



ANNUAL REPORT
AND FINANCIAL STATEMENTS 2022

CONTENTS

Chair's Report	3
Governance Report	5
The PNZ Board	6
Chief Executive's Report	8
PNZ Athletes' Council Chair's Report	11
Statement of Service Performance	12
People	16
Members	18
Outcome 1: Equity is achieved when Para sport is recognised at all levels of sport in New Zealand	20
Advancing equity: wins for Para sport in 2022	22
Recognising Para sport heroes	26
The Celebration Project in 2022	28
PNZ Strengthen and Adapt Plan	31
Introducing the Harvey Norman Para Sport Champions	33
The PNZ Education Pilot: "Seeing is Believing"	34
Outcome 2: A strong and sustainable pathway to the Paralympic Games	38
Beijing 2022 Paralympic Winter Games	41
Future Paralympic Games: Paris 2024	46
Other future Paralympic Games	48
Para Cycling Programme	50
Shooting Para Sport Programme	52
Virtus Intellectual Impairment Sport	54
Para athlete development	56
Classification	58
Distribution of funds for Para athletes and Para sport programmes	62
Collectively Stronger, Together	64
Building the Para Sport Family	66
International relations and membership obligations of the IPC	68
Outcome 3: New Zealand is diverse and fully inclusive	70
Commercial partnerships	73
Marketing and brand	77
Events	80
Digital projects	81
Fundraising	82
New Zealand Paralympians from 1967 to 2022	84
Financial Contents	92
2022 Financial Report	93



PARALYMPIAN #158 ADAM HALL - Beijing 2022 Paralympic Winter Games

Photo Credit: Getty Images



CE FIONA ALLAN, BOARD CHAIR JANA RANGOONI

Photo Credit: PNZ

Chair's Report

Paralympics New Zealand is delighted to present the 2022 Annual Report and Financial Statements.

2022 was a landmark year for Paralympics New Zealand, both in public and internal domains.

As New Zealand's borders began to open after COVID restrictions, Kiwi Paralympians and Para athletes performed with distinction on the global stage. We saw new world champions in Para cycling and Para swimming. We saw our first international medals won in Para climbing and Para badminton.

The Beijing 2022 Paralympic Winter Games was hopefully the last major competition run under extreme COVID precautions. Not only that, but we had to respond to the challenges created by Russia's invasion of Ukraine just days before the Winter Paralympics. Thank you to the support team in Beijing as well as the support team back home who made it possible for New Zealand's Paralympians to focus on their sport and perform at their best. A particular thank you to Chef de Mission Jane Stevens.

Thank you to my fellow board members for their valuable skills, experience, and commitment they bring to the board. After three years of governance development by the PNZ Board, we were delighted to achieve the Sport NZ Governance Mark. This was an organisational milestone which involved a rigorous process of self-assessment, third-party review, governance development and reassessment, to ensure that policies, processes, and systems continue to support strong governance across the organisation. A clear signal of how the Board operates now is its focus on the longer-term horizon – we are looking well beyond the next Paralympic Games campaign in our planning.

PNZ is now well into its 2021-32 Strategic Plan and in 2022 we saw key milestones, such as the Education Pilot in quarter 4, and the Para Sport Champions launch in August.

We bid Board member André Lubbe farewell and are very grateful for his valuable contribution and we welcomed Mark Elliott to the Board.

PNZ believes the voice of Para athletes provides a critical element to our decision-making, systems and processes. At the end of 2021, PNZ established the PNZ Athletes' Council. Council Members met for the first time in early 2022 and proceeded to spend the year laying strong foundations for their work ahead. Decision-making at PNZ is richer for having this co-ordinated voice.

The integration of PNZ managed sports is a part of the ongoing strategy. On January 1, 2022, the Para swimming programme successfully transitioned to Swimming New

Zealand. Para cycling and Shooting Para sport programmes continue to be managed by PNZ for now, while eventual integration remains on the cards for both sports.

PNZ continued to play an active and significant role internationally in 2022, contributing to IPC consultations, and through our people contributing their expertise to the Paralympic Movement in other geographies.

Financially, the 2022 period resulted in revenue of \$3.2m and expenses of \$3.2m leading to a surplus of \$9k. While not as high as in 2021 due to that year being the peak of our 4-year Paralympic Games cycle, we remain in a financially stable position for our stage in the cycle.

I would like to express a heartfelt thank you to our Member organisations, and to our Commercial and Funding Partners who are such an important part of the work we do. Thanks also to Official Suppliers for giving a strong helping hand to advance our cause – without these supporters, none of this would be possible.

Thank you to the wider New Zealand community – in continuing to show support for PNZ, Paralympians and Para athletes you demonstrate that you also want to see equity for disabled Kiwis. It really makes a difference.

Thank you and welcome to Her Excellency The Right Honourable Dame Cindy Kiro, GNZM, QSO, Governor-General of New Zealand, who graciously accepted an invitation to become PNZ's Patron in March 2022. We look forward to your long involvement with the Paralympic Movement.

Thank you to the PNZ team, who work incredibly hard for our cause – we are lucky to have you.

Finally, it's hard to express how much the Paralympic Movement in New Zealand owes to Fiona Allan, outgoing Chief Executive of PNZ. You have given so much to PNZ over the last 16 years, and you have had an enormous impact on equity and inclusion in New Zealand as a result. You have been a tireless and ever cheerful advocate for the Movement, and you leave behind a tangible impact on all those whose lives you have touched. We are extremely grateful to you, and you leave an enduring legacy.



NGĀ MIHI NUI,
JANA RANGOONI, CHAIR, PNZ



Paralympian #164 Cameron Leslie and Paralympian #214 Cody Everson of the Wheel Blacks competing at the 2022 Wheelchair Rugby World Championships in Denmark

Photo Credit: Lars Moller

Governance Report

BOARD MEMBERS

Jana Rangooni, CMIInstD
 Duane Kale, ONZM, CMIInstD
 Catriona McBean, MInstD
 Andre Lubbe
 Mary Fisher, MNZM
 Sian Ruth
 Aaron Mills, MInstD
 Mark Elliott
 Fiona Allan ONZM - CE

Andre Lubbe resigned from the PNZ Board in September 2022.

COMMITTEE MEMBERS

GOVERNANCE

Catriona McBean
 Aaron Mills
 Jana Rangooni
 Fiona Allan
 (1 meeting held)

FINANCE, AUDIT & RISK

Catriona McBean
 Aaron Mills
 Sian Ruth
 Fiona Allan
 (4 meetings held)

PEOPLE, PERFORMANCE, CULTURE AND REMUNERATION

Duane Kale
 Mary Fisher
 Fiona Allan
 Andre Lubbe
 (4 meetings held)

BOARD MEETINGS

Meeting attendances:

BOARD MEETINGS	BOARD COMMITTEE MEETINGS
Sian Ruth, Mary Fisher, Jana Rangooni, Catriona McBean, Aaron Mills	Fiona Allan
6	9
Mark Elliott, Duane Kale	Aaron Mills, Catriona McBean
5	6
Andre Lubbe	Sian Ruth
4	4
	Duane Kale, Mary Fisher
	4
	Andre Lubbe
	3
	Jana Rangooni
	1
	Mark Elliott
	0

The PNZ Board



Aaron Mills

Fiona Allan

Catriona McBean

Duane Kale



Jana Rangooni

Sian Ruth

Mark Elliott

Mary Fisher

Chief Executive's Report



CE FIONA ALLAN

Photo Credit: Getty Images

PNZ looks back with pride at a successful 2022. There have been many milestone moments for the organisation and the Paralympic Movement in New Zealand.

It's hard to imagine now, just one year later, that at the beginning of 2022 we still had COVID restrictions in place, and, not long into the year, we would see a dramatic shift in global relations. Russia's invasion of Ukraine sparked responses from athletes, sports leagues and organisations across the world. The Beijing 2022 Paralympic Winter Games went ahead, showing the world how to celebrate unity and diversity. I am extremely proud of our New Zealand Paralympic Team, who achieved the best Winter Paralympics result in 20 years, and the second-best medals/athlete ratio of any nation – second only to Ukraine. We are grateful to TVNZ and Attitude for showcasing the performances of the New Zealand Paralympians. Coverage spanned the full spectrum of events on offer in Beijing 2022 from Para alpine skiing to Wheelchair curling free-to-air, setting a new standard for Paralympic Games coverage in New Zealand. Our partners and suppliers were invaluable in making our Beijing 2022 campaign a success and we are very thankful for their ongoing support.

For many Para athletes, the reopening of New Zealand's borders meant the first international competitions in almost three years. We saw some amazing performances including Para cyclist Nicole Murray becoming a double world champion. Meanwhile in Shooting Para sport, New Zealand hosted its first ever international Grand Prix. Kiwi Para swimmers had an incredible year, especially Paralympian Cameron Leslie breaking a world record and winning 4 medals at World Championships, and medals all round for the 4 Para swimmers at the Birmingham 2022 Commonwealth Games: Dame Sophie Pascoe, Joshua Willmer, Jesse Reynolds and Tupou Neiufi. Para climber Rachel Māia won New Zealand's first Para climbing medal - silver - at a world cup. New Zealand's first international medal in Para badminton - a bronze - was won by Wojtek Czyż.

Our 2021-32 Strategic Plan works towards three outcomes:

- Equity is achieved when Para sport is recognised at all levels of sport in New Zealand.
- A strong and sustainable pathway to the Paralympic Games.
- New Zealand is diverse and fully inclusive.

Our work in these three outcomes has begun to have an impact on New Zealand society. I am particularly excited about the 2022 launch of PNZ Para Sport Champions, and the PNZ Education Pilot which took place in 20 primary schools around the country. We are very grateful for Sport NZ's support through the Strengthen and Adapt initiative that has enabled these initiatives to be launched.

A selection of milestones achieved in 2022 were the launch of the PNZ Athletes' Council, the successful transition of the Para swimming programme with great support from Swimming NZ, the new Para sport community initiatives through Strengthen and Adapt, and the foundations laid through the digital strategy all of which are described in more detail in the pages which follow. It was fantastic to see Dame Sophie received her Damehood in the 2022 New Year's Honours – at 29, she was the youngest ever to be given the title.

A highlight of the year was the Adecco New Zealand Gala Dinner, with the new PNZ Patron Her Excellency the Right Honourable Dame Cindy Kiro, GNZM, QSO, Governor-General of New Zealand. We sincerely thank Adecco New Zealand for hosting this special event celebrating PNZ and our Paralympians, and raising much-appreciated funds for Para sport. Fifteen Paralympians and Para athletes were joined by many corporate guests who came together for the celebration. Simon Dallow was a lively host for the event and New Zealand's most decorated Paralympian Dame Sophie Pascoe was keynote speaker.

Thank you to the PNZ Board for their support in 2022.

Achieving the Sport NZ Governance Mark in 2022 is a clear indicator that the PNZ Board is a group of people who understand their strategic role and work together effectively to provide good governance to PNZ.

We are fortunate to have incredible talent working across the organisation. I would like to say thank you to all the team who have not only given their energy and dedication to PNZ in 2022, but who have above and beyond this, helped to make PNZ a great place to work.

It's been a fantastic year to finish my term as Chief Executive of Paralympics New Zealand, and I say farewell knowing that we have achieved a lot together and that I leave the organisation in a strong position. The anthropologist Margaret Mead said, "Never doubt that a small group of thoughtful, committed, citizens can change the world. Indeed, it is the only thing that ever has," and it is as true today as when she said it.

PNZ will continue to transform lives through Para sport, and the Paralympic Movement has the ability to change the world.



FIONA ALLAN
CHIEF EXECUTIVE AND SECRETARY GENERAL,
PARALYMPICS NEW ZEALAND



PNZ Athletes' Council Chair, Paralympian #213 Sarah Ellington

Photo Credit: Getty Images

PNZ Athletes' Council Chair's Report

ABOUT THE PNZ ATHLETES' COUNCIL

In the last quarter of 2021, PNZ invited Paralympians and Para athletes to apply as candidates to represent our community on the new PNZ Athletes' Council, and the inaugural PNZ Athletes' Council was elected in November 2021. The six inaugural members who represent the Paralympian and Para athlete community are:

- Sarah Ellington (Chair)
- Anna Grimaldi
- Michael Johnson
- Carl Murphy (appointed member)
- Jacob Phillips
- Anna Taylor.

The purpose of the PNZ Athletes' Council is to enable representation of New Zealand Paralympians and Para athletes and greater athlete participation and voice within the Paralympic Movement within New Zealand and internationally.

The Council is a consultative committee established by PNZ. As well as supporting the work of PNZ the Council also connects with other athlete bodies nationally and globally to discuss issues relating to active Paralympians and Para athletes within the Paralympic Movement.

THE ATHLETES' COUNCIL'S INAUGURAL YEAR

The Council began meeting in February 2022. The first project was to assess the Terms of Reference on which the Council was established, based on feedback from the community we serve. This led to changes to the Terms of Reference that enable full participation and representation of the community.

As a Council we went on to meet in April, July and November and achieved a number of significant outcomes in the development of the newly formed Council including:

- Articulating clearly the Council's role in providing athlete voice to the work of PNZ and other key stakeholders.
- Providing input on Paralympic Games campaign planning.
- Feedback on the International Paralympic Committee (IPC) and PNZ Strategic Plans; IPC Athlete Code Review and IPC Governance Review.
- Commencing Para athlete community engagement through an inaugural survey.

- Connection with NSOs to create a Para athlete community distribution list for future communications.
- Initial meeting with HPSNZ with an ongoing commitment confirmed to regularly attend meetings in 2023.

THE PNZ ATHLETES' COUNCIL AND THE ATHLETE LEADERS NETWORK

A highlight during 2022 was the establishment of the New Zealand Athlete Leaders Network (ALN), an independent athlete's voice mechanism with a focus on welfare. The ALN was launched on 10 October 2022 with representatives from NZOC and Drug Free Sport NZ Athletes' Commissions. PNZ Athletes' Council representative, Paralympian #225 and ALN interim board member Anna Taylor will sit on the ALN interim board. She said:

"The Athlete Leaders Network will strengthen the athlete voice and champion a greater focus on wellbeing in the high-performance space," said Taylor. "It includes equitable representation for Para athletes, so our voices are heard in the decision making. With this kind of authentic representation, we have an exciting opportunity for the future of high-performance sport in New Zealand."

ATHLETES' COUNCIL FOCUS FOR 2023

The conclusion of 2022 saw the Council come together to reflect and undertake a self-assessment. This provided the Council with information to make decisions on new ways of working and areas of focus for 2023.

As the PNZ Athletes' Council continues to grow, the Council looks forward to creating further connection between Para athletes and engaging across New Zealand throughout 2023.

SARAH ELLINGTON
PNZ ATHLETES' COUNCIL CHAIR

Statement of **Service Performance**

PARALYMPICS NEW ZEALAND'S VISION

**Through Para sport,
lives will be transformed.**



PARALYMPIAN #179 NIKITA HOWARTH - 2022 World Para Swimming Championships

Photo Credit: Swimming New Zealand

OUTCOME 1:

EQUITY IS ACHIEVED WHEN PARA SPORT IS RECOGNISED AT ALL LEVELS OF SPORT IN NEW ZEALAND

- Educating and increasing the awareness and understanding of the Paralympic Movement and Para sport in New Zealand was supported by Paralympians and Para athletes visiting 43 schools in 2022, in person or virtually promoting Para sport and sharing their stories as Para athletes. In 2021 Para athletes visited 14 schools. In addition, 20 schools were invited to pilot the new PNZ education resources. These teaching materials provide teachers with information, statistics and narratives to assist in educating school students around disability and Para sport. In 2021, no teaching materials were provided as the programme had not been launched.
- 12 Paralympians and Para athletes were invited to be inaugural Harvey Norman Para Sport Champions in 2022. These Champions are ambassadors for Para sport, sharing their personal experiences to a range of audiences, including commercial partners and stakeholders. This is a new programme and there were no Champions in 2021.
- PNZ hosted or co-hosted 3 events in 2022. 15 events were hosted in 2021 reflecting the Para sport selection events for Tokyo 2021 and Beijing 2022.
- PNZ manages the PNZ Cyril Smith Legacy Fund. The fund provides grants for Para athletes from the Canterbury region to support their training and development. In 2022, 14 Para athletes or organisations were awarded grants to a total value of \$32,394. In 2021, 14 Para athletes or organisations were awarded grants to a total value of \$29,905.
- Advocacy is a key role of PNZ. This year, PNZ advocated across a range of stakeholders, including Sport NZ, HPSNZ, ACC, raising the awareness around equity issues in sport and society.



PARALYMPIAN #210 LISA ADAMS - 2022 Oceania Athletics Championships

OUTCOME 2:

A STRONG AND SUSTAINABLE PATHWAY TO THE PARALYMPIC GAMES

- 3 Paralympians represented New Zealand in Para alpine skiing at the Beijing 2022 Paralympic Winter Games, supported by 7 support staff. In PyeongChang 2018 Paralympic Winter Games there were 3 Paralympians in 2 Para sports supported by 6 support staff. In 2021 at the Tokyo 2020 Paralympic Games, 29 Paralympians represented New Zealand in 6 Para sports, supported by 37 support staff.
- To be eligible for the Paralympic pathway, Para athletes are classified according to the severity of their impairment and resulting limitations performing the activities of the sport. This ensures a fair and equitable competition. This year, PNZ managed 56 classifications: 8 provisional, 29 national, and 19 international. In 2021, PNZ managed 53 classifications.
- In addition to the Paralympic Games, PNZ manages the sports of Para cycling and Shooting Para sport. In 2022, Para athletes in these programmes competed at 13 competitions. In 2021, Para athletes competed in 6 competitions due to travel restrictions related to COVID.
- PNZ believes the voice of Para athletes provides a critical element to our decision-making, systems and processes. At the end of 2021, PNZ established the PNZ Athletes' Council representing over 108 Paralympians and Para athletes. 5 Para athletes were elected and 1 appointed to the inaugural Council which met on 4 occasions within 2022. The Para athletes did not meet in 2021.



PARALYMPIAN #222 NICOLE MURRAY -
2022 Para Cycling Track World Championships

Photo Credit: D Echelard

OUTCOME 3:

NEW ZEALAND IS DIVERSE AND FULLY INCLUSIVE

- In 2019 PNZ launched the PNZ Celebration Project, awarding uniquely numbered pins to each Paralympian who has represented New Zealand at a Paralympic Games. From 2019 to 2020, 107 Paralympians received their pin. In 2021, 69 Paralympians received their pin and in 2022, 37 additional Paralympians were awarded their pin within local ceremonies, supported by their family and friends.
- Local, regional and national sports awards celebrate the successes of Para athletes' performances. Increasingly, Paralympians and Para athletes are being recognised alongside non-disabled athletes. To achieve parity of recognition, PNZ proactively nominates Paralympians, Para athletes and others involved in Para sport for awards. In 2022, PNZ submitted 14 nominations for awards. In 2021, PNZ submitted 11 nominations for awards.
- In order to gauge the impact of PNZ on the wider New Zealand population, PNZ conducted a survey to determine our progress towards our strategic goals. The inaugural survey in 2022 found that 79% of New Zealanders feel that Paralympic sport increases a sense of pride in our country. The survey was not undertaken in 2021.
- The importance of mainstream and social media in promoting PNZ, the Paralympic Movement and celebrating our Para athletes' successes is central to increasing awareness and understanding by New Zealanders. PNZ published 63 media releases this year, and posted 1,317 social media posts across Facebook, Instagram, Twitter and LinkedIn. In 2021, PNZ published 69 media releases, and posted 1,483 social media posts, reflecting a high level of activity during the Tokyo 2020 Paralympic Games.



PARA ATHLETE JADEN MOVOLD greeting tamariki at Ellerslie School

People

PNZ PATRON

Her Excellency The Right Honourable Dame Cindy Kiro, GNZM, QSO, Governor-General of New Zealand (from March 2022).

PNZ BOARD

Jana Rangooni, CMIInstD (Chair)	Aaron Mills, MInstD
Duane Kale, ONZM, CMIInstD	Sian Ruth
Catriona McBean, MInstD	Mark Elliott (from May 2022)
Andre Lubbe (until September 2022)	Fiona Allan ONZM - CE
Mary Fisher, MNZM	

PNZ STAFF

Fiona Allan.....	Chief Executive and Secretary General
Graeme Cochrane.....	Finance Manager (0.8)
Lynette Grace.....	Games Campaign and Sports Manager
Jenifer Hunt.....	Commercial Manager
Melissa Dawson.....	Strategic Engagement Manager
Marguerite Christophers.....	Classification Manager
Sue Cardwell.....	Digital and Communications Manager
Heidi Wilde.....	Funding and Partnership Manager
Frankie Busfield.....	Events and Administration Coordinator
Sacha Wright.....	Games Campaign and Sports Coordinator
Jenni Keeley.....	Education Lead
Marianne Loh.....	Para Sport Community Manager
Michelle Au.....	Coach Resource Developer (0.4)
Rachel Barr.....	Marketing Manager (0.4)
Dr. Rod Corban.....	Performance Psychologist (0.3)
Dale MacDonald.....	Para Sport Pathway Manager
Tracy Smith.....	Executive Support

PARA CYCLING PROGRAMME

Ryan Hollows.....	Para Cycling Programme Manager (0.8)
Dr. Damian Wiseman.....	Para Cycling Performance Coach & Lead Performance Scientist

SHOOTING PARA SPORT PROGRAMME

Michael Johnson.....	Shooting Para Sport Lead
----------------------	--------------------------

PNZ ORDER OF MERIT MEMBERS

Dr. Ian Campbell*
 Graham Condon*, QSM
 Kathy Condon
 Dave Currie, CNZM
 Ron Guthrey*, OBE
 Dr. John Heslop*, CBE
 Sir Paul Holmes*, CNZM
 Phil Humphreys
 Dr. Norrie Jefferson*, OBE
 Duane Kale, ONZM
 Keith McCormick*, MNZM
 Jim McKie
 Dr. Jack Pow*
 Clive Power
 Steve Rodgers
 Jim Savage, MBE*

William Utley*, OBE
 Ross Hynds*
 Colin Willis, MNZM
 Rob Courtney*, MNZM
 Bruce Tocker*
 Trevor James
 Dave Hill, NZOM*
 Roly Crichton, ONZM
 Sophie Pascoe, DNZM
 Peter Martin, MNZM
 Ben Lucas
 Ken Sowden, MNZM
 Raylene Bates, MNZM
 Sandra Blewett, MBE
 *Deceased

PNZ ATHLETES' COUNCIL MEMBERS

Paralympian #213 Sarah Ellington (Chair)
 Paralympian #195 Anna Grimaldi
 Paralympian #148 Michael Johnson

Paralympian #189 Carl Murphy
 Paralympian #202 Jacob Phillips
 Paralympian #225 Anna Taylor



PNZ staff and contractors prepare a Christmas greeting

Members

Paralympics New Zealand (PNZ) is the National Paralympic Committee (NPC) for New Zealand. We work across the Para sport sector with many different member organisations, each with varying responsibilities in Para sport, including:

NATIONAL SPORTS ORGANISATION MEMBERS

Archery New Zealand
Athletics New Zealand
Badminton New Zealand
Boccia New Zealand
Bowls New Zealand
Cycling New Zealand
Equestrian Sports New Zealand
Goalball New Zealand
New Zealand Canoe Federation
New Zealand Shooting Federation
New Zealand Wheelchair Rugby
New Zealand Wheelchair Tennis
Rowing New Zealand
Snow Sports NZ
Swimming New Zealand
Table Tennis New Zealand
Triathlon New Zealand
Yachting New Zealand
World Powerlifting New Zealand

PARAFED MEMBERS

Disability Sport Auckland (previously Parafed Auckland) dsport
Parafed Bay of Plenty
ParaFed Canterbury
Parafed Gisborne Tairāwhiti
Parafed Manawatu
Parafed Northland
ParaFed Otago
ParaFed Taranaki
Parafed Waikato

ASSOCIATE MEMBERS

Blind Sport New Zealand
ParaFed Southland
Powerlifting New Zealand





Boccia Inter-Regional Exhibition 2022, Hamilton

Photo Credit: PNZ

OUTCOME

1: EQUITY IS

ACHIEVED WHEN

PARA SPORT IS

RECOGNISED AT

ALL LEVELS OF

SPORT IN NEW

ZEALAND



NZL

ZXU

Paralympian #183 Holly Robinson competing at Oceania Athletics Championships 2022

Advancing equity: wins for Para sport in 2022

DAME SOPHIE YOUNGEST EVER KIWI RECOGNISED WITH DAMEHOOD

Paralympian #166 Sophie Pascoe was appointed a Dame in the 2022 New Year's Honours. At 29, she was the youngest to ever be given the title, and the first Paralympian. The 11-time Paralympic gold medallist and five-time Commonwealth Games gold medallist was recognised for her contribution to swimming.

"I've taken this title with absolute pride and honour. I don't think it's really sunk in yet," said Dame Sophie, speaking to NewsHub.

Minister of Sport and Recreation Grant Robertson told RNZ that there was no doubting her rightful place in the country's sporting history:

"Sophie has had an astounding career. She made her international debut at just 13 years old and has not

stopped performing at the highest level since then. Her determination, talent and total commitment make her a role model for all New Zealanders."

Swimming star Pascoe continued her remarkable run as New Zealand's most decorated Paralympian in the Tokyo 2020 Paralympic Games, taking her medal tally to 19, of which 11 are gold.

She has been named Disabled Sportsperson of the Year on six occasions at the Halberg Awards and was named Para Athlete of the Decade in 2020.

Dame Sophie is a vocal advocate for equality for people with disabilities:

"This will hopefully be really impactful in a positive way to people living with a disability. But not only that, to people within the swimming community."



The Right Honourable Dame Cindy Kiro, GNZM, QSO and Paralympian #166 Dame Sophie Pascoe at Dame Sophie's investiture

DAME CINDY KIRO BECAME THE VICE-REGAL PATRON OF PARALYMPICS NEW ZEALAND

Her Excellency The Right Honourable Dame Cindy Kiro, GNZM, QSO, Governor-General of New Zealand graciously accepted an invitation to become the organisation's Patron in March 2022.

In accepting the appointment Her Excellency said:

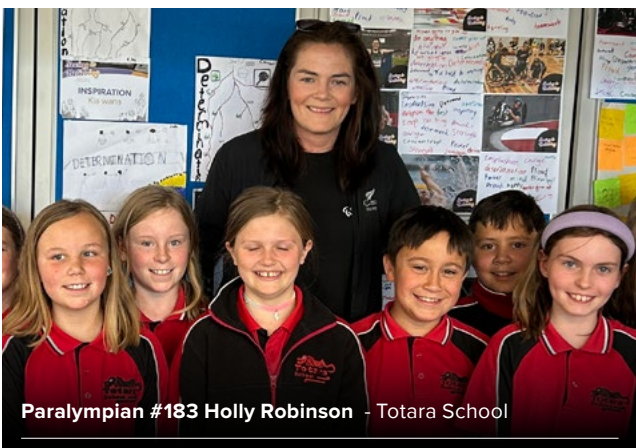
"I am looking forward to working with Paralympics New Zealand and our inspirational Paralympians and Para athletes. Their high-performance sporting achievements positively influence perceptions of people with disabilities, and promote a more diverse and inclusive society."

PARALYMPIAN HOLLY ROBINSON APPOINTED MNZM IN 2022 QUEEN'S JUBILEE HONOURS

Paralympian #183 Holly Robinson was appointed Member of the New Zealand Order of Merit (MNZM) in the Queen's Birthday and Platinum Jubilee Honours List 2022. The appointment recognises her services to athletics. She said:

"It's an honour to be appointed Member of the New Zealand Order of Merit for services to athletics. I am a proud Paralympian and I do my sport because I love it. I was over the moon to find out about my appointment. Something like this doesn't cross your mind when doing what I do so it's a wonderful surprise."

Holly, who won gold at the Tokyo 2022 Paralympic Games, competes in javelin in the F46 classification. She has represented New Zealand in Para athletics since 2011, in that time winning a host of medals and awards.



Paralympian #183 Holly Robinson - Totara School



Sandra Blewett receives PNZ Order of Merit

Photo Credit: PNZ

PARA SWIMMING CLASSIFIER AND SWIM COACH SANDRA BLEWETT RECOGNISED

In April 2022, PNZ awarded the PNZ Order of Merit to Sandra Blewett, MBE, for outstanding service to Paralympics New Zealand and Para sport in New Zealand. Sandra Blewett has been involved within Para sport in New Zealand for over 25 years in a variety of roles including:

- NZ Para swimming classifier from 1996, to just recently in March 2022.
- Executive Director for Parafed Auckland from 1998 to 2003.
- Team Manager of the NZ team to the IPC World Swimming Championships in Mar De Plata in 1998.
- Sandra organised the Welcome Home reception for Sydney 2000 Paralympians
- Convenor of Selectors for the Para swimming team to the Athens 2004 Paralympic Games
- PNZ Board member from 2001 to 2008.

Sandra is an advanced swimming instructor and coach for non-disabled and disabled swimmers, a role that she has been doing since 1971.

PNZ AWARDED GOVERNANCE MARK

The Paralympics New Zealand (PNZ) Board was thrilled to be presented with the Sport NZ Governance Mark. This accreditation follows three years of governance development by PNZ.

PNZ Board chair Jana Rangooni explained:

“Governance Mark is a great initiative from Sport New Zealand to improve the level of governance across the sector. It has been a really useful exercise for us to look at what we were doing well and where we could improve, which is something all organisations should be doing constantly.”

PNZ Board member Catriona McBean was heavily involved in the work to attain the Governance Mark. She enthused:

“I am absolutely proud of PNZ receiving the Sport NZ Governance Mark. After 3 long years, a rigorous process of self-assessment, third-party review, governance development and reassessment, all interrupted by COVID-19, we’ve achieved this huge organisational milestone.”

Julie Hood, Governance and Planning Consultant at Sport NZ explained why PNZ had been awarded the Governance Mark:

“The Governance Mark indicates that Paralympics New Zealand understands the strategic nature of its role, how to carry that out within an ethical framework, and how to hold itself accountable to stakeholders for its use of time and money.”

Based on internationally accepted good governance standards, Nine Steps to Effective Governance, the Sport NZ Governance Mark is the only externally-accredited governance development programme of its kind internationally with a focus on play, active recreation and sport.

PNZ was the 18th organisation to achieve the standard since it was launched six years ago in 2016.

PNZ WINS INTERNATIONAL AWARD FOR INTERNATIONAL WOMEN’S DAY 2022

Paralympics New Zealand (PNZ) was recognised at the International Paralympic Committee’s 2022 International Women’s Day Awards. PNZ won the category for National Paralympic Committees (NPCs) and International Federations (IFs) who promote and support equality and inclusion of women in sport. Winners were announced in a media conference at the Beijing 2022 Paralympic Winter

Games.

The award is in recognition of Paralympics New Zealand’s commitment to gaining equality for women in Paralympic sport. PNZ seeks and supports opportunities to develop women within the New Zealand sports system and the Paralympic Movement, it has several staff in advisory committees, and promotes female Kiwi Paralympians and their achievements.

Fiona Allan (Chief Executive, PNZ) said:

“On behalf of Paralympics New Zealand I am incredibly proud that our organisation has been recognised with this award. Our female Paralympians and Para athletes continue to inspire future generations of girls and women in Para sport. We endeavour to ensure female representation across all aspects of our organisation, from our Board, our staff and support staff. Here in Beijing our Chef de Mission and Deputy Chef de Mission are both women further demonstrating our commitment to enable women to have the opportunity in leadership positions.”

GREATER INCLUSION FOR PARA ATHLETES AND CLEAN SPORT

A new collaboration between Drug Free Sport New Zealand (DFSNZ) and Paralympics New Zealand (PNZ) aims to boost anti-doping support and inclusion for New Zealand’s Para athletes by 2024.

Internationally, Para athletes and Para sport have experienced imbalanced anti-doping support compared to able-bodied athletes and sport, while being expected to hold themselves to the same high standards. DFSNZ’s new approach will see the organisation take steps to address this across every aspect of their work.

DFSNZ Chief Executive Nick Paterson believes that although this work is long overdue, it has the potential to inspire similar change at other anti-doping organisations:

“Clean Para athletes have the same right to clean sport as any other clean athlete. Historically we don’t think the international anti-doping community, including DFSNZ, has done enough to support this. We are in a position to make much needed change in New Zealand, and we hope that other anti-doping organisations are inspired to reflect on their own approaches in a similar way.”



CE FIONA ALLAN HOLDS IWD AWARD - Beijing 2022 Paralympic Games

Photo Credit: IPC



PARALYMPIAN #205 JESSE REYNOLDS - Drug Free Sport NZ educational video

Photo Credit: Drug Free Sport NZ



PNZ BOARD ARE AWARDED SPORT NZ GOVERNANCE MARK

Photo Credit: PNZ

Recognising Para sport heroes

IN MEMORIAM: DAVE HILL MNZM

Dave Hill, MNZM and PNZ Order of Merit Member passed away on 14 April 2022 aged 70 years, following a 19 year battle with superficial siderosis of the central nervous system.

Dave began his involvement in Paralympic sport in the mid-1970s. He was inspired by his wife Trish Hill as she started her own long and accomplished career in Para sport as a Paralympian. Dave's amazing service and dedication to PNZ includes serving as an Executive Member from 1975 and for a number of years thereafter, Chair of the Sports Committee for many years, Team Assistant at the Arnhem 1980 Paralympic Games, Assistant Chef de Mission at Seoul 1988 Paralympic Games, Chef de Mission at Barcelona 1992 Paralympic Games, and attended over 15 events.

Dave's involvement with Parafed North Otago from 1973 as a founding member until 2014 is an incredible record of service. He has been widely recognized as a driving force behind the Paralympic movement in New Zealand.

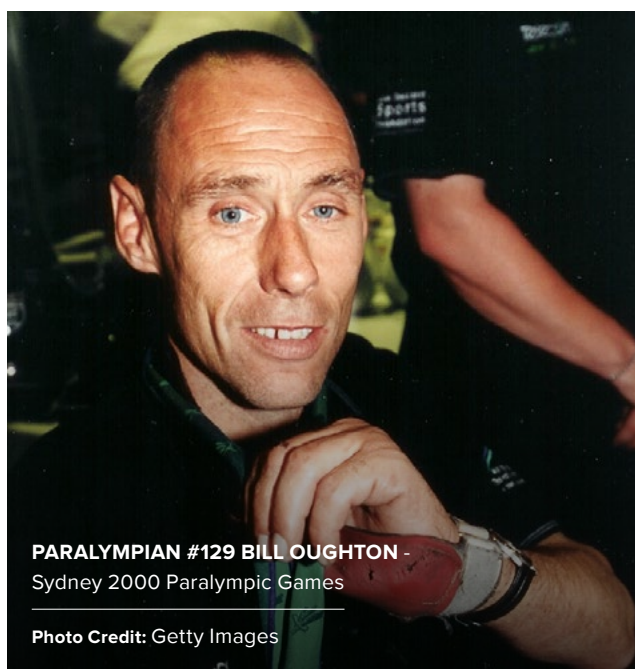


DAVE HILL MNZM

IN MEMORIAM: PARALYMPIAN #129 BILL OUGHTON

Paralympian #129 Bill Oughton passed away on 31 December 2022, aged 60. Bill was a Wheelchair rugby player and played for New Zealand's national team, the Wheel Blacks.

Bill competed with the Wheel Blacks in two Paralympic Games, winning a medal in each. First the Wheel Blacks won bronze in the Sydney 2000 Paralympic Games winning gold at Athens 2004.



PARALYMPIAN #129 BILL OUGHTON -
Sydney 2000 Paralympic Games

Photo Credit: Getty Images

IN MEMORIAM: CHEF DE MISSION BRUCE TOCKER

Para athlete and NZ Paralympic Team Chef de Mission Bruce Tocker passed away on 26 January 2023, aged 71 years.

Born in 1951, Bruce competed as a Para athlete through the 1970s and early 80s in various Para sports including Para lawn bowls and wheelchair racing, winning several international medals.

Bruce also worked to promote disability sport across many roles. He helped found the Waikato Paraplegic & Physically Disabled Association in 1967 and stayed involved throughout his life. He was an executive member of Paralympics New Zealand (then called NZ Paraplegic & Physically Disabled Association) from 1975, becoming CEO in 1987. He was involved with the ParaFed National Sports Championships, the NZ Sports Assembly, the NZ Sports Foundation and the Hillary Commission. Bruce was Assistant Chef de Mission to the NZ Paralympic Team in the Barcelona 1992 Paralympic Games and Chef de Mission in the Atlanta 1996 Paralympic Games. Bruce is in the full length documentary film "Triumph of the Human Spirit" which is about the NZ Paralympic Team at Atlanta 1996.

PNZ awarded Bruce the Paralympics New Zealand Order of Merit for outstanding service to the organisation and Paralympic sport in 2011.



BRUCE TOCKER - Parafed Waikato 50th Anniversary

Photo Credit: Parafed Waikato

IN MEMORIAM: PARALYMPIAN #14 JIM SAVAGE MBE

PNZ Order of Merit Member and Paralympian #14, Jim Savage MBE passed away on 20 February 2023, aged 86.

Jim represented New Zealand in our very first Paralympic Team in 1968, going on to win medals at two of the following three Paralympic Games, as well as taking on the role of team captain. Jim represented New Zealand in a phenomenal eight different Para sport events – within Para athletics this included shot put, discus, javelin, pentathlon. As well as those he competed in Para lawn bowls, Para table tennis and Para archery.

Jim has also been a lifelong volunteer and community servant: he taught St John's in Kawerau, raised money for cancer charities, served as a town councillor, he was the first life member of Parafed Bay of Plenty and founded the Kawerau Paraplegic Association and the Friendly Games. Jim was awarded a Paralympics New Zealand Order of Merit in 2001 for his outstanding services to Paralympic sport.



PARALYMPIAN #14 JIM SAVAGE -
Toronto 1976 Paralympic Games

The Celebration Project in 2022

Since 1968 New Zealand Paralympic Teams have stunned supporters and competing nations with their determination, heart and courage and ultimately, their success. 227 Paralympians have contributed to New Zealand Paralympic Teams success so far by representing Kiwis with pride and dignity and bringing home a staggering 237 medals across 26 Paralympic Games. Through this success they have inspired Kiwis to think differently about disability.

The official Paralympic 'number' is a number that is bestowed upon a New Zealand Paralympian, only once they have competed at their first Paralympic Games. Paralympians are ordered alphabetically within each Paralympic Games and a number is given.

PNZ staged its first community event to celebrate Paralympians who made their Paralympic debut at the Tokyo 2020 Paralympic Games. Each Paralympian was presented with their official numbered Paralympic pin and a certificate signed by the President of the International Paralympic Committee (IPC) and the Chair of PNZ.

The event was hosted in collaboration with the Waipā District Council at the Sir Don Rowlands Centre, the event featured the official presentation of six Paralympic pins. The Paralympians received their pins on stage from Fiona Allan and Mayor Jim Mylchreest of Waipā District Council. It was a fantastic occasion to celebrate the achievements of the Paralympians and acknowledge their support networks, including family, friends, coaches, and funders.

Further Paralympic pins were presented at the annual awards nights of Disability Sport Auckland, Snow Sports NZ, and ParaFed Canterbury; alongside many more Paralympians choosing to receive their pins individually. In total, 37 Paralympians received their pins this year:

- Paralympian #37 Ken Raymond
- Paralympian #41 Denis Butler
- Paralympian #60 Brent Gibson
- Paralympian #65 Yvonne Mills
- Paralympian #69 Chris Adamson
- Paralympian #70 Stuart Graham
- Paralympian #71 Kevin O'Sullivan
- Paralympian #86 Joanne Heaney
- Paralympian #101 Mervyn Mathews
- Paralympian #104 Jeff Muralt
- Paralympian #105 Curtis Palmer
- Paralympian #109 Derek Stewart
- Paralympian #124 Mark Inglis
- Paralympian #125 Paul Jesson
- Paralympian #131 Gillian Pollock
- Paralympian #132 Tim Prendergast
- Paralympian #139 Chris Wood
- Paralympian #140 Tracey Wright
- Paralympian #152 Liam Sanders
- Paralympian #155 Maurice Toon
- Paralympian #160 Annemarie Donaldson
- Paralympian #185 Nathan Smith
- Paralympian #187 Laura Thompson
- Paralympian #197 Liam Malone
- Paralympian #210 Lisa Adams
- Paralympian #211 Danielle Aitchison
- Paralympian #213 Sarah Ellington
- Paralympian #215 Corbin Hart
- Paralympian #216 Robert Hewitt
- Paralympian #218 Tainafi Lefono
- Paralympian #220 Eltje Malzbender
- Paralympian #222 Nicole Murray
- Paralympian #224 Anna Steven
- Paralympian #225 Anna Taylor
- Paralympian #226 Michael Todd
- Paralympian #227 Ben Tuimaseve
- Paralympian #228 Aaron Ewen



PARALYMPIAN #124 MARK INGLIS, PARALYMPIAN #226 MIKE TODD - Parafed Canterbury Awards

Photo Credit: Carrie Prendeville

PNZ has now presented 212 of 227 New Zealand Paralympians with their official pin (93%).¹

¹ Why are there 227 Paralympians, yet we have Paralympian #228? Doug McDonald was previously listed as Paralympian #9, however, later research revealed he had to withdraw from the Tel Aviv 1968 Paralympic Games. Subsequent Paralympians have not been renumbered.



PARALYMPIAN #225 ANNA TAYLOR, PARALYMPIAN #222 NICOLE MURRAY, PARALYMPIAN #211 DANIELLE AITCHISON, PARALYMPIAN #213 SARAH ELLINGTON, PARALYMPIAN #220 ELTJE MALZBENDER, PARALYMPIAN #216 ROB HEWITT - Waipā Paralympian Pin Presentation

Photo Credit: Philipp Döhrn



PARALYMPIAN #188 COREY PETERS PRESENTS PIN TO PARALYMPIAN #228 AARON EWEN - Snow Sports NZ Awards

Photo Credit: Snow Sports NZ



PARALYMPIAN #227 BEN TUIMASEVE, PARALYMPIAN #215 CORBIN HART, PARALYMPIAN #218 TAINAFI LEFONO, PARALYMPIAN #210 LISA ADAMS, PARALYMPIAN #224 ANNA STEVEN - Disability Sport Auckland Awards

Photo Credit: Kouki Photography



PARALYMPIAN #222 NICOLE MURRAY - Training at Grassroots Trust Velodrome, Cambridge

Photo Credit: PNZ

PNZ Strengthen and Adapt Plan

SPORT NZ ESTABLISHED THE NATIONAL PARTNER STRENGTHEN AND ADAPT PROGRAMME TO IMPROVE THE CAPACITY, CAPABILITY AND RESILIENCE OF SELECTED NATIONAL PARTNERS AND THEIR DELIVERY NETWORKS. THIS WILL MEAN THEY ARE BEST POSITIONED TO MEET THE NEEDS OF PARTICIPANTS AND ATHLETES INTO THE FUTURE. PNZ WAS SELECTED BY SPORT NEW ZEALAND TO BE PART OF WAVE ONE OF THE PROGRAMME.

The Strengthen and Adapt Programme provides PNZ with a once in a generation opportunity to explore areas for transformational change in Para sport.

STRENGTHENING THE PARA SPORT SYSTEM

Following extensive stakeholder consultation, the PNZ Strengthen and Adapt Plan has been developed to address how the Para sport system works and how improved national and regional collaboration can lead to improved operating approaches and delivery of shared projects that strengthen, align and enhance community Para sport outcomes across New Zealand.

PNZ believes collaboration with members and partner organisations to design, deliver and enable Para sport experiences across all levels of the pathway is integral. The Strengthen and Adapt Plan is about how the system can work together and deliver more successfully on the PNZ Strategic Plan and Sport NZ outcomes, to get more disabled people involved in Para sport and supported along the pathway.

The Plan is anchored to three projects that commenced in 2022:

- Collectively Stronger Together
- Building the Para Sport Family
- Seeing is Believing

These projects are described in dedicated sections of this report.

WHAT DOES SUCCESS LOOK LIKE?

National and regional collaboration will result in improved operating approaches and deliver on shared initiatives that strengthen, align and enhance community Para sport outcomes across New Zealand.

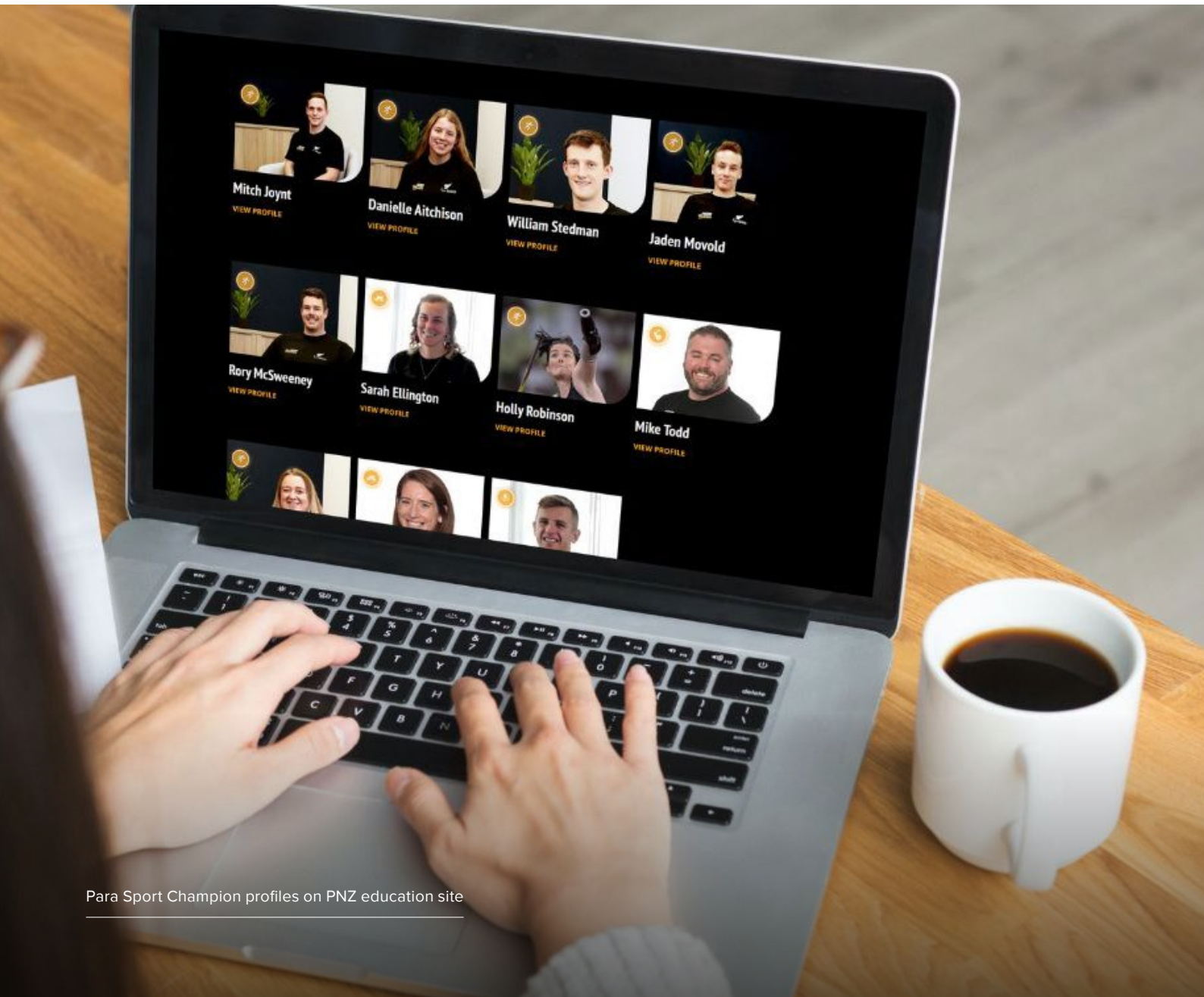
Strengthening the community sport (explore and learn) and talent development steps will get more disabled people and coaches involved in Para sport and supported along the pathway.

Knowledge and understanding of teachers and tamariki in school environments will be transformed through Para sport education and lived experiences with more disabled tamariki included and getting active.



PARALYMPIAN #208 WILLIAM STEDMAN, PARA ATHLETE MITCH JOYNT, PARALYMPIAN #211 DANIELLE AITCHISON, PARALYMPIAN #225 ANNA TAYLOR, PARA ATHLETE JADEN MOVOLD (SEATED), PARALYMPIAN #200 RORY MCSWEENEY, PARALYMPIAN #192 CAITLIN DORE - Launch of the Harvey Norman Para Sport Champions

Photo Credit: PNZ



Para Sport Champion profiles on PNZ education site

Introducing the Harvey Norman Para Sport Champions

WHAT IS A HARVEY NORMAN PARA SPORT CHAMPION?

A Harvey Norman Para Sport Champion is an inspirational role model who brings the Paralympic values to life through their actions. They are Para athletes and Paralympians at various stages of their sporting journey. Through their stories, they inspire and motivate tamariki to reimagine and redefine their own possible.

There are 11 Para Sport Champions who cover four regions of New Zealand: Auckland, Waikato, Canterbury, and Otago.

WHAT DID PNZ DO TO BRING THIS INITIATIVE TO LIFE?

An important part of the Para Sport Champion journey was the initial 'Growing Champions' workshop which provided a platform for the Champions to come together, discuss the initiative and begin to explore their own champion qualities. We provided expert guidance with guest speakers talking about being a champion and how to share individual stories.

We launched a dedicated website area aimed at tamariki getting to know the Para Sport Champions and their stories. This included their grassroots, their journey, fun facts and supported bringing the Para Sport Champions initiative to life. Learners could investigate all the Champions, often being drawn to different individuals that they could identify with.

WHAT HAVE THE CHAMPIONS DONE IN THEIR ROLES SO FAR?

The Harvey Norman Para Sport Champions were a key part of the PNZ Education Pilot "Seeing is Believing" which took place in Term 4 of 2022. The Champions were introduced to schools which were taking part in the Pilot. They visited each of their schools twice, participating in various activities that were planned by the school with support from the PNZ Education Lead. The first visit was typically a session where the Champion shared their story with the learners, whether that was at a school assembly or in class sessions.

Champions got involved in school athletics events, they ran workshops based on the work from the Education Pilot teaching resources and they ran clinics specifically around their sport.



PARALYMPIAN #211 DANIELLE AITCHISON - Hukanui School

The PNZ Education Pilot: "Seeing is Believing"

WHAT IS SEEING IS BELIEVING?

Seeing is Believing launched in 2022 in 20 primary schools across four regions in New Zealand. Through the lens of Paralympians, Para athletes and the Paralympic Movement, Seeing is Believing takes teachers and learners on a transformative journey, where they are challenged to take steps towards growing a more inclusive Aotearoa, beginning in their own school and community.

WHAT WAS PNZ HOPING TO ACHIEVE WITH THE PILOT?

The International Paralympic Committee's I'mPOSSIBLE resources, supported by the Harvey Norman Para Sport Champion initiative, connected with both disabled and non-disabled tamariki, their teachers and schools, encouraging them to explore values and challenge behaviours and choices. Our vision for the pilot was to:

- Provide ALL tamariki with the opportunity to participate in play, games, and sport.
- Encourage teachers to be creative and think about how they can modify activities to ensure that all learners are included.
- Provide support, resources, and opportunities for schools to grow and maintain an inclusive environment.
- Connect participating schools to their Harvey Norman Para Sport Champion to allow ALL tamariki to see how the Paralympic values of inspiration, courage, determination, and equality are lived through the stories of our Paralympians and Para athletes.
- Encourage ALL participants, including teachers, to begin to redefine their own possible.
- Advocate for inclusion and partner with like-minded organisations to amplify the potential impact of this resource.
- Provide opportunities for teachers, learners and Para sport Champions to have a voice in the shaping of the resource in the future through the evaluation and monitoring process.

WHY IS SEEING IS BELIEVING SO IMPORTANT FOR NZ? HAS THERE BEEN ANYTHING LIKE THIS BEFORE?

1.1 million people in New Zealand live with an impairment. 95,000 children younger than 15 years old have a disability. Research shows that disabled people participate significantly less in physical activity, with the gap growing bigger in the adult population. It also tells us that disabled young people participate less in physical education with their class at school, and they dislike physical education more than their non-disabled schoolmates. There is a genuine need for change.

If we can consider the ways in which we approach physical activity at school, we have the opportunity to change the trajectory of all learners in regard to growing a positive attitude towards being active.

Seeing is Believing challenges perceptions and behaviours towards disabilities but it also provides teachers with tools to reimagine how they can modify games and sport to ensure that it is inclusive of all learners. It shows teachers and learners that we can all be active, we can all play and have fun with our friends.



PARALYMPIAN #211 DANIELLE AITCHISON - Hukanui School

WHAT WERE THE BIG ACTIVITIES PNZ UNDERTOOK TO BRING SEEING IS BELIEVING TO LIFE?

RERAFTING AND WRITING

The International Paralympic Committee's I'mPOSSIBLE educational resources provided an excellent base. We were then able to craft a teaching resource with a NZ audience in mind. Some of the important changes that we made to the resource:

- Connecting the learning activities to the NZ Curriculum through the Health and Physical Education lens.
- The inclusion of Te Reo Māori and NZ Sign Language. The Paralympics values were translated in both languages.
- Creating new resources and activities with young, NZ learners in mind complementing the existing I'mPOSSIBLE resources.
- Highlighting NZ Para athletes and Paralympians through the inclusion of their images and stories (such as Fast Fact Sheets) throughout the materials.

RECRUITING

For the purpose of the pilot project, PNZ focussed on Primary School, Years 1 – 6, with the goal of recruiting 20 schools to launch and test the resources in, over 4 regions in New Zealand. The regions included Auckland,

Waikato, Canterbury, and Otago. We collaborated with several organisations during this time, who supported the PNZ Education Lead to make connections with schools in each region. This included the regional advisors from both Halberg Foundation and Sport New Zealand Healthy Active Learning Team who have a large work force on the ground in each region. These relationships were crucial in the early stages of connecting with possible schools.

The PNZ Education Lead also worked with Parafeds and similar organisations in each region to keep them informed and to gain their support. The pilot provided a platform to promote services that PNZ Members offer in their regions including community Para sport opportunities for disabled learners and their families and in-school services that complimented the I'mPOSSIBLE resources.

We engaged with 10 Para athletes/Paralympians, connecting them to two schools each within their region.

TRAINING

The PNZ Education Lead planned and facilitated a training workshop for the Para Sport Champions early in August to support them to prepare for the school visits in Term 4 (October – December). Experts in leadership and storytelling were engaged on the day to run workshops for the Para Sport Champions including well known NZ Paralympian #124 Mark Inglis.

Throughout Term 3 (July – September), the PNZ Education Lead visited each pilot school to run a training session for teachers who were going to be engaging with the resources in Term 4.

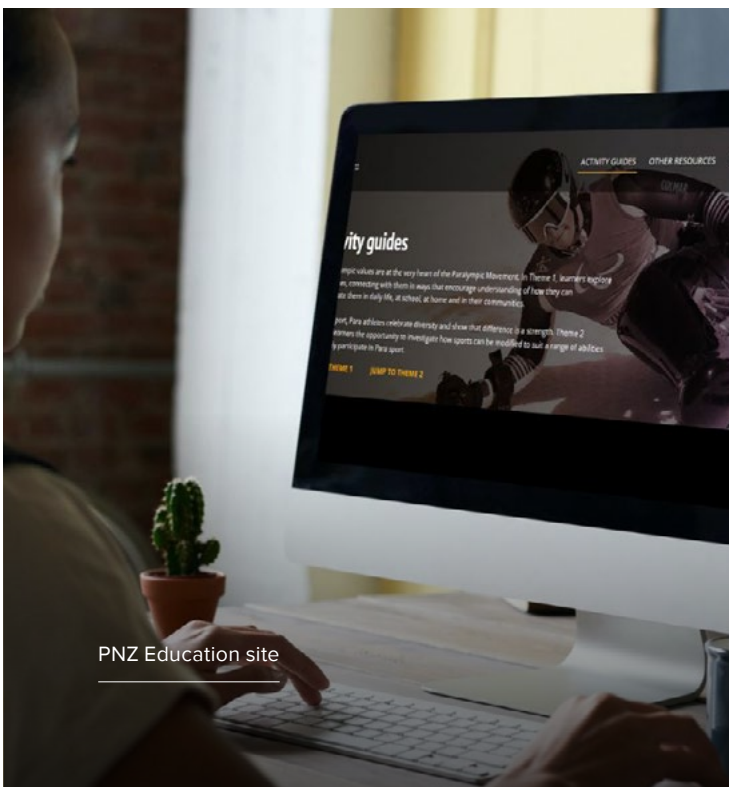
CONNECTIONS

As mentioned above, collaboration with other organisations was a crucial part of the work leading up to the launch of this pilot. The PNZ Education Lead updated key stakeholders about the progress at each stage of the pilot. Key stakeholders included:

- Sport New Zealand – Healthy Active Learning Teams
- Parafeds and similar organisations – Auckland, Waikato, Canterbury, and Otago
- PENZ – Physical Education New Zealand
- Unitec Auckland
- Ministry of Education

LAUNCH

On 17 October 2022, the pilot initiative was launched in 20 schools across the 4 regions. The launch was shared with key stakeholders and New Zealand media, through a media release issued by PNZ.



PNZ Education site

HOW DID THE PILOT GO?

20 Primary schools across four regions in New Zealand participated in the pilot of Seeing is Believing. This involved approximately 44 teachers and 1,225 tamariki.

Successes include:

- Recrafting the I'mPOSSIBLE resource to reflect the NZ Curriculum document.
- Creation of the website that houses all resources for both I'mPOSSIBLE and the Para Sport Champions initiative - education.paralympics.org.nz.
- Recruiting and training of 20 pilot schools and Para Sport Champions.
- Successful launch of pilot on October 17, 2022.
- Flexible model which allowed schools to shape the resources and programmes to fit their school and community. It was important that schools could connect their own school values to the Paralympic values.
- Developing relationships between other organisations that are working within the disability and inclusion space, specifically in education.

WHAT DID SCHOOLS HAVE TO SAY ABOUT SEEING IS BELIEVING?

“Our session today was looking at determination and courage. Our children were beginning to make connections to their own lives at school and outside of school, and how they can apply some of those values too.”

“Teachers like how accessible the resource is, there are lots of visual prompts and YouTube clips. You can pick and choose the activities that you want to do, and it aligns with our school values too.”

“The learners are growing a real awareness that not everyone has the same abilities and things. Great lessons of determination. Push through when things are hard and knowing that you can do anything.”

“As a principal, I can see how this resource has really validated the progress we have made as a school regarding the inclusion of others and the values.”

“Our kids are more compassionate and understanding of other children. They are also going home and talking to their parents about it and having those conversations at home. It is carrying on outside of school.”

WHAT'S NEXT FOR SEEING IS BELIEVING?

PNZ is looking toward a nationwide rollout in 2023. As we do so, we look to:

- Continue to provide a flexible model with options and support for schools. A flexible model allows teachers to navigate through the resources in a way that best fits their learners, class, and community. It allows schools to connect to the resources through their own school values and adapt suggested activities. It also means that schools can plan visits from Para Sport Champions that again, best fit their learning.
- Build the number of Para Sport Champions that are available to visit schools and provide support for the Para Sport Champions in preparation for their visits.
- Focus on expanding the number of Primary Schools that we reach across New Zealand.
- Adapt the website to make the lessons and supporting resources easily accessible for teachers.
- Continue to work with other organisations to optimise learning opportunities for learners and schools. For example, Halberg Foundation, Sport NZ Healthy Active Learning and Parafeds and similar organisations.
- Form a PNZ Education Advisory Group that include representatives from the Para Sport Champions, teachers, and other expert colleagues, to support the development of new resources and the PNZ Education Programme.



Paralympian #208 William Stedman at Westburn School



Learners at Totara School with Paralympian #183 Holly Robinson's medal



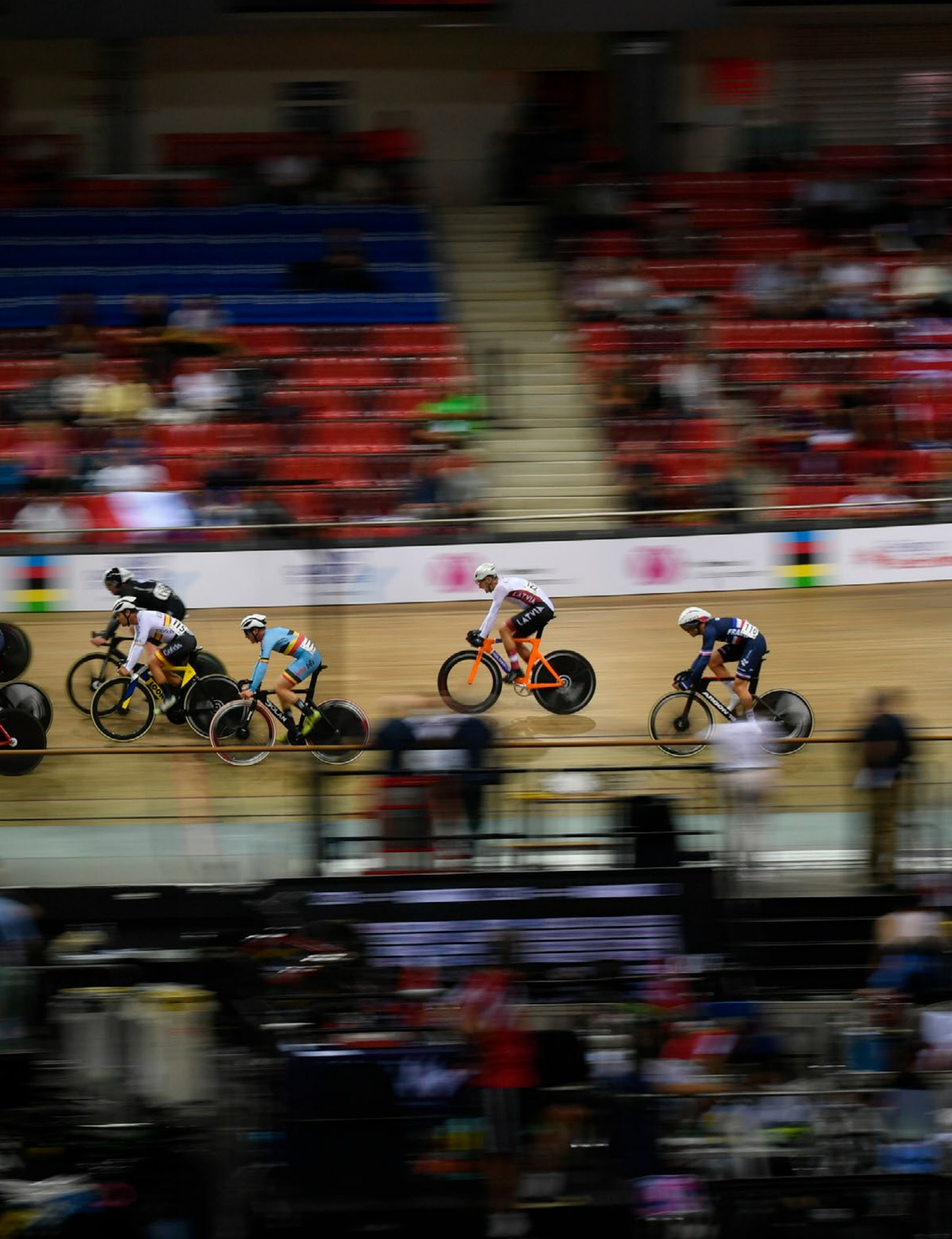
Para athlete Jaden Movold at Ellerslie Primary School



Paralympian #192 Caitlin Dore at Isleworth School

**OUTCOME 2:
A STRONG
AND
SUSTAINABLE
PATHWAY
TO THE
PARALYMPIC
GAMES**





2022 Para Cycling Track World Championships, New Zealanders compete in Men's C5 Scratch Race

Credit D. Echelard



PARALYMPIAN #188 COREY PETERS - Beijing 2022

Photo Credit: Getty Images

Beijing 2022 Paralympic Winter Games

The Paralympic Winter Games were held in Beijing from 4 March to 13 March 2022, just 6 months after the close of the Tokyo 2020 Summer Paralympic Games. Beijing became the first city to host both winter and summer Paralympic Games.

564 Para athletes from 46 countries competed in 78 events across 6 Para sports. Participation in the Games was impacted by the ongoing Russian invasion of Ukraine, as Belarusian and Russian Para athletes were prohibited from competing.

Host nation China finished at the top of the medal table, winning a total of 61 medals, of which 18 were gold. Ukraine also made their best historical performance and finished in second place with 29 medals, of which 11 were gold.



Beijing 2022 Paralympic Winter Games Opening Ceremony

Photo Credit: Getty Images

SELECTION OF THE NEW ZEALAND PARALYMPIC TEAM

In November 2021 at the Selection Event in Macpac Wanaka, PNZ selected three Para athletes to compete in Para alpine skiing: Paralympian #158 Adam Hall (competing in his fifth Paralympic Games), Paralympian #188 Corey Peters (competing in his third Paralympic Games) and Aaron Ewen (Paralympic debutant).

Jane Stevens was confirmed as the Chef de Mission at the end of 2021 with further support roles appointed later.

PARA ATHLETES – PARA ALPINE SKIING

Aaron Ewen

Adam Hall

Corey Peters

SUPPORT STAFF

Jane Stevens	Chef de Mission
Lynette Grace	Deputy Chef de Mission
Ben Adams	Head Coach
Scott Palmer	Assistant Coach
Dr. Bruce Hamilton	Medical Lead
Graeme White	Performance Physiotherapist
Curtis Christian	Wax & Equipment Technician



NEW ZEALAND PARALYMPIC TEAM - Beijing 2022

Photo Credit: Getty Images

PREPARATION FOR BEIJING 2022

Para athletes and coaching staff prepared for the Paralympic Winter Games in Winter Park in Colorado from November 2021. They competed in World Cup and World Championship events in Norway and Sweden in the build up to Beijing 2022.

COVID SAFETY

PNZ prepared extensively for the Paralympic Games Campaign based upon the 'IPC/IOC COVID-19 Playbook', including the requirements for vaccination, pre-departure COVID-19 testing, health monitoring and health maintenance strategies.

Health maintenance (COVID-19) strategies incorporated ensuring appropriate use and availability of N95 masks, hand hygiene, anti-viral sanitising of accommodation, establishing physical distancing and contact guidelines, and

the inclusion of air purifiers within the accommodation. The Team approach was articulated in the NZ Paralympic Team COVID-19 Protocols and Operating Procedures document, finalised in January 2022.

With athletes and coaches based overseas in the preparation window, multiple educational and informational webinar type sessions were held to engage the team in a common approach to prioritising healthcare.

NZ Government regulations meant all NZ Paralympic Team members were not required to complete MIQ stays on return to New Zealand. This situation changed on a weekly basis and keeping across the development with updates from the Ministry of Business, Innovation and Employment (MBIE) contact was extremely useful. PNZ had secured MIQ spots should the situation change for travellers returning to New Zealand.

The IPC and Beijing 2022 established COVID-19 countermeasures and the publication of two Playbooks,



PARALYMPIAN #158 ADAM HALL
- Beijing 2022

Photo Credit: Getty Images

BEIJING 2022
WINTER PARALYMPICS
NEW ZEALAND



3 PARALYMPIANS
2 RETURNING
1 DEBUTANT

**TOTAL
MEDAL
COUNT**

4

7 SUPPORT
STAFF

5 TOTAL
DISCIPLINES

15TH
OF **46**
NATIONS



IN THE WORLD
**MEDALS PER
ATHLETE**

4TH

IN THE WORLD
**MEDALS
PER CAPITA**

NEW ZEALAND'S
MOST DECORATED
WINTER PARALYMPICS
IN 20 YEARS

*One Team
One Spirit*





PARALYMPIAN #158 ADAM HALL - Beijing 2022

Photo Credit: Getty Images



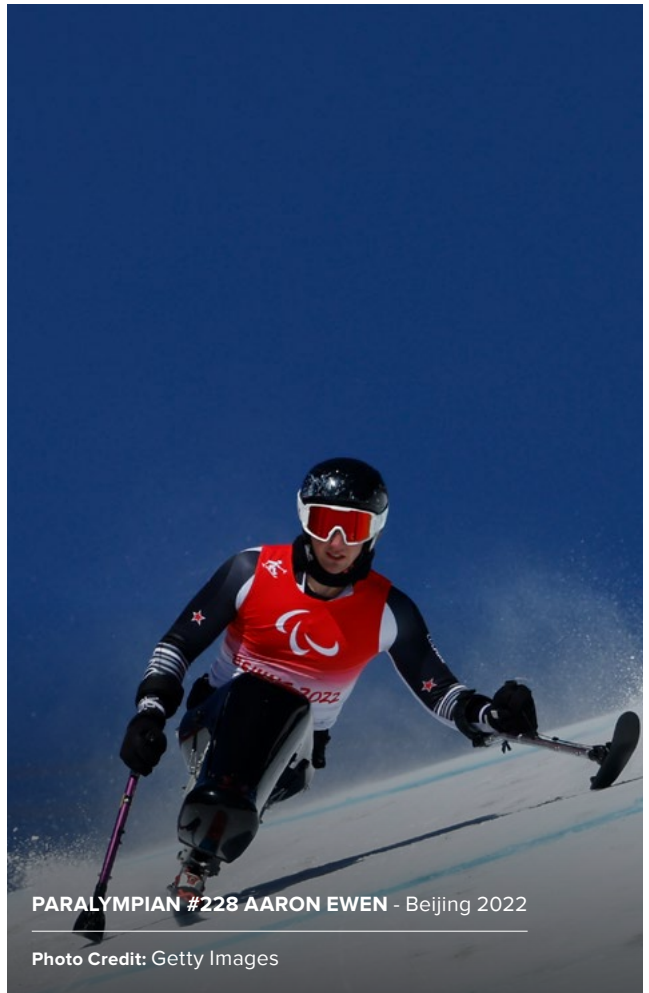
PARALYMPIAN #228 AARON EWEN - Beijing 2022

Photo Credit: TVNZ



PARALYMPIAN #188 COREY PETERS - Beijing 2022

Photo Credit: TVNZ



PARALYMPIAN #228 AARON EWEN - Beijing 2022

Photo Credit: Getty Images

these were in place to enable the safe delivery of the Paralympic Games. The NZ Paralympic Team developed their own health, safety and wellbeing (HSW) protocols over and above the Beijing 2022 Playbooks, these were implemented to ensure the performance environment to support all Paralympic Team members.

RUSSIA'S INVASION OF UKRAINE AND THE IMPACT ON THE BEIJING 2022 PARALYMPIC WINTER GAMES

Russian and Belarusian Para athletes were banned from competing at the Beijing 2022 Paralympic Winter Games in March in the wake of the Russian invasion of Ukraine on 24 February 2022. The IPC had initially allowed athletes from the two nations to participate as neutrals but then reversed its decision on 3 March 2022, saying the teams would not be allowed to compete as other nations were likely to withdraw and a viable Paralympic Games would not have been possible.

With this backdrop, it was important for the Paralympic Team to maintain a performance environment and remain undistracted by the world events playing out around them. This was achieved thanks to the preparation and culture of the Team.

For more on PNZ's involvement in the IPC decisions around Russia and Belarus, see "International relations and membership obligations of the IPC" on page 68.

THE PARALYMPIC TEAM ENVIRONMENT

PNZ ensured the environment in Beijing reflected our team culture which had been worked on extensively prior to the team's entry to the Village. This was done with artwork supplemented by imagery of NZ landscapes, furnishings and home comforts of food and coffee.

BROADCAST PRODUCTION

As broadcast rights holder, TVNZ had a three person production team on the ground in Beijing to cover the event. For more detail of the New Zealand impact and publicity around Beijing 2022, see "Marketing and brand" on page 77.

RESULTS IN THE TOP 8

Beijing 2022 was New Zealand's most decorated Winter Paralympics for 20 years. The New Zealand Paralympic Team placed second in the world for medals per Paralympian and 15th out of 46 nations on the medal table.

COREY PETERS

- Gold – Men's Downhill Sitting
- Silver – Men's Super-G Sitting

ADAM HALL

- Bronze – Men's Super Combined Standing
- Bronze – Men's Slalom Standing

Future Paralympic Games: Paris 2024

ABOUT PARIS 2024

France will be hosting its first-ever summer Paralympic Games in 2024. They will be held in Paris, France from 28 August – 8 September 2024 and will look to host up to 182 nations across 22 Para sports.

The 549 events – spread across 269 sessions – will be held in awe-inspiring settings: Les Invalides for Para archery; the Champ de Mars, at the foot of the Eiffel tower, for blind football, Para judo and Wheelchair rugby; and the grounds of the Château de Versailles for Para equestrian. These spectacular surroundings, in addition to a packed competition schedule, will make for a unique experience for everybody involved in the Paralympics.

The Opening Ceremony will take place along the Champs de Mars and in the Place de la Concorde.

The schedule covers 11 days of competition (1 day less than the Tokyo 2020 Paralympic Games), which means a more densely packed programme. More events for women are included than ever before, bringing the Paris 2024 Paralympics closer to gender parity.

PNZ'S COLLABORATION WITH THE PARIS 2024 ORGANISING COMMITTEE

PNZ's preparations for Paris 2024 are well underway.

PNZ attended the first Paris 2024 Welcome Day at the end of September 2022 virtually. The Paris 2024 Organising Committee updated NPCs and NOCs on accreditation, accommodation, logistics, transport, security, sport venues and infrastructure.

The PNZ Games Campaign and Sports Manager will be visiting Paris at the end of April 2023 to visit the Paris 2024 organising committee as well visiting the Paralympic Village and some sports venues. NSOs were invited to attend this visit.

2023 will see the release on the IPC platform of more detailed information to assist with Games planning requirements particularly in relation to accommodation, accreditation, freight, equipment.

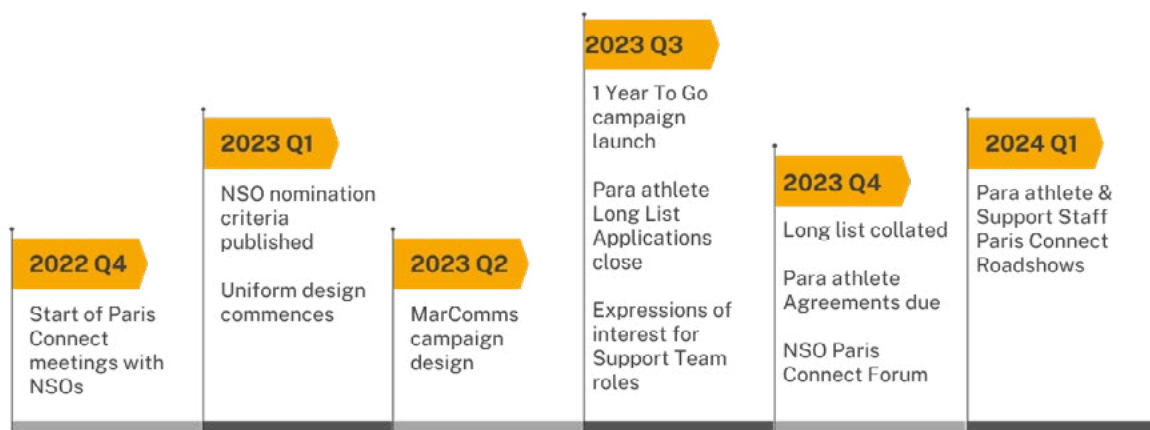
PNZ will participate in the Chef de Mission Forum which takes place in late August 2023.

PREPARATIONS WITHIN NEW ZEALAND

Paralympics New Zealand's goal is to have New Zealanders compete in 8 Para sports at the Paris 2024 Paralympic Games, an increase of 2 from Tokyo 2020. A larger New Zealand Paralympic Team may attend the Paralympics.

Paris Connect meetings between PNZ and NSOs kicked off in November 2022, first meetings consisted of setting the scene, possible Para athlete numbers and working together going forward. PNZ will be looking to hold a Team Managers forum in 2023 to bring together NSOs, this will be used as an information sharing opportunity as well as a connection for this group of individuals who will be pivotal in the success of NZ at the Paralympics.

PNZ will seek expressions of interest for Support Team roles in mid-2023, covering roles in Medical, Sport Science and Physiotherapy. The PNZ Performance Psychologist will also support the Team.





Artist's impression of Paris 2024 Paralympic Games

Photo Credit: Paris 2024



COREY PETERS - Beijing 2022

Photo Credit: Getty Images

Other future Paralympic Games

MILANO CORTINA 2026 PARALYMPIC WINTER GAMES

Milano Cortina, Italy, will host the Olympic and Paralympic Winter Games 2026. The Winter Paralympics will take place from 6 to 15 March 2026. The Milano Cortina 2026 Paralympic Winter Games will feature iconic venues and beautiful settings, combining the attractions of a modern European metropolis with a classic Alpine environment.

Cortina d'Ampezzo hosted the 7th Winter Olympics in February 1956. Together with Milano, Cortina will host the Winter Games again 70 years later. Italy also hosted Olympic and Paralympic Winter Games with Torino 2006.

Para athletes will contest 6 winter Para sports, including: Para alpine skiing, Para biathlon, Para cross-country skiing, Para ice hockey, Para snowboarding and Wheelchair curling. These will take place across different venue clusters, including:

MILAN CLUSTER

Milano Hockey Arena, PalaSharp – Para ice hockey
Piazza del Duomo – medal plaza and closing ceremonies

VAL DI FIEMME CLUSTER

Tesero Cross Country Stadium, Tesero – Para biathlon, Para cross-country skiing

CORTINA D'AMPEZZO CLUSTER

Olimpia delle Tofane slope, Cortina d'Ampezzo – Para alpine skiing, Para snowboarding
Cortina Olympic Stadium – Wheelchair curling

VERONA

Verona Arena – opening ceremony



MILANO CORTINA 2026 VENUES

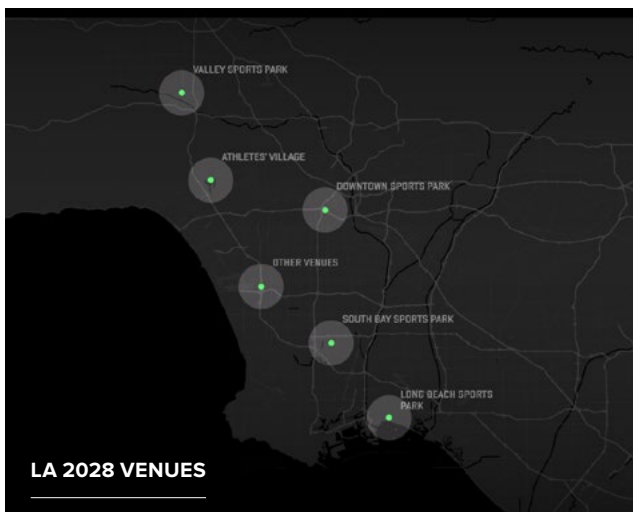
LOS ANGELES 2028 PARALYMPIC GAMES

Los Angeles (LA), United States will be hosting its first-ever summer Paralympic Games in 2028. The Paralympics will be held from 22 August – 3 September. A record 33 Para sports submitted applications to the International Paralympic Committee (IPC) to be considered for inclusion in LA28. 22 Para sports have been confirmed for the programme, with the possibility of Para climbing and Para surfing being announced at a later date.

Some of the venues for the Paralympic Games include:

- Downtown Sports Park: a range of Para sports including Para swimming, Para badminton, Para cycling – road, Wheelchair rugby, Boccia, Para athletics, and Para powerlifting.
- Long Beach Sports Park: Para triathlon.
- South Bay Sports Park: Para cycling – track, Wheelchair tennis, Blind football.
- Valley Sports Park: Shooting Para sport, Para equestrian.
- Lake Perris: Para canoe and Para rowing.
- LA Stadium: Opening and Closing Ceremonies.

The emblems for the 2028 Olympic and Paralympic Games were unveiled in September 2020, featuring an interchangeable “A” reflecting the cultural diversity of Los Angeles. Built for the digital age, the dynamic and animated LA28 emblem is designed to keep fresh for the unprecedented eight-year journey to the Olympic and Paralympic Games in Los Angeles.



BRISBANE 2032 PARALYMPIC GAMES

Brisbane, Australia, will host the summer Olympic and Paralympic Games in 2032. The Paralympics will be held from 24 August – 5 September 2032. It will be the second time that Australia hosts the summer Paralympics, following Sydney 2000.

Brisbane 2032 is an exciting opportunity for our NZ Para athletes, coaches, volunteers and fans and for those from across the Pacific.

PNZ has already started to receive pre competition and training camp opportunities from local sports marketing companies.

Venues will be located in 3 zones: the Brisbane, Gold Coast and Sunshine Coast Zones.

BRISBANE ZONE PARALYMPIC EVENTS

Opening and Closing Ceremonies, Para athletics, Para badminton, Wheelchair fencing, Para table tennis, Para taekwondo, Para judo, Para archery, Para swimming, Para equestrian, Wheelchair basketball, Para cycling – track, Shooting Para sport, Goalball, Wheelchair Tennis, Para canoe, Para rowing

GOLD COAST ZONE PARALYMPIC EVENTS

Para powerlifting, Sitting volleyball, Football 5-a-side, Boccia, Para triathlon, Wheelchair rugby

SUNSHINE COAST ZONE PARALYMPIC EVENTS

Para cycling – road, Para athletics – marathon





Grassroots Trust Velodrome, Cambridge

Photo Credit: PNZ

Para Cycling Programme

A RETURN TO INTERNATIONAL PARA CYCLING COMPETITION IN 2022

2022 was the first year since 2019 where a full national and international race season was scheduled. The New Zealand border controls were beginning to relax post-COVID. With a shortened Paralympic cycle of only 3 years (due to the postponed Tokyo 2020 Paralympic Games happening in 2021) and with little to no international racing for the bulk of the high performance team, 2022 gave us a chance to spread our wings.

The strategy was to give as many of the athletes as possible a chance to race internationally in 2022. This gave us a chance to see where we were at internationally and allow us to then plan for Paralympic qualification and prioritisation moving towards the Paris 2024 Paralympic Games.

A BUMPER YEAR OF WORLD CHAMPIONSHIPS AND WORLD CUP RESULTS

Para cycling teams competed at:

- Oceania Champs, Brisbane, Australia.
- UCI Road World Cups in Ostend, Belgium, Elzach, Germany, and Quebec City, Canada.
- UCI Road World Championships, Baie-Comeau, Canada.
- UCI Track World Championships, Paris, France.



PARALYMPIAN #220 ELTJE MALZBENDER
Para Cycling Road World Cup 2022

Photo Credit: PNZ

The Para Cycling Programme had one of its best years ever in results: multiple Oceania titles, 8 x Road World Cup medals, World Cup series winner, World Cup series runner up, 3 x Road World Championship medals (1 x silver, 2 x bronze) and 7 x Track World Championship medals (2 x gold, 2 x silver, 3 x bronze). Four different Para cyclists won medals at World Championships in 2022.

Para cycling highlights of 2022 include:

- Eltje Malzbender's joy at beating her long-term rival to win the series jersey in the Road World Cup series.
- Anna Taylor's rebound from a challenging year of illness and injury to take two bronze medals in the Track World Championships.
- Devon Briggs stellar launch into international competition, seizing two silver medals at the Track World Championships.
- Nicole Murray winning her first ever road cycling medals (gold in the Elzach World Cup and silver and bronze at the Road World Championships), and then donning the rainbow jersey – twice – at the Track World Championships.

PARA CYCLING TEAM GROWTH

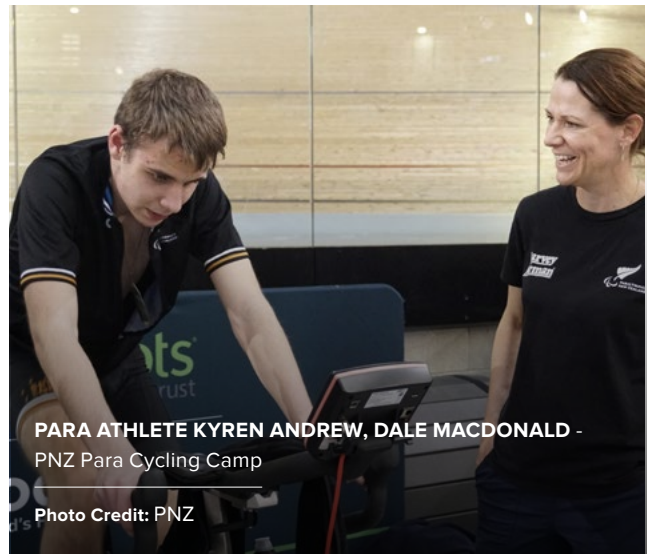
A new Para Cycling Programme Manager, Ryan Hollows, joined the team in early 2022, with Performance Coach and Lead Performance Scientist Damian Wiseman continuing in his role.

We started 2022 with 8 high performance Para athletes and ended the year with 9, with the shift of one of our development athletes that had been tracking towards high performance. All 9 athletes are supported by HPSNZ TAPS system receiving Base Training Grants with 8 of them receiving Excellence Grants on top of this.

LOOKING AHEAD TO 2023

2023 will see the start of the final (and more critical) Paralympic Qualification phase. This is where we prioritise our focus towards Paris 2024. The 2022 UCI Para Cycling Track World Championships (Paris, France) allowed us to race in the velodrome that will be used for the Paris 2024 Paralympic Games. 2023 will build on this experience with a planned site visit to Paris. In our preparation phase for the 2023 UCI Para Cycling World Championships (Glasgow, UK) we will use the same training location in Grenchen, Switzerland as we will use in the weeks before Paris 2024, allowing us to become familiar with the facilities there.

PARA CYCLING HIGH PERFORMANCE DEVELOPMENT PROGRAMME



PARA ATHLETE KYREN ANDREW, DALE MACDONALD - PNZ Para Cycling Camp

Photo Credit: PNZ

SUPPORT TEAM GROWTH IN 2023

At the end of 2022, PNZ began the recruitment process for a full time Development Coach to be based in Cambridge. The Development Coach will also assist in the high performance space.

A RETURN TO IN-PERSON EVENTS

In a year where the first quarter was disrupted by COVID, PNZ still achieved 2 Talent ID / Open Camps (one in Christchurch with 11 Para cyclists and one in Cambridge with 16 Para cyclists), and 2 Development Camps (for selected / invited riders, with 10 Para cyclists and 4 tandem pilots).

PNZ supported Para cyclists and event management teams at both the National Road Cycling Championships (Hokitika) and Track Cycling Championships (Invercargill), as well as the Oceania Road and Track Championships in Brisbane.

COACH DEVELOPMENT

Para cycling camps are also used to develop Para cycling coaches, with ten different coaches assisting across the various camps. These coaches often go on to run community Para cycling programmes in their regions, as was the case in 2022 in Northland, Waikato and Canterbury.

GRADUATION FROM THE DEVELOPMENT GROUP

The five selected High Performance Para cycling development athletes (HPAD) became four by the end of the year, as Devon Briggs stepped into the High Performance Team. There is a strong group of eleven 'prospect' athletes working to take the step up into HPAD in 2023.

Shooting Para Sport Programme

KEY APPOINTMENT OF FIVE-TIME PARALYMPIAN TO LEAD SHOOTING PARA SPORT IN NEW ZEALAND

The Shooting Para Sport Development Programme has gained key experience with the appointment of Paralympian #148 Michael Johnson as Shooting Para Sport Lead in March 2022. Michael is a five-time Paralympian and brings much knowledge and passion for development of the sport. His appointment enables experienced athlete-focused leadership of the programme.

As well as Michael, the team utilises the support services of HPSNZ, including nutritionists, psychologists, and athlete life advisors.

PATHWAYS AND ATHLETE DEVELOPMENT – REGIONAL GROWTH PLANNED FOR 2023

In 2022 there were 5 Shooting Para sport athletes in the high performance programme. These include:

- Michael Johnson, five-time Paralympian.
- Greg Reid, Rio 2016 Paralympian.
- Grant Sharman, who has competed in two Paralympic Games as Wheelchair rugby player and is now a Shooting Para sport athlete. Grant has attended multiple shooting world cups and world championships.
- Neelam O'Neill has attended multiple world cup and world championships.
- Natalie Brunzel has attended multiple world cup and world championships.

Greg, Grant, Neelam and Natalie were TAPS-funded athletes for the first time, and the funding was an excellent contribution to support their campaign costs.

Planning is underway for 6 Shooting Para sport athletes to compete internationally in 2023 – an exciting combination of new, development and experienced athletes. PNZ is also developing opportunities in the sport regionally.

STRATEGY FOCUSED ON COMPETITION PREPARATION

Shooting Para Sport Lead Michael analysed previous years' results to develop the 2022 and 2023 competition and training camp calendar. This was planned to coincide with international competitions, giving our athletes the best build up and preparation for representing New Zealand overseas. Ultimately, the schedule is designed to optimise the athletes' build-up towards the Paris 2024 Paralympic Games.

TRAINING CAMPS PUT ATHLETES THROUGH PACES

PNZ held 2 national Shooting Para sport training camps, both held at the PASC range in Mt Eden Auckland. The camps were driven and led by shooting coach and shooting legend Dave Sheely, who put our athletes through the paces, and implemented training exercises and competitions with finals to help build competition pressure, in preparation for international competition.

2022 MARKED A RETURN TO INTERNATIONAL COMPETITION

All the Para athletes represented NZ internationally in 2022, thanks to the international Grand Prix held in New Zealand in July. Up-and-coming Para athlete Kiranjit Singh also competed at this event.

All high performance team members plus up-and-coming Para athlete Kiranjit Singh achieved the minimum qualifying



PARA ATHLETE NATALIE BRUNZEL - NZ Shooting Para Sport Grand Prix 2022

Photo Credit: PNZ

scores for the Al Ain World Championships. Additionally, Michael Johnson, Neelam O'Neill and Natalie Brunzel achieved Paris 2024 minimum qualifying scores.

Para athletes represented New Zealand at the Changwon World Cup in South Korea in August (Michael Johnson) and at the World Championships in November in Al Ain, UAE (Michael Johnson, Natalie Brunzel and Neelam O'Neill).

For the team members who travelled overseas to compete, this return to international competition after a long hiatus was a highlight of the Shooting Para sport year. It was an opportunity to benchmark themselves against the best in the world.

Notable results include Michael Johnson's two 6th place finishes in the Changwon World Cup, and Neelam O'Neill's two 12th place finishes in the World Championships.

NEW ZEALAND'S FIRST EVER INTERNATIONAL GRAND PRIX, AND A HOST OF OTHER NZ COMPETITIONS

PNZ Shooting Para Sport Lead Michael Johnson made a successful application to World Shooting Para Sport to hold New Zealand's first ever international competition in July. Preparations included coordinating the ISSF and WSPS Official Judges to support the Grand Prix, developing the schedule and executing a successful international event. It was held between the PASC Mt Eden Shooting Range and the Tokoroa Shooting Sports Complex.

This was a great opportunity for New Zealand and its Shooting Para sport athletes to hold their own Grand Prix and be able to gain Paralympic and World Championship qualifying scores, without the barriers of long-distance travel.

As well as the first New Zealand Grand Prix, the Shooting Sport programme also runs monthly domestic competitions held at the Auckland Air Rifle & Air Pistol Range. Domestic competitions which took place in 2022 included Target Shooting NZ Nationals; a mixed non-disabled and disabled athlete competition, TSNZ Auckland Designated competition; a mixed non-disabled and disabled athlete competition.

LOOKING AHEAD TO 2023 AND BEYOND

2023 will be the year of preparing for the Paris 2024 Paralympic Games. Our Paris 2024 preparations include attending the Changwon South Korea World Cup in May 2023, and the World Championships in Lima, Peru, in September 2023, complimented by our domestic competitions and training camp.

International quota competitions will give the Shooting Para sport athletes a chance to secure a quota, which puts them in contention for selection to attend Paris 2024.

Three training camps are planned for 2023. PNZ will also expand the camps, adding an extra day to the camps that are full of competitions.

The New Zealand WSPS Grand Prix will be held again in 2023, with more international competitors expected, including participants from Australia, Japan and India.

Looking further ahead, 2024 will have our athletes attend more world cups in preparation for securing final quotas and building competition resilience.



NZ SHOOTING PARA SPORT TEAM - 2022 World Shooting Para Sport (WSPS) World Championships

Photo Credit: PNZ

Virtus Intellectual Impairment Sport

Virtus World Intellectual Impairment Sport or “Virtus” is the International Federation for athletes with intellectual impairment. Virtus is a founding member of the International Paralympic Committee.

Virtus governs the eligibility of athletes with an intellectual impairment, elite competition and sport development. Virtus advocates for inclusion in sport, and building elite pathways for more athletes with an intellectual impairment to compete at the highest levels of international sport.

PNZ is the affiliated national member organisation for Virtus in New Zealand. PNZ governs the eligibility of athletes with intellectual impairment for Virtus sports and promotes Virtus elite competition and sport development.

VIRTUS OCEANIA ASIA GAMES 2022

The Virtus Oceania Asia (OA) Games 2022 were held in Brisbane from 5-11 November 2022. The New Zealand delegation comprised 15 athletes in swimming, sailing and athletics, plus 9 support staff including a Head of Delegation.

The New Zealand delegation came away from the OA Games with an impressive tally of 28 medals, three gold, 11 silver and 14 bronze, and 42 personal bests. These were achieved across all three sports represented.

“All the swimmers represented their whānau, club, region and country with pride. There were a lot of firsts - our first OA Games representation, first I12 swimmer and medal, first I13 swimmer and medal, first I11/S14 swimmer making a Virtus final, first I11 Youth medal.”

Cameron Leslie, Team Manager for the Swim Team.

Virtus OA Games planning commenced in mid-2022 with an initial connection with NSOs to seek expressions of interest in relation to athlete and support staff numbers. Although some NSOs did not have athletes ready to compete they took the opportunity to find out more about Virtus Games and the eligibility requirements.

During the OA Games PNZ published regular updates on athletes’ performances, personal bests and medal successes.

Overall feedback was very positive with a great culture created for the New Zealand delegation to connect with each other, build confidence and form new friendships with fellow athletes.

“It was impressive to see the athletes push themselves to excel against very strong international competition and celebrated every success as a team.”

Helen Brookes, Head of Delegation.

VIRTUS GLOBAL GAMES

Planning is well underway for PNZ to send a New Zealand delegation to the Virtus Global Games in Vichy, France in June 2023.

The New Zealand delegation will consist of athletes competing in 3 sports – athletics, swimming and table tennis. Twelve athletes are looking to compete.



NZ DELEGATION - Virtus Oceania Asia Games 2022

Photo Credit: PNZ



ATHLETE HELEN MACKAY -
Virtus OA Games 2022

Photo Credit: PNZ

**CONGRATULATIONS TO THE
VIRTUS OCEANIA ASIA GAMES
2022 DELEGATION!**

SWIMMING

David Beck
Jack Bugler
Bailey Conlon
Lance Dustow
James Haydon
Helen Mackay
Tate Pichon
Finn Russ
Rylee Sayer
Asher Smith-Franklin
Cuda Tawhai-Hamilton
Luka Willems
Denver Xavier

ATHLETICS

Josh Lush

SAILING

Caleb Evans



ATHLETE CALEB EVANS - Virtus OA Games 2022

Photo Credit: Virtus

Para athlete development

A YEAR OF TRANSFORMATION

2022 was a year of transformation in the Para athlete development space. The role of Para Sport Pathway Manager was created in April. PNZ's Dale MacDonald was appointed to this role, and began the process of looking at pathways and development across all Para sports, not just the sports that Paralympics New Zealand manage.

The ultimate goal of the transformed pathway development area at PNZ is to increase the number Para sports and the number of Para athletes representing New Zealand at future Paralympic Games.

UNDERSTANDING THE LANDSCAPE

PNZ undertook a large discovery project in quarter 4 to capture a snapshot of where National Sporting Organisations (NSOs) are currently at with the Para pathway within their sports. This exercise also covered what support they need in order to create quality Para sport experiences, opportunities and pathways in the future.

PNZ's conversations with NSOs covered the best practice models which NSOs would like to see developed, to inform them in creating effective Para sport pathways in their sport. These findings, and others, will help shape the work undertaken within the Pathway Manager role moving forward.

This discovery project is in its final stages of data collection, analysis and reporting, with delivery expected in the first half of 2023.

ADVOCACY AND CONTRIBUTION TO NEW ZEALAND SPORT MODELS

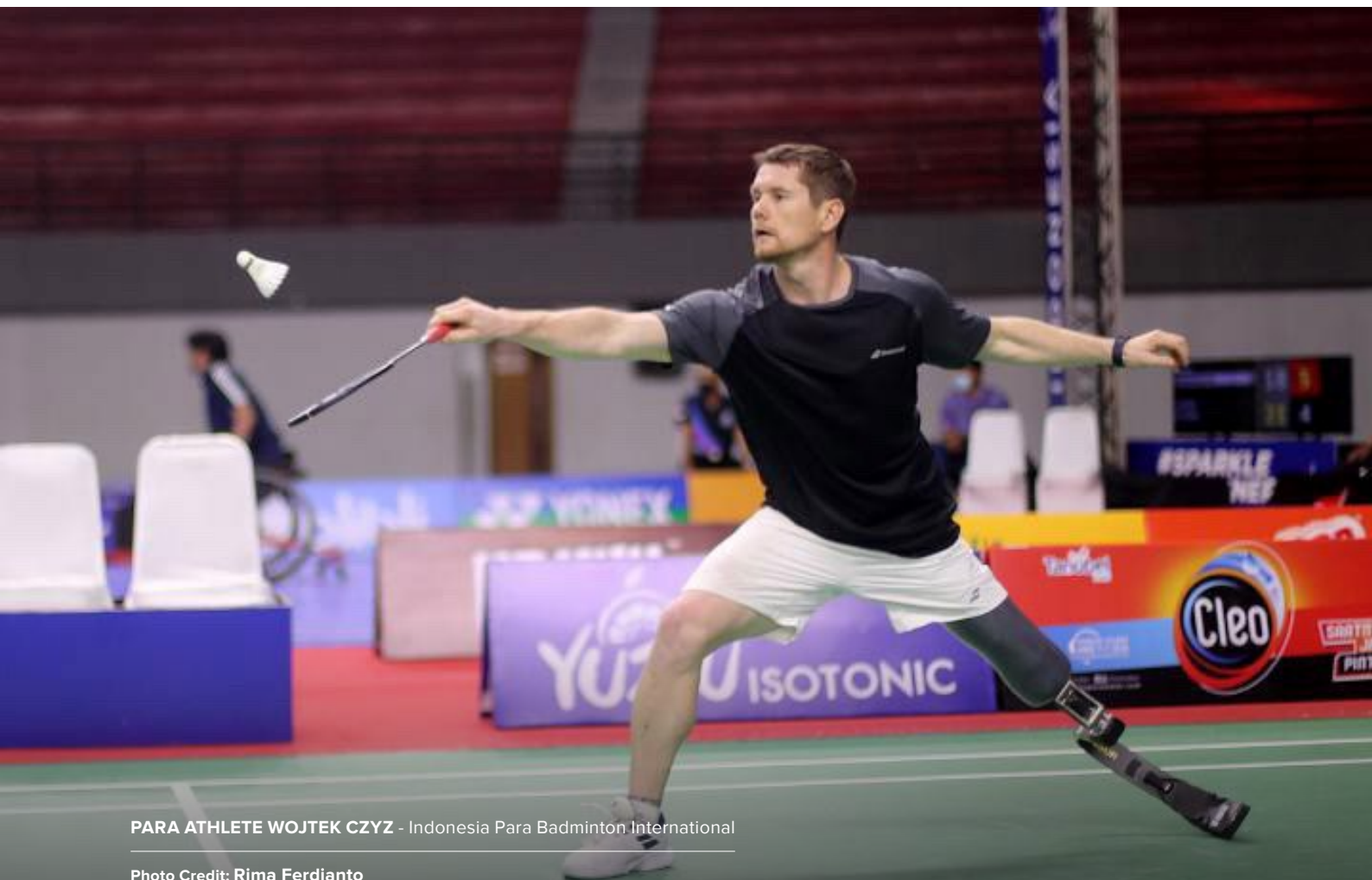
Importantly, the Pathway Manager role is closely linked with the High Performance Sport New Zealand (HPSNZ) Pathways team. Those involved in pathways at PNZ (from community level to high performance) have been consulted and provided input into the new end-to-end pathway model which is being developed by the Sport NZ / HPSNZ Pathways team. In this way, PNZ is contributing to a totally inclusive pathway for all New Zealanders. PNZ's goal is that Para athletes and coaches will be able to feel like they belong within this pathway model, which will be a big win for those involved in Para sport.

PNZ worked with Drug Free Sport New Zealand (DFSNZ) in 2022 to investigate ways the DFSNZ education framework could be more inclusive and accessible. Para athletes with a diverse range of impairments and a range of competition experience across different sports came together in a focus group to review the education pieces currently on offer. They provided feedback and discussed options and alternatives for the future. This has informed the DFSNZ education content for 2023.



PARA ATHLETE RACHEL MĀIA - 2022 Para Climbing World Cup Salt Lake City

Photo Credit: Katie-Jo Myers



PARA ATHLETE WOJTEK CZYZ - Indonesia Para Badminton International

Photo Credit: Rima Ferdianto

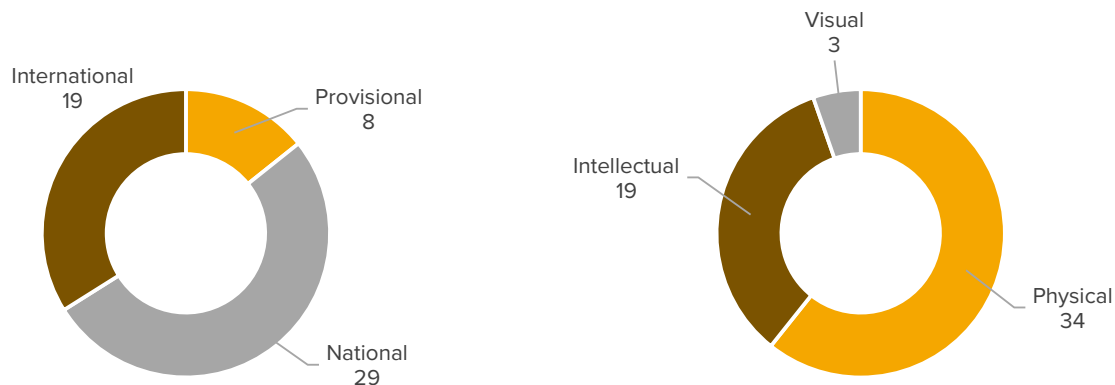
Classification

PNZ MANAGES CLASSIFICATION FOR PARA CYCLING, SHOOTING PARA SPORT, VISUAL IMPAIRMENT AND INTELLECTUAL IMPAIRMENT

PNZ continued to manage the classification activities for Para cycling and Shooting Para sport, visual impairment, and intellectual impairment in 2022.

Throughout 2022, the borders opened up after the COVID pandemic, and more international and national classification opportunities were offered, along with an increase in international classifier training opportunities.

PNZ classifiers, working within the following areas of PNZ managed sports and impairment groups, conducted 56 classifications in 2022.



(These numbers do not include classifications delivered by other National Sport Organisations.)

SUPPORTING NATIONAL SPORT ORGANISATIONS TO DEVELOP CLASSIFICATION ACTIVITIES, SYSTEMS AND STRUCTURES

A key role of PNZ is to support and guide NSOs to develop classification capability and capacity. Support and guidance to develop classification activities, systems and structures has been given to the following NSOs throughout the year:

Archery NZ, Boccia NZ, Cycling NZ, Badminton NZ, Rowing NZ, Canoe NZ, Snowsports NZ, Table Tennis NZ, Swimming NZ, Wheelchair basketball NZ, Powerlifting NZ, Triathlon NZ.

At a time when limited classification courses are being run by International Federations, PNZ has implemented a cost effective and practical solution of sharing trained classifiers across Para sports. Medical classifiers have been shared between:

- Para alpine and Para badminton
- Para alpine and Boccia
- Para rowing and Para canoe
- Para equestrian and Para bowls
- Para cycling and Para athletics
- Para archery and Shooting Para sport
- Para swimming and Para badminton
- Wheelchair basketball and Para athletics.

SECURING FUNDING FOR CLASSIFICATION PROGRAMMES

In 2022, PNZ received funding through the High Performance Sport New Zealand (HPSNZ) Prime Minister's Scholarships for two classifier training opportunities: Shooting Para sport and visual impairment classification.

The Para sport Classification Programme was successful with a substantial HPSNZ Prime Minister's Scholarship funding application to support the NSO Para sport classifier training needs and national classification programme development for 2023. This will help guide and support PNZ member organisations to develop robust and sustainable Code compliant classification activities, systems, and structures.

PNZ LEAD CLASSIFIERS FORUM

A highlight of 2022 was the successful NZ Para Sport Lead Classifiers Forum in early October. After postponements due to COVID restrictions this was a valuable and long overdue opportunity for PNZ to update sports on IPC classification matters, host robust discussions on classification and to share best practice models and subsequent challenges.

ADVOCACY AND EDUCATION AROUND CLASSIFICATION

PNZ maintains a range of high-quality classification resources, which it makes available on its public website. These are continually reviewed and updated as needed.

In 2022, PNZ worked hard to make people aware of the classification resources available. PNZ's Classification Manager, Marguerite Christophers, gave presentations and provided awareness opportunities at the Lead Classifiers Forum and the Community Para Sport Workshop as well as overseas at the IPC NPC Classification meeting in Germany. PNZ has developed a draft NPC Compliance programme along with a classification audit which will be implemented in 2023 alongside a Classifier Engagement Agreement.

PNZ edited its Athlete Agreement in 2022, adding a clause to ensure all athletes are aware of their classification rights and responsibilities.

PNZ'S CONTRIBUTION TO CLASSIFICATION GLOBALLY IPC CODE REVIEW PROCESS

The IPC Athlete Classification Code is the pivotal document upon which Classification in the Paralympic Movement is based. From time to time this document is reviewed to ensure it keeps pace with the rapid development of Paralympic Sport globally and thus fit for purpose. 2022 saw the IPC has complete the second round of stakeholder consultations reviewing the new draft Code.

As part of this consultation, PNZ made sure key stakeholders were informed of the Code review process and circulated the draft Code requesting feedback. Key stakeholders included NSOs, lead NSO classifiers, the PNZ Athletes' Council and PNZ board and staff.



**Boccia Inter-Regional Exhibition
2022, Hamilton**

Photo Credit: PNZ

The PNZ Classification Manager was a key contributor at the September three-day Code review meeting in Bonn, Germany, organised by the IPC for IF and NPC Classification experts.

PARTICIPATION IN INTERNATIONAL FORUMS

PNZ's Classification Manager attended the NPC and IF Classification meeting held by the International Paralympic Committee in Germany in September 2022. This was a valuable opportunity to strengthen connections with IF and NPC classification experts, including sharing best practice and learning of new international initiatives. PNZ shared its practices with the other NPCs present, many of whom were setting up classification systems, structures and activities. Several NPCs have since used information in PNZ's classification portfolio to help develop or set up classification programmes within their NPCs. Learnings from the IPC Classification meeting were shared back with NZ's Lead Classifiers at the October NZ Lead Classifier Forum,

COLLABORATION PROVIDES AFFORDABLE CLASSIFICATION FOR INTELLECTUAL IMPAIRMENT ATHLETES

PNZ has conducted extensive work in national and Virtus eligibility for athletes with intellectual impairment. PNZ now has an agreement with the Psychology Centre (Waikato), along with that of Victoria University of Wellington - Te Herenga Waka to carry out the Virtus Eligibility Cognitive assessments at considerably reduced cost to athletes.

SUPPORTING PROFESSIONAL DEVELOPMENT AND RECOGNITION FOR CLASSIFIERS

Engagement in international classification volunteer specialist groups is always encouraged and facilitated by PNZ where possible. This year Rebecca Foulsham, the PNZ lead Para athletics Classifier was awarded the prestigious appointment to head of international classification for World Para Athletics.

Ros Pullen, National Eligibility Officer for Intellectual Impairment Classification, has been appointed to the Virtus Eligibility assessment panel.

Three other lead classifiers serve on respective IF Classification Advisory Groups and act as course facilitators for classifier training.

The PNZ Order of Merit was presented to retiring Para swimming classifier Sandra Blewett for the outstanding contribution she has made to Para sport in NZ.

PNZ SUPPORTS THE DEVELOPMENT OF CLASSIFICATION IN OCEANIA AND WORLDWIDE

PNZ contributed to ongoing discussions between the Oceania Paralympic Committee and the Asian Paralympic Committee with regards to support for developing nations.

PNZ supported Virtus assessor training in Fiji, assisting NPC Fiji to support the Fiji Sports Commission to set up Virtus eligibility processes in Fiji.

PNZ's Classification Manager Marguerite Christophers was invited to attend the World Triathlon Classification Advisory Group meeting in Saudi Arabia. Marguerite contributed her expertise at this multiday meeting in December, helping to refine classification process and systems for Para triathlon internationally.

NPC Japan met with PNZ's Classification Manager to discuss the setting up of a classification department within their NPC.

An out-of-competition multisport visual impairment classification and Para archery classifier training has been organised in Australia with support from the PNZ Classification Programme.

LOOKING AHEAD TO CLASSIFICATION IN 2023 AND BEYOND

In 2022, PNZ scoped the requirement for and possible format of an introductory Para sport Classification Course. It hopes to develop this resource in 2023.

PNZ will continue to support NSOs with classification activities in 2023 and looks to develop and launch an NSO Classification Compliance Policy.



ATHLETES TATE PICHON AND LANCE DUSTOW - Virtus OA Games 2022

Photo Credit: PNZ

Distribution of funds for Para athletes and Para sport programmes

PNZ CYRIL SMITH LEGACY FUND GRANTS IN 2022

In 2014, Paralympics New Zealand (PNZ) was generously gifted \$1 million from Christchurch philanthropist Cyril Smith. PNZ was one of 16 charities which benefitted from his bequests.

The \$1 million bequest to PNZ was used to develop the PNZ Cyril Smith Legacy Fund to assist Para athletes in the Canterbury region with training and development support, or otherwise in accordance with fulfilling PNZ objectives within the PNZ constitution.

Below are the successful recipients of the PNZ Cyril Smith Legacy Fund for the 2022 financial year.

\$ AMOUNT	APPLICANT	FUNDS USED TOWARDS
\$1,496	Scott Martlew	Kayak paddle and a replacement paddle for va'a/outrigger canoe
\$926	Gabriella Smith	Racing equipemnt and assistance with attendance at South Island Championships
\$2,310	Badminton New Zealand	3 Para athletes' accommodation at 2022 Oceania Para Badminton Championships, Melbourne
\$2,699	Jordon Milroy	Supporting the completion of a custom racing trike
\$4,000	Canterbury Boccia Club	Supporting 9 players' attendance at 2022 Boccia National Championships, Wellington
\$2,650	Paralympics New Zealand	Supporting Para cycling Talent ID / Open Camp, Christchurch
\$3,416	Matthew Slade	Expenses for the Physical Disability Rugby League World Cup
\$2,297	Athletics Canterbury	Purchase of a Throwing Frame
\$2,000	Caitlin Dore	Support for domestic season and 2023 World Para Athletics Championships
\$2,400	Gabriella Benn	Supporting attendance at Melbourne Para Swimming World Series 2022
\$2,300	Parafed Canterbury	Supporting Scholarship and Academy Programme for 2023
\$2,200	Sarah James	Attendance at Summer Down Under Series and Wheelchair Track Meet, Canberra
\$2,200	Una Kinajil-Reding	International Classification and 2023 New Zealand Track & Field Championships
\$1,500	Zack Lappin	International Classification Meet in Canberra in January 2023
\$32,394	TOTAL	



PARA ATHLETE GABRIELLA SMITH - 2022 World Para Swimming Championships

Photo Credit: Swimming NZ

Collectively Stronger Together

Collectively Stronger Together is an initiative to drive national and regional collaboration between organisations involved in Para sport. Its goal is to achieve organisational role clarity, strategic alignment, and capitalise on shared expertise. This in turn will improve operating approaches and deliver on shared initiatives that strengthen, align and enhance community Para sport outcomes across New Zealand.

This project has three components designed to better understand the Para sport landscape and increase collaboration and regional alignment:

- Mapping the Para sport landscape
- Regional Para sport pilots
- Strategic partnership and shared initiatives

STRENGTHENING OF MEMBER RELATIONS AND KNOWLEDGE POOLING

From July to October 2022, the PNZ Para Sport Community Manager undertook a programme of stakeholder consultation to capture details of the Para sport programmes and opportunities delivered by organisations for disabled New Zealanders of all ages. This involved building relationships and engaging with representatives from 13 Parafeds or similar organisations¹, National Disability Sport Organisations (NDSOs), National Sports Organisations (NSOs) and Regional Sports Trusts (RSTs) where relevant. PNZ mapped this information to build a nationwide view of the community Para sport offering.

During the community Para sport mapping exercise, PNZ discovered that 20 out of 28 Para sports on the Paralympic Games programme had been experienced in some form across New Zealand. 6 out of the 14 additional Para sports that are IPC recognised International Sport Federations have been experienced in some form across New Zealand.

The Para sport experiences encompass opportunities delivered by a mixture of inclusive sports clubs, Parafeds and similar organisations. From over 150 Para sport opportunities identified around the country, close to a quarter of those were considered regular (weekly) offerings.

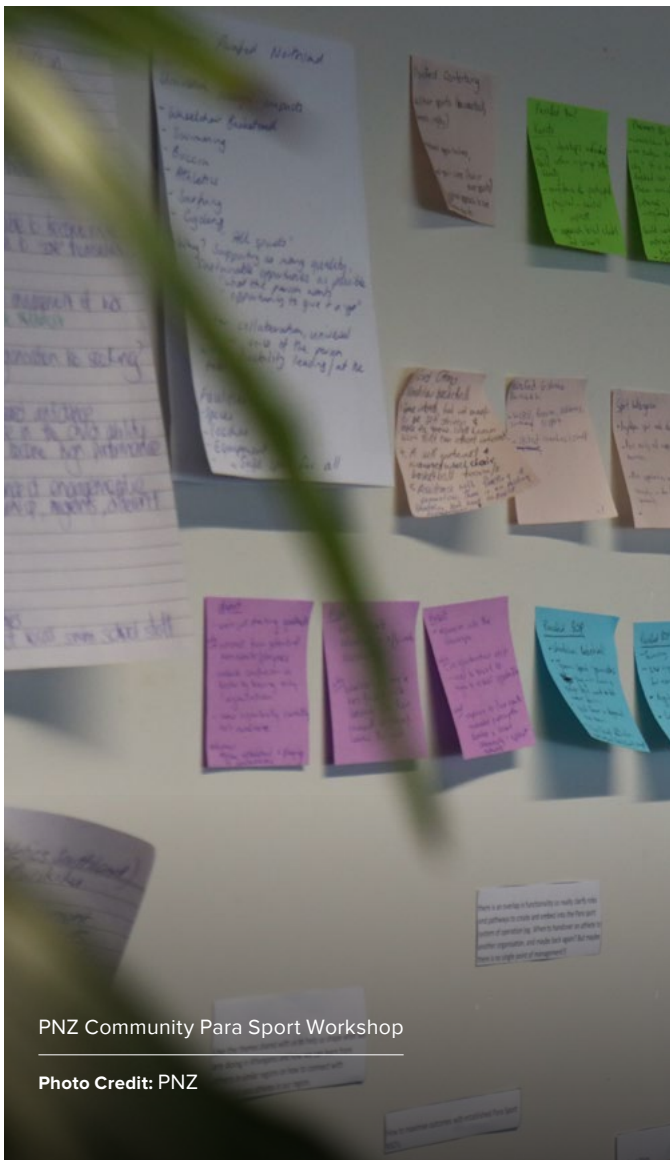
The mapping exercise and pooling of member knowledge are important to gain further clarity on the community Para sport opportunities available throughout New Zealand along with the organisations delivering those opportunities. This helps inform PNZ and its members in the development of shared initiatives, allowing everyone to brainstorm ideas for projects that are aligned, collaborative, and co-designed to strengthen the community Para sport system.

INAUGURAL PNZ COMMUNITY PARA SPORT WORKSHOP

In November, PNZ brought together 22 representatives of Parafeds or similar organisations from 13 regions in a 2-day workshop in Auckland. The inaugural PNZ Community Para Sport Workshop looked to identify new opportunities to work together.

It covered a presentation of nationwide community Para sport mapping data which PNZ had sourced, there were valuable discussions around the future purpose, definitions,

¹ These are sometimes called Regional Disability Sport and Recreation Organisations or RDSOs. In regions where a Parafed does not deliver services PNZ may seek to work with other organisations delivering disability sport and recreation such as a Regional Sports Trust.



PNZ Community Para Sport Workshop

Photo Credit: PNZ

and use of collective data. There was an opportunity for each region to provide input around areas where Para sport requires further development. PNZ shared their Strategic Plan, linking into the development of PNZ's philosophy on community Para sport: "Thriving community Para sport environments that foster new beginnings, sense of belonging, opportunities for achievement and continuous pathways for disabled people". Attendees discussed PNZ's role and responsibilities within community Para sport, and provided input on priority areas of work and how PNZ can collaborate with stakeholders.

IDENTIFYING AREAS OF NEED FOR REGIONAL COMMUNITY PARA SPORT PILOTS

The community Para sport mapping exercise identified geographies where Para sport opportunities could be strengthened and increased through collaborative partnerships. PNZ held conversations with NSOs and one NDSO who applied to partner in the delivery of a regional community Para sport pilot. The pilots will improve operating approaches between national and regional organisations involved in community Para sport and improve the level of access to community Para sport opportunities, PNZ will collaboratively stage regional community Para sport pilots across 3 regions and 3 Para sports in 2023 and 2024.

The pilots will provide investment into NSOs and Parafeds or similar organisations to collaboratively develop untapped regional community Para sport opportunities and enhance existing opportunities. PNZ is currently supporting the co-design of the regional community Para sport pilots, ensuring there is operational expertise in place to support each pilot partner.

The key benefits that the pilots will deliver:

- Increased number of regular community Para sport opportunities for disabled New Zealanders.
- Enhanced capability of stakeholders to offer inclusive and quality community Para sport experiences.

LOOKING AHEAD TO COLLABORATION IN 2023

The inaugural Community Para Sport Workshop in November 2022 identified initiative areas for further exploration and development. A working group including Parafed and similar organisation representatives will collaborate on this in 2023. First steps include PNZ drafting a Terms of Reference document for the group followed by further development and delivery of these initiatives.



PNZ Community Para Sport Workshop

Photo Credit: PNZ

Building the Para Sport Family

'Building the Para Sport Family' is a two-part project designed to support Para athletes and coaches through a Para Sport Collective and Para sport Coach Development.

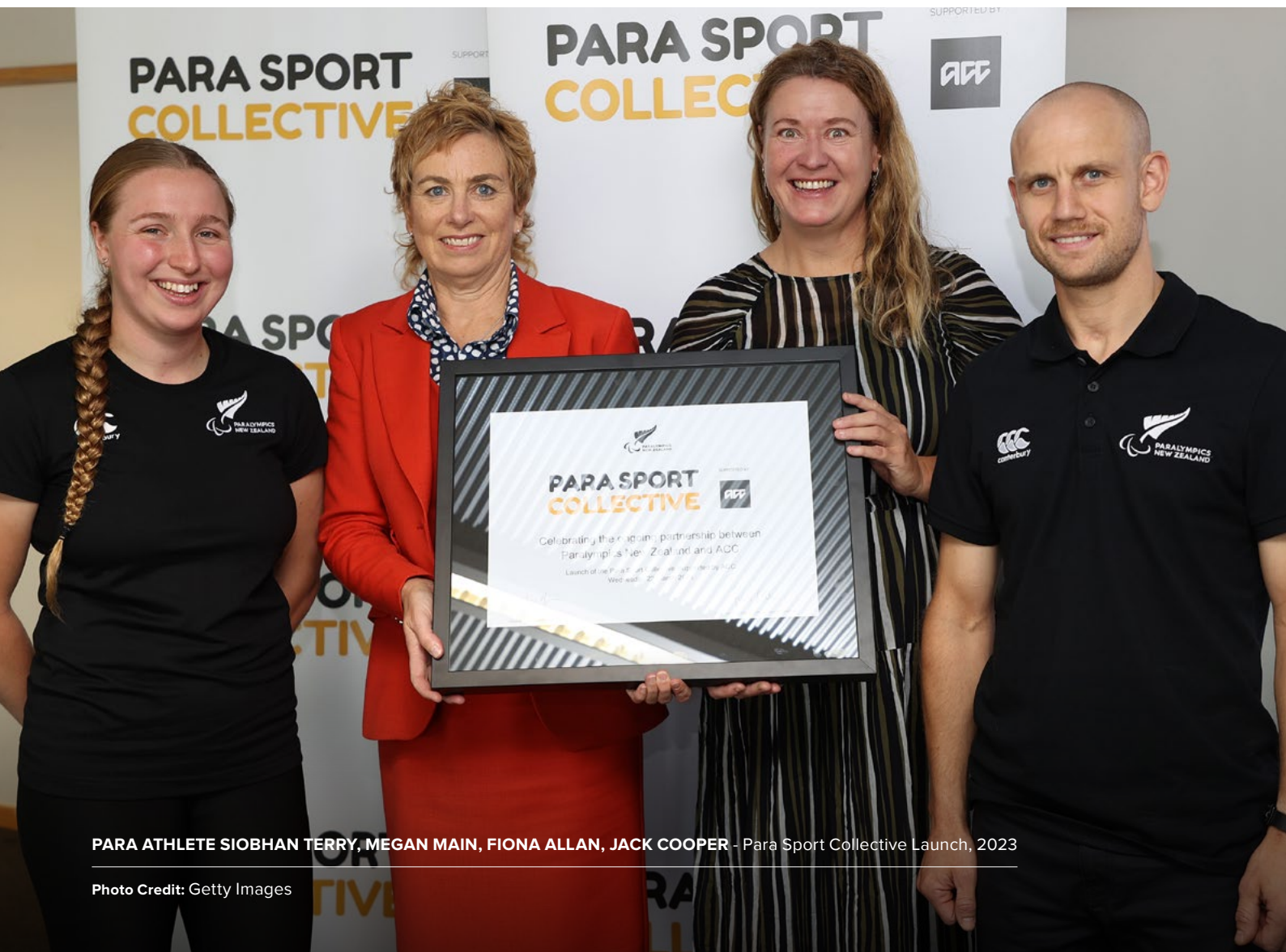
The Para Sport Collective provides in-person camps and virtual support across all Para sports for Para athletes and coaches to build connections, confidence and knowledge through shared experiences and talent enrichment.

Coach Development will provide the resources for coaches across non-disabled and Para sport to gain knowledge, capability, confidence and creativity to coach and support Para athletes.

PARA SPORT COLLECTIVE WHY DO WE NEED THE PARA SPORT COLLECTIVE?

The Para Sport Collective will transform the environment, connection and support for Para athletes and coaches. Stakeholder feedback indicated that there is a 'grey area' currently referred to as 'Pre high performance', encompassing Para athletes that are not quite at a level where they receive high performance athlete support. These athletes currently feel unsupported and disconnected from the pathway, and this disillusion can affect their wellbeing and progress.

The Para Sport Collective is an efficient and effective approach to build the confidence, skills and capabilities of Para athletes and coaches across all Para sports, while



PARA ATHLETE SIOBHAN TERRY, MEGAN MAIN, FIONA ALLAN, JACK COOPER - Para Sport Collective Launch, 2023

strengthening the connection and inclusion between Para athletes and coaches. With lower numbers of athletes within individual Para sport, and with individual Para athletes having a wide range of disabilities, a cross-sport approach can truly build a 'like' community that most Para athletes currently do not get to experience.

WHAT IS THE PARA SPORT COLLECTIVE?

The central purpose of the Collective is connecting Para athletes and coaches while surrounding them with support and a range of learning and development opportunities. Support such as resources, equipment advice, expertise, sports science, and funding guidance will be included. Over a 3-year period, the Collective approach will include two intakes each with three national in-person camps and bi-monthly virtual connection opportunities. These online opportunities will also provide an opportunity for Alumni to remain connected.

CO-DESIGN OF THE COLLECTIVE

HT Consulting were commissioned by PNZ to lead the co-design of the Collective in 2022. Consulting with PNZ members, Para athletes and coaches. PNZ established a working group including representatives from these stakeholder groups. This included understanding and complementing anything being delivered at regional level in this space. The co-design process will ensure the Collective is participant centric in terms of ethnicity, age, gender, and disability.

PNZ has developed a measurement and monitoring framework to track the impact and outcomes of the Collective, as the basis for ongoing improvements.

Success in this project is Para athletes and coaches across Para sports building strong connections, a sense of community, confidence, knowledge, and empowerment that enhances their enjoyment and engagement in Para sport.

COACH DEVELOPMENT

FEEDBACK SHOWED US THAT COACHES NEED SUPPORT TO WORK WITH PARA ATHLETES

This project will achieve transformation of coach development resources and practices. Stakeholder feedback told PNZ that coaches lack disability-specific knowledge. They feel that their confidence in coaching Para athletes would improve if they had easily accessible information about disability types and the associated considerations. Inclusion training and learning how to adapt equipment is covered in some coach training, however coaches are still scared that they will 'do the wrong thing' because they do not understand the disabilities that their athletes have and the coaching implications. This project aims to give coaches

the confidence they need to coach Para athletes.

IN 2022, PNZ TOOK THE FOLLOWING ACTIONS:

- Recruited a part time Coach Resource Developer – Michelle Au.
- Compiled the project plan, comprising of five phases of implementation.
- Connected with national and international organisations to gain an understanding of the current landscape of coaching resources.
- Undertook stakeholder surveys with community coaches, Para sport coaches and Para athletes. This feedback has informed the future module design and content development.

Stakeholders, members and organisations have provided insights, opinions and experiences in both coaching considerations and coach resource creation, including:

- PNZ Members including National Sports Organisations and Parafeds or similar organisations.
- Other national organisations such as Special Olympics NZ, Blind Sport NZ.
- A focus group made up of community coaches, Para athletes and Para sport coaches developed to support the co design process.

THE OUTCOMES OF COACH DEVELOPMENT

The coaching resources will start to take shape in 2023, with the creation of the modules and accompanying videography and digital assets to be made accessible on the Sport NZ Sports Tutor platform. They will be available as a series of online modules, to be launched in July 2023.

When successful we will see:

- Increased number of coaches working with Para athletes.
- Increased percentage of coaches self-reported confidence to support and include disabled athletes.
- Increased percentage of coaches self-reported knowledge/skills to adapt their sport specific coaching to the needs/s of Para athletes.
- Increased number of Para athletes self-reported confidence in the ability of their coaches.

International relations and membership obligations of the IPC

In 2022, the International Paralympic Committee (IPC) and its members, including PNZ, were faced with difficult decisions following Russia's invasion of Ukraine, with the support of Belarus.

Russian and Belarusian Para athletes were banned from competing at the Beijing 2022 Paralympic Winter Games in March in the wake of the Russian invasion of Ukraine on 24 February 2022.

In invading Ukraine, Russia and Belarus broke the Olympic Truce. The Olympic Truce for peace during the Olympic and Paralympic Games is a UN Resolution adopted by consensus by 193 Member States at the 76th UN General Assembly in 2021.

The IPC had initially allowed athletes from the two nations to participate as neutrals but then reversed its decision on 3 March 2022, saying the teams would not be allowed to compete as other nations were likely to withdraw and a viable Paralympic Games would not have been possible.

The IPC Board did not have the powers to suspend NPC Russia or Belarus, as only Members can vote to do this as part of a General Assembly (or EGA).

Since Beijing 2022, Russian and Belarusian Para athletes have been banned from participating in most other events such as the World Para Swimming Championships in Madeira in June.

It is unclear when Para athletes from the two nations will re-enter international competition.

IPC MEMBERS PASS MOTIONS TO SUSPEND RUSSIA AND BELARUS

The 2022 IPC Membership Gathering was held in Berlin, Germany from 17 to 18 November. The IPC also held an Extraordinary General Assembly (EGA) Gathering on the afternoon of 16 November.

At the EGA, IPC Members passed 3 motions relating to the breach of the Olympic Truce.

- Motion 4 related to Protective Measures.
 - This motion would allow the IPC Governing Board to impose “measures to protect the safety, viability, integrity and fairness of the Paralympic Games, other Para sport competitions sanctioned or authorised by the IPC, and other IPC activities.”
 - These measures include temporary

suspension of a Member or an individual.

- This would allow for greater flexibility / nimbleness from IPC as an International Federation to exercise this right as required e.g., Beijing 2022 scenario.
 - The IPC would be able to exercise these measures without consultation with Members.
- Motion 5 related to suspending Russia NPC.
 - Motion 6 related to suspending Belarus NPC.

PNZ was represented in person by CE Fiona Allan and Board Chair Jana Rangooni. They considered the positions of PNZ Member organisations, NZ Government, Sport NZ and our athletes via the PNZ Athletes' Council in their voting.



PARALYMPIAN #210 LISA ADAMS - 2022 Oceania Athletics Championships

A group of children in blue and red uniforms, some in wheelchairs, gathered outside a school building. The scene is outdoors on a paved area, with a white building and a red door in the background. The children are wearing blue caps and some are holding papers. A person in a red shirt is talking to a group of children. In the foreground, the back of a person in a wheelchair is visible, wearing a black shirt and a watch.

OUTCOME 3: NEW ZEALAND IS DIVERSE AND FULLY INCLUSIVE





PARALYMPIAN #228 AARON EWEN, BEN ADAMS, PARALYMPIAN #158 ADAM HALL, SCOTT PALMER, PARALYMPIAN #188 COREY PETERS -
Departing for Beijing 2022

Photo Credit: PNZ

Commercial partnerships

PNZ'S COMMERCIAL PARTNERSHIP ACTIVITY FOCUSED ON THE BEIJING 2022 PARALYMPIC WINTER GAMES AND THE CONTINUED DELIVERY OF COMMERCIAL ASSETS TO COMMERCIAL PARTNERS AND SUPPLIERS. THE COMMERCIAL AND MARKETING TEAM SUPPORTED PNZ STRENGTHEN AND ADAPT PROJECTS, INCLUDING THE DEVELOPMENT OF A MICROSITE AND RESOURCE COLLATERAL FOR THE PNZ EDUCATION PROGRAMME AND RESOURCE CONTENT FOR THE PARA SPORT COLLECTIVE INITIATIVE.

PARTNERSHIPS

PNZ commercial partners again played a significant role in the success of the NZ Paralympic Team at the Beijing 2022 Paralympics, contributing to the growth in awareness of our Paralympians and the Paralympic Games, together with increased interest in registration in Para sport.

TOYOTA NEW ZEALAND

Toyota New Zealand has been a Major Partner and Official Vehicle Supplier of PNZ since 2017. Globally, Toyota has partnered with the International Paralympic Committee as the Worldwide Official Mobility Partner since 2015.

Toyota's Beijing Bound video series ran in the lead up to and during the Beijing 2022 Paralympic Winter Games, highlighting the Paralympian's stories. A series of 11 videos was produced featuring Adam Hall, Corey Peters and Aaron Ewen. The video campaign was a success for Toyota and PNZ as it built connection between fans and the Paralympians in the lead-up to and during the Paralympics. It ensured the profiles of the athletes were high and educated New Zealanders about Para alpine skiing and Para sport in general.

Toyota continues to provide PNZ with co-branded Toyota RAV4 vehicles and when needed, the latest Hilux for promotional use, which PNZ greatly appreciates.

HARVEY NORMAN

Harvey Norman is an Official Partner of PNZ and has supported PNZ since 2016.

Harvey Norman renewed its partnership with Paralympics New Zealand in 2022 with increased support, becoming the partner of the Harvey Norman Para Sport Champions initiative. The Harvey Norman fundraising campaign will continue to raise funds to assist with sending the NZ Paralympic Team to the Paris 2024 Paralympic Games. Harvey Norman also supplied the Beijing 2022 team with a range of products for their accommodation and comfort in the Athletes' Village which was welcomed by them all.

ADECCO NEW ZEALAND

Adecco New Zealand has a long-standing Official Partner relationship with Paralympics New Zealand spanning over 12 years. The annual Adecco PNZ Gala Dinner was hosted in 2022 to raise funds for the Paris 2024 Paralympic Games campaign. Hosted by Simon Dallow, the event was held at the Hilton Hotel in Auckland, with PNZ Patron the Governor General, Dame Cindy Kiro as special guest, and Paralympian #166 Dame Sophie Pascoe as keynote speaker. The event raised significant funds for PNZ and introduced 15 Paralympians and Para athletes to many corporate guests.

Adecco also runs the Adecco Athlete Career Programme, an initiative to assist Para athletes to develop careers after sport.

ACC

ACC renewed its partnership as Community Partner of Paralympics New Zealand and extended its support through association with the Para Sport Collective initiative and Para sport coach resource programme. ACC is working alongside PNZ supporting a series of in-person camps and virtual content across all Para sports for Para athletes and coaches, and contributing to resources for coaches to enable knowledge, capability and confidence.

SPORT NZ

Sport NZ as PNZ Community Partner played a valuable role in the promotion and support of the New Zealand Paralympic Team throughout the Beijing 2022 Paralympics. A powerful film and social media campaign was produced profiling the Winter Paralympians and building excitement pre and during the Games.

Sport NZ also provided great support to PNZ in the delivery of the Beijing 2022 Games app, connecting fans with the Paralympians, providing background information and immediate result updates.



7.5K
ACTIVE APP USERS

OCEANBRIDGE AND MAERSK

Oceanbridge and Maersk remain loyal and committed Official Supplier partners of PNZ, both playing a crucial role in managing the logistics and freight operations required for the Beijing 2022 campaign. The high-quality service levels provided by Oceanbridge and Maersk ensure the seamless sea freight delivery of the PNZ container, full of the team equipment and product required to ensure a resourced and efficient Games campaign.

MACPAC

Official Supplier Macpac provided the NZ Paralympic Team kit for Beijing 2022, supplying a full range of high-quality outdoor clothing. The Team was proud to wear the iconic Macpac brand and particularly enjoyed wearing apparel so “fit for purpose” for conditions on the mountain.

ASIA NZ FOUNDATION

Asia NZ Foundation supported the Beijing 2022 campaign, promoting the PNZ Beijing 2022 Education toolkit to schools. The Foundation is aligned with. The toolkit featured concepts such as the Paralympic values and legacy, accessibility, explaining Para sports, and featured the Paralympic mascot, medals and the Athletes' Village. Paralympians visited targeted schools post the Paralympics, sharing their experiences of Asia and competing at the Games.

CLEAR PROTECT GROUP AND ACTIVE PURE

The NZ Paralympic Team was well looked after in Beijing, with Clear Protect Group providing much needed sanitation and hygiene products for Team members' protection. Active Pure provided air filtering systems for the Team accommodation in the Athletes' Village.

IPSOS

A new PNZ Official Supplier partnership was established in 2022 with Ipsos, a global research company assisting PNZ with annual research and insights into public perceptions of disability.

TVNZ

TVNZ broadcast coverage on TVNZ DUKE was extensive with every Paralympic Winter Games event covered for the first time. Coverage figures include Live, Highlights, Replays and catch ups across Linear and On Demand.



790K
TVNZ CUMULATIVE REACH

THANK YOU

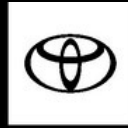
PNZ sincerely thanks our valued commercial partners and suppliers for their support in 2022:

Toyota NZ, Harvey Norman, Adecco, Sport New Zealand and High Performance Sport NZ, ACC, TVNZ, Attitude Pictures, Oceanbridge, Maersk, Simpson Grierson, Macpac, Blue Star, Saatchi & Saatchi, Digital Hothouse, Ipsos, Clear Protect Group and Active Pure.

Graphic credit: Mobile by Vectorstall, TV by Vanessa Chiqin from thenounproject.com

WE COULDN'T DO THIS WITHOUT YOU. THANK YOU.

Major Partner



TOYOTA

Official Partners

Harvey Norman®

Adecco

Media Partners



Attitude.

Community Partners



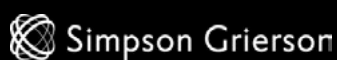
Funding Partners



TAB



Official Suppliers



SAATCHI & SAATCHI



One Team One Spirit

HELP US CREATE A
SNOWSTORM
OF SUPPORT!



Marketing and brand

BEIJING 2022

The PNZ brand positioning for the Beijing 2022 Paralympic Winter Games once again engaged the One Team One Spirit message, designed to unite Paralympians, support staff and supporters all over New Zealand.

LOOK AND FEEL

One Team One Spirit, together with the PNZ black and gold colour theme, was used consistently across all key communications, creating a cohesive and integrated look and feel in the build up to and during Beijing 2022. The visual aesthetic carried on the theme used for Tokyo 2020, with a 'winterised' feel, bringing continuity for fans, but also signalling new content to pay attention to.

The materials were slick and consistent, and delivered new assets for the first time, such as publicly available PNZ social media stickers and gifs. The tone was energetic, passionate and informative, aligning with key messaging pillars envisaged in the campaign concept.

CAMPAIGN

With the travel schedule of the selected Para athletes, who flew out of New Zealand just days after the selection event, there was limited opportunity for collecting athlete-centred content, however two impactful series of short videos were created with partners Toyota and the Asia New Zealand Foundation.

PNZ stimulated fan engagement with its #ParaFan pack, a set of assets for close supporters to use to signal their endorsement of the Paralympics, and the 'Snowstorm of Support', a way to share a message of support with the Paralympic Team via PNZ's website. The Kiwi Crew email newsletter was also a key vehicle for keeping PNZ's top supporters informed and engaged.

Community focused messaging was used post Beijing 2022, in the campaign to drive Para sport registration. A social media campaign ran to capitalise on public interest and encourage new Para sport participation and registration. This drove a significant new registration lift in March 2022.

SCHEDULE AND CHANNELS

Digital content and channels served PNZ well for the Winter Paralympics.

PNZ used a social media aggregator in 2022 to schedule timely and tailored content across Facebook and Instagram posts and stories, as well as Twitter and LinkedIn. Instagram reels were a new medium which allowed us valuable reach into new audiences.

In addition to social media and email channels, PNZ used the NZ Team app for Android and Apple. A major benefit of the app was reaching a new audience of international sports fans in the moment of the action with push notifications.



SOCIAL MEDIA IN 2022

Paralympics New Zealand's social media channels promote the Paralympic Movement in New Zealand, educate New Zealanders about the value and power of Para sport and increase the acceptance and inclusion of disabled New Zealanders. They do this through strong operational foundations, as well as four key objectives: visibility, reach, coverage and connection.

In 2022, PNZ delivered on these objectives:

VISIBILITY

- With over 1,300 posts and stories in 2022, PNZ maintained a consistent, active presence across the channels where New Zealanders spend time.
- People chose to follow PNZ's channels in 2022: 41K on Facebook, 6.7K on Instagram, 6.6K on Twitter and 1.8K on LinkedIn.
- Follower numbers are consistent with, or small increases on 2021 numbers – which were elevated versus 2020 thanks to interest in the summer Paralympics. It is a very encouraging sign that PNZ has maintained the interest of those who tuned in for Tokyo 2020.

REACH

- PNZ reached almost 1.3M people in 2022 on Facebook, as well as reaching almost 180K on Twitter, and over 80K on Instagram.



1.3M

FACEBOOK REACH

COVERAGE

- As well as in-depth coverage of the Beijing 2022 Paralympic Winter Games, PNZ reported all international competition appearances of Kiwi Para athletes on its social channels. In addition, PNZ helped fans tune in to competitions with information about livestreams and event times converted into NZST.
- Other topics which PNZ shared with New Zealanders via social media included news of future Paralympic Games, participation opportunities, awards and honours, career opportunities in Para sport, Member organisation

updates and behind-the-scenes stories such as learning about support staff.

CONNECTION

- People viewing our social media posts didn't stop there: almost 10% of our website traffic came straight from social media – almost 9,000 people.

LOOKING AHEAD

In 2023, PNZ will launch its Paris 2024 campaign, which has a large social media component. PNZ's goal is to grow not just likes but loyalty to the Paralympic Movement. PNZ's choice of channel investment will be explored further, as channel use evolves in New Zealand, for example with the growth of TikTok.

BRAND

PNZ CORPORATE LOGO

Work has begun on re-design of the PNZ corporate logo in order to adhere to new IPC logo guidelines released to all NPCs which require implementation by the end of 2023. The new logo will be completed and integrated into PNZ collateral in 2023.

NZ PARALYMPIC TEAM BRAND

A NZ Paralympic Team brand and logo is in development as an extension of the One Team One Spirit brand positioning developed for the NZ Paralympic Team in 2021 for the Tokyo 2020 Paralympic Games campaign.

During the creation of One Team One Spirit, Paralympians and Para athletes were surveyed and expressed a desire for a separate brand identity for the Team, which has previously represented NZ under the PNZ corporate logo. PNZ is working with advertising agency Saatchi & Saatchi on the NZ Paralympic Team brand and logo which will be launched in 2023.



PARALYMPIAN #210 LISA ADAMS - Adecco Gala Dinner 2022

Photo Credit: Adecco

Events

BEIJING 2022 PARALYMPIC WINTER GAMES CELEBRATION EVENT

A memorable event was the Beijing 2022 celebration for the NZ Paralympic Team held at Gusto at Sky City Auckland, in May. The Team was joined by commercial partners and PNZ stakeholders to celebrate the remarkable achievements at Beijing 2022. Hosted by PNZ Board member and IPC Vice President Duane Kale, the Paralympians and support staff shared their experiences, insider anecdotes, and their pride at representing NZ so impressively at the Winter Paralympic Games.

PARALYMPIAN PIN PRESENTATIONS

PNZ staged a community event to celebrate Paralympians who made their Paralympic debut at the Tokyo 2020 Paralympic Games. Hosted in collaboration with the Waipā District Council at the Sir Don Rowlands Centre, the event featured the official presentation of six Paralympic pins. The Paralympians received their pins from Fiona Allan and Mayor Jim Mylchreest of Waipā District Council. It was a fantastic occasion to celebrate the achievements of the Tokyo 2020 Paralympians and acknowledge their support networks, including family, friends, coaches, and funders.

Further Paralympic pins were presented at the annual awards nights of Disability Sport Auckland, Snow Sport NZ, and ParaFed Canterbury. In total, 14 pins were presented at ceremonies in 2022 (as well as 23 pins presented to Paralympians individually). PNZ has now presented 212 of 229 (93%) New Zealand Paralympians with their official pin.



PARALYMPIAN #188 COREY PETERS - Beijing 2022 Celebration, Sky City

Photo Credit: PNZ

Digital projects

HUMAN-CENTRED DESIGN AND THE PNZ DIGITAL STRATEGY

2022 was an exciting year for laying strong foundations in the digital arena.

The strategic project which PNZ and partner Digital Hothouse undertook through 2022 had the primary goal of future-proofing our digital ecosystem.

DISCOVER

The project, which continues with implementation in 2023, follows a human-centred design methodology. It began with a Discovery phase – an extensive audit of ‘where we’re at’. This included data mining of existing sources, as well as surveys and in-depth interviews with stakeholders. It involved putting new measurement tools in place, opening an exciting window on stakeholder needs and perspectives.

DEFINE

The Define phase made sense of the data collected in Discovery. Key insights were distilled a problem statement to take into the Design phase.

DESIGN

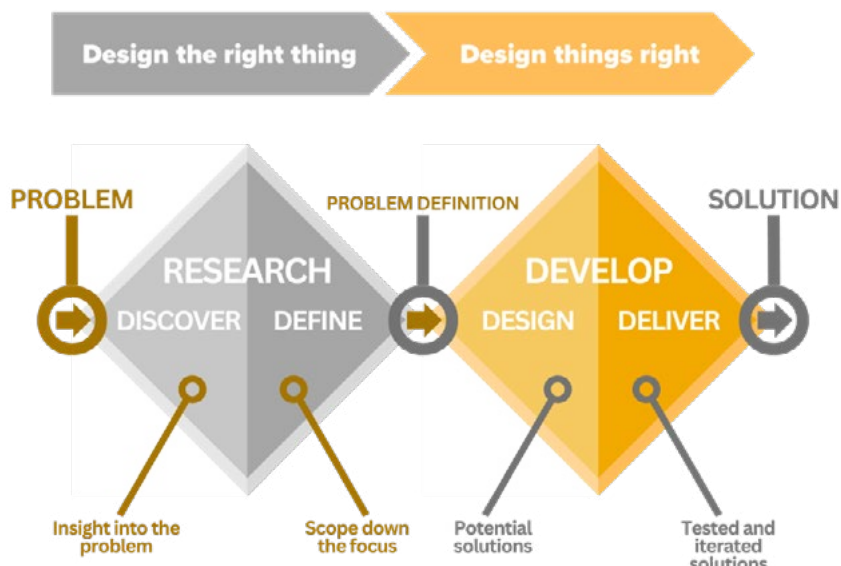
The key activity in the Design phase was ideation. Solutions were later ranked by impact and investment, and 9 workstreams selected. PNZ will deliver these in three stages of work.

DELIVER

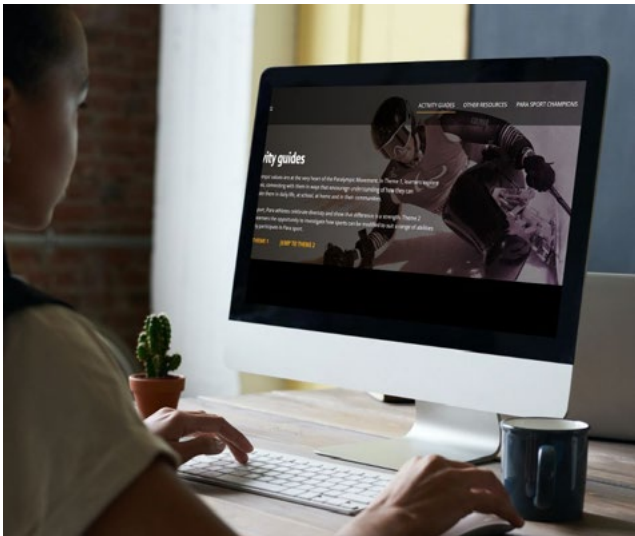
PNZ began Delivery for the first stage of work in late 2022. This phase of solutions will be implemented before the 1-year-to-go mark for Paris 2024 (August 2023). The effect of improvements can already be seen, with strong metrics coming back for newly created or improved content. Within the first half of 2023, site users can expect a refreshed interface with improvements to the supporter-oriented areas of the site, and some improvements to navigability.

Behind-the-scenes, even more is going on. PNZ has set up Google Analytics 4 to have robust long-term tracking of key website goals heading into Paris 2024 and beyond.

A key aspect of the human-centred design approach is that PNZ continues to observe, review and iterate. PNZ is well-placed to do this with the monitoring it now has in place.



LAUNCH OF EDUCATION PROGRAMME SITE



In 2022, PNZ launched Seeing is Believing, an educational resource in schools, changing perceptions of disability for teachers and tamariki. Seeing is Believing began with a pilot in 20 primary schools in late 2022. It required a website to present and host the educational resources for teachers.

PNZ worked with partner Digital Hothouse to develop the site at education.paralympics.org.nz. Teachers from schools in the pilot, registered on the site to access the PDFs, PowerPoints, videos and other information in order to teach the Seeing is Believing content.

See Seeing is Believing section for more on this project.

OPERATIONAL IMPROVEMENTS

PNZ's social media foundations were strengthened in 2022 through four areas: audience understanding, content focus, continual improvement and active management.

With growth, PNZ's social channels are more often the target of malicious activity; this can usually be quickly identified through monitoring a combined-channel inbox as well as the use of automations to block commonly used spammer language. PNZ deals with around 60 attempts at malicious activity per month.

Content scheduling is also more efficient through a combined social media suite, allowing us to post in the right tone of voice, to the right channels, more often.

Fundraising

PNZ continues to develop its fundraising portfolio and partnerships, working with existing funding partners and seeking new opportunities to ensure the PNZ revenue goals are achieved.

The ability to stage events remained limited at the beginning of 2022 and the annual Carbine Club Charity Golf Day was unable to take place. However, PNZ was again the charity of choice for the Auckland Farmers Santa Parade for a third year, collecting donations from the public.

The Adecco Gala Dinner took place in August, once again delivering an entertaining evening and raising valuable funds through corporate donations in support of the NZ Paralympic Team.

PNZ continued to gratefully receive support from the NZ public through online donations.

SINCERE THANKS GO TO OUR GAMING, TRUST AND GRANT PARTNERS IN 2022:

NZCT, Pub Charity, Aotearoa Gaming Trust, The Lion Foundation, Four Winds Foundation, Grassroots Trust, TAB NZ, Pelorus Trust, One Foundation, and Trillian Trust.



PARALYMPIAN #211 DANIELLE AITCHISON, PARA ATHLETE SIONANN MURPHY, PARA ATHLETE DEVON BRIGGS, FIONA ALLAN, MARIANNE LOH, PARA ATHLETE WOJTEK CZYZ - 2022 Auckland Farmers Santa Parade

Photo Credit: PNZ

New Zealand Paralympians

From 1967 to 2022

(w) Winter Paralympic Games

#	SURNAME	FIRST	YEARS	PARA SPORTS
1	Brown	Norman	1968	Para archery, Para swimming, Para table tennis
2	Campbell	Len	1968	Para athletics, Wheelchair fencing
3	Close	Leo	1968, 1972	Para athletics
4	Condon QSM	Graham	1968, 1972, 1976, 1980, 1984, 1988	Para athletics, Para swimming
5	Fattorini	Rex	1968	Para athletics, Para powerlifting
6	Flood	Bill	1968	Para archery, Para athletics, Bowls, Wheelchair fencing, Para table tennis
7	Lean	Bill	1968, 1976, 1980	Para archery, Para athletics, Para powerlifting, Para table tennis
8	Marett	Graeme	1968, 1972, 1976	Para archery, Para athletics, Para swimming, Para table tennis
10	Ngata	Reuben	1968, 1976	Para athletics, Para powerlifting, Para table tennis
11	Plessius	Bill	1968	Para athletics
12	Read	Philip	1968	Para table tennis
13	Rimmer	Eve	1968, 1972, 1976, 1980	Para archery, Para athletics, Para swimming
14	Savage OBE	Jim	1968, 1972, 1976, 1980	Para archery, Para athletics, Para table tennis
15	Stott	John	1968	Para table tennis, Para swimming, Bowls
16	Wright	Rodney	1968	Para archery, Para swimming
17	Fairhall MBE	Neroli	1972, 1980, 1988, 2000	Para archery, Para athletics
18	McCormick MNZM	Keith	1972	Para athletics, Para swimming
19	Miller	Dennis	1972, 1976, 1980, 1984	Para athletics, Para table tennis
20	Morgan	Heneti	1972	Para athletics, Para swimming
21	Nicholls	Chris	1972	Para archery, Para athletics, Para swimming
22	Chambers	Paul	1976, 1980	Para athletics, Para swimming
23	Creba	Fred	1976	Para athletics, Para powerlifting
24	Hynds	Ross	1976, 1980, 1984, 1992	Para archery, Para athletics
25	McNicholl OAM	Brian	1976	Para athletics, Para powerlifting
26	Moore	Doug	1976	Para athletics, Para table tennis
27	Baddeley	Peter	1980(w)	Para alpine skiing
28	Nichols	Edward	1980(w)	Para alpine skiing
29	Philip	Craig	1980(w), 1984(w)	Para alpine skiing
30	Cochrane	Greg	1980, 1984	Para athletics, Para swimming
31	Eden	John	1980	Para athletics, Para swimming

#	SURNAME	FIRST	YEARS	PARA SPORTS
32	Kay-Smith	Kaye	1980	Para athletics, Para swimming
33	Froggatt	Brian	1980, 1992	Para athletics, Para powerlifting
34	Halatau MNZM	Latoa	1980	Para athletics
35	Hill MBE	Patricia (Trish)	1980, 1984, 1988	Para athletics
36	Moran	Chris	1980	Para athletics, Para swimming
37	Raymond	Ken	1980	Para archery, Para athletics
38	Skipwith-Halatau	Tewai	1980	Para athletics
39	Tarrant	Dave	1980	Shooting Para sport
40	Bickerstaff	Edwyn (Ed)	1984(w), 1988(w), 1992(w), 1994(w)	Para alpine skiing
41	Butler	Denis	1984(w)	Para alpine skiing
42	Clark	Martin	1984(w), 2000	Para alpine skiing, Para sailing
43	Craig	Patricia (Trish)	1984(w)	Para alpine skiing
44	Edwards	Mark	1984(w)	Para alpine skiing
45	Gapes (Martin)	Viv	1984(w)	Para alpine skiing
46	Orr	Christopher	1984(w)	Para alpine skiing
47	Cook	Denise	1984	Para athletics
48	Courtney MNZM	Robert	1984	Para athletics
49	Crichton ONZM	Roly	1984, 1988	Para swimming
50	Kalivati	Shelley	1984	Para athletics
51	Hennessy QSM	Morice	1984, 1988	Para athletics
52	O'Callaghan	Michael	1984	Para athletics
53	Smith	Alison	1984	Shooting Para sport
54	Willis MNZM	Colin	1984, 1992, 1996, 2000, 2004	Shooting Para sport
55	Cooper	Patrick	1988(w), 1992(w), 1994(w)	Para alpine skiing
56	Te Punga	Lorraine	1988(w)	Para alpine skiing
57	Buchanan	Grant	1988	Para athletics
58	Cordery	Janette	1988	Para athletics, Para swimming
59	Davies	John	1988	Bowls
60	Gibson	Brent	1988	Para swimming
61	Horne	Peter	1988, 1996	Bowls
62	Mancktelow	Lesli	1988	Para athletics
63	Meimaris	Stelios	1988	Para athletics
64	Mills	David	1988	Para athletics
65	Mills	Yvonne	1988	Para athletics
66	Minifie	Stuart	1988	Para athletics
67	Rupe	Tui	1988	Para athletics
68	Vear	Brad	1988	Para athletics
69	Adamson	Chris	1992(w),1994(w)	Para alpine skiing

NEW ZEALAND PARALYMPIANS FROM 1968 TO 2021 CONTINUED

#	SURNAME	FIRST	YEARS	PARA SPORTS
70	Graham	Stuart	1992(w)	Para alpine skiing
71	O'Sullivan	Kevin	1992(w), 1994(w), 1998(w)	Para alpine skiing
72	Shanks	Devin	1992(w)	Para alpine skiing
73	Weeks	Mark	1992(w)	Para alpine skiing
74	Barnes	Glenn	1992, 2004	Wheelchair tennis
75	Bidois	Aaron	1992, 1996	Para swimming
76	Clulee	Evan	1992	Para athletics
77	Foulsham	Gavin	1992, 2000	Para athletics
78	Gow	Denise	1992	Para athletics
79	Keogan (nee Honey)	Belinda	1992, 1996	Para swimming
80	MacCalman MNZM	David (Dave)	1992, 1996, 2000, 2004	Para athletics
81	Newstead MBE	Jenny	1992, 1996	Para swimming
82	Smith	Cristeen	1992, 1996	Para athletics
83	Sorensen	John	1992	Wheelchair tennis
84	Aleksich	Kevin	1994(w)	Para alpine skiing
85	Butson	Mathew	1994(w), 1998(w)	Para alpine skiing
86	Duffy	Joanne	1994(w)	Para alpine skiing
87	Brown	Hayden	1996, 2000	Para swimming
88	Cameron	Reweti	1996	Para swimming
89	Courtier	Jacque	1996, 2004	Wheelchair tennis
90	Craike	Jayne	1996, 2000, 2004	Para equestrian
91	Creagh	Rob	1996	Wheelchair rugby
92	Dijkstra	Henk	1996, 2004, 2008	Boccia
93	Dowall	John	1996, 2000	Para athletics
94	Griffiths	Jason	1996	Para swimming
95	Guthrie	Steve	1996, 2000, 2004	Wheelchair rugby
96	Kale ONZM	Duane	1996	Para swimming
97	Leefe	Paul	1996, 2000	Wheelchair rugby
98	Lineham	Carey	1996	Para athletics
99	Lucas	Ben	1996, 2000	Para athletics
100	Martin MNZM	Peter	1996, 2000, 2004, 2012	Para athletics
101	Mathews	Mervyn	1996	Bowls
102	May	Andrew	1996, 2000, 2016	Para sailing
103	McMurray	Gary	1996, 2000, 2004	Wheelchair rugby
104	Muralt	Jeff	1996	Para athletics
105	Palmer	Curtis	1996, 2000, 2004, 2008	Wheelchair rugby
106	Scott	Cameron	1996	Para sailing
107	Sharman MNZM	Grant	1996, 2000	Wheelchair rugby

#	SURNAME	FIRST	YEARS	PARA SPORTS
108	Simeon	Tom	1996	Boccia
109	Stewart	Derek	1996	Para sailing
110	Stratford	Marilyn	1996	Wheelchair tennis
111	Taylor	Sholto	1996, 2000, 2004, 2008	Wheelchair rugby
112	Tinker	Jeremy	1996, 2000, 2004, 2008	Wheelchair rugby
113	Wornall	Chris	1996	Para sailing
114	Battersby	Rachael	1998(w), 2002(w)	Para alpine skiing
115	Bayley	Steven	1998(w), 2002(w)	Para alpine skiing
116	Gardiner	Sue	1998(w)	Para alpine skiing
117	Booth	Dean	2000	Para swimming
118	Bradley	Tanya	2000	Para athletics
119	Britnell	Paul	2000	Wheelchair tennis
120	Collie	David	2000	Para athletics
121	Edwards	Phil	2000	Para sailing
122	Fleming	Wayne	2000	Wheelchair tennis
123	Flood	Ross	2000, 2004	Boccia
124	Inglis ONZM	Mark	2000	Para cycling
125	Jesson	Paul	2000, 2004	Para cycling
126	Johnson	Tim	2000, 2004, 2008	Wheelchair rugby
127	Van Den Munckhof MNZM	Paul	2000	Boccia
128	Muschamp	Justin	2000	Wheelchair rugby
129	Oughton	Bill	2000, 2004	Wheelchair rugby
130	Pierson MNZM	Hadleigh	2000, 2004	Para swimming
131	Pollock	Gillian	2000	Para swimming
132	Prendergast	Tim	2000, 2004, 2008, 2012	Para athletics
133	Reynolds	Garth	2000	Para sailing
134	Roche	Stacey	2000	Boccia
135	Slade	Matthew	2000, 2004, 2008	Para athletics
136	Taamaru	George	2000, 2004, 2008	Para powerlifting
137	Tretheway	Sean	2000	Para swimming
138	Williams MNZM	Gary	2000	Boccia
139	Wood	Chris	2000	Para sailing
140	Wright	Tracey	2000	Para powerlifting
141	Beattie	Willie	2004	Para athletics
142	Buckingham	Dan	2004, 2008	Wheelchair rugby
143	Faleva'ai	Terry	2004, 2008	Para athletics
144	Herd	Theresa	2004	Para swimming
145	Horan MNZM	Kate	2004, 2008, 2016	Para athletics, Para cycling

NEW ZEALAND PARALYMPIANS FROM 1968 TO 2021 CONTINUED

#	SURNAME	FIRST	YEARS	PARA SPORTS
146	Jackson	Greig	2004, 2008	Boccia
147	Sheppard	Miriam	2004	Para swimming
148	Johnson MNZM	Michael	2004, 2008, 2012, 2016, 2020	Shooting Para sport
149	Morriss	Jeremy	2004, 2008	Boccia
150	Perry	Tiffiney	2004	Wheelchair tennis
151	Edwards	Sarah	2004	Para swimming
152	Sanders	Liam	2004, 2008	Boccia
153	Sharp	Daniel	2004, 2008, 2012	Para swimming
154	Southorn	Fiona	2004, 2008, 2012	Para cycling
155	Toon	Maurice	2004, 2008	Boccia
156	Waite	Jai	2004, 2008	Wheelchair rugby
157	Field	Anthony	2006(w)	Para alpine skiing
158	Hall MNZM	Adam	2006(w), 2010(w), 2014(w), 2018(w), 2022(w)	Para alpine skiing
159	Bonner	Kerri	2008	Boccia
160	Donaldson	Annemarie	2008	Para cycling
161	Farrell	Annaliisa	2008	Para cycling
162	Gillan (nee Hamill)	Jessica	2008, 2016	Para athletics
163	Klinkhamer	David	2008	Wheelchair rugby
164	Leslie MNZM	Cameron	2008, 2012, 2016	Para swimming
165	Parsons	Jayne	2008	Para cycling
166	Pascoe MNZM	Sophie	2008, 2012, 2016 , 2020	Para swimming
167	Slade	Amanda	2008	Boccia
168	Tesoriero MNZM	Paula	2008	Para cycling
169	Wakeford	Adam	2008	Wheelchair rugby
170	Williams	Peter	2010(w)	Para alpine skiing
171	Apel	Jan	2012	Para sailing
172	Dempsey	Timothy	2012	Para sailing
173	Dubber	Rebecca	2012, 2016	Para swimming
174	Fisher MNZM	Mary	2012, 2016	Para swimming
175	Francis	Paul	2012	Para sailing
176	Gray	Phillipa	2012	Para cycling
177	Gunner	Anthea	2012	Para equestrian
178	Holt	Daniel	2012	Para swimming
179	Howarth	Nikita	2012, 2016, 2020	Para swimming
180	Kelly-Costello	Aine Maeve	2012	Para swimming
181	McBride	Danny	2012	Para rowing
182	Reid	Susan	2012	Para cycling
183	Robinson	Holly	2012, 2016, 2020	Para athletics

#	SURNAME	FIRST	YEARS	PARA SPORTS
184	Ross	Chris	2012	Para cycling
185	Smith	Nathan	2012	Para cycling
186	Hughes (nee Stock)	Rachel	2012	Para equestrian
187	Thompson	Laura	2012, 2016	Para cycling
188	Peters	Corey	2014(w), 2018(w), 2022(w)	Para alpine skiing
189	Murphy	Carl	2014(w), 2018(w)	Para snowboard
190	Cameron	Amanda	2016	Para cycling
191	Dodson	Richard	2016	Para sailing
192	Dore	Caitlin	2016, 2020	Para athletics
193	Eales	Jason	2016	Shooting Para sport
194	Foy	Emma	2016	Para cycling
195	Grimaldi MNZM	Anna	2016, 2020	Para athletics
196	Hills	Stephen	2016, 2020	Para cycling
197	Malone	Liam	2016	Para athletics
198	Martlew	Scott	2016, 2020	Para canoe
199	McLean	Hamish	2016	Para swimming
200	McSweeney	Rory	2016	Para athletics
201	Neiufi	Tupou	2016, 2020	Para swimming
202	Phillips	Jacob	2016	Para athletics
203	Raubenheimer	Byron	2016	Para cycling
204	Reid	Greg	2016	Shooting Para sport
205	Reynolds	Jesse	2016, 2020	Para swimming
206	Sharp	Chris	2016	Para sailing
207	Sharp	Fraser	2016	Para cycling
208	Stedman	William	2016, 2020	Para athletics
209	Van Kampen	Hannah	2016	Para cycling
210	Adams	Lisa	2020	Para athletics
211	Aitchison	Danielle	2020	Para athletics
212	Barton-Cootes	Hayden	2020	Wheelchair rugby
213	Ellington	Sarah	2020	Para cycling
214	Everson	Cody	2020	Wheelchair rugby
215	Hart	Corbin	2020	Para canoe
216	Hewitt	Robert	2020	Wheelchair rugby
217	Koneferenisi	Barney	2020	Wheelchair rugby
218	Lefono	Tainafi	2020	Wheelchair rugby
219	Lynch	Gareth	2020	Wheelchair rugby
220	Malzbender	Eltje	2020	Para cycling
221	Mead	Rory	2020	Para cycling

**NEW ZEALAND PARALYMPIANS
FROM 1968 TO 2021 CONTINUED**

#	SURNAME	FIRST	YEARS	PARA SPORTS
222	Murray	Nicole	2020	Para cycling
223	Rolton	Gavin	2020	Wheelchair rugby
224	Steven	Anna	2020	Para athletics
225	Taylor	Anna	2020	Para cycling
226	Todd	Mike	2020	Wheelchair rugby
227	Tuimaseve	Ben	2020	Para athletics
228	Ewen	Aaron	2022 (w)	Para alpine skiing



SIMON DALLOW INTERVIEWS DAME SOPHIE PASCOE - Adecco Gala Dinner, 2022

Photo Credit: Adecco

Financial Contents

93	Financial Report
94	Directory & Statement of Compliance and Responsibility
95	Statement of Comprehensive Revenue and Expenses
96	Statement of Changes in Net Assets
97	Statement of Financial Position
98	Cash Flow Statement
99-108	Notes to the Financial Report
109-111	Independent Auditor's Report

2022 Financial Report

FRAMEWORK

The financial report reflects operations during the twelve months ended 31 December 2022, reported as a Tier 2 entity, with specific notes and disclosures required.

RESULT

The 2022 period resulted in a surplus of \$9k, compared to a surplus of \$201k in the 2021 period. A writedown of unrealised capital losses for the amount of \$197k in the PNZ Investment fund has been included in expenses.

KEY FACTS

Key facts that contributed to the revenue of \$3.2m, compared to 2021 revenue of \$4.2m, are as follows:

- Fundraising & Sponsorship income of \$815k
- Other Grant income of \$420k
- Donations & Postal Appeal income of \$44k
- High Performance, Paralympic Games and Strengthen and Adapt income of \$1.7m

PNZ wishes to acknowledge the support received from our Partners & Supporters including Toyota, Harvey Norman, Adecco, Sport New Zealand and High Performance Sport New Zealand, ACC, TVNZ, Attitude Pictures, Oceanbridge, Maersk, Simpson Grierson, Macpac, Blue Star, Saatchi & Saatchi, Digital Hothouse, NZCT, Pub Charity, The Lion Foundation, Aotearoa Gaming Trust, Four Winds Foundation, Grassroots Trust, TAB NZ, Pelorus Trust, One Foundation, and Trillian Trust.

Key facts that contributed to the expenses of \$3.2m, compared to 2021 expenses of \$4.0m, are as follows:

- Employee costs of \$764k
- Administration costs of \$72k, includes affiliations, printing, vehicle costs
- Occupancy costs of \$98k includes office rentals, insurances
- Governance costs of \$91k includes travel, honorarium and development expenses
- Commercial & Marketing costs of \$296k includes events, value in kind expenses
- High Performance, Paralympic Games campaign and Strengthen and Adapt costs of \$1.6m

TOTAL ASSETS \$5.761M

Total assets include cash and investments of \$5.660m, property, plant and intangible assets \$57k, and prepayments \$20k.

TOTAL LIABILITIES \$893K

Total liabilities include accounts payable \$174k, special purpose funds \$22k, employee entitlements \$111k and income in advance \$586k.

LEGACY

Distributions have been made in the year for a total of \$27k, in line with the distribution criteria ratified by the PNZ Cyril Smith Legacy Funds Sub-Committee.

RATIOS

Cash reserves and short term investments provides a coverage at 4.10 times the amount of our liabilities, and a liquidity ratio of 4.15. PNZ can meet its obligations.

PARALYMPICS NEW ZEALAND INCORPORATED

DIRECTORY FOR THE 12 MONTHS ENDED 31 DECEMBER 2022

Board	Jana Rangooni (Chair) Duane Kale Catriona McBean Andre Lubbe (retired at 7 September 2022) Mary Fisher Aaron Mills Sian Ruth Mark Elliott Fiona Allan (CE)
Nature of Business	National Paralympic Committee for New Zealand and executor of high performance sports programmes.
Registered Office & Postal Address	Suite 2.10, Axis Building 1 Cleveland Road, Parnell, Auckland
Telephone	(09) 526 0760
Charities Commission Number	CC33576
Date of Incorporation	10 December 2007
Auditors	RSM Hayes Audit Chartered Accountants
Solicitors	Simpson Grierson

STATEMENT OF COMPLIANCE AND RESPONSIBILITY FOR THE 12 MONTHS ENDED 31 DECEMBER 2022

The Board accepts responsibility for the preparation of the annual financial statements and the judgements used in these financial statements.

The management (including the CE and others directed by the Board) accepts responsibility for establishing and maintaining a system of internal controls designed to provide reasonable assurance as to the integrity and reliability of the organisations's financial reporting.

It is the opinion of the Board and management that the financial statements for the 12 months ended 31 December 2022 fairly reflects the financial position and operations of the organisation.

The organisation's 2022 financial statements are authorised for issue by the Board.

JANA RANGOONI

Full name of Chair



Signature of Chair

18 APRIL 2022

Date

SIAN RUTH

Full name of Chair of Finance, Audit & Risk Committee



Signature of Chair of Finance, Audit & Risk Committee

18 APRIL 2022

Date

PARALYMPICS NEW ZEALAND INCORPORATED

STATEMENT OF COMPREHENSIVE REVENUE AND EXPENSES FOR THE 12 MONTHS ENDED 31 DECEMBER 2022			
	NOTE	12 MONTHS ENDED 31 DECEMBER 2022	12 MONTHS ENDED 31 DECEMBER 2021
		\$	\$
REVENUE FROM NON-EXCHANGE TRANSACTIONS			
Fundraising		264,988	396,568
Donations		44,178	57,203
Government Grants	5	1,733,093	2,550,463
Other Grants	5	420,426	410,244
Legacy	5	102,000	594
		2,564,685	3,415,072
REVENUE FROM EXCHANGE TRANSACTIONS			
Membership Fees		7,750	8,000
Sponsorship Income		549,524	581,130
Interest Received		107,908	63,580
Dividends		0	0
Other Income		161	131,042
		665,343	783,752
TOTAL REVENUE		3,230,028	4,198,824
EXPENSES			
Administration Expenses		71,612	63,288
Employee Related Costs		763,646	629,659
Depreciation		25,965	29,646
Governance		91,094	39,319
Occupancy		97,803	88,618
Grants & Performance Funding Expenses		1,597,918	2,582,490
Fees & Consultants		51,131	72,359
Commercial & Fundraising Expenses		296,051	467,722
Legacy Distributions		27,672	24,960
Unrealised loss on Investment		197,491	0
TOTAL EXPENSES		3,220,383	3,998,061
TOTAL SURPLUS/(DEFICIT) FOR THE PERIOD		9,645	200,763
Other Comprehensive Revenue and Expenses		0	0
Total Comprehensive Revenue and Expenses		0	0
Total Comprehensive Revenue and Expenses for the Year		9,645	200,763

The above statement should be read in conjunction to the Notes forming part of the Accounts.

PARALYMPICS NEW ZEALAND INCORPORATED

STATEMENT OF CHANGES IN NET ASSETS FOR THE 12 MONTHS ENDED 31 DECEMBER 2022

	NOTE	ACCUMULATED COMPREHENSIVE REVENUE & EXPENSES	NOTE 3.13 SPECIAL PROJECTS RESERVE	TOTAL EQUITY
			\$	\$
OPENING BALANCE 1 JANUARY 2022		3,741,147	1,117,309	4,858,456
Total comprehensive revenue and expenses for the 12 month period		9,645	0	9,645
Transfers		80,365	(80,365)	0
CLOSING NET ASSETS 31 DECEMBER 2022		3,831,157	1,036,944	4,868,101
OPENING BALANCE 1 JANUARY 2021		3,593,258	1,064,435	4,657,693
Total comprehensive revenue and expenses for the 12 month period		200,763	0	200,763
Transfers		(52,874)	52,874	0
CLOSING NET ASSETS 31 DECEMBER 2021		3,741,147	1,117,309	4,858,456

The above statement should be read in conjunction to the Notes forming part of the Accounts.

PARALYMPICS NEW ZEALAND INCORPORATED

STATEMENT OF FINANCIAL POSITION AS AT 31 DECEMBER 2022			
	NOTE	AS AT 31 DECEMBER 2022	AS AT 31 DECEMBER 2021
		\$	\$
CURRENT ASSETS			
Cash and Cash equivalents	6	1,646,958	2,443,425
Investments	7	2,014,452	1,010,275
Receivables from non-exchange transactions		23,512	8,866
Prepayments		20,165	10,862
		3,705,087	3,473,428
NON-CURRENT ASSETS			
Investments	7	1,998,650	1,923,884
Property Plant & Equipment	8	18,973	22,000
Intangible Assets	9	38,582	31,242
		2,056,205	1,977,126
TOTAL ASSETS		5,761,292	5,450,554
CURRENT LIABILITIES			
Trade payables (from exchange transactions) and other creditors		168,293	116,519
GST Payable		5,921	64,621
Finance Lease		0	7,342
Employee entitlements		111,188	108,518
Income in advance		585,878	261,254
Special Purpose Funds	10	21,911	33,844
		893,191	592,098
TOTAL LIABILITIES		893,191	592,098
NET ASSETS		4,868,101	4,858,456
EQUITY			
Accumulated comprehensive revenue and expenses		3,831,157	3,741,147
Special Projects Reserves	3.13	1,036,944	1,117,309
TOTAL NET ASSETS / EQUITY		4,868,101	4,858,456

The above statement should be read in conjunction to the Notes forming part of the Accounts.

PARALYMPICS NEW ZEALAND INCORPORATED

CASHFLOW STATEMENT FOR THE 12 MONTHS ENDED 31 DECEMBER 2022

	NOTE	12 MONTHS ENDED 31 DECEMBER 2022	12 MONTHS ENDED 31 DECEMBER 2021
		\$	\$
CASH FLOWS FROM OPERATING ACTIVITIES			
Receipts from Government Grants		2,080,636	2,633,916
Receipts from Fundraising		23,832	106,477
Receipts from Sponsorship		585,524	581,755
Receipts from Donations		21,653	31,496
Receipts from Membership Fees		7,750	8,000
Receipts from other grants and other income		349,575	477,791
Receipt from Bequest Grant		102,000	594
Goods and Services Tax		(58,700)	95,475
Interest and Dividend Received		92,440	70,421
Interest Paid		0	0
Payments to Employees		(1,058,297)	(886,506)
Payments to Suppliers		(1,620,467)	(2,760,007)
NET CASH FLOWS FROM OPERATING ACTIVITIES		525,946	359,412
CASH FLOWS FROM INVESTING ACTIVITIES			
Purchase of property plant & equipment	8	(14,834)	(6,467)
Purchase of Intangible Assets	9	(23,805)	0
Purchase of Investments	7	(1,276,432)	850,795
NET CASH FLOWS FROM INVESTING ACTIVITIES		(1,315,071)	844,328
CASH FLOWS FROM FINANCING ACTIVITIES			
Finance Lease			0
Repayment of Lease		(7,342)	(2,949)
NET CASH FLOWS FROM FINANCING ACTIVITIES		(7,342)	(2,949)
Net Increase in Cash & Cash Equivalents		(796,467)	1,200,791
Cash & Cash Equivalents at the start of the period	6	2,443,425	1,242,634
CASH & CASH EQUIVALENTS AT THE END OF THE PERIOD	6	\$1,646,958	\$2,443,425

The above statement should be read in conjunction to the Notes forming part of the Accounts.

PARALYMPICS NEW ZEALAND INCORPORATED**NOTES TO THE ACCOUNTS FOR THE 12 MONTHS ENDED 31 DECEMBER 2022****1. REPORTING ENTITY**

The reporting entity is Paralympics New Zealand Incorporated (PNZ), an Incorporated Society under the Incorporated Societies Act 1908 and a Charitable Organisation registered under the Charities Act 2005. The financial statements are presented for the twelve months ended 31 December 2022. The comparative financial statements are for the twelve months ended 31 December 2021.

The financial statements and the accompanying notes summarise the financial results of activities carried out by PNZ. PNZ oversees the implementation of two High Performance sports programmes and is the National Paralympic Committee within New Zealand.

The financial statements have been approved and were authorised for issue by the Board on the date specified in the "Statement of Compliance and Responsibility for the 12 Months Ended 31 December 2022" on page 94.

2. STATEMENT OF COMPLIANCE

The financial statements have been prepared in accordance with Generally Accepted Accounting Practice in New Zealand ("NZ GAAP"). They comply with Public Benefit Entity Standards Reduced Disclosure Regime and other applicable financial reporting standards as appropriate that have been authorised for use by the External Reporting Board for Not for Profit entities. For the purpose of complying with NZ GAAP, the entity is a public benefit entity and is eligible to apply Tier 2 PBE Standards on the basis that it does not have public accountability and is not defined as large.

The Board has elected to report in accordance with Tier 2 PBE Standards and in doing so has taken advantage of all applicable Reduced Disclosure Regime ("RDR") disclosure concessions.

3. SUMMARY OF ACCOUNTING POLICIES

The significant accounting policies used in the preparation of these financial statements as set out below have been applied consistently to both periods presented in these financial statements.

3.1 BASIS OF MEASUREMENT

These financial statements have been prepared on the basis of historical cost, except for investments in equities and fixed interest securities that are recorded at market value.

3.2 FUNCTIONAL & PRESENTATION CURRENCY

The financial statements are presented in New Zealand dollars (\$), which is the entity's functional currency. All financial information presented in New Zealand dollars has been rounded to the nearest dollar.

PARALYMPICS NEW ZEALAND INCORPORATED

NOTES TO THE ACCOUNTS FOR THE 12 MONTHS ENDED 31 DECEMBER 2022

3.3 REVENUE

Revenue is recognised to the extent that it is probable that the economic benefit will flow to the entity and revenue can be reliably measured. Revenue is measured at the fair value of the consideration received. The following specific recognition criteria must be met before revenue is recognised.

Revenue from non-exchange transactions*Donations*

Donations are recognised as revenue upon receipt and include donations from the general public, donations received for specific programmes, services or donations in-kind. Donations in-kind include donations received for goods and services and are recognised in revenue and expense when the service or good is received. Donations in-kind are measured at their fair value as at the date of acquisition, ascertained by reference to the cost that would be otherwise incurred by PNZ.

Grant revenue

Grant revenue includes grants given by the Government via High Performance Sport NZ (HPSNZ), Sport NZ and other charitable organisations, philanthropic organisations and businesses. Grant revenue is recognised when the conditions attached to the grant have been complied with. Where there are unfulfilled conditions attaching to the grant, the amount relating to the unfulfilled condition is recognised as a liability and released to revenue as the conditions are fulfilled.

If there are no conditions attached to the Grant, it is recognised when the money is received.

Fundraising revenue

Fundraising revenue includes donations given to the organisation. Fundraising revenue is recognised when the cash is received. As there are no conditions attached to the revenue, the funds are recognised as revenue immediately on receipt.

Legacy revenue

Legacy revenue is recognised in the period it is received and in 2022 includes the distribution from the Estate of Harry Widmer.

Revenue from exchange transactions*Membership Fees*

Subscriptions received from members are billed annually and recognised as revenue.

Sponsorship Income

Revenue is recognised on a straight-line basis where the benefit to the sponsor is received over the term of the contract.

Interest and dividend income

Interest revenue is recognised as it accrues, using the effective interest method. Dividend income is recognised when the dividend is declared.

PARALYMPICS NEW ZEALAND INCORPORATED

NOTES TO THE ACCOUNTS FOR THE 12 MONTHS ENDED 31 DECEMBER 2022

3.4 FINANCIAL INSTRUMENTS

Financial assets and financial liabilities are recognised when PNZ becomes a party to the contractual provisions of the financial instrument.

Financial assets

Financial assets within the scope of PBE IPSAS 29 Financial Instruments: Recognition and Measurement are classified as financial assets at fair value through surplus or deficit, loans and receivables, held-to-maturity investments or available-for-sale financial assets. The classifications of the financial assets are determined at initial recognition.

The categorisation determines subsequent measurement and whether any resulting income and expense is recognised in surplus or deficit or in other comprehensive revenue and expenses. PNZ financial assets are classified as either financial assets at fair value through surplus or deficit, or loans and receivables. PNZ financial assets include: cash and cash equivalents, short-term investments, receivables from non-exchange transactions, receivables from exchange transactions.

Fair value through surplus or deficit

Financial assets at fair value through surplus or deficit include financial assets held for trading and financial assets designated upon initial recognition at fair value through surplus or deficit. PNZ's investment portfolio is designated in this category as its performance is evaluated on a fair value.

Investments recognised in this category are carried in the statement of financial position at fair value with changes in fair value recorded in the statement of comprehensive revenue and expense.

Receivables

Receivables are non-derivative financial assets with fixed or determinable payments that are not quoted in an active market. After initial recognition, these are measured at amortised cost using the effective interest method, less any allowance for impairment. PNZ cash and cash equivalents, short-term investments, receivables from non-exchange transactions and receivables from exchange transactions fall into this category of financial instruments.

Financial liabilities

Financial liabilities include trade and other creditors (excluding GST and PAYE), employee entitlements, loans and borrowings and deferred income (in respect to grants whose conditions are yet to be complied with). All financial liabilities are initially recognised at fair value (plus transaction cost for financial liabilities not at fair value through surplus or deficit) and are measured subsequently at amortised cost using the effective interest method except for financial liabilities at fair value through surplus or deficit.

3.5 CASH & CASH EQUIVALENTS

Cash and cash equivalents are short term, highly liquid investments that are readily convertible to known amounts of cash and which are subject to an insignificant risk of changes in value.

3.6 INVESTMENTS

Short term investments comprise term deposits which have a term of between 90 days and twelve months and do not fall into the category of cash and cash equivalents.

Long term investments comprise of investment funds that are held at fair value through surplus or deficit and term deposits which mature twelve months or more post balance date.

PARALYMPICS NEW ZEALAND INCORPORATED

NOTES TO THE ACCOUNTS FOR THE 12 MONTHS ENDED 31 DECEMBER 2022

3.7 PROPERTY PLANT & EQUIPMENT

Plant & equipment are measured at cost less accumulated depreciation and impairment loss. When the asset is acquired through a non-exchange transaction, the cost is measured at its fair value at date of acquisition.

Depreciation is charged over the useful life of the asset using the following depreciation rates:

PROPERTY PLANT & EQUIPMENT	2022
Office Furniture & Equipment	12% - 30 % DV
Computer Equipment	48% DV
Sports Equipment	40% DV
Leasehold	40% DV

3.8 INTANGIBLE ASSETS

Intangible Assets are measured at cost less accumulated amortisation and impairment loss. When the asset is acquired through a non-exchange transaction, the cost is measured at its fair value at date of acquisition.

Amortisation is charged over the useful life of the asset using the following depreciation rate:

	2022
Intangible Assets	40% DV

3.9 LEASES

Payments on operating lease agreements, where the lessor retains all of the risks and rewards of ownership of an asset, are recognised as per the lease agreement over the lease term.

3.10 EMPLOYEE BENEFITS

Liabilities for salaries and annual leave are recognised in surplus or deficit during the period in which the employee provided the related services. Liabilities are measured at the amounts expected to be paid when the liabilities are settled.

3.11 INCOME TAX

Due to its charitable nature, PNZ is exempt from income tax.

3.12 GOODS & SERVICES TAX

These financial statements are prepared net of the amount of GST except for receivables and payables, which are stated with the amount of GST included.

The net amount of GST recoverable from or payable to the Inland Revenue Department is included as part of receivables or payables in the statement of financial position.

3.13 EQUITY

Equity is the community's interest in PNZ, measured as the difference between total assets and liabilities. Equity includes the following components.

Special Projects Reserves

A bequest was received from the Estate of the late Cyril Smith. This legacy is to be applied to "Para athletes in the Canterbury region for their training and development and otherwise in accordance with the objects of Paralympics New Zealand". A separate reserve has been created. Annually an assessment is made by the Board as to the amount of investment income received by PNZ that relates to this balance. That amount is transferred to the reserve annually. Expenditure relating to the objects of the request is deducted from the revenue.

4. SIGNIFICANT ACCOUNTING JUDGEMENTS, ESTIMATES AND ASSUMPTIONS**Judgements**

In the process of applying the PNZ accounting policies, management has made the following judgements, which have the most significant effect on the amounts recognised in the financial statements.

Useful lives

The useful lives and residual values of assets are assessed using the condition and nature to determine potential future use and value from disposal.

PARALYMPICS NEW ZEALAND INCORPORATED

NOTES TO THE ACCOUNTS FOR THE 12 MONTHS ENDED 31 DECEMBER 2022

5. REVENUE FROM NON-EXCHANGE TRANSACTIONS		
	2022	2021
Grants		
HPSNZ	1,475,949	2,080,693
Sport New Zealand	257,144	469,770
Government Grants	1,733,093	2,550,463
Aotearoa Gaming Trust	54,476	29,500
CERT	0	1,400
Cyril Smith Legacy Fund	2,650	0
Four Winds Foundation Ltd	24,466	28,798
Grassroots Trust	11,972	6,728
International Paralympic Committee	0	5,629
Invercargill Licensing Trust	0	900
Lindsay Foundation	0	65,000
Ministry of Social Development	0	5,000
NZCT	163,527	108,078
One Foundation	3,692	1,808
Pelorus Trust	5,853	2,545
Pub Charity	90,000	62,687
Rata Foundation	0	5,000
TAB NZ (formerly New Zealand Racing Board)	4,500	6,058
The Lion Foundation	59,290	40,710
Trillian Trust	0	9,153
Trusts Community Foundation	0	30,000
Wellington Community Trust	0	1,250
Other Grants	420,426	410,244
Legacies	2022	2021
Estate VM McGregor	0	594
Estate LS Natali	2,000	0
Estate H Widmer	100,000	0
Legacies	102,000	594

PARALYMPICS NEW ZEALAND INCORPORATED

NOTES TO THE ACCOUNTS FOR THE 12 MONTHS ENDED 31 DECEMBER 2022

6. CASH & CASH EQUIVALENTS

Cash & Cash equivalents include the following components:

	2022	2021
Cash and Deposits		
ASB Cheque Account	12,556	50,847
ASB Call Accounts	7,017	6,978
ANZ Cheque Accounts	949,565	1,164,634
ANZ Call Accounts	660,216	1,196,786
Cash Passports	1,217	3,064
IPC Escrow Account	9,318	9,155
Petty Cash	7,069	11,961
Total cash & cash equivalents	1,646,958	2,443,425

7. INVESTMENTS

	2022	2021
Short term deposits (between 3 and 12 months)	1,719,086	803,737
Investment funds held with Forsyth Barr (under 12 months) :		
Cash	145,569	186,187
Fixed Interest	149,797	20,351
Property	0	0
Total Current Investments	2,014,452	1,010,275
Investment funds held with Forsyth Barr (over 12 months) :		
Equities	1,067,327	1,228,119
Fixed Interest	824,902	571,352
Property	106,421	124,413
Total Non-Current Investments	1,998,650	1,923,884

Investments held with Forsyth Barr are part of an investment portfolio that are intended to be held by PNZ over the long term. While certain assets within that portfolio, such as listed equities, are able to realised at any point in time, due to the board's expectation they will be held as part of the portfolio for income generation over the long term, these assets have been recorded as non-current assets.

8. PROPERTY PLANT & EQUIPMENT

2022	LEASEHOLD	OFFICE FURNITURE & EQUIPMENT	COMPUTER EQUIPMENT	SPORTS EQUIPMENT	TOTAL
Cost	1,635	45,285	39,909	9,576	96,405
Opening Accumulated Depreciation	(1,523)	(37,253)	(23,369)	(5,065)	(67,210)
Depreciation	(45)	(2,037)	(7,386)	(754)	(10,222)
	67	5,995	9,154	3,757	18,973
2021	LEASEHOLD	OFFICE FURNITURE & EQUIPMENT	COMPUTER EQUIPMENT	SPORTS EQUIPMENT	TOTAL
Cost	1,635	62,974	30,538	5,076	100,223
Opening Accumulated Depreciation	(1,449)	(44,338)	(18,510)	(5,058)	(69,405)
Depreciation	(74)	(3,878)	(4,859)	(7)	(8,818)
	112	14,708	7,169	11	22,000

PARALYMPICS NEW ZEALAND INCORPORATED

NOTES TO THE ACCOUNTS FOR THE 12 MONTHS ENDED 31 DECEMBER 2022

Reconciliation of the carrying amount at the beginning and end of the period:

	2022	2021
Opening net book value	22,000	24,351
Additions	14,835	6,467
Disposals	(7,640)	0
Depreciation	(10,222)	(8,818)
Closing net book value	18,973	22,000

9. INTANGIBLE ASSETS

	2022	2021
Intangible Assets		
Cost	103,685	79,880
Opening Accumulated Depreciation	(48,638)	(27,811)
Depreciation	(16,465)	(20,827)
	38,582	31,242

Reconciliation of the carrying amount at the beginning and end of the period:

	2022	2021
Opening net book value	31,242	52,069
Additions	23,805	0
Disposals	0	0
Depreciation	(16,465)	(20,827)
Closing net book value	38,582	31,242

10. SPECIAL PURPOSE FUNDS

Special Purpose Funds as shown under Current Liabilities, include various grants and donations that are intended for specific purposes, but are unspent at balance date.

	2022	2021
Special Purpose Funds		
HPSNZ TAPs	2,767	0
Other	0	7,124
Prime Minister's Scholarships	19,144	26,720
	21,911	33,844

11. OPERATING LEASES

During the period office rental and other lease expenses totalled \$58,650 and \$4,936 respectively (2021 \$55,511 and \$2,762).

As at the reporting date, the Board has entered into the following non-cancellable operating leases.

Operating Lease commitments in respect of the organisation's office and other rentals are as follows:

LEASES	2022	2021
Not longer than one year	70,727	68,040
Later than one year but not longer than five years	84,754	124,583
	155,481	192,623

PARALYMPICS NEW ZEALAND INCORPORATED

NOTES TO THE ACCOUNTS FOR THE 12 MONTHS ENDED 31 DECEMBER 2022

12. VALUE IN KIND

Where possible non-cash sponsorships are recognised in these financial statements. Contra income is valued at the equivalent market rate for services of this nature.

Non cash sponsorships received for the entity during the period are recognised in fundraising income and consisted of:

	2022	2021
Ace Payroll	1,080	1,080
Adecco NZ	100,000	100,000
Blue Star	6,000	42,600
Clear & Protect.	0	19,236
Digital Hothouse	21,000	21,000
Harvey Norman New Zealand	0	9,410
Ipsos	25,000	0
Macpac	53,358	0
Maersk	0	20,000
Mainfreight	0	4,100
NZ Chambers of Commerce	0	5,000
NZME	0	34,964
Proctor and Gamble	0	4,458
Simpson Grierson	37,403	31,949
Toyota NZ	0	2,000
Vidcom	20,000	20,000
	263,841	315,797

PARALYMPICS NEW ZEALAND INCORPORATED

NOTES TO THE ACCOUNTS FOR THE 12 MONTHS ENDED 31 DECEMBER 2022

13. CATEGORIES OF FINANCIAL ASSETS AND LIABILITIES

The carrying amount of financial instruments presented in the statement of financial position relate to the following categories of assets and liabilities.

	2022	2021
Financial Assets		
Loans & Receivables		
Cash & cash equivalents	1,646,958	2,443,425
Short Term investments	2,014,452	1,010,275
Receivables from non-exchange transactions	23,512	8,866
Prepayments	20,165	10,862
	3,705,087	3,473,428
Measured at Fair Value		
Investments (breakdown per Note 7)	1,998,650	1,923,884
Financial Liabilities		
At amortised cost		
Trade & other creditors	168,293	123,861
GST Payable	5,921	64,621
Employee entitlements	111,188	108,518
High Performance Funding	21,911	33,844
Deferred Income	585,878	261,254
	893,191	592,098

14. CAPITAL COMMITMENTS

There were no capital commitments at the reporting date (cf. 2021: \$ Nil)

15. CONTINGENT ASSETS & LIABILITIES

There were no contingent assets or liabilities at the reporting date (cf. 2021: \$ Nil)

PARALYMPICS NEW ZEALAND INCORPORATED

NOTES TO THE ACCOUNTS FOR THE 12 MONTHS ENDED 31 DECEMBER 2022

16. RELATED PARTY NOTE

Board

A number of Board members have donated professional services in their non-trustee business capacities and in relation to other organisations in which they represent to the organisation at nil value. PNZ records its appreciation for these donated services.

Transactions with related parties

The following transactions occurred with related parties:

- Grant receipts from High Performance Sport New Zealand Limited \$1,425,000
- Grant receipts from Sport New Zealand \$626,619
- Sponsorship received from Sport New Zealand \$150,000

Key Management Personnel

The key management personnel are classified as:

- The members of the Board
- Executive Officers, responsible for reporting to the Board

Members of the Board are not paid an annual fee other than the Chair, who is paid an honorarium.

Executive Officers including the Chief Executive are employed as employees on normal employment terms.

	2022		2021	
	Remuneration	FTEs	Remuneration	FTEs
Board	30,000	0.12	24,027	0.12
Executive Officers	658,765	4.80	635,388	4.80

17. EVENTS AFTER THE REPORTING DATE

At the time of authorising these financial statements, the Board is not aware of any material impact on the organisation that have significantly or may significantly affect the operations of PNZ, not otherwise dealt with in these financial statements.

Independent Auditor's Report

To the members of Paralympics New Zealand Incorporated

Opinion

We have audited the general-purpose financial report (hereinafter referred to as 'financial report') of Paralympics New Zealand Incorporated, which comprises the financial statements on pages 95 to 108 and the service performance information on pages 12 to 15. The complete set of financial statements comprises the statement of financial position as at 31 December 2022, the statement of comprehensive revenue and expenses, statement of changes in net assets and cashflow statement for the year then ended, and notes to the financial statements, including a summary of significant accounting policies.

In our opinion the accompanying financial report presents fairly, in all material respects:

- the financial position of Paralympics New Zealand Incorporated as at 31 December 2022, and its financial performance, and its cash flows for the year then ended; and
- the service performance for the year ended 31 December 2022 in accordance with the entity's service performance criteria.

in accordance with Public Benefit Entity Standards Reduced Disclosure Regime issued by the New Zealand Accounting Standards Board.

Basis for opinion

We conducted our audit of the financial statements in accordance with International Standards on Auditing (New Zealand) (ISAs (NZ)) and the audit of the service performance information in accordance with the ISAs (NZ) and New Zealand Auditing Standard (NZ AS) 1 *The Audit of Service Performance Information*. Our responsibilities under those standards are further described in the *Auditor's responsibilities for the audit of the financial report* section of our report.

We are independent of the Paralympics New Zealand Incorporated in accordance with Professional and Ethical Standard 1 *International Code of Ethics for Assurance Practitioners (including International Independence Standards) (New Zealand)* issued by the New Zealand Auditing and Assurance Standards Board, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Other than in our capacity as auditor we have no relationship with, or interests in, the Paralympics New Zealand Incorporated.

Other matter

The corresponding service performance information for the year ended 31 December 2021 is unaudited.

Other information

The members of the governing body are responsible for the other information. The other information comprises the annual report pages 1 to 11 and 16 to 94 (but does not include the service performance information, financial report and our auditor's report thereon), which we obtained prior to the date of this auditor's report. Our opinion on the financial report does not cover the other information and we do not express any form of audit opinion or assurance conclusion thereon.

In connection with our audit of the financial report, our responsibility is to read the other information identified above and, in doing so, consider whether the other information is materially inconsistent with the financial report or our knowledge obtained in the audit, or otherwise appears to be materially misstated. If, based on the work we have performed on the other information that we obtained prior to the date of this auditor's report, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Responsibilities of the board members for the financial report

The board members are responsible, on behalf of the Paralympics New Zealand Incorporated, for:

- (a) the preparation and fair presentation of the financial statements and service performance information in accordance with Public Benefit Entity Standards Reduced Disclosure Regime issued by the New Zealand Accounting Standards Board;
- (b) service performance criteria that are suitable in order to prepare service performance information in accordance with Public Benefit Entity Standards Reduced Disclosure Regime; and
- (c) such internal control as the board members determine is necessary to enable the preparation of financial statements and service performance information that are free from material misstatement, whether due to fraud or error.

In preparing the financial report, the board members are responsible for assessing the Paralympics New Zealand Incorporated's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the board members either intend to liquidate the Paralympics New Zealand Incorporated or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial report

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole, and the service performance information, are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (NZ) and NZ AS 1 will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or collectively, they could reasonably be expected to influence the decisions of users taken on the basis of this financial report.

A further description of the auditor's responsibilities for the audit of the financial report is located at the XRB's website at:

<https://www.xrb.govt.nz/assurance-standards/auditors-responsibilities/audit-report-14/>

Who we report to

This report is made solely to the members, as a body. Our audit work has been undertaken so that we might state to the members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than Paralympics New Zealand Incorporated and the members as a body, for our audit work, for this report, or for the opinions we have formed.

A handwritten signature in blue ink that reads 'RSM'.



PARALYMPIAN #183 COREY PETERS - Beijing 2022

Photo Credit: Getty Images

PARALYMPICS NEW ZEALAND GRATEFULLY ACKNOWLEDGES
THE SUPPORT AND GENEROSITY OF OUR PARTNERS.

Major Partner



TOYOTA

Official Partners

Harvey Norman

Adecco

Media Partners



Attitude.

Community Partners



Funding Partners



TAB



Official Suppliers



SAATCHI & SAATCHI

