



**WE'LL GIVE YOU
SOMETHING
TO TALK ABOUT**

**ANNUAL REPORT
AND FINANCIAL REPORT 2024**

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Chair's report

Kia ora koutou,

From day one, the Paris 2024 Paralympic Games lived up to the pre-Games prediction of IPC President Andrew Parsons, as the most spectacular in the history of the Paralympic Movement.

By almost every metric the Paralympics set new benchmarks in 2024 – we saw a record number of broadcasters, a record number of media on site and the most nations competing at a Paralympic Games.

Beyond the statistics, Paris 2024 will leave a long-lasting legacy and that is what the Paralympic Movement is all about.

Change Starts with Sport. Inspiring the growth in pathways from participation to podium in sports worldwide for those with a disability and leveraging the power of Paralympians and Para sports to change outdated attitudes towards disability.

Back here in Aotearoa New Zealand the Paralympic Games captured the hearts and minds of the public like never before, evidenced by record-breaking engagement, including the most extensive broadcast coverage, with more than two million Kiwis – over 40 percent of the population – tuning in to watch. All of which is central to inspiring the next generation and seeing much needed change in perceptions.

Paralympics New Zealand (PNZ)'s marketing campaign promised to give you 'Something To Talk About' and our

NZ Paralympic Team did just that. The NZ Paralympic Team of 24 athletes - comprising of ten debutants, across eight Para sports – performed with legendary Kiwi mana and pride, securing nine medals and setting one Paralympic record, four Oceania records, 11 national records and 12 personal best performances during 11 unforgettable days of competition in the French capital.

Thank you to all our Paralympians for your performances and the change you inspire.

While the medals and number of Para sports we compete in are not all that matters, they are a key indication that there are more pathways in a greater number of Para sports for a disabled person. **Signs are encouraging.** We have seen an eightfold increase in registrations of interest by potential Para athletes this year and more than 400 schools up and down the country registered to take part in Seeing is Believing, PNZ's Paralympic Education Programme delivered with the support from our Major Partner Toyota.

I have little doubt that the conversations prompted by Paris 2024 can continue to change perceptions of, and opportunities for, those with disabilities in Aotearoa New Zealand, and that momentum can be maintained looking ahead to Milano Cortina 2026, Los Angeles 2028 and beyond.

A huge credit to our PNZ Staff and existing and new partners, for contributing to achieving a positive financial result, particularly in a Paralympic Games year.

As we forecast ahead to 2032, and with the financial landscape remaining uncertain, we have the challenge to broaden our revenue models and continually review our costs, to focus on what matters most.

Thank you to the PNZ Athletes' Council for all their efforts and in particular I would like to thank inaugural Chair, Paralympian #213 Sarah Ellington and Paralympians #148 Michael Johnson MNZM, and #202 Jacob Phillips who step down, acknowledge Paralympian #195 Anna Grimaldi MNZM who has been re-elected, and welcome Paralympians #158 Adam Hall MNZM and #211 Danielle Aitchison who have been elected to the Council. With the success of the PNZ Athletes' Council, we now want to formalise a place for Para athlete representation on the PNZ Board and this is part of recent consultation to amend the PNZ Constitution, in line with other changes needed with the new Incorporated Societies Act.

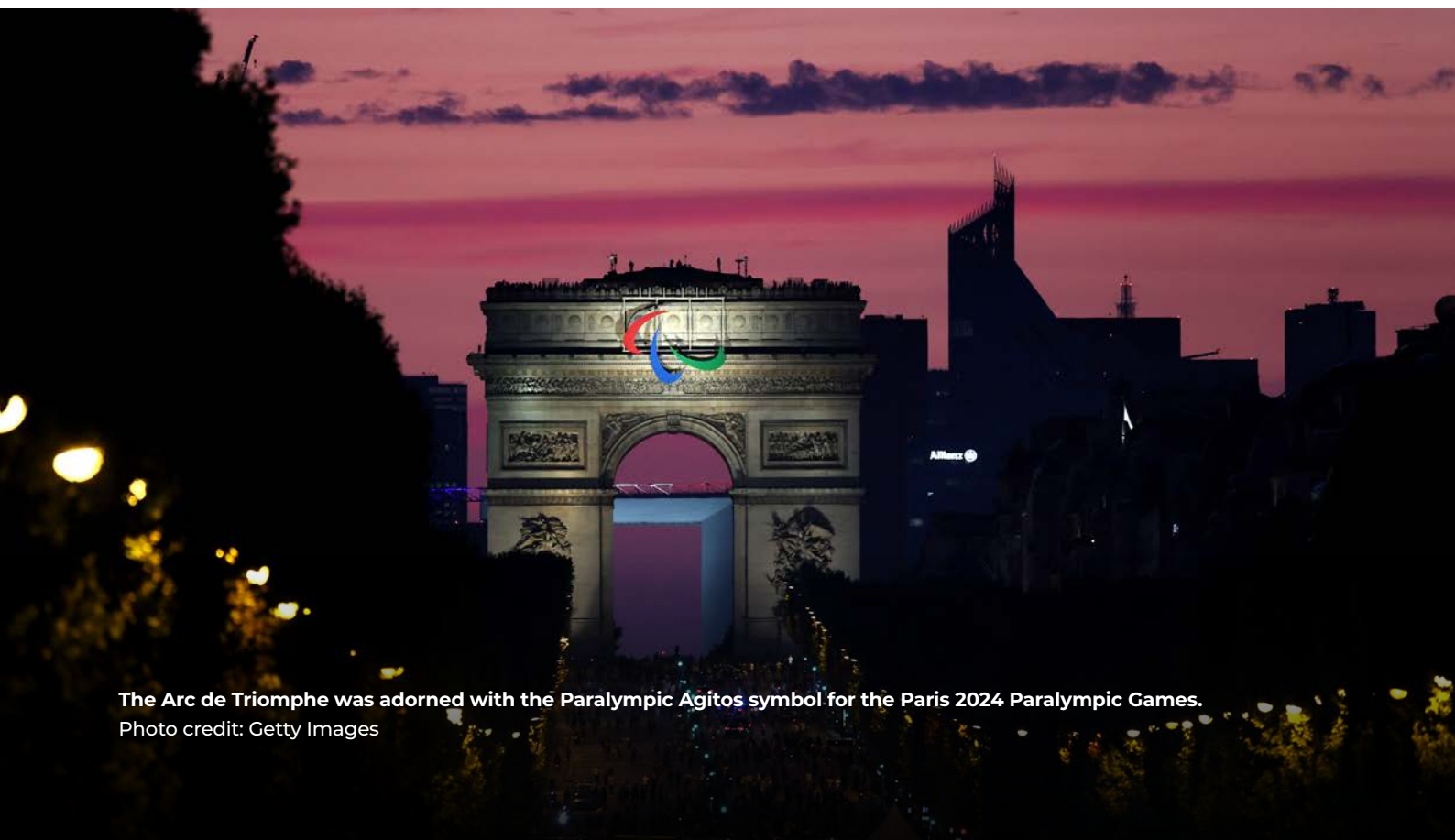
I would also like to acknowledge the leadership and efforts of the PNZ Board, CEO Greg Warnecke and the PNZ Staff who continue to drive forward our vision and strategy.

A particular note of thanks to our valued commercial and funding partners, our delivery partners High Performance Sport New Zealand, Sport New Zealand, our PNZ members National Sports Organisations, Parafed and similar organisations, and associate organisations – we could not do what we do without you.

Finally, I would like to thank our PNZ Patron, Her Excellency The Right Honourable Dame Cindy Kiro, GNZM, QSO, Governor-General of New Zealand, for her continued support.



JANA RANGOONI
CHAIR AND PRESIDENT, PNZ



The Arc de Triomphe was adorned with the Paralympic Agitos symbol for the Paris 2024 Paralympic Games.
Photo credit: Getty Images



CEO's report

Kia ora koutou,

As we reflect on the past year, 2024 might be remembered most for another successful Paralympic Games, but it should also be recognised as a year where significant progress was achieved, advocating, educating and celebrating the Paralympic Movement in Aotearoa New Zealand.

Leading into the Paris 2024 Paralympic Games, Paralympics New Zealand (PNZ) implemented our social change marketing campaign showcasing NZ Paralympians and Para athletes, to give all of Aotearoa New Zealand **#SomethingToTalkAbout**.

At the Paris 2024 Paralympic Games, the NZ Paralympic Team campaign got underway along the famous Champs-Élysées, with Paralympians #164 Cameron Leslie MNZM and #195 Anna Grimaldi MNZM proudly carrying the flag at the Opening Ceremony, representing all of Aotearoa New Zealand, before our Paralympians took to the fields of play at iconic locations, including the Chateau de Versailles and Stade de France.

The NZ Paralympic Team secured nine medals (one gold, four silver, four bronze) across three sports - Para athletics, Para canoe and Para cycling - before the full stop was put on a memorable Paralympic Games as Paralympians #208 William Stedman and #222 Nicole Murray, represented New Zealand as flagbearers at the Closing Ceremony.

With the support of unprecedented coverage by TVNZ, anchored by Paralympian #166 Dame Sophie Pascoe DNZM, our NZ Paralympic Team demonstrated that they are **#WorthTalkingAbout** with their performances uniting New Zealanders, and surpassing Paralympic Games viewing and engagement metrics in the process.

PNZ enjoyed significant reach, engagement and recognition via our social channels. As this content was shared by our incredible partners and supporters, this helped to generate unparalleled interest in our Paralympians. Thanks to media partners TVNZ, NZME, Attitude and Lumo for taking our Paralympians to more people than ever before and connecting with the future generation of Para athletes and Paralympians.

It was also a year of change. At the completion of 2024, PNZ supported the transition of the Para cycling programme to Cycling New Zealand, further strengthening the integration of Para sports with National Sports Organisations. We thank the many Para athletes and support staff that contributed to the success of the programme over many years. After winning medals at Paris 2024, Para cycling in Aotearoa New Zealand looks in great shape to enjoy continued success on the global stage.

PNZ will continue into 2025 as the National Sports Organisation for Shooting Para sport, as we look to grow interest and participation. It is also fitting to recognise Paralympian #148 Michael Johnson MNZM, who competed at a record-equalling sixth Paralympic Games in Paris. Michael is the Programme Lead for

PNZ's Shooting Para Sport Programme.

We welcomed Bupa – a new Official Partner, joining Major Partner Toyota, Official Partners Harvey Norman and Cadbury, Community Partners ACC and Sport NZ, and our extended partner whānau of Team Supporter and Official Suppliers. Your combined support is valued immensely and provides the critical foundation for PNZ to deliver across Para sport programmes and initiatives, including sending our NZ Paralympic Team to each Paralympic Games.

Thank you also to our PNZ Members, funders, and donors, for contributing so much to this success. And to the PNZ Staff, PNZ Athletes' Council and PNZ Board – the heights which have been scaled in 2024 would not have been possible without your combined energy and commitment.

Transforming lives through Para sport relies on the contributions of many. The platform which was created by the Paris 2024 Paralympic Games and the performances of our NZ Paralympic Team provide the foundation for continued growth across Para sport in Aotearoa New Zealand.

Moving into the next four-year Paralympic Games cycle, PNZ, our NZ Paralympians and Para athletes will challenge Aotearoa New Zealand to continue to **#TalkAboutThis**, with winter and summer Paralympic Games on the horizon.



GREG WARNECKE
CHIEF EXECUTIVE OFFICER AND
SECRETARY GENERAL, PNZ



One of many billboard designs which rolled out during the Paris 2024 Paralympic Games in the "Something To Talk About" marketing campaign.

Photo credit: 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 Para athletes, set up by the Para athletes.

Reflecting on 2024, all eyes were undoubtedly focused on the pinnacle event for the year - the Paris 2024 Paralympic Games. I was watching from home and found the TVNZ broadcast to be amazing. With Paralympian #166 Dame Sophie Pascoe DNZM as one of the main presenters of Paris 2024 it made the Games so much more authentic and relatable. Having the insights of our most successful Paralympian leading the broadcast coverage was certainly a significant step in the right direction.

A big congratulations as well, to all our newly pinned Paralympians who competed at Paris 2024. Wear your Paralympian number with honour and pride.

As a Council it has been a hard year to connect in person as many Council members had eyes on Paris 2024 qualification. But we did have some valuable online meetings and two face-to-face meetings to round off 2024.

We held our first Para athlete engagement events in March 2024 on the back of the Paris 2024 Roadshows in Cambridge, Auckland and Christchurch. The aim of these events was to grow awareness of the PNZ Athletes' Council, make greater connections in our community and hear

the views of Para athletes. We hope to further develop these connections into 2025.

Building our community has continued to be a priority for the Council over the past year. We've grown our contact list of Para athletes by 10%. Meanwhile, our email updates sent following each meeting have continued to receive positive feedback.

November 2024 also saw elections to the PNZ Athletes' Council. While three people stepped down, we saw the re-election of Paralympian #195 Anna Grimaldi MNZM and election of Paralympians #158 Adam Hall MNZM and #211 Danielle Aitchison. Moving forward the Council is in a great position. I wish the trio the best of luck and I'm sure they will build on the fantastic work already done.

From a personal point of view, my term as an inaugural member and Chair of the Athletes' Council has come to an end. It has been a huge privilege to serve on the Council. We started out as a new group in 2021, not quite sure what we were doing or the direction we wanted to go, but over the past three years we have been able to achieve great progress and made a difference by offering an athletes' voice across the work that PNZ delivers.

A handwritten signature in blue ink that reads "Sarah Ellington".

SARAH ELLINGTON
PARALYMPIAN #213
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

Paralympics 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, with support from Toyota, surpassed all expectations in 2024. A year highlighted by the Paris 2024 Paralympic Games, 406 schools across Aotearoa New Zealand signed up to access the educational materials provided as part of the programme. The organisation also surpassed its aspiration to target 50 school visits from Paralympians and Para athletes, as 73 were achieved across the calendar year.

Measure	2023	2024
Paralympian/Para athlete school visits	3	73
Schools using PNZ education materials	0 ¹	406
Paralympian/Para athlete appearances (other than schools)	11	37
Harvey Norman Para Sport Champions	20	21
PNZ events hosted or co-hosted	7	8
PNZ Cyril Smith Legacy Fund grants awarded (Number)	19	19
PNZ Cyril Smith Legacy Fund grants awarded (Value)	\$30,075	\$30,142

¹ 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**

The NZ Paralympic Team at the Paris 2024 Paralympic Games comprised 24 Paralympians, plus 41 delegation and support staff. The 24 Paralympians competed across eight Para sports – two more than at the Tokyo 2020 Paralympic Games. Twenty six Para athletes were classified across the calendar year. Nationally and globally, Paralympics New Zealand (PNZ) Para athletes attended 13 competitions. A total of 170 Para athletes are now represented by the PNZ Athletes' Council – a growth of a further 15 Para athletes compared to representation at the end of 2023.

Measure	2023	2024
Number of Para athletes classified	50	26
Number of Paralympians/Para athletes at Paralympic Games	0 ¹	24
Number of Delegation and Support Staff at Paralympic Games	0 ¹	41
Number of Para sports represented at Paralympic Games	0 ¹	8
Competitions attended by PNZ Para athletes	21	13
Number of Paralympians/Para athletes represented by PNZ Athletes' Council	155	170
Number of PNZ Athletes' Council meetings	4	3

¹ There were no Paralympic Games held in 2023. The previous Summer Paralympic Games was held in Tokyo 2021, where 29 Paralympians, supported by 37 Delegation and Support Staff, represented the NZ Paralympic Team in six Para sports.

Statement of Service Performance

Outcome 3:**New Zealand is diverse and fully inclusive**

Paralympics New Zealand (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.

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

Measure	2023	2024
Number of NZ Paralympic Team numbered pins presented	5	6
Promoted public recognition through award nominations for Para athletes, coaches, organisations, champions	16	17
Number of PNZ social media posts	1,216	1,616
Number reached by PNZ Facebook content	751,818	9,424,200
Number of PNZ media releases	50	71



OUTCOME 1

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

Members of the second intake of the Para Sport Collective participate in a practical strength and conditioning session at the in-person camp, June 2024.

Photo credit: PNZ

Seeing is Believing

Growing Paralympic Education in NZ

PROUDLY SUPPORTED BY



TOYOTA

Seeing is Believing, Paralympics New Zealand's (PNZs) Paralympic Education Programme, saw extensive reach and impact following its national launch in October 2023. Emphasis was placed on promoting and driving awareness of the programme within schools throughout the country. PNZ focused on driving teacher registrations throughout term four of 2023, encouraging teachers to explore the online resources, to implement the programme in 2024.

406 SCHOOLS REGISTERED

16 OF **16** REGIONS

2

PARIS 2024
PARALYMPIC GAMES
RESOURCES
RELEASED

GLOBAL INTEREST IN
SEEING IS BELIEVING
MODULES IN

15 COUNTRIES



What did we do?

In 2024, Seeing is Believing reached significant milestones that highlight its growing influence, awareness and exposure of Paralympians, Para athletes and the Paralympic Movement across Aotearoa New Zealand and beyond. 406 schools registered nationwide across all 16 regions in Aotearoa New Zealand demonstrating widespread engagement and a shared commitment to building more inclusive classrooms and communities.

Additionally, PNZ successfully released a two-part Paris 2024 Unit with part one released at 100 days to go and part two a week out from the Opening Ceremony of the Paris 2024 Paralympic Games. These units connected the excitement of Paris 2024 to classroom learning. It captured the imagination of learners and teachers alike, combining Para sport, storytelling, and inclusion to bring the values of the Paralympic Movement to life. The second unit released also featured a 'Something To Talk About' module, connecting learners with the three commercials featured in the PNZ marketing campaign,

and the long form interviews of Paralympians.

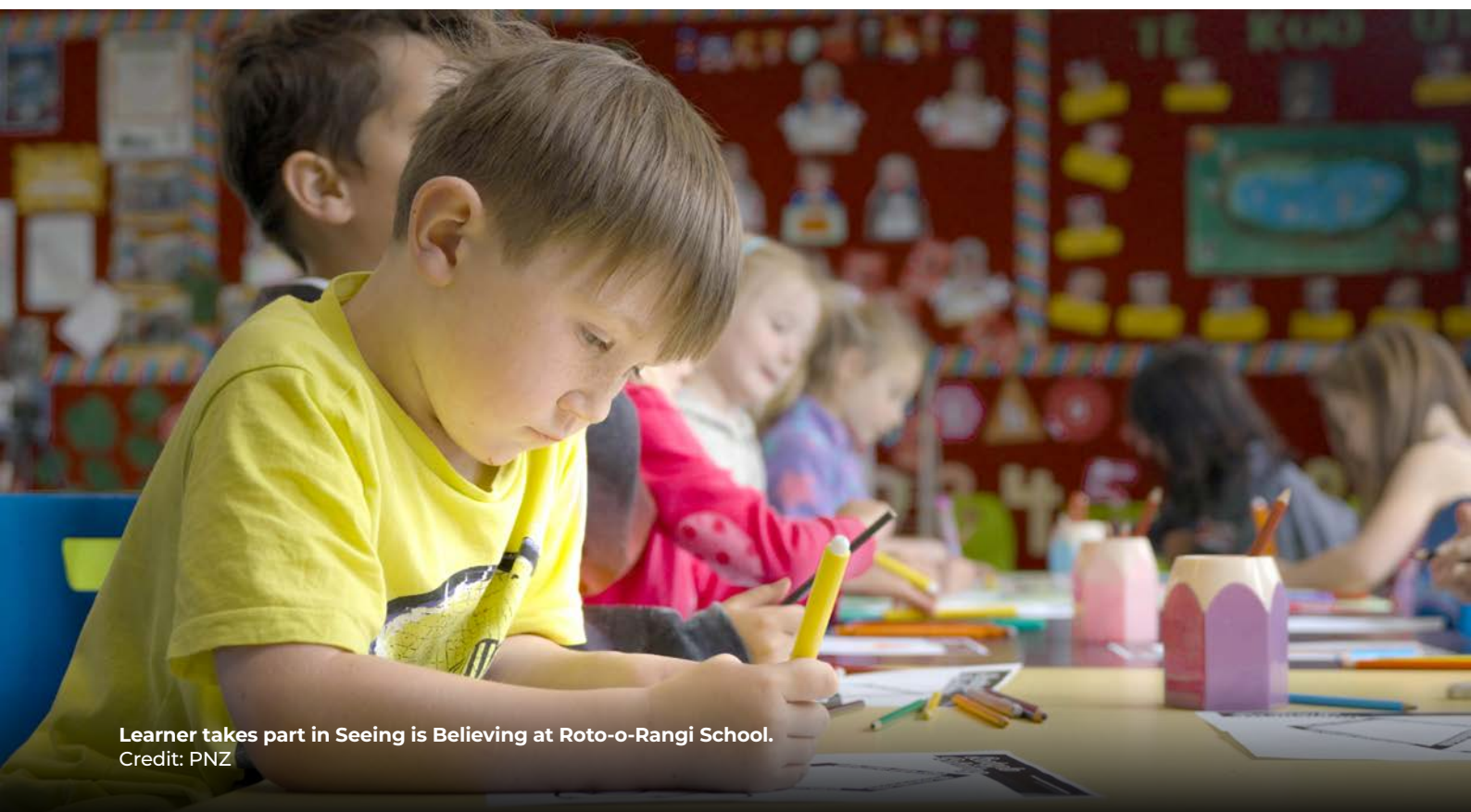
During this time the programme saw a surge of a further 200 schools register in the month leading up to and during the Paralympic Games, showing a huge interest in aligning learning with both the Paralympic Games and Olympic Games simultaneously. Although designed for Year 1-6 learners, the programme catered to a diverse age range, spanning from early childhood education through to secondary school. The adaptability and extensive resources, all connected to the New Zealand Curriculum, allowed schools to tailor content and delivery to meet the school values and unique needs of learners.

“

I was really impressed with the wide range of lessons provided on the website. They provide a huge amount of variety and all students were actively engaged from Year 1 through to Year 6.

Shelley Sutherland
St Burnadettes School

”



Learner takes part in Seeing is Believing at Roto-o-Rangi School.
Credit: PNZ

The impact

Inspiring the lives and minds of tamariki, teachers and the community

In 2024, Seeing is Believing has continued to transform the way educators perceive and approach inclusion and disability within their classrooms and helped to shape and change perceptions of disability for learners. Through participation, meaningful dialogue, and real-life experiences supported through the resources, tamariki have gained a deeper understanding of diversity and how they can celebrate their own differences.

Exposure and awareness

Only 59 schools out of 406 registered stated they had previously covered the Paralympic Games/Paralympic values/Paralympic Movement as a unit or focus.

Shifting perceptions

94% of schools who provided feedback noticed a change in the attitudes/perceptions of learners in their classroom towards disability, Para sport and the Paralympic Games.

Enjoyment of resources

Over 80% of respondents rated their learner enjoyment as five out of five stars.

Building connection

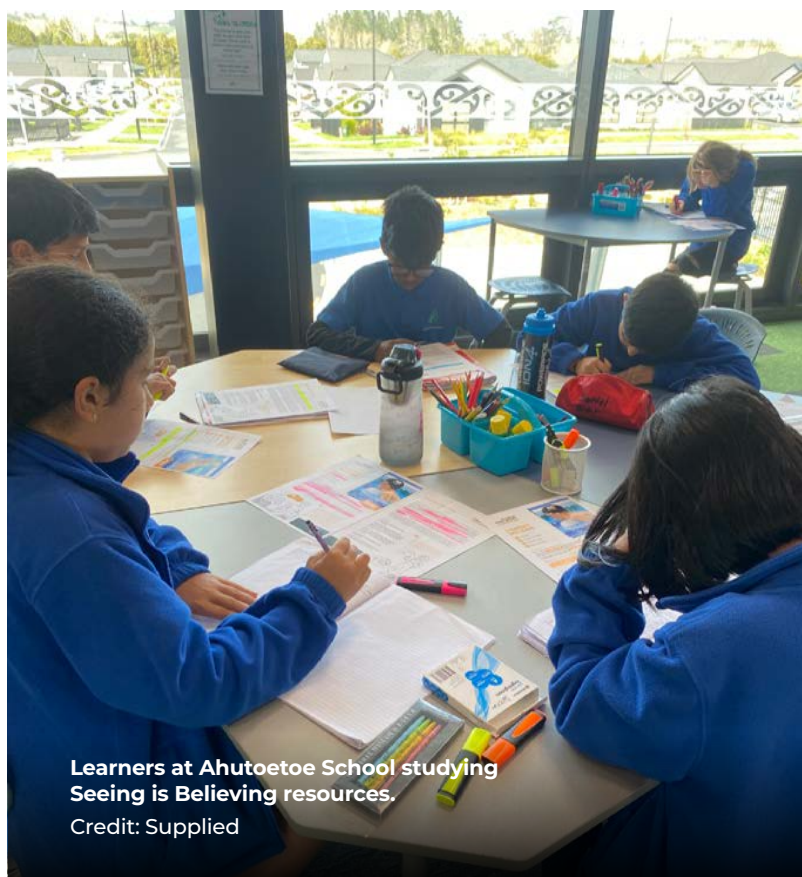
This year, Seeing is Believing strengthened its reach and impact as PNZ achieved meaningful collaborations with several key organisations and communities. This included the Sport New Zealand Healthy Active Learning Team, Parafeds or similar organisations and the Halberg Foundation by promoting inclusive sports opportunities, empowering Para athletes and enabling more students with disabilities to participate in physical activity. PNZ was also able to deliver workshops alongside other disability organisations including the Halberg Foundation and Special Olympics New Zealand to increase reach and education such as the HALO (Healthy Active Learning Opportunities) workshops and lectures at AUT University.

“

Hearing Devon Briggs' story about being bullied throughout school, and him being honest about how that affected him was amazing to hear, giving some thought for others to think before they say something mean.

Leizel Tregoworth
Roto-o-Rangi School

”



Learners at Ahutoetoe School studying Seeing is Believing resources.

Credit: Supplied

Harvey Norman[®]

PARA SPORT CHAMPIONS

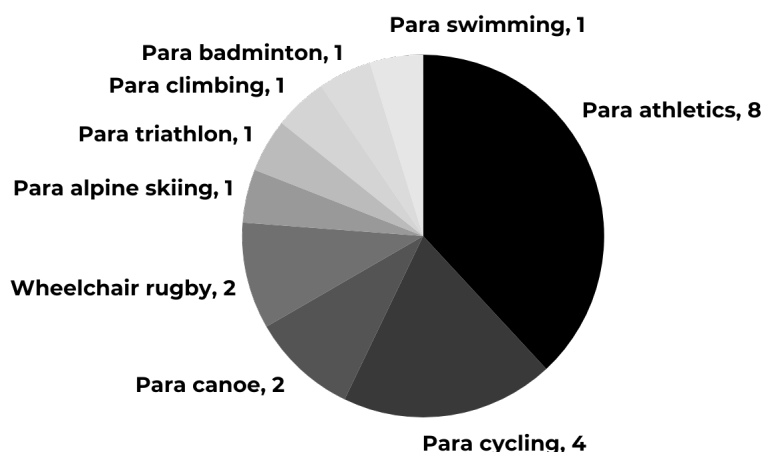
Para Sport Champions are Paralympians or Para athletes who bring the Paralympic values of determination, courage, inspiration, and equality to life through their actions and achievements. The Harvey Norman Para Sport Champions initiative as part of Seeing is Believing, has had an incredible first full year in schools around the country.

A total of 21 Paralympians and Para athletes, across nine Para sports, brought the programme to life through 73 school visits in 2024. Their visits have had a huge impact on more than 10,000 tamariki and ākonga. A total of 71 schools rated their Para Sport Champion visit as five out of five stars.

HARVEY NORMAN
PARA SPORT
CHAMPIONS VISITS

73

21 Para Sport Champions



Para Sport Champion Jaden Movold with students at Hukerenui School.
Credit: Supplied

2024 Para Sport Champions

Para Sport Champions	Para sports
Bailley Unahi	Para alpine skiing
Paralympian #192 Caitlin Dore	Para athletics
Paralympian #211 Danielle Aitchison	Para athletics
Paralympian #229 Devon Briggs	Para cycling
Paralympian #219 Gareth Lynch	Wheelchair rugby
Paralympian #199 Hamish McLean	Para swimming
Paralympian #183 Holly Robinson MNZM	Para athletics
Jaden Movold	Para athletics
Joe Smith	Para athletics
Paralympian #145 Kate Horan MNZM	Para cycling
Kurt Peterson	Para triathlon
Paralympian #226 Mike Todd	Wheelchair rugby
Milly Marshall-Kirkwood	Para athletics
Paralympian #234 Mitch Joynt	Para athletics
Paralympian #231 Peter Cowan	Para canoe
Rachel Maia	Para climbing
Paralympian #213 Sarah Ellington	Para cycling
Paralympian #198 Scott Martlew	Para canoe
Siobhan Terry	Para cycling
Paralympian #208 William Stedman	Para athletics
Paralympian #232 Wojtek Czyz	Para badminton

The impact

The visits from Harvey Norman Para Sport Champions were among the most impactful elements of the Seeing is Believing programme this year. These Para athletes brought their stories of determination, courage, and inspiration over adversity directly to classrooms across the country, leaving a lasting impression on thousands of children. Each visit was tailored to the story of the individual Para Sport Champion. Some delivered interactive sessions while others delivered to large group assemblies, captivating hundreds of learners.

For many tamariki and akonga, these encounters were transformative. Hearing firsthand from individuals who have overcome barriers helped to break down stereotypes about disability and foster a deeper understanding of the Paralympic

Movement. Many learners were inspired to view their own challenges differently, with many expressing newfound motivation to pursue their dreams regardless of obstacles. One young learner at Balaclava School in Dunedin was quoted after their own diabetes diagnosis - "If Bailley can cope with her disability, then I can cope with my diabetes" highlighting the true impact this programme and these Para athletes had on their audiences.

Teachers reported a noticeable shift in learners perceptions and attitudes, with increased empathy, curiosity, and respect toward others. The Para Sport Champions' stories also sparked rich classroom discussions and the importance of having goals, embedding the values and messaging within the Seeing is Believing programme into the learners' daily lives.



Paralympian #183 Holly Robinson MNZM visits Tahuna Normal Intermediate School.
Credit: Supplied



Students of Tahuna Normal Intermediate School hold a Paralympic gold medal.
Credit: Supplied



Paralympian #211 Danielle Aitchison speaks at Hillcrest High School.
Credit: Supplied



Paralympian #234 Mitch Joynt signs autographs at Waiheke Primary School.
Credit: Supplied



Paralympian #231 Peter Cowan visits Havelock North Intermediate school.
Credit: Supplied

Regional Community Para Table Tennis Pilot

68 DISABLED PARTICIPANTS

26 ACTIVATORS

7 ORGANISATIONS INVOLVED



Paralympics New Zealand (PNZ) staged a regional community Para sport pilot with Table Tennis New Zealand, Disability Sport Auckland, ParaFed Canterbury, ParaFed Waikato, Waitematā Table Tennis, Table Tennis Canterbury and Waikato Table Tennis from May-July 2024. The organisations collaborated to co-design and develop the pilot to improve the level of access to new and existing Para table tennis opportunities for disabled New Zealanders and enhance the capability of stakeholders to offer inclusive and quality community Para table tennis experiences in Auckland, Canterbury and Waikato.

The pilot outputs included an eight-week programme and a resource manual named 'Serve, Spin, Smash!'. The programme leveraged shared learnings and best practices from two previous pilots to enhance the operating approach for Para table tennis. This resulted in significant engagement and increase in participation as people with physical, vision and intellectual impairments interacted together.

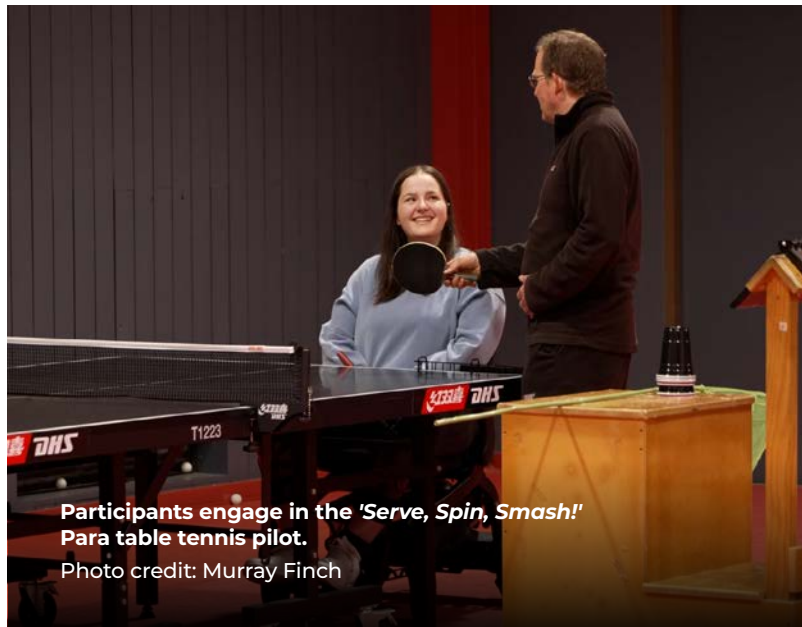
“

Before this programme I had never participated in Para sport but I have had a disability for eight years. This programme has opened my eyes to the possibilities out there for people with disabilities.

Participant

'Serve, Spin, Smash!'

”



Participants engage in the 'Serve, Spin, Smash!' Para table tennis pilot.

Photo credit: Murray Finch



The 'Serve, Spin, Smash!' pilot proved a big hit.
Credit: Lilian Exton

Following the evaluation of the pilot, Waikato Table Tennis Association introduced a Para table tennis membership option and integrated Para table tennis into their open tournament in order to make it attractive and welcoming for new members with health conditions and/or impairments. Further collaboration also resulted from the programme as one Parafed explored a joint funding application with a Special Olympics New Zealand club for combined sport sessions in their region.

The pilot gave Table Tennis New Zealand the ability to strengthen connections and gain better appreciation for regional differences while reinforcing their commitment to inclusion. This commitment provides more opportunities and quality experiences for all, leading to the integration of new coaches and officials frameworks, and ensures that Para table tennis pathways are visible from community through to high performance.

This pilot is expected to have an ongoing impact as the operating approach and best practices can be adopted in other regions that wish to provide Para table tennis opportunities for disabled people.

“

Even while I was constantly learning during the programme, it was still fun and I had lots of laughs.

Participant

'Serve, Spin, Smash!'

”

“

It allows me to see my capability and potential in Para sports which has been pretty awesome to my mana and self-confidence. I'm so much more open to trying other Para sports now since this programme.

Participant

'Serve, Spin, Smash!'

”

Awards and honours

Paralympian Nicole Murray shortlisted for major global Laureus Award

Paralympian #222 Nicole Murray was shortlisted for a prestigious Laureus World Sports Award for her outstanding achievements at the 2023 World Para Cycling Track Championships when she won three medals.

First held in 2000, the annual Laureus World Sports Awards is regarded as the premier global sporting awards ceremony.

The Ngāhinapōuri-raised Paralympian was shortlisted for a Laureus Award in the World Sportsperson with a Disability category.

Nicole is one of the world's top Para cyclists by world ranking. A left-hand amputee from a childhood accident, she competes in the C5 sport class where she snared Omnium gold, Individual Pursuit silver and 500m Time Trial bronze at the 2023 Para Cycling Track World Championships in Glasgow.

At the Paris 2024 Paralympic Games, Nicole won a bronze medal in the Women's C5 3000m Individual Pursuit.



Paralympian #222 Nicole Murray at the Laureus Awards in Madrid, April 2024.

Photo credit: Getty Images

PNZ Order of Merit

Paralympics New Zealand (PNZ) awarded the late Paralympian #13 Eve Rimmer BEM and the late Paralympian #17 Neroli Fairhall MBE a PNZ Order of Merit for their outstanding service to PNZ and Paralympic sport in Aotearoa New Zealand.

Eve, who passed away in 1996, was a trailblazer for Para athletes and a fervent advocate for disability rights, who became a household name in Aotearoa New Zealand through her outstanding sporting career.



Paralympian #13 Eve Rimmer receives BEM in 1976.
Photo credit: PNZ

Across four Paralympic Games, Eve won 14 medals – 11 in Para athletics with eight of them gold. Her total medal haul has only been surpassed in recent years by Paralympian #166 Dame Sophie Pascoe DNZM.

After a car accident at 15 left Eve paralysed, she found freedom in sport and enjoyed a stunning career. A passionate advocate for disability rights she served as a national councillor on the NZ Paraplegic and Physically Disabled Federation (now PNZ) and established several sporting clubs in the central North Island with Paralympian #14 Jim Savage MBE. She organised the

Games for the Disabled in Whakatāne, later renamed the Eve Rimmer Games and also founded the Disabilities Resource Centre in Whakatāne, constantly lobbying for better wheelchair access.

Neroli, who was paralysed from the waist down following a motorbike accident at the age of 24, enjoyed an historic sporting career competing at both the Paralympic Games and Olympic Games.

A four-time Paralympian she claimed Para archery gold at the Arnhem 1980 Paralympic Games before winning a gold medal at the Brisbane 1982 Commonwealth Games.

She made headlines around the globe competing as a disabled athlete at the Los Angeles 1984 Olympic Games.

She represented New Zealand in Para archery at two more Paralympic Games – in Seoul 1988 and Sydney 2000 – and became an administrator for disabled sport and coached elite-level athletes. Neroli passed away in 2006.



Paralympian #17 Neroli Fairhall gearing up for LA 1984.
Photo credit: PNZ

In Memoriam

Jim McKie

Paralympics New Zealand (PNZ) Order of Merit recipient Jim McKie passed away on the 27 May 2024. Jim was recognised for his outstanding service to Paralympic sport and PNZ in 2001 when awarded a PNZ Order of Merit. At that time, he was also inducted as a ParaFed Canterbury Life Member.

Jim was the first ever CEO of the NZ Paraplegic and Physically Disabled Federation, which later became PNZ in 2007. In the role of Secretary he took the first ever New Zealand Paralympic Team to the Tel Aviv 1968 Paralympic Games.

During an interview with Jim in 2018 he said: "The Tel Aviv 1968 Paralympics was an incredible learning experience for both athletes and management. These Paralympics provided a platform for what we now know as the Paralympic Movement and PNZ in New Zealand today."



Jim McKie at the ACC PNZ Open Day in Christchurch, 2017.
Photo credit: Getty Images

Phil Humphreys MNZM

Phil Humphreys MNZM, 78, passed away on 22 December 2024 after more than 40 years of service to the community, including to many with a disability. A PNZ Order of Merit recipient and ParaFed Canterbury Life Member, Phil was a Board member of ParaFed Canterbury for 27 years and served as Chair for several years.

Instrumental in introducing Wheelchair rugby to New Zealand in the early 1990s he was a regular volunteer at Wheelchair rugby events. A former Navy physical training instructor he assisted people with disabilities in pursuit of sporting and recreational activities. He also coached many disabled athletes, including Paralympians.

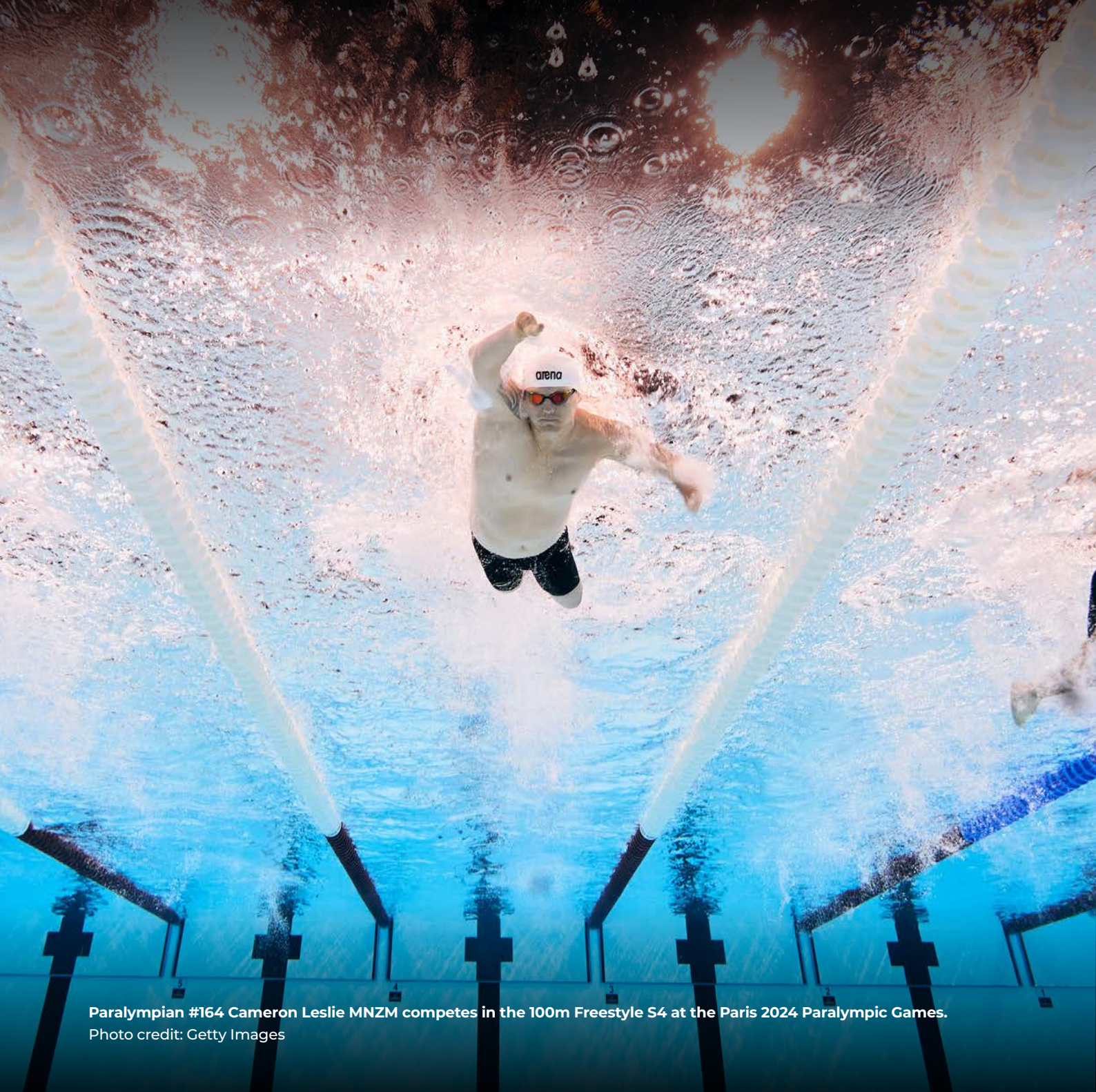
In early 2024 he was named a Member of the New Zealand Order of Merit (MNZM) for Services to people with disabilities and sport.



Phil Humphreys MNZM named a Member of the New Zealand order of Merit, March 2024.
Photo credit: Office of the Governor-General

OUTCOME 2

A STRONG AND
SUSTAINABLE PATHWAY TO
THE PARALYMPIC GAMES



Paralympian #164 Cameron Leslie MNZM competes in the 100m Freestyle S4 at the Paris 2024 Paralympic Games.
Photo credit: Getty Images



PARIS 2024



The Opening Ceremony of the Paris 2024 Paralympic Games was held at the iconic Place de la Concorde.
Photo credit: Getty Images



The NZ Paralympic Team at the Opening Ceremony of the Paris 2024 Paralympic Games.
Photo credit: Getty Images

24

Paralympians

01

Paralympic record

10

Debutants

04

Oceania records

05

Paralympians under 20

11

National records

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Female Paralympians

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Personal bests

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Male Paralympians

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Top eight finishes

41

Support staff

06

Fourth place finishes

08

Para sports

09

Medals



Raylene Bates

Chef de Mission



It was an honour and a privilege to lead the NZ Paralympic Team at the Paris 2024 Paralympic Games. The 24-strong Team will be able to share many happy memories from what was surely one of the finest Paralympic Games in history.

For me, there were so many highlights. It was great to see how the more experienced Paralympians were happy to share their knowledge and expertise with the debutants.

A real win for us at Paris 2024 was having a designated team room in which Paralympians, coaches and other support staff could regularly come together as one team. It created a different vibe and generated a natural environment where the Team could break down barriers, feel safe and interact with one another. It helped provide a true integration where Paralympians could chat to Paralympians, with their coaches and to the wider Team. To see the NZ Paralympic Team supporting and watching their fellow Kiwi athletes on the TV in our team room was very special because I don't think it is something the Team have had the opportunity to do at previous Paralympic Games.

It was a Games where, at times, we faced our challenges, but to be able to watch the Team grow and come together like a family as one whānau was a real highlight.



Team members cheer on Paralympian #195 Anna Grimaldi MNZM from the team room.
Photo credit: PNZ



Paralympian #231 Peter Cowan plays guitar in the team room.
Photo credit: PNZ



The NZ Paralympic Team

Para athletics

Danielle Aitchison, Paralympian #211

Anna Grimaldi MNZM, Paralympian #195

Mitch Joynt, Paralympian #234, Debutant

Holly Robinson MNZM, Paralympian #183

William Stedman, Paralympian #208

Anna Steven, Paralympian #224

Para badminton

Wojtek Czyz, Paralympian #232, Debutant

Para canoe

Peter Cowan, Paralympian #231, Debutant

Scott Martlew, Paralympian #198

Para cycling

Devon Briggs, Paralympian #229, Debutant

Rory Mead, Paralympian #221

Nicole Murray, Paralympian #222

Anna Taylor, Paralympian #225

Para equestrian

Louise Duncan, Paralympian #233, Debutant

Para swimming

Lili-Fox Mason, Paralympian #235, Debutant

Cameron Leslie MNZM, Paralympian #164

Tupou Neiufi, Paralympian #201

Jesse Reynolds, Paralympian #205

Gabriella Smith, Paralympian #237, Debutant

Joshua Willmer, Paralympian #238, Debutant

Para table tennis

Matthew Britz, Paralympian #230, Debutant

Shooting Para sport

Michael Johnson MNZM, Paralympian #148

Neelam O'Neill, Paralympian #236, Debutant

Greg Reid, Paralympian #204

**Note: Para cyclist Ben Westenberg was selected but an injury forced his withdrawal prior to the Games.*



Members of the NZ Paralympic Team gather outside the New Zealand tower before the Opening Ceremony of the Paris 2024 Paralympic Games.

Photo credit: PNZ

General support staff

Raylene Bates MNZM

Lynette Grace

Dr Julie Milmine

Scott Anderson

Dr Peter McKenzie

Jacinta Horan

Simeon Joplin

Lucy Jacobs

Rachel McLeod

Louise Davey

Sarah De Wattignar

Chris Morrison

Michelle Pickles

Rebecca McDonald (Paralympian #173)

Kelly James

Jana Rangooni

Greg Warnecke

Chef de Mission

Deputy Chef de Mission

Chief Medical Officer

Team Security Liaison Officer

Team Doctor

Team Physiotherapist

Preparation and Recovery Lead

Preparation and Recovery Support

Team Psychology Co-Lead

Team Psychology Co-Lead

Team Psychologist

Operations and Logistics Lead

Media and Content Lead

Media and Content Liaison

Pou Tuarā Tikanga and Cultural Lead

PNZ President and Chair

PNZ CEO and Secretary General

Para athletics support staff

Tim Driesen Team Manager

George Edwards Coach

Michael Jacobs Team Coach

Brianna Maynard Team Support

Jennifer Scott Physiotherapist

Para badminton support staff

Marianne Loh Coach

Para canoe support staff

Leigh Barker Team Manager/Coach

Myka Nuku Coach

Para cycling support staff

Brendon Cameron Team Manager

Elyse Fraser Coach

Matt Shallcross Coach

Lauren Shelley Physiotherapist

Michael Winter Team Mechanic

Dr Damian Wiseman Team Coach

Para equestrian support staff

Justin Duncan Groom

Andrea Raves Coach

Para swimming support staff

Simon Mayne Head Coach

Tom Onley Coach

Amanda White Team Manager

Graeme White Physiotherapist

Para table tennis support staff

John Tuki Coach

Shooting Para sport

Sonja Benčina Team Manager

Janelle McGirr Loader/Support Person

Ricky Zhao Coach

Lynette Grace

Deputy Chef de Mission



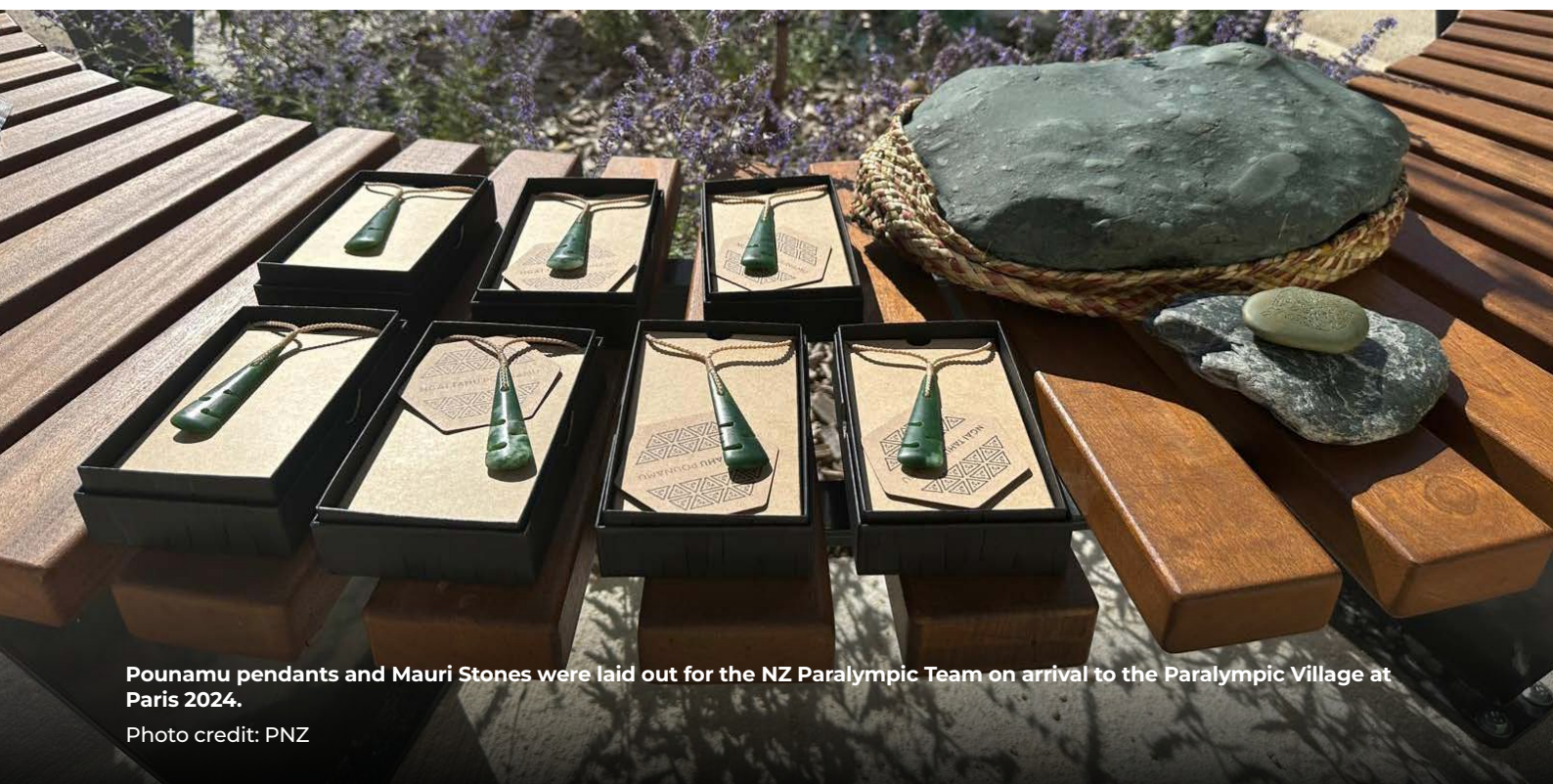
I was immensely proud of the NZ Paralympic Team which brought home nine medals across 11 days of intense action.

Off the field of play, for the first time Paralympics New Zealand (PNZ) introduced a cultural advisor to travel with the NZ Paralympic Team. Thanks to Sport New Zealand to offer the support of Kāhui Rautaki Māori Pou Tuarā Kelly James. The Team (both Paralympians and Support Staff) were gifted pounamu pendants and the pendants were put around the Mauri stones (touch stones) which created an environment connecting our people and helped them understand what makes us different to all other competing nations.

Paralympian #164 Cameron Leslie MNZM and Paralympian #195 Anna Grimaldi MNZM were proud flagbearers for the Opening Ceremony while Paralympian #208 William Stedman and Paralympian #222 Nicole Murray were voted by their fellow Paralympians to carry the New Zealand flag for the Closing Ceremony.

In stark contrast to the Tokyo 2020 Paralympic Games and the Beijing 2022 Paralympic Winter Games where COVID-19 restrictions impacted on supporters, family and friends being able to attend the Games, Paris 2024 created a fantastic spectator experience.

First-time Chef de Mission Raylene Bates MNZM, supported by the leadership team, set the tone for the Team culture and environment, which provided a strong sense of Team spirit with a focus on wellbeing and Paralympian experience.



Pounamu pendants and Mauri Stones were laid out for the NZ Paralympic Team on arrival to the Paralympic Village at Paris 2024.

Photo credit: PNZ

Paris 2024 top eight performances

Para athletics

Danielle Aitchison

Silver – 100m T36

Silver – 200m T36

Anna Grimaldi MNZM

Gold – 200m T47

Bronze – 100m T47

Fourth – Long Jump T47

Mitch Joynt

Sixth – 200m T64

Holly Robinson MNZM

Bronze – Shot Put F46

Sixth – Javelin F46

William Stedman

Silver – 400m T36

Fourth – Long Jump T36

Sixth – Men's 100m T36

Anna Steven

Eighth – 200m T64

Para badminton

Wojtek Czyz

Seventh – Men's Singles SL3

Para canoe

Peter Cowan

Bronze – Men's VL3 200m

Scott Martlew

Fifth – Men's KL2 200m

Para cycling

Devon Briggs

Fifth – C3 3000m Individual Pursuit

Seventh – C1-3 1000m Time Trial

Rory Mead

Fourth – H1-2 Road Race

Fifth – H2 Individual Time Trial

Nicole Murray

Bronze – C5 3000m Individual Pursuit

Fourth – C5 Individual Time Trial

Fifth – C4-5 500m Time Trial

Anna Taylor

Silver – C4 3000m Individual Pursuit

Seventh – C4 Individual Time Trial

Para swimming

Cameron Leslie MNZM

Fourth – 50m Freestyle S4

Fourth – 50m Backstroke S4

Seventh – 100m Freestyle S4

Eighth – 200m Freestyle S4

Jesse Reynolds

Seventh – 100m backstroke S9

Gabriella Smith

Seventh – 100m Breaststroke SB9

Eighth – 200m Individual Medley SM10

Shooting Para sport

Michael Johnson

Fifth – R4 10m Air Rifle Standing SH2



Paralympian #232 Wojtek Czyz in Men's Singles SL3 action at Paris 2024.

Photo credit: Getty Images



Paralympian #233 Louise Duncan competes in the Dressage Individual Grade IV Para Grand Prix at the Palace of Versailles.

Photo credit: Getty Images



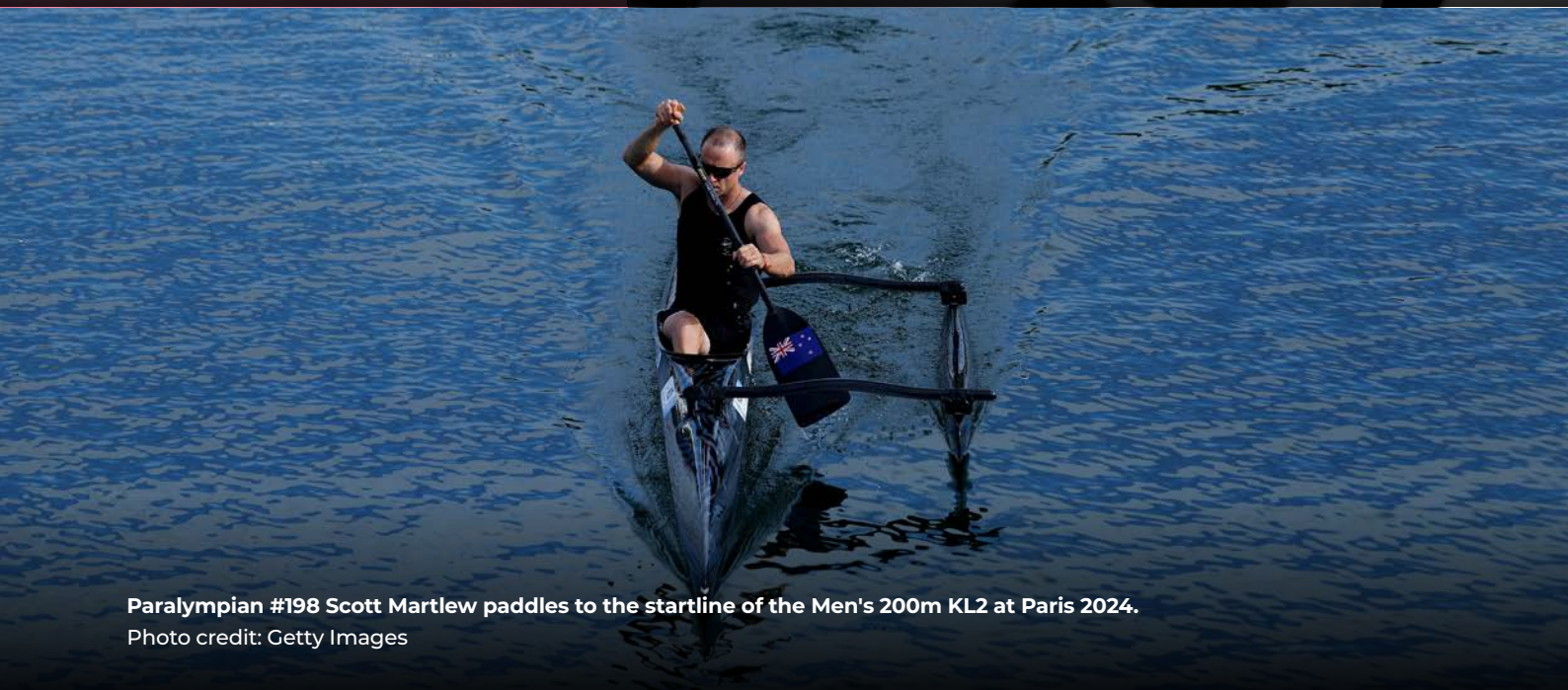
Paralympian #237 Gabriella Smith finishes the Women's 200m Individual Medley SM10 at Paris 2024.

Photo credit: Getty Images



Paralympian #236 Neelam O'Neill takes aim in the R3 Mixed 10m Air Rifle Prone SH1 at Paris 2024.

Photo credit: Getty Images



Paralympian #198 Scott Martlew paddles to the startline of the Men's 200m KL2 at Paris 2024.

Photo credit: Getty Images

PNZ Cyril Smith Legacy Fund

Distribution of funds for Para athletes and Para sport programmes



Paralympian #208 William Stedman
Cyril Smith Legacy Fund recipient

In 2014, Paralympics New Zealand (PNZ) was generously gifted \$1 million from Christchurch philanthropist Cyril Smith. The 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 \$30,142 was awarded to the following recipients of the PNZ Cyril Smith Legacy Fund for the 2024 financial year.

Amount	Applicant	Funds used towards
\$2,000	Matthew Whiting	Domestic/international competition travel/accommodation
\$1,500	Sarah James	Domestic/international competition travel/accommodation
\$209	Aquagym Swim Club	Equipment/sport apparel
\$1,500	ParaFed Canterbury	Coach development
\$1,000	Table Tennis Canterbury Incorporated	Coaching and programme initiation
\$3,000	Scott Martlew	Equipment/sport apparel
\$900	Millie Long	Equipment/sport apparel
\$220	Lili-Fox Mason	Equipment/sport apparel
\$3,000	Thomas Coysh	Specialist coaching
\$1,479	Ben Johnston	Domestic/international competition travel/accommodation
\$1,500	Lilian Exton	Domestic/international competition travel/accommodation
\$900	Canterbury Wheelchair Rugby	Coach Development
\$2,200	Laurie Sayers	Equipment/sport apparel
\$700	William Stedman	Domestic/international competition travel/accommodation
\$900	Canterbury Wheelchair Rugby	Coach Development
\$1,000	Sarah James	Domestic/international competition travel/accommodation
\$5,600	William Stedman	Domestic/international competition travel/accommodation
\$534	Charlotte Walker	Domestic/international competition travel/accommodation
\$2,000	ParaFed Canterbury	Coach Development

PNZ

Para Cycling

Programme

9

MEDALS 
 UCI PARA CYCLING TRACK
 WORLD CHAMPIONSHIPS

4

MEDALS
 NICOLE MURRAY
 PARA CYCLING TRACK WORLD
 CHAMPIONSHIPS

1

RAINBOW JERSEY 
 UCI PARA CYCLING TRACK
 WORLD CHAMPIONSHIPS

6

MEDALS 
 UCI ROAD WORLD CUP

2

MEDALS 
 PARA CYCLING ROAD
 CHAMPIONSHIPS

A successful campaign began in January 2024 with the UCI Road World Cup event in Adelaide, Australia. New Zealand sent a large team of ten Para athletes (some community supported) to South Australia, the primary event that Paralympics New Zealand (PNZ) targeted to earn Paris 2024 qualification slots.

The event also served as an opportunity for Paralympian #229 Devon Briggs to undergo an International Classification review where he was confirmed as a C3 Para athlete.

In March 2024, New Zealand enjoyed a stunning UCI Para Cycling Track World Championships in Rio winning nine medals - highlighted by gold for Devon.

Paralympian #222 Nicole Murray travelled to Madrid, Spain as a finalist at the Laureus Awards in the *Sportsperson of the Year*

with a Disability category. The timing of these awards dovetailed nicely into one of the three UCI Road World Cups in Ostend, Belgium and then two days after this event all nations were able to participate in a closed road event and experience the Paris 2024 Paralympic Games road course. Nicole was able to video the circuit and once home presented course notes to all Team members and Paris 2024 hopefuls.

To round out the 2024 season, Paralympian #220 Eltje Malzbender was the sole Kiwi in action at the UCI Road World Championships in September 2024 in Zurich, Switzerland. Eltje rode well to secure bronze medals in the Women's T1 Time Trial and Women's T1 Road Race. This event, like the UCI Glasgow Super World Championships in 2023, were ground-breaking with the Para cycling programme fully integrated with the wider cycling event programme.

Results

2024 UCI Road World Cup, Adelaide

Eltje Malzbender Gold - T1 Individual Time Trial

Gold - T1 Road Race

Rory Mead Bronze - H2 Individual Time Trial

Bronze - H2 Road Race

Nicole Murray Gold - C5 Road Race

Silver - C5 Individual Time Trial

2024 UCI Track World Championships, Rio de Janeiro

Nick Blincoe Eighth - C4 flying 200m (Omnium only event)

Devon Briggs Gold - C3 1000m Individual Time Trial (Part of Omnium event)

Silver - C3 Omnium (including World Record in flying 200m & 1000m Individual Time Trial)

Bronze - C3 Individual 3000m Individual Pursuit

Third - Elimination Race (Exhibition Event)

Nicole Murray Silver - C5 3000m Individual Pursuit

Silver - C5 Omnium final

Bronze - C5 10km Scratch Race

Bronze - C5 500m Individual Time Trial

First - Elimination Race (Exhibition event)

Third - Flying C5 200m Time Trial (non-medal Omnium event)

Anna Taylor Silver - C4 500m Individual Time Trial

Bronze - C4 Omnium

Fourth - C4 3000m Individual Pursuit

Fourth - C4 10km Scratch Race

Eighth - Elimination Race (Exhibition Event)

Ben Westenberg Fifth - C4 Omnium

Fifth - Elimination Race (Exhibition Event)

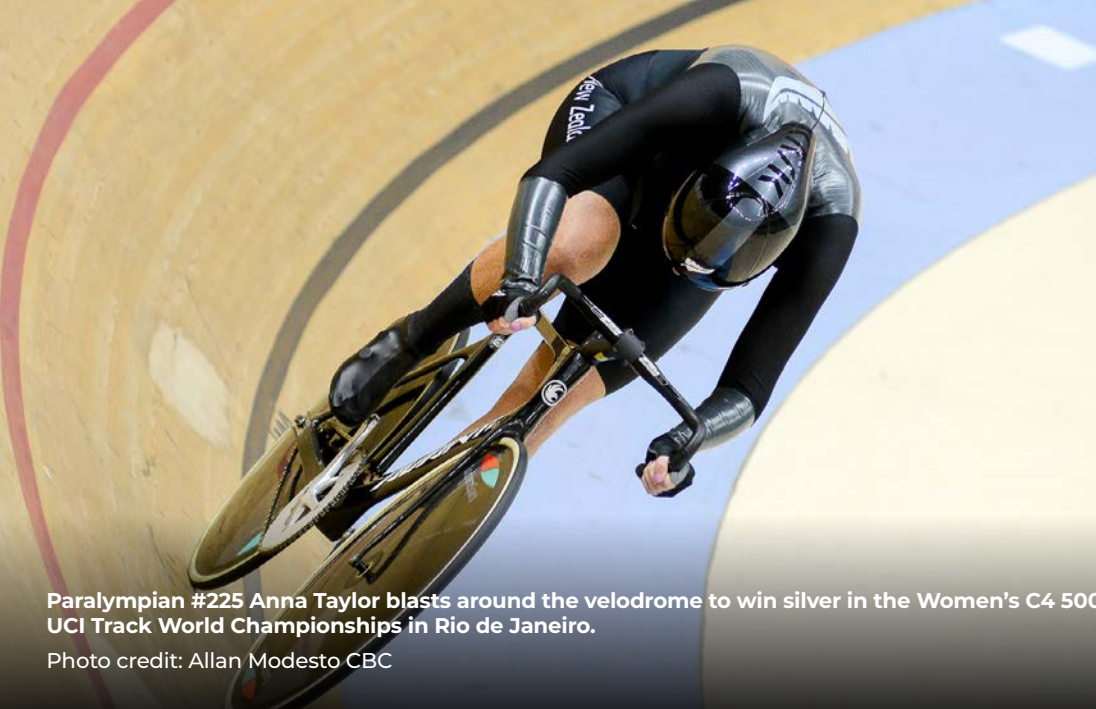
Sixth - C4 4000m Individual Pursuit

Seventh - C4 15km Scratch Race

2024 UCI Road World Championships, Zurich

Eltje Malzbender Bronze - T1 Individual Time Trial

Bronze - T1 Road Race



Paralympian #225 Anna Taylor blasts around the velodrome to win silver in the Women's C4 500m Individual Time Trial at the 2024 UCI Track World Championships in Rio de Janeiro.

Photo credit: Allan Modesto CBC



Paralympian #229 Devon Briggs claims the iconic rainbow jersey as he wins gold in the C3 1000m Individual Time Trial at the 2024 UCI Track World Championships in Rio de Janeiro.

Photo credit: Miriam Jeske CBC



Paralympian #220 Eltje Malzbender took home two bronze medals at the 2024 UCI Road World Championships in Zurich.

Photo credit: SW Pix



PNZ

Shooting Para Sport Programme

3 PARA ATHLETES SELECTED FOR PARIS 2024

5 HIGH PERFORMANCE PARA ATHLETES

14 DOMESTIC COMPETITIONS

2 NORTH ISLAND DEVELOPMENT GROUP PARA ATHLETES

5 TRAINING CAMPS



The Shooting Para Sport Programme enjoyed a good year. The goal of two quota plus one bipartisan quota slots with three Para athletes was achieved – Paralympian #148 Michael Johnson MNZM, #204 Greg Reid and #236 Neelam O'Neill earning selection and competing for the NZ Paralympic Team at the Paris 2024 Paralympic Games. This was a positive step forward for the programme with only one New Zealand Paralympian representing Shooting Para sport at the Tokyo 2020 Paralympic Games.

Besides Michael, Greg and Neelam, Natalie Brunzel and Paralympian #107 Grant Sharman MNZM also featured as part of the Paralympics New Zealand (PNZ) High Performance programme in 2024.

Five New Zealand Para athletes competed at the New Delhi World Cup event in India in March 2024 with Michael and Greg securing quota spots for the Paris 2024 Paralympic Games.

Two new Para athletes joined the North Island Development group in Andrew Fairweather (Waikato) and Eligh Fountain (Northland). The Christchurch region has also performed well in its Shooting Para Sport Programme with between 12 to 15 Para athletes actively competing.

Twelve club competitions took place in Auckland and a further two in the Canterbury region. Five training camps took place at Mt Eden in Auckland.

In November 2024, PNZ applied to HPSNZ seeking support and investment into the Shooting Para Sport Programme for the 2025-2028 cycle. Central to the application was Michael and Neelam as High Performance Para athletes leading through to the LA 2028 Paralympic Games, supported by initiatives to grow the wider Shooting Para Sport Programme.

Top eight results

New Delhi Shooting Para Sport World Cup

Michael Johnson MNZM

Silver – R4 Mixed Air Rifle Standing SH2

Fifth - R9 Mixed 50m Rifle Prone SH2

Natalie Brunzel and Kiranjit Singh

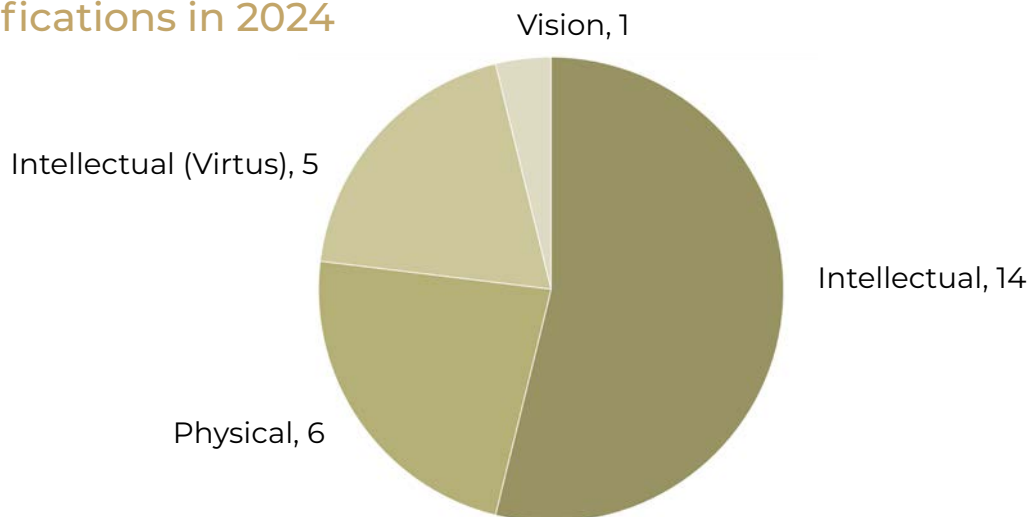
Fourth – R11 Mixed Team 10m Air Rifle



The PNZ Shooting Para sport Team at the New Delhi World Cup, March 2024.
Photo credit: PNZ

PNZ Classification Programme

Classifications in 2024



Classification Management

Paralympics New Zealand (PNZ) contributed to 26 classifications in 2024 with oversight of the Shooting Para sport, Para cycling, Intellectual Impairment and Vision Impairment classification programmes. The number classified in 2024 was lower than previous years however this is common in the year of a summer Paralympic Games.

Classification Training

In April 2024, PNZ hosted the annual classifier forum in Auckland with 16 classifiers in attendance. The training was a great success with 16 Para sports and organisations represented, multiple speakers and key takeaways to be implemented. This annual training is an integral component of PNZ's engagement in NSO classifier development and connecting the network to share ideas, best practice and key international updates.

Through HPSNZ Prime Minister Scholarship funding, PNZ supported

four classifiers to undertake classifier training overseas this year. To ensure this funding is fully utilised in the coming year, PNZ will work with NSOs to identify new opportunities to recruit, support and develop classifiers.

Virtus

As a member of Virtus, PNZ continues to manage the eligibility verification programme for NSOs and Para athletes with an intellectual impairment. As the awareness and opportunities within Virtus grow, PNZ will strive to streamline internal processes and support NSOs.

The year ahead

Key classification projects for 2025 include review of the overall PNZ classification programme and PNZ Para Athlete Classification Code and Standards. PNZ plan to maximise NSO classifier training opportunities and work closely with NSOs to ensure their individual classification programmes are both compliant and seamless for the Para sport community.

International update

2025 IPC Classification Code

In May 2024, the International Paralympic Committee (IPC) Extraordinary General Assembly approved the new 2025 IPC Classification Code following a three-phase consultation process of the 2015 IPC Athlete Classification Code. Implementation of the new IPC Classification Code is in effect from January 2025 for summer Para sports and July 2026 for winter Para sports.

2024 IPC Annual Classification Meeting

Kristin Farrell, PNZ Senior Manager, Sport and Pathways represented PNZ at the IPC Annual Classification Meeting at IPC Headquarters in Bonn in October 2024. PNZ representation at this annual meeting is key to growing connections within the classification community and collaborating on initiatives which will support NSO classification programmes.



Outside the IPC Headquarters in Bonn, Germany.
Photo credit: PNZ



Members of the IPC Annual Classification Meeting at IPC Headquarters in Bonn, October 2024.

Photo credit: PNZ

PARA SPORT COLLECTIVE

SUPPORTED BY



ACROSS THE FIRST TWO INTAKES SO FAR

76 PARA ATHLETES
COACHES AND
NSO OBSERVERS

3 IN-PERSON
CAMPS

16 PARA SPORTS
REPRESENTED

6 ONLINE
CONNECTS

The Para Sport Collective enjoyed a very successful year in 2024. Intake 1 participants, including Para athletes and coaches, 'graduated' in March 2024 after a year on the programme, and the feedback was overwhelmingly positive.

Participants reported that they finished the year feeling connected, confident, with increased knowledge and skills, and with an awareness of opportunities along the Para sport pathway. They also felt confident in advocating and promoting Para sport.

This translated into:

- Three Para Sport Collective participants training to become Para Sport Champions for the Seeing is Believing Paralympic Education Programme.

- Four participants standing for election to the PNZ Athletes' Council.
- Other advocacy examples include a number of Para Sport Collective participants volunteering to be involved in a 'focus group' for Drug Free Sport New Zealand (now part of the Sport Integrity Commission Te Kahu Raunui) to make their education content more accessible.

Participants have remained well connected, with three online "reconnects" as well as celebrating successes, and sharing and supporting each other through their individual Para sport journeys.



Members of Intake 2 of the Para Sport Collective gather for their second in-person camp at AUT Millennium, November 2024.

Photo credit: PNZ

Furthermore, from Intake 1, Paralympian #233 Louise Duncan, Para athlete Ben Westenberg, and coaches Marianne Loh and John Tuki, were selected to the NZ Paralympic Team for the Paris 2024 Paralympic Games, which was a proud moment for the Para Sport Collective whānau.

The conclusion of Intake 1 left little doubt that the Para Sport Collective has a very important role to play in strengthening the Para sport pathway.

Intake 2 was then nominated and selected with 25 Para athletes, 12 coaches and two National Sports Organisation observers featuring. This group got underway with their first in-person camp in June 2024.



Para Sport Collective members study resources at a camp.
Photo credit: PNZ

Following Camp 1, participants enjoyed three online connects, including an introduction to Performance Nutrition, Personal Brand, Media and Social Media and an introduction to injury minimisation.

These were followed by a second two-day in-person camp, on 30 November to 1 December 2024, which included practical nutrition and injury minimisation sessions, a media training session, providing a valuable follow on from the online theory introductions across these areas of performance support.

Camp 2 concluded with an insightful and entertaining Q & A session with Paralympian #164 Cameron Leslie MNZM, Paralympian #205 Jesse Reynolds, and Swimming New Zealand Paralympic Programme Lead Simon Mayne.

Looking ahead, Intake 2 will finish their time on the programme in mid-2025, and each participant will leave connected, with increased confidence, skills and knowledge, and with an in-depth individual performance plan, including a clear understanding of who needs to be in their support circle to ensure they can enjoy success and reach their potential.

“

For many years I have pretty much worked by myself in the Para sector, learning as I have gone on. To have a group of people who really understood the situation, to having shared experiences was priceless, BUT then to be given the 'best in their field' providers to learn from was AWESOME. This initiative HAS to be continued for the overall improvement in Para sport.

Intake 1 participant
Para Sport Collective

”

“

It is an incredible experience being part of this Collective with such an inspiring group of athletes and coaches. I feel very privileged to be part of this group I loved every minute! Thank you for opening this door for me and so many others... Thank you, so truly grateful.

Intake 2 participant
Para Sport Collective

”

Community Para sport landscape

215 PARA SPORT
OPPORTUNITIES

65 REGULAR OPPORTUNITIES
WEEKLY IN SEASON

23 PARA SPORTS
EXPERIENCED IN NZ

14 PARAFEDS OR SIMILAR
ORGANISATIONS
SUPPORTING COMMUNITY
PARA SPORT

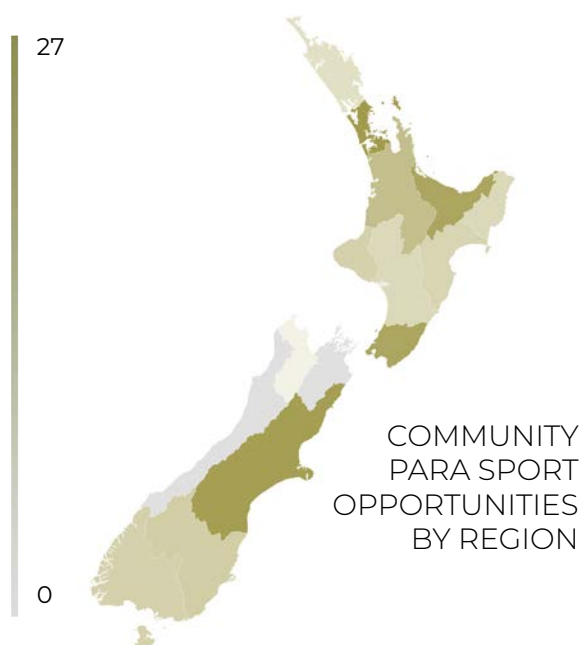
Paralympics New Zealand (PNZ) continued to collaborate with Parafeds and similar organisations to better understand, support and connect disabled people to an increased number of community Para sport opportunities. With the help of all Parafeds and similar organisations, PNZ was able to update the community Para sport database. This continues to grow as a greater number of mainstream sports organisations along with Parafeds and similar organisations deliver to disabled participants. In 2024, 215 community Para sport opportunities were identified in New Zealand, an increase on 177 in 2023.

Co-designing Shared Initiatives

PNZ held individual dialogues with all 11 of PNZ's Parafed members regarding future work with Parafeds on Shared Initiatives and held a joint discussion with the Parafed Network Steering Group to determine potential next steps. The Shared Initiative was defined as "PNZ invite Parafed, NSO and Associate members to work together with PNZ in developing and improving the visibility of Para sport opportunities and Para athlete experiences".

This was followed by eight online working sessions with nine Parafeds and similar

organisations, along with Blind Sport NZ and the Halberg Foundation which led to the identification of potential workstreams. Parafeds supported one workstream that resulted in the production of a sport action plan template to support Parafeds to share with Regional Sport Trusts RSTs and implement in planning sessions with RSOs/clubs/other organisations to enable co-design and delivery of sport to disabled people in a mainstream setting.





LEVELUP

A TOOLKIT FOR COACHING DISABLED ATHLETES

SUPPORTED BY



257

REGISTRATIONS
IN 2024

151

COMPLETED AT
LEAST ONE COURSE
TWO MODULES

72

COMPLETED BOTH
COURSES
NINE MODULES

LevelUp is a series of nine free online education modules to help coaches of all levels gain confidence, knowledge, capability to coach and support Para athletes. The modules feature New Zealand Para athletes, and cover topics such as the Paralympic Movement, terminology, classification, and coaching considerations for the eligible Para sport impairments. Designed to complement sport-specific coach development provided by the National Sports Organisations (NSOs), the LevelUp modules can be completed in the coaches' own time on Sport Tutor.

With the support of Community Partner ACC, Paralympics New Zealand (PNZ) has been able to update the content to ensure its relevance, and drive marketing and advertising initiatives to reach wider audiences. PNZ has collaborated with Snow Sports NZ, Athletics NZ, Basketball NZ, Equestrian Sports NZ, Swimming NZ, Table Tennis NZ to create tailored

messaging to encourage uptake of the education opportunity. NZ Riding for the Disabled Association became the first organisation, to integrate LevelUp content onto their Learning Management Systems, while Table Tennis NZ became PNZ's first NSO Member to integrate LevelUp.

Over 350 individuals have signed up for LevelUp since its launch in August 2023, and it will continue to be promoted through NSO specific coaching and education frameworks to reach more people. In 2024, 257 registered for the course, where 151 had completed at least one course (two modules) and 72 had completed both courses (nine modules). As coaches apply the LevelUp learnings in their practices, PNZ intends to evaluate the impact of the course and understand how it has influenced coaches to work more effectively with Para athletes.

“

I coach an adult amputee and a group of children with intellectual impairment. Even with the experience I have gained, the material provided here offered new learning as well as reinforcing what I already know.”

LevelUp participant

”



OUTCOME 3

NEW ZEALAND IS DIVERSE AND FULLY INCLUSIVE

Paralympian #199 Hamish McLean and Paralympian #231 Peter Cowan take part in a training day for Harvey Norman Para Sport Champions.

Photo credit: PNZ

Commercial partnerships

Paralympics New Zealand (PNZ) commercial partnership activity throughout the year focused on engagement with the Paris 2024 Paralympic Games, collaboration on our "Something To Talk About" (STTA) marketing campaign and key PNZ community programmes; Seeing is Believing (PNZ's Paralympic Education Programme), Para Sport Champions, the Para Sport Collective and the LevelUp Coaching Resource.

Partnerships

Commercial partners play a significant role in supporting PNZ and sharing our campaign messages. Engagement with Paralympians and Para athletes allows partners to experience their stories directly, and by sharing these stories with their networks, contribute to changing perceptions about disability and the transformative impact of Para sport. Toyota New Zealand has been a Major Partner and Official Vehicle Supplier of PNZ since 2017. Toyota has also partnered with the International Paralympic Committee (IPC) as the Worldwide Official Mobility Partner since 2015.

Toyota New Zealand is the partner of Seeing is Believing, PNZ's Paralympic Education Programme. The commitment made by Toyota to make a tangible impact in our communities enables the programme to reach learners, families and educators and change perceptions through lived learning experiences. Toyota Brand Guardian Paralympian #164 Cameron Leslie MNZM actively supports Seeing is Believing.



Toyota continues to provide the Education Programme with a specially branded Toyota RAV4 vehicle, together with co-branded Toyota RAV4 hybrid vehicles for PNZ use which we greatly appreciate. Toyota assisted PNZ with the production of the STTA marketing campaign and was the broadcast partner of the Paris 2024 Paralympic Games coverage on TVNZ.

Harvey Norman is an Official Partner of PNZ and has supported PNZ since 2016. Harvey Norman continued to actively fundraise in support of the NZ Paralympic Team and the Paris 2024 Paralympic Games campaign. Harvey Norman teams held Gala Dinner events, promoted fundraising product sales in store and entered the Auckland Marathon to generate donations, raising an extraordinary \$328,000 – an outstanding contribution greatly appreciated by PNZ and the NZ Paralympic Team.

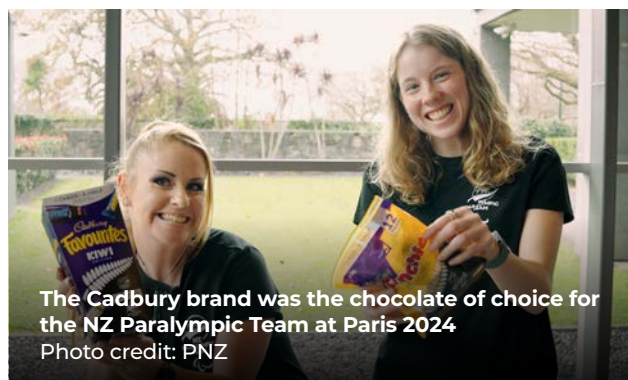


Harvey Norman supported PNZ in print advertising with acknowledgement of the NZ Paralympic Team's performance in the NZ Herald at the conclusion of the Paris 2024 Paralympic Games, including regular PNZ and NZ Paralympic Team brand exposure in print and TV assets and featuring posters of Paralympians in store. Harvey Norman also supported the TVNZ broadcast coverage.

Harvey Norman is also the partner of the Harvey Norman Para Sport Champions initiative.

Bupa New Zealand joined PNZ as an Official Partner in 2024, delivering an activation programme supporting the NZ Paralympic Team through production of content and engagement with Bupa village residents. A video content series was produced featuring Paralympians paired with Bupa residents, sharing their respective experiences and challenges. Paralympians #205 Jesse Reynolds and #233 Louise Duncan both featured. Bupa and PNZ collaborated with another of their partners, the Landcare Trust, which ran a primary school art competition. Two winning schools received a visit from Paralympians #208 William Stedman and #229 Devon Briggs, joining students in a nature-based activity such as tree planting. Paralympians have visited Bupa villages nationally, sharing their Paris 2024 Paralympic Games journeys with many of the residents.

Mondelez with the Cadbury brand, continued as a PNZ Official Partner and the Official Chocolate of the NZ Paralympic Team. A national retail promotion ran in the build-up to Paris 2024, featuring athletes on Cadbury Dairy Milk packs, including Paralympian #210 Lisa Adams. The campaign promoted the valuable work of volunteers in the community. The NZ Paralympic Team brand featured on pack in the Cadbury "Favourite Seasonal Moments" promotion and on the Cadbury "Give a Cheer to a Volunteer" TV commercial. We acknowledge the work of the Mondelez team to celebrate the important role of volunteers in NZ sport.



The Cadbury brand was the chocolate of choice for the NZ Paralympic Team at Paris 2024
Photo credit: PNZ

ACC as Community Partner of PNZ has contributed another active year of partnership impact supporting the Para Sport Collective and the LevelUp coaching resource. ACC has played a key role promoting Para sport participation through its digital channels and active storytelling using video and print stories featuring Paralympians and Para athletes. ACC has helped grow awareness of both the Para Sport Collective and LevelUp supporting initiatives throughout the sports sector and promoting LevelUp at the National Secondary Schools Sports conference. ACC has also introduced PNZ into other ACC partnerships and events, building connections with Auckland Round the Bays, the Waka Ama National Championships and the IronMāori triathlon.

Sport NZ as a Community Partner is a valuable contributor to PNZ. The Sport NZ team has provided marketing and

communications expertise, and support for key commercial initiatives. Sport NZ plays a key role in celebrating Para athletes and the NZ Paralympic Team on social media and created an engaging TikTok campaign sharing personal insights and behind the scenes content with our Paralympians for Paris 2024. Video clips of medallists also featured on Sport NZ social channels during the Paralympic Games. Sport NZ ran the celebratory post Games “Bravoooooooooooo” billboard campaign, celebrating the nine medals won by the NZ Paralympic Team in Paris and integrating the STTA marketing campaign – “Paralympians, you gave us plenty to talk about”.

TVNZ is the Official Broadcaster of the Paralympic Games and delivered the most extensive coverage of the Games to date. Daily coverage from 7.30pm-5am on TVNZ 1, together with Breakfast and 1News coverage - combined with five digital pop up channels on TVNZ+ - delivered the largest ever Paralympic Games viewing audience in Aotearoa New Zealand.



Coverage on TVNZ 1 reached 2.04 million Kiwis – 41.4% of the total 5 yrs+ population of New Zealand. The five TVNZ streaming channels coupled with video-on-demand content coverage on TVNZ+ (in the 13 yrs+ age group) reached 1.39m streams.

TVNZ partnered with PNZ on the STTA marketing campaign, integrating campaign imagery into its broadcast promotion and generously providing advertising time to showcase the STTA

commercials. As a result, this partnership greatly amplified the impact of the PNZ campaign and extended its reach.

Saatchi & Saatchi as PNZ’s advertising agency provided outstanding creative input into the development of the STTA campaign, embracing the campaign brief and showing unwavering commitment to the design, communication and delivery of message. Their enthusiasm for the project led to the engagement of Finch Productions who brought the campaign to life, along with Spark Foundry who assisted in wider media placement.



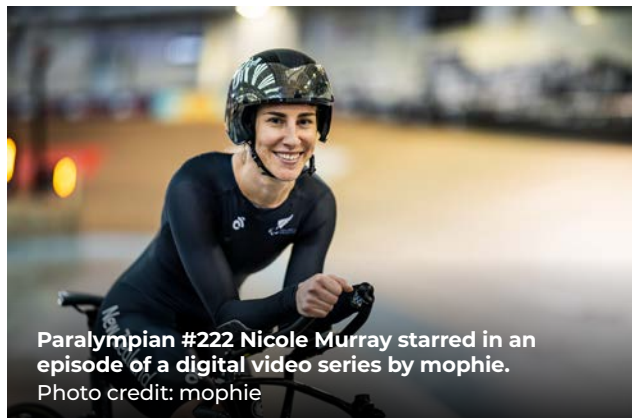
Westfield joined PNZ as a Team Supporter for Paris 2024, activating a series of fan-zones in Westfield centres. Paralympic Games coverage screened in designated fan areas designed to encourage shoppers to take a break and enjoy the action. The fan-zones were PNZ branded and well supported by the public, which helped broaden the reach of the Paris 2024 coverage.

Oceanbridge and **Maersk** renewed their loyal and committed Official Supplier partnerships with PNZ in 2024. The expertise of Maersk and Oceanbridge allowed the PNZ shipping container, containing team equipment and products,

to reach Paris 2024 safely and on time. We are very grateful for their professionalism and reliability as our valuable cargo is transported around the globe.

Blue Star continued to deliver quality products as our Official Print Supplier. With our desire to create a home away from home in Paris for the NZ Paralympic Team, Blue Star helped to bring the Team village space to life. From posters, to elaborate structures, decorative stickers to 6x3 stunning Aotearoa New Zealand landscapes, Bluestar worked tirelessly to ensure the Team spaces were inspiring and a reminder of home. We thank Blue Star for their ongoing loyal support.

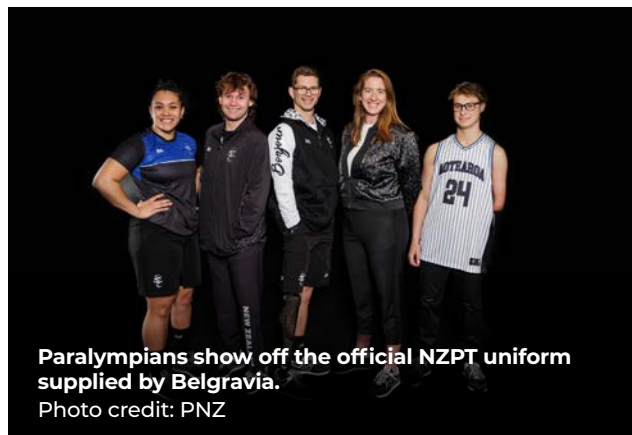
mophie joined PNZ as Official Supplier providing the NZ Paralympic Team with portable power accessories to keep them connected with family and friends while at Paris 2024. mophie created a powerful video featuring Paralympian #222 Nicole Murray as part of a series on their global platform featuring inspiring achievers in sport and creative endeavours.



Paralympian #222 Nicole Murray starred in an episode of a digital video series by mophie.
Photo credit: mophie

Belgravia partnered with PNZ as the official apparel supplier of the NZ Paralympic Team for the Paris 2024 Paralympic Games. Kitting the Team in ceremony, village and podium wear, Belgravia supplied more than 40 items that included dress shoes, accessories and a formal uniform. With an emphasis on sustainability, part of the formal uniform for the Team, included a uniquely designed bomber jacket which is fully reversible. Featuring a traditional kiwi

colour palette of white, black and silver, the Team fern featured prominently across the range. Consultation with Para athletes led to an apparel range that met the Teams unique technical requirements.



Paralympians show off the official NZPT uniform supplied by Belgravia.
Photo credit: PNZ

Thank You

PNZ sincerely thanks our valued commercial partners and suppliers for their support in 2024. Toyota New Zealand, Harvey Norman, Mondelez (Cadbury), Bupa New Zealand, Sport New Zealand, High Performance Sport New Zealand, ACC, TVNZ, Attitude Pictures, NZME, LUMO, Saatchi & Saatchi, Westfield, Alvarium, Taska Prosthetics, Oceanbridge, Maersk, Simpson Grierson, Blue Star, Belgravia Apparel, mophie, Flight Centre, Voyager Luggage, Digital Hothouse, Clear Protect Group, and Active Pure.

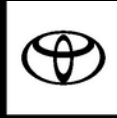
Funding

PNZ has continued to work with existing funding partners and to identify new opportunities to ensure PNZ revenue goals are achieved. The well attended annual Carbine Club Charity Golf Day, which took place in February 2024, once again in support of PNZ, raised valuable funds for Para athlete development. PNZ also continued to gratefully receive support from the Aotearoa New Zealand public through on-line donations.

Sincere thanks go to our community Gaming, Trust and Grant partners in 2024: The Lion Foundation, NZCT, Pub Charity, Aotearoa Gaming Trust, Grassroots Trust, Four Winds Foundation, the Sir Denis Blundell Trust, Pelorus Trust and Trillian Trust.

THANK YOU TO OUR INCREDIBLE PARTNERS. WE COULDN'T DO IT WITHOUT YOU.

Major Partner



TOYOTA

Official Partners

Harvey Norman®

Cadbury

 **Bupa**

Community Partners



Performance Partner

Media Partners



Attitude.



**Newstalk
ZB**

LUMO

Team Supporters

 **mophie.** **ALUARIUM**  **TASKA™** *Westfield*

Official Suppliers

**SIMPSON
GRIERSON**

bluestar*



MAERSK

 **OCEANBRIDGE**

 **digital
hothouse**

SAATCHI & SAATCHI



ActivePure
activepure.co.nz

BA
Belgravia Apparel



VOYAGER
DESTINATION EVERYWHERE

**FLIGHT
CENTRE®**

Thank you to our Funding Partners

 **THE LION
FOUNDATION**

nzct
COMMUNITY TRUST

**Pub
Charity**

 **AOTEAROA
GAMING
TRUST**

Four Winds
FOUNDATION

WE'LL GIVE YOU SOMETHING TO TALK ABOUT

#TALKABOUTTHIS



Marketing

With Paris 2024 on the horizon, Paralympics New Zealand (PNZ) together with advertising agency Saatchi & Saatchi, set out to create a marketing campaign that would celebrate, excite and inform. Delving inside the minds of New Zealand's Paralympians and Para athletes the marketing campaign encouraged Kiwis to look at our Para athletes through a different lens.

Paralympians #164 Cameron Leslie MNZM, #195 Anna Grimaldi MNZM and #229 Devon Briggs were heroes of the campaign, titled 'We'll Give You Something To Talk About'.

Featuring a series of visually striking and thought-provoking films, Paralympians were shown doing what they do best, using the negative comments they have heard as fuel to push further and faster. The campaign featured long form interviews and challenged people to look at the Para athlete first, disability second.

Launched with the Cameron Leslie film in early July 2024, an opportunity to share how he struggled to get people to believe

in him early in his career: "Disability can so often be talked about in whispers and behind people's backs. Those of us with disabilities go through life proving people wrong and sport became my way to do this". For Anna Grimaldi, her motivation was to challenge perceptions around being 'normal'. As she said, "What even is 'normal'?"

Meanwhile, for Devon Briggs, the campaign brought to life the names he was called as a kid and feelings of being worth less than others.

With aspirational stories of resilience and determination, and the generous support of media partners TVNZ, NZME and LUMO, the campaign featured static and film creative executed across multiple channels including TV, radio, social media, outdoor billboards and news media. PNZ shared campaign content with TVNZ which ensured a cohesive broadcast campaign. The campaign surpassed expectations, achieving outstanding results and increasing public engagement with the NZ Paralympic Team. It cannot be understated the overwhelming number of comments, feedback and positive



“

Being disabled is my normal, and I really hope with the Something to Talk About campaign and our team in Paris, that we helped everyday Kiwis (disabled or not), see how awesome being disabled can be. That it's safe to have big dreams, and that there is a space for us to achieve in life and in high performance sport

Anna Grimaldi MNZM
Paralympian #195

”

sentiment expressed about and towards the NZ Paralympic Team.

PNZ thanks Saatchi & Saatchi, Finch Productions and TVNZ for their contribution, joining forces to achieve a fully integrated campaign.

PNZ also acknowledges NZME and Flight Centre for joining PNZ in a radio promotion, giving away flights for two and seven nights accommodation, with tickets and hospitality at the Paris 2024 Paralympic Games. The fabulous prize was won by Heather Walker from Nelson, a deserving winner who volunteers in her community providing sport for disabled people.

Honoco research

Paralympics New Zealand (PNZ) commissioned sport research agency Honoco to undertake brand monitoring and analysis prior to and post the Paris 2024 Paralympic Games. With the launch of the NZ Paralympic Team brand in August 2023, Paris 2024 provided the opportunity to track both the Team brand, and the PNZ brand.

PNZ and the NZ Paralympic Team share many common brand attributes, with Kiwi, Passionate and Inspiring represented strongly and often over-indexing when compared to other sports organisations. PNZ is also seen by Kiwis as Innovative and Humble, and the Team brand delivers strong attributes of Brave, Influential and Transformative.

Following Paris 2024, the NZ Paralympic Team continues to have the third highest affinity level across sporting brands in Aotearoa New Zealand, behind only the New Zealand Olympic Team (NZ Team) and the All Blacks. The Team's performance at Paris 2024, along with the provocative marketing campaign 'We'll Give You Something to Talk About', increased the nation's love for the Team to an all-time high, rising from sixth to fourth among a list of the most loved sports brands in Aotearoa New Zealand*. The Team's affinity is now +20% higher than the sport industry benchmark aggregate.

*Awareness & Affinity research, Honoco September 2024.

BROADCAST

2.04M Kiwis reached on TVNZ 1
41.4% 5+ population.

1.4M streams on TVNZ+

Grit & Glory documentary
(AP5+)

519,400 linear (AP5+)

12,099 TVNZ+ streams

PODCAST

BETWEEN 2 BEERS

Cameron Leslie MNZM

500 views on YouTube

Featured on Spotify.

WEBSITE

140,000 website visits

Appeared in **17.6M**
search results.

DIGITAL

META

12.4M impressions.

5.2M reached across Facebook and
Instagram with 70% of audience organic.

An impressive **13k** clicks achieving
awareness & traffic.

Achieved an average of **2.7** posts
seen per person ensuring frequency
across the campaign.

YOUTUBE

2.1M impressions

1.6M total views, with an impressive view
through rate of 23% on the 30 second
films.

ADVERTISING

RADIO [NZME]

Nationwide

Campaign ads | 4 stations | 6 weeks

Time Saver Traffic | Network | 2 weeks

PRINT [NZ Herald]

Dedicated **Wrap**

OUTDOOR [LUMO]

1.6m impressions nationwide.

BROADCAST [TVNZ]

TVNZ 1 & 2 | 30 SEC Ad

STAKEHOLDER

'Talk About This' daily
stakeholder edm

38.5% open rate

Kiwi Crew (fans) audience

59% open rate.

NEWS MEDIA

17.74M people reached
via TV, Online and Press
ASR* spend of 8.6m.

(* Advertising Sales Revenue)

COMMUNITY

405 schools registered in Seeing is
Believing – Paralympic Education
Programme.

8-fold increase in potential Para
athlete registrations.

WORTH TALKING ABOUT



Digital and Communications

Social Media

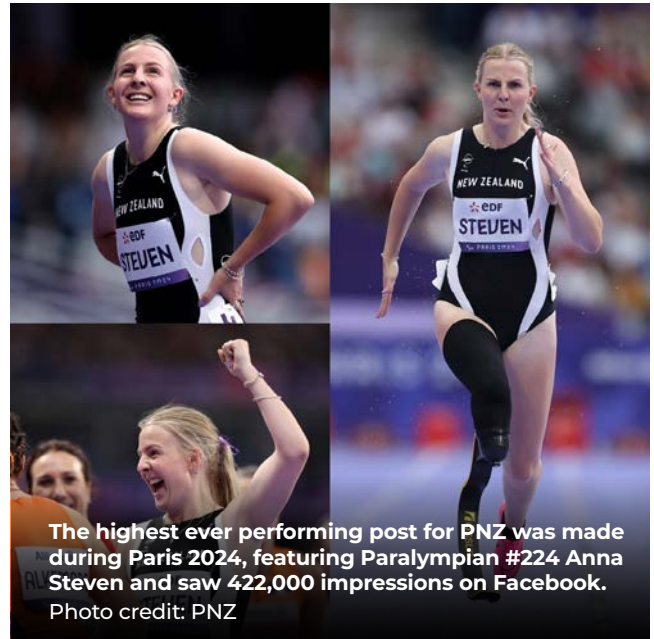
The digital channels of Paralympics New Zealand (PNZ) enjoyed a record-breaking year in 2024, with significant growth across all our social media channels in viewership, following and engagement led by the Paris 2024 Paralympic Games.

A fresh digital-first and content focused approach gave unparalleled coverage of the NZ Paralympic Team through video content, engaging imagery and news articles hosted on PNZ'S platforms in the countdown to, during and post Paris 2024. During the Games PNZ achieved more than 12 million impressions on Facebook and Instagram, with another two million impressions on YouTube.



The world-class photography from Getty Images remained the most popular stream of content during this period, but video content emerged as a new favourite for audiences, as PNZ shared the magic of medal ceremonies and the emotion of post-event interviews with Paralympians and their families.

The time and care fans took to engage on both organic and paid digital activity



demonstrated their genuine admiration and aroha for the NZ Paralympic Team.

PNZ digital channels from January to December 2024 saw an increase of 6,700 Facebook followers and 3,400 Instagram followers.

Website

The PNZ website acted as a hub for all Paralympic Games activity. Featuring a competition schedule, profile of the full NZ Paralympic Team, a homepage medal tally, and regular performance updates and daily wraps of the competition. The website hosted 140,000 sessions by fans of the NZ Paralympic Team and appeared in more than 17 million search results.

Website traffic has continued to grow compared to 2023 and previous summer

Paralympic Games years. An encouraging year of growth for PNZ creates a strong platform to continue to leverage in 2025, and for the countdown to the Milano Cortina 2026 Paralympic Winter Games.



Communications

PNZ published 71 media releases in 2024 and adopted a proactive approach to generating media both in the countdown to the Paris 2024 Paralympic Games and post-Games.

The total number of media mentions for the year across TV, radio, print and online totalled 4,048 while during Paris 2024 PNZ fielded more than 90 media inquiries and the NZ Paralympic Team gained more

than 2,000 media mentions.

Both the Farewell event in July 2024 and the Welcome Home event in September 2024 garnered positive media with several key media outlets, including 1News present at both. Other media success stories included a series of pre-Games features which appeared on 1News with reporter Victor Waters and a series of features with LockerRoom.

Post Games, PNZ proactively set up a four-part series of long-form features with SENZ Radio, a trio of features with Paralympians for Woman's Day, and organised features on 1News for both Paralympians #195 Anna Grimaldi MNZM and #208 William Stedman.



Paralympian #231 Peter Cowan interviewed by TVNZ reporter Victor Waters following his bronze medal in the Men's VL3 200m at Paris 2024.

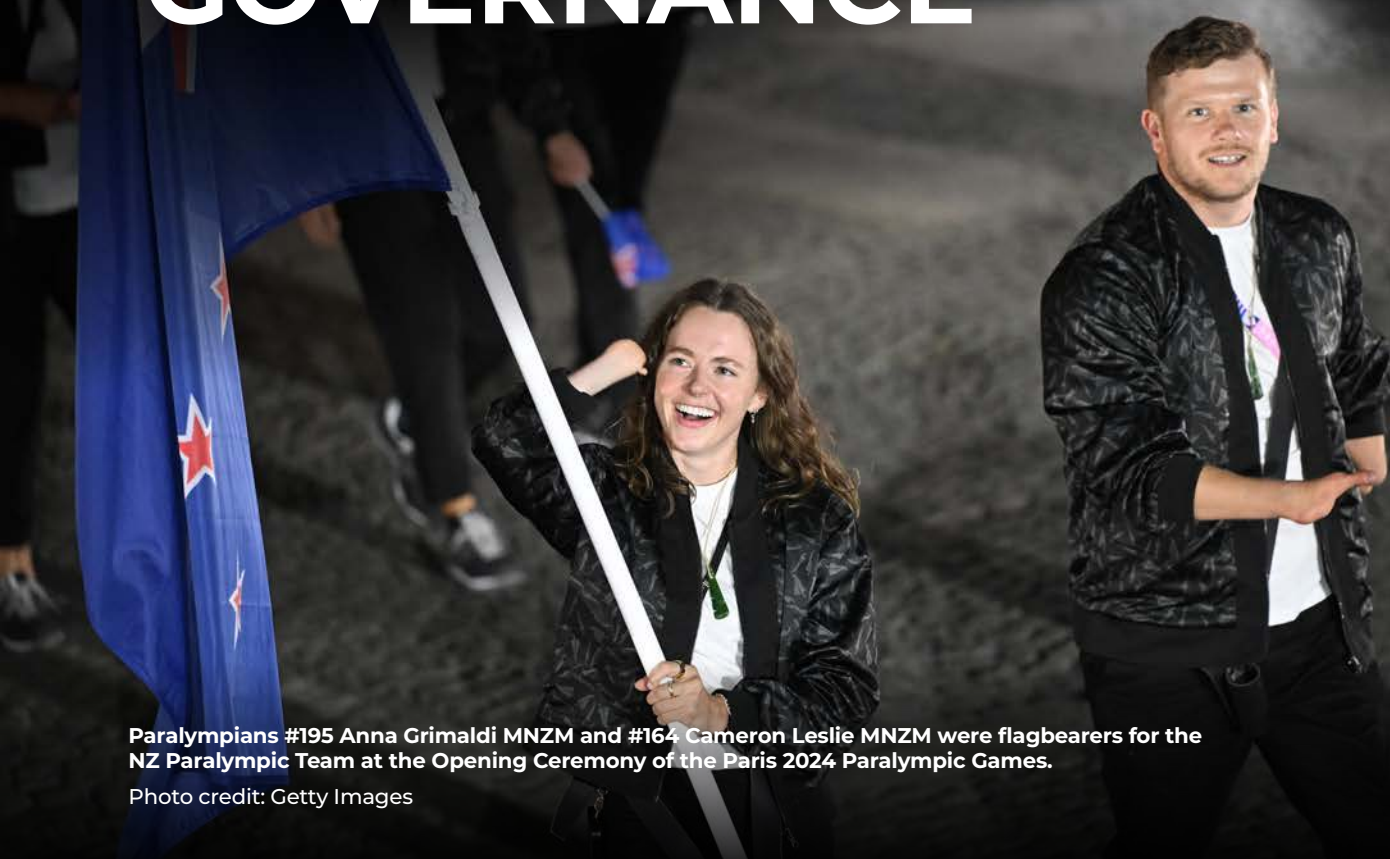
Photo credit: PNZ

The NZ Paralympic Team and Paralympics New Zealand staff at the Farewell event ahead of the Paris 2024 Paralympic Games.

Photo credit: Getty Images



OUR PEOPLE, MEMBERS, AND GOVERNANCE



Paralympians #195 Anna Grimaldi MNZM and #164 Cameron Leslie MNZM were flagbearers for the NZ Paralympic Team at the Opening Ceremony of the Paris 2024 Paralympic Games.

Photo credit: Getty Images

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, MInstD

Pam Elgar ONZM, MInstD

Duane Kale ONZM, CMInstD, PLY

Dr Graeme Maw (*joined the PNZ Board October 2024*)

Dr Catriona McBean, CMIsntD

Aaron Mills, CMInstD

Sian Ruth, CA

Ex-Officio: Greg Warnecke, Chief Executive Officer and Secretary General

PNZ Staff - Employees and Contractors

Rachel Barr	Marketing Manager (0.6)
Jack Bouchier	Digital and Content Creator <i>(from June 2024)</i>
Frankie Busfield	Events and Projects Lead <i>(until April 2024)</i>
Brendon Cameron	Para Cycling Programme Manager
Sue Cardwell	Digital and Communications Manager <i>(until May 2024)</i>
Marguerite Christophers MNZM	Classification Manager <i>(until April 2024)</i>
Graeme Cochrane	Finance Manager (0.8)
Jack Cooper	Para Cycling Development Coach
Dr Rod Corban	Performance Psychologist (0.3) <i>(until March 2024)</i>
Melissa Dawson	Head of Engagement and Impact
Kristin Farrell	Senior Manager, Sport and Pathways <i>(from September 2024)</i>
Lynette Grace	Head of Games and Sport Delivery
Victoria Hughes	Marketing Projects Lead (0.5)
Jenifer Hunt	Head of Commercial and Marketing
Paralympian #148 Michael Johnson MNZM	Shooting Para Sport Lead (0.2)
Steve Landells	Engagement and Communications Lead <i>(from July 2024)</i>
Marianne Loh	Para Sport Community Manager
Dale MacDonald	Para Sport Collective Manager
Leilani Macdonald	Project and Administration Manager <i>(from February 2024)</i>
Brylee Mills	Events Coordinator (0.5) <i>(from May to November 2024)</i>
Greg Warnecke	Chief Executive Officer and Secretary General
Kasey Wilson	Education Lead
Dr Damian Wiseman	Para Cycling Performance Coach and Performance Scientist
Sacha Wright	Games Campaign and Sports Coordinator

PNZ Members

Parafed Members

- 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 (*until April 2024*)



1 Norman Brown **2** Len Campbell **3** Leo Close **4** Graham Condon QSM **5** Rex Fattorini **6** Bill Flood **7** Bill Lean **8** Graeme Marett **10** Reuben Ngata **11** Bill Plessius **12** Philip Read **13** Eve Rimmer BEM **14** Jim Savage OBE **15** John Stott **16** Rodney Wright **17** Neroli Fairhall MBE **18** Keith McCormick MNZM **19** Dennis Miller **20** Heneti Morgan **21** Chris Nicholls **22** Paul Chambers **23** Fred Creba **24** Ross Hynds **25** Brian McNicholl OAM **26** Doug Moore **27** Peter Baddeley **28** Edward Nichols **29** Craig Philip **30** Greg Cochrane **31** John Eden **32** Kaye Kay-Smith **33** Brian Froggatt **34** Latoa Halatau MNZM **35** Patricia Hill MBE **36** Chris Moran **37** Ken Raymond **38** Tewai Skipwith-Halatau **39** Dave Tarrant **40** Edwyn Bickerstaff **41** Denis Butler **42** Martin Clark **43** Patricia Craig **44** Mark Edwards **45** Viv Gapes (nee Martin) **46** Christopher Orr **47** Denise Cook **48** Robert Courtney MNZM **49** Roly Crichton ONZM **50** Shelley Kalivati **51** Morice Hennessy QSM **52** Michael O'Callaghan **53** Alison Smith **54** Colin Willis MNZM **55** Patrick Cooper MNZM **56** Lorraine Te Punga **57** Grant Buchanan **58** Janette Cordery **59** John Davies **60** Brent Gibson **61** Peter Horne **62** Lesli Mancktelow **63** Stelios Meimaris **64** David Mills **65** Yvonne Mills **66** Stuart Minifie **67** Tui Rupe **68** Brad Vear **69** Chris Adamson **70** Stuart Graham **71** Kevin OSullivan **72** Devin Shanks **73** Mark Weeks **74** Glenn Barnes **75** Aaron Bidois **76** Evan Clulee **77** Gavin Foulsham **78** Denise Gow **79** Belinda Keogan (nee Honey) **80** Dave MacCalman MNZM **81** Jenny Newstead **82** Cristeen Smith **83** John Sorensen **84** Kevin Aleksich **85** Mathew Butson **86** Joanne Duffy **87** Hayden Brown **88** Reweti Cameron **89** Jacque Courtier **90** Jayne Craike **91** Rob Creagh **92** Henk Dijkstra **93** John Dowall **94** Jason Griffiths **95** Steve Guthrie **96** Duane Kale **97** Paul Leefe **98** Carey Lineham **99** Ben Lucas **100** Peter Martin **101** Mervyn Mathews **102** Andrew May **103** Gary McMurray **104** Jeff Mural **105** Curtis Palmer **106** Cameron Scott **107** Grant Sharman **108** Tom Simeon **109** Derek Stewart **110** Marilyn Stratford **111** Sholto Taylor **112** Jeremy Tinker **113** Chris Wornall **114** Rachael Battersby **115** Steven Bayley **116** Sue Gardiner **117** Dean Booth **118** Tanya Bradley **119** Paul Britnell **120** David Collie **121** Phil Edwards **122** Wayne Fleming **123** Ross Flood **124** Mark Inglis **125** Paul Jesson **126** Tim Johnson **127** Paul Van Den Munckhof **128** Justin Muschamp **129** Bill Oughton **130** Hadleigh Pierson **131** Gillian Pollock **132** Tim Prendergast **133** Garth Reynolds **134** Stacey Roche **135** Matthew Slade **136** George Taamaru **137** Sean Tretheway **138** Gary Williams **139** Chris Wood **140** Tracey Wright **141** Willie Beattie **142** Dan Buckingham **143** Terry Falevai **144** Theresa Herd **145** Kate Horan **146** Greig Jackson **147** Miriam Sheppard **148** Michael Johnson **149** Jeremy Morris **150** Tiffiney Perry **151** Sarah Edwards **152** Liam Sanders **153** Daniel Sharp **154** Fiona Southorn **155** Maurice Toon **156** Jai Waite **157** Anthony Field **158** Adam Hall **159** Kerri Bonner **160** Annemarie Donaldson **161** Annaliisa Farrell **162** Jessica Gillan (nee Hamill) **163** David Klinkhamer **164** Cameron Leslie **165** Jayne Parsons **166** Dame Sophie Pascoe **167** Amanda Slade **168** Paula Tesoriero **169** Adam Wakeford **170** Peter Williams **171** Jan Apel **172** Timothy Dempsey **173** Rebecca Dubber **174** Mary Fisher MNZM **175** Paul Francis **176** Phillipa Gray MNZM **177** Anthea Gunner **178** Daniel Holt **179** Nikita Howarth MNZM **180** Áine Maeve Kelly-Costello **181** Danny McBride **182** Susan Reid **183** Holly Robinson MNZM **184** Chris Ross **185** Nathan Smith **186** Rachel Hughes (nee Stock) **187** Laura Thompson MNZM **188** Corey Peters MNZM **189** Carl Murphy **190** Amanda Cameron **191** Richard Dodson **192** Caitlin Dore **193** Jason Eales **194** Emma Foy **195** Anna Grimaldi MNZM **196** Stephen Hills **197** Liam Malone MNZM **198** Scott Martlew **199** Hamish McLean **200** Rory McSweeney **201** Tupou Neiufi **202** Jacob Phillips **203** Byron Raubenheimer **204** Greg Reid **205** Jesse Reynolds **206** Chris Sharp **207** Fraser Sharp **208** William Stedman **209** Hannah Van Kampen **210** Lisa Adams **211** Danielle Aitchison **212** Hayden Barton-Cootes **213** Sarah Ellington **214** Cody Everson **215** Corbin Hart **216** Robert Hewitt **217** Barney Koneferenisi **218** Tainafi Lefono **219** Gareth Lynch **220** Eltje Malzbender **221** Rory Mead **222** Nicole Murray **223** Gavin Rolton **224** Anna Steven **225** Anna Taylor **226** Mike Todd **227** Ben Tuimaseve **228** Aaron Ewen **229** Devon Briggs **230** Matthew Britz **231** Peter Cowan **232** Wojtek Czyz **233** Louise Duncan **234** Mitch Joynt **235** Lili-Fox Mason **236** Neelam O'Neill **237** Gabriella Smith **238** Joshua Willmer

Governance

Governance Report 2024

Key outcomes for 2024

NZ Paralympic Team oversight

In Paralympic Games years, governance oversight of the NZ Paralympic Team across the PNZ Board and sub-committees is central. This year with the Paris 2024 Paralympic Games was no different, ensuring policies, procedures and financial sustainability were monitored to ensure the best support was provided to the NZ Paralympic Team. The work continues in the review phase from the Paralympic Games campaign.

Strategic Plan oversight

While providing oversight around Paris 2024, Paralympics New Zealand (PNZ) remained focused on ensuring that work continues toward the delivery of the PNZ Strategic Plan to 2032 in terms of a sustainable pathway to the Paralympic Games, driving social change and ensuring our long term financial sustainability is in place.

Para athlete representation

The Board is pleased with how the PNZ Athletes' Council is operating and seeks a permanent and constituted Para athlete representative on the PNZ Board. Paralympians and Para athletes completed a survey to consider options, and agreement was reached with the PNZ Athletes' Council on a way forward. The recommended PNZ Board composition, including Para athlete representation, will be voted on by PNZ Members as part of the proposed changes to the PNZ Constitution in 2025.

PNZ Constitution review

In response to the changes of the Incorporated Societies Act 2022, PNZ commenced a full review of the PNZ Constitution. An updated PNZ Constitution will be presented to PNZ Members for consideration and acceptance at the 2025 PNZ Annual General Meeting.

Te Ao Māori cultural competency

The PNZ Board continued a Te Ao Māori journey under the guidance of Jim Mather and his colleagues at Mather Solutions. PNZ acknowledges and recognises Te Tiriti o Waitangi and the importance of expanding cultural competencies as a PNZ Board and as an organisation, essential to provide better representation and service to the Para sport community in Aotearoa New Zealand. In June 2024, the PNZ Board joined the New Zealand Olympic Committee (NZOC) Board in Ōtautahi (Christchurch) to receive the pounamu taonga from Ngāi Tahu, for the NZ Paralympic Team competing at the Paris 2024 Paralympic Games.

New Board member

Dr Graeme Maw was appointed in July 2024, replacing Mark Elliott who resigned at the end of 2023. Graeme brings a wealth of experience in national and international high performance sport coaching in swimming, cycling and triathlon.

Board Vacancies

Three Board members' terms end in January 2025, with two Board members terms up for renewal. The Board appointment process was conducted in Q4 2024 and election process in place January 2025. Dr Catriona McBean reached the maximum number of terms and will retire from the PNZ Board at the end of January 2025.

Board honoraria remuneration

Board Honoraria Remuneration	Total \$ / person
Board Chair	35,000 maximum
Director	5,000
Committee Chair	3,500

The Board agreed to cease the professional development allowance of \$1,000 per member per annum with the Board fees remaining unchanged.

Board Member attendance at Board and Committee meetings

Board member	Committee roles				Meetings #	Board Committees			Sub-committees	
	Board	Governance	Audit and Risk	People and Performance	Board 10 5 in person 5 online	Governance 6	Audit and Risk 6	People and Performance 4	Cyril Smith 3	Honours and Awards 3
Jana Rangooni	Chair		✓		10		6			
Duane Kale	✓		✓	Chair	10		6	4		
Dr Catriona McBean	✓	Chair			10	6				Chair
Sian Ruth	✓		Chair		10		6		Chair	
Aaron Mills	✓			✓	9			4		
Maria Clarke	✓	✓	✓		9	6	6			
Pam Elgar	✓	✓		✓	10	6		4		
Dr Graeme Maw (Appointed July 2024)	✓				3					

Financial Report

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PARALYMPICS NEW ZEALAND INCORPORATED

2024 Financial Report

Framework

The Financial Report reflects operations during the twelve months ended 31 December 2024, reported as a Tier 2 entity, with specific notes and disclosures required.

Result

The 2024 period resulted in a surplus of \$355k, compared to a surplus of \$215k in the 2023 period. An amount of \$217k in unrealised capital gains in the PNZ investment fund has been included in income.

Key Facts

Key facts that contributed to the revenue of \$5.4m, compared to 2023 revenue of \$3.8m, are as follows:

- Fundraising and Sponsorship income of \$2.1m
- Other Grant income of \$312k
- Donations and Postal Appeal income of \$26k
- High Performance, Paralympic Games and Strengthen and Adapt income of \$2.3m

PNZ wishes to acknowledge the support received from our Partners and Supporters including Toyota New Zealand, Harvey Norman, Bupa, Mondelez, Sport New Zealand, High Performance Sport New Zealand, ACC, TVNZ, Saatchi & Saatchi, NZME, Lumo, Attitude Pictures, Westfield, Alvarium, Taska Prosthetics, mophie, Oceanbridge, Maersk, Simpson Grierson, Blue Star, Belgravia Apparel, Voyager Luggage, Digital Hothouse, Active Pure, Clear Protect Group, The Lion Foundation, NZCT, Pub Charity, Aotearoa Gaming Trust, Four Winds Foundation, Grassroots Trust, Trillian Trust, and the Carbine Club Of New Zealand (Sir Denis Blundell Charitable

Trust).

Key facts that contributed to the expenses of \$5.1m, compared to 2023 expenses of \$3.6m, are as follows:

- Employee costs of \$948k
- Administration costs of \$57k, includes affiliations, printing, vehicle costs
- Occupancy costs of \$133k includes office rentals, insurances
- Governance costs of \$102k includes travel, Board fees and development expenses
- Commercial and Marketing costs of \$982k includes events, value in kind expenses
- High Performance, Paralympic Games campaign and Strengthen and Adapt costs of \$2.7m.

Total Assets \$6.358m

Total assets include cash and investments of \$6.154m, property, plant and intangible assets \$105k, and prepayments \$59k.

Total Liabilities \$919k

Total liabilities include accounts payable \$198k, special purpose funds \$55k, employee entitlements \$146k and income in advance \$519k.

Legacy

Distributions have been made in the year for a total of \$36k, 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 3.84 times the amount of our liabilities, and a liquidity ratio of 3.95. PNZ can meet its obligations.

PARALYMPICS NEW ZEALAND INCORPORATED**Directory For the 12 Months Ended 31 December 2024**

Board	Jana Rangooni (Chair) Duane Kale Catriona McBean Aaron Mills Sian Ruth Maria Clarke Pam Elgar Graeme Maw (appointed July 2024) 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. From March 2025 new office is 7b Antares Place, Rosedale, Auckland.
Telephone	(09) 526 0760
Charities Commission Number	CC33576
Date of Incorporation	10 December 2007
Auditors	RSM Hayes Audit
Solicitors	Simpson Grierson

Statement of Compliance and Responsibility for the 12 Months Ended 31 December 2024

The Board accepts responsibility for the preparation of the annual financial report comprising the financial statements and statement of service performance, and the judgements used in the financial report.

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 organisation's financial reporting.

It is the opinion of the Board and management that the financial report for the 12 months ended 31 December 2024 fairly reflects the financial position, financial performance, cashflows and service performance of the organisation.

The organisation's 2024 financial report is authorised for issue by the Board.

JANA RANGOONI

Full name of Chair

Signature of Chair

Date

28 March 2025

GREG WARNECKE

Full name of CEO
and Secretary GeneralSignature of CEO
and Secretary General

Date:

28 March 2025

PARALYMPICS NEW ZEALAND INCORPORATED**Statement of Comprehensive Revenue and Expense
For the 12 Months Ended 31 December 2024**

	Note	12 months ended 31 December 2024	12 months ended 31 December 2023
		\$	\$
Revenue from non-exchange transactions			
Fundraising		1,032,744	167,032
Donations		26,182	57,938
Government Grants	5	2,307,984	2,147,535
Other Grants	5	312,421	363,051
Legacies	5	109,863	0
		3,789,194	2,735,556
Revenue from exchange transactions			
Membership Fees		8,250	8,083
Sponsorship Income		1,089,569	738,744
Interest Received		269,994	233,697
Other Income		255,929	90,146
		1,623,742	1,070,670
Total Revenue		5,412,936	3,806,226
Expenses			
Administration Expenses		56,919	75,066
Employee Costs (excl. grants and high performance)		948,487	811,774
Depreciation		17,165	16,633
Governance		102,220	138,343
Occupancy		133,031	100,278
Grants & Performance Funding Expenses		2,680,652	2,074,898
Fee for audit of financial report		25,000	21,000
Fees & Consultants		75,718	103,207
Commercial & Fundraising Expenses		982,473	219,515
Legacy Distributions		36,142	29,592
Total Expenses		5,057,807	3,590,306
Total Surplus/(deficit) for the Year		355,129	215,920
Other Comprehensive Revenue and Expense		0	0
Total Comprehensive Revenue and Expense for the Year		355,129	215,920

PARALYMPICS NEW ZEALAND INCORPORATED**Statement of Changes in Net Assets/ Equity****For the 12 Months Ended 31 December 2024**

	Accumulated Comprehensive Revenue & Expense	Note 3.13 Special Projects Reserve	Total Equity
		\$	\$
Opening Balance 1 January 2024	3,993,880	1,090,141	5,084,021
Total comprehensive revenue and expense for the Year	355,129	0	355,129
Transfers	(98,192)	98,192	0
Closing Net Assets 31 December 2024	4,250,817	1,188,333	5,439,150
Opening Balance 1 January 2023	3,831,157	1,036,944	4,868,101
Total comprehensive revenue and expense 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

PARALYMPICS NEW ZEALAND INCORPORATED**Statement of Financial Position****As at 31 December 2024**

	Note	As at 31 December 2024 \$	As at 31 December 2023 \$
Current Assets			
Cash and Cash equivalents	6	1,634,005	1,550,070
Investments	7	1,894,587	2,555,065
Receivables from non-exchange transactions		38,439	105,651
Prepayments		59,190	48,258
Other assets		2,044	0
		3,628,265	4,259,044
Non-Current Assets			
Investments	7	2,625,041	2,331,729
Property Plant & Equipment	8	40,217	16,244
Intangible Assets	9	64,679	56,704
		2,729,937	2,404,677
Total Assets		6,358,202	6,663,721
Current Liabilities			
Trade payables (from exchange transactions) and other creditors		198,159	206,919
GST Payable		0	36,563
Employee entitlements		145,865	124,275
Income in advance		519,636	1,109,061
Special Purpose Funds	10	55,392	102,882
		919,052	1,579,700
Total Liabilities		919,052	1,579,700
Net Assets		5,439,150	5,084,021
EQUITY			
Accumulated comprehensive revenue and expense		4,250,817	3,993,880
Special Projects Reserves	3.13	1,188,333	1,090,141
Total Equity		5,439,150	5,084,021

PARALYMPICS NEW ZEALAND INCORPORATED**Statement of Cash Flows****For the 12 Months Ended 31 December 2024**

	Note	12 months ended 31 December 2024 \$	12 months ended 31 December 2023 \$
Cash flows from operating activities			
Receipts from Government Grants		1,685,474	2,693,312
Receipts from Fundraising		338,502	46,551
Receipts from Sponsorship		1,029,236	763,077
Receipts from Donations		11,080	17,438
Receipts from Membership Fees		8,250	8,083
Receipts from other grants and other income		313,348	397,095
Receipt from Bequest Grant		109,863	0
Goods and Services Tax		(38,607)	30,643
Interest and Dividend Received		283,996	212,398
Payments to Employees		(1,149,701)	(1,073,906)
Payments to Suppliers		(3,015,037)	(2,365,682)
Net Cash flows from operating activities		(423,596)	729,009
Cash flows from investing activities			
Purchase of property plant & equipment	8	(37,229)	(6,406)
Purchase of Intangible Assets	9	(40,025)	(34,950)
Net movement in investments		584,785	(784,541)
Net Cash flows from investing activities		507,531	(825,897)
Net Increase in Cash & Cash Equivalents		83,935	(96,888)
Cash & Cash Equivalents at the start of the Year	6	1,550,070	1,646,958
Cash & Cash Equivalents at the end of the Year	6	\$1,634,005	\$1,550,070

PARALYMPICS NEW ZEALAND INCORPORATED**NOTES TO THE FINANCIAL STATEMENTS FOR THE 12 MONTHS ENDED
31 DECEMBER 2024****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 2024. The comparative financial statements are for the twelve months ended 31 December 2023.

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 Para 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 New Zealand (HPSNZ) and Sport New Zealand (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 fair 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.

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 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.

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.
- Fair Value through Surplus or Deficit (FVTSD): Financial assets that do not meet the criteria for classification in the other categories are classified as FVTSD. They are measured at fair value, and all changes in fair value are recognised in surplus or deficit.

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

PNZ financial assets at amortised cost include: cash and cash equivalents, short-term investments, receivables from non-exchange transactions, receivables from exchange transactions.

Fair value through Surplus or Deficit

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

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

Receivables

Receivables are non-derivative financial assets with fixed or determinable payments that are not quoted in an active market. 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.

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.

3.5 Cash and 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 2024 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.

3.6 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 2024 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 and 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	2024
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:

	2024
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 expensed as per the lease agreement over the lease term.

3.10 Employee Benefits

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

3.11 Income tax

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

3.12 Goods & Services Tax

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

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

3.13 Equity

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

Accumulated Comprehensive Revenue and Expense

This represents the accumulated surpluses of PNZ since inception less transfers to other reserves.

Special Projects Reserve

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	2024	2023
HPSNZ	1,907,986	1,537,337
Sport NZ	399,998	610,198
Government Grants	2,307,984	2,147,535
Aotearoa Gaming Trust	29,500	34,024
Four Winds Foundation Ltd	41,866	20,000
Grassroots Trust	4,672	8,936
NZCT	108,967	116,868
One Foundation	0	5,459
Pelorus Trust	249	7,302
Pub Charity	63,747	120,462
The Lion Foundation	50,000	50,000
Trillian Trust	13,420	0
Grants Other	312,421	363,051
Legacies		
Estate SI Martin	109,863	0
Legacies	109,863	0

6. Cash and Cash Equivalents

Cash and Cash equivalents include the following components:

Cash and Deposits	2024	2023
ASB Cheque Account	18,199	3,707
ASB Call Accounts	7,370	7,186
ANZ Cheque Accounts	589,350	841,092
ANZ Call Accounts	989,151	681,309
Cash Passports	6,302	4,035
IPC Escrow Account	9,790	9,243
Petty Cash	13,843	3,498
Total Cash & Cash Equivalents	1,634,005	1,550,070

7. Investments

	2024	2023
Short term deposits (between 3 and 12 months)	1,750,000	2,417,905
Investment funds held with Forsyth Barr (under 12 months):		
Cash	70,797	86,617
Fixed Interest	73,790	50,543
Property	0	0
Total Current Investments	1,894,587	2,555,065

Investment funds held with Forsyth Barr (over 12 months):		
Equities	1,651,257	1,247,039
Fixed Interest	870,944	974,932
Property	102,840	109,758
Total Non-Current Investments	2,625,041	2,331,729

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.

8. Property Plant & Equipment

2024	Leasehold Improvements	Office Furniture & Equipment	Computer Equipment	Sports Equipment	Total
Cost	1,635	62,854	65,975	9,576	140,040
Opening Accumulated Depreciation	(1,594)	(40,911)	(36,740)	(7,322)	(86,567)
Depreciation	(16)	(2,001)	(10,337)	(902)	(13,256)
Closing Net Book Value	25	19,942	18,898	1,352	40,217

2023	Leasehold Improvements	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)
Closing Net Book Value	41	5,097	8,852	2,254	16,244

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

	2024	2023
Opening net book value	16,244	18,973
Additions	37,228	6,405
Disposals	(0)	(0)
Depreciation	(13,255)	(9,134)
Closing Net Book value	40,217	16,244

9. Intangible Assets

Intangible Assets	2024	2023
Cost	178,660	138,635
Opening Accumulated Depreciation	(81,931)	(65,103)
Depreciation	(32,050)	(16,828)
Closing Net Book Value	64,679	56,704

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

	2024	2023
Opening net book value	56,704	38,582
Additions	40,025	34,950
Disposals	0	0
Depreciation	(32,050)	(16,828)
Closing Net Nook value	64,679	56,704

10. Special Purpose Funds

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

Special Purpose Funds	2024	2023
HPSNZ TAPs	0	9,554
Prime Minister's Scholarships	55,392	93,328
	55,392	102,882

11. Operating Leases

During the period office rental and other lease expenses totalled \$64,567 and \$10,594 respectively (2023 \$59,800 and \$10,594).

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	2024	2023
Not longer than one year	83,749	70,727
Later than one year but not longer than five years	262,171	14,366
	345,920	85,093

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:

	2024	2023
Administration	119,369	137,976
Marketing	105,000	24,000
Media	232,854	0
NZ Paralympic Team	252,121	0
	709,344	161,976

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.

Financial Assets	2024	2023
At amortised cost		
Cash and cash equivalents	1,634,005	1,550,070
Investments	1,894,587	2,555,065
Receivables from non-exchange transactions	40,483	105,651
	3,569,075	4,210,786
Measured at Fair Value		
Investments (breakdown per Note 7)	2,625,041	2,331,729

Financial Liabilities	2024	2023
At amortised cost		
Trade & other creditors	198,159	206,919
GST Payable	0	36,563
Employee entitlements	145,865	124,275
Special Purpose Funds	55,392	102,882
Income in Advance	519,636	1,109,061
	919,052	1,579,700

14. Capital commitments

There were no capital commitments at the reporting date (2023: \$ Nil)

15. Contingent assets & liabilities

There were no contingent assets or liabilities at the reporting date (2023: \$ Nil)

16. Related Party Transactions

Transactions with related parties

The following transactions occurred with entities considered related parties, as a result of a PNZ board member also represented on their governing bodies:

- Grant receipts from High Performance Sport New Zealand Limited \$1,870,050 (2023 \$1,512,896)
- Grant receipts from Sport New Zealand \$399,998 (2023 \$610,198)
- Sponsorship received from Sport New Zealand \$150,000 (2023 \$150,000)
- Value in Kind services received from Sport New Zealand \$NIL (2023 \$46,500)

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.

	2024		2023	
	Remuneration	FTE's	Remuneration	FTE's
Board	75,500	0.47	82,500	0.37
Executive Officers	702,378	4.80	681,501	4.80

17. Events after the reporting date

At the time of authorising these financial statements, the Board is not aware of any material subsequent events 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

Level 13, 125 Queen Street,
Auckland CBD, Auckland 1010

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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 63 to 77 and the statement of service performance on pages 6 to 9. The complete set of financial statements comprises the statement of financial position as at 31 December 2024, the statement of comprehensive revenue and expense, statement of changes in net assets/equity and statement of cash flows 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 2024, and its financial performance, and its cash flows for the year then ended; and
- the service performance for the year ended 31 December 2024 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 statement of service performance in accordance with the ISAs (NZ) and New Zealand Auditing Standard (NZ AS) 1 (Revised) *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 62 (but does not include the financial report and our auditor's report thereon), which we obtained prior to the date of this auditor's report. Our opinion on the financial report does not cover the other information and we do not express any form of audit opinion or assurance conclusion thereon.

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

Responsibilities of the board members for the financial report

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

- (a) the preparation and fair presentation of the financial statements and statement of service performance 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 the statement of service performance that are free from material misstatement, whether due to fraud or error.

In preparing the financial report, the board members are responsible for assessing 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 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 statement of service performance, 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 (Revised) 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.





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