



**TRANSFORMING LIVES
THROUGH PARA
SPORT.**

ANNUAL REPORT
& FINANCIAL STATEMENTS 2023

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Chair's report

Kia ora koutou,

Thank you to all our Paralympics New Zealand (PNZ) members for a year of great commitment to the Paralympic Movement in Aotearoa New Zealand. I would also like to welcome Disability Sport and Recreation Hawke's Bay, as our newest member.

2023 saw us welcome our new CEO Greg Warnecke. Greg brings extensive experience in the sector internationally and was most recently based in the UK. Hopefully you have met him and had a chance to discuss the ambitious plans we are putting in place in the lead up to Brisbane 2032 and the role you can play in those.

As the nearest thing we will have to a "home" Summer Paralympics Games, we want to ensure we are represented in more sports than ever before at Brisbane 2032. We want this to be one demonstration of a sports system where it will be possible for anyone with a disability to participate in and find a high performance pathway in any sport they want.

Along with a new CEO, we have had two additions to the PNZ Board. Pam Elgar ONZM and Maria Clarke joined us in May 2023. Both bring a wealth of sports sector knowledge and skills that the Board requires at this time. I would like to thank Mary Fisher and Mark Elliott for their contributions to the Board. Both were able to add their experience and insights as part of the Board, prior to stepping down in 2023.

Thanks to fellow Board member and International Paralympic Committee (IPC) Vice President Duane Kale ONZM PLY who stepped in as Interim CEO in the three-month gap between Fiona Allan ONZM leaving and Greg arriving.

A big thank you also to the PNZ team who continued to deliver our busy ongoing programme of work as we head towards Paris 2024, Milano Cortina 2026 and look towards our 2032 strategic horizon.

Now more than ever, sport internationally is recognising and formalising the place of the athlete's voice. Thank you to the PNZ Athletes' Council for the work they have begun in growing engagement with our Para athletes and how our athlete representation can be amplified in the future.

The IPC General Assembly in Bahrain in September reiterated the need for stronger athlete voices and it was a pleasure to have Paralympian #225 Anna Taylor with us as one of only 13 athlete representatives at the General Assembly. I think that one of the most powerful ways to improve the focus on disability in the sector and Para sport specifically is to have more representation at a governance level. We welcome the opportunity to support our Paralympians and Para athletes who want to develop their governance skills.

The IPC General Assembly was a chance to catch up with our counterparts around the world, especially the nations we have regular engagement with like the UK, USA, Canada and Australia as well as reconnecting with our counterparts from

the Japanese Paralympic Committee who we had the pleasure to host in Aotearoa New Zealand in February 2023.

The General Assembly was a challenging session with much debate, but I am continually impressed with the democratic and respectful way IPC President Andrew Parsons and Vice President Duane Kale ONZM PLY lead the IPC membership. The world has many challenging geo-political issues and IPC membership is wide and varied. It takes enormous skill and diplomacy to navigate this in a way that ensures mana is preserved and everyone is afforded respect and equal consideration.

While the focus now is largely on Paris 2024, let's not forget about the achievements of our Winter Paralympians, including Corey Peters getting recognised with an MNZM in the New Year Honours for his incredible Beijing 2022 performances.

In 2023 we lost some greats of New Zealand's Paralympic Movement: Chef de Mission Bruce Tocker, Paralympian #14 and member of the first 1968 NZ Paralympic Team Jim Savage MBE, Paralympian #185 and Para cyclist Nathan Smith, and on 1 Jan 2024, Para swimming classifier and swim coach Sandra Blewett MBE. They leave lasting legacies on the Movement in Aotearoa New Zealand.

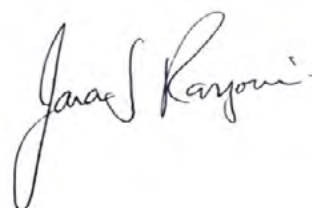
Lastly, I want to highlight the challenges I see coming for us, our membership and the wider sector. As I start my third year as Chair, I am conscious of the legacy we all leave.

To date our evolution has been positive and steady, but if we want the impacts of what we do to be more widely seen and felt in Aotearoa New Zealand we will need to accelerate the rate of change.

In each of PNZ's three strategic pillars, what could we achieve that would mean we are so successful we do not need to exist?

- Could a NZ Paralympic Team represent us competitively in 16 of the 22 sports that will be on the schedule in Brisbane 2032? Could we have 10 Paralympians compete at the Winter Paralympics in 2034?
- When could every sport in Aotearoa New Zealand have a pathway from participation to High Performance for anyone with a disability?
- How could advocacy and promotion of Paralympians, the Paralympic Movement, and Para sports have changed attitudes towards disabled people to such an extent that we could do no more?

One of my personal philosophies as a parent and leader is to ensure you try to do such a good job you are in theory no longer needed. It will take close alignment with our membership and the wider sector to do this in Aotearoa New Zealand



JANA RANGOONI
CHAIR AND PRESIDENT, PNZ



CEO's report

Joining the Paralympics New Zealand (PNZ) team midway through 2023, the foundations for another successful year for the organisation, were set and already in progress, thanks to the leadership of both Fiona Allan ONZM and Duane Kale ONZM PLY, prior to my arrival.

The year saw Para sport activity taking place across the world, with many events providing opportunities to secure qualification slots for the Paris 2024 Paralympic Games. New Zealanders were crowned World Champions in Para athletics, Para cycling and Para swimming, with many other Para athletes also claiming podiums and bringing medals back to Aotearoa New Zealand.

Para cycling celebrated a best ever year with a record 12 medals from the first ever fully integrated Cycling World Championships in Scotland. Para athletics celebrated their best medal haul in the past 21 years at the World Championships in Paris. Also in France, at the 2023 Virtus Global Games, 12 athletes with intellectual impairment competed in athletics and swimming, with Alfie Linn bringing home table tennis silver and bronze medals.

Para athletes also represented New Zealand in Boccia, Para badminton, Para canoe, Para climbing, Para equestrian, Shooting Para sport, Para table tennis, Para triathlon, and Wheelchair rugby.

The year saw international recognition for New Zealanders across the Paralympic Movement. Paralympian #222 Nicole Murray was named Best Female Summer

Athlete at the 2023 PARA SPORT Awards for her incredible Para cycling results in the year prior. At the same event, Rebecca Foulsham was awarded Volunteer of the Year, for her significant contribution as World Para Athletics Head of Classification.

Paralympian #164 Cameron Leslie MNZM (Para swimming and Wheelchair rugby) was one of six finalists for the Laureus World Sportsman of the Year with a Disability, and PNZ's Classification Manager Marguerite Christophers was also recognised with an inaugural International Paralympic Committee Classification Recognition Award.

A highlight of the year was the launch of the new brand identity for the NZ Paralympic Team in August. For Para athletes seeking to qualify for Paris 2024 or the next Winter Paralympic Games, Milano Cortina 2026, the new emblem is a natural evolution for one of New Zealand's most successful and inspiring sports teams. Up until 2023, they have represented New Zealand under the PNZ organisational logo.

The Paris 2024 Paralympic Games will take place from 28 August to 8 September 2024 and campaign planning is well underway. Leading the NZ Paralympic Team will be Raylene Bates MNZM, who was appointed as the Team's Chef de Mission in August and will bring exceptional leadership and experience.

PNZ couldn't do what it does without the incredible support and contributions of all of our commercial, funding, supplier and

delivery partners. Creating and delivering Para sport opportunities across Aotearoa New Zealand, from a community level through to performing on the world stage, is made possible with the commitment and efforts of the network of Parafed members, National Sports Organisations, Sport New Zealand and High Performance Sport New Zealand.

Our valued partners played a significant role increasing education and awareness for creating Para sport opportunities across the country. With support from our Major Partner Toyota, we launched the Seeing is Believing Paralympic Education Programme in October, which will take learners from Years 1-6 on a journey and challenge them to take steps towards growing a more inclusive Aotearoa New Zealand, beginning in their own school and community.

Official Partner Harvey Norman supported our Para Sport Champions programme and was out in force running the Auckland Marathon, as one of their many fundraising initiatives for PNZ. We welcomed Cadbury back to the Official Partner family. PNZ also launched the free-to-use LevelUp online coaching resources and the Para Sport Collective, with the support of Community Partner ACC, removing a barrier to getting more disabled people involved in sport. Hundreds of Kiwis logged thousands of activities in One Team to Paris, to combine for the more than 40,000km journey to Paris and back, showing their support for the NZ Paralympic Team.

The year would not have been as successful without the combined efforts and contributions from across the PNZ Board and staff team. Thank you for your continued passion, contribution, and commitment to transform lives through Para sport.

There were many other great achievements throughout 2023 delivered from across the PNZ team, our members and partners which are captured throughout this annual report. As we reflect on a successful year completed, it is with excitement that we also look ahead to the Paris 2024 Paralympic Games, and beyond.



GREG WARNECKE
CHIEF EXECUTIVE OFFICER AND
SECRETARY GENERAL, PNZ



Athletes' Council Chair's Report

The Paralympics New Zealand (PNZ) Athletes' Council is for Paralympians and Para athletes who have competed in international competition in the past 12 years. We are for the athletes, set up by the athletes.

As we come to the end of our second full year as an Athletes' Council, it's a great time to reflect on how far we've come. The Council members have evolved a lot over 2023. We'd like to thank PNZ for the support they have provided to develop our governance skills through courses and attendance at global conferences.

Paralympian #189 Carl Murphy attended the 2023 International Paralympic Committee (IPC) Athletes' Forum in South Korea in June as a representative of the PNZ Athletes' Council. The biennial event brings together Para athlete representatives from around the world to focus on joint strategies between athletes and the IPC.

Paralympian #225 Anna Taylor went to Bahrain in September to observe the 2023 IPC General Assembly and represent the New Zealand Para athlete voice.

Both Carl and Anna gained experience personally as well as professionally and made connections with Para athlete representatives from other countries. The experience they brought back will benefit the entire PNZ Athletes' Council.

Building our community has been a major priority for the Council over the past year. We've grown our contact list of Para athletes by 44%. Our email updates have received positive feedback. We've also set up a Facebook group, which we

evaluated as the best channel for building community and whanaungatanga among athletes.

Listening to the Para athlete community has been invaluable. The Athletes' Council achieved a major win for athlete advocacy in 2023 through Para athlete feedback. We learned that the Prime Minister's Scholarship wasn't equal for non-disabled and Para athletes. We brought this to High Performance Sport New Zealand's attention and now Para athletes have the same opportunities as our non-disabled peers.

It's less than one year to go until the Paris 2024 Paralympic Games. Lots has been happening for the Athletes' Council with preparations for the Games. The athlete voice is a critical part of preparations, and we've been helping by providing input into NZ Paralympic Team uniform and marketing campaign concepts.

We are looking forward to the first ever Para athlete connect events in March 2024. These three events in Cambridge, Auckland and Christchurch are all about hearing the views of Para athletes, connecting our community, having some fun while Paralympians and Para athletes get to know us as Council members.

SARAH ELLINGTON
CHAIR, PNZ ATHLETES' COUNCIL

Statement of Service Performance

Vision

Through Para sport, lives will be transformed.

Paralympics New Zealand (PNZ) is the National Paralympic Committee (NPC) for New Zealand. We are a registered charity and our overall vision is, 'Through Para sport, lives will be transformed'.

As a member of the International Paralympic Committee (IPC), we are part of a worldwide social change movement, which uses the power of sport to positively influence community perceptions of disabled people and to promote a more diverse and inclusive society. To do this, we support and celebrate the achievements of Para athletes at international and national competitions all year round. Every two years, we lead New Zealand teams to the Paralympic Games. We also advocate for sport to become more accessible for disabled people and to support the creation of opportunities to enable greater participation in Para sport.

Values

Leadership

PNZ's strategic leadership and collaborative approach with members and partners will lead to a strengthened Para sport pathway in New Zealand.

Excellence

Excellence at all levels of the Para sport pathway through to the Paralympic Games: quality experiences are paramount.

Advocacy

Championing the right for equal opportunity for all disabled New Zealanders to be involved in sport, ensuring disability awareness is part of the conversation, not an afterthought, and inclusion of Para sport in sport is genuine and authentic.

In compiling the Statement of Service Performance report, management has made judgements in relation to which outcomes and outputs best reflect the achievements of our performance in relation to our Purpose and Mission. Management has also made judgements about which outcomes and outputs would be measured reliably and consistently, and could be supported by evidence that could be independently audited.

Statement of Service Performance

Outcome 1:**Equity is achieved when Para sport is recognised at all levels of sport in New Zealand**

PNZ maintains an active presence within the community, promoting recognition of Para sport including developing educational content, supporting Para sport activity including the awarding of grants, and reaching new audiences through hosted events. The Seeing is Believing Education Programme, which had been piloted in 2022, was modified and improved prior to being launched nationwide in late 2023, with support from Toyota. To do this, PNZ adapted IPC educational resources to develop materials for schools in New Zealand. Looking ahead to 2024, a Paralympic Games year, the organisation's target is to grow recognition for Para sport through increased visibility and community connections. This includes a target to visit 50 schools and increase hosted events and Paralympian appearances.

Measure	2022	2023	2024 (unaudited target) ¹
Paralympian/Para athlete school visits	43	3	50
Schools using PNZ education materials	20	0 ²	60
Paralympian/Para athlete appearances (other than schools)	21	11	25
Harvey Norman Para Sport Champions	12	20	20
PNZ events hosted or co-hosted	3	7	20
PNZ Cyril Smith Legacy Fund grants awarded	14	19	20
PNZ Cyril Smith Legacy Fund grants \$ awarded	\$32,394	\$30,075	\$30,000

¹2024 targets are unaudited

² Education resources were adapted in 2023, aligned with programme relaunch focussing on 2024

Statement of Service Performance

Outcome 2:

A strong and sustainable pathway to the Paralympic Games

Classification is a central part of the Para sport pathway and participation. With support of the classification framework implemented by PNZ, there were 50 classifications managed or supported: 8 international, 30 national, and 12 provisional. PNZ leads the NZ Paralympic Team to the Games in Paralympic years. There were no Paralympic Games held in 2023. In 2024, PNZ hopes to lead a Team of up to 80 Para athletes and support staff to the Paris 2024 Paralympic Games. Para athletes in PNZ's managed sports of Para cycling and Shooting Para sport represented New Zealand in competition at 25 national or international events throughout 2023. Athlete representation in PNZ decision making grew in 2023, with 155 Para athletes and Paralympians now represented by an active PNZ Athletes' Council, with a goal to grow still further in 2024.

Measure	2022	2023	2024 (unaudited target) ¹
Number of athletes classified	56	50	50
Number of Paralympians/Para athletes at Paralympic Games	3	0 ²	40
Number of Support Staff at Paralympic Games	7	0 ²	40
Number of Para Sports represented at a Paralympic Games	1	0 ²	11
Competitions attended by PNZ Para athletes	13	21	25
Number of Para athletes represented by PNZ Athletes' Council	108	155	170
Number of PNZ Athletes' Council meetings	4	4	3

¹ 2024 targets are unaudited.

² There were no Paralympic Games held in 2023

Statement of Service Performance

Outcome 3: New Zealand is diverse and fully inclusive

PNZ helps to change the narrative of disability through elevating the achievements of Para athletes, Paralympians, and others in the Paralympic Movement. It does this through awards and recognition, and through expanding the reach of Para sport news through extensive use of PR and social media channels. PNZ also conducts research to measure the impact it has on public perceptions.

Measure	2022	2023	2024 (unaudited target) ¹
Number of Paralympic numbered pins presented	37	5	10
Promoted public recognition through award nominations for athletes, coaches, organisations, champions	14	16	19
% agree that Paralympic sport increases a sense of pride in our country	79%	75%	83%
Number of PNZ social media posts	1,317	1,216	1,500
Number reached by PNZ Facebook content	1,284,682	751,818	1,800,000
Number of PNZ media releases	63	50	69

¹ 2024 targets are unaudited

Generating revenue from a combination of funding and commercial partners, as well as generous donations from the wider New Zealand community, underpins PNZ's ability to offer and successfully deliver all of our programmes, activities, events and the NZ Paralympic Team.

**OUTCOME 1:
EQUITY IS
ACHIEVED
WHEN PARA
SPORT IS
RECOGNISED
AT ALL LEVELS
OF SPORT
IN NEW
ZEALAND**





In 2023, Paralympics New Zealand (PNZ) was excited to launch Seeing is Believing – The Paralympic Education Programme, in partnership with Toyota. It is designed for learners Years 1-6 and is available to schools across the country.

What's happened since the PNZ Education Pilot?

Seeing is Believing began as a pilot education programme with 20 schools taking part in 2022. PNZ took the lessons from the pilot, including development of the PNZ Education Advisory Group, to inform preparation for a nationwide launch of Seeing is Believing in 2023.

Updating the PNZ education resources and education website

Following the pilot of Seeing is Believing in 2022, a major focus has been to improve and update the recrafted resources and education website (education.paralympics.org.nz). Feedback from participating teachers, Para Sport Champions and the PNZ Education Advisory Group helped PNZ to reflect on the functionality, relevance and overall user experience for teachers.

The improvements which PNZ then implemented, included:

- New resources that reflect the learning styles of New Zealand classrooms, e.g., more discussion-based activities and use of te reo Māori.
- Brand integration of PNZ's Commercial Partner, Toyota, across resources and the education website.
- Improving the layout and functionality of the education website for a more user-friendly experience, thanks to support from PNZ Official Supplier Digital Hothouse.
- New sections to assist teachers

including FAQs, help and stories section. The stories section provides a space for teacher to share their ideas and ways they are using the programme in their schools.

- Case studies of New Zealand Para athletes alongside shining a spotlight on the history and success of New Zealand Para sport.
- A website section to connect with other organisations, such as PNZ Parafed Members and the Halberg Foundation. These organisations can help teachers and schools build on their Seeing is Believing experience and continue their inclusion journey.



Paralympians #164 Cameron Leslie MNZM (and Toyota Brand Guardian), #211 Danielle Aitchison and children at the Seeing is Believing launch
Photo credit: Toyota NZ

Seeing is Believing now includes an extensive bank of resources for learners to experience, including a total of 61 resources across 12 units and two themes.

What can our resources offer Kiwi schools now?

- More inclusive playgrounds, classrooms and communities where learners and teachers see abilities in themselves and others.
- Adaptable resources that can be scaled up or down depending on classroom needs.
- Learners change the way they think, play and include others.
- Changed perceptions and behaviours.
- Learners live the school and Paralympic values through meaningful and relevant activities.
- Teachers and educational leaders are motivated to think about how they can modify activities to ensure that all learners are included.

Nationwide launch of Seeing is Believing

On 11 October 2023 at Scott Point School in Auckland, PNZ in partnership with Toyota, officially launched Seeing is Believing nationwide. The refreshed education website became live and teachers were encouraged to register and explore the resources in preparation for the coming school year. A media activation had a group of Year 5 and 6 students demonstrating Goalball skills and showcasing a mini game with the assistance of Blind Sport NZ.

AM Show viewers tuning in live learned about Seeing is Believing through Toyota Brand Guardian and Paralympian #164 Cameron Leslie MNZM, who expressed the importance of getting schools involved and learning about the Paralympic Movement and Paralympic values.

What's next for Seeing is Believing?

PNZ is looking forward to growing Seeing is Believing in 2024. This will include:

- More schools across more regions in New Zealand participating in Seeing is Believing and benefiting from doing so.
- PNZ continuing to drive school engagement with Seeing is Believing. This includes developing a monitoring and evaluation framework to showcase change, success and impact within schools.
- Creating and publishing a Paris 2024 educational resource to build excitement in the lead up to the Paris 2024 Paralympic Games.
- The national launch of the Harvey Norman Para Sport Champions Programme, with school visits from Champions starting early next year.
- Continuing to work with other organisations to provide collaboration and learning opportunities for learners and schools.

Harvey Norman[®]

PARA SPORT

CHAMPIONS

Paralympics New Zealand (PNZ) was excited to continue the development of the Harvey Norman Para Sport Champions initiative as a crucial part of Seeing is Believing, the Paralympic Education Programme.

Para Sport Champions are Paralympians or Para athletes who bring the Paralympic values to life through their stories and achievements.

Champions across New Zealand

PNZ approached previous and potential Para Sport Champions to be involved in the Education Programme in 2024. By late 2023 there were a total of 20 Para Sport Champions.

The Champions are from 10 out of 16 regions of New Zealand, representing nine different Para sports. They are ready to share their stories and bring Seeing is Believing to life in 2024.

Growing Champions Days

PNZ organised two Growing Champions training days to equip the Champions for their future school visits.

The first Growing Champions Day took place at Parnell District School in Auckland in November. The day featured guest speakers such as Sarah-Kay Coulter from the University of Auckland and Primary PE Teacher Dean Wedlake, who shared insights on relationship-building and role modelling. Suzanne McFadden from Newsroom shared her expertise on storytelling and authenticity.

Isleworth School in Christchurch hosted the second Growing Champions Day in December. University of Canterbury lecturer and Paralympian #57 Grant Buchanan shared his knowledge on relationship-building and role modelling. University of Canterbury lecturer Susie Stevens conducted a session on storytelling and led a Q&A with Paralympian #166 Dame Sophie Pascoe MNZM.

Both days included a practical session where Champions applied their new skills by organising mini-games for a Year 4 class. These events provided a valuable opportunity for Champions to connect and generate enthusiasm for the upcoming launch and school visits in 2024.



Para Sport Champions at a North Island Growing Champions Day
Photo credit: Paralympics New Zealand



Para Sport Champions at a South Island Growing Champions Day
Photo credit: Paralympics New Zealand

Regional Community Para Sport Pilots

In 2022, Paralympics New Zealand (PNZ) mapped Para sport activities around the country, revealing geographical gaps where Para sport participation opportunities could be improved. To this end, in 2023, PNZ worked with member and other organisations to plan and deliver three regional community Para sport pilot programmes. The goal of these pilots is to increase the number of regular Para sport opportunities for disabled individuals in New Zealand and improve the ability of the organisations involved to offer inclusive and quality community Para sport experiences.

Gotcha Boccia Pilot

“Boccia is reaching new participants, including disabled people who have been previously inactive!”

- Scott Martin, General Manager, Boccia New Zealand



Gotcha Boccia session
Photo credit: Paralympics New Zealand

PNZ collaborated with Boccia New Zealand, Disability Sport and Recreation Hawke’s Bay, Parafed Manawatū, and Parafed Taranaki to create a resource manual and a six-week programme called ‘Gotcha Boccia’ for people with physical, visual, and intellectual impairments. The programme recruited and trained nine activators and 38 participants took part, 45% of whom were new to Parafeds or similar organisations.

The programme allowed participants to play Boccia in ways that maximised their participation using adaptable spaces, activities, and equipment. Participants reported positive impacts, including being more active, improved task focus and new friendships. Organisers learnt how critical it is to use marketing and communication to reach new participants and activators.



Gotcha Boccia session
Photo credit: Paralympics New Zealand



Adaptive Run Jump Throw session

Photo credit: Paralympics New Zealand

Adaptive Run Jump Throw Pilot

“Never thought I could do athletics with my vision impairment!”

- Run Jump Throw participant

PNZ took the learning from Gotcha Boccia and built on it for the Adaptive Run Jump Throw Pilot with Athletics New Zealand, Parafed Gisborne Tairāwhiti, Parafed Northland, Inclusive Activity Murihiku, Athletics Hawke’s Bay Gisborne, Whangarei Athletics Club, and Athletics Southland.

This second pilot aimed to integrate non-disabled and disabled participants into athletics club environments safely and positively. The team reviewed health and safety policies and club processes and provided upskilling opportunities for club volunteers and activators.

The Adaptive Run Jump Throw programme overcame challenges from unseasonal weather affecting outdoor facilities in Gisborne, Invercargill and Whangārei. Despite these obstacles, participants relished their experiences, and the project received positive engagement from Athletics Centres and Clubs. Athletics New Zealand led the co-design of an Adaptive Run Jump Throw resource. This has enabled Club volunteers and activators to learn new ways to adapt activities for wheelchair users and participants with vision impairment.

This means these participants can join in with running, jumping and throwing activities alongside non-disabled peers. The way clubs run sessions is beginning to change, going from an event focus to an activities focus to enable better inclusion.



Adaptive Run Jump Throw materials

Photo credit: Paralympics New Zealand

Para Table Tennis Pilot

The development of the Para table tennis pilot has benefited from learnings and best practice identified from both prior pilots, shaping the early stages of co-design and development at the end of 2023. The pilot will take place in 2024 in Auckland, Canterbury and Waikato regions.

Awards and honours

Gold medal sit-skier awarded MNZM in New Year Honours

Paralympian #188 Corey Peters was made a Member of the New Zealand Order of Merit in the 2023 New Year Honours.

As a three-time Paralympian, Corey has represented New Zealand at the Paralympic Winter Games in Sochi 2014, PyeongChang 2018 and Beijing 2022.

Corey won medals at each of those Winter Paralympics, but none were more thrilling than seizing gold in one of the first events of the Beijing 2022 Paralympic Winter Games in March 2022. Competing on a sit-ski, Corey was millimetre perfect in the downhill event, winning the gold in what he described as “the run of his life”. He followed it up the next day with silver in the super-G event, bringing his Paralympic medal tally to four.



Paralympian #188 Corey Peters competes in Beijing 2022

Photo credit: Getty Images



Paralympian #164 Cameron Leslie MNZM (left) with other finalists and IPC President Andrew Parsons at the 2023 Laureus Awards
Photo credit: Getty Images

Three-time Paralympian only Kiwi to be shortlisted for Laureus Award

New Zealand Paralympian #164 Cameron Leslie MNZM was shortlisted for the World Sportsperson with a Disability award at the prestigious 2023 Laureus World Sports Awards. Cameron attended the Laureus Awards Ceremony in Paris in May, where Swiss wheelchair racer Catherine Debrunner was the eventual winner.

Cameron, a three-time Paralympian in Para swimming, holds the world record for Men's 150m Individual Medley SM4. He won gold and three silver medals at the World Para Swimming Championships in 2022. Cameron also competes in Wheelchair rugby, and co-captained the Wheel Blacks at the 2022 World Championships.

Cameron also works as a Disability and Para Swimming Participation Manager for Swimming New Zealand, aiming to support the next generation of Para athletes.

Waikato Para cyclist named world's Best Female Summer Athlete

New Zealand Paralympian #222 Nicole Murray was awarded the 2023 Best Female Summer Para Athlete. The PARA SPORT Award tops an incredible couple of years for the 30-year-old cycling star.

Nicole, who lives in Otorohanga in the Waikato, stormed to global success in 2022. She seized two world titles on the Track, as well as three other World Championships medals. Two of those, she earned on the Road. The results placed Nicole 2nd in Road and 1st in Track globally for C5 women. She has since followed this up by blitzing to another World Championship title in 2023.

Nicole received her award in the 2023 PARA SPORT Award Ceremony in Bahrain in September.



Paralympian #222 Nicole Murray is presented with PARA SPORT Award

Photo credit: IPC

Kiwi classifier voted global Volunteer of the Year

Rebecca 'Becs' Foulsham won the Volunteer of the Year Award in the global PARA SPORT Awards.

While Becs has been a classifier for over 25 years, the past couple of years have been significant. In 2022, World Para Athletics appointed the physiotherapist as Head of Classification globally. Through 2022 and 2023 she worked in five countries across three continents for her role. Becs engaged in nearly ten international events between 2022 and 2023. This included countries such as Mexico, Germany, Tunisia, Morocco and the UK. There she mainly served as Chief Classifier. If that wasn't enough, Becs also travelled from her Havelock North home to six national competitions and processed a huge 48 New Zealand eligibility applications.

Her commitment to Para sport caught the attention of the International Paralympic Committee's (IPC) awards panel. They shortlisted Becs with two other incredible volunteers for the Volunteer of the Year Award. It was then down to a public vote, where she won the hearts of the public to come out on top.

Classification Manager receives global award

Marguerite Christophers, a 25-year stalwart of Para sport classification, was presented with an inaugural global award for Para sport classification services.

Marguerite received the IPC Classification Recognition Award announced at the Annual IPC Classification Meeting in October.

The award is in appreciation of Marguerite's contribution to the development of classification within the Paralympic Movement. It honours her dedication to classification within Paralympics New Zealand (PNZ) and World Triathlon. Before leading the national classification strategy at PNZ, Marguerite was global Head of Classification for Para triathlon, creating the classification system which enabled that sport to have its Paralympic debut in 2016.

In Memoriam



Bruce Tocker

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

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 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 and later CEO of Paralympics New Zealand (PNZ). 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 at the Atlanta 1996 Paralympic Games.

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



Paralympian #14 Jim Savage MBE

Paralympics New Zealand Order of Merit recipient and Paralympian #14, Jim Savage MBE passed away on 20 February 2023, aged 86.

Jim represented New Zealand in the 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, and pentathlon. Other sports that Jim competed in included Para lawn bowls, Para table tennis and Para archery.

Jim was also a lifelong volunteer and community servant: he trained others in first aid 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 PNZ Order of Merit in 2001 for his outstanding services to Paralympic sport.



Paralympian #185 Nathan Smith

Paralympian #185 Nathan Smith passed away on 9 September 2023, aged 47.

After losing his leg when hit by a car aged 27, Nathan took up Para cycling. He made his international debut at the Para Cycling World Championships in Canada in 2010. He then qualified for Denmark and Italy Para Cycling World Championships. In 2012, Nathan made his Paralympics debut at London 2012 where he competed in five Para cycling events.

Nathan was an incredibly talented and competitive sportsperson, and a well-loved member of the NZ Paralympic Team.



Sandra Blewett MBE

PNZ Order of Merit recipient, Para swimming classifier and swim coach Sandra Blewett MBE passed away on 1 January 2024, aged 74.

Sandra contributed her skills selflessly for five decades as an advanced swimming instructor and coach for swimmers of all abilities, including many Para swimmers. She was also an impressive athlete in her own right, having swum over 56 marathon swims around the world. The talented long-distance swimmer was awarded an MBE in 1992 for services to marathon swimming.

Sandra contributed to the development of Para sport in New Zealand for over 25 years in many roles. She served as the NZ Para swimming classifier from 1996 to 2022. She was the Executive Director for Parafed Auckland (now Disability Sport Auckland) from 1998 to 2003. Further to this, she was a PNZ Board member from 2001 to 2008. In 2022, PNZ awarded Sandra the Paralympics New Zealand Order of Merit for outstanding service to PNZ and Para sport in New Zealand.



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

Mitch Joynt (front) and Joe Smith (rear) compete in 2023 Athletics New Zealand Track & Field Championships
Photo credit: Alisha Lovrich

Paris 2024 campaign

Paralympics New Zealand's (PNZ) preparations for Paris 2024 have steadily gained momentum throughout 2023 working hard behind the scenes to ensure the Paris 2024 campaign has everything it needs to succeed. This covers everything from operations and logistics planning – including athlete longlist applications, travel, accommodation, freight and health and wellbeing, through strong National Sports Organisation (NSO) communications, and stakeholder relations both in New Zealand and Paris.

In March the PNZ Games Campaign and Sports Manager attended a joint visit to Paris with the New Zealand Olympic Committee (NZOC). The purpose of the visit was to meet with the Paris 2024 Organising Committee and other key stakeholders and receive key updates on planning and preparations for the Games directly related to the New Zealand delegations respectively.

On 9 August, PNZ appointed Raylene Bates MNZM as the Chef de Mission, and Lynette Grace as Deputy Chef de Mission of the NZ Paralympic Team for the Paris 2024 Paralympic Games. Both the PNZ Chef de Mission and Deputy Chef de Mission attended the Paris 2024 Chef de Mission Seminar held in Paris, 24- 29 August 2023. The One Year to Go milestone was celebrated on 28 August with a Paris 2024 Reception held in the Champs de Mars, the Wheelchair Rugby venue located near the bottom of the Eiffel Tower, with all National Paralympic Committee representatives

attending the Paris 2024 Chefs de Missions seminar present.

The PNZ athlete longlist applications process closed on 30 September 2023. PNZ expects up to 40 Para athletes to be selected to the final NZ Paralympic Team for Paris 2024, with a total Team size of up to 80, including support staff. For NSOs, key qualification events took place throughout 2023, with final qualifying opportunities due to be completed by July 2024.

In amongst a big year for the NZ Paralympic Team preparations, the PNZ Commercial Team also commenced planning for a Paris 2024 specific marketing campaign, working with the PNZ Athletes' Council and a group of current Paralympians, along with advertising agency Saatchi & Saatchi. The campaign will be part of key activities to leverage the platform that Paris 2024 will provide to showcase PNZ, Paralympians and the NZ Paralympic Team.



Chef de Mission Raylene Bates MNZM and Deputy Chef de Mission Lynette Grace in Paris
Photo credit: IPC

Distribution of funds for Para athletes and Para sport programmes

PNZ Cyril Smith Legacy Fund grants

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. A total of \$30,075 was awarded to the following recipients of the PNZ Cyril Smith Legacy Fund for the 2023 financial year.

Amount	Applicant	Funds used towards
\$2,000	Sarah James	Domestic/international competition travel/accommodation
\$1,500	Gabriella Benn	Domestic/international competition travel/accommodation
\$1,400	Rorie Poff	Domestic/international competition travel/accommodation
\$1,500	Zack Lappin	International classification
\$1,500	Caitlin Dore	Domestic/international competition travel/accommodation
\$1,500	Charlotte Murphy	Domestic/international competition travel/accommodation
\$600	Lili-Fox Mason	Equipment/sport apparel
\$2,000	Carrie Wilson	Domestic/international competition travel/accommodation
\$1,000	Amber Proudfoot	Domestic/international competition travel/accommodation
\$2,000	Canterbury Boccia Club	Domestic/international competition travel/accommodation
\$1,000	Canterbury Wheelchair Rugby	Domestic/international competition travel/accommodation
\$1,500	Ieuan Edwards	Equipment/sport apparel
\$1,000	Jonathan Radka	Equipment/sport apparel
\$1,000	Millie Long	Domestic/international competition travel/accommodation
\$619	Scott Martlew	Equipment/sport apparel
\$2,456	Cody Everson	Equipment/sport apparel
\$3,000	Jordon Milroy	Domestic/international competition travel/accommodation
\$2,500	Luka Willems	Domestic/international competition travel/accommodation
\$2,000	George Edwards	Domestic/international competition travel/accommodation

The PNZ Shooting Para Sport Programme

The Paralympics New Zealand (PNZ) Shooting Para Sport Programme had a busy year in 2023, focusing on qualification events for the Paris 2024 Paralympic Games as well as long-term goals of expanding Shooting Para sport in New Zealand.

The programme, one of two sports directly managed by PNZ, includes four high performance athletes: Paralympian #148 Michael Johnson MNZM, Para athlete Neelam O'Neill, Paralympian #204 Greg Reid, and Paralympian #107 Grant Sharman MNZM.



The high performance athletes of the future also showed their potential during the year, with three national classifications awarded and Kiranjit Singh achieving international classification. Kiranjit, a member of the Para Sport Collective, contested his first-ever World Cup in Changwon. His goal is to compete at the Los Angeles 2028 Paralympic Games.

Canterbury Para athletes also showed international potential. Michael Johnson, Shooting Para Sport Lead, observed the Canterbury shooters in action in July, hosted by local Shooting Para sport coach Donald Corkill and ParaFed Canterbury.


New Zealand hosted overseas athletes for the second International Grand Prix held in New Zealand. This took place in July and was a qualifier for the 2023 World Championships.

The 2023 World Championships were held in Lima, Peru, with three New Zealanders competing for the first time in South America. Neelam O'Neill delivered her best results, qualifying 6th and finishing 8th in the final, just one place shy of winning a quota for Paris 2024. It was a great competition, and the athletes took away valuable learning experiences in preparation for 2024.

The PNZ Para Cycling Programme

10 
high performance athletes

4 world competitions

Nicole Murray wins global summer Para Athlete of the Year 



12 
world championship medals

↓
the most ever!

266 
world champions



There are 10 high performance athletes in the Para Cycling Programme, directly managed by Paralympics New Zealand (PNZ). In 2023, Ben Westenberg moved up from the high performance development squad and won two medals at the 2023 World Championships in Glasgow.

Staff Changes

In May, Brendon Cameron became Programme Manager, replacing Ryan Hollows who left to become High Performance Director at Cycling New Zealand. Julian Dean supported as a part-time interim Programme Manager during this transition ensuring key deadlines were unaffected by the changes.

Jack Cooper commenced as Para Cycling Development Coach.

Paralympian #222 Nicole Murray at the 2023 Cycling World Championships

Photo credit: SWPix



Paralympian #225 Anna Taylor at the 2023 Cycling World Championships
Photo credit: SWPix

Significant achievements

The high performance team participated in all three Road World Cups held between April and May 2023. Paralympian #222 Nicole Murray became the C5 Road World Cup Champion by collecting the highest number of points across three events.

The inaugural fully integrated UCI World Championships were held in Glasgow in August. It was a fantastic event, with all codes hosted, including track cycling which had a fully integrated competition programme with global televised coverage.

The nine-strong Kiwi team carried off a record 12-medal haul, building on another record year in 2022, when the Kiwis won 10 UCI World Championship medals. Paralympians #222 Nicole Murray and #225 Anna Taylor won gold in the Omnium event in their respective classifications, becoming world champions and bringing home two more rainbow jerseys for the PNZ Para Cycling Programme.

International results

Top 8 placings in PNZ managed sports

Para cycling

2023 Maniago Para Cycling Road World Cup – Maniago, Italy

- Sarah Ellington (C2) – 5th, Individual Time Trial
- Nicole Murray (C5) – 5th, Individual Time Trial
- Eltje Malzbender (T1) – Bronze, Individual Time Trial
- Sarah Ellington (C2) – 7th, Individual Road Race
- Nicole Murray (C5) – 4th, Individual Road Race
- Eltje Malzbender (T1) – Bronze, Individual Road Race

2023 Ostend Para Cycling Road World Cup – Ostend, Netherlands

- Sarah Ellington (C2) – 6th, Individual Time Trial
- Anna Taylor (C4) – 5th, Individual Time Trial
- Nicole Murray (C5) – Silver, Individual Time Trial
- Sarah Ellington (C2) – 5th, Individual Road Race
- Anna Taylor (C4) – 7th, Individual Road Race
- Nicole Murray (C5) – Silver, Individual Road Race
- Eltje Malzbender (T1) – 4th, Individual Road Race

2023 Huntsville Para Cycling Road World Cup – Alabama, USA

- Sarah Ellington (C2) – 5th, Individual Time Trial
- Anna Taylor (C4) – 4th, Individual Time Trial
- Nicole Murray (C5) – Gold, Individual Time Trial
- Stevo Hills (T2) – 7th, Individual Time Trial
- Rory Mead (H2) – Bronze, Individual Time Trial
- Sarah Ellington (C2) – 7th, Individual Road Race
- Anna Taylor (C4) – 5th, Individual Road Race
- Nicole Murray (C5) – Gold, Individual Road Race
- Stevo Hills (T2) – 7th, Individual Road Race
- Rory Mead (H2) – Silver, Individual Road Race

2023 Cycling World Championships – Glasgow, UK

ROAD

- Rory Mead (H2) – 4th, Individual Time Trial
- Eltje Malzbender (T1) – Silver, Individual Time Trial
- Sarah Ellington (C2) – 6th, Individual Time Trial
- Nicole Murray (C5) – 6th, Individual Time Trial
- Eltje Malzbender (T1) – Silver, Individual Road Race
- Rory Mead (H2) – 5th, Individual Road Race
- Nicole Murray (C5) – 5th, Individual Road Race

TRACK

- Ben Westenberg (C4) – 4th, 200m FS Time Trial
- Nick Blincoe (C4) – 7th, 200m FS Time Trial
- Nicole Murray (C5) – Bronze, 500m Time Trial Finals
- Devon Briggs (C3) – Bronze, Kilometre Time Trial Finals
- Anna Taylor (C4) – 4th, 10Km Scratch Final
- Nicole Murray (C5) – 4th, 200m FS Time Trial
- Nicole Murray (C5) – Silver, 3Km Individual Pursuit Finals
- Devon Briggs (C3) – Bronze, 15Km Scratch Finals
- Devon Briggs (C3) – 1st, 200m FS Time Trial
- Ben Westenberg (C4) – Silver, 15Km Scratch Finals
- Anna Taylor (C4) – 4th, 500m Time Trial Finals
- Devon Briggs (C3) – Bronze, 3Km Individual Finals
- Anna Taylor (C4) – 2nd, 200m FS Time Trial
- Anna Taylor (C4) – 4th, 3Km Individual Pursuit Finals
- Nicole Murray (C5) – 4th, 10Km Scratch Finals
- Sarah Ellington (C2) – 8th, 10Km Scratch Finals
- Ben Westenberg (C4) – Bronze, Omnium
- Devon Briggs (C3) – Bronze, Omnium
- Anna Taylor (C4) – Gold, Omnium
- Sarah Ellington (C2) – 7th, Omnium
- Nicole Murray (C5) – Gold, Omnium



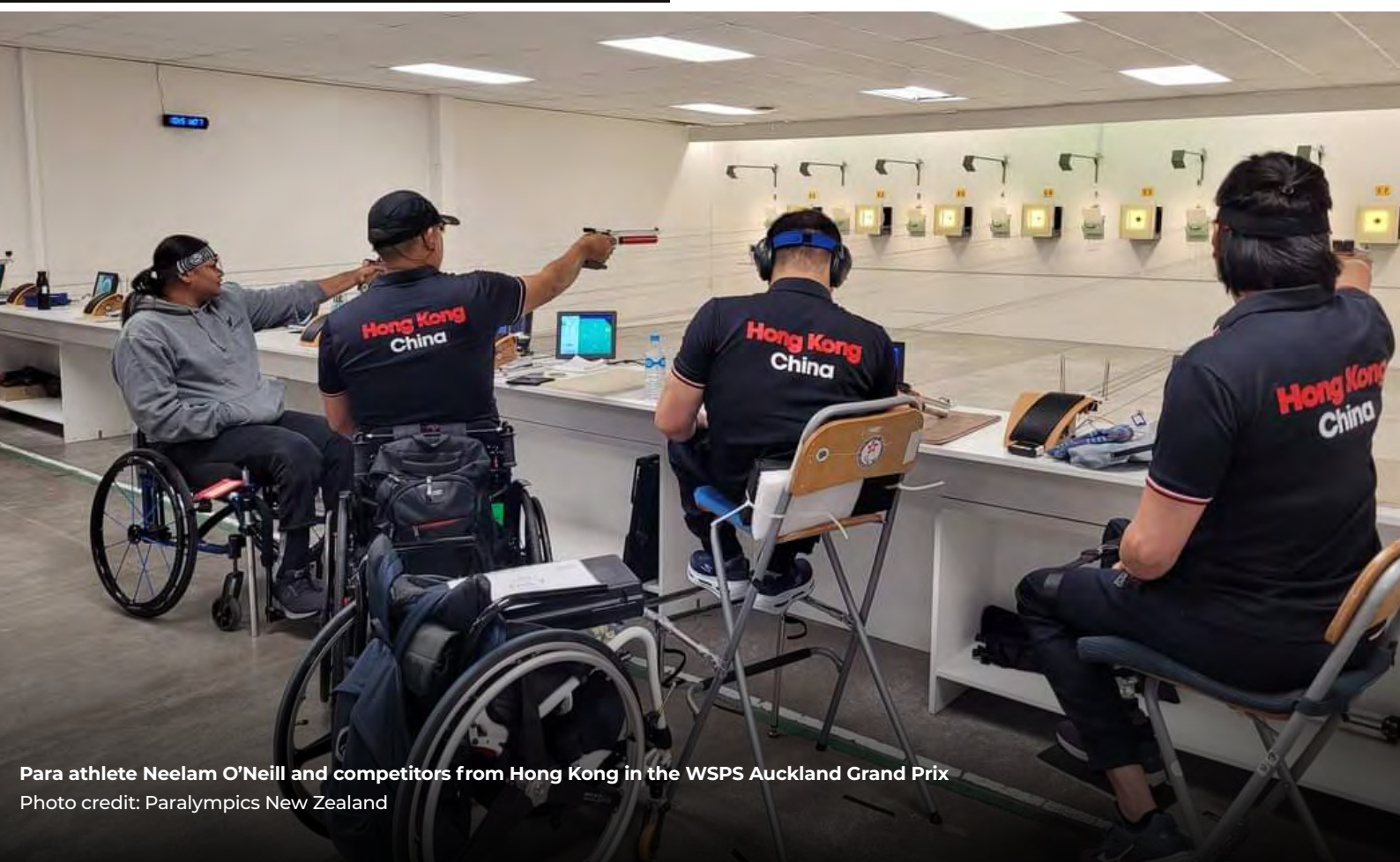
Paralympian #220 Eltje Malzbender competes in 2023 Cycling World Championships

Photo credit: SWPix

Shooting Para sport

2023 World Shooting Para Sport Championships – Lima, Peru

- Neelam O'Neill (SH1) - 8th, P2 Air Pistol



Para athlete Neelam O'Neill and competitors from Hong Kong in the WSPS Auckland Grand Prix

Photo credit: Paralympics New Zealand

Virtus Global Games 2023

The Virtus Global Games for athletes with an intellectual impairment were held in Vichy, France in June 2023. The team that competed at the Virtus Global Games 2023 was:

- Joshua Lush (Athletics)
- Joseph Blake (Swimming)
- Jack Bugler (Swimming)
- Bailey Conlon (Swimming)
- Melissa Donoghue (Swimming)
- Lance Dustow (Swimming)
- Tate Pichon (Swimming)
- Finn Russ (Swimming)
- Rylee Sayer (Swimming)
- Genevieve Watson (Swimming)
- Luka Willems (Swimming)
- Alfie Linn (Table Tennis)



Joshua Lush contests long jump at the Virtus Global Games

Photo credit: Virtus

A delegation of 12 athletes and eight support staff travelled to Vichy, France for the Virtus Global Games 2023, held from 4-10 June 2023.

The New Zealand Team came away from the Games with Alfie Linn (and his French doubles partner) winning two Table Tennis medals – one silver and one bronze. Swimming athletes achieved six personal bests with many athletes making it to finals. Joshua Lush just missed out on a medal in the Long Jump, finishing a respectable 4th place after coming back from injury.

For Paralympics New Zealand (PNZ), Games planning commenced in mid 2022 when PNZ sought expressions of interest for athlete and support staff numbers from National Sports Organisations (NSOs). Although some NSOs did not have athletes ready to compete they took the opportunity to find out more about the Games and eligibility requirements.

PNZ provided the Team with uniforms, operations and logistics support in the build up to the Games, and were responsible for recruiting the Head of Delegation, Helen Brookes. As well as the immediate Team, PNZ assisted some family members with flights and Geneva accommodation upon arrival into Europe.



The NZ Virtus Global Games delegation departs for the Games
Photo credit: Paralympics New Zealand



Alfie Linn (right) wins silver with a French doubles partner in table tennis
Photo credit: Virtus



Swimmers train in the Vichy heat ahead of the Global Games
Photo credit: Virtus

Classification

Recognition for New Zealand's classifiers

2023 was a spectacular year for New Zealand's classifiers, with Paralympics New Zealand's (PNZ) Classification Manager Marguerite Christophers awarded the inaugural International Paralympic Committee (IPC) Classification Recognition Award, and Rebecaa Foulsham receiving the IPC PARA SPORT Volunteer of the Year Award.

Several of New Zealand's lead classifiers now serve on their International Federation's Classification Advisory Groups, including Rebecca Foulsham, who is global Head of Classification for World Para Athletics.

Support for classification capability in National Sports Organisations (NSOs)

In 2023, PNZ supported the following NSOs to develop their classification capabilities:

- Archery NZ
- NZ Wheelchair Basketball and Basketball NZ
- Bowls NZ
- Canoe Racing NZ
- Goalball NZ
- Rowing NZ
- Table Tennis NZ
- Triathlon NZ
- World Powerlifting NZ



Classifier Rebecca Foulsham at work with Para athlete Peter Cowan

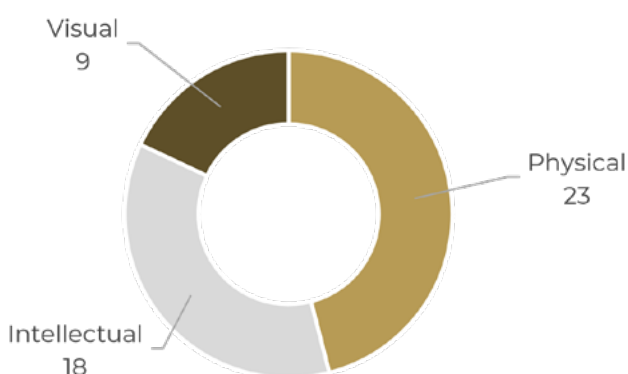
Photo credit: Paralympics New Zealand

In addition, PNZ gave the following NSOs operational support to deliver classification opportunities and to strengthen existing classification capabilities:

- Athletics NZ
- Badminton NZ
- Boccia NZ
- Equestrian Sports NZ
- NZ Wheelchair Rugby
- Snow Sports NZ
- Swimming NZ

PNZ helped to source Prime Minister Scholarship funding for classifier training across 10 sports. Four of these have already taken place; the remainder will take place in the first quarter of 2024 as suitable opportunities allow.

PNZ contributed to 50 classifications in 2023, a similar number to previous years. PNZ also arranged classification opportunities in visual impairment, Shooting Para sport and Para cycling.



Building a bright future

PNZ's NSO Classification Compliance Policy was developed in 2023. When implemented this will help to assess NSO alignment to the IPC Classification Code, and to develop NSO Classification Capability Plans.

PNZ has collaborated extensively internationally, including working with the Oceania Paralympic Committee and Virtus on developing eligibility officers for the verification of eligibility for athletes with intellectual impairment within the Oceania region.

PNZ provided extensive input to the IPC for Phase Three of the IPC Classification Code Review, as well as providing input to the draft IPC Classification Fundamentals online course.

PNZ continues to advocate for, promote and educate on classification. In 2023, this included direct work with NSOs, input into PNZ's LevelUp coaching modules, presentations to athletes and coaches, and a presentation to physiotherapists which has resulted in expressions of interest to become Para sport classifiers.

Key classification projects for 2024 include implementation of NSO Classification Compliance Policy and Classification Audit, preparation for NSO Lead Classifier Forum, and facilitating remaining NSO classifier training opportunities.

PARA SPORT COLLECTIVE

SUPPORTED BY



Paralympics New Zealand (PNZ) set up the Para Sport Collective based on consultation with Para athletes and coaches. An opportunity was uncovered to better support pre-High Performance Para athletes and coaches. There was a need for a like-minded community, which may not be available locally or within a Para sport, as Para athletes and their coaches are dispersed around the country. The Para Sport Collective provides opportunities to build connections, confidence and knowledge.

The Para Sport Collective, supported by ACC, brings together groups of pre-high performance Para athletes and coaches from a variety of sports, to share learning opportunities, develop connections, and create a community with a strong sense of belonging.

Over a 3-year period, cohorts of up to 30 Para athletes and 20 coaches from a variety of Para sports will join the Para Sport Collective. They come together from around New Zealand for camps three times per year and connect online every two months.

At these camps, high performance sport providers, Paralympians, and other experts deliver a variety of presentations, workshops, and practical sessions.

The Para athletes and coaches learn about performance life, performance nutrition, performance physiotherapy, media training, personal brand and sponsorship, strength and conditioning, anti-doping, classification, aspects of the International Paralympic Committee's Proud Paralympian programme, and much more.

By the conclusion of the programme, they have a clear picture of what they need to do and where they need to be at, to continue along a performance pathway if they choose to do so, and realise their potential in sport and in life.



Athletes learn about nutrition
Photo credit: Paralympics New Zealand



Para Sport Collective camp 2: athletes, coaches and organisers
Photo credit: Paralympics New Zealand

Designing the Para Sport Collective

PNZ formed a working group made up of Para athletes, coaches, National Sports Organisations (NSOs) and Parafed representatives, and other Para sport experts. This group discussed what a potential programme should include.

This enabled a framework to be mapped out for the Para Sport Collective and to develop monitoring and evaluation guidelines.

NSOs nominated Para athletes and coaches who met the criteria of demonstrating future winning capabilities against international benchmarks and showing the required attitude and attributes for international success. Para athletes also had to have a Para sport classification – at least at national level.

PNZ appointed Dale MacDonald as Para Sport Collective Manager in August. Following this appointment an in-depth content plan was developed, alongside

“All of the content has been so relevant and useful towards our learning and development.”

Para Sport Collective participant

relationships with HPSNZ Athlete Performance Support Leads and providers.

Circle of support

The first camp soon showed that participants would get more out of the Collective than PNZ ever dreamed possible.

At the end of the camp, a 17-year-old Para athlete from Southland stood up and said that it was mind-blowing for him – the connections, the learnings and the sense of belonging were hugely powerful.

The microphone went around the room and participants had turns talking about how amazing the weekend had been for them. There were lots of happy tears. Other participants said:

“Everything covered has been fantastic, informative, important and up to date.”

“Alisha and her dad Matt were thrilled with the opportunity to attend, grateful for the people they met and excited about the content delivered. Thanks so much for making Alisha feel welcome and including her within this initiative. It will make a difference!”

Raising our game

At the end of 2023, the first intake of Para athletes and coaches are halfway through their time in the Collective.

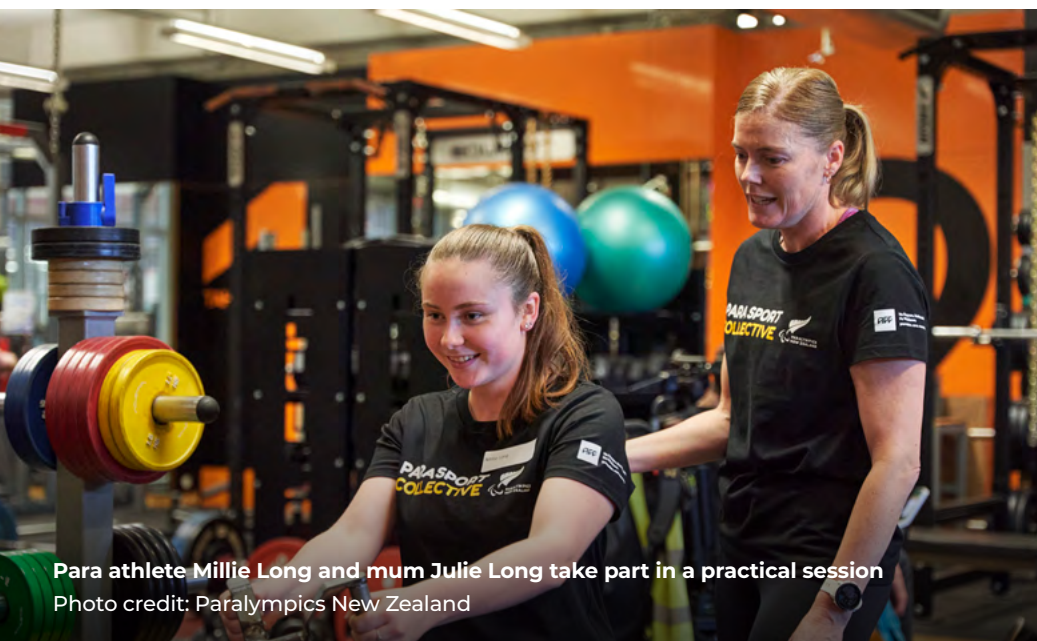
A circle of support is an essential ingredient in the lives of successful high

performance athletes. As part of their growth in the Collective, Para athletes identify and dial in their circle of support. Each intake will leave the Para Sport Collective programme with a new and strong network of friends, peers and supporters, and also tools to take back to their NSOs.

Coaches in the Collective are offered training as Raise My Game facilitators. Raise My Game is an athlete performance planning tool, which is used by High Performance Sport New Zealand.

Coaches use Raise My Game with Para athletes in the Collective to develop in-depth individual performance plans, and they will also work with each other on their coach development plans.

In mid-2024, the second intake will be selected.



Para athlete Millie Long and mum Julie Long take part in a practical session
Photo credit: Paralympics New Zealand

Collaboration with Parafeds and similar organisations

Expertise is our most valuable asset in the Para sport community, and Paralympics New Zealand (PNZ) continues to capitalise on shared expertise with all Parafeds and similar organisations. The benefits are clear: the more strategic alignment we have, the better our operating approaches are, the more impact we have, and the more lives are transformed.

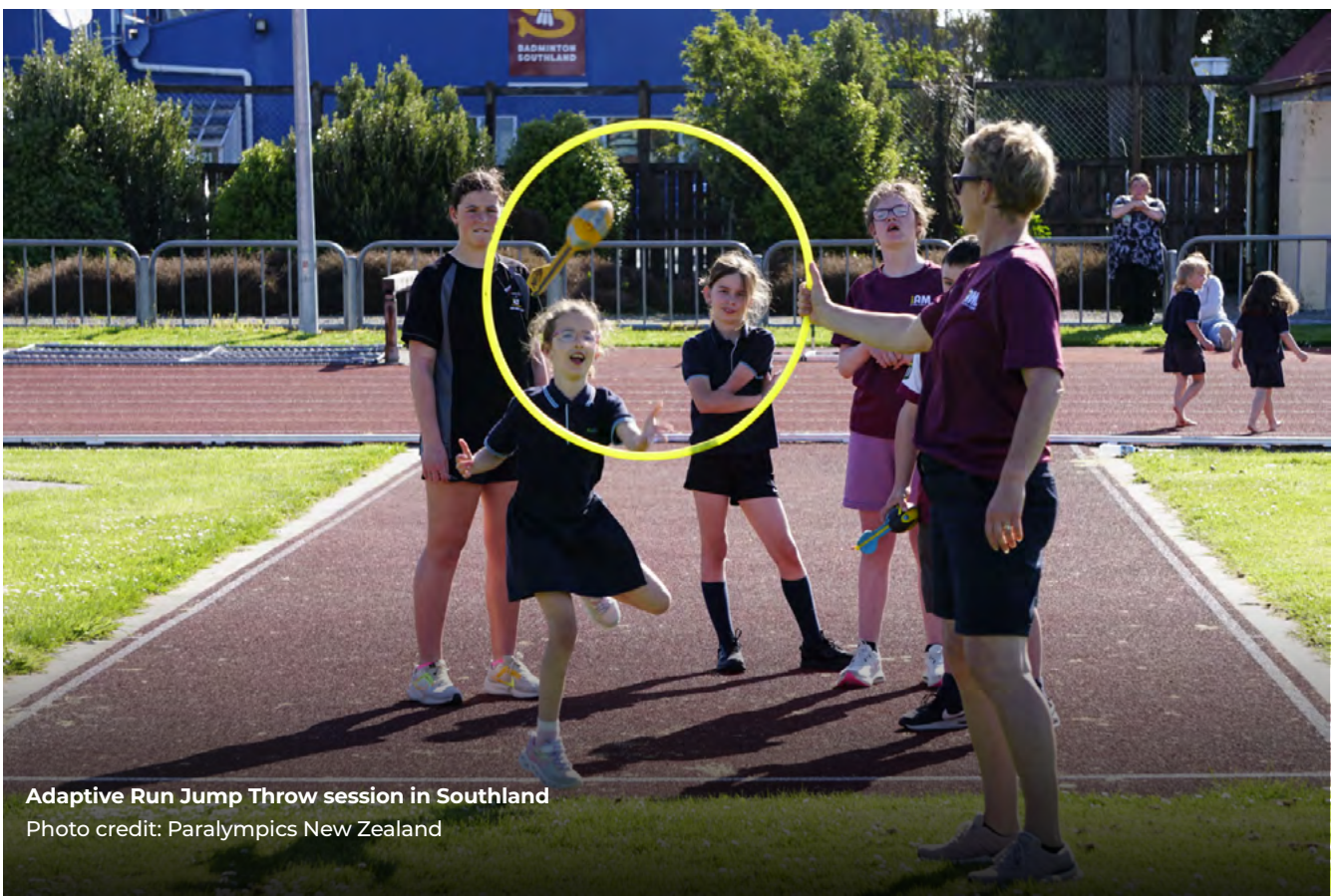
Co-designing our Shared Initiatives

To allow this sharing to take place, a mix of five governance and operations representatives from Parafeds and similar organisations volunteered to form a

working group. Their role was to explore themes and develop initiative areas uncovered in the 2022 Community Para Sport Workshop.

Working under a 2023 Terms of Reference, the working group was tasked to help co-design and drive the development and delivery of Shared Initiatives.

The working group's valuable input meant PNZ could develop a Shared Initiatives Outline and communicate it with all Parafeds and similar organisations through email and webinars ahead of the 2023 PNZ Community Para Sport Workshop.



Adaptive Run Jump Throw session in Southland
Photo credit: Paralympics New Zealand



Source: PNZ map of the community Para sport landscape in 2023

The 2023 Community Para Sport Workshop

PNZ and Sport NZ welcomed 22 member representatives from Parafeds and similar organisations to the 2023 Community Para Sport Workshop in Auckland on 6 September. The Workshop had two key objectives:

- Explore Shared Initiatives together with Parafeds and similar organisations.
- Agree on adoption of initiatives, to enable shared investment, implementation, measurement, and evaluation.

In addition to these objectives, a number of Parafeds and similar organisations told us they wanted to explore fundraising opportunities more broadly, and would value time spent gaining knowledge and skills in this area. Therefore, PNZ prepared an agenda which included time to discuss fundraising concepts.

Developing our knowledge of the landscape

Alongside the development of Shared Initiatives and the 2023 Community Para Sport Workshop, PNZ, Parafeds and similar organisations have continued to strengthen their relationships.

An exciting outcome of this collaboration is the updated map of the community Para sport landscape in New Zealand. With the help of all Parafeds and similar organisations, PNZ was able to compile a comprehensive database of where disabled New Zealanders can take part in Para sport. Initially compiled in 2022, the map was refreshed in 2023. As a result, we can now share that there are over 177 community Para sport opportunities in New Zealand, an encouraging increase on 158 in 2022.



Launched in August 2023, LevelUp is a series of nine interactive online modules for coaching disabled athletes.

Complementing the sport-specific coach development which coaches receive from their National Sports Organisation (NSO), the free modules help coaches of all levels and experience gain confidence, knowledge, capability to coach and support disabled athletes.

The modules are brought to life by the New Zealand Para athletes who feature in them. They cover topics like the Paralympic Movement, terminology, classification, and coaching considerations for the eligible Para sport impairments.

Because the modules are accessible online via the Sport Tutor platform, coaches who are often volunteers, can learn in their own time.

“Well done PNZ and ACC - this e-learning is fantastic. As a sport (athletics) we will be recommending that all coaches, volunteers, parents undertake this opportunity of learning and upskilling.”

***Raylene Bates MNZM,
Para Athletics Lead,
Athletics New Zealand***

Why does the NZ sport sector need LevelUp?

LevelUp is an important resource for the sector. It removes a barrier that has stopped disabled people from being able to participate in sport. The initiative has been borne out of coaches telling us that they are scared of doing the wrong thing, or they don't know how to coach disabled athletes. LevelUp will help them coach effectively and creatively – and most importantly give them the confidence to include everyone.

Paralympics New Zealand (PNZ) designed the 'Building the Para Sport Family' project to bridge this gap. It is part of PNZ's wider Strengthen and Adapt plan. One of the goals of Building the Para Sport Family is to support coaches through gaining confidence and skills coaching disabled athletes.



Para athlete Jaden Movold and coach Steve O'Kane appear in the LevelUp materials

Photo credit: Paralympics New Zealand

What did PNZ do to create LevelUp and drive its uptake?

- PNZ assessed learning needs and platform choice based on stakeholder input and created learning objectives to guide the training design.
- Experts contributed as PNZ created each module's content.
- A videographer filmed seven Para athlete feature videos.
- PNZ built the nine modules as interactive e-learning.
- With the support of partner ACC, PNZ created branding, marketing, communications and an advertising plan to reach the coach audience.
- Sport NZ helped PNZ launch LevelUp on their Sport Tutor learning management system.
- PNZ shared and promoted LevelUp with NSO and Parafed Members, Associate Members and other partners.

What has the impact been so far?

Course participants said:

- *"Great platform for engaging new coaches into Para sport and for creating participation and competition opportunities for Para athletes."*
- *"It was a great piece of learning. I loved hearing the athletes speaking directly as part of the learning."*

As coaches begin to use the learning in their practice, PNZ intends to gauge the effectiveness of LevelUp for coaching experiences.

LevelUp's reach will extend further in coming months, as PNZ is in discussions with NSO Members to use content from LevelUp to complement their sport-specific coach development. Ideas include using LevelUp content in coach education workshops, courses, webinars and in their own learning management systems.

OUTCOME 3: NEW ZEALAND IS DIVERSE AND FULLY INCLUSIVE



Scott Point School children demonstrate Goalball drills for the launch of Seeing is Believing
Photo credit: Paralympics New Zealand

Commercial partnerships

Paralympics New Zealand's (PNZ) commercial partnership activity throughout the year continued the delivery of commercial assets to commercial partners and suppliers.

The Commercial, Marketing and Communications team supported PNZ's Strengthen and Adapt projects, including the launch of the Seeing Is Believing Education Programme, in partnership with Toyota. Additionally, the Para Sport Collective and LevelUp Coaching resources were launched this year in partnership with ACC.

Partnerships

PNZ commercial partners play a significant role in supporting PNZ and many have been actively involved in new community focused initiatives in 2023.

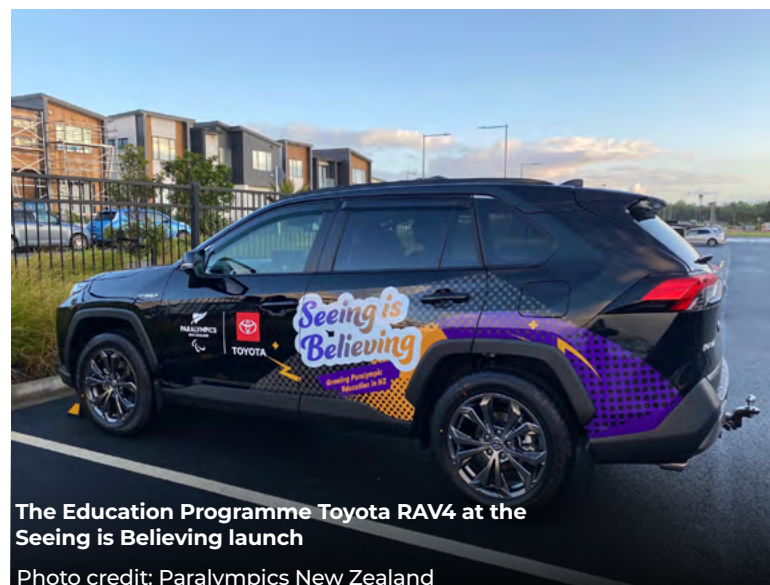
Toyota New Zealand

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 (IPC) as the Worldwide Official Mobility Partner since 2015.

Toyota NZ is the principal partner of Seeing Is Believing, the Paralympic Education Programme, which was developed with funding from Sport NZ. Toyota's commitment to support this initiative enables the programme and

learners' experiences to be enhanced. Toyota Brand Guardian Paralympian #164 Cameron Leslie MNZM, attended the programme launch at an Auckland school, showing his support and engaging in Para sport games with the children.

Toyota has also provided the Education Programme with a specially branded Toyota RAV4 vehicle, to assist with delivering the programme around the country and promoting it while on the road. Toyota also provides PNZ with co-branded Toyota RAV4 hybrid vehicles which are greatly valued.



The Education Programme Toyota RAV4 at the Seeing is Believing launch

Photo credit: Paralympics New Zealand

Harvey Norman

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

Harvey Norman is the partner of the Harvey Norman Para Sport Champions initiative as part of the Paralympic Education Programme. This programme ensures developing Para athletes have the opportunity to learn valuable skills to confidently share their stories within schools and communities and promote the values of the Paralympic Movement.

Harvey Norman has been actively fundraising in a variety of ways to support the NZ Paralympic Team to the Paris 2024 Paralympic Games. Their teams have held Gala Dinner events, promoted fundraising product sales in store and entered the Auckland marathon – all generating funds that are greatly appreciated by PNZ and the NZ Paralympic Team.

Mondelez

PNZ is delighted to welcome Mondelez as an Official Partner, together with the Cadbury brand, back to the PNZ partner family in 2023. Cadbury supports the work of volunteers in the community through its sporting partnerships and PNZ looks forward to working with Cadbury on initiatives in the lead up to Paris 2024. Cadbury's generous product support at PNZ events is also greatly appreciated.

Adecco

Adecco New Zealand has had a long-standing and valued Official Partnership with PNZ, which spanned over 12 years and concluded at the end of 2023.

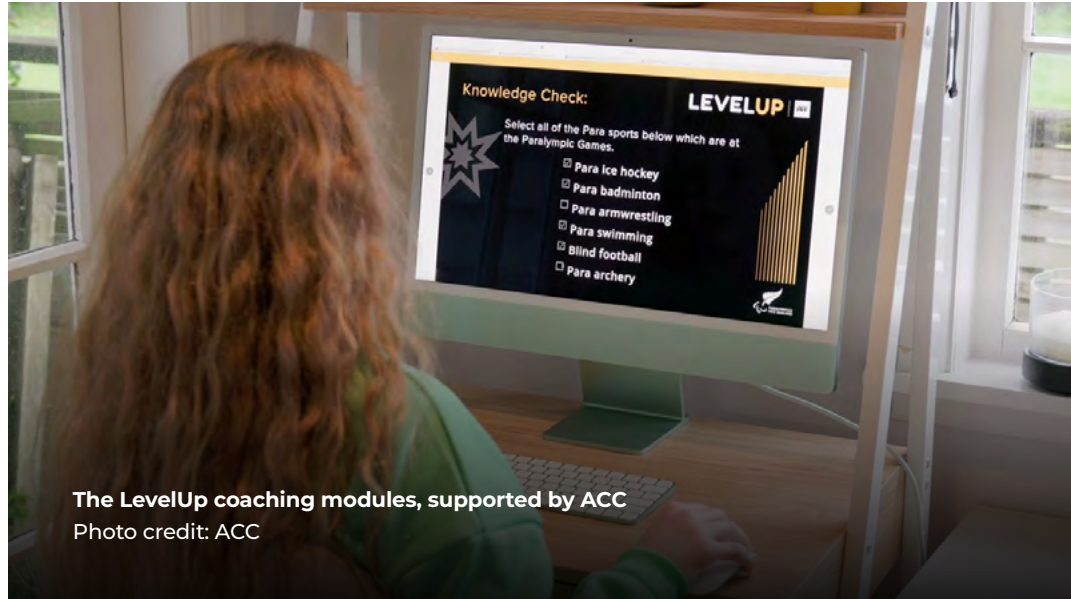
ACC

As Community Partner of PNZ, ACC had an active year supporting PNZ by partnering to support the delivery of the Para Sport Collective and the LevelUp coaching resource. ACC supported a series of in-person camps and virtual content across various Para sports for Para athletes and coaches. ACC also contributed to the promotional launch and ongoing communications about the LevelUp resource, which builds knowledge and enables capability and confidence in coaching disabled people.

Sport NZ

Sport NZ is generous with its support of PNZ across many aspects of our organisation as PNZ's Community Partner. The Sport NZ Team has provided marketing and communications expertise, and funding for programmes, commercial initiatives and a research project.

Sport NZ also provided significant support to PNZ in assisting delivery of a major website upgrade project to enhance reliability and the user experience as we build to Paris 2024.



The LevelUp coaching modules, supported by ACC
Photo credit: ACC

TVNZ

TVNZ confirmed its ongoing support of PNZ, renewing its broadcasting rights agreement with the IPC to include the Paris 2024 Paralympic Games. PNZ looks forward to extensive Paralympics Games coverage in 2024.

Oceanbridge and Maersk

Oceanbridge and Maersk renewed their loyal and committed Official Supplier partnerships with PNZ in 2023. Both Maersk and Oceanbridge are long term PNZ supporters and their expertise allows the PNZ shipping container to reach Games destinations, carrying the Team equipment and product required for a resourced and efficient Games campaign. We look forward to working with them both again as partners for Paris 2024.

Thank you

PNZ sincerely thanks our valued commercial partners and suppliers for their support in 2023:

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

Fundraising

PNZ has continued to work with existing funding partners and to identify new opportunities to ensure PNZ revenue goals are achieved. PNZ continues to gratefully receive support from the NZ public through online donations and bequests.

Carbine Club

PNZ acknowledges the valued and ongoing support of the Carbine Club, which organises the enjoyable and well attended annual Carbine Club Charity Golf Day in support of PNZ and disabled athletes. The event raises valuable funding support and provides our commercial partners with a competitive and entertaining day out.

Community Trust and Foundation Grants

Sincere thanks go to our Trust and Foundation partners in 2023:

Pub Charity, NZCT, The Lion Foundation, Aotearoa Gaming Trust, Four Winds Foundation, Grassroots Trust, Trillian Trust, Pelorus Trust, One Foundation, Asia New Zealand Foundation, and the Carbine Club (Sir Denis Blundell Charitable Trust).

Thank you

PNZ sincerely thanks our valued commercial partners and suppliers for their support in 2023:

Major Partner



TOYOTA

Official Partners

Harvey Norman *Cadbury* **Adecco**

Media Partners



Attitude.

Community Partners



Funding Partners



Official Suppliers



MAERSK



OCEANBRIDGE



SAATCHI & SAATCHI



**CLEAR
PROTECT
GROUP**



Brand, communications, marketing, and digital channels

Brand

A new identity for the NZ Paralympic Team

A year out from the Paris 2024 Paralympic Games, Paralympics New Zealand (PNZ) proudly handed the NZ Paralympic Team its own unique team identity. The NZ Paralympic Team has competed under the PNZ fern since inception in 1968, 55 years ago, but going forward, PNZ (the organisation) and the NZ Paralympic Team are distinct brands. PNZ Official Supplier Saatchi & Saatchi developed the new identity with Para athletes deeply involved in shaping its direction. Gifted to the 227 Paralympians who have previously worn the silver fern with pride, our intention is for the new identity to also inspire generations of Kiwis and Para athletes to come.

The emblem reflects the unique nature of the NZ Paralympic Team, which includes both summer and winter Paralympians. Equally important is the representation of the supporters, fans and wider NZ public who come on the journey with the NZ Paralympic Team every two years. Together these elements make One Team, One Spirit.

Updated logo for PNZ

2023 has also seen PNZ roll out an updated corporate logo. The design incorporates the PNZ fern, the words 'Paralympics New Zealand', and the Paralympic symbol

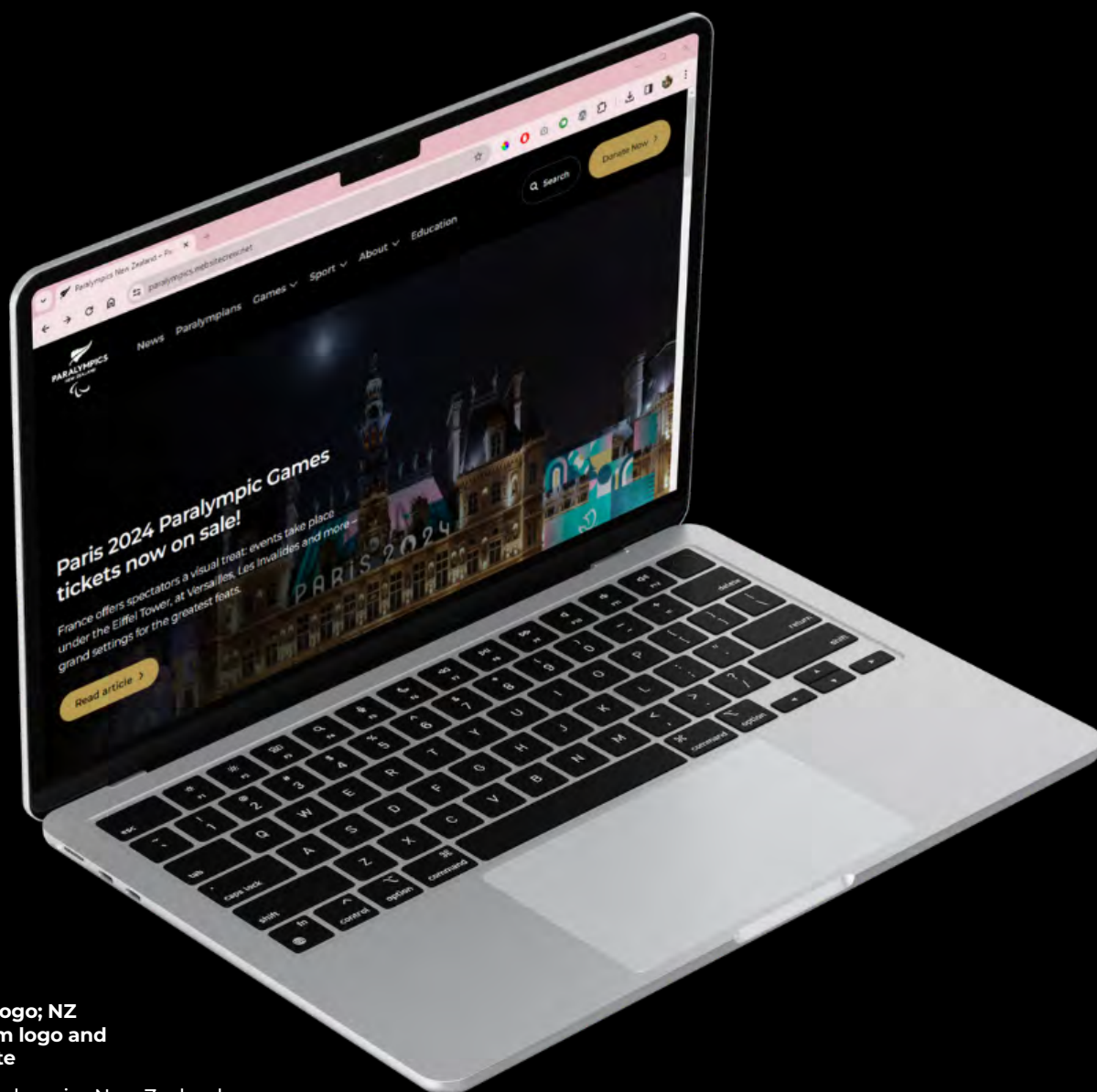
'the Agitos'. Each National Paralympic Committee (NPC) has its own emblem and from 2023 these follow a consistent template for international brand consistency.

Communications

Media relations yield results

PNZ published 50 media releases in 2023, as well as proactively pitching stories to relevant outlets. Para sport media coverage was encouraging, with a cumulative potential reach of 38 million views, equivalent to an ad spend of over \$12 million (ASR).

PNZ made particular effort to generate positive media coverage around significant awards (including PARA SPORT Awards for Paralympian #222 Nicole Murray and Rebecca Foulsham and a Laureus Award shortlisting for Paralympian #164 Cameron Leslie MNZM), and strategic project launches (including the Para Sport Collective, LevelUp coaching resources, and the Seeing is Believing Education Programme).



PNZ Corporate logo; NZ Paralympic Team logo and new PNZ website

Photo credit: Paralympics New Zealand


Marketing

Ka Tū Tahī – launching the NZ Paralympic Team identity

Ka Tū Tahī was the perfect campaign to launch the NZ Paralympic Team brand identity. A rousing short film brings viewers on an emotional journey linking the pioneering early Paralympians through to today's champions, and reinforces the One Team One Spirit sentiment.

LevelUp advertising campaign

In August 2023, PNZ launched LevelUp, a series of online modules which help coaches gain confidence, knowledge, capability and creativity to coach and support disabled athletes. In order to reach a wide range of sports coaches who didn't have existing links with PNZ, a multi-faceted digital advertising campaign was designed, with guidance and funding from LevelUp partner, ACC. This included paid targeted posts with copy, images and video content. The complexity of this campaign was a first for PNZ. The approach was to target and retarget sport coaches on several different platforms. The advertising was successful, bringing thousands of interested people to the LevelUp landing page.



KA TŪ TAHI
WE STAND TOGETHER

One Team to Paris

One Team to Paris was the community activation for the PNZ One Year to Go to Paris 2024 campaign, and a natural extension of the NZ Paralympic Team brand launch.

Following a launch story featuring Para cyclists Paralympian #225 Anna Taylor and Para athlete Devon Briggs, 272 individuals signed up to show solidarity with the NZ Paralympic Team on their journey to Paris and back. They logged over 60,000km and over 4,000 activities by walking, running, cycling, wheelchairs, swimming, and more, blitzing our goal of 40,000km (the distance to Paris and back). Generous donors supported the campaign with \$3,500 in donations. The event motivated PNZ partners, with many teams across partner organisations competing to hit the top of the leaderboard. This was PNZ's first peer-to-peer campaign and delivered valuable learnings, as well as engaging a new audience of supporters.

Digital channels

paralympics.org.nz

AN AUTHORITATIVE SOURCE OF INFORMATION

The PNZ website saw 72,464 users in 2023, compared to 86,000 in 2022 - a Paralympic Winter Games and Commonwealth Games year. The site was kept fresh with 80 articles published throughout the year. Visits spiked during Para swimming, Para athletics and Para cycling World Championship events, as well as significant awards, including Paralympian #164 Cameron Leslie's MNZM Laureus shortlisting and PARA SPORT Award wins for Rebecca Foulsham and Paralympian #222 Nicole Murray.

PNZ made planned site improvements during the year, based on feedback and analysis uncovered in the Digital Project. These include:

- Changes to make the site more usable on devices including replacing the majority of side menus.
- Branding changes with the PNZ logo change.
- Improvements to content and page structure of sports pages and Games pages which make content more findable, accessible and search-friendly.
- Athlete profile improvements, including more photos and videos, and opportunities to engage with athletes, such as a "Send a message of support" webform and athlete social media links.

Metrics show that these improvements have had a positive impact for users.

WEBSITE STABILITY ISSUES LEAD TO PLANNED WEBSITE UPGRADE

In July, the site experienced partial outages, and again for a lesser duration in September. A technology upgrade was implemented, with the upgraded site due to go live in April 2024.

Replacing the Wordpress theme in which the site is built also gives PNZ the opportunity to become more accessible to people with a range of access needs.

Other benefits of the site upgrade include a better experience on mobile devices, a page builder which optimises pages to perform well in search engines, well optimised images and a stable platform.

Social media continues to track well

Facebook remains the mainstay of PNZ's social media channels with 42,400 followers, versus around 7,000 followers on each of Instagram and X (formerly Twitter), and around 2,000 followers on LinkedIn. These numbers represent a small increase on 2022 figures.

PNZ posted on these channels over a thousand times in 2023, sharing news and celebrating Para athlete and Paralympian achievements.

Education website re-launched

PNZ was thrilled to re-launch the upgraded Seeing is Believing Education Programme website education.paralympics.org.nz in October.

This incorporated feedback from the education pilot users, as well as adding functionality to future-proof and expand the site.



OUR PEOPLE, GOVERNANCE, AND MEMBERS

PNZ CEO Greg Warnecke doing a media interview
Photo credit: Paralympics New Zealand

PNZ Members

Parafed Members

PNZ was delighted to welcome new Member Disability Sport & Recreation Hawke's Bay in 2023.

- Disability Sport and Recreation Hawke's Bay
- Disability Sport Auckland
- dsport
- Parafed Bay of Plenty
- ParaFed Canterbury
- Parafed Gisborne Tairāwhiti
- Parafed Manawatū
- Parafed Northland
- ParaFed Otago
- ParaFed Taranaki
- Parafed Waikato

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
- World Powerlifting New Zealand
- Yachting New Zealand

Associate Members

- Blind Sport New Zealand
- Powerlifting New Zealand
- ParaFed Southland (suspended from 1 December 2023)

People and Governance

People

Paralympics New Zealand (PNZ) Patron

Her Excellency The Right Honourable Dame Cindy Kiro, GNZM, QSO

Governor-General of New Zealand

Board Members

Jana Rangooni, CMInstD (Chair and President)

Maria Clarke *(Joined the PNZ Board May 2023)*

Pam Elgar ONZM, MinstD *(Joined the PNZ Board May 2023)*

Mark Elliott

Mary Fisher, MNZM *(until March 2023)*

Duane Kale, ONZM, CMInstD, PLY *(stood down from Board while Interim CEO April - June 2023)*

Dr Catriona McBean, CMIsntD

Aaron Mills, CMInstD

Sian Ruth

Ex- Officio: Fiona Allan, ONZM, Chief Executive and Secretary General *(until March 2023)*

Ex-Officio: Duane Kale, ONZM, CMInstD, PLY Interim Chief Executive Officer *(April - June 2023)*

Ex-Officio: Greg Warnecke, Chief Executive Officer and Secretary General *(from July 2023)*

PNZ Team - Employees and Contractors

Danielle Aitchison	Education Intern (0.4) (from September 2023)
Fiona Allan	Chief Executive and Secretary General (until March 2023)
Michelle Au	Coach Resource Developer (0.4) (until August 2023)
Rachel Barr	Marketing Manager (0.4)
Frankie Busfield	Events and Projects Lead
Brendon Cameron	Para Cycling Programme Manager (from May 2023)
Sue Cardwell	Digital and Communications Manager
Marguerite Christophers	Classification Manager
Graeme Cochrane	Finance Manager (0.8)
Jack Cooper	Para Cycling Development Coach (from February 2023)
Dr Rod Corban	Performance Psychologist (0.3)
Melissa Dawson	Strategic Engagement Manager
Lynette Grace	Games Campaign and Sports Manager
Victoria Hughes	Marketing Coordinator (0.5)
Jenifer Hunt	Commercial Manager
Michael Johnson	Shooting Para Sport Lead (0.2)
Duane Kale	Interim Chief Executive Officer (April – June 2023)
Jenni Keeley	Education Lead (until May 23)
Marianne Loh	Para Sport Community Manager
Dale MacDonald	Para Sport Pathway Manager (until August 2023), Para Sport Collective Manager (from August 2023)
Kylie Stevens	Executive Assistant (0.5) (until September 2023)
Greg Warnecke	Chief Executive Officer and Secretary General (from July 2023)
Kasey Wilson	Education Lead (from July 2023)
Dr Damian Wiseman	Para Cycling Performance Coach and Performance Scientist
Sacha Wright	Games Campaign and Sports Coordinator

Governance

Board Meetings

Meeting attendances:

BOARD MEETINGS	
Duane Kale ¹ , Dr Catriona McBean, Aaron Mills, Jana Rangooni, Sian Ruth	8
Pam Elgar <i>(from May 2023)</i>	7
Maria Clarke <i>(from May 2023)</i> , Mark Elliot, Greg Warnecke ² <i>(from July 2023)</i>	6
Fiona Allan ² <i>(until March 2023)</i> , Mary Fisher <i>(until March 2023)</i> ,	1

¹ including one meeting Ex-Officio as Interim CEO

² Ex-Officio: CEO

³ including two meetings Ex-Officio as Interim CEO

BOARD COMMITTEE MEETINGS	
Duane Kale ³	8
Dr Catriona McBean, Jana Rangooni	7
Aaron Mills	6
Fiona Allan ² <i>(until March 2023)</i> , Maria Clarke <i>(from June 2023)</i> , Sian Ruth, Greg Warnecke ² <i>(from July 2023)</i> ,	4
Pam Elgar <i>(from June 2023)</i>	3
Mary Fisher <i>(until March 2023)</i>	1
Mark Elliott	0

Board Committee Members

AUDIT AND RISK COMMITTEE:

Sian Ruth (Chair), Maria Clarke *(from June 2023)*, Duane Kale, Dr Catriona McBean *(until June 2023)*, Aaron Mills *(until June 2023)*, Jana Rangooni *(from June 2023)*,

GOVERNANCE COMMITTEE:

Dr Catriona McBean (Chair), Maria Clarke *(from June 2023)*, Pam Elgar *(from June 2023)*, Aaron Mills *(until June 2023)*, Jana Rangooni *(until June 2023)*,

PEOPLE AND PERFORMANCE COMMITTEE:

Duane Kale (Chair), Pam Elgar *(from June 2023)*, Mary Fisher *(until March 2023)*, Dr Catriona McBean *(May 2023 as Interim Chair)*, Aaron Mills *(from June 2023)*, Jana Rangooni *(May 2023)*, Greg Warnecke CEO *(from July 2023)*

Governance Report 2023

In recognition of the appointment of two new Board members, Maria Clarke and Pam Elgar ONZM, the composition of the Committees were reviewed in May, and members rotated to ensure the new skills and experience brought to the Board would be utilised to be the best effect.

Duane Kale ONZM PLY was appointed Interim CEO (April-June) during the transition between the departure of Fiona Allan ONZM and the commencement of Greg Warnecke to maintain organisational continuity and manage a smooth transition. During this period, Dr Catriona McBean took on the role of Interim Chair of the People and Performance Committee.

Key outcomes for 2023

CEO Appointment

After 16 years with PNZ, 14 of which were as CEO, Fiona Allan ONZM departed to pursue new challenges. Under the direction and leadership of Fiona, PNZ has grown from strength to strength. Her reputation and relationships with key partners nationally and internationally were invaluable to PNZ and the Para sport Movement. Internationally, Fiona sat on several committees including the International Paralympic Committee Women in Sport Committee, the International Olympic Committee Digital Engagement and Marketing Commission, and the International Working Group on Women and Sport.

The recruitment of a new CEO was undertaken by a sub-committee of the Board who worked with the independent recruitment agency to shortlist the high interest in the role. A clear expectation of

the Board was to appoint a CEO who will continue to grow PNZ as a sustainable and successful organisation fulfilling the strategic goals while honouring the values of the organisation. In July, we welcomed Greg Warnecke to the role. Greg's previous experiences in high performance sports event management, working for not-for profits and charities, and his passion for Para sport made him the ideal candidate to lead PNZ towards the Paris 2024 Paralympic Games and beyond.

Te Ao Maori cultural competency

With the support and guidance of Dr Jim Mather and his colleagues at Mather Solutions, the PNZ Board commenced our Te Ao Maori journey. The PNZ Board acknowledges and recognises Te Tiriti o Waitangi and the importance of expanding our cultural competencies. As a Board and as an organisation, this is essential for PNZ to provide better representation and service to the Para sport community in New Zealand. In September, with the New Zealand Olympic Committee Board, we were hosted by the Waitangi Treaty Grounds Trust for a collaborative workshop. During the pōwhiri Waihoroi Shortland laid the challenge to both organisations, to work individually and collectively to find the champion in us all and strive to succeed. Ta Derek Lardelli, Rose Gould-Lardelli and Ranui Ngarimu led both Boards through further discussions as to how our organisations can rise to the challenge.

Mary Fisher and Athletes' Council

Paralympian #174 Mary Fisher's Board term concluded this year. During her tenure, Mary's contributions to Board

discussions were invaluable, providing an athlete perspective on many issues. One of the key achievements of Mary's tenure was the establishment of the Athletes' Council in 2021. The PNZ Board recognises the value of the athlete voice in the decision-making process, so has commenced work with the PNZ Athletes' Council to formalise this process. Consultation with Paralympians and Para athletes is scheduled for 2024 to embed the Athletes' Council in the PNZ Constitution and to provide a dedicated Board role for an athlete representative. This process will align with the Constitution update required under the new Incorporated Societies Act 2022 for ratification in early 2025.

Policy review and Sport NZ Governance Mark

The PNZ Governance Committee is cognisant of the need to maintain a sound framework within which PNZ operates. As such, a detailed and thorough review of all PNZ governance and management policies was actioned earlier in the year. Undertaking this policy review supported the Sport NZ Governance Mark mid-term review and Board review at the end of 2023. The outcome of these two reviews will provide a benchmark to measure

ongoing development under new Board members and a new CEO.

New Board and Committee members

Two new members were appointed to the Board in 2023. Maria Clarke, who is an experienced sports lawyer who has advised sports organisations and athletes nationally and internationally. Maria's governance experience includes sitting on committees for the International Paralympic Committee, International Olympic Committee and World Anti-Doping Agency. Pam Elgar (Ngāruahine) ONZM, who has led significant not-for-profits, including Make-A-Wish Foundation, and has held a number of positions in sport, including Women in Sport Aotearoa (WISPA) and Hockey New Zealand.

The Board recognises and values the granting of awards and honours as an important way to provide personal and public recognition to the achievements and contributions of individuals within the Paralympic Movement who significantly contribute toward Paralympic sport in New Zealand. The Awards and Honours Committee was established to provide recommendations to the Board in relation to Awards and Honours nominations.

Other PNZ Committees

ATHLETES' COUNCIL:

Paralympian #213 Sarah Ellington (Chair), Paralympian #189 Carl Murphy (Vice-Chair), Paralympian #195 Anna Grimaldi, Paralympian #148 Michael Johnson, Paralympian #202 Jacob Phillips, Paralympian #225 Anna Taylor

AWARDS AND HONOURS COMMITTEE:

Dr Catriona McBean (Chair), Melissa Dawson, Olympian #236 Dr Selwyn Maister QSM OLY, Paralympian #189 Carl Murphy,

BOARD APPOINTMENT PANEL:

Mark Copeland, Olympian #236 Dr Selwyn Maister QSM OLY, Jana Rangooni

CYRIL SMITH LEGACY FUND COMMITTEE:

Sian Ruth (Chair), Paralympian #130 Hadleigh Pierson MNZM, Haidee Stratford, Jon Derry

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PARALYMPICS NEW ZEALAND INCORPORATED

2023 Financial Report

FRAMEWORK

The financial report reflects operations during the twelve months ended 31 December 2023, reported as a Tier 2 entity, with specific notes and disclosures required.

RESULT

The 2023 period resulted in a surplus of \$215k, compared to a surplus of \$9k in the 2022 period. An amount of \$90k in unrealised capital gains in the PNZ Investment fund has been included in income.

KEY FACTS

Key facts that contributed to the revenue of \$3.8m, compared to 2022 revenue of \$3.2m, are as follows:

- Fundraising & Sponsorship income of \$905k
- Other Grant income of \$363k
- Donations & Postal Appeal income of \$58k
- High Performance, Paralympic Games and Strengthen and Adapt income of \$2.1m

PNZ wishes to acknowledge the support received from our Partners & Supporters including Toyota, Harvey Norman, Mondelez, Sport New Zealand and High Performance Sport New Zealand, ACC, TVNZ, Attitude Pictures, Oceanbridge, Maersk, Simpson Grierson, Blue Star, Saatchi & Saatchi, Digital Hothouse, Ipsos, The Lion Foundation, NZCT, Pub Charity, The Aotearoa Gaming Trust, Four Winds Foundation, Grassroots Trust, Trillian Trust, Pelorus Trust, One Foundation, Asia New Zealand Foundation, and the Carbine Club Of New Zealand (Sir Denis Blundell Charitable Trust)..

Key facts that contributed to the expenses of \$3.6m, compared to 2022 expenses of \$3.2m, are as follows:

- Employee costs of \$812k
- Administration costs of \$75k, includes affiliations, printing, vehicle costs
- Occupancy costs of \$100k includes office rentals, insurances
- Governance costs of \$138k includes travel, board fees and development expenses
- Commercial & Marketing costs of \$220k includes events, value in kind expenses
- High Performance, Paralympic Games campaign and Strengthen and Adapt costs of \$2.1m

TOTAL ASSETS \$6.663M

Total assets include cash and investments of \$6.437m, property, plant and intangible assets \$73k, and prepayments \$48k.

TOTAL LIABILITIES \$1,579K

Total liabilities include accounts payable \$243k, special purpose funds \$103k, employee entitlements \$124k and income in advance \$1,109k.

LEGACY

Distributions have been made in the year for a total of \$30k, 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 2.60 times the amount of our liabilities, and a liquidity ratio of 2.70. PNZ can meet its obligations.

PARALYMPICS NEW ZEALAND INCORPORATED
DIRECTORY FOR THE 12 MONTHS ENDED 31 DECEMBER 2023

Board	Jana Rangooni (Chair) Duane Kale Catriona McBean Aaron Mills Sian Ruth Mark Elliott (resigned November 2023) Maria Clarke (from May 2023) Pam Elgar (from May 2023) Greg Warnecke (CEO / Secretary General)
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 2023

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

The management (including the CEO 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 2023 fairly reflects the financial position and operations of the organisation.

The organisation's 2023 financial statements are authorised for issue by the Board.

JANA RANGOONI

Full name of Chair



Signature of Chair

27 MARCH 2024

Date

GREG WARNECKE

Full name of CEO and Secretary General



Signature of CEO and Secretary General

27 MARCH 2024

Date

PARALYMPICS NEW ZEALAND INCORPORATED
STATEMENT OF COMPREHENSIVE REVENUE AND EXPENSES
FOR THE 12 MONTHS ENDED 31 DECEMBER 2023

	NOTE	12 MONTHS ENDED 31 DECEMBER 2023	12 MONTHS ENDED 31 DECEMBER 2022
		\$	\$
REVENUE FROM NON-EXCHANGE TRANSACTIONS			
Fundraising		167,032	264,988
Donations		57,938	44,178
Government Grants	5	2,147,535	1,733,093
Other Grants	5	363,051	420,426
Legacy	5	0	102,000
		2,735,556	2,564,685
REVENUE FROM EXCHANGE TRANSACTIONS			
Membership Fees		8,083	7,750
Sponsorship Income		738,744	549,524
Interest Received		233,697	107,908
Dividends		0	0
Other Income		90,146	161
		1,070,670	665,343
TOTAL REVENUE		3,806,226	3,230,028
EXPENSES			
Administration Expenses		75,066	71,612
Employee Related Costs		811,774	763,646
Depreciation		16,633	25,965
Governance		138,343	91,094
Occupancy		100,278	97,803
Grants & Performance Funding Expenses		2,074,898	1,597,918
Fees & Consultants		124,207	51,131
Commercial & Fundraising Expenses		219,515	296,051
Legacy Distributions		29,592	27,672
Unrealised loss on Investment		0	197,491
TOTAL EXPENSES		3,590,306	3,220,383
TOTAL SURPLUS/(DEFICIT) FOR THE PERIOD		215,920	9,645
Other Comprehensive Revenue and Expenses		0	0
Other Comprehensive Revenue and Expenses		0	0
Total Comprehensive Revenue and Expenses for the Year		215,920	9,645

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 2023

	NOTE	ACCUMULATED COMPREHENSIVE REVENUE & EXPENSES	NOTE 3.13 SPECIAL PROJECTS RESERVE	TOTAL EQUITY
			\$	\$
OPENING BALANCE 1 JANUARY 2023		3,831,157	1,036,944	4,868,101
Total comprehensive revenue and expenses for the Year		215,920	0	215,920
Transfers		(53,197)	53,197	0
CLOSING NET ASSETS 31 DECEMBER 2023		3,993,880	1,090,141	5,084,021
OPENING BALANCE 1 JANUARY 2022		3,741,147	1,117,309	4,858,456
Total comprehensive revenue and expenses for the Year		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

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 2023

	NOTE	AS AT 31 DECEMBER 2023	AS AT 31 DECEMBER 2022
		\$	\$
CURRENT ASSETS			
Cash and Cash equivalents	6	1,550,070	1,646,958
Investments	7	2,555,065	2,014,452
Receivables from non-exchange transactions		105,651	23,512
Prepayments		48,258	20,165
		4,259,044	3,705,087
NON-CURRENT ASSETS			
Investments	7	2,331,729	1,998,650
Property Plant & Equipment	8	16,244	18,973
Intangible Assets	9	56,704	38,582
		2,404,677	2,056,205
TOTAL ASSETS		6,663,721	5,761,292
CURRENT LIABILITIES			
Trade payables (from exchange transactions) and other creditors		206,919	168,293
GST Payable		36,563	5,921
Employee entitlements		124,275	111,188
Income in advance		1,109,061	585,878
Special Purpose Funds	10	102,882	21,911
		1,579,700	893,191
TOTAL LIABILITIES		1,579,700	893,191
NET ASSETS		5,084,021	4,868,101
EQUITY			
Accumulated comprehensive revenue and expenses		3,993,880	3,831,157
Special Projects Reserves	3.13	1,090,141	1,036,944
TOTAL NET ASSETS / EQUITY		5,084,021	4,868,101

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 2023

	NOTE	12 MONTHS ENDED 31 DECEMBER 2023	12 MONTHS ENDED 31 DECEMBER 2022
		\$	\$
CASH FLOWS FROM OPERATING ACTIVITIES			
Receipts from Government Grants		2,693,312	2,080,636
Receipts from Fundraising		46,551	23,832
Receipts from Sponsorship		763,077	585,524
Receipts from Donations		17,438	21,653
Receipts from Membership Fees		8,083	7,750
Receipts from other grants and other income		397,095	349,575
Receipt from Bequest Grant		0	102,000
Goods and Services Tax		30,643	(58,700)
Interest and Dividend Received		212,398	92,440
Interest Paid		0	0
Payments to Employees		(1,073,906)	(1,058,297)
Payments to Suppliers		(2,365,682)	(1,620,467)
NET CASH FLOWS FROM OPERATING ACTIVITIES		729,009	525,946
CASH FLOWS FROM INVESTING ACTIVITIES			
Purchase of property plant & equipment	8	(6,406)	(14,834)
Purchase of Intangible Assets	9	(34,950)	(23,805)
Net movement in investments	7	(784,541)	(1,276,432)
NET CASH FLOWS FROM INVESTING ACTIVITIES		(825,897)	(1,315,071)
CASH FLOWS FROM FINANCING ACTIVITIES			
Finance Lease		0	0
Repayment of Lease		0	(7,342)
NET CASH FLOWS FROM FINANCING ACTIVITIES		0	(7,342)
Net Increase in Cash & Cash Equivalents		(96,888)	(796,467)
Cash & Cash Equivalents at the start of the Year	6	1,646,958	2,443,425
CASH & CASH EQUIVALENTS AT THE END OF THE YEAR	6	\$1,550,070	\$1,646,958

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 2023

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 2023. The comparative financial statements are for the twelve months ended 31 December 2022.

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.

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.

The financial statements have been prepared based on the fact that the board has assessed the entity to be a going concern. This assessment has been made based on the current level of reserves held, as well as the expectation of continued support by the New Zealand Government through High Performance Sport NZ and Sport NZ, and other sponsors and donors.

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**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.

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**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

Under IPSAS 41, financial assets are classified into the following categories:

- **Amortised Cost:** This category includes financial assets that are held to collect contractual cash flows. They are measured at amortised cost using the effective interest rate method. This category is similar to the previous “Held to Maturity” category under the old standards.
- **Fair Value through Profit or Loss (FVTPL):** Financial assets that do not meet the criteria for classification in the other categories are classified as FVTPL. They are measured at fair value, and all changes in fair value are recognised in profit or loss.

The classification of the financial assets is determined at initial recognition.

PNZ financial assets are classified as either financial assets at fair value through Profit or Loss, 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 Profit or Loss

Financial assets at fair value through Profit or Loss 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.

Amortised Cost

Receivables are non-derivative financial assets with fixed or determinable payments that are not quoted in an active market. Short term receivables are recorded at the amount due, less an allowance for expected credit losses (ECL). This allowance is calculated based on lifetime ECL. In measuring ECL short term receivables have been assessed on a collective basis as they possess shared credit risk characteristics. They have been grouped based on the days past due. Short term receivables are written off when there is no reasonable expectation of recovery. No loss allowance for expected credit losses has been recognised because the estimated 12-month expected loss allowance for credit losses is trivial.

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. Although cash and cash equivalents at 31 December 2023 are subject to the expected credit loss requirements of PBE IPSAS 41, no loss allowance has been recognised because the estimated loss allowance for credit losses is trivial.

PARALYMPICS NEW ZEALAND INCORPORATED

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 Profit or Loss and term deposits which mature twelve months or more post balance date.

Although investments at 31 December 2023 are subject to the expected credit loss requirements of PBE IPSAS 41, no loss allowance has been recognised because the estimated loss allowance for credit losses is trivial

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	2023
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:

	2023
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.

PARALYMPICS NEW ZEALAND INCORPORATED

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.

5. REVENUE FROM NON-EXCHANGE TRANSACTIONS

Grants	2023	2022
HPSNZ	1,537,337	1,475,949
Sport New Zealand	610,198	257,144
Government Grants	2,147,535	1,733,093
Aotearoa Gaming Trust	34,024	54,476
Cyril Smith Legacy Fund	0	2,650
Four Winds Foundation Ltd	20,000	24,466
Grassroots Trust	8,936	11,972
NZCT	116,868	163,527
One Foundation	5,459	3,692
Pelorus Trust	7,302	5,853
Pub Charity	120,462	90,000
TAB NZ (formerly New Zealand Racing Board)	0	4,500
The Lion Foundation	50,000	59,290
Other Grants	363,051	420,426
Legacies		
Estate LS Natali	0	2,000
Estate H Widmer	0	100,000
Legacies	0	102,000

PARALYMPICS NEW ZEALAND INCORPORATED

6. CASH & CASH EQUIVALENTS

Cash & Cash equivalents include the following components:

	2023	2022
Cash and Deposits		
ASB Cheque Account	3,707	12,556
ASB Call Accounts	7,186	7,017
ANZ Cheque Accounts	841,092	949,565
ANZ Call Accounts	681,309	660,216
Cash Passports	4,035	1,217
IPC Escrow Account	9,243	9,318
Petty Cash	3,498	7,069
Total cash & cash equivalents	1,550,070	1,646,958

7. INVESTMENTS

	2023	2022
Short term deposits (between 3 and 12 months)	2,417,905	1,719,086
Investment funds held with Forsyth Barr (under 12 months) :		
Cash	86,617	145,569
Fixed Interest	50,543	149,797
Property	0	0
Total Current Investments	2,555,065	2,014,452
Investment funds held with Forsyth Barr (over 12 months) :		
Equities	1,247,039	1,067,327
Fixed Interest	974,932	824,902
Property	109,758	106,421
Total Non-Current Investments	2,331,729	1,998,650

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 be 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.

PARALYMPICS NEW ZEALAND INCORPORATED

8. PROPERTY PLANT & EQUIPMENT

2023	LEASEHOLD	OFFICE FURNITURE & EQUIPMENT	COMPUTER EQUIPMENT	SPORTS EQUIPMENT	TOTAL
Cost	1,635	46,007	45,592	9,576	102,810
Opening Accumulated Depreciation	(1,568)	(39,289)	(30,755)	(5,820)	(77,432)
Depreciation	(26)	(1,621)	(5,985)	(1,502)	(9,134)
	41	5,097	8,852	2,254	16,244

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

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

	2023	2022
Opening net book value	18,973	18,973
Additions	6,405	14,835
Disposals	0	(7,640)
Depreciation	(9,134)	(10,222)
Closing net book value	16,244	18,973

PARALYMPICS NEW ZEALAND INCORPORATED

9. INTANGIBLE ASSETS

	2023	2022
Intangible Assets		
Cost	138,635	103,685
Opening Accumulated Depreciation	(65,103)	(48,638)
Depreciation	(16,828)	(16,465)
	56,704	38,582
Reconciliation of the carrying amount at the beginning and end of the period:		
	2023	2022
Opening net book value	38,582	31,242
Additions	34,950	23,805
Disposals	0	0
Depreciation	(16,828)	(16,465)
Closing net book value	56,704	38,582

10. SPECIAL PURPOSE FUNDS

Special Purpose Funds as shown under Current Liabilities, include various grants that are intended for specific purposes, but are unspent at balance date. PNZ holds these funds on behalf of Athletes.

Special Purpose Funds	2023	2022
HPSNZ TAPs	9,554	2,767
Other	0	0
Prime Minister's Scholarships	93,328	19,144
	102,882	21,911

11. OPERATING LEASES

During the period office rental and other lease expenses totalled \$59,800 and \$10,594 respectively (2022 \$58,650 and \$4,936).

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	2023	2022
Not longer than one year	70,727	70,727
Later than one year but not longer than five years	14,366	84,754
	85,093	155,481

PARALYMPICS NEW ZEALAND INCORPORATED

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:

	2023	2022
Ace Payroll	1,160	1,080
Adecco NZ	0	100,000
Blue Star	24,000	6,000
Digital Hothouse	21,000	21,000
Ipsos	25,000	25,000
Macpac	0	53,358
Simpson Grierson	44,316	37,403
Sport NZ	46,500	0
Vidcom	0	20,000
	161,976	263,841

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.

	2023	2022
Financial Assets		
At amortised cost		
Cash & cash equivalents	1,550,070	1,646,958
Investments	2,555,065	2,014,452
Receivables from non-exchange transactions	105,651	23,512
Prepayments	48,258	20,165
	4,259,044	3,705,087
Measured at Fair Value		
Investments (breakdown per Note 7)	2,331,729	1,998,650
Financial Liabilities		
At amortised cost		
Trade & other creditors	206,919	168,293
GST Payable	36,563	5,921
Employee entitlements	124,275	111,188
High Performance Funding	102,882	21,911
Deferred Income	1,109,061	585,878
	1,579,700	893,191

PARALYMPICS NEW ZEALAND INCORPORATED

14. CAPITAL COMMITMENTS

There were no capital commitments at the reporting date (2022: \$ Nil)

15. CONTINGENT ASSETS & LIABILITIES

There were no contingent assets or liabilities at the reporting date (2022: \$ Nil)

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 \$1,512,896 (2022: \$1,425,000)
- Grant receipts from Sport New Zealand \$610,198 (2022: \$626,619)
- Sponsorship received from Sport New Zealand \$150,000 (2022: \$150,000)
- Value in Kind services received from Sport New Zealand \$46,500 (2022: \$ Nil)

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 paid an annual fee for Board and Committee duties, in line with the Board Remuneration and Development Policy.

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

	2023		2022	
	Remuneration	FTEs	Remuneration	FTEs
Board	82,500	0.37	30,000	0.12
Executive Officers	681,501	4.80	658,765	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

RSM Hayes Audit

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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 64 to 77 and the service performance information on pages 6 to 9. The complete set of financial statements comprises the statement of financial position as at 31 December 2023, 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 2023, and its financial performance, and its cash flows for the year then ended; and
- the service performance for the year ended 31 December 2023 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 information

The members of the governing body are responsible for the other information. The other information comprises the annual report pages 1 to 5 and 10 to 63 (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.

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RSM Hayes Audit is a member of the RSM network and trades as RSM. RSM is the trading name used by the members of the RSM network. Each member of the RSM network is an independent accounting and consulting firm which practices in its own right. The RSM network is not itself a separate legal entity in any jurisdiction.





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.

RSM Hayes Audit
Auckland

2 April 2024





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