

**SPORT WAIKATO**

**ANNUAL  
REPORT** | 2019



Mahia te mahi hei painga mo te iwi

*We strive every day to 'do the work for the betterment of the people'*

- Te Puea Herangi

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Matthew Cooper  
Chief Executive



Mark McCabe  
Board of Trustees Chair

## MESSAGE FROM THE CHAIR AND CHIEF EXECUTIVE

On behalf of the Sport Waikato Board and staff, we are delighted to present you the 2019 Sport Waikato Annual Report. As we conclude another decade, the underlying theme of why foundation CEO John Parker and key trustees Paul Fear and Brian Perry turned their dream into reality is still relevant - *“Help people to help themselves”* via play, active recreation and sport.

- Our vision at Sport Waikato is - *‘Everyone out there and active’*
- Our purpose - to facilitate the growth of a healthy, vibrant, physically active and successful Waikato sporting region

Underpinning our mahi; our call to action to lead, enable and influence the lives of many in the Waikato region via play, active recreation and sport are two beautiful Tongikura (a prophetic saying, normally recited by a leader) gifted by Waikato Tainui and we are very grateful for that. Ngaa mihi nui (thank you very much). It is pertinent to again on an annual basis on this very platform to refresh ourselves on these gifts.

The first, from Kingi Potatau Te Wherowhero in 1858, is based on ‘teamwork’; working together we can all achieve a common goal:

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**“Kotahi te kohao o te ngira e kuhuna ai te miro ma, te miro whero, te miro pango”**

Translated - **“There is but one eye of the needle through which the white, red and black threads must pass”**

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The second, from Te Puea Herangi in the middle of last century, who simply put action is better than words this

matriarch certainly led by action.

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**“Mahia te mahi hei painga mo te iwi”**

Translated - **“Do the work for the betterment of the people”**

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## CURRENT LANDSCAPES

The region's and Sport Waikato's strategy for play, active recreation and sport, [Moving Waikato 2025](#) has just completed its first three-year horizon which the *Moving Waikato 2025* Advisory Group is now reviewing.

### The strategy focuses on three strategic objectives:

1. Our People | Growing participation
2. Building Communities | Developing capability
3. Regional Leadership | Partnering and evidence via insights

The two high level focuses for Sport Waikato throughout 2019 have been to review the first horizon of *Moving Waikato 2025* – our 10-year plan for play, active recreation and sport - as well as gearing ourselves appropriately to align to our cornerstone partner, Sport New Zealand and their new strategic direction. Specifically, Sport New Zealand for the next four years will see a more dedicated focus towards tamariki (5-11 year olds) and rangatahi (12-18 year olds).

The danger for many is trying to cover too many bases rather than defining what is core business and then get good at it. We are excited about the next phase with Sport New Zealand and believe our strategic shift in 2016 has been a real positive, and importantly, a catalyst for this Regional Sports Trust (RST) in defining and zoning in on its who, its why and its how!

The world is evolving quickly and we realise here at Sport Waikato that business as usual (BAU) needs to be appropriately tested and evaluated. Part of that query always has the lens over it which we believe captures evolution nicely – *“respect the past | relevant for the future”*. We are an RST that is focused on a system-led approach. Our people provide expertise in their field. We exist to enable a

quality of experience for those who simply want to play and have fun, be involved in active recreation or participate in organised sport in the Waikato region.

We believe at times our role is to challenge and maybe even disrupt existing systems and structures in the region, while always linking our support and approach to improvement and a more sustainable, relevant Waikato play, active recreation and sport system. Sustainability must be front and centre for future state; a system-led approach for Sport Waikato is the key for this RST to play its role alongside those who are experts in delivery.

We have also kept a close eye on the triennial Local Government elections in October 2019, where the Waikato region sees four new Mayors, a new Chairman at the Waikato Regional Council and several new Councillors around our metro Council, nine District Councils and the Waikato Regional Council.

We congratulate all these elected, both new and incumbents. We also thank those who have retired or were unsuccessful in re-election for their contribution to public service. We have always enjoyed a fantastic relationship with our Territorial Authorities who not only support our District Coordinator model but are heavily involved with Sport Waikato in regional facility planning, localised sport and recreation plans and partnering to influence. We also acknowledge the Waikato Mayoral Forum's strategic role over the last 12 months and their openness to include Sport Waikato for input and updates on the world of play, active recreation and sport.

Sport Waikato continues to evolve, learn and embrace its own journey related to internal cultural capability. This focus forms an important part of *Moving Waikato 2025* from a growth in participation and capability development angle. The ideal state is to work with our five Iwi in the region and to have

**“WE EXIST TO ENABLE A QUALITY OF EXPERIENCE FOR THOSE WHO SIMPLY WANT TO PLAY AND HAVE FUN, BE INVOLVED IN ACTIVE RECREATION OR PARTICIPATE IN ORGANISED SPORT IN THE WAIKATO REGION.”**



a clear strategy for all Maaori across the greater Waikato region. To do that, Sport Waikato recognises the importance, if we are to facilitate and lead, of being culturally capable.

With the support of our Kaumatua, Pokaia Nepia, and our internal Roopu Maanaki, we are now guided by an implementation plan linked to an Internal Cultural Capability Strategy. We are extremely proud of all Sport Waikato staff for their commitment to grow their awareness of Te Ao Maaori and Tikanga. This year we have seen clear growth in our own offices, be it through the welcoming of new staff members with a whakatau or the appropriate blessings of kai and hui. The pinnacle of the year has been the development of our own Sport Waikato waiata.

Our commitment to increase the offer and opportunity for all women and girls in the Waikato region to play, recreate and be involved in sport however and whenever they choose is gaining real momentum under Sport Waikato's 'This is ME®' initiative, which was activated in 2017 through pilots in the Waitomo and Hauraki districts.

This targeted approach is integral within *Moving Waikato 2025*, where we have recognised that females are less active than their male counterparts for a variety of both personal and practical reasons, and have made a commitment to supporting women and girls to break down the barriers to move more.

In 2019, we were delighted to learn that we were successful in tendering a proposal via the

Government and Sport New Zealand's Young Women's Activation Fund to regionally scale our *This is ME®* secondary schools programme over the next three years. The programme focuses on working in and with secondary schools and with young women themselves to increase the number of physical activity opportunities that are relevant and meaningful to young women.

## GOVERNANCE

We have recently welcomed a new Trustee, Jacqui Gage-Brown to our Sport Waikato Board. Jacqui brings strong strategic marketing and commercial skills to our board table to support and complete our diverse range of skillsets and experience.

The Sport Waikato Board has been fortunate to have two Trustees in Alan Livingston and Brian Hanna who have had long time involvement in Local Government up until the elections this year, and their contribution, experience and knowledge from this sector to our Board table continues to be invaluable.

We would like to acknowledge and thank all the Trustees for their ongoing commitment and the value they individually and collectively contribute to the governance of Sport Waikato. Their contribution ensures Sport Waikato has strong governance to support the strategic direction as we deliver on *Moving Waikato 2025* and the other key strategic initiatives highlighted in this report.

## FINANCIAL RESULT

In 2019 Sport Waikato came close to achieving its KPI of all programme budgets breaking even, with only three programme budgets having small deficits. New revenues were secured during the year and Sport Waikato delivered on all its contracts. All this combined, Sport Waikato has achieved a surplus of \$451,353 for the year.

The full year accounts for the 2019 financial year show a variation of \$360,000 when comparing the budgeted surplus of \$155,000 and actual achieved. While this could be viewed as an overachievement, much of this excess surplus has been carried forward to the 2020 year as it was tagged to activity that we were unable to execute in the 2019 year - none of which impacted our ability to deliver our core KPIs. The main contributors to the excess surplus were:

- **This is Me®** – our women and girls initiative has achieved great things since its launch and is now one of the benchmarks we use in terms of leading and enabling local communities to help themselves. Funded by Sport New Zealand, we were left in a holding pattern for most of the second half of the financial year while Sport New Zealand evaluated a national approach to driving women and girls' participation in active recreation. Prudently, we held off on both the recruitment of roles tagged to *This is Me®* as well as marketing activity also budgeted to support it until we had a clear view of Sport New Zealand's focus and priority areas in this space. We now have that clarity and so the funds allocated to *This is Me®* have been carried forward to the 2020 year along

with new funds obtained from Sport New Zealand which gives us plenty of resource to play with for the targeted women and girls demographic.

- **Other recruitment** – over and above the planned roles for *This is Me®* there were other roles, mainly replacing existing positions, where we experienced delays in the recruitment process. This is largely reflective of what has been a sometimes-tight labour market. While most of these roles were eventually recruited for, the delayed expensing of salaries also contributed to the excess surplus result.

## EVIDENCE GATHERING (INSIGHTS)

We are fully aware in 2020 and beyond that Sport Waikato needs to demonstrate the impact we can have with the resources provided. Just as importantly, we need to be able to articulate how the impact has improved the play, active recreation and sport system in the Waikato region.

Over the last three years, the appetite for evidence-based resources and information (including monitoring and evaluation) in the sport, recreation and health sectors has exceeded our expectations. Evidence based plans and partnered approaches to optimising and using data are continuing to increase as we leverage the partnered strategy – *Moving Waikato 2025*. The ability to measure and tell the story of impact is becoming increasingly important. Requests for assistance and leadership from RSOs and local authorities continue to increase with Sport Waikato positioned as subject matter experts.

**EVIDENCE BASED PLANS AND PARTNERED APPROACHES TO OPTIMISING AND USING DATA ARE CONTINUING TO INCREASE AS WE LEVERAGE THE PARTNERED STRATEGY – MOVING WAIKATO 2025.**



## ACKNOWLEDGEMENTS

Sport Waikato has been very fortunate over our 33-year evolution to have outstanding support, whether it is via contract for service, philanthropic donations, grants, corporate sponsorship or just as important, in-kind support. The Sport Waikato Board and staff thank each one of you for your belief in us and the many benefits the three-pronged offer we are driving in this mighty region called the Waikato. That is, play via movement, the desire to actively go and recreate up the famous Hakarimata steps or to play social or competitive organised sport. The more we get involved, the better our people will be physically, socially and mentally.

## FELLOW PARTNERS AND VOLUNTEERS IN THE WAIKATO

To our Regional Sports Organisations, the clubs and most importantly the region's volunteers, congratulations again on another significant year of making sport, active recreation and play happen. Simply put, without you, your and our core business wouldn't exist. The Sport Waikato team acknowledges your excellent contributions and values the complementary partnership.

## KAUMATUA | BOARD | STAFF

We acknowledge our Kaumatua Pokaia Nepia - your wisdom and advice to ensure we are appropriate, we are culturally aware but more importantly we culturally learn and grow as organisation because it is the right thing to do.

We also acknowledge the contribution, guidance and stewardship of a very busy group of individuals and vital cog in the Sport Waikato wheel, and that is

the Sport Waikato Board of Trustees whose voluntary contribution and passion to our 'why' is never taken for granted.

And finally, to the Sport Waikato staff. In the words of Te Paea Herangi, you have again all just got on and done the mahi. We thank you all for your passion, commitment and contribution throughout 2019. We acknowledge those new staff to Sport Waikato over the last 12 months and we equally acknowledge and thank those who have moved on. Thank you for your part in a legacy that was created by those three gentleman mentioned in the beginning of this report back in 1986.

## FINAL WORD

In September of 2019, Sport New Zealand's CEO Peter Miskimmin, along with the leaders of our national sports organisation of cricket, hockey, rugby, netball and football announced a collaborative initiative based on the philosophy that in sport, and particularly youth sport - '*Balance is Better*'. The philosophy is linked to three key and growing issues in New Zealand sport:

1. Childhood success is not a reliable predictor of future success
2. Identifying athletes early and specialising early is taking its toll on young people
3. A focus on winning rather development is a problem

This *Balance is Better* philosophy is a framework for our sport system that will put the needs of the Waikato participant first to ensure that participation and development opportunities exist to support our young people to develop a life-long love of play, active recreation and sport.

Sport Waikato is excited to activate *Balance is Better* in the Waikato region by working with key influencers in the delivery of youth sport as we gear up for the next decade in this 21st century and commit ourselves and our focus to our vision of getting every Waikato person out there and active.

### **Ngaa mihi nui | Thank you for your support**

**Mark McCabe**  
Board of Trustees Chair

**Matthew Cooper**  
Chief Executive

# WE ARE GUIDED BY THE MOVING WAIKATO 2025 STRATEGY

Since the launch of this regional strategy in 2016, we have seen some outstanding successes as part of Horizon One, along with clear evidence that a partnered approach that grows capability within our communities is the correct one. Highlights such as the development of the country's first Regional Facilities Plan, endorsed and now one hundred percent funded by the region's territorial authorities, is one clear example - as is the creation of *This is ME@*, a women and girls initiative which is community led and has produced a number of 'outside of the box' solutions to improve the quality of experience for this target demographic.

Underpinning everything within the *Moving Waikato 2025* strategy is the use of evidenced-based data to inform both the planning and decision making that needs to occur, and this is an area that Sport Waikato has played an important role in via our Insights and Evaluation team.

As noted in the Chair and Chief Executive's overview, we are now three years into the strategy and so it has been an appropriate time for us to stop, review and begin the planning for Horizon Two.

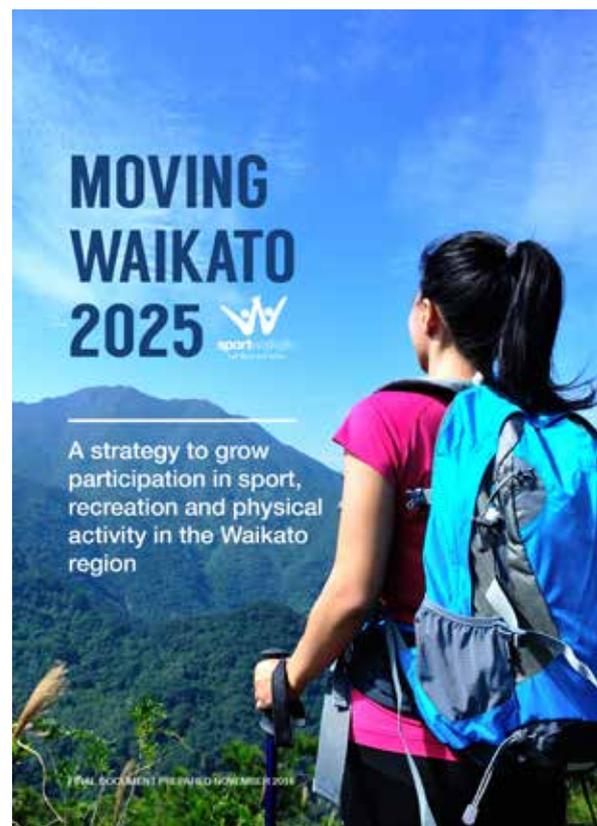
A lot has changed in the last three years - both nationally and within our region - which also justifies the need for a review of a plan that has worked well for us so far. We have seen a change of government which has a focus on driving wellbeing outcomes.

Sport New Zealand, a key partner of Sport Waikato, have launched their own long term strategy which has a focus on play, active recreation and sport.

Within our region we have seen the needs of our communities begin to change, reflecting a global trend where physical activity doesn't just mean organised sport. All of these insights plus many more have been captured by a comprehensive review process led by Sport Waikato throughout the second half of the year. Supporting the review has been the establishment of a Moving Waikato Advisory Group made up of representation from the same key partners that have

been involved in the strategy for the last three years - health, education, local government, Iwi and key funders.

The review is due to be completed by early 2020 and while the overall shape and objectives of the ten year plan are unlikely to change, the focus areas for the next three to four years may be adjusted to reflect the changing needs of our region. Remembering that *Moving Waikato 2025* is a partnered plan, Sport Waikato as an organisation will be reviewing its own role to ensure that we are positioned well to continue to lead, enable and facilitate change wherever it is required in order to achieve the *Moving Waikato 2025* vision - 'A healthy, vibrant, physically active and successful sporting region'.



# WE SUPPORTED DECISION MAKING WITH INSIGHTS AND PLANNING

In 2019, Sport Waikato continued to focus delivery of insights to support decision making in the play, physical activity, active recreation and sport sectors. The importance of insights to help inform and lead decision making in the region is imperative to ensure our partners are meeting the needs of our communities.

Initiatives lead and partnered by Sport Waikato are now more equipped with targeted insights. This enables Sport Waikato and the sector to leverage decision making and Sport Waikato is increasingly being sought as a valued partner and leader in the sector, making the organisation central to the conversation in sport, recreation, health and education settings.

## Sport Waikato has improved provider capability through the following:

- Provided quality information that influences sector decision making and behaviours including surveys and insights tools
- Quality reporting that monitors Sport Waikato contribution towards *Moving Waikato 2025* outcomes
- Developed 22 profiles – a Regional Adults profile, a Regional Young Peoples profile and two profiles (adults and young people) per district
- Supported the development of evidence-based partnered sports plans with three local Territorial Authorities and one National Sporting Organisation
- Promoted and aligned insights work with *Moving Waikato 2025* (strategy updates)
- Development of evaluation tools and techniques for programmes



## REGIONAL AND DISTRICT STRATEGIES

During 2019, in partnership with our Local Authorities, we have explored and delivered Sports Plans for the Hauraki, Taupo, Otorohanga, Thames Coromandel and Waitomo districts. These plans link *Moving Waikato 2025* to support local level facility planning and service delivery support. The Hauraki District Sport Plan was adopted by Hauraki District Council in August and in collaboration with Sport Waikato's teams. Council are already actioning recommendations from the plan.

Sport Waikato has developed two regional strategic plans, strengthening partnerships with agencies (both national and local) to create coordinated and collaborative approaches to delivery across the region. The *Waikato Regional Cycling Education Plan* was developed through 2018 and 2019 with partners from local and regional government, Sport Waikato, Cycling New Zealand, The Home of Cycling Trust and New Zealand Transport Agency.

The *Waikato Regional Water Safety Strategy* began development in late 2018 in partnership between Sport Waikato and Water Safety New Zealand, and with input from community, Iwi, youth and key partner agencies. The purpose of the *Waikato Regional Water Safety Strategy* is to use a locally led approach, developing collaborative approaches with key local partners that focus on the local context and utilise local knowledge to create solutions.



## WE HELPED WOMEN AND GIRLS BE ACTIVE THEIR WAY

*This is ME®* is an initiative that supports, encourages and celebrates women and girls of all ages getting out there and being active THEIR way. Incorporating a 'top down and bottom up' approach, *This is ME®* facilitates a national conversation that puts females and physical activity at its centre, while also working with local communities to co-design and co-deliver strategies to help break down barriers for females to get moving. 2019 was a big year for *This is ME®*, with a number of key highlights and achievements:

### REGIONAL EXPANSION

The past 12 months has seen the expansion of *This is ME®* outside of the initial pilot sites of the Hauraki and Waitomo districts to include the Waipa, Taupo and Matamata/Piako districts and some activity in Hamilton City. Led by passionate working groups of local volunteers, *This is ME®* has gone from strength to strength in the communities of the Waikato region, whereby a number of unique and community-led activations have been designed and delivered to support females to engage in activity opportunities that work for them.

### WORKING WITH YOUNG WOMEN

In 2019 we have continued our work in the secondary school space with leadership development among young women and initiating policy and delivery change have been key focuses. This year has seen the *This is ME®* Secondary School Programme expand delivery to Paeroa College and Piopio College in addition to Waihi College and Te Kuiti High School, who continue the programme for a second year. Following great successes



in these schools, including increases in participation, *This is ME*® has been successful in securing Sport New Zealand Young Women Activation funding, which will see the programme expand regionally over the next three years.

## PARTNERED ACTIVATIONS AND DELIVERY CHANGE

With the aim of increasing the quality and quantity of opportunities for women and girls to be active, *This is ME*® has partnered with a number of National and Regional Sports Organisations and local providers to effect change in delivery to ensure it meets the needs of females. Our work has included a partnership with Northern Districts Cricket Association which saw the launch of women's backyard cricket – a modified version of the sport that eliminates many of the barriers to female participation (e.g. hard balls, fast bowlers, long days in the field), partnered delivery of Quick Rip rugby (a hybrid version of Ripper, 15s and 7s) in Secondary Schools with NZ Rugby, and the delivery of guided Bike Rides on Hamilton City's Te Awa Cycleway in partnership with the Hamilton City Council.

## NATIONALLY RECOGNISED

*This is ME*® made the National news...Twice! We were extremely excited to have our landmark video featured



on [NewsHub](#) and an awesome article about the work we are doing in, with and for our communities featured in the [New Zealand Herald](#) at the beginning of the year.

*This is ME*® and Sport Waikato were also excited to be announced as a finalist in the 2019 New Zealand Sport and Recreation Awards in the 'Leadership in Diversity and Inclusion Award' category. *This is ME*® is committed to challenging the systems and structures that prevent women and girls from being as active as they would like to be, so this nomination was received gratefully for the work we have done over the past year.



# WE HELPED GROW CAPABILITY IN SPORTING ORGANISATIONS

This year has seen a continuation of our partner plan approach with twenty regional providers and their member organisations. As a result, our Sport Capability Advisors have continued to guide and enable our regional and local providers to review and improve their organisational capability with specific focus on people, systems and connectivity.

Following on from last year's inaugural Leadership programme, this year saw a further 18 leaders provided with an opportunity to develop their leadership capability. The programme content has incorporated elements from the Sport New Zealand developed Puna Leadership Framework and focussed on connecting and supporting leaders who aspire and are committed to pursuing a leadership pathway.

We also provided networking and shared learning opportunities for regional sport and recreation leaders via forums, roadshows and connections to other stakeholders across the regional sport and recreation system.

Leading into 2020, a further focus area will be on the design and implementation of a Governance Programme for regional and local providers, with the intent of further developing leadership capability across our sport and recreation system. The aim will be to provide these leaders with the skills and confidence to positively influence the direction of their organisational outcomes and ultimately to play their part in providing quality experiences in play, active recreation and sport across the Waikato region.

# AND PARTNERED TO PLAN COMMUNITY SPORTS FACILITIES

The [Waikato Regional Sports Facilities Plan](#) continued to provide valued leadership and direction towards the development of sports facilities across the Waikato region. A key priority has been on initiatives that optimise the current facilities network and improve the process of sports facility provision such as Community Hubs. The plan continues to focus on core planning principles and decision-making criteria to guide stakeholder investment and decision making.

A key principle of the plan, collaboration has been shown in further community partnerships established or in development such as the Te Kuiti High School Indoor Court project and more recently investigation into indoor court provision in partnership with the University of Waikato, Hamilton City Council and neighboring Local Authorities. Seven of the eleven priority projects included in the current plan have been completed, are currently in development or are included in the forward commitments and financial plans contained in the 2018-2028 Long Term Plans of the Waikato Region's Local Authorities.

Sport Waikato continue to acknowledge and thank the Waikato Mayoral Forum, Local Authority Partners and Sport New Zealand for their continued support and advocacy of Facilities, Places and Spaces across the Waikato region.



# WE FACILITATED KIWISPORT FUNDING FOR PROJECTS

Through funding received from KiwiSport, Waikato Badminton were able to deliver the Shuttle Time programme. Shuttle Time is the Badminton World Federation's school/club badminton programme which is very successful at grassroots (primary to intermediate school) level because it is designed to provide children many opportunities to have fun, engage with others and experience success in developing basic badminton skills.

Over 6100 students have experienced Shuttle Time sessions. Waikato Badminton made good increases in the intermediate schools competition as a result, compared to 2018 (from 18 teams to 25 teams), which was one of their goals. School visitations in Taupo were successful in August and further work is being completed on upskilling and enabling a local club to deliver programmes in the future.



# AND RECOGNISED VOLUNTEERS

In order to support volunteer growth and retention, Sport Waikato created a *Volunteer Plan* which includes initiatives to celebrate and support our often unsung sporting and recreational heroes. Sport Waikato recognises the need to support volunteers in our region to ensure the sustainability of sport and recreation for future generations.

During this year's National Volunteer Week in June, Sport Waikato launched a Facebook campaign to 'thank a volunteer'. This campaign resonated with our local communities across the whole region resulting

in 225 volunteers being celebrated. Momentum continued throughout the year with many well-deserving volunteers recognised and rewarded with "We care so we Volunteer" coffee keep cups, umbrellas and sports bags.

During Student Volunteer Week, an additional digital campaign was launched by Sport Waikato, where four outstanding student volunteers who had all amassed over 400 volunteer hours each were rewarded for their support within their sport and recreation communities by being profiled in celebration on our Facebook page.

# WE WORKED WITH COMMUNITY GROUPS IN THE DISTRICTS

District Coordinators around the region work closely with councils, sporting groups and community organisations to support and guide new initiatives in the districts.

One such initiative is the Hugh Hayward Domain Walk/Cycle Trail, developing a walk/cycle trail around the perimeter of the Ngatea Domain as a resource for school and community, and with the potential of further developments. Sport Waikato worked alongside the Ngatea Domain User Group, made up from representatives of ten sporting and community clubs/organisations using the Ngatea Domain.

The Hauraki District Coordinator took on the role of 'coordinator'. This ensured the group met regularly, were well informed, kept momentum and established

relationships with other stakeholders as needed.

Within 12 months, stage one is complete. The look of the 1.5km track is aesthetically pleasing and has been described as a flowing 'white ribbon' around the domain. Using established trees to add variation into the track has worked well and been favourably commented on.

Both the Ngatea Primary School (cycling, walking and running) and Hauraki Plains College (cycling) are regular users. It has been the public use that has been the most surprising with very good numbers of regular and casual use – both cycling and walking. In terms of health and wellness benefits, it is being very well patronised. Stage 2 will potentially include fitness stations and a cycle skills course.

## AND BEGAN TO EMBED THE GOOD SPORTS PHILOSOPHY

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**Good Sports® aims to create positive sporting experiences for Kiwi kids by supporting and educating the key adult influencers in children's sport: parents, caregivers, coaches, teachers and sport leaders.**

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In late 2018 we began introducing the Good Sports Philosophy into our region. The Good Sports conversation has taken place through attendance of Good Sports Forums, supporting a deeper understanding and awareness of how their actions and behaviours or those of others could be positively or negatively impacting on the experience of the child.

Through these forums six groups have committed to embedding the Good Sports Philosophy into their youth sports contexts, including parent and coach education,

structure of teams, game formats available and living by the philosophy through the environment they create.

In August 2019 we developed a Good Sports video to share stories from local Good Sports champions to create a better understanding of what is happening in our backyard to further support the conversation of adults' attitudes and behaviours towards youth sport. We launched the video on Facebook and the messaging has been well received, being organically viewed over 85,500 times.



# WE DEVELOPED, SUPPORTED AND MENTORED COACHES

An example of the impact our coaching services are having on our region's coaches is exemplified in our work with Kim Hunt, Netball Waikato Bay of Plenty Coaching Lead. Kim's role is all about building the capability and capacity of the Waikato/Bay of Plenty netball centres' coaches based on their needs and the Netball New Zealand framework.

Since joining the Coach Lead programme Kim has become Netball New Zealand Coach Developer of the year, was selected onto the Sport New Zealand Trainer Programme, International Coach Development throughout the Pacific Islands and has led the first

locally-led Netball Coach Developer workshop bringing Netball New Zealand to partner with Netball Waikato Bay of Plenty and Sport Waikato in a learning event built on the needs our people.

Kim's story of impact on the coaching culture of Netball Waikato Bay of Plenty is testament to the power of locally led approaches to grow coach capacity. In 2016, there were only two coaching staff and no Coach Developers in the Netball Waikato Bay of Plenty Zone and now in 2019 there are more than 35 active Coach Developers within netball centres around the region.



# WE'VE DEVELOPED AN INTERNAL CULTURAL CAPABILITY STRATEGY

Over the last 12 months, Sport Waikato has focused on the development of an Internal Cultural Capability Strategy, which aims to build a strong foundation of cultural capabilities for Sport Waikato and its staff as we work towards engaging Maaori communities with the goal of growing participation in play, active recreation and sport. The strategy incorporates a number of key elements including internal education, policy, procedure and practice review, and relationship development.

The Sport Waikato Internal Cultural Capability Strategy will endeavour to help staff with training in Te Ao Maaori (Maaori world view) to better understand the language, culture and its protocols.

Sport Waikato progress against the strategy has included the introduction of a whakatau (formal welcome) for all new staff to welcome them into our organisational whaanau (family) and engage in whanaungatanga (process of establishing relationships) to support the transition of new staff from their previous place of work to their new one; incorporation of karakia (prayer) in

meeting spaces, and a number of staff learning their pepeha (tribal connections).

The Sport Waikato Roopu Kaimahi Maaori have also composed an original waiata (song) for the organisation, 'Hei painga mo te Iwi - For the betterment of our people', which celebrates who we are and the work that we do in the communities of the Waikato region. These developments have been embraced positively and reflect significant change in the ways Sport Waikato practices our commitment to engaging Te Ao Maaori.



**THE SPORT WAIKATO INTERNAL CULTURAL CAPABILITY STRATEGY WILL ENDEAVOUR TO HELP STAFF WITH TRAINING IN TE AO MAAORI (MAAORI WORLD VIEW) TO BETTER UNDERSTAND THE LANGUAGE, CULTURE AND ITS PROTOCOLS.**



## AND HELPED REVITALISE TRADITIONAL MAAORI GAMES

This year has seen the Sport Waikato Kaiwhakahaere o Maniapoto working closely with Te Kuiti High School to strengthen their Waka Ama programme. Interest in participating in the sport was expressed by over 60 students, which highlighted a community need for provision of this traditional Maaori sport in the school.

In partnership with Te Kuiti High School, our Kaiwhakahaere worked with 24 students who were put through a training programme with experienced world paddlers to form two crews to compete at the Waka Ama Nationals. Training included work on paddling

techniques, safety and fitness programmes to grow the students' capability and capacity to be out on the water. The teams travel to the Waikato river for trainings three times a week, and if able, use the Te Kuiti Aquatic Centre for a pool-based training.

Te Kuiti High School carried 16 paddlers to the Waka Ama Nationals where they qualified for the semi-finals, only to be narrowly beaten in their two divisions by some of the best secondary schools in New Zealand – a great achievement for this school, whose Waka Ama programme is continuing to grow!



# WE PARTNERED TO DEVELOP A CYCLE SAFETY PLAN

Sport Waikato led the development of the *Regional Cycle Safety Education Plan* alongside partners from all local authorities, Waikato Regional Council, NZTA, Cycling NZ and the Home of Cycling. The vision of the plan is a community that has opportunities to safely ride a bike, with a goal of a collaborated approach to the delivery of cycling skills and Bikes in Schools projects across the region.

Effectively, Bikes in Schools is a project in a school where helmets and bikes are stored and used on a track on school grounds. Independent research demonstrates the benefits of Bikes in Schools goes beyond increasing participation in cycling to an increase in fitness, health and wellbeing outcomes including self-esteem, confidence and resilience.

The Waikato region currently has 10 Bikes in Schools across the region, with a further 20 underway. Five schools will be targeted in Hamilton, Otorohanga, Waitomo and Taupo in order to get an even distribution

across the region. These five schools will have the full support from Sport Waikato's Lead Advisor in order to complete their project, with priority going to those schools with a commitment to cycling skill delivery, numbers of students and where there will be wider benefits to the community as well as where students have a limited access to bikes and cycling skills education.

Bike Ready is the New Zealand national education cycling system developed by NZTA. The benefits of Bike Ready is an increase in those developing safe road skills early on, empathetic road users, cycling as viable transport as well as more active and healthy communities. Bike Ready focuses on providing more opportunities for all to engage in cycling skills to be lifelong learners. The system speaks to quality, consistent delivery and sustainability by enabling students and stakeholders to extend learning around bike riding or sharing the road.



Photo Credit: NZ Transport Agency

# AND HELPED IMPROVE NUTRITION AND PHYSICAL ACTIVITY FOR UNDER FIVES

Through a variety of methods and the provision of specialist skills, the Under 5 Energize team supports and educates Early Childhood Educators in four districts, to enable behavioural changes that positively influence young children's overall health and wellness. These methods include promotion, education and facilitation of workshops and learning displays. Essentially, we lead and enable parents and educators to increase physical activity and improve nutrition for children under five years of age as they begin their physical literacy pathway.

Over the past six years, Under 5 Energize has worked alongside 121 Early Childhood centres and we are delighted that forty percent of the original centres who started with Under 5 Energize six years ago have implemented policy and practice changes, and have been identified as now being ready for maintenance phase. These centres are 'walking the talk', with positive changes to both their physical activity environment and healthy eating messages.

Due to these centres on now being maintenance, we are able to invite new centres to become a part of the Under 5 Energize whaanau, increasing the Under 5 Energize centres to 136. As at 2019, the reach through centres and into homes is in excess of 5500 tamariki and 4750 whaanau.



**THESE CENTRES ARE  
‘WALKING THE TALK’,  
WITH POSITIVE CHANGES  
TO BOTH THEIR PHYSICAL  
ACTIVITY ENVIRONMENT  
AND HEALTHY EATING  
MESSAGES.**

# WE IMPLEMENTED A NEW ACTIVE WELLBEING PROGRAMME IN SCHOOLS

In March 2019, an official Memorandum of Agreement was signed by principals and Boards of Trustees, to recognise a three-year partnership between Te Pae Here Kaahui Ako (community of learning in the North East of Hamilton) schools and Sport Waikato through the creation of the *Taakaro Ora* initiative. This agreement reflects a co-design process, where Sport Waikato has acknowledged the goals and achievement challenges within Te Pae Here and the emphasis this Kaahui Ako places on holistic wellbeing - the whole child.

Planning into 2020 sees the opportunity for resourcing to support schools unpack and revitalise the Health and Physical Education Curriculum and the value this can add to all learning areas, deepening the understanding teachers currently have of hauora and its potential as

an underlying concept of education, adding to the *kete* for teachers with exciting and stimulating games, activities, pedagogy for Physical Education and how to incorporate this into other learning areas.

*Taakaro Ora* also sees an opportunity to draw together outside providers and community groups working within the north-eastern area of Hamilton that encompasses Te Pae Here Kaahui Ako. Learning from each other, exploring challenges and working together to achieve the common goal of providing better opportunities for tamariki is the key driver behind the collaborative nature of this forum and as these connections are explored further, the intended outcome would see more collaborative events and projects take place.



**TAAKARO ORA**  
Active Wellbeing





## AND WROTE OUR FIRST BOOK FOR JUNIOR SCHOOLS

Project Energize has been focusing on ensuring effective delivery of nutrition messages to junior syndicates within schools. While past delivery of these messages into schools has been via nutritional 'tipsheets' that are sent home to parents to put on their fridge, we wanted to provide a different solution to deliver these key messages, in a fun way, to the junior school.

Following a brainstorming session with the Energize team, the concept of developing a picture book with

our key messages around sugary drinks was developed.

'Race to the Finish' will be read to each class to Year 0-2s. The students will then get a colouring book version of the story which also has the key messages within it about our programme and Sport Waikato. The idea is that they will take the book home, with the key messages being spread to the wider family. Like all of our Energize resources, the book has also been translated into Te Reo.

Lined up on the start line  
were all the drinks in town.  
Who would be the fastest  
and wear the winner's crown?

"It must be me,  
I'm **biggest!**"  
shouted hyped-up  
**FRUIT DRINK STU.**



"I have **TWENTY**  
spoons of sugar,  
which is so much  
more than you."

# WE GUIDED SCHOOLS TO IMPLEMENT CHANGE

A Hamilton school has become a shining example of how to motivate students and their families to make healthier food choices. With support from Sport Waikato's Project Energize staff, Melville Primary School has successfully integrated gardening, meal planning, cooking, nutrition and knowledge of the seasons into their curriculum, all while growing their own produce.

The students' learnings culminated in Melville Primary School's annual Kai Festival where the wider community turned out to trial a selection of home-made creations. There were a variety of healthy alternatives to food traditionally sold at the festival on offer, including healthy hamburgers, watermelon pizza, rainbow salad and waffles with a healthy twist. The challenge was overcoming expectations about traditional event food, yet the fundraising event attracted record numbers and sales.

Melville Primary School Deputy Principal, Bronwyn Haitana, says the spin-off from the initiative has been far reaching. "In the 25 years I've been teaching, this is by far the most rewarding piece of teaching and learning I have been involved in," she says.

**"IN THE 25 YEARS  
I'VE BEEN TEACHING,  
THIS IS BY FAR THE MOST  
REWARDING PIECE OF  
TEACHING AND LEARNING  
I HAVE BEEN  
INVOLVED IN"**



# AND LAUNCHED A NEW WEBSITE FOR SECONDARY SCHOOLS

This year we launched the first ever Waikato Secondary Schools website, [www.wsss.org.nz](http://www.wsss.org.nz), which acts as a consolidated communication portal that is available for students, school sports staff, parents and regional sports bodies as a one stop shop for school sport information. This portal gives greater visibility to school sport which will be further supported in the near future with increased online live streaming of school sport.

This winter saw the inaugural region-wide competition for the fast-growing sport of school basketball which was developed by our Sport Waikato team alongside WSSSA. This competition was delivered for schools across the four basketball regional sporting organisations that serve the region. This competition

saw 160 teams play approximately 1100 matches during the season of terms two and three.

A further initiative in the youth space during the year has been driven by the need to co-design sport and recreation for youth by seeking their voice. Through a Sport New Zealand platform, a pilot programme has been operating with an online survey tool 'Voice of Rangatahi'. This will be more widely available to all schools in 2020. Supporting this new initiative for youth voice was the initial Sport Waikato Youth Advisory Forum which captured input from secondary school students from a range of schools and backgrounds as to what encouraged and discouraged them to participate in physical activity, recreation and sport.

# WE CHANGED OUR SERVICES TO HELP TARGET THOSE IN GREATEST NEED

The Active & Well team has had an exciting year co-designing a new approach to the traditional Green Prescription model alongside Waikato District Health Board. This change has been driven by a desire to offer a more responsive and equitable service, with particular focus on Maaori and those with high need.

The main goal of Green Prescription is to enhance overall lifestyle by increasing physical activity and improving healthy food choices. The major change to the service revolves around Oranga Tootika (the pinnacle of well-being), which combines Waiora (tradition models of wellbeing) and Hauora (modern models of wellbeing), and targets Maaori with high comorbidities. The service allows for home visits and is also significantly longer (up to 12 months) to help

Maaori on their journey to better health. The flexibility of the delivery allows large groups, workplace and special populations to be serviced to ensure we can create the most impact possible.

The Whaanau Kori Tamariki Ora (WKTO) team, together with the whaanau, looks at current food, activity and sleep habits and offers gentle support in setting goals and achieving simple lifestyle changes.

WKTO continues to deliver support directly to 2-10 year olds and their whaanau who are of highest need in our region. The team has grown its reputation and now receive regular referrals from all over the Waikato. Moving into 2020 the programme will be undergoing a full evaluation from the WDHB to assess effectiveness.

# AND CELEBRATED OUR REGION'S SPORTSPEOPLE AND SUPPORTERS



With over 660 nominations, and 150 nominations for the Waipa Networks District Sports Awards alone, the 2019 sports awards season celebrates the successes and achievements of sportspeople, secondary school students, sport supporters and innovative sport or recreation initiatives around the Waikato region.

Nominees and their supporters from around the region gathered at nine district sports awards in Otorohanga, Hamilton, Taupo, South Waikato, Matamata Piako, Waipa, Waikato district, Waitomo and Hauraki/Thames Coromandel.

One hundred winners were announced at the awards and presented with trophies, while 47 service to sport recipients received medals for over twenty years' service in their respective sport/recreation organisations.

Winners and recommended finalists are then put forward to be judged as finalists for the prestigious Brian Perry Waikato Regional Sports Awards to be held in January 2020.



# WE RECOGNISED OUR STAFF MILESTONES

During 2019 we recognised a number of staff members' achievements. Staff who have been with us over five years receive loyalty awards every five years they reach.

With a history of longevity in the organisation, this year saw six people celebrate five year anniversary milestones, while two people reached the impressive ten year mark and three people the fifteen year mark. And to top off a great year, we had a twenty year milestone for one of our district coordinators as well.

All anniversaries were celebrated with a loyalty award, gift and morning/afternoon tea with staff. Congratulations to all those who achieved these incredible milestone this year!



Waitomo District Coordinator  
Dede Downs celebrating  
20 years at Sport Waikato

# AND HELPED OUT IN THE COMMUNITY



Through our 'Good Sorts for Sport' initiative, Sport Waikato helps organisations and projects around the Waikato region for one day a year. The past years have seen Sport Waikato work on projects with schools, clubs and community groups such as helping build a school bike track and gardens, cleaning of squash courts and clearing scrub on the Waikato River Trails in South Waikato.

This year we helped out a long time partner of Sport Waikato's Project Energize programme, South Waikato

Pacific Island Community Services (SWPICS). SWPICS offers health and wellness initiatives throughout the South Waikato district.

Staff met at the SWPICS premises and spent the day sanding, cleaning and prepping the building for painting. Good Sorts for Sport is one of our staff forum days and while an opportunity to do good in our community, it is also a great way for staff to come together as one team given that we are spread over such a large geographic region.

# FINANCIAL STATEMENTS

## STATEMENT OF COMPREHENSIVE REVENUE AND EXPENSES

For the year ended 30 June 2019

	NOTES	2019 \$000	2018 \$000
<b>Revenue from non-exchange transactions</b>	5		
Sport NZ grants		1,377	1,267
Other Government grants		3,657	3,473
Lion Foundation grant		130	128
Other grants		1,037	969
Trust Waikato donations		750	700
Events and activities		286	291
		<b>7,237</b>	<b>6,828</b>
<b>Revenue from exchange transactions</b>			
Events and activities		115	84
Interest		190	97
Other operating revenue		220	179
		525	360
<b>Total revenue</b>		<b>7,762</b>	<b>7,188</b>
<b>Expenses</b>			
Employee related costs		4,694	4,397
Events and activities		1,163	1,147
Interest expense		-	2
Depreciation and amortisation	10,11	176	190
Other operating expenses	6	1,278	1,227
<b>Total expenses</b>		<b>7,311</b>	<b>6,963</b>
<b>Total surplus/(deficit) for the year from continuing operations</b>		<b>451</b>	<b>225</b>
Gain on sale of property held for resale		-	490
<b>Total surplus/(deficit) for the year</b>		<b>451</b>	<b>715</b>
Other comprehensive revenue and expenses		-	-
<b>Total comprehensive revenue and expenses for the year</b>		<b>451</b>	<b>715</b>

# STATEMENT OF FINANCIAL POSITION

As at 30 June 2019

	NOTES	2019 \$000	2018 \$000
<b>Current Assets</b>			
Cash and cash equivalents	8	977	898
Investments	9	5,950	5,550
Receivables from exchange transactions		55	51
Receivables from non-exchange transactions		531	404
Inventories		4	6
		<b>7,517</b>	<b>6,909</b>
<b>Non-current Assets</b>			
Intangible assets	11	11	36
Property plant and equipment	10	196	222
		207	258
<b>Total assets</b>		<b>7,724</b>	<b>7,167</b>
<b>Current liabilities</b>			
Trade and other creditors		432	290
Employee entitlements		217	218
Income in advance		641	657
Finance leases	14	-	19
<b>Total liabilities</b>		<b>1,290</b>	<b>1,184</b>
<b>Net assets</b>		<b>6,434</b>	<b>5,983</b>
<b>Equity</b>			
Trust Fund		1,500	1,500
Accumulated comprehensive revenue and expenses		4,934	4,483
<b>Total net assets</b>		<b>6,434</b>	<b>5,983</b>

These financial statements should be read in conjunction with the notes to the financial statements (full financial statements available on our website). Signed for and on behalf of the Board of Trustees who authorised these financial statements for issue on 4 December 2019:



Matthew Cooper  
Chief Executive



Mark McCabe  
Board of Trustees Chair



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