



# Annual Report

2022/2023



An active Wellington region

# Thank You!

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

## Key Funding Partners



## Contract Partners



## Major Sponsors



### Supporting Sponsors

2degrees  
Les Mills  
Outward Bound  
Shoe Clinic Wellington  
Streamliner Productions  
TBI Health  
Trish McKelvey  
Globelet  
Handy Rentals  
DX Mail  
Asics NZ

### 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

### Other Charitable Foundations and Trusts

Eastern Suburbs Sports Trust  
Grassroots Trust Central  
Holdsworth Charitable Trust  
One Foundation  
Pub Charity  
Pelorus Trust  
Trust House  
Kiwi Gaming Foundation

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# CEO Report



Tēnā koutou katoa

As I reflect on this past year, there is so much for Nuku Ora to celebrate. A few notable highlights for me include the success of our inaugural Nuku Ora Regional Conference, which brought together people from the sport and active recreation sector to talk about integrity and inclusion, our Regional Programmes Team exceeding its targets in supporting the health and wellbeing of our communities, the successful roll-out of the participation projects in Porirua, the commencement of our Well Wairarapa project and the many and varied community groups that we have been able to support through distributing the Tū Manawa Active Aotearoa Fund.

While I have only been in this role for the last six months of the financial year, I can already see the importance of how Nuku Ora works with others and forming credible and productive partnerships with other like-minded organisations. I am reminded of the following whakataukī.

Ki te kotahi te kākaho, ka whati; ki te kāpuia, e kore e whati.

When a reed stands alone it is vulnerable, but a group of reeds together is unbreakable.

For me, this whakataukī speaks to the value and importance of working together and the collective endeavour that leads to the transformation of the communities we serve and their wellbeing.

Working in partnership and contributing to established regional networks are significant elements contributing to the success of each of the initiatives mentioned above. In

our current operating environment, we are all increasingly challenged by factors that sit outside of our control and are increasingly reliant on partnerships and collaborative work to achieve beneficial outcomes in the communities we work with. I look forward to maintaining and growing our current relationships and broadening the range of Nuku Ora partnerships as we move into our next strategic quadrennial.

The current 2023/2024 year is the final year of the first four-year plan for implementing Strategy 2032. During this year, we will be reviewing progress towards our stated outcomes and developing the next four-year plan to take us forward. We look forward to having conversations with you as we shape our next set of strategic priorities.

As with others in the sector, we must carefully manage the financial risks of running an organisation in the current environment. To this end, we are grateful to our primary partners, Sport NZ, Te Whatu Ora, and ACC, who continue to invest in our work programmes, along with councils across the region. We are also grateful for the support from the New Zealand Community Trust, Four Winds, the Lion Foundation, and other funders in the region. Your support allows us to create value in communities across our region.

I would like to take the opportunity to acknowledge the staff of Nuku Ora. The expertise and dedication that they bring to our work and their collective sense of service to the

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community is part of the culture of Nuku Ora and makes it a great place to be part of.

My thanks also to the Nuku Ora Board who continue to enable us to do our best work and lend their expertise to ensure we are heading in the right direction. A specific thank you to those Board members who are stepping down this year, Dianna Taylor (Chair), Baubre Murray (Chair of A&R Committee), and Campbell Makea. Thank you for investing your time and expertise in Nuku Ora, your contribution has been highly valued and appreciated.

Ngā mihi nui,

**Andrew Leslie**  
Chief Executive Officer

# A Snapshot of Physical Activity across Te Whanganui-a-Tara

As previously reported, Nuku Ora utilises research and insights to identify communities that may face barriers to being active. Alongside this, we also need to understand participation rates and the types of physical activity people currently engage in and the types they may want to engage in going forward. This, combined information informs our operational approach, guiding our initiatives and programmes to effectively support and engage with the communities we serve.

The research illustrates the continuing shift in how people, particularly rangatahi, choose to be physically active. Participation in competitive or organised forms of physical activity has declined for both rangatahi and adults, evidenced by the following data.



**23%**

of young people were physically active for at least an hour a day, seven days a week (meeting the Ministry of Health's activity guidelines)



**9%**

of young people undertake less than 30 mins physical activity each week



**25%**

of adults undertake less than 30 mins physical activity each week



**2.7 hours**

is the average time spent being active during the week for adults

## For young people who are not doing as much physical activity as they want to:



**36%**

want to try or do more running or jogging



**31%**

want to try or do more swimming



**27%**

want to try or do cycling or biking



**22%**

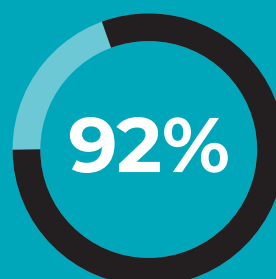
want to try tramping or bush walks

### Top activities for young people (5-17 years)

- 1 Running, jogging or cross country
- 2 Playing (make believe, playground)
- 3 Games (dodgeball, bull rush)

### Top activities for adults (18+ years)

- 1 Walking
- 2 Individual workout using equipment
- 3 Running/ jogging



of young people feel people in their life encourage them to take part in physical activities



of young people like their parents/families to be involved in their sport and physical



# Community-led Kaupapa

Over the last 12 months, Nuku Ora has continued its commitment to working in a community-led way to better understand and meet the needs of the communities we serve.

Community-led development recognises that local communities are best positioned to understand their own needs, challenges, and opportunities and that involving them at all levels of decision-making can lead to more sustainable and effective outcomes. It seeks to shift the focus from external agencies and organisations delivering to communities, to communities themselves being the drivers of their own developments. This approach aims to create more meaningful, impactful and sustainable changes that align with the priorities and values of the people being served.

The approach Nuku Ora is taking is:

- Place-based
- Te Tiriti o Waitangi led
- Community-led development centred.

At Nuku Ora, we increasingly place the communities we serve at the centre of our work, to respond to their specific needs around wellbeing and physical activity. We work to build on local strengths and explore more authentic and effective ways to form better relationships in the community rather than simply delivering to the community. Through this kaupapa, we have been grateful to secure funding from New Zealand Community Trust (NZCT) to further support Porirua using the relationships we have built and putting community voices at the centre.

The funding allocated by NZCT to the Porirua communities in 2022 has created success in promoting active lifestyles among whānau, specifically through community-based sport and recreational activities. The targeted allocation of funds was directed to organisations that operate in areas grappling with pronounced inequities and barriers caused by social and economic factors and has addressed the needs of tamariki and rangatahi, who previously faced exclusion. Through our relationships and connections in the community, we are working alongside integral members of the Porirua community to ensure the community is receiving opportunities that meet their own visions and aspirations.

## Case Study

### Te Āhuru Mōwai

The funding put into Te Āhuru Mōwai has been used to purchase physical activity equipment for tenant whānau across the social housing community in Western Porirua. People within the tenant whānau community have volunteered as kaitiaki of the equipment, establishing 12 access points across their neighbourhoods to freely access sport and play equipment. This has empowered community members, particularly tamariki and rangatahi, to have agency and to be self-leaders for their physical activity. Te Āhuru Mōwai has also coordinated free sports days for whānau utilising the equipment.

The funding has also been used to purchase bikes, in partnership with USO bikes in Porirua. These will allow whānau to learn how to ride a bike, understand the wellbeing and social impact cycling can have in the community, and an opportunity for people to find love for an activity they have never tried before. The partnership with USO bikes has led to them providing free helmets for whānau along with the general maintenance and upkeep of the bikes.



## Case Study

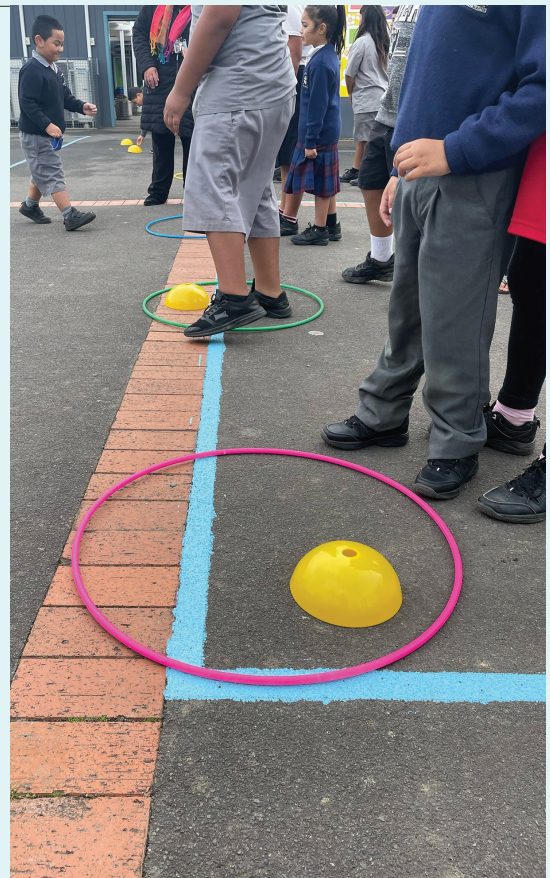
### Porirua Primary School

Something as simple as providing more equipment for tamariki can be a huge factor in increasing physical activity levels. Through some significant funding from NZCT, Nuku Ora was able to provide new physical activity equipment to nine Porirua Schools. This equipment included a class set of large balls, hoops, rubber spots, beanbags, cones, and scarves.

Often for schools, one of the biggest barriers to going out for Physical Education is the lack of equipment or there not being enough for a whole class to use. We wanted to remove this barrier by providing schools with some general equipment that could be used for a variety of games and activities and could sit alongside the new resource from the Ministry of Education called 'Movewell.'

"The equipment Porirua School received has benefited us greatly, and regularly gets used for games and activities. It has allowed us to expand on the activities that we incorporate into our weekly schedule and has boosted the engagement and enjoyment of our tamariki. Simple equipment such as beanbags, hoops and cones have opened up opportunities to introduce new games, as well as re-introduce activities that have been taught to us in the past (by outside sources), but which have been non-accessible to us due to the lack of tools. The equipment gets used nearly every day and has been very much appreciated. A big thank you to Nuku Ora and anyone who played a part in us receiving the gear." Andrew Stubbs, Porirua School.

It's the little things that can make a big difference to our tamariki.



# Shift the barriers

## Strategic Priority 1

Less active people become more active

### What does it mean?

People who are less active or not active at all, miss out on the many benefits that come with regular physical activity. Often, they encounter systemic obstacles that limit their access to these opportunities. These barriers affect some groups more than others, particularly those residing in high-deprivation areas, older individuals, people with disabilities, women, and girls, as well as individuals from Māori, Pasifika, and Asian communities. Our priority is to reduce these barriers, making it possible for everyone to engage in high-quality physical activity.

Imagine a scenario where everyone in the wider Wellington region engage in regular physical activity in their daily lives, regardless of their circumstances. Picture a wealth of opportunities available to all members of our communities.





# Run and Become

The Run and Become programme made a welcome return at the Wellington Round the Bays (RTB), as tamariki accompanied by their whānau were back on the waterfront for 2023, after the event went virtual in 2022.

In the lead up to event day, and in collaboration with the Nuku Ora Healthy Active Learning team, workshops were held with participating schools on how to prepare for the day, both physically and nutritionally. The team also prepared a Summer Training Diary that was distributed to the participants ahead of the summer holidays.

The Run and Become programme supported 12 schools across the wider Wellington region, enabling a total of

493 tamariki and whānau members to participate in the event by either running or walking the 5.5km course, stretching from Waitangi Park to Kilbirnie Park. As in previous years, the participating children were provided with complimentary tee-shirts, medals, and lunch at the Finishers Festival. A notable addition to this year's event was the introduction of a designated meeting point at the starting line, where all participating schools converged, which meant there was a space for Run and Become participants to meet and connect before the event began.

According to feedback from the post-event survey, more than 85% of parents reported that they have continued engaging in physical activities as a whānau.



**493**

tamariki, parents and teachers participated in Run and Become



**12**

schools involved

We would like to thank and acknowledge the support from the Run and Becomes programme's principal sponsor Medical Assurance Society for the fifth year, as well as the Eastern Suburb Sports Trust for their contribution towards the cost of transport.

## Brendan Foot Supersite Round the Bays 2023

The Wellington Round the Bays was back again for 2023, where participants of all ages and stages we able to walk and run around the beautiful Wellington waterfront. The largest mass participation event in the lower North Island, this iconic community event has been going for 46 years, 23 of which have been organised by Nuku Ora.

 **\$30,381**

was raised for the event charities: Cancer Society Wellington, Rainbow Wellington, and Mental Health Foundation NZ!



**9736**

runners and walkers participated in BFSRTB 2023



**1527**

participants for the GO Media Half Marathon



**2883**

participants for the Havana Coffee 10km



**350**

volunteers supported the event



# Green Prescription

The Green Prescription (GRx) programme has empowered individuals and whānau, offering inspiration, support, and guidance on their path towards an active, healthy, and fulfilling lifestyle. As we continue to keep people at the heart of our service, this ensures a diverse range of support for our clients. Over the last year, 2,630 clients received physical activity, nutrition, and wellbeing support in a way that best suited them.



**2630**

Total GRx referrals



**187**

Under 5 & whānau



**119**

Tamariki, rangatahi & whānau



**1242**

Māori & Pasifika supported

Supporting clients across – Wairarapa, Upper Hutt, Lower Hutt, Wellington City, Porirua and Kāpiti



Active NZ: Changes in Participation Survey 2021

## Case Study

### GRx Success Story

Stacey, a busy mum, a loving partner, and a dedicated manager, working over 40 hours a week, held these pillars firmly in her life. A visit to her doctor suggested she needed to pay more attention to other aspects of her wellbeing and her taha tinana (physical health), given her glucose intolerance and weight concerns. Unsure of where to start, her GP referred her to the Green Prescription programme.

At her first appointment, Stacey expressed she was a little unsure about how she could make time for herself due to her work and family schedule. Often consultations with Stacey were held while travelling in peak hour traffic, with the calls on loudspeaker to openly talk about her goals and aspirations for her physical wellbeing.

Stacey decided to enrol in the Green Prescription Healthy Lifestyle Programme, an 8-week journey encompassing meals, movement,

and mindfulness practices. The programme covered essential elements like functional movements, nutrition education, the mechanics of weight loss, insights into managing diabetes and techniques to enhance insulin sensitivity. It also included meal challenges, cooking sessions, and access to community-based activities. Through this programme, Stacey found the power to find a healthy balance between movement, nutrition, and sleep.

*“During my journey with Green Prescription, I have gained tools and understanding of how and why it’s important to be mindful of my pillars and this gives me the power to naturally medicate myself through movement, water, food, and mindfulness. My mindset shifted from thinking about weight-loss to simply being healthy. I now sleep better, have more energy with a positive mindset, my skin is clearer and as a bonus I have lost 6kgs. As a participant I am grateful for*



*all the check-ins, the easy to follow resources, the cooking sessions and all the activities they have encouraged me to participate in. It’s exactly what I needed to get on track and in a positive space”.*

Stacey, Green Prescription client.



**One of the ways we measured impact was via feedback directly from whānau, and many shared positive stories regarding behaviour change.**

This year we explored working in collaboration with a couple of organisations through our Active Families programmes in Porirua and Hutt Valley, and with our kaimahi (staff) in Wairarapa.

With a shared vision focused on supporting happy, active, and well communities, the Green Prescription team worked closely with Ora Toa Takapūwāhia to deliver an eight-week programme tailored for whānau and tamariki. This kaupapa (principle) stemmed from the realisation we share similar goals, challenges, and aspirations while working closely with whānau. Leveraging our combined expertise in nutrition, movement, and varied delivery methods, we successfully delivered a programme that effectively addressed our whānau's needs. 83% of our whānau who attended in person sessions

identified as Māori or Pasifika.

One of the ways we measured impact was via feedback directly from whānau, and many shared positive stories regarding behaviour change. For example, we worked alongside a whānau with a young boy who only ate noodles, plain rice, and bread (no vegetables at all). He was supported by his parents to attend our in-person sessions, where he was encouraged to explore a variety of fruit and vegetables. As a result, he continues to explore nutritious food at home and has expanded the variety of kai he eats. His parents are overjoyed with the changes he has made towards healthy eating. Tahu from Ora Toa shared that the collaboration supported the achievement of their deliverables for whānau and that they look forward to future opportunities to work together, quoting "I have learned a lot from you girls". We look forward to continuing working with Ora Toa and delivering impactful programmes for our communities.

In the last quarter of the year, the NZ Nutrition Foundation worked with us to co-deliver nutrition sessions for our Hutt Valley Active Families programme. Our participants had the opportunity to participate in more in-person nutrition sessions, with many parents and caregivers noting that

their children were trying more fruit and or vegetables that they typically wouldn't at home. Parents attributed this positive change to their children observing other tamariki getting involved and trying new food in a non-judgemental environment, which encouraged their child to try also.

This year, we were presented with a unique opportunity to participate in the delivery of a series of workshops throughout Wairarapa in collaboration with Tū Ora, Whaiora, Te Whatu Ora. These workshops focused on providing diabetes education to community health workers who assist Māori and Pasifika whānau. During these sessions, kaimahi (staff) had the opportunity to engage in discussions about self-management strategies and lifestyle adjustments, as well as to address the challenges related to treatment and community-based care. The attendees also explored ways to instigate positive changes, gained insights into health prevention and promotion, including self-management, exercise, and nutrition. The overarching goal was for kaimahi (staff) to leave with a better understanding of diabetes and how to better support clients.

# Tū Manawa Active Aotearoa

In its third year, the Tū Manawa Active Aotearoa fund made a significant impact by supporting a diverse array of activities in the Wellington region, spanning outdoor recreation, sport, and playful events. With a continued focus on women and girls, disabled youth, and areas of high need, the fund also assisted delivery of programmes targeting tamariki and rangatahi across the region.

During the 12 months from July 2022 – June 2023, Nuku Ora had just over \$1.9 million to allocate and received applications totalling nearly \$3 million in requested funding.

We have received confirmation from Sport NZ that funding will remain consistent for the next four years, which provides some certainty to our communities and enable Tū Manawa to continue to break down barriers to physical activity across the wider Wellington region.



**132**

total applications received



**96**

applications funded



**\$2,900,554**

applied for in total



**7**

Kaupapa Māori programmes were funded for a total of **\$171,880.**

Kapiti Coast District Council	<b>\$133,808.00</b>
Upper Hutt City Council	<b>\$182,358.00</b>
Porirua City Council	<b>\$375,379.76</b>
Hutt City Council	<b>\$333,263.04</b>
Wellington City Council	<b>\$748,231.66</b>
Masterton District Council	<b>\$269,130.00</b>
Carterton District Council	<b>\$234,276.00</b>
South Wairarapa District Council	<b>\$165,525.00**</b>

Applications approved for:



**46%**

Active Recreation



**19%**

Play



**35%**

Sport



**76%\***

Tamariki



**68%\***

Rangatahi

\*Note there is some overlap in this as some programmes target both tamariki and rangatahi.

\*\*Note there is also some overlap here as some programmes deliver in more than one council area.

## Tū Manawa Play Case Study

### Nature School

Nature School NZ Trust has been running outdoor play activities, such as the Bush Scout programme, for tamariki in the Wellington Region for a number of years. Thanks to funding from Tū Manawa, the Bush Sprouts programme has now expanded into schools, engaging teachers and whānau alongside students. The aim of this programme was to introduce nature play into the schools who would then have the ability to continue running sessions on their own.

Nature play is child-led free play, with tamariki able to engage in whatever activities they feel like in an outdoor setting. Tamariki engaged in a variety

of different activities such as tree-climbing, sliding down steep slopes, walking on fallen logs, building huts, rope-swinging, and wading in streams. They were able to feed eels and pick up rubbish - contributing to a strong connection with the world around them. Many participants had never had a chance to participate in free outdoor play, and Nature School helped them to build confidence in their own physical abilities as well as their connection with other participants.

Some schools involved parents and other whānau into the Bush Sprouts programme sessions, which led into



families continuing to explore bush spaces on their own time – some going geocaching on the weekends.

## Tū Manawa Active Recreation Case Study

### Wellington East Girls' College

Wellington East Girls' College's Supported Learning Unit was approved for funding in both Year 2 and Year 3 of the Tū Manawa fund, with the aim to allow students to participate in the Te Aka Duke of Edinburgh programme. The initiative was a resounding success, with students experiencing all kinds of new activities – being away from home, swimming in rivers, cooking for themselves, and sleeping in tents. Nine students finished up the programme by tramping the Abel Tasman track after building up their physical stamina and knowledge of the outdoors over the course of the six month programme. Learning support teacher Sue Perry noticed that “through their

adventurous journeys, the students have experienced being out of their comfort zones, they've learned to persevere when challenges are physically and mentally difficult, they've learnt the joy of being in the outdoors, the fun, the exhilaration, the peacefulness and beauty of Aotearoa.”

The programme has also allowed students and their families to partake in more outdoor activities in their own time, as it has shifted perceptions of what these students can achieve. Perceptions have shifted within the sector as well, with other schools starting to include their supported learning units in outdoor physical activity.



## Tū Manawa Sport Case Study

### Cricket Wellington Community Cricket Festivals

In partnership with multiple community groups across Wellington, Cricket Wellington played a pivotal role in organising ten community cricket events. These events aimed to engage a diverse group of people in physical activity opportunities that were both accessible and engaging. These events also had a secondary purpose of bringing people together to participate in a sport that they may not otherwise get the opportunity to play, becoming a celebration of diversity and showcasing the impact of connection through sport.

Modified cricket games were held by the Porirua Whānau Centre, Sri Lankan Sports Club, Te Aroha Sports Club, d-Sport and at the Ethnic Cricket Festival to help co-deliver a series of one-day cricket festivals for whānau and tamariki.

Cricket Wellington Activator Dylan Harridge said, “this has been a rewarding experience and the tamariki and rangatahi were engaged and loved the modified cricket games”.



The feedback from participants throughout the events was overwhelmingly positive. Many parents inquired about how they can enrol their tamariki in the sport. 75% of the participants in the cricket festival kaupapa came from highly deprived communities. This statistic serves as a testament to the broader community's eagerness to unite and partake in new physical activity opportunities in an environment that fosters a fun, safe and family-friendly atmosphere.

Blind/Low Vision spokesperson Tiana Collins said, “We understand not

everyone gets this opportunity and hope that we could grow this event annually if there are opportunities to do so.”

With the support of Tū Manawa Active Aotearoa, Cricket Wellington has been approved for a second round of funding to host Cricket Festivals again this summer. Moving forward, Cricket Wellington plans to collaborate with neighbouring schools, making use of their gymnasiums and equipment, in order to sustain the ongoing success of these events.

# Enhancing Māori Engagement in Physical Activity:

## A Journey of Empowerment and Collaboration – He Oranga Poutama

Engaging with Māori communities is crucial in promoting physical activity and wellbeing among the Māori population. By building the capability of Māori leaders, improving Māori organisational sporting systems, and fostering positive relationships with iwi, Nuku Ora aims to achieve Māori outcomes that benefit all Māori.

Māori have unique cultural perspectives and values that can influence their attitudes towards physical activity. By understanding

and respecting these cultural nuances, programmes and initiatives can be tailored to meet the specific needs and preferences of Māori individuals. Engaging with Māori also helps in addressing barriers and challenges that may hinder their participation in physical activity, such as access to facilities, cultural appropriateness, and community support.

Empowering Māori leaders is crucial in creating sustainable change

within Māori communities. By providing training, resources, and mentorship opportunities, Nuku Ora can enhance the leadership skills of Māori individuals, enabling them to drive physical activity initiatives within their communities. Māori leaders can act as role models, advocates, and facilitators, inspiring others to engage in physical activity and promoting the importance of health and wellbeing.

Enhancing the sporting systems within Māori organisations is vital to create a supportive environment for physical activity. This includes improving infrastructure, equipment, and resources, as well as fostering partnerships with local sports clubs and community organisations. By strengthening the sporting systems, Nuku Ora can provide opportunities for Māori individuals of all ages to participate in a range of physical activities, promoting lifelong engagement and enjoyment.

Nuku Ora recognises the importance of building positive relationships

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**“Māori have unique cultural perspectives and values that can influence their attitudes towards physical activity.”**

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**By building working relationships with various Māori communities, Nuku Ora can gain a deeper understanding of the diverse needs and aspirations of Māori individuals.**

iwi and mana whenua to maximise the impact of iwi initiatives. By building working relationships with various Māori communities, Nuku Ora can gain a deeper understanding of the diverse needs and aspirations of Māori individuals. This inclusive approach ensures that Māori outcomes are tailored to specific contexts and that all Māori communities' benefit from the efforts of Nuku Ora.



with iwi. This is reflected through the Whakaaetanga Rangapū Partnership Agreement between Te Rūnanganui o Te Āti Awa ki te Upoko Te Ika a Māui, and Te Rūnanga o toa Rangatira, and Nuku Ora. Additionally, this further captures our organisations commitment to Te Tiriti o Waitangi. By working collaboratively, Nuku Ora can align our initiatives with iwi aspirations and cultural values, ensuring that Māori outcomes are achieved. This partnership enables the sharing of knowledge, resources, and expertise, resulting in more effective and culturally appropriate physical activity programmes and services.

Nuku Ora aims to engage with all

Nuku Ora acknowledges that engaging with Māori is an ongoing journey. We are committed to continuously learning, adapting, and improving our approaches to better meet the needs of Māori communities. By embracing this journey, Nuku Ora demonstrates dedication to empowering Māori individuals and fostering positive health outcomes.

Nuku Ora recognises the privilege of working with Māori communities and acknowledges the importance of cultural sensitivity, respect, and collaboration. By valuing the unique perspectives and contributions of Māori individuals, Nuku Ora ensures

that our initiatives are inclusive, empowering, and ultimately beneficial to Māori populations.

Engaging with Māori, building the capability of Māori leaders, and improving Māori organisational sporting systems are essential steps towards increasing physical activity rates and promoting wellbeing within Māori communities. Nuku Ora's commitment to working with iwi and mana whenua demonstrates a dedication to achieving Māori outcomes that benefit all Māori. This ongoing journey is both exciting and rewarding, as Nuku Ora continues to learn and collaborate with Māori communities to create positive health impacts.



# Senior Regional Games

It has been an exciting year for our older adult communities, with not just one, but two Senior Regional Games (SRG) held across the wider Wellington region. SRG are events hosted by Nuku Ora encompassing a wide range of sports, recreational activities, and brain games for everyone from the most agile to the least mobile. There is a game and level of involvement for every kaumatua (elder).

On November 8, 2022, the fourth annual Wellington Senior Regional Games were held at the Ākau Tangi Sport Centre. The event garnered strong support from Wellington residents and saw participation from three remarkable kaumatua groups: Matua Power from the Porirua Whānau Centre, Mafutaga Tagata Matutua Pacific Island Presbyterian Church Newtown Group and Hikoikoi kaumatua group from Wellington Tenth Trust in Lower Hutt. With a total of 120 participants ranging in age from 65 to 86 years old, the event proved once again to be about more than just physical activities. The event was a resounding success, fostering incredible stories of connection. It brought together individuals who were attending a public event for

the first time after losing a spouse, allowed those who had experienced decades of isolation to connect with their iwi and facilitated new friendships among newcomers to Wellington, some of whom had not even known their neighbours prior to the Games.

After a previous cancellation due to Covid-19 and inspired by the success of the Wellington SRG event, we took the initiative over the Remutakas and hosted the inaugural Wairarapa Senior Regional Games at the Trust House Recreational Centre in Masterton on March 30, 2023. Despite strong winds and rain, 35 enthusiastic participants came along. The highlight of the day turned out to be pickleball, with participants queuing up to take part, some so engrossed in the game that they were reluctant to try anything else. This event served as the community's introduction to pickleball, and it quickly gained popularity. By the end of April, weekly Pickleball sessions were established and underway. Nuku Ora is delighted to see people of all ages embracing one of the fastest-growing sports, as a result of having tried it at one of our SRG events.

Similar to the Wellington SRG, the Wairarapa games were inclusive, catering to individuals of all abilities and activity levels. One example of this was of a kaumatua woman who was so excited for the games that she arrived an hour early just to be sure she wouldn't miss out. What she lacked in mobility, she made up with in heart. You could see her shuffling her feet to the line dancing songs and even though she spent most of her time seated and watching, she was smiling the entire time and enjoyed being part of the event.







# Community Strength and Balance

Over the last year, the Live Stronger for Longer programme, funded by ACC, has encountered some challenges in regards to provision (facilities and facilitators) but also experienced growth and positive changes. The programme offers older adults a safe way to participate in community strength and balance classes across the wider Wellington region. Featuring a wide array of exercises, including chair yoga, general exercise classes, and even Zumba, the programme provides many fun ways to reduce the risk of falls and encourage a healthy and active lifestyle, while fostering connections among community peers.

At Nuku Ora, we are always looking for ways to support the local heroes: the exercise providers. We provide new equipment, advertising and promotion of classes, and advise on ways to upgrade exercises for those exceptional individuals who need challenging.

Significant growth has been observed in the Wairarapa Pasifika community,

driven by a collaboration between Nuku Ora and the Pasifika O Wairarapa Trust. Together, we initiated and nurtured the formation of a new kaumatua group known as Aosinasina. The idea came about after Nuku Ora's Community Development Lead heard the community say "We look to our elders for strength and wisdom and too often they get left behind. We want to embrace them for who they are and carry them as they carried us children." The group has received support including new and exciting strength and balance exercises, games and equipment.

Another positive development over the last 12 months was the launch of the ACC Nymbi app. The free app has been warmly received by individuals aged 50+ who have encountered financial challenges in attending classes. The app not only works to test and improve individuals' strength and balance, but it also incorporates dual tasking for cognitive stimulation. Research has shown that a basic

**Research has shown that a basic 10-minute workout can improve an individual's balance by up to 30%.**

10-minute workout can improve an individual's balance by up to 30%.

The following quote is an example of the positive response for the Nymbi app: "I slipped on my deck a few weeks ago. I was black and blue. I was so scared to leave the house to do any of my classes, so my daughter helped me download this app. Do you know, within 3-4 days I felt confident to go out my house again because of those exercises. It's marvellous".



# Well Wairarapa

In November 2022, Nuku Ora delivered the next phase of the Well Wairarapa project. The purpose of the project was to identify two priority neighbourhoods (geographic areas), to guide and prioritise future work for Te Whatu Ora – Wairarapa.

This comprehensive data collection encompassed both individual and community perspectives, complemented by regionally accessible datasets. The project actively sought input from local communities to gain valuable insights into their wellbeing aspirations, challenges, and opportunities. Additionally, it aimed to identify influential neighbourhood leaders.

## Priority neighbourhood recommendations:

- 1. Masterton:** Central and East
- 2. South Wairarapa:** Featherston and Pirinoa

From recommendations made to Te Whatu Ora in November 2022, Te Whatu Ora chose the South Wairarapa to be the focus area initially.

**Our desired outcome is: Well communities and high levels of wellbeing across Wairarapa.**

**Our aim is: To support neighbourhoods to develop and maintain healthy behaviours that lead to improved wellbeing.**

We hired a Neighbourhood Manager, who started working in the Featherston and Pirinoa communities in April 2023.

For this period, the primary focus has been on whakawhanaungatanga; building of good relationships, which entails building strong relationships within the communities of Featherston and Pirinoa. We have dedicated time to connect with these communities, explaining the Neighbourhood Manager role and providing a platform for community members to share their stories and discuss the obstacles hindering them from achieving their desired long-term health and wellness

goals, which will lead to long term sustainable health and wellness. Early opportunities have arisen for collaboration with community-led support services and initiatives such as Fab Feathy, the Featherston Community Centre, Wairarapa Police, and the Wairarapa Community Network. While the full impact on whānau is yet to be realised, signs are positive that there is a desire to engage and plenty of ideas from the community on what they need, where, and when.



# Shift the quality

## Strategic Priority 2

**Opportunities to be more active better meets the needs of the participants**

### **What does it mean?**

This relates to the quality of the experience provided to participants and how well initiatives and programmes align with their expectations and needs. It plays a crucial role in fulfilling the desires of individuals and whānau to stay physically active. It focuses on both the opportunities provided and those delivering these opportunities.

Imagine a scenario where every individual in the wider Wellington region, could easily discover physical activity options that match their interests and participate in them according to their preferences. These physical activities should be adaptable to various stages of life, enjoyable, readily accessible, and designed with fairness in mind, fostering a passion for an active lifestyle.



# Healthy Active Learning

Healthy Active Learning is a joint Government initiative between Sport New Zealand, the Ministry of Health, and the Ministry of Education. Aimed at improving the wellbeing of tamariki, the initiative is driven by a \$47 million government investment connected to the Child and Youth Wellbeing Strategy.

Over the past year, our Healthy Active Learning team has continued to support schools and communities towards the six success outcomes, with an increased emphasis on:

- Developing sustainable systems and processes that promote and support an active school culture.
- Embedding whole school approaches.
- Maintaining connectivity and influence over school principals and leaders.
- Providing teachers and kaiako with access to relevant professional learning and development.
- Developing and strengthening local communities of practice.

In the initial phases of Healthy Active Learning, our team focused on building strong relationships.

Schools to understand and recognise the value of the **Health Physical Education and Hauora curriculum**

Schools to understand and recognise the value of **play, sport and physical activity**

Teachers to be **confident and capable** in delivering the Health Physical Education and Hauora curriculum

Schools to create a **healthy food and drink environment**, including the adoption and implementation of healthy food and water-only policies

Schools to make **well-informed decisions when using external providers** within their education setting

Schools to **strengthen their connections with the wider community**, including whānau and local health and physical activity providers

Now, the team has begun to explore the advantages of schools making connections with other neighbouring schools and their local environments.

Our team continues to operate in response to each school's needs, whilst exploring new opportunities to boost physical activity levels and improve wellbeing outcomes driven by tamariki voice. One example of this is through our play stencils, currently underway in a select group of Healthy

Active Learning schools. Our plan is to make these stencils accessible to the public starting in early 2024.

MoveWell workshops have been tailored to numerous Healthy Active Learning Schools, aiming to improve teachers' understanding and competency using the resource, to facilitate quality physical activity with their ākonga (students).

Our team has also explored connections with other organisations



## Case Study

### Bike your Backyard Wainuiōmata

Wainuiōmata tamariki took to the streets in a successful event to promote the importance of active transport. Year six students from various Wainuiōmata primary schools had a fantastic day riding within their community. They visited neighboring kura (school), engaged in games, and shared kai together. This event played a crucial role in boosting students' confidence and enhancing

their awareness of road safety in preparation for Intermediate school next year.

The success of this event was made possible through the collaborative efforts of several organisations, including Hutt City Council, Bikes in Schools, Pedal Ready, Greater Wellington Regional Council, MAS, Ride Holidays, TAKA Trust, and Nuku Ora.

that support schools in the wellbeing/hauora space. Nuku Ora has initiated a quarterly wānanga, between representatives from Te Whatu Ora, the Ministry of Education, Garden to Table, the Heart Foundation, Life Education, and local councils, to leverage our collective strengths to achieve optimal nutritional outcomes for schools and communities in our region.

#### Tamariki feedback:

#### What has been the best part about today?

**Biking and eating and making this (pita with hummus).**

#### What did you like most about the biking?

**It was fun. My legs are sore now, but I still did it.**

#### Have you enjoyed getting to know students from other schools today?

**Yes - it was nice to play with them and it's nice to know them.**

## Case Study

### Miramar Schools Healthy Active Learning Day

Miramar Christian School, Miramar Central School and Holy Cross School joined forces for a full day of Healthy Active Learning, bringing together the community for various purposes, including:

- To build community connections among local kura (schools)
- To demonstrate the benefits of Healthy Active Learning and active lifestyles
- Showcasing local health and physical activity resources available to support schools.

This was a normal school day but with a twist. Students learnt about various topics across the curriculum, but each lesson was delivered through a wellbeing lens.

Sessions were facilitated by Garden to Table, Pedal Ready, Cricket Wellington, Team Energize, and Nuku Ora, each focusing on different aspects of physical, mental, and social competencies

in the contexts of gardening, food preparation, bike skills and safety, creative play, sports, and active mathematics.

Feedback from the event was overwhelmingly positive, with 76% of students reporting that they had made new friends from other schools. Ākonga (students) also reported that they had developed skills in creativity, kindness and bravery. Nik Solia, a teacher at Holy Cross School said "It's really exciting that we are here. We have a few schools coming together and it's a really neat opportunity for kids to be able to engage with other students from different areas and backgrounds. Learning through being active – a lot of the kids sometimes get stuck".

Since this Healthy Active Learning Day, Holy Cross & Miramar Central School have already re-connected for a joint Garden to Table session.



# Coaches

Since the new Participation and Coaching Lead joined Nuku Ora near the end of the last financial year, he has actively been involved in revitalising the Coach Developer Network. His efforts have focused on fostering connections and facilitating mutual learning, whilst keeping them abreast of organisations, events, and resources that they use to help their own network of coaches. After identifying the professional development needs of the network, the first workshop entitled *Courageous Conversations*, was organised utilising the skillsets residing within the network to deliver it. The workshop was well received by participants:

“The timing was excellent in terms of recent experiences. I came away with some very valuable tangible tools to apply in future situations” - Sandra Edge, Community Performance Manager, Netball Wellington.

Throughout the year, we also provided specific upskilling opportunities for community coaches via a Coaches Breakfast with Lance Dry and Luke

Woodcock from the Wellington Blaze Cricket team, as well as a School Coaches workshop for teachers conducted in collaboration with College Sport Wellington.

During this reporting period, an e-guide was created to support coaches in the Balance is Better (BiB) space entitled *Power Up Your Coaching*. This e-guide focused on collating relevant articles from the BiB website and other external sources. and has been promoted via schools and Regional Sport Organisations (RSOs).

Efforts have been made in the student coaching domain to enhance the connections between RSOs and the student coaches who play a pivotal role in providing quality experiences for rangatahi in the secondary school setting. There is now a stronger emphasis on ensuring that sports codes support the student coaches following the completion of the workshops. Additionally, discussions have also taken place with facilitators and sports organisations to align the approach used during the workshops.

The attendance at the Student Coach workshops continues to remain steady, however it is noted that several schools that have not yet participated or engaged. Unfortunately, due to low registrations no workshops took place in the Wairarapa which we are committed to addressing in the coming year.

Based on the post-event surveys, it is evident that for the majority of participants, this is the first time they have been given formal training to be a coach, and the workshop provides them with more confidence to go back and support their athletes. One student said that the workshops had provided him with a “better idea of how to connect with the players.”

To support the regional sports codes to engage with school coaches, we have secured approval from College Sport Wellington to enhance the team registration forms. This will enable us to provide more information on coaches to sports organisations at the start of the season, so that they know how many coaches there are, what type of coaches they are, and their contact details.



# Wellington City Council Sport Development Programme

Nuku Ora and Wellington City Council, long time funder of the Sport/Athlete Development Programme, were interested in implementing a new approach for the 2023 programme. The new approach would allow individuals to nominate themselves for support, as well as ensuring

continued funding for the development programmes of various sport codes. By extending the programme out further, the programme would better reflect the Balance is Better (BiB) principle of 'Skill Development for all' as more athletes would be able to access the resources provided. Following consultation with WCC, Regional Sports Organisations (RSOs) and High Performance Sport NZ, a revamped programme was designed for 2023.

The revised programme saw six sports receive funding for their own development programmes (Lawn Bowls, Fencing, Hockey, Netball, Softball, Squash) and 23 individual athletes selected from a range of sports, (Athletics, Badminton, Basketball, Equestrian, Floorball, Football, Karate, Swimming, Volleyball).

In a first for this programme, every individual athlete participated in an interview with the Raise My Game organisation. This allowed the subsequent workshops and activities to be customised to their specific needs. The workshops covered a range of areas, including sports nutrition led by the Performance Pantry (see attached image of them preparing smoothies), mental skills with Davie Gray, Mindset Coach from the Hurricanes rugby team, and a dedicated workshop for parents facilitated by BiB Champion Lara Andrews, alongside the parents of Lewis Clareburt, a distinguished swimmer representing New Zealand.

A big thank you to the Wellington City Council for their continued support of this programme, and the NZ Institute of Sport for the use of their Wellington campus.

**The revised programme saw six sports receive funding for their own development programmes.**



# Youth development

Over the past year, Nuku Ora has made significant progress in building our confidence and capability around positive youth development using the Mana Taiohi framework as a guiding principle. Mana Taiohi is a set of holistic principles informed by Te Ao Māori worldview. It acknowledges the mana young people have inherently and how positive youth development can enhance their mana.

After holding our first Mana Taiohi wānanga (engaging in the process of sharing and reflecting upon current understandings that lead to decision-making) in 2022, our Active Recreation and Youth Development Lead was inspired to continue making progress for young people and was grateful to have the opportunity to work alongside Ara Taiohi – peak body for youth development, to create a bespoke wānanga for Nuku Ora. With a dedicated day for all staff to attend, Nuku Ora explored how we, as an organisation, can better serve young people and how we can support those

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**“Mana Taiohi is a set of holistic principles informed by Te Ao Māori worldview. It acknowledges the mana young people have inherently and how positive youth development can enhance their mana.”**

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in our sector to provide more quality experiences for young people in physical activity.

We examined our influences and connections with young people in various aspects of our lives, both personally and professionally. We

also considered our interactions with colleagues who are involved in youth related work. Everyone’s personal and work roles impact young people differently and we were proud to leave the wānanga with clear commitments and goals we can use to guide us to ensure young people are present, listened to, and advocated for.

Since this wānanga, it has been awesome to see more staff being confident to discuss positive youth development with other organisations in the sector. This will help us work towards fostering more positive environments and quality experiences so Te Whanganui-a-Tara (Wellington) is a city young people can thrive in.

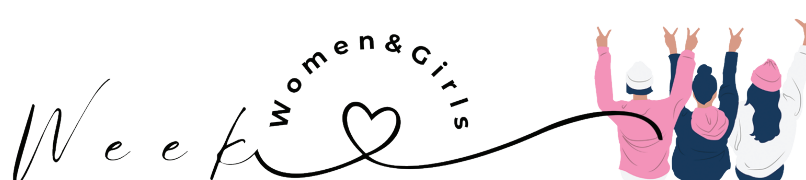


# Wāhine and Kōhine (woman and girls)

Momentum in the Women and Girls' space at Nuku Ora was ignited by the International Working Group on Women and Girls Conference. The 8th IWG World Conference on Women and Sport, organised and hosted by the New Zealand Secretariat, Women in Sport Aotearoa (WISPA), took place both virtually and in-person in November 2022 in Tāmaki Makaurau (Auckland). The event brought together 1200 participants from around the world, all focused on driving change for women and girls. It was a great source of inspiration for both Aotearoa and the staff members from Nuku Ora who attended. As we departed from the conference, we carried with us a renewed dedication to ensuring that wāhine and kōhine are at the forefront of our decision-making processes.

To continue the momentum and show our commitment to promoting gender equity across sport and recreation, Nuku Ora proudly joined Hine Manawa Rau, an initiative launched in June 2023. This network, formed by Women in Sport Aotearoa (WISPA), enables us to drive transformative change for women and girls at a systems level, fostering collaboration with other regions and national organisations.

The IWG Conference also led to the creation of Nuku Ora's Women and Girls Week in May 2023. This week-long event aimed to spotlight the opportunities, challenges, and experiences of our wāhine and kōhine by fostering both virtual and in-person connections. The goal was to facilitate the sharing of experiences and provide opportunities that could assist individuals in their pursuit of happiness and wellbeing through physical activity. Some of the activities offered during this week included:



Leadership, Participation, Value & Visibility in Sport and Recreational  
**7th - 14th May 2023**

- Mum and kids walks in Porirua and the Wairarapa
- Ladies-only swimming night
- A webinar entitled: Empowering Women and Girls in Sports and Active Recreation through Social Media
- A webinar entitled: Breaking barriers: The value of wāhine and kōhine across sport and physical activity
- RSO's Coffee Connect – Getting more women and girls volunteering
- Collaboration and sharing for our wāhine and kohine hybrid-event connecting sport and recreation providers in partnership with Sport Manawatū.
- Profiling local women and girls on our social media throughout the week.

Following an inspiring, action-packed Nuku Ora Women and Girls Week, we gathered insights and feedback from our partners and community members to help answer the question 'what's next?'

#### Some key themes that came out from the sessions were:

- More cross-code and collaborative opportunities within the sector
- Improved visibility of female participants and awareness of offerings for women and girls.

**We're excited to be developing a more regular series of events to support our partners and their communities moving forward. This will include:**

- Webinars and other knowledge-sharing resources
- More regular updates on what's happening around Wellington that can be found on the new women and girls' section on the Nuku Ora website section
- Female coaching, physiology, and other workshops for those who provide sport/recreation offerings to young women
- A quarterly in-person connection and networking event hosted at Nuku Ora for anyone working with/for young women for wellbeing outcomes, or organisations looking to work more in this space.

We are thrilled about expanding our internal strategic capabilities and collaborating with partners to promote and support the incredible mahi being done across the wider Wellington region. This is a pivotal moment in time for us to build locally on the legacy of events such as IWG Conference, RWC 2021, CWC 2022 and the global excitement of FIFA WWC 2023.

# Shift the system

Strategic Priority 3

A connected and effective regional physical activity system

## What does it mean?

What does it mean? Initiatives and programs that aim to achieve a collective impact by fostering connections, collaboration, and shared leadership. These efforts involve forming partnerships among leadership organisations from various sectors, which are essential for creating a more efficient and resilient regional sector, that is ready for the future, and set up to provide for the people of our region.

Imagine a scenario where organisations work together efficiently to enhance availability, cost, equity, and quality of opportunities for all participants. In this context, we would improve our collective capacity to enhance physical and mental wellbeing, along with promoting social and community cohesion through play, active recreation, active transport, and sport.



# Gathered to share the array of tākaro (play) journeys

**“Tākaro is more than just play; it’s a way of life. It’s about connecting with each other, learning from one another, and growing together.”**

- Quote from a parent who attended the Power of Play digital huddle.

As Te Whanganui-a-Tara (Wellington) and the Wairarapa region continue to thrive through Living Well, the Wellington Region Physical Activity Strategy, tākaro (play) has become another element to encourage and foster a journey of working better together and providing a platform for our communities to gain access to quality tākaro experiences.

Through this journeys we have established and shared an aligning narrative that has seen a higher level of awareness, knowledge, and understanding of tākaro across the wider Wellington region. Significantly, in the last 12 months the approach has been, how do we, as a regional

collective, help to explore and develop our people and whānau at the heart of tākaro? This approach sees us promoting collaboration, shared problem solving, and active engagement. It’s helping us to achieve greater collective impact and make a real difference in our communities.

One of the key benefits of the Regional Play approach is that it helps address the tākaro issues our people and whānau face across our region. Through understanding this at local, regional, and national levels we are better equipped to help support promoting physical activity and social interaction among tamariki and whānau and create safe

and welcoming play environments that encourage healthy, and positive relationships.

The 2023-2027 Tākaro Pou Tarāwaho (Updated Regional Play Framework) was developed and created with the region, by the region, and for the region. The Regional Play Framework has brought people, whānau, stakeholders, partners, and the voice of tamariki together to pave a journey to explore what tākaro looks like, sounds like, and feels like through our māhi and how we are all responsible for bringing tākaro to life across our region.

# Leading Leaders / Leading Teams

Nuku Ora has successfully conducted the Leading Leaders programme for several years, and this success continued in the past twelve months.

In the latter part of 2022, a Leading Leaders programme was run throughout August and December. This cohort consisted of 14 participants from various regions across Aotearoa, representing National Organisations such as Sport NZ, HPSNZ, and Recreation Aotearoa, Regional Sports Trusts, Southland, Canterbury, Manawatu, Hawkes Bay, Nuku Ora, local Councils, such as Wellington City Council, community organisations, such as Y-Central, Sense Rugby, and private enterprises, such as physiotherapy.

The programme was once again led by two highly respected and knowledgeable facilitators Gretchen Young and Phil Gibbons. They were both recognised for their empathy, ability to connect with participants, and encouragement. Some of the feedback included:

**“Gretchen and Phil created a warm and friendly learning environment where participants could bring the best version of themselves.”**

**“Phil and Gretchen are perfect facilitators for this course, they shared personal stories and were vulnerable, along with imparting knowledge to us in a way which was not overwhelming.”**



Attendees reported in the post-programme survey that they were more secure in their understanding of leadership because of their participation. They gained a greater understanding of themselves and that they felt more comfortable in their leadership positions. Some of the feedback included:

**“I certainly recommend the Leading Leaders programme to anyone looking to enhance their leadership capability, regardless of whether you are an aspiring or established leader in your field.”**

**“The Leading Leaders programme has provided me with the time, space and inspiration to gain clarity and strategic self-awareness, provided me with practical tools to help develop and nurture teams.”**

After successfully completing the Leading Leaders programme, we shifted its focus and began preparations for the Leading Teams programme, scheduled to run from May to August 2023.

Again, this programme was fully subscribed, with 15 participants. Once more, there was a diverse group in attendance coming from National Organisations, NZ Police, local Councils, such as Hutt City Council, RSTs such as Canterbury, Manawatu, Hawkes Bay, Bay of Plenty, Nuku Ora, and private enterprise such as physiotherapy.

The Leading Teams programme is designed for individuals who are just starting their leadership journey, including those who have recently assumed leadership positions. As a result, the programme primarily attracted a younger cohort, with 73% of the participants being female.

Notably, this year's Leading Teams programme has made significant strides by placing a strong emphasis on Te Ao Māori leadership principles and values. This innovative approach was bolstered by the inclusion of Ness Mill and Pita Noanoa from Tū Mātau Ora, who joined the facilitator

team of Gretchen and Phil.

Feedback following the first residential acknowledged that the Te Ao Māori component has broadened their leadership understanding.

**“The notion that the pendulum may need to swing further to achieve equity. Looking at ways to integrate Te Aō Māori into everything we do.”**

**“I really liked the foundations we set in a Te Ao Māori lens prior to learning. This fostered a safe and collaborate space for all.”**

Once more, this programme has allowed attendees to gain a better understanding of themselves as leaders and as people and how they can better support and augment the work of their colleagues.

**“Self-reflection on core drivers and core values to consider my purposeful approach to interactions with individuals and groups.”**

**“I learnt a lot about myself, not only myself but how I take into consideration the different personalities of my team and how I can get the best out of them also.”**

Looking to the future, Nuku Ora will continue to make a huge contribution to the development of both the capacity and capability of those working in the leadership space regionally and nationally.

# Governance

Nuku Ora continues to provide quality training opportunities in the Governance space and this past year we have delivered seven Governance workshops.

The workshops are designed to upskill those who are beginning their governance journey (Governance 101) through to those who have extensive experience in the governance space (Governance 201).

The workshops allowed attendees to expand their understanding on what good governance looks like and to gain a greater comfort in their own capacity to govern. This is evidenced in feedback provided through post-workshop surveys:

**“I felt much better about myself and my style of leadership in all my volunteer roles.”**

The workshop sessions provided those who attend with a range of new skills and understandings on the machinations of Board selection, consideration of policy requirements, potential legal obligations, and governance in its broadest sense.

**“I especially embraced the facilitator’s comment, “The culture of the board sets the expectation of your organisation.” On reflection it is often the clubs who have fractured boards who have a fractured club culture – will be recommending future workshops in the future.”**

# Regional Sport Leadership and Future of Sport for Rangatahi Research

The Sport Leaders Forum in the Wellington region is comprised of senior leaders from eight Regional Sport Organisations (RSOs) (Wellington Hockey, Cricket Wellington, Capital Football, Tennis Central, Wellington Rugby, Netball Central, Capital Basketball, Wellington Rugby League), College Sport Wellington (CSW) and Nuku Ora.

Nuku Ora facilitates this six-weekly hui to engage, connect, update, and co-design priority areas of collective work. These meetings have evolved in response to the pandemic and involve various levels of engagement between the RSO, Nuku Ora's Board, Senior Leadership, and Community Development Team.

Following on from the season alignment collaboration, the main project in 2022 was market research conducted by Kantar called 'The Future of Rangatahi Sport in NZ'. To date the insights have been used for; articles being published in our fortnightly RSU newsletter, it has been shared with the group's NSOs, and we delivered an adapted version of the WCC Athlete Development Programme in 2023 based on learnings from the research.

We have continued to develop our relationship with College Sport Wellington, with their involvement on our Open and Smaller Project Tū Manawa Active Aotearoa (TMAA) panels, delivery of Student Coach workshops, as well as leadership across the Balance is Better Advisory Group and the Good Sports Collective.

Focused support for the Wairarapa Sport Collective and RSD (Regional Sports Director) has been undertaken by our Wairarapa Partnership Lead with support from our Community Development Team.

## “Future of Rangatahi Sport in NZ” research - what do rangatahi want from sport?

Last year, Nuku Ora in partnership with the Sport Leaders group and Sport New Zealand, commissioned Kantar Public to identify the different barriers and drivers to rangatahi (aged 15-18) participating in sport and to understand the level of impact each of the barriers and drivers has on their participation. Ultimately, we wanted to gain a better understanding of how to increase rangatahi participation rates in sport in the wider Wellington region.

The research process consisted of seeking quantitative data from both a national pool of rangatahi and Wellington based rangatahi and holding focus groups with Wellington based rangatahi who had lapsed from playing sport to get qualitative insights.

The following is an excerpt from the report, “Almost all the young people we spoke with talk about wanting to feel a sense of progression – a sense of ‘getting something out of playing sport’. While the team element is important, rangatahi think about progression and achievement on an individual basis. What achievement and progression means will vary from person-to-person. Progression can be about improving skills but can also be as simple as getting fit.

One of the consistent messages rangatahi talked about is wanting to be acknowledged by their coach as an individual, and to feel like their coach understands and works on their individual strengths and weaknesses. Rangatahi want to feel a sense of achievement. Celebrating the small, personal milestones is important.”

## What rangatahi want

What do rangatahi who have dropped out of sport say they want from sport?

### Fun

35% of rangatahi associate 'fun' with sport in general.



### Connection

35% of rangatahi associate 'teamwork' with sport in general. Other key associations are 'friendships' (24%) and 'socialising' (20%).



### Progression

Rangatahi want to feel a sense of accomplishment. This involves improving their skills, getting fitter, celebrating personal progress, and receiving acknowledgement from their coach.



### Flexibility

Ideas from rangatahi include shorter games, allowing greater flexibility for participation in games/training, providing equipment at games (so rangatahi don't need to buy/carry this), and more social leagues.



This information was collated from The Future of Rangatahi Sport in NZ and the Wellington Region, courtesy of Nuku Ora, College Sport Wellington, Sport NZ, and Wellington regional sport organisations.



# Nuku Ora Regional Conference

## Embracing Integrity and Inclusion with a Special Focus on Disability

Ako Tahi means learning together. This principle served as the foundation for the inaugural Nuku Ora Regional Conference, which took place on 7 December 2022. The conference concept and design were aligned to the outcomes of Living Well, the regional physical activity strategy that was created to enable cross sector networking and learning, while also encouraging organisations to consider how they might work better together to resolve shared issues and challenges.

Our intent was also to create an opportunity for the people attending to engage in conversations about topics that are not often discussed collectively in the course of their daily work.

During the presentations, we heard how inclusive practice connects to integrity, and how to create inclusive environments for people with disabilities. A panel of people with disabilities provided insight about their experiences as athletes. One recurring key message from the day

was the importance of asking the athlete or participant what will work best for them to allow them to participate fully in any activity.

Feedback received indicated that 90% of attendees were satisfied or extremely satisfied with the conference. The quality of the speakers and panels was noted with commentary on the knowledge shared and hearing the voices of people from within the disability community.

Here is some of the feedback received.

“It was a great conference with some challenging thought-provoking ideas.”

“Great selection of speakers. Great range of people from all sectors attending was awesome.”

Satisfaction was also expressed about the conference theme. 90% reflected positively on learning more about inclusion and the opportunity to network through attending the conference.

“The areas of integrity and inclusion

The conference centred on the theme of integrity and inclusion, with a specific focus on disability. A range of quality speakers and panellists shared information, insights, and lived experiences relating to this theme.

are important but often brushed aside. By hosting this conference, Nuku Ora has put these topics front and centre and led the way for further work in this area.”

Overall, the conference provided a great opportunity to bring people together to talk about topics of interest and importance. Our goal with Ako Tahi is to further promote collaborative thinking and problem solving to address future challenges and to enable positive change in the way in which our regional physical activity system encourages and supports people to be physically active.

# Balance is Better Advisory Group

The Balance is Better Advisory Group, which Nuku Ora is a part of, continued our work and efforts regarding season alignment with a focus on the pre-season environment. This area often experiences a blending of seasons, and there is currently no established guidance on how to address this from both organisational and coaching perspectives. The group researched the current guidance provided by National Sport Organisations (NSOs) and created two resources:

- Navigate the pre-season – a guideline for school sports administrators.
- Helping navigate the pre-season – a guide for school/club coaches.

These resources linked to current Balance is Better (BiB) information. Since being released we have received positive feedback from the sector:

College Sport Wellington showed their commitment to the resource by

**“Since having our chats and looking at documents, I have had an incredible confidence boost in what we are trying to promote here at Onslow.”**

**Kylie Summers, Director of Sport, Onslow College**

**“I think you have done a fantastic job in guiding the preseason space, I have nothing to add, I really like how easy and applicable it is to incorporate and action. Very well thought through.”**

**Irene van Dyk, Participation Manager, Netball New Zealand**

distributing copies of the guidelines to all its Sports Coordinators and according to its latest survey, 29% of schools have used the guidelines in the last year and they have set a higher target for usage in the coming year.



Sitting alongside these documents was a comprehensive spreadsheet which collated the season and event dates for club and school-based sport across the region. This resource allows individuals within the sector to stay informed about relevant activities, which may aid their decisions regarding trials/selection dates and the commencement of pre-season training, among other things.

Alongside the support offered to coaches and administrators, a further resource was created that was tailored to the needs of the sports parents called 'Sports



## SPORTS PARENT INFORMATION E-GUIDE



Parents Information E-Guide'. Similar to our other resources, this guide took relevant articles from the BiB website, alongside best practice from around the world. This resource

will be promoted via both primary and secondary schools as well as via Regional Sport Organisations (RSOs).

## WELLINGTON ADVISORY GROUP

# GROUP

### BALANCE IS BETTER

To raise the visibility of the mahi of the advisory group, a decision was made to design a logo for the group. This logo serves the purpose of indicating the group's endorsement for any resources it is involved in creating or approving. Additionally, it helps raise awareness of the group through its branding presence in all public communications and messaging.

We would like to thank the current members of the BiB Advisory group for their input and guidance: Bryan Dickinson (College Sport Wellington), Tony Rogers (Athletics Wellington), Dr Catriona McBean (dsport), Dane Lett (Wellington Hockey), Babette McCalman (Wellington North Badminton), Megan Russell (Gymnastics NZ), Steeve Sharpe (Capital Football), and Ella Pudney (Wellington Rowing).

# Parent Education

Nuku Ora, alongside Capital Football, is leading the Good Sports approach for the Wellington region, partnering with many sporting organisations and colleges across the region to deliver on the Goods Sports Collective's kaupapa. Each of these organisations is committed to the Good Sports Wellington region initiative over the next two years.

Incorporating the principles of Balance is Better (BiB) and Good Sports Wellington Region, 'Powering up Parents' aims to raise awareness on the crucial role of adults and fostering their behaviour to help young people reach their full potential through participation in sport.

We recognise that the sporting environment has the potential to change a young person's perspective on being active and that a significant barrier for our young people enjoying sport can be the behaviour of parents, caregivers, coaches, and players, on the sideline and in the game.

The 'best' sportsperson is the one out there having the most fun! Parents play a pivotal role in encouraging and supporting their children's participation, success, and fun when playing sport. The Power up Parents initiative is a key component of our Good Sports Collective, aimed at assisting parents, caregivers, coaches, and officials in recognising the importance of positivity and advocating to help make sport a place we all want to be. We've committed to standing up and helping parents become the best they can be in supporting their tamariki, both on and off the field. Ultimately, sport should be a source of fun, friendship, and development.



## Over the past two years our key learnings have been:



### Leadership

What is the end goal? Supporting parents to be the best supporters of their tamariki and rangatahi. Not being afraid to have tough conversations and challenge peoples thinking.



### Collaboration

Fresh thinking. Developing the Power up our Parents campaign to utilise the rangatahi experience to be the point of the messaging, alignment of other projects/ initiatives.



### Education

Good Sports developer workshops. Identify who is in the waka with us, growth of the collective, Good Sports deeper dive and understanding collective challenges and enabling support. Good Sports hui and wānanga - regularity / framework / networking / sharing successes and challenges.



### Communication

Consistent branding, tips and tricks information, social media campaigns, a resource booklet and a Facebook group.



### Future focused

The Good Sports Wellington Region approach serves as a powerful tool for nurturing our whānau and community and emphasising positive sideline behaviour. We will continue to build a culture of collaboration and shared responsibility that empowers everyone to contribute to the success of our Good Sports Wellington region movement.

By working together towards shared goals, we can create a brighter future for our communities and ensure that everyone understands the value of positivity and actively promote the transformation of sports into an environment that appeals to everyone.

# Business Support Services

Three years ago, Nuku Ora introduced the Business Support Services platform to the sport and active recreation sector in the wider Wellington region. This platform offers a range of services to the not-for-profit sector, including comprehensive financial services, legal support, HR support, and procurement assistance.

Finance has proven to be the most successful and widely utilised pillar of the Business Support Services. This is largely due to the dedication of hard-working volunteers who manage most organisations in this field. These volunteers greatly appreciate having a fully qualified accountant available

to assist with their daily accounting needs as well as their annual end of year financial requirements.

The financial pillar's growth has led to the addition of a second qualified accountant on the platform, as the initial accountant reached capacity. This highlights the demand for this service within the regional sporting community. Organisations that utilise this service can take comfort in the knowledge that their financial needs are met promptly and cost effectively. This assurance allows them to focus on growing their sport, developing their volunteers, and engaging with their membership.

On a smaller scale, Nuku Ora provides legal services through our relationship with our own lawyers Gibson Sheat. Again, organisations can reach out to these lawyers for a short and complimentary consultation to cover any legal matters. If additional guidance is needed, Gibson Sheat extends a discounted service to organisations that are aligned with Nuku Ora.

We will continue to promote these services regionally throughout the upcoming year and are confident that more entities will start to use these services in the coming years.

# Workforce

Over the past twelve months, Nuku Ora has maintained its sector engagement through a variety of new activities, in addition to the ongoing one-on-one conversations that are consistently taking place.

One of the new and very successful undertakings this year was the introduction of the Regional Sports Organisation (RSO) Coffee Connect. This is an informal opportunity to have attendees gather over coffee and breakfast to listen to a relevant topical presentation and then to share what are currently their most important issues and/or successes. This Coffee Connect has proved very positive with RSOs sharing and learning from each other in a collaborative way. It is also a wonderful opportunity for the sector

groups to sit alongside Nuku Ora staff and get a better understanding of our roles and responsibilities.

Nuku Ora has also introduced a new Club Health Check tool. Groups answer a comprehensive series of questions that cover leadership and governance, business operations, venues and facilities and relationships, stakeholders and people. This internal analysis allows organisations to get a sense of what is working successfully and to identify where any shortfalls may exist in their current portfolio. Nuku Ora has then been able to provide support and resources to enable the groups to improve their capacity and capability.

Alongside the above, we have also continued to develop the Be Collective

platform. Be Collective is a volunteer management and engagement platform. It allows groups to enlist, enrol and support volunteers within their organisation. It links volunteers to volunteer opportunities, and it monitors and records their engagement time and their skills attained. Be Collective functionality also provides the capacity to record all volunteer hours undertaken which means that organisations can show funding agencies the type of value that volunteers are contributing to their community in monetary terms. Five regional organisations have registered with the platform through Nuku Ora over the last year and we are hopeful that further interest will be generated over the coming year.

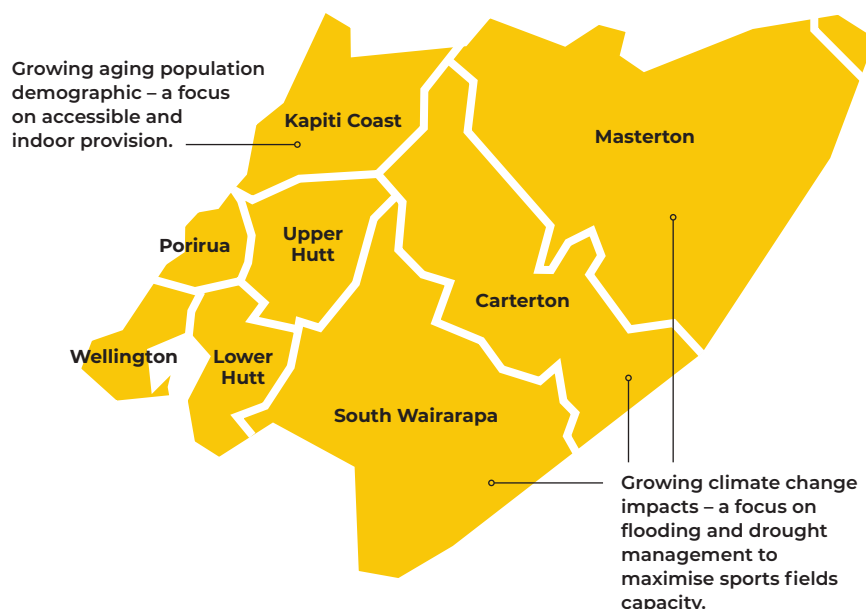
# Spaces and Places

Ensuring regional consistency and collaboration to enhance our spaces and places (facilities) network is essential for building a cohesive and efficient physical activity system. Nuku Ora has been making steady progress against the Implementation Plan for our Regional Spaces and Places Strategy.

One of the key priority projects in this area is the Regional Spaces and Places Steering Group. Nuku Ora established this group in late 2022, comprising of representatives from all eight councils. Its primary purpose is to provide strategic oversight for the regional network of sport, recreation, and play facilities while fostering collaboration among the councils in the region. Additionally, the group includes representation from Sport NZ and Nuku Ora representatives.

This year we have prioritised strengthening the relationships with all eight territorial authorities and understanding how we can support their diverse challenges, particularly those smaller councils with less in-house facilities provision / planning capacity.

- Porirua City Council



- Hutt City Council
- Upper Hutt City Council
- Wellington City Council
- Kapiti Coast District Council
- South Wairarapa District Council
- Carterton District Council
- Masterton District Council

Another significant project in this space was the Wellington Region Collaborative Facility Planning Forum. Sport NZ and Nuku Ora worked together to deliver a series of quarterly meetings with the Ministry of Education and local councils. This Forum serves as a platform for collaboration and sharing information among council partners, as well as engaging with various Ministry of Education representatives. Ultimately, it aims to enhance the effective use of school-community partnerships for sports and recreation.

The Regional Sports Field Report and Regional Indoor Court Report 2023 have been integral in providing regional audits of our sports fields and indoor courts' supply and demand. They also offer high-level recommendations to maximise usage and improve the existing network. These reports hold significant value

for councils as they aid in shaping their Long-Term Plans. Additionally, Regional Sport Organisations (RSOs) find them invaluable for guiding their advocacy efforts in the facilities domain. You can view both reports on Nuku Ora's website under the Spaces and Places Support section.

To support consistent and aligned facility planning, Nuku Ora has collaborated with councils to establish a framework for assessing facility project proposals of regional significance.

We also offer tailored resources and support to assist community groups and providers in their deliberations regarding new sports/recreation facilities or improving access to existing ones.

Looking ahead, we plan to investigate the wider value of spaces and places for play, active recreation and casual use, beyond the provisions for sport and formal bookings. We will also be continuing to work with the Ministry of Education, College Sport Wellington, Regional Sports Organisations and local schools to better optimise and connect school facilities with the community.



# Statement of Service Performance

The Wellington Regional Sports Education Trust

for the year ended 30 June 2023

## Our vision

Hauora: Everyone active, healthy, and happy, recognises that whilst we highlight the importance of physical activity and encourage active lifestyles, in doing so we must consider the need for a holistic approach that incorporates physical wellbeing, mental and emotional wellbeing, social wellbeing and spiritual wellbeing.

## Our purpose

Transforming lives in the Wellington region, is grounded in the belief that physical activity has the power to transform lives and is therefore fundamental to our region's wellbeing.

## Our 12-year strategic outcome

Improved wellbeing through increased physical activity is driven by the well -documented evidence that shows the benefits to individual and community wellbeing when people are regularly physically active.

Nuku Ora is in the first four-year (2020-2024) block of strategic priorities, focusing on impacting the physical activity system in our region, providing a range of quality opportunities, and reducing the barriers to enable more people to be physically active.

This strategic block enables us to respond to the needs of our communities and position ourselves strategically within our current environment. The three strategic priorities in the first four years are:

- Less active people become more active
- Opportunities to be active better meet the needs of participants
- A connected and effective regional physical activity system

## Priority 1: Less active people become more active

- Our organisational purpose, transforming lives in the Wellington region, is grounded in the belief that physical activity has the power to transform lives and is therefore fundamental to our region's wellbeing.
- Delivered under the Te Whatu Ora contract that we have held since 2012, a key area of mahi at Nuku Ora is the Green Prescription (GRx) programme. The GRx programme aims to improve the health and wellbeing of individuals and whānau through movement/physical activity and nutrition support. Services are provided across the Wellington, Hutt Valley, Porirua and Wairarapa regions, and referrals can either come through healthcare providers or by self-referral.

### Metric: Green Prescription: Number of Clients / % on Target

#### Te Whatu Ora Contract (Green Prescription)

#### Number of Clients / % on Target

	2023			2024		
	Clients	Target	% of Target	Clients	Target	% of Target
CCDHB	1,269	1,049	121%	929	1,049	89%
HVDHB	1,226	757	162%	648	757	86%
WDHB	134	250	54%	99	250	40%
TOTAL	2,629	2,056	128%	1,676	2,056	82%

- A key fixture in the Nuku Ora annual calendar of events is the Wellington Round the Bays (RTB) event. The largest mass participation event in the lower North Island, RTB is held each year in late February, with five races ranging from the 5.5 fun run up to the half marathon. This iconic community event has been going for 45 years, 22 of which have been organised by Nuku Ora and encourages Wellingtonians to get active and take part in this fun community event. In 2021/22 Round the Bays was cancelled due to Covid-19. A virtual event was organized in its place.

## Statement of Service Performance continued...

### Metric: Round the Bays: Number of Participants

#### Round the Bays

Number of Participants

2023

9,735

2022

0

### Priority 2: Opportunities to be active better meet the needs of participants

- Healthy Active Learning is a collaborative wellbeing initiative between Sport New Zealand and the Ministries of Health and Education to support schools and kura to improve the wellbeing of tamariki through healthy eating and quality physical activity.
- Examples of active engagement with schools include email communication from teachers, using Nuku Ora provided resources, supporting their whole school physical activity events, teacher attendance at our workshops, and planning together for future activities.
- Moderate engagement is similar to those listed for active engagement but with a smaller number of teachers involved.

### Metric: Number of schools in which active or moderate engagement is achieved

#### Healthy Active Learning (HAL)

Number of schools in which active or moderate engagement is achieved.

Schools Targeted

2023

59

2022

58\*

Schools with which active or moderate engagement achieved

30

38\*

### Priority 3: A connected and effective regional physical activity system

Nuku Ora is the independent body for physical activity in the greater Wellington region. We work and advocate within the sport and active recreation sector with a large number of stakeholders. Every year Nuku Ora's stakeholders are surveyed to gather feedback and insights into how we have performed in the preceding 12 months.

### Metric: Priority stakeholders report satisfaction in Nuku Ora Leadership

#### Stakeholder Satisfaction with Nuku Ora Leadership

Priority stakeholders report satisfaction in Nuku Ora Leadership

2023

74%

2022

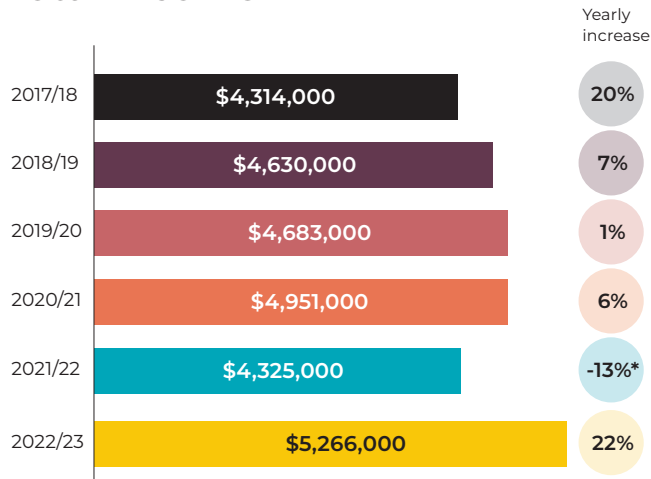
76%

\* The comparative period statement of service performance figures are unaudited

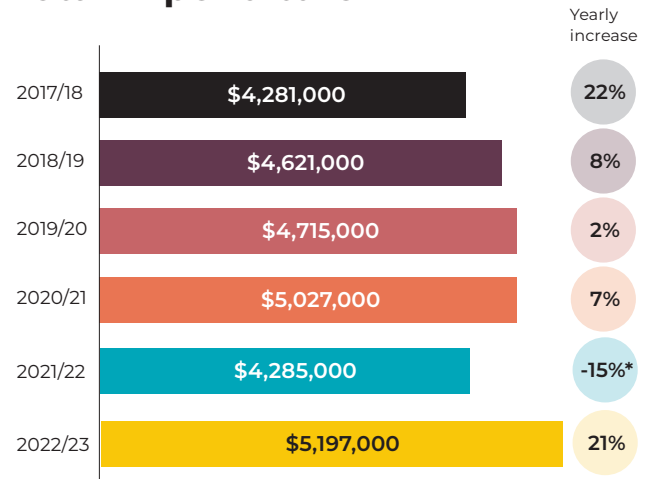
# Financial Data

Actuals for 2017/8 - 2022/23

## Total Income

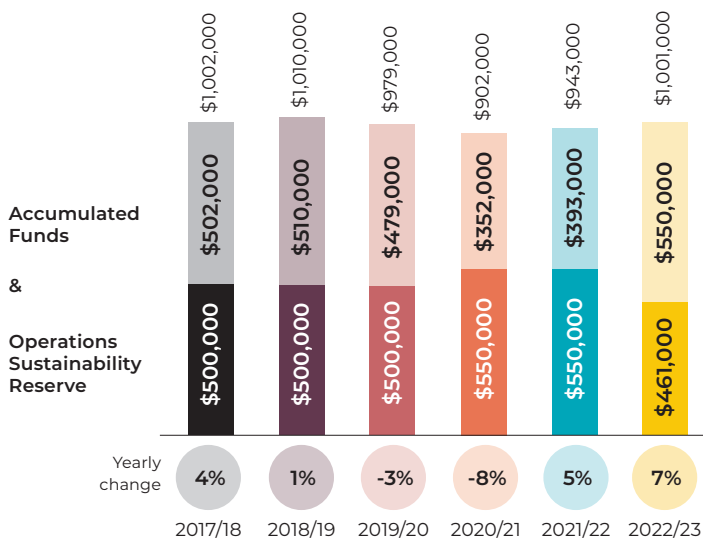


## Total Expenditure

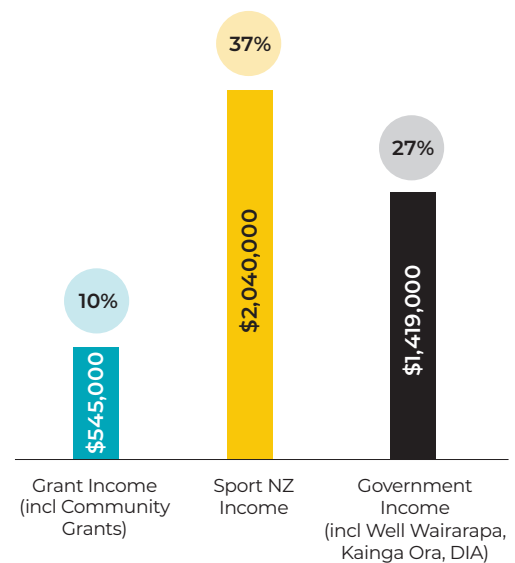


\* Cancellation of in-person Round the Bays, deferral of Sport & Recreation Awards to 2022/23

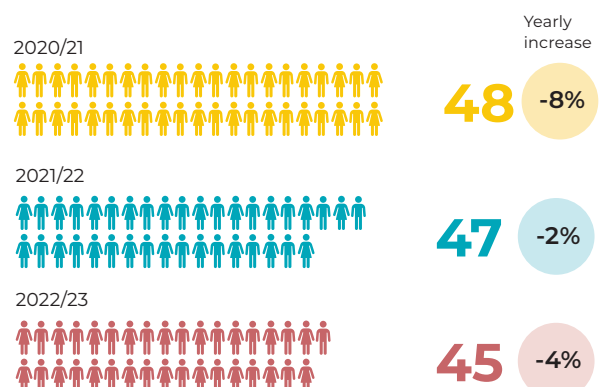
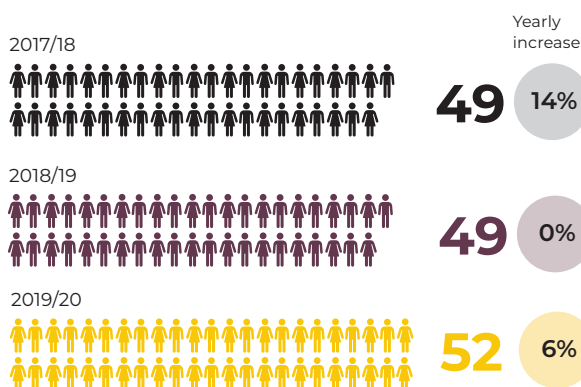
## Total Equity



## Major Income Categories

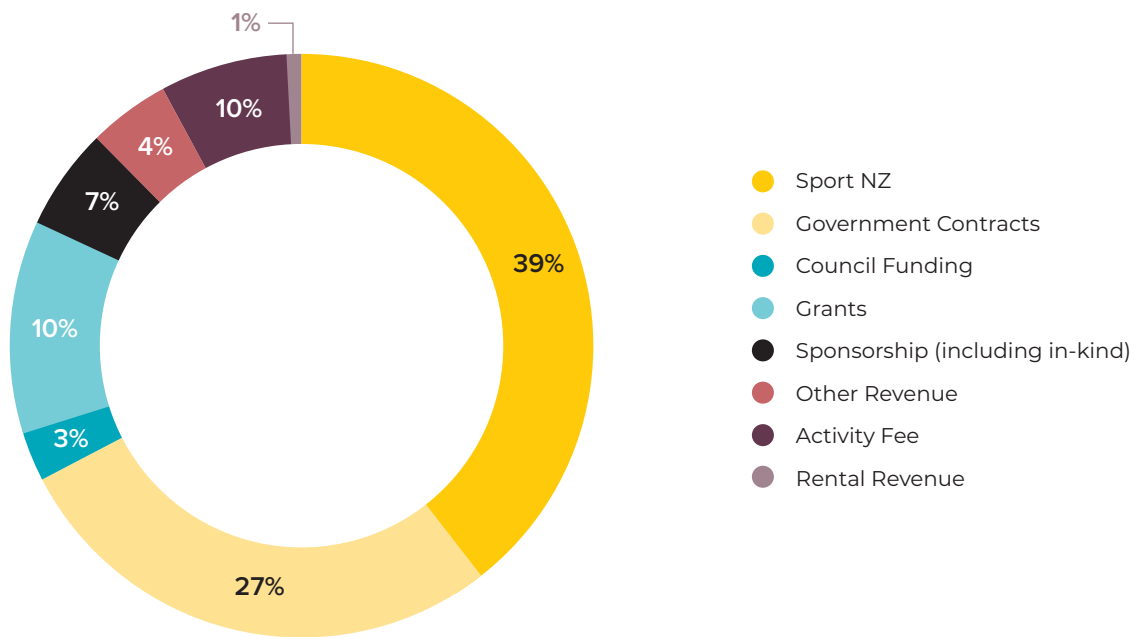


## Staff Numbers

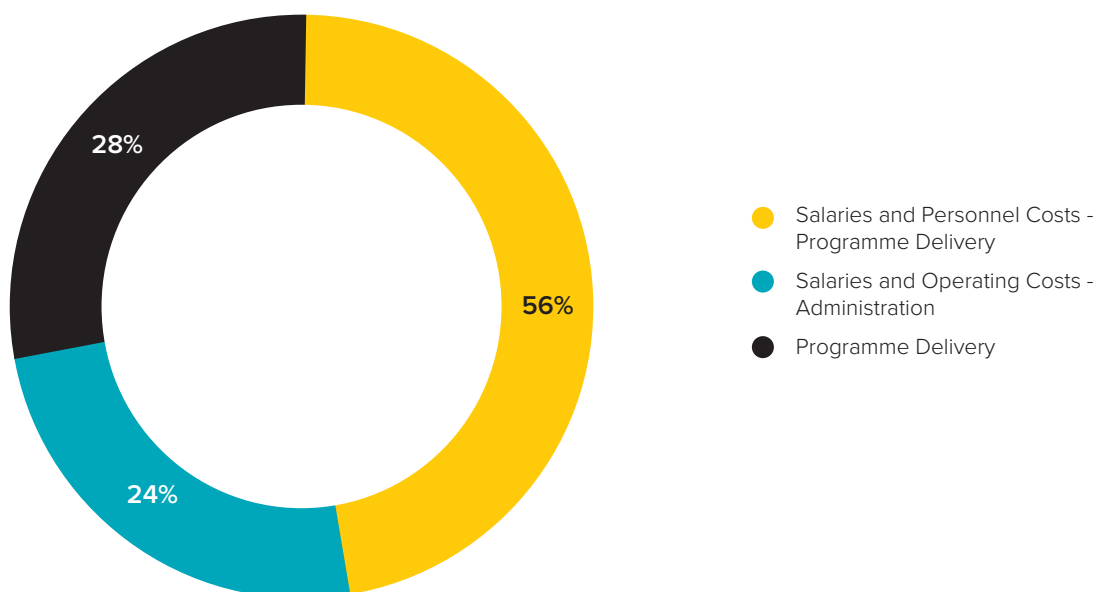




### Total Operating Income 2022-2023



### Total Operating Expenses 2022 - 2023



The Wellington Regional Sports Education Trust  
**Statement of Comprehensive Revenue and Expense**  
for the year ended 30 June 2023

	<b>2023</b>	<b>2022</b>
	<b>\$</b>	<b>\$</b>
<b>Revenue from non-exchange transactions</b>		
Government grants	1,418,548	1,287,135
Sport NZ funding	2,040,675	1,751,408
Other grants	702,105	637,198
	<u>4,161,328</u>	<u>3,675,741</u>
<b>Revenue from exchange transactions</b>		
Event fees	498,025	84,765
Interest revenue	27,572	13,095
Rental revenue	19,500	18,600
Resource sales revenue	30,682	15,041
Sponsorship revenue	371,288	116,500
Unrealised Managed Fund Gains	37,979	-
Other revenue	119,555	401,602
	<u>1,104,601</u>	<u>649,603</u>
<b>Total revenue</b>	<b><u>5,265,929</u></b>	<b><u>4,325,344</u></b>
<b>Expenses</b>		
Employee related costs	3,370,050	3,303,384
Resources	196,013	73,134
Vehicle expenses	64,301	45,293
Promotion and communication	257,928	110,550
Programme delivery	783,907	308,881
Corporate expenses	432,617	346,032
Depreciation	86,830	94,250
Other expenses	5,830	3,752
<b>Total expenses</b>	<b><u>5,197,477</u></b>	<b><u>4,285,276</u></b>
<b>Total surplus/(deficit) for the year</b>	<b><u>68,452</u></b>	<b><u>40,068</u></b>
<i>Other comprehensive revenue and expenses</i>		
Other comprehensive income and expenses	-	-
<b>Total comprehensive revenue and expenses</b>	<b><u>68,452</u></b>	<b><u>40,068</u></b>
<b>Total comprehensive revenue and expense for the year</b>	<b><u>68,452</u></b>	<b><u>40,068</u></b>

These Statements of Financial Performance and Position have been extracted from the full audited financial statements and should be read in conjunction with the notes to the financial statements.

Nuku Ora thanks BDO for the provision of audit services. The full audited financial statements can be found on the Charities Register at <https://register.charities.govt.nz/Charity/CC29789>

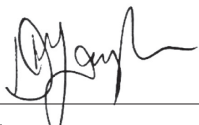
The Wellington Regional Sports Education Trust trades as Nuku Ora.

The Wellington Regional Sports Education Trust  
**Statement of Financial Position**  
for the year ended 30 June 2023

	<b>2022</b>	<b>2021</b>
	<b>\$</b>	<b>\$</b>
<b>Current assets</b>		
Cash and cash equivalents	166,565	155,453
Investments	480,000	980,000
Receivables from exchange transactions	396,306	54,875
Receivables from non-exchange transactions	53,332	447,442
Prepayments	18,514	153,342
	<u>1,114,717</u>	<u>1,791,112</u>
<b>Non-current assets</b>		
Managed Fund	536,479	93,115
Property plant and equipment	152,546	191,544
	<u>689,025</u>	<u>284,659</u>
<b>Total assets</b>	<u><b>1,803,742</b></u>	<u><b>2,075,771</b></u>
<b>Current liabilities</b>		
Trade and other creditors	348,494	277,956
Employee entitlements	89,891	156,246
Revenue in advance	138,120	258,565
Funds Held on Behalf of Others	61,099.00	-
Tu Manawa non-operating funds	155,160	440,478
	<u>792,764</u>	<u>1,133,245</u>
<b>Total liabilities</b>	<u><b>792,764</b></u>	<u><b>1,133,245</b></u>
<b>Net assets</b>	<u><b>1,010,978</b></u>	<u><b>942,526</b></u>
<b>Equity</b>		
Accumulated comprehensive revenue and expense	460,978	392,526
Operations sustainability reserve	550,000	550,000
<b>Total net assets attributable to the owners of the controlling entity</b>	<u><b>1,010,978</b></u>	<u><b>942,526</b></u>

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

Signed for and on behalf of the Board of Trustees who authorised these financial statements for issue on 9 November 2023.

  
\_\_\_\_\_  
Trustee

  
\_\_\_\_\_  
Trustee

2022-23

# Governance Statement

## Board Composition

The Board is made up of no more than ten members, all appointed through an open recruitment process. The composition, powers, proceedings and the process for appointment of the members is set by the Nuku Ora charter.

The Board recruited three new Board members late in 2022, Lisa Bishop, Paula Collins and Rangji Luke. This in line with our commitment to the Whakaetanga Rangapū Partnership Agreement between Te Rūnanganui o Te Āti Awa ki te Upoko Te Ika a Māui, and Te Rūnanga o toa Rangatira, and Nuku Ora, allowing for Mana Whenua representation on the Board.

We also welcomed the new Future Director Philip Thompson.

The Board will see three Board members step down at the end of 2023, Dianna Taylor (Board Chair), Baubre Murray (A&R Chair) and Campbell Makea. Three new trustees have been recruited, we welcome Cassius Kuresa, Megan Reid and Sumati Govind to our Nuku Ora Board in November 2023. The Board Chair role has been passed on to current Board Member Sam French, Sam will commence his 2-year term after this year's AGM.

## Good Governance

As further commitment to ongoing good governance the Board did work in a couple of key areas during 2022/23, including:

- We have completed our annual board performance evaluation and focused on adopting the suggested areas of improvement
- A subset of the Board participated in a Sports NZ pilot initiative orientated around board culture facilitated by Debbie Francis.
- We maintain our skills matrix to ensure when we are recruiting that we have a good representation from across the motu and capabilities.
- A large focus for this period has been to support the organisation as they transition in the new CEO Andrew Leslie.

## Subcommittees

Meeting regularly, work continues with the sub-committees. The Audit and Risk Committee drives the risk profile for the organisation and possible mitigations and has been headed up by Baubre Murray. The Commercial sub-committee is chaired by Lance Walker, and continues to focus on revenue generation and potential funding opportunities. The personnel sub-committee is currently headed up by Dianna Taylor, guiding the CEO performance.

# Chair's Futures Report



**He whakataukī, tītoro whakamuri, kōkiri whakamua.  
Look back and reflect so we can move forward.**

On the back of a successful year for Nuku Ora, we will soon be turning our minds to what lies ahead in the second quadrennial of Strategy 2032. As we reflect on the successes to date, we also need to review our progress against our current strategic priorities and, in consultation with others, determine what our priorities will need to be over the next four years to allow us to achieve our strategic outcomes and support positive change within communities across the region. This is a key focus for the Board during the 2023-2024 year.

While we cannot predict the future, we can work to identify drivers of change, analyse trends, and understand their likely impact on our region and our work. This approach will subsequently influence where we direct our resources. We look forward to having conversations about these matters with you. This is likely to be scheduled in the new calendar year.

By the time this Annual Report is printed, the election results will be in, which may have some bearing on the things that we may be asked to focus on as a recipient of government funding. Additionally, there is a much greater imperative to take action on climate change. While our sector is not as great a carbon contributor as other sectors, we are impacted by extreme weather events, and we can and should take action to show leadership in this space.

Access to funding is an ongoing challenge for us all. Here at Nuku Ora

we are working to reduce our reliance on Class 4 gaming funding and exploring ways to diversify our income in support of this. As costs increase for our sector, we also would benefit from reconsidering how activities are costed and funded to reduce or remove cost as a barrier for everyone.

The growth in the interest in women's sport on the back of the recent FIFA Women's World Cup events hosted in New Zealand requires us to consider ways we can maintain the momentum and create ongoing opportunities for women and girls to benefit from participating in sport and being more active.

The growing inequity that we are seeing in communities also impacts on the decisions that people make in relation to their participation. It remains a key responsibility for us to respond to this and to make physical activity opportunities of all kinds accessible to everyone.

My hope is that through coming together and discussing our shared challenges that we will continue to find ways to transform our regional physical activity system for the benefit of all, and our many and varied communities.

Thank you to those organisations including Sport NZ, Te Whatu Ora, and ACC who continue to invest in our work programmes along with councils. We are grateful also for the support from NZCT, Four Winds, the

**"It remains a key responsibility for us to respond to this and to make physical activity opportunities of all kinds accessible to everyone."**

Lion Foundation and other funders in the region. Your support allows us to create value in communities across the region. I'm especially grateful for the valuable working relationship we have with mana whenua, especially around the Board table.

As one of three Board members stepping down my final words are ones of thanks for the opportunity to be involved in an organisation doing great work in the community and to work alongside such committed volunteer Board members. It's been a pleasure and I wish you every success in the future.

**Dianna Taylor**  
Board Chair



# Board of Trustees

for 2022/2023

**Chair**

Dianna Taylor

**Trustees**

Sam French

Campbell Makea

Jason Crowe

Clare Elcome (departed during 22/23)

Lance Walker

Andrea Blackshaw

Baubre Murray

Lorena Stephen (departed during 22/23)

Paula Collins (joined during 22/23)

Lisa Bishop (Ngāti Toa representative) (joined during 22/23)

Rangi Luke (Te Atiawa representative) (joined during 22/23)

**Board Future Director**

Soraya Umaga-Jensen (departed during 22/23)

Philip Thompson (joined during 22/23)





An active Wellington region

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

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

 [linkedin.com/company/nuku-ora](https://linkedin.com/company/nuku-ora)

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**Email** [info@nukuora.org.nz](mailto:info@nukuora.org.nz)

**Hutt Office**

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

**Wairarapa Office**

Wairarapa Community Hub, YMCA  
371 Queens Street, Masterton, 5810  
**Phone** (06) 370 0157  
**Email** [wairarapa@nukuora.org.nz](mailto:wairarapa@nukuora.org.nz)