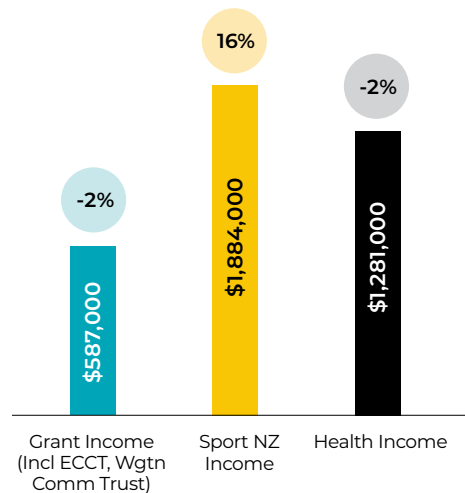
Total Expenditure (Actual)



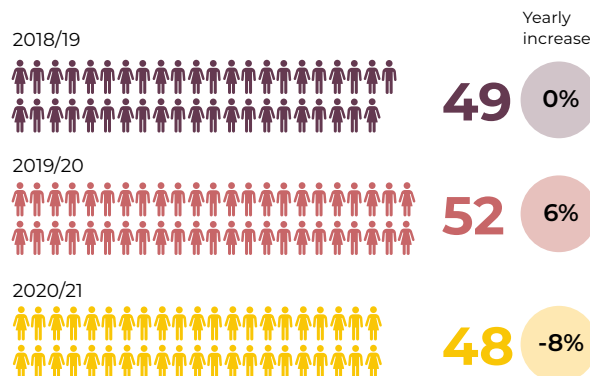
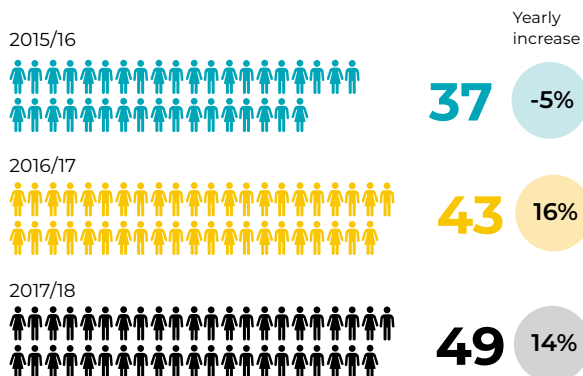
Total Equity



Major Income Categories



Staff Numbers



The Wellington Regional Sports Education Trust
Statement of Financial Performance
for the year ended 30 June 2021

	2021	2020
	\$	\$
Revenue from non-exchange transactions		
Government grants	1,215,555	1,237,914
Sport NZ funding	1,884,028	1,626,690
Other grants	875,395	926,549
Sponsorship revenue	412,616	325,043
	<u>4,387,594</u>	<u>4,116,196</u>
Revenue from exchange transactions		
Event fees	429,498	399,722
Interest revenue	14,047	37,732
Rental revenue	27,167	42,926
Resource sales revenue	20,142	18,820
Other revenue	72,964	68,057
	<u>563,818</u>	<u>567,257</u>
Total revenue	<u>4,951,412</u>	<u>4,683,453</u>
Expenses		
Employee related costs	3,365,980	3,293,151
Resources	69,571	88,364
Vehicle expenses	37,737	31,428
Promotion and communication	408,353	423,106
Programme delivery	661,642	458,814
Corporate expenses	350,544	285,861
Depreciation	127,021	128,464
Other expenses	6,623	5,509
Total expenses	<u>5,027,471</u>	<u>4,714,697</u>
Total surplus/(deficit) for the year	<u>(76,059)</u>	<u>(31,244)</u>
Other comprehensive income and expenses	-	-
Total comprehensive revenue and expenses	<u>(76,059)</u>	<u>(31,244)</u>
Total comprehensive revenue and expense for the year	<u>(76,059)</u>	<u>(31,244)</u>

The Wellington Regional Sports Education Trust trades as Nuku Ora.
Nuku Ora thanks BDO for the provision of audit services.

The Wellington Regional Sports Education Trust

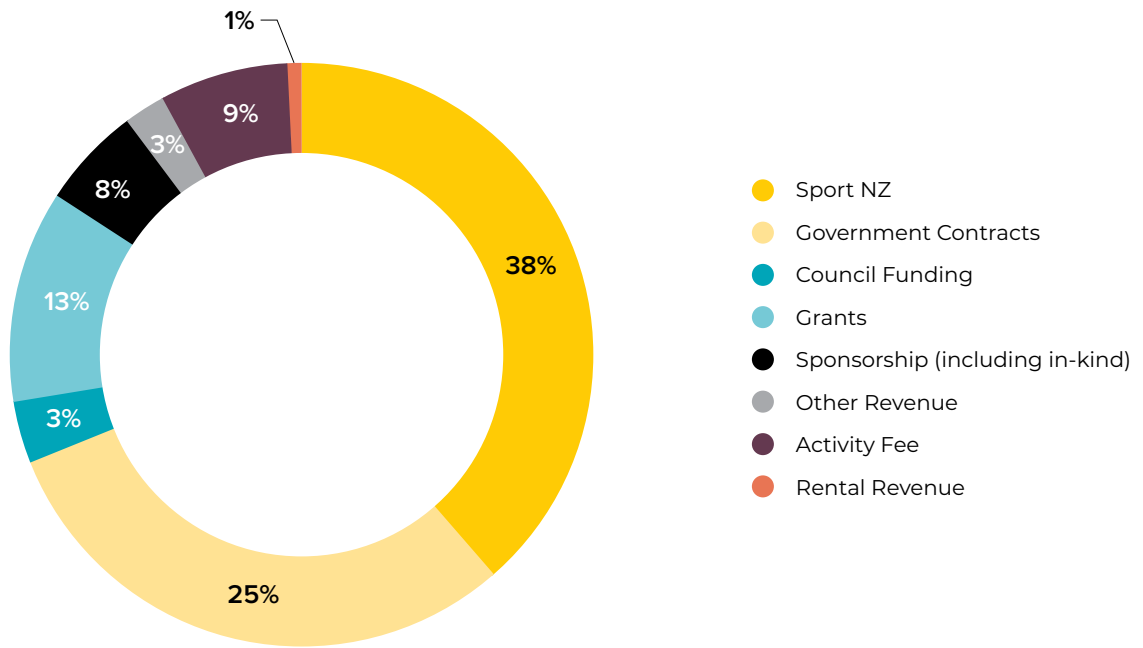
Statement of Financial Position

for the year ended 30 June 2021

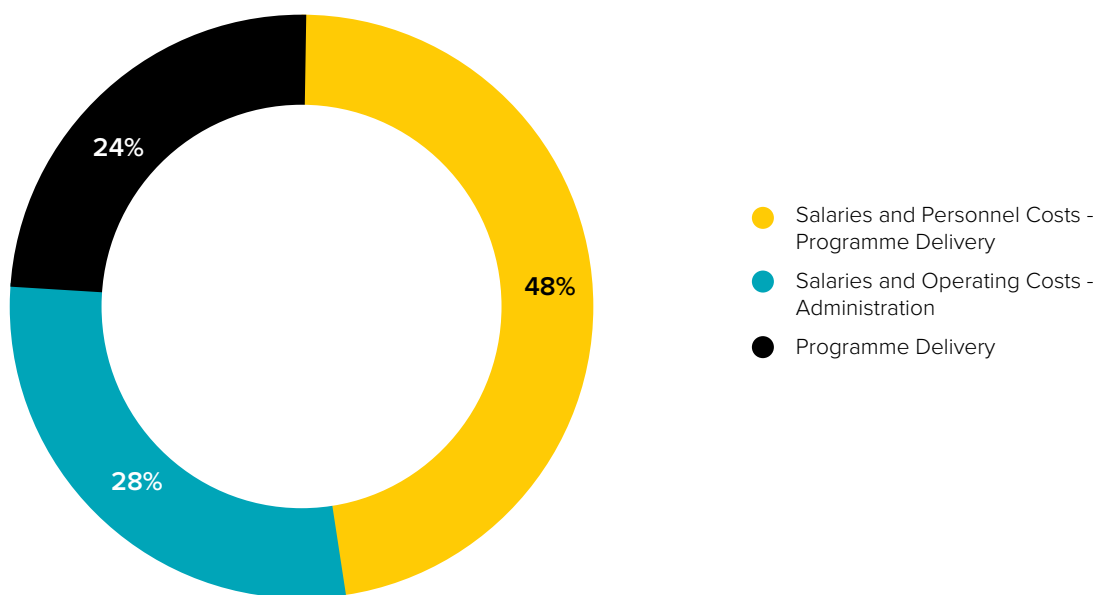
	2021	2020
	\$	\$
Current assets		
Cash and cash equivalents	765,732	844,434
Investments	680,000	965,000
Receivables from exchange transactions	31,370	12,635
Receivables from non-exchange transactions	395,134	555,640
Prepayments	39,074	29,341
	1,911,310	2,407,050
Non-current assets		
Property plant and equipment	223,698	282,816
Total assets	2,135,008	2,689,866
Current liabilities		
Trade and other creditors	336,732	208,527
Employee entitlements	163,856	132,026
Revenue in advance from non-exchange transactions	226,453	174,132
KiwiSport non-operating funds	-	286,113
Sport New Zealand COVID-19 Related Funds	5,780	-
Tu Manawa non-operating funds	499,729	-
	1,232,550	1,711,349
Total liabilities	1,232,550	1,711,349
Net assets	902,458	978,517
Equity		
Accumulated comprehensive revenue and expense	352,458	478,517
Operations sustainability reserve	550,000	500,000
Total net assets attributable to the owners of the controlling entity	902,458	978,517

Signed for and on behalf of the Board of Trustees who authorised these financial statements for issue on 21 October 2021.

Total Operating Income 2020 - 2021



Total Operating Expenses 2020 - 2021





2020-21

Governance Statement

Areas of Focus for the Year

The past 12 months has seen the Nuku Ora Board of Trustees face, embrace, and drive a number of key developments.

Many of the Board were involved in the development of the new Nuku Ora brand, ensuring the alignment with Strategy 2032. We were proud to launch the brand in March 2021 and spread the word amongst stakeholders about the meaning and importance of the change. We would like to thank and congratulate Phil Gibbons, Kirsten Kilmister, and the whole team for taking such a bold, courageous, and significant step.

“We were proud to launch the brand in March 2021 and spread the word amongst stakeholders about the meaning and importance of the change.”

Karen Aitken

The Board continued to support the organisation’s response to COVID-19 at the governance level. Work continued with key stakeholders, particularly at the Chair-level, with the Regional Sports Organisation Chairs reviving the network established during 2020.

Stakeholder communications relating to Wellington Round the Bays and the Sport and Recreation Awards were

also a key focus. Thanks to staff for the hard work involved in shifting the Awards ceremony to an online event in a very short timeframe.

Members of the Board have also supported the organisation’s bicultural commitment by participating in whakatau for incoming staff and te Tiriti o Waitangi



The Board are continuing to develop relationships with Mana Whenua to explore opportunities to ensure that Te Tiriti is 'visible and real in our community, region and embedded within our organisation'

training sessions. The Board continue to develop relationships with Mana Whenua to explore opportunities to ensure that te Tiriti is 'visible and real in our community, region and embedded within our organisation' as stated in the Trust Deed (amended in March 2020).

Board Composition

The Board is made up of no more than 10 members, all appointed through an open recruitment process.

The composition, powers, proceedings and the process for appointment of members is set out in the Nuku Ora Charter.

The Board went into the 2020-21 financial year with two vacancies, left by the departure of Darrin Sykes in 2019 and Chair Grant Richardson in late 2020. At the 2020 AGM the Chair position was passed to Karen Aitken.

To fill the vacancies, the Board conducted a recruitment round and were pleased to welcome Jason Crowe and Sam French as new members. To inform this process, the Board used a Skills Matrix to identify the mix of demographics, knowledge and skills that members bring to the collective.

We also farewelled our Future Director Gareth Jeune after his 12-month term in the role and welcomed Campbell Makea as the 2020-21 Future Director. To ensure a better experience and outcomes, the Board agreed to extend the term of the position to 18-months.

Good Governance

As part of its commitment to ongoing evaluation and development, the Board undertook work in a range of areas during 2020-21, including:

- Reviewing and updating of a number of governance policies
- Further development of the Board Skills Matrix
- Improvements to the Board pack and report formats
- Reviewing and updating the organisational Risk Register
- Working with Sport New Zealand on renewal of the Governance Mark
- Alignment of regular evaluation and measures with Strategy 2032
- Initiating a review of the Trust Deed

Board related expenses for the year totalled \$10,200. Due to the impact of COVID-19, Board meetings now follow a hybrid online/in person format.

Subcommittees

Work continued with our subcommittees. The Audit and Risk Committee, headed by Baubre Murray, drives the Board's consideration of the organisation's risk profile and progress on mitigations. The Personnel Committee, headed by Lorena Stevens, guides the management of the CEO position. In 2021, a new Commercial Subcommittee was introduced, led by Lance Walker to explore new opportunities for revenue generation and business development.



Chair's futures report



COVID-19 has impacted our sector and challenged us to think and do things differently. In some respects, it has hastened action around change. As Benjamin Franklin noted, out of adversity comes opportunity. However, we have to grab that opportunity with both hands.

Prior to COVID-19, the sector was already facing significant challenges. Levels of participation in traditional sports were under pressure; for some, barriers to accessing participation opportunities were growing. The absence of meaningful collaborative approaches was leading to both duplication and wasting of resources, while the costs of almost everything was increasing. Challenges continued around maintaining a viable volunteer workforce, long regarded as the backbone of community sport.

All of this has been happening alongside population growth and diversification. Growing recognition of the importance of a bicultural partnership; a greater emphasis (and expectation) on addressing inequity and becoming more inclusive; as well as the ongoing impact of climate change and the need for more sustainable practices - amongst a range of other changes.

Within our sector we've seen much greater emphasis being placed on wellbeing as an outcome of our work; a broadening of focus and consideration of physical activity across all four of its domains – play, active recreation, active transport, and sport; and the need to be more locally-

led where communities are more involved in decision making and finding solutions to local challenges.

As is often stated, there are no future facts. We don't know what tomorrow will look like, but we can respond to trends and canvas a range of thoughts and ideas about how we can bring about change that will help us make good decisions as we go forward and achieve different and better outcomes for the people who participate in our activities.

There is no one 'right answer' though. We will only make great gains if we are open to ideas, embrace diversity of thought, work more collaboratively to create a shared economy and leverage services and opportunities to benefit our communities.

Nuku Ora is open for a futures conversation and ready to support change for the better.

Karen Aitken

“Nuku Ora is open for a futures conversation and ready to support change for the better.”

Board of Trustee and Staff

for 2020/2021

Board of Trustees

Chair

Karen Aitken
Grant Richardson#

Deputy Chair

Lorena Stephen

Trustees

Nicola Airey
Karen Aitken
Andrea Blackshaw
Clare Elcome
Baubre Murray

Dianna Taylor
Lance Walker
Jason Crowe
Sam French

Board Future Director

Campbell Makea

Nuku Ora Staff as at 30 June 2021

Chief Executive

Phil Gibbons

General Manager

Ashleigh Baker *
Matthew Claridge
Michelle Hayward
Allison Yannakis

Finance and Administration

Paul Abbott
Hanna Baird-Herron
Mandy Garrett
Alexandria Johnson

Communication and Marketing

Rosa Bach
Sarah Neilson#
Meaghan Wilby

IT and Systems

Daniel Grubner

Events

Naomi Dujardin#
Sarah Fritton#
John Grieve#
William Hannah#
Nassim Houhou#
Patrick Pierce
Elizabeth Vincent#

Business Support Services

Miett Fear

Community Development

Campbell Clark
Adam Gosney#
Marie Kinloch
Tim Mannix
Ella Pudney
Kenji Sawada#
Rodger Thompson#

Healthy Active Learning

Tania Bartley
Zak Brown
Pembroke Chambers
Apanui Heemi#
Darren Houston
Jasmin Scott

Partnerships

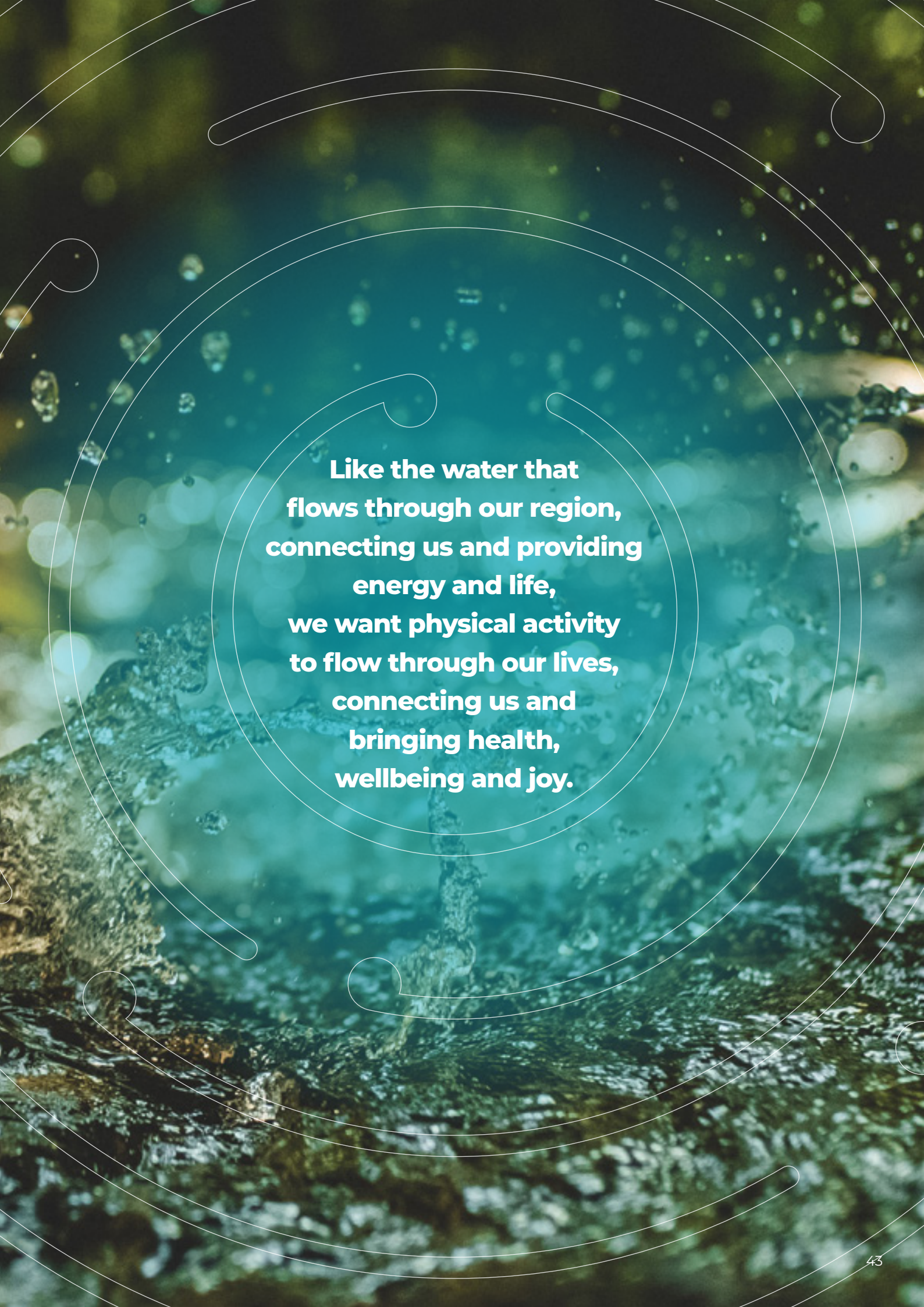
Dayle Clarkson
Kirsten Kilmister
Jamie Leith#
George McDougall
Leoni McKelvey
Jamie Milne
Julie Moularde*
Nicky Sherriff

Regional Programme Team

Helen Anderton
Shona Bunny
Tiana Collins
Sega Elise
Louise Grieve
Lauren Grigg#
Stewart Guild#
Anya Hape#
Nicole Hawea
Georgia Irving
Kate McCartney
Fuamai Moeka'a
Toshy Rapana
Amanda Rasch
Hoani Siueva
Lisa Tagaloa#
Kerewai Tatana

* on maternity leave

resigned or contract ended during the period 30th June 2020-1st July 2021



**Like the water that
flows through our region,
connecting us and providing
energy and life,
we want physical activity
to flow through our lives,
connecting us and
bringing health,
wellbeing and joy.**

NukuOra

An active Wellington region

www.nukuora.org.nz



facebook.com/nukuora

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email info@nukuora.org.nz

Hutt Office

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Hutt Park, Seaview, Lower Hutt
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Wairarāpa Community Hub, YMCA
371 Queens Street, Masterton, 5810
Phone (06) 370 0157
email wairarapa@nukuora.org.nz