



**ANNUAL REPORT
AND PERFORMANCE REPORT 2025**





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CHAIR'S REPORT

Kia ora koutou,

It was another pivotal year for the Paralympic Movement in Aotearoa Zealand in 2025. The Paralympics New Zealand (PNZ) Board oversaw some significant governance and stakeholder engagement activity, working in conjunction with the PNZ staff, PNZ members, partners and wider stakeholders.

At the Annual General Meeting (AGM) in April, PNZ members approved the new PNZ Constitution. This included the welcome addition of a permanent Para Athletes' representative to the PNZ Board, with Paralympian #189 Carl Murphy PLV the first Para athlete appointed.

PNZ had the pleasure of hosting International Paralympic Committee (IPC) President Andrew Parsons in May. Andrew held key meetings with the PNZ Patron and Governor-General, the Minister and Associate Minister for Sport and Recreation, representatives from Sport NZ and HPSNZ, as well as Paralympians, Para athletes, and PNZ staff.

At an event with PNZ partners and stakeholders, and through various media engagements, Andrew spoke about the IPC vision to build a more inclusive world. He acknowledged that while change starts with sport, the IPC was committed to leveraging the Paralympic Movement to change societal attitudes towards the more than 15% of people with a disability, and that more work was required in this area.

Aligning with Andrew's message, PNZ also embarked on a journey to refine our own Statement of Strategic Direction (SSD). This included seeking to ensure that all stakeholders had a clearer understanding of our respective roles.

While the primary role of PNZ is to lead successful NZ Paralympic Teams to the Summer and Winter Paralympic Games, leveraging the power of the Paralympic Movement to more actively change attitudes towards and outcomes for those with a disability in Aotearoa New Zealand, is an equally important focus.

Within the sports sector we still do not have pathways to the podium in every Para sport, and there are too many other areas in society where a disability means a lack of opportunity. Working collaboratively, PNZ will continue to advocate for and influence activities and opportunities delivered by key partners and stakeholders that help achieve more of these outcomes.

At the conclusion of 2025, PNZ received confirmation from Sport NZ, awarding renewal of the Governance Mark for play, active recreation and sport. Throughout this process, the PNZ Board reviewed, updated or enhanced the governance approach, including key outputs such as the new SSD.

To achieve these key governance outcomes, the PNZ Board and Committees met more frequently this year. I thank all PNZ Board members for their incredible commitment to the organisation. I would especially like to thank recently appointed Deputy Chair Maria Clarke, who as the PNZ Governance Committee Chair, led much of this work.

The PNZ Board also farewelled Dr Catriona McBean and Aaron Mills in January 2025 and welcomed three elected members to the PNZ Board in February 2025 – Sian Ruth (who was re-elected), Mike Bishop and Blair Gilbert (who were elected for the first time). It was noted at the time of the election, in line with the PNZ Constitution change, that to accommodate future Board term scheduling, these appointments were for staggered terms of one, two, and four years respectively. Subsequently, PNZ members supported Sian's appointment for a further and final four-year term commencing in 2026.

In September, Paralympian #96 Duane Kale ONZM PLY completed his term as IPC Vice President, and also his invited position on the PNZ Board. PNZ thanks Duane for his outstanding contribution to the Paralympic Movement, both as a Paralympian, and on the PNZ Board since 2005, although we know his journey with the Paralympic Movement will continue.

I also want to acknowledge the immense challenges PNZ staff faced following the loss of treasured colleague Rachel Barr, in June. To lose any staff member is tragic, but to lose one who was such an important member of a small team made it especially difficult for everyone. I know the leadership and support provided by Greg and Head of Commercial and Marketing Jenifer Hunt at this time was an enormous comfort to both our PNZ staff and Rachel's whānau. Rachel leaves a significant legacy, including her work on the We'll Give You Something to Talk About campaign.

Looking ahead, the Brisbane 2032 Paralympic Games will be the nearest thing we will ever have to a home Summer Paralympic Games. It is important that New Zealand and all of Oceania use this as a benchmark to ensure the legacy remaining in 2033 and beyond, has left enduring change.

Our Paralympians challenge themselves to be the best in the world at what they do every day, and whilst collectively (PNZ, members, partners and stakeholders) may not have achieved everything by then, we should use this key event to challenge ourselves and each other to make as significant an impact as we can.

I would like to thank all our Paralympians, PNZ members, commercial and funding partners, and wider stakeholders for supporting PNZ and the NZ Paralympic Team, but also acknowledge the great work you do to support and deliver the outcomes needed. I would also like to thank my fellow PNZ Board members, Greg and the PNZ staff for their mahi in a challenging year. With 2026 my last year on the PNZ Board, I look forward to continuing to work together to maximise our impact.



JANA RANGOONI
CHAIR AND PRESIDENT, PNZ



CEO'S REPORT

Kia ora koutou,

Following on from a successful Paris 2024 Paralympic Games, 2025 has been another significant year for Paralympics New Zealand (PNZ), collaborating with key partners and stakeholders to advance the Paralympic Movement in Aotearoa New Zealand.

In January, the most decorated member of the NZ Paralympic Team, Paralympian #166 Dame Sophie Pascoe DNZM, called time on her distinguished career, which gleaned a staggering 19 Paralympic medals, including 11 gold medals.

The incredible mahi of New Zealand's Paralympians continues, with the second term of the PNZ Athletes' Council. Whilst welcoming new Council members, I also acknowledge the contributions of Council members who completed their terms this year.

There were new beginnings in March, when PNZ moved offices from Parnell to Rosedale (Auckland). An image of the first NZ Paralympic Team, which competed at the Tel Aviv 1968 Paralympic Games, hangs proudly in the office, connecting our rich history to the present, and is a reminder of the significant progress made in changing the narrative on disability in Aotearoa New Zealand.

I had the opportunity to accompany International Paralympic Committee (IPC) President Andrew Parsons to meet with many of our key partners and stakeholders

during his visit in May, and hear firsthand, the powerful vision of the IPC under his leadership. I particularly valued Andrew's openness to spend extended time with the PNZ Athletes' Council, PNZ Staff Team and PNZ Board, to learn more about our programmes and initiatives, and the impact being created across Aotearoa New Zealand.

A highlight of the visit was presenting Andrew with Te Manawa Hahana (to shine, radiate, or glow) – a unique onewa toki, with a connection to the mauri stones gifted to PNZ and the NZ Paralympic Team – meaning that PNZ, Aotearoa New Zealand, and Andrew will always be connected, as we continue to celebrate the Paralympic Movement.

With thanks to ACC, PNZ hosted the Para Sport Collective Hui in August, alongside a successful National Classifier Forum, with more than 120 representatives from across the Para sport sector coming together to discuss the Para sport pathway, challenges, and examples of working together. The collaborative efforts of PNZ members and key stakeholders are acknowledged, as we all look to create more Para sport opportunities on the road to LA28, French Alps 2030, Brisbane 2032 and beyond.

The NZ Paralympic Team for the Milano Cortina 2026 Paralympic Winter Games was officially farewelled at Government House, Auckland in September, which included Paralympian #158 Adam Hall MNZM, Paralympian #188 Corey Peters MNZM, Chef de Mission Jane Stevens,



and wider support staff. PNZ thanks Her Excellency The Rt Hon Dame Cindy Kiro for her generous hospitality hosting the event and for her ongoing role as Patron of PNZ.

Paralympian #148 Michael Johnson MNZM returned to the international podium in October, securing bronze at the Al Ain World Shooting Para Sport (WSPS) World Cup. PNZ also acknowledges the outstanding medal performances of Paralympians and Para athletes at the various World Championships held in 2025, and the efforts from National Sports Organisations (NSOs) in identifying, preparing and supporting Para athletes across the motu.

In November, PNZ received global recognition as part of the IPC Para Sport Awards. The two awards received demonstrate the increased awareness, reach, and impact of PNZ programmes, and are a testament to the collective efforts of PNZ and our extended whānau, in continuing to challenge attitudes towards disability.

The future is exciting, with the Milano Cortina 2026 Paralympic Winter Games and LA28 Paralympic Games providing a great platform to once again showcase the NZ Paralympic Team, Para sports, and opportunities for societal change leading to an inclusive Aotearoa New Zealand.

The continuing support of PNZ commercial and funding partners is central to our future success. Thank you to Official Partners Bupa, Harvey Norman and Toyota, Community Partners ACC and Sport NZ, High Performance Delivery Partner HPSNZ, and our growing list of Media, Team Supporters, Suppliers, Funding Partners, and Donors – we quite simply could not achieve the reach and impact, without your backing and belief in the power of the Paralympic Movement.

Thank you to PNZ members, PNZ staff, PNZ Athletes' Council, and the PNZ Board for your continued efforts and collaboration, all of which contribute to

the collective success of PNZ and the NZ Paralympic Team. I would also like to thank key members of the PNZ staff who moved on to new adventures in 2025, notably Melissa Dawson, Michael Johnson, Marianne Loh, and Kasey Wilson.

We sadly lost an incredible colleague in 2025, Rachel Barr. An integral member of our PNZ staff Team, Rachel was universally respected and valued with her vast industry experience and knowledge, attention to detail, good humour, and fun approach. PNZ was greater with her presence, and the legacy of her vision, commitment to her craft, and passion for challenging and changing perceptions of disability, will continue long into the future. Rachel will be fondly remembered as a member of our PNZ whānau.

GREG WARNECKE
CHIEF EXECUTIVE OFFICER AND SECRETARY
GENERAL, PNZ



IPC President Andrew Parsons outside the Beehive.
Photo credit: PNZ



ATHLETES' COUNCIL CHAIR'S REPORT

Following my election as Paralympics New Zealand (PNZ) Athletes' Council Chair in early 2025, I am proud to present the 2025 Athletes' Council Report. This year has been significant as we build on the legacy of the Paris 2024 Paralympic Games and prepare for the Milano Cortina 2026 Paralympic Winter Games, while strengthening Para athlete engagement and consulting with the PNZ Board, PNZ staff, and stakeholders across all levels of Para sport in Aotearoa New Zealand.

The Council formally welcomed newly elected members Paralympians #158 Adam Hall MNZM and #211 Danielle Aitchison in February, along with appointed member Paralympian #233 Louise Duncan. Paralympian #195 Anna Grimaldi MNZM was also re-elected for her second term. These Para athletes bring a wealth of knowledge and experience, ensuring diverse perspectives across summer and winter Para sports. Additionally, Paralympian #225 Anna Taylor was voted as Vice Chair of the Council. The contributions of Council members who completed their terms in 2025 – Paralympians #148 Michael Johnson MNZM, #202 Jacob Phillips, and #213 Sarah Ellington (who served as the inaugural Council Chair) – are also acknowledged.

A highlight was hosting International Paralympic Committee (IPC) President Andrew Parsons, who attended a PNZ Athletes' Council meeting and answered questions on the future of the Paralympic Movement. His willingness to engage directly with our Council reflects the importance of the Para athlete voice globally and further strengthens PNZ's international relationships.

Building on the positive cultural processes adopted at Paris 2024, we consulted

with senior Para athletes to begin the development of a unique karakia for the NZ Paralympic Team. This initiative reinforces our shared identity and values, and while still in progress, we are excited about its impact at future Paralympic Games.

In June, I represented PNZ at the IPC Athletes' Forum in Duisburg, Germany. Discussions included Para athlete welfare, anti-doping, classification, and integrity – critical areas for the growth of Paralympic sport and the continued progress of the Paralympic Movement. Such forums also provide opportunities for leadership, connection, and more informed Para athlete representation.

After 18 months of collaboration with the PNZ Board, a Para athlete representative position on the PNZ Board has been included as part of the new PNZ Constitution. Following an application and interview process, I was appointed to the role in August. This is a significant step forward in ensuring the Para athlete voice is represented at the highest level of PNZ planning and decision making.

The Council continues to explore ways to engage and communicate effectively with all Para athletes and Paralympians we represent. We are committed to refining communication channels, leveraging digital platforms, and creating more opportunities for Para athletes to share their views – ensuring their voices shape the future of Paralympic sport in Aotearoa New Zealand.

CARL MURPHY PLY
PARALYMPIAN #189
CHAIR, PNZ ATHLETES' COUNCIL

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 the NZ Paralympic Team 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 Aotearoa 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 Vision and Purpose. Management has also exercised judgement in determining which outcomes and outputs could be measured reliably and consistently and supported by evidence suitable for independent audit. The below Statement of Service Performance also forms part of the components of the Performance Report, which commences from page 46.

This Statement of Service Performance is based on the existing PNZ Strategic Plan 2021-2032. The PNZ Board is implementing a new Statement of Strategic Direction 2026-2033, which will include new strategic outcome measures for reporting.

Outcome 1:

Equity is achieved when Para sport is recognised at all levels of sport in Aotearoa New Zealand

Paralympics New Zealand (PNZ) maintained an active presence within the community, in a non-Games year. School engagement continued following the success of the Seeing is Believing Education Programme for the Paris 2024 Paralympic Games and two new Milano Cortina 2026 Paralympic Winter Games modules were developed. Para Sport activity continued to be supported through the awarding of grants, and audiences reached through a number of hosted or co-hosted PNZ events including the visit of International Paralympic Committee (IPC) President Andrew Parsons and the NZ Paralympic Team Milano Cortina 2026 Paralympic Winter Games farewell event.

MEASURE	2024	2025
Paralympian / Para athlete school visits	73	11
Schools with access to PNZ education materials	406	424
Paralympian/Para athlete appearances (other than schools)	37	13
Harvey Norman Para Sport Champions	21	15
PNZ events hosted or co-hosted	8	3
Cyril Smith Legacy Fund grants awarded (Number)	19	22
Cyril Smith Legacy Fund grants awarded (Value)	\$30,142	\$39,903

Outcome 2:

A strong and sustainable pathway to the Paralympic Games

Classification is an important part of the Para sport pathway and participation, and a further 20 Para athletes were classified in 2025. Paralympics New Zealand (PNZ) leads the NZ Paralympic Team to the Paralympic Games, however 2025 was a non-Games year. The NZ Paralympic Team will next represent PNZ at the Milano Cortina 2026 Paralympic Winter Games. PNZ continues to lead the Shooting Para sport programme, with Para athletes competing at three Shooting Para sport events in 2025.

MEASURE	2024	2025
Number of Para athletes classified	26	31
Number of Paralympians/Para athletes at Paralympic Games	24	0
Number of Delegation and Support Staff at Paralympic Games	41	0
Number of Para sports represented at the Paralympic Games	8	0
Competitions attended by PNZ Para athletes	13	3
Number of Paralympians/Para athletes represented by PNZ Athletes' Council	170	167
Number of PNZ Athletes' Council meetings	3	3

Outcome 3:

Aotearoa New Zealand is diverse and fully inclusive

Paralympics New Zealand (PNZ) helps to change the narrative of disability by elevating the achievements of Paralympians, Para athletes, and others in the Paralympic Movement. This is achieved via awards and recognition, alongside expanding our reach across traditional media, extensive PR, and social media channels. PNZ also conducts research to measure its impact on public perceptions.

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

MEASURE	2024	2025
Number of NZ Paralympic Team numbered pins presented	6	4
Promoted public recognition through award nominations for Para athletes, coaches, organisations, champions	17	11
Number of PNZ social media posts	1,616	1,153
Number reached by PNZ Facebook content	9,424,200	1,037,797
Number of PNZ media releases	71	13



OUTCOME 1

Equity is achieved when Para sport is recognised at all levels of sport in Aotearoa New Zealand

Paralympian #158 Adam Hall MNZM talks to students on a Seeing is Believing visit at Wānaka Primary School.
Photo credit: PNZ

Seeing is Believing

Growing Paralympic Education in NZ

PROUDLY SUPPORTED BY



TOYOTA

Following an extraordinary year, fuelled by the excitement and visibility of the Paris 2024 Paralympic Games, 2025 focused on resource development and preparation for the Milano Cortina 2026 Paralympic Winter Games. The momentum from 2024 demonstrated how impactful a Games year can be, with good school engagement during 2025.

Two new Milano Cortina 2026 Paralympic Winter Games modules were developed.

Both are aligned with the current New Zealand school curriculum, while also anticipating forthcoming curriculum changes in 2026.

The first Milano Cortina module introduces students to the Paralympic Winter Games, explores Italy, and the host regions of Milano and Cortina through the perspectives of two NZ Paralympic Team supporters with disabilities. The second module highlights the NZ Paralympic Team, providing an engaging, Para athlete-focused learning experience.

Another key addition was the “Blade Runners” resource, which delves into prosthetics, technology, and innovation in Para sport. This topic inspired cross-curricular inquiry in some schools, including at Hobsonville Point Primary School, where students explored technology and innovation in prosthetics and welcomed a visit from Paralympians #158 Adam Hall MNZM, #188 Corey Peters MNZM, and #211 Danielle Aitchison.

The Seeing is Believing Paralympic Education Programme continues to thrive, fostering curiosity, inclusion, and inspiration among young New Zealanders.



Paralympian #188 Corey Peters MNZM with a student at Hobsonville Point Primary School.

Photo credit: PNZ

Harvey Norman[®]

PARA SPORT CHAMPIONS

As 2025 was a non-Paralympic Games year, our 15 Para Sport Champions made fewer school visits, but their impact continued to expand in new and meaningful ways. The visibility and engagement generated during the Paris 2024 Paralympic Games sparked fresh ideas from schools and community organisations on how to involve the Champions beyond traditional visits. A standout moment saw Para athlete and Para Sport Champion Jaden Movold invited to speak at a New Zealand Youth Archery Team event at Baradene College, Auckland ahead of the Trans-Tasman Archery Challenge, which supported the inclusion of a Para archer on to the Archery team.

Jaden also visited the MacLean Centre at Mt Roskill Grammar, which is a hub specifically for students with disabilities. The school reported that Jaden delivered an engaging and enjoyable presentation, connecting with learners at their level and using humour and relatable stories to bring Para sport and the Paralympic values to life. They enjoyed the visit so much, they have already requested that Jaden returns in 2026.



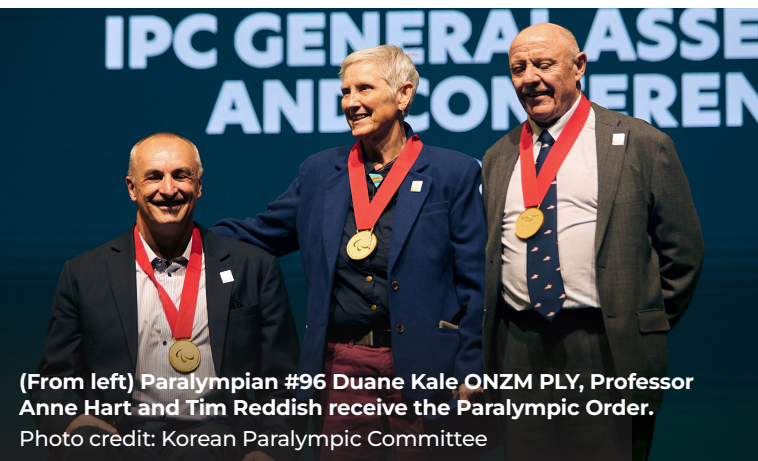
Meanwhile, Paralympian #229 Devon Briggs attended the Waikato Big Day Out in Hamilton, which was a day of fun, inclusion and community spirit, celebrating the International Day of Persons with Disability, to talk about the Para Sport Champions visit and Seeing is Believing Programme.

Another meaningful visit took place when Paralympian #211 Danielle Aitchison was able to visit her old school, Kaihere Primary School, where staff and students were delighted and inspired as she shared her personal journey, her experiences (including passing around some of her medals!) and the values of the Paralympic Movement.

The Para Sport Champions continued to meet regularly online throughout the year maintaining strong connections and readiness for school and community engagements as opportunities arose.

AWARDS AND HONOURS

Paralympic Legend Duane Kale Lands Top IPC Award



(From left) Paralympian #96 Duane Kale ONZM PLY, Professor Anne Hart and Tim Reddish receive the Paralympic Order.
Photo credit: Korean Paralympic Committee

Former International Paralympic Committee (IPC) Vice President, Paralympian #96 Duane Kale ONZM PLY, was awarded the prestigious Paralympic Order at the IPC Conference and General Assembly in Seoul, Korea in September.

The accolade is awarded to individuals and organisations who have made an outstanding and long-lasting contribution to the Paralympic Movement and is rich reward for Duane, whose tireless work in this realm spans more than 30 years.

Born and raised in Hawke's Bay, Duane was a national level non-disabled swimmer and triathlete before undergoing

surgery for a benign spinal tumour. Returning as a Para swimmer he won six medals – including four gold medals – at the Atlanta 1996 Paralympic Games. He remains New Zealand's most successful male Paralympic swimmer.

Later moving into sports administration, Duane was elected to the IPC Governing Board in 2013, and later in 2017, elected as Vice President of the IPC, before being re-elected to this role again in 2021. He concluded his time as IPC Vice President at the IPC Conference and General Assembly in Seoul. Working closely with IPC President Andrew Parsons, Duane's leadership and governance skills have been utilised for the betterment of the Paralympic Movement.

A member of the Paralympics New Zealand (PNZ) Board from 2005, until completing his term in September 2025, Duane also served as Chef de Mission for the NZ Paralympic Team at the Beijing 2008 and London 2012 Paralympic Games.



IPC President Andrew Parsons pictured with Paralympian #96 Duane Kale ONZM PLY.

Photo credit: Korean Paralympic Committee



Marguerite Christophers ONZM was a worthy recipient in the New Year Honours list.
Photo credit: PNZ

Marguerite Christophers

The architect of New Zealand's world-leading Classification Programme, Marguerite Christophers was appointed an Officer of the New Zealand Order of Merit (ONZM) for services to Para sport in the New Year Honours list.

A passionate and influential presence for 25 years in Para sport classification, Marguerite has played a huge role both nationally and internationally in making sense of the complex world of classification, which determines who is eligible to compete in Para sport and what class they can compete in.

Among her key achievements was developing and implementing a national classification strategy for Paralympics New Zealand (PNZ) and serving as global Head of Classification at World Triathlon.

Clive Power

Appointed an Officer of the New Zealand Order of Merit (ONZM) for services to swimming in the King's Birthday Honours, Clive Power played a huge role in the development and success of Para swimming in Aotearoa New Zealand.

Instrumental in creating a Para swimming development programme prior to the London 2012 Paralympic Games, this then reaped rewards at the Rio 2016 Paralympic Games, when the NZ Paralympic Team claimed ten Para swimming medals and reached 21 finals. Clive also served on the PNZ Selection Panel.

PNZ Secures Double Win at IPC Para Sport Awards

Paralympics New Zealand (PNZ) received the Community Impact Award and the IPC Member Award at the biennial 2025 Para Sport Awards in November.

Organised by the International Paralympic Committee (IPC), the Para Sport Awards celebrate the exceptional performances of teams, Para athletes, coaches, community projects and volunteers, which this year received more than 200 nominations.

Recognised and voted on by the IPC Governing Board, PNZ secured the Community Impact Award thanks to its inspirational We'll Give You Something to Talk About campaign.

The successful campaign focused on Kiwi Paralympians as elite athletes, using their real-life experiences to challenge the way disability is often talked about. The campaign invited New Zealanders to shift focus from the disability to the Para athlete and spark meaningful conversation about capability, achievement and inclusion.

PNZ was honoured to win the IPC Member Award for its collective efforts in promoting and championing the cause of the Paralympic Movement in Aotearoa New Zealand across a number of impact initiatives.

ORDER OF MERIT

Paralympian #107 Grant Sharman MNZM and TV producer Robyn Scott-Vincent MNZM were presented Paralympics New Zealand (PNZ) Order of Merit pins by International Paralympic Committee (IPC) President Andrew Parsons in May.

A PNZ Order of Merit recognises individuals who have given outstanding service to the organisation and Paralympic sport.

After sustaining an injury following a rugby accident at school, Grant has stood out for his unwavering dedication and commitment to the disability sports sector.

As a Wheelchair rugby player, the Aucklander became captain of the Wheel Blacks, claiming bronze medals at the Atlanta 1996 and Sydney 2000 Paralympic Games. He later coached the Wheel Blacks to a gold medal at the Athens 2004 Paralympic Games.

Demonstrating an exceptional level of passion and selflessness in his service to disabled individuals, Grant has left an indelible mark on the sector. A Board member of Disability Sport Auckland and former Chair at ParaFed Auckland, he also worked as PNZ High Performance Director.

A commentator for TVNZ at the Tokyo 2020 Paralympic Games, Grant was both a presenter and associate producer with Attitude TV for many years.

A staple of New Zealand television since 2005 – Robyn has produced more than 700 episodes for Attitude TV and more than 60 programmes on Para athletes - including Paralympians #158 Adam Hall MNZM, #166 Dame Sophie Pascoe DNZM, #195 Anna Grimaldi MNZM, and #197 Liam Malone MNZM.

Attitude secured the Paralympic broadcast rights in 2013, and in partnership with TVNZ delivered coverage of the Paralympic Games at Rio 2016, Tokyo 2020 and Paris 2024.

As an advocate on behalf of the disabled community, Robyn's goal is to inspire people living with a disability to live their life to the fullest, to provide strong role models for our young people, and to inspire change.

Congratulations to Grant and Robyn and thank you for your continued and significant contributions.



(From left) IPC President Andrew Parsons, Robyn Scott-Vincent MNZM, Paralympian #107 Grant Sharman MNZM, and PNZ Board Chair Jana Rangooni.

Photo credit: PNZ

IN MEMORIAM

Rachel Barr

(1981-2025)

Highly respected Paralympics New Zealand (PNZ) Marketing Manager Rachel Barr passed away at Auckland Hospital on 6 June 2025 after a short battle with cancer.

Instrumental in the brand overhaul of PNZ, including the development of the NZ Paralympic Team brand, Rachel was also the architect of the innovative marketing campaign We'll Give You Something to Talk About – which helped shift perceptions of disability.

Possessing a rare blend of creativity coupled with organisational skills, extensive knowledge, and an infectious sense of fun, the PNZ whānau and our wider community is a much poorer place without her. Rachel leaves behind husband, Jason, and three children - Phoebe, Isabelle, and Beau.



Rachel Barr pictured with her loving family.
Photo credit: Supplied

Tui Rupe

(1943-2025)

Pioneering Paralympian #67 Tui Rupe passed away on 20 September 2025 at the age of 82.

A prolific distance runner who completed 177 marathons, vision impaired Tui represented the NZ Paralympic Team at the Seoul 1988 Paralympic Games, running with his guide, PNZ Order of Merit member Dave Currie CNZM.

Based in Papakura, Tui started running as a schoolboy and he still holds the New Zealand 5000m T11 record, set in 1982. He won the Māori Sports Award 'Male athlete with a disability' in 1993 and set a marathon PB of 2:53. Tui officially received his 'numbered' pin as part of The Celebration Project in Auckland in 2020.



Tui Rupe was a trailblazing vision impaired distance runner.
Photo credit: PNZ

IPC PRESIDENT ANDREW PARSONS VISITS AOTEAROA NEW ZEALAND

International Paralympic Committee (IPC) President Andrew Parsons was hosted by Paralympics New Zealand (PNZ) during an historic three-day tour of Aotearoa New Zealand in May.

The most influential person in the global Paralympic Movement, Andrew connected with key strategic partners, sharing the Paralympic Values and key messages which support the global impact of the IPC, across a busy schedule.

In Wellington, he was welcomed by Sport NZ CEO Raelene Castle and Sport NZ colleagues, before attending a meeting with Hon. Mark Mitchell and Hon. Chris Bishop, the Minister and Associate Minister for Sport and Recreation.

During his time in Auckland, the IPC President spoke at a breakfast event, which featured a panel of three Paralympians - #158 Adam Hall MNZM, #164 Cameron Leslie MNZM, and #195 Anna Grimaldi MNZM – and commercial partners, stakeholders and guests.

Andrew also attended a private meeting with the Governor-General of New Zealand and PNZ Patron, Her Excellency the Rt Hon Dame Cindy Kiro GNZM, QSO.

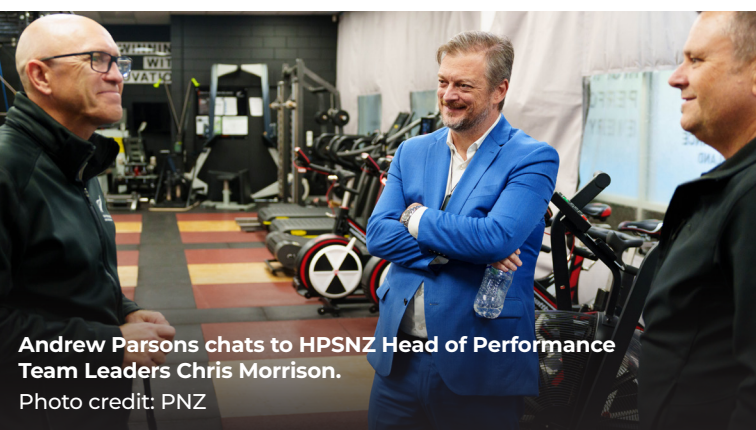


(From left) Greg Warnecke, Jana Rangooni, Dame Cindy Kiro GNZM, QSO, Andrew Parsons.
Photo credit: PNZ

At the new PNZ office, the IPC President presented PNZ Order of Merit pins to Paralympian #107 Grant Sharman MNZM and Robyn Scott-Vincent MNZM. He also met members of the PNZ Staff Team.

On his final full day in Aotearoa New Zealand – he attended a PNZ Athletes' Council meeting, and had the opportunity to meet Para swimmers, and present medals and a special recognition award to Paralympian #205 Jesse Reynolds (following his retirement), at the New Zealand Swimming Championships hosted at the Sir Owen G. Glenn National Aquatic Centre.

Re-elected as the IPC President during the IPC General Assembly in Seoul in September, Andrew's visit in May further strengthens his important connection with Aotearoa New Zealand, as together with the IPC, we look ahead to the Brisbane 2032 Paralympic Games, and the significant impact the Games will have on the Oceania region.



Andrew Parsons chats to HPSNZ Head of Performance Team Leaders Chris Morrison.
Photo credit: PNZ

DAME SOPHIE PASCOE RETIRES



Paralympian #166 Dame Sophie Pascoe DNZM announces her retirement.

Photo credit: PNZ

The most decorated member of the NZ Paralympic Team, Paralympian #166 Dame Sophie Pascoe DNZM, announced her retirement from competitive Para swimming in her home city of Christchurch in January 2025.

In an incomparable career spanning more than two decades, Dame Sophie redefined excellence in Para sport, winning a record-breaking 19 Paralympic medals, including 11 golds, across four Paralympic Games from Beijing 2008 to Tokyo 2020.

Both in and out of the pool, Dame Sophie has been an exemplary role model for Para athletes and non-athletes alike. She has been instrumental in raising the profile of Para sport both in Aotearoa New Zealand and globally, advocating for inclusion and equality in sport.

Dame Sophie underwent a below-the-knee amputation on her left leg following a lawnmower accident aged two. She began swimming as a seven-year-old and was quickly identified by Paralympians

#49 Roly Crichton ONZM and #4 Graham Condon QSM as a Para swimmer of rich potential, joining the QEII Swim Club.

Her determination and talent quickly became evident, leading to an international debut at just 11 years old. Two years later, she claimed a bronze medal at the 2006 World Para Swimming Championships, a breakthrough that paved the way for her meteoric rise. By the time she competed at Beijing 2008, her maiden Paralympic Games, she had become a global force – winning three gold medals.

Dame Sophie cemented her status as one of the world's leading Para swimmers, breaking more than a dozen world records, winning a further eight Paralympic gold medals and claiming numerous World Para Swimming Championship titles.

In an illustrious career, Dame Sophie secured seven Halberg Awards and competed at three Commonwealth Games, winning five gold medals. She was the NZ Paralympic Team flagbearer at the Tokyo 2020 Paralympic Games.

The Paralympics New Zealand (PNZ) Order of Merit was bestowed upon Dame Sophie in 2016. She was later appointed a Dame in the 2022 New Year's Honours, for her services to swimming. PNZ congratulates Dame Sophie on her incredible and impactful achievements across a glittering career.



Paralympian #166 Dame Sophie Pascoe DNZM claimed four medals at the Tokyo 2020 Paralympic Games.
Photo credit: Getty Images



Paralympian #166 Dame Sophie Pascoe DNZM snared 19 Paralympic Games medals during an illustrious career.
Photo credit: Getty Images



Following her retirement from Para swimming, Paralympian #166 Dame Sophie Pascoe DNZM poses during a media opportunity.
Photo credit: PNZ



OUTCOME 2

A strong and sustainable pathway to the Paralympic Games

Para swimmer Rylee Sayer in attendance at a Para Sport Collective camp in Auckland.
Photo credit: PNZ

MILANO CORTINA 2026 PARALYMPIC WINTER GAMES



Approximately one-year out from the Milano Cortina 2026 Paralympic Winter Games, Paralympics New Zealand (PNZ) appointed Jane Stevens as Chef de Mission of the NZ Paralympic

Team in March. Also that month, Jane – alongside PNZ Head of Games and Sport Delivery and Deputy Chef de Mission, Lynette Grace – attended the first combined Olympic and Paralympic Chefs de Mission seminar, which was hosted by Milano Cortina 2026 in Milan.

PNZ selected a Team of two Para athletes – Paralympians #158 Adam Hall MNZM and #188 Corey Peters MNZM – to compete at Milano Cortina 2026.

In conjunction with the New Zealand Olympic Committee (NZOC), Ngāi Tahu Pounamu and Waewae Pounamu, pounamu pendants were gifted to Milano Cortina 2026 Paralympic Winter Games Chef de Mission Jane Stevens and the Milano Cortina 2026 Olympic Winter Games Chef de Mission during a ceremony held in Wānaka. This ceremony was a continuation of NZ Paralympic Team members gaining a richer understanding of the significance of the special taonga. A pounamu will be gifted to each member of the NZ Paralympic Team delegation as they arrive in the Paralympic Village.

To cap off a significant year of milestones and celebrations as part of the build-up to the Milano Cortina 2026 Paralympic Winter Games campaign, the NZ



Lynette Grace and Jane Stevens attended the Chef de Missions Seminar in Milan.

Photo credit: Supplied

Paralympic Team was officially farewelled at Government House in Auckland in October. At the farewell event Adam Hall was unveiled as the NZ Paralympic Team Opening Ceremony flagbearer for Milano Cortina 2026 and the NZ Paralympic Team Support Staff for Milano Cortina 2026 were also announced.



LA28 Paralympic Games

The LA28 Open Days for National Paralympic Committees (NPCs) took place in Los Angeles in November. Hosted by the LA28 Organising Committee, as preparations for the LA28 Paralympic Games continue, this was an opportunity to connect with key stakeholders to gain a better understanding of LA28 Paralympic Games plans. Inspecting key venues such as the Paralympic Village, training, and competition venues, is essential for creating the high performance environment required to support the NZ Paralympic Team.



Paralympian #158 Adam Hall MNZM in attendance at the Winter Wānanga.
 Photo credit: NZOC



The NZ Paralympic Team for Milano Cortina 2026 are farewelled at Government House in Auckland.
 Photo credit: PNZ



Milano Cortina 2026 Chef de Mission Jane Stevens with Paralympian #158 Adam Hall MNZM.
 Photo credit: NZOC



CYRIL SMITH LEGACY FUND

Distribution of Funds for Para athletes and Para Sport Programmes

In 2014, Paralympics New Zealand (PNZ) received a generous \$1 million bequest from the estate of Christchurch philanthropist, the late Cyril Smith. The bequest to PNZ was used to develop the Cyril Smith Legacy Fund, to assist Para athletes in the Canterbury region with training and development support, or otherwise in accordance with fulfilling objectives within the PNZ Constitution. A total of \$39,903 was awarded to the following recipients of the Cyril Smith Legacy Fund for the 2025 financial year.

RECIPIENT	PARA SPORT	AMOUNT	FUNDS USED TOWARDS
Amber Proudfoot	Para triathlon	\$2500	Competition support
Amy Courtney	Para swimming	\$561	Competition support
Benjamin Johnston	Para snowboarding	\$1500	Equipment/apparel
Brooke Anderson	Para swimming	\$1000	Competition support
Canterbury Shooting Para Sport	Shooting Para sport	\$985	Coaching/development
Carrie Wilson	Para badminton	\$1500	Competition support
Charlotte Murphy	Para swimming	\$1550	Competition support
Charlotte Walker	Para athletics	\$1500	Competition support
Curtis Smith	Wheelchair basketball	\$2500	Competition support
Hayley-Marie Bushby	Para alpine skiing	\$1395	Equipment/apparel
Ieuan Edwards	Para cycling	\$3000	Competition support
Joshua Rae	Para table tennis	\$1499	Equipment/apparel
Justin Cameron	Wheelchair basketball	\$1000	Competition support
Robin James	Para athletics	\$2111	Coaching/development
Rorie Poff	Para athletics	\$2000	Competition support
Sarah James	Para athletics	\$3000	Competition support
Southern Disability Trust	Wheelchair basketball	\$1550	Competition support
Thane Walker	Wheelchair basketball	\$1352	Equipment/apparel
Thomas Coysh	Para alpine skiing	\$2500	Competition support
Thomas Leighs	Para badminton	\$400	Competition support
William Stedman	Para athletics	\$5000	Competition support
Zach Lappin	Para athletics	\$1500	Competition support

SHOOTING PARA SPORT PROGRAMME

The Shooting Para sport high performance programme commenced its first year of the 2025-2028 cycle with Paralympians #148 Michael Johnson MNZM and #236 Neelam O'Neill receiving High Performance Sport New Zealand (HPSNZ) campaign funding.

In July, Para athletes Andrew Fairweather (Waikato) and Liz Langdon (Auckland) joined Neelam by travelling to Brisbane, Australia to attend a training camp held by Shooting Australia and to compete in the Brisbane International Shooting Centre (BISC) Open. It was a valuable and successful experience for the Team, with Neelam winning the R3 10m Air Rifle Prone Mixed SH1 final and securing third place in the P1/P2 Air Pistol Mixed final. On her international debut, Liz secured second place in the R5 10m Air Rifle Mixed SH2 final and Andrew banked fourth place in the R3 10m Air Rifle Prone Mixed SH1 final. Paralympics New Zealand (PNZ) thanks Shooting Australia for hosting and supporting the trio of New Zealand Para athletes.

The pinnacle international competition for 2025 was the Al Ain 2025 WSPS World Cup held in UAE in late October. Michael, Neelam and Paralympian #204 Greg Reid were in attendance, with Michael leading the way by securing a bronze medal in the R4 10m Air Rifle Standing Mixed SH2 and eighth in the R5 Air Rifle Prone Mixed SH2. With a strong field in attendance, the World Cup event was a valuable performance benchmark for all three Paralympians as they plan for the 2026 season.

Full Results

AI AIN 2025 WSPS WORLD CUP

Michael Johnson MNZN

Bronze – R4 10m Air Rifle Standing Mixed SH2

Eighth – R5 10m Air Rifle Prone Mixed SH2

Neelam O'Neill

12th – P2 10m Air Pistol Women SH1

27th – R3 10m Air Rifle Prone Mixed SH1

Greg Reid

24th – R3 10m Air Rifle Prone Mixed SH1



The PNZ Shooting Para sport team at the Al Ain 2025 WSPS World Cup.

Photo credit: Supplied



CLASSIFICATION PROGRAMME

The third edition of the International Paralympic Committee (IPC) Classification Code and International Standards came into effect in January. The 2025 IPC Classification Code seeks to keep pace with the rapid development of the Paralympic Movement and builds on the first two editions of the Code. Aligned to the Code, Paralympics New Zealand (PNZ) has key roles and responsibilities as a National Paralympic Committee (NPC) and continues to support the classification programmes of National Sports Organisations (NSOs).

Classifier Training

In August, PNZ hosted its annual classifier training workshop in Auckland. Taking place the day before the Para Sport Collective Hui, PNZ took the opportunity to invite NSO representatives for the first time, joining lead and sport-specific classifiers for a valuable day of collaboration, education and learning. With 17 classifiers and representatives from eight NSOs in attendance, PNZ used the opportunity to refresh the approach to training and ensured that network leading classification development in Aotearoa New Zealand continues to evolve.

Through High Performance Sport New Zealand (HPSNZ) Prime Minister's Scholarship funding, PNZ supported seven classifiers to undertake training overseas this year. This support is crucial in ensuring classifiers continue to develop their skills and experience to support their respective NSO classification programmes.

Classification and Eligibility

PNZ continues to manage the Shooting Para sport and vision impairment classification programmes, as well as verification for Virtus and National eligibility. A total of 31 individuals were classified with 25 Para athletes gaining classification or national eligibility and six individuals gaining international Virtus eligibility.

IPC Annual Classification Meeting 2025

Kristin Farrell, PNZ Senior Manager, Sport and Pathways, represented PNZ at the IPC Annual Classification Meeting at IPC headquarters in Bonn, Germany in October. This was the largest IPC Classification Meeting with more than 150 participants in attendance, which included representatives from 53 NPCs. PNZ representation at this annual meeting is key to growing connections within the classification community and collaborating on initiatives which will support NSO Para sport classification programmes, and opportunities for Para athletes.

PARA SPORT COLLECTIVE

SUPPORTED BY



Intake Two of the Para Sport Collective, comprising 23 Para athletes, 11 coaches, and two National Sports Organisation (NSO) observers, successfully completed the programme in 2025. During the first quarter of the year, the Collective enjoyed three online connects, focused on Performance Psychology, Performance Technique and Analysis, and Sponsorship and Funding, followed by a final in-person camp in May.

This second intake was a resounding success, receiving overwhelmingly positive feedback and fostering a deep connection among participants. These relationships have continued beyond the formal programme, with both intakes meeting

regularly online for continued learning, engaging through WhatsApp groups, and sharing achievements and support via a private Facebook community.

There has been immense pride in watching the progress of several Collective members into the high performance pathway. Notable examples include; Finn Murphy (Para canoe), who placed ninth on his Paracanoe World Championships debut; Rylee Sayer (Para swimming), who reached three finals at her first World Para Swimming Championships, and Siobhan Terry (Para cycling), who claimed four medals at her maiden UCI Para-cycling Track World Championships in Rio.



Intake two of the Para Sport Collective gather at an in-person camp in Auckland.

Photo credit: PNZ



Para Sport Collective Hui

The inaugural Para Sport Collective Hui, supported by PNZ Community Partner ACC, took place in Auckland in August. Targeting stakeholders and contributors across the Para sport pathway, the Hui provided a unique opportunity for the sector to connect, collaborate, and learn from each another.

The Hui was well supported with 110 representatives from 44 different organisations in attendance. With a diverse range of attendees, the programme was designed to meet the needs of those contributing to Para sport at different stages of the pathway through an interactive approach. Via presentations and discussion-based activities, participants considered organisational roles and responsibilities, classification, Para sport programmes, and an organisational commitment to strengthening Para sport.

To build on the momentum of the Hui, the sector can further explore regional and national alignment, organisational roles in the Para sport pathway, sector leadership, and organisational commitments. These considerations will form part of wider Para sport development discussions and will help inform Paralympics New Zealand's (PNZ) pathway engagement and advocacy for the future.

PNZ would like to acknowledge those who contributed to the Hui, particularly the group of facilitators, the Paralympians present at the Hui, Master of Ceremonies Michelle Pickles and members of the Working Group. These individuals all played a valuable role in bringing the inaugural Hui to life by sharing experiences which will help strengthen Para sport across Aotearoa New Zealand

The inaugural Para Sport Collective Hui proved a successful way for the sector to connect.



LEVELUP

SUPPORTED BY



LevelUp remained a valuable platform for building coaches' confidence, knowledge, and capability to coach disabled athletes. The modules continued to be available through Sport NZ's learning platform, Sport Tutor, and PNZ saw a growing trend of clubs completing LevelUp collectively ahead of inclusive 'have a go' opportunities. Track Cycling Nelson was a strong example of this approach, with coaches, parents, and junior riders completing LevelUp prior to delivering a four-week Para cycling programme, resulting in well-supported sessions and excellent community engagement.



Track Cycling Nelson embraced the LevelUp programme.

Photo credit: Adam Bone



LevelUp continues to make an impact in Aotearoa New Zealand.

Photo credit: Adam Bone



OUTCOME 3

Aotearoa New Zealand is diverse and fully inclusive

(Left to right) Paralympian #164 Cameron Leslie MNZM, Paralympian #195 Anna Grimaldi MNZM and Paralympian #158 Adam Hall MNZM.

Photo credit: PNZ

COMMERCIAL PARTNERSHIPS

Commercial partners play a significant role in supporting Paralympics New Zealand (PNZ) and sharing our vision. Engagement with Paralympians and Para athletes allows partners, their teams, stakeholders and customers, to hear Para athletes' stories and interact with the Para athletes directly, contributing to changing perceptions about disability and experiencing the transformative impact of Para sport.

Toyota New Zealand is a PNZ Official Partner and proudly supports Seeing is Believing, the Paralympic Education Programme. The commitment made by Toyota enables the programme to reach students, 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, and additional co-branded Toyota RAV4 hybrid vehicles for the PNZ staff Team to use, which is greatly appreciated.

Harvey Norman is an Official Partner of PNZ and has supported PNZ since 2016 with extensive fundraising in support of the NZ Paralympic Team. Harvey Norman held Gala Dinner events, promoted PNZ branded merchandising product in store and supported staff activity to generate donations, raising \$211,000 – an outstanding contribution greatly valued by PNZ and the NZ Paralympic Team. Harvey Norman is also the proud partner of the Harvey Norman Para Sport Champions programme.

Bupa New Zealand is an Official Partner of PNZ. Bupa connects members of the NZ Paralympic Team with other partners, such as the NZ Landcare Trust with their annual primary school art competition. Winning schools received a visit from Paralympians #183 Holly



Harvey Norman Gala event in support of the NZ Paralympic Team.
Photo credit: Harvey Norman



Saatchi & Saatchi provided creative input into the STTA campaign.
Photo credit: PNZ

Robinson MNZM, #201 Tupou Neiufi, and #229 Devon Briggs, joining students in a nature-based tree planting activity. Paralympians also visit Bupa villages nationally, sharing their stories and aspirations with many residents.

ACC as a Community Partner of PNZ supports the Para Sport Collective and the LevelUp coaching resource. ACC also supported the delivery of the inaugural Para Sport Collective Hui in August and has played a key role promoting Para sport participation through its digital channels and active storytelling. ACC produced a wide variety of video and print content featuring Paralympians and Para athletes.

Sport NZ as a Community Partner is a valuable contributor to PNZ with its focus on diversity, inclusion, and participation. The Sport NZ and High Performance Sport New Zealand (HPSNZ) marketing and communications team play a key role in celebrating Para athletes and the NZ Paralympic Team in national marketing

campaigns, such as the “Say it Proud” campaign, celebrating outstanding Para athlete achievements at international events.

TVNZ confirmed its role as Official Broadcaster of the Milano Cortina 2026 Paralympic Winter Games. The event will feature on TVNZ Duke and TVNZ+. TVNZ also confirmed its support to partner with PNZ on the delivery of the Something To Talk About (STTA) winter social impact marketing campaign, to amplify awareness and extend audience reach.

Saatchi & Saatchi, as PNZ’s advertising agency, once again delivered outstanding creative input into the evolution of the STTA campaign, for Milano Cortina 2026. The campaign, launching in 2026, will focus on the technology, speed and visual impact of Para alpine skiing, celebrating our Winter Paralympians and their incredible skills.



Paralympian #158 Adam Hall MNZM and #188 Corey Peters MNZM are interviewed on TVNZ Breakfast.
Photo credit: PNZ



Thank you to our Official Supplier partners for their ongoing support in 2025.

Macpac became the Official Apparel Partner for the NZ Paralympic Team for Milano Cortina 2026.



The iconic New Zealand-based brand, which specialises in technical outdoor apparel and equipment, will kit out the NZ Paralympic Team, including high tech insulation, outerwear and rainwear.

Macpac will provide the Team with an extensive range of high-quality gear, using the same design philosophy it uses to equip mountaineers and adventurers. Every item is carefully selected to support the Paralympians and wider Team members' needs as they aim to perform with pride at Milano Cortina 2026.

Oceanbridge and **Maersk** facilitated the process of ensuring the PNZ shipping container, including Team equipment and products for Milano Cortina 2026, headed safely from Auckland to Italy this year. Their collective expertise in ocean freight is crucial to our operational needs of the NZ Paralympic Team.

Blue Star continued to deliver quality print product to creatively bring the Milano Cortina 2026 Paralympic Village space to life. Blue Star also supported other activations, with products showcasing the PNZ and NZ Paralympic Team brands.

Mophie equipped the NZ Paralympic Team with the very latest portable power accessories to keep them powered and connected with family and friends during pre-Games international events and ahead of Milano Cortina 2026.



PNZ sincerely thanks all our valued commercial partners and suppliers for their support in 2025.

Toyota New Zealand, Harvey Norman, Bupa New Zealand, Sport New Zealand, High Performance Sport New Zealand, ACC, TVNZ, Attitude Pictures, NZME, Go Media, Mophie, Macpac, Simpson Grierson, Blue Star, Saatchi & Saatchi, Maersk, Oceanbridge, Hi-Tec, Digital Hothouse, Clear Protect Group, and Voyager Luggage.

Funding

Sincere thanks go to our community Gaming, Trust and Grant funding partners in 2025: The Lion Foundation, NZCT, Pub Charity, Aotearoa Gaming Trust, Four Winds Foundation, the Carbine Club and the Sir Denis Blundell Trust. PNZ also continued to gratefully receive support from members of the public through online donations.

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

Official Partners



Harvey Norman



Community Partners



Media Partners



High Performance Delivery Partner



Team Supporters



Official Suppliers



SAATCHI & SAATCHI



MAERSK



VOYAGER
DESTINATION EVERYWHERE



HI-TEC
LIVE INSPIRED



Thank you to our Funding Partners



MARKETING

Paralympics New Zealand (PNZ) together with advertising agency Saatchi & Saatchi, have once again worked to create a new social impact marketing campaign that will build on the theme of the Paris 2024 **'We'll Give You Something To Talk About'** (STTA) campaign.

Saatchi & Saatchi was asked to develop the creative idea to celebrate the NZ Paralympic Team heading to Milano Cortina 2026, evolving the campaign to achieve a Winter 'look and feel'.

Like the Paris 2024 campaign, our Paralympians will be presented as elite Para athletes first and foremost. Featuring striking footage and imagery shot in Wānaka, campaign content will showcase the technology, speed and the skill needed to perform at the elite level of Para alpine skiing. Our Para athletes/Paralympians will be portrayed doing what they do best, with the campaign challenging people to look at the Para athlete first, disability second. The campaign plan will launch in early 2026.

The success of the Paris 2024 STTA campaign resulted in PNZ being awarded the Community Impact Award at the International Paralympic Committee (IPC) Para Sport Awards.

PNZ was also selected as a finalist in the 2025 YouTube New Zealand Marketing Awards, and in the Leadership in Diversity and Inclusion category at the 2025 New Zealand Sport and Recreation Awards.

PNZ acknowledges the outstanding work on the STTA campaign by our Marketing Manager Rachel Barr, who sadly passed away in June 2025. Rachel gave her all to the campaign, and to the goal of changing public perceptions of disability. Her creativity, empathy and ability to connect with the Paralympians and all involved in the production of the campaign, brought it to life. The impact it made exceeded all expectations and forged the way for greater awareness and more conversation about the impact of Para sport and the Paralympic Movement.



Paralympian #158 Adam Hall MNZM contributed to the Milano Cortina 2026 STTA campaign.

Photo credit: PNZ



DIGITAL AND COMMUNICATION

Social Media

Paralympics New Zealand (PNZ) enjoyed a successful year for digital engagement in 2025, despite the challenge of sustaining engagement in a non-Paralympic Games year. Active across Facebook, Instagram, YouTube and LinkedIn, PNZ also introduced a brand new TikTok channel focusing on short form vertical video. From more than 1,164 posts in 2025, PNZ's social channels attracted over 4.5 million views. The closest comparison for a non-Paralympic Games year would be 2023, which totalled 2.6 million views.

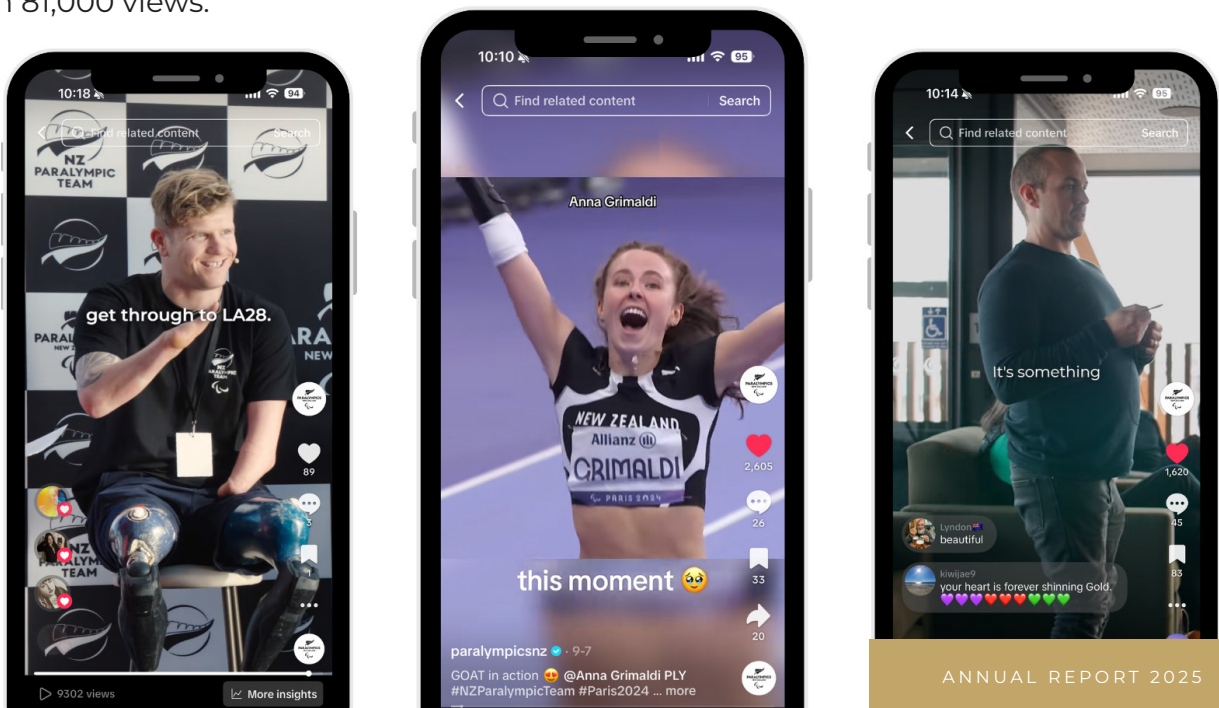
Debuting two new multi-media content series; Trailblazers and Where It All Began, Trailblazers focused on pioneering Para sport heroes who paved the way for the current success of the Paralympic Movement in Aotearoa New Zealand. This series resulted in 25 social content pieces and five website articles, attracting more than 81,000 views.

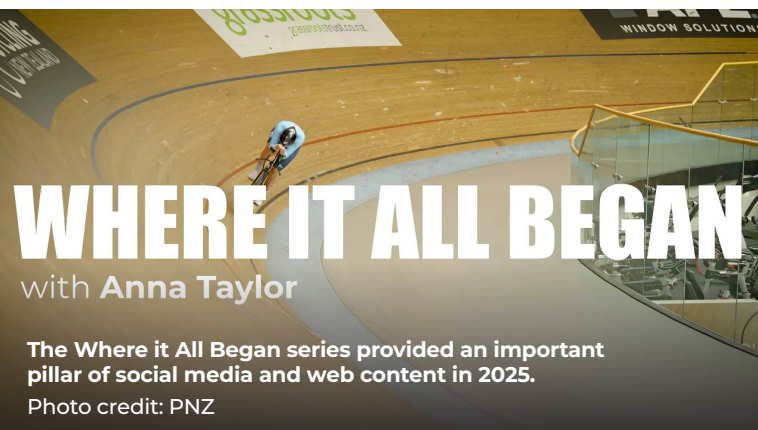
Where It All Began took Paralympians back to venues where they first engaged in Para sport, documenting their journey to becoming a successful Paralympian. This translated into a total of 25 social content pieces and five website articles, attracting more than 53,000 views.

TikTok

To reflect the current appetite for short form vertical video content, PNZ activated its TikTok channel to expand reach and attract new fans to the NZ Paralympic Team and wider Paralympic Movement.

TikTok was launched in alignment with the NZ Paralympic Team selection announcement for the Milano Cortina 2026 Paralympic Winter Games in July. During the first six months the channel has attracted more than 190,000 views.





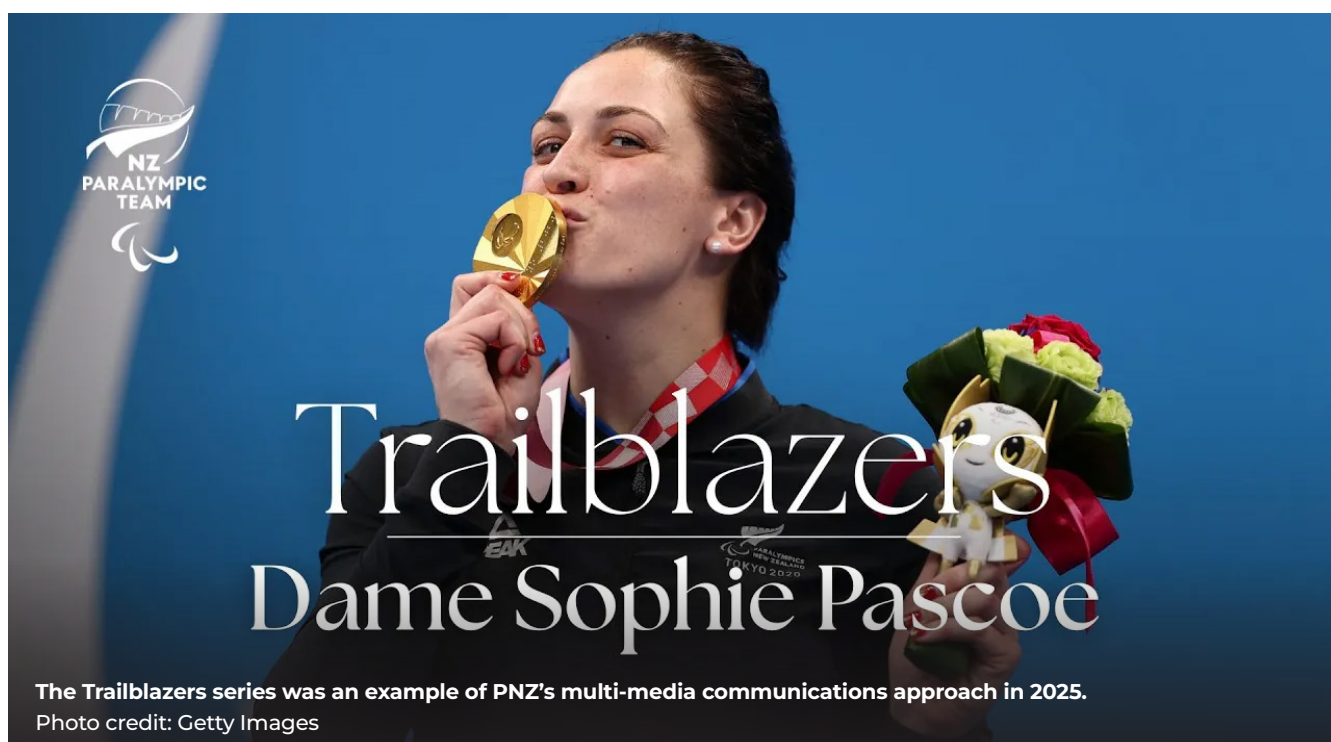
Website

The PNZ website continues to be recognised as a trusted and authoritative source for Para sport information. Attracting more than 52,000 active sessions this year from search queries ranging from 'What are the Paralympics?', to Classification exploration, and Paralympian interest. A refresh of the Classification section of the website resulted in a summarised and more navigable place to learn about Classification, while the landing page for the PNZ Athletes' Council was redesigned to focus on the Council members and their services available to the Para athlete community.

Communications

Despite 2025 being a non-Paralympic Games year, a proactive approach to generating media interest in Paralympians and Para athletes garnered impressive results. The total number of relevant Para sport media mentions in Aotearoa New Zealand totalled 924 across TV, radio, print and online. PNZ proactively pitched more than 90 stories to media, enjoying particular success with Para athletes and coaches who featured in Intake One and Two of the Para Sport Collective. Close relationship-building with the media led to consistent engagement with 1News, Newstalk ZB, NZ Herald, SENZ Sport Nation, Woman's Day and the Para Podcast across the calendar year.

All the major media outlets in New Zealand covered the selection announcement of the NZ Paralympic Team for the Milano Cortina 2026 Paralympic Winter Games in July. The selected Para athletes – Paralympians #158 Adam Hall MNZM and #188 Corey Peters MNZM – also appeared on TVNZ Breakfast and several NZME outlets – the morning following the NZ Paralympic Team Farewell event.





OUR PEOPLE, MEMBERS AND GOVERNANCE

The Mauri Stones of Paralympics New Zealand take pride of place in the new office.
Photo credit: PNZ



PEOPLE

Paralympics New Zealand (PNZ) Patron

Her Excellency The Right Honourable Dame Cindy Kiro, GNZM, QSO
Governor-General of New Zealand

PNZ Board Members

Jana Rangooni, CMInstD (Chair and President)

Mike Bishop (from February 2025)

Maria Clarke, MinstD (Deputy Chair)

Pam Elgar ONZM, MinstD

Blair Gilbert MinstD (from February 2025)

Paralympian #96 Duane Kale ONZM, PLY, CMInstD (until September 2025)

Graeme Maw PhD

Dr Catriona McBean, CMIsntD (until January 2025)

Aaron Mills, CMInstD (until January 2025)

Paralympian #189 Carl Murphy PLY (from August 2025)

Sian Ruth, CA

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



PNZ Staff Team - Employees and Contractors

Rachel Barr	Marketing Manager (0.6) (until June 2025)
Jack Bouchier	Digital and Content Creator
Graeme Cochrane	Finance Manager (0.8)
Melissa Dawson	Head of Engagement and Impact (until January 2025)
Kristin Farrell	Senior Manager, Sport and Pathways
Lynette Grace	Head of Games and Sport Delivery
Victoria Hughes	Marketing Projects Lead (0.4) (from April 2025)
Jenifer Hunt	Head of Commercial and Marketing
Paralympian #148 Michael Johnson MNZM	Shooting Para Sport Lead (0.2) (until April 2025)
Steve Landells	Engagement and Communications Lead
Marianne Loh	Para Sport Community Manager (until April 2025)
Dale MacDonald	Para Sport Collective Manager
Leilani Macdonald	Project and Administration Manager
Brylee Mills	Events Lead (June – November 2025)
Greg Warnecke	Chief Executive Officer and Secretary General
Kasey Wilson	Education Lead (until June 2025)
Sacha Wright	Games Campaign and Sports Coordinator



PNZ MEMBERS

National Sports Organisations (NSOs)

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

Regional Disability Sport Organisations (RDSOs)

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

Associate Members

Basketball New Zealand
Blind Sport New Zealand
Powerlifting New Zealand

GOVERNANCE REPORT

Key Outcomes For 2025

The Paralympics New Zealand (PNZ) Governance Committee – comprising Maria Clarke (Chair), Pam Elgar, Mike Bishop, and Jana Rangooni – supported the PNZ Board with several key governance activities in 2025.

Updated PNZ Constitution

The requirement to re-register PNZ under the new Incorporated Societies Act 2022 provided the opportunity for the PNZ Board to review the PNZ Constitution and update it. Preparing the changes - both to comply with the new Act, and other changes proposed by the PNZ Board, was largely undertaken in 2024 under the leadership of Dr Catriona McBean (former PNZ Board member and Chair of the PNZ Governance Committee). In early 2025, the PNZ Board consulted with PNZ members, the PNZ Athletes' Council, and other stakeholders on the proposed changes to the PNZ Constitution, and then following feedback received, made further changes. In addition to the requirements to comply with the Act, the key changes proposed and adopted were as follows:

- The addition of an Athletes' Representative position on the PNZ Board, elected by the PNZ Athletes' Council on the recommendation of the Board Appointment Panel (BAP).

- The option to co-opt an additional PNZ Board member for up to two years.
- The maximum number of terms on the PNZ Board changed to three terms (of four years) or 12 consecutive years, whichever is the greater.
- Terms of office for Board Appointment Panel (BAP) members increased to two years (from one year), up to a maximum of four terms (eight years).
- The rotation of PNZ Board members' terms added.
- Transitional provisions included to enable the changes to be implemented.

At the PNZ Annual General Meeting held on 30 April 2025, PNZ members unanimously approved changes to the PNZ Constitution and the re-registration of PNZ under the new Act.

Governance Mark

With PNZ's current Sport New Zealand Governance Mark expiring in 2025, the PNZ Board undertook the evaluation and assessment process with an independent assessor appointed by Sport New Zealand. As a result, several improvements were made to PNZ's governance including:

- A new Statement of Strategic Direction with measurable outcomes and targets.

- An expanded delegations framework.
- Changes to PNZ Board meetings including an environmental scan at the start, and review at the end, of each meeting.

PNZ Board Appointment Panel (BAP)

The PNZ Board re-appointed Mark Copeland as the independent BAP member, joining the PNZ members' representative, Dr Selwyn Maister (approved at the 2025 AGM), and Jana Rangooni (PNZ Board Chair). For the appointment of the Athletes' Representative on the PNZ Board, two additional members from the PNZ Athletes' Council joined the BAP – Paralympian #158 Adam Hall MNZM and Paralympian #225 Anna Taylor.

PNZ Board Member Appointments

Three members were elected to the PNZ Board by PNZ members in February 2025 on the recommendation of the BAP:

- Sian Ruth – re-elected for one-year ending 31 January 2026.
- Mike Bishop – elected for a three-year term ending 31 January 2028.
- Blair Gilbert – elected for a four-year term ending 31 January 2029.

To implement the new rotation of PNZ Board members, the BAP designated the above terms of office of Sian, Blair, and Mike, as required by the transition provision in the new PNZ Constitution.

The new Athletes' Representative on the PNZ Board, Paralympian #189 Carl Murphy

PLY was welcomed to the PNZ Board in September 2025. His appointment was recommended by the PNZ Athletes' Council following assessment by the BAP.

Jana Rangooni was re-appointed by the PNZ Board as PNZ Board Chair for a further term until 31 January 2026. Maria Clarke was appointed by the PNZ Board as PNZ Board Deputy Chair on 1 August 2025 for a period of 18 months until 31 January 2027 (when her first term on the PNZ Board expires).

PNZ Board Vacancies

Paralympian #96 Duane Kale ONZM PLY completed his term on the International Paralympic Committee (IPC) Governing Board and as IPC Vice-President in September 2025 and ceased to be on the PNZ Board by virtue of that position.

The final term of Jana Rangooni as an Appointed Board Member expires on 31 January 2026. To assist with the transition of the PNZ Board Chair and retention of the skills and experience of Jana, the PNZ Board agreed to appoint her as a co-opted PNZ Board member for a further one-year term expiring 1 February 2027.

To fill the Appointed Board Member position vacated by Jana, applications for this position were sought and considered by the BAP. This resulted in the PNZ Board appointing Kelvyn Eglinton to the PNZ Board commencing 1 February 2026.

The one-year term of Sian Ruth as an Elected Board Member expires on 31 January 2026. As contemplated in the transitional provisions of the PNZ Constitution, the BAP decided not to advertise this vacancy and recommended the re-election of Sian for a further and final four-year term (ending 31 January 2030). This was approved by the PNZ members in December 2025.



Honorarium Policy, and the Delegations Authorities Framework.

International Representation

A new PNZ International Relations Plan was approved by the PNZ Board in December 2025 to strengthen the voice and leadership of Aotearoa New Zealand in global Para sport.

The PNZ Board considered candidates for election to the positions of President, two Vice Presidents, and other members of the IPC Governing Board. Votes were cast at the IPC General Assembly (Korea) in September 2025 and at an IPC Extraordinary General Assembly (online) in November 2025. The PNZ Chair and PNZ CEO attended both meetings as representatives of PNZ, as the member National Paralympic Committee (NPC) of the IPC.

The PNZ Board proposed several candidates for the Oceania Paralympic Committee (OPC) Board and was pleased to achieve strong representation from New Zealand:

- Paralympian #96 Duane Kale ONZM PLY (former PNZ Board member) elected as OPC Secretary General.
- Sian Ruth (current PNZ Board member) appointed as an OPC Board member.
- Fiona Allan (former PNZ CEO) elected as an OPC Board member.

Governance Policies

The PNZ Board approved changes to its PNZ Board Charter and governance policies, including the Investment Policy, Statement of Investment Policies and Objectives (SIPO), Regulatory Compliance Policy, Organisational Culture Policy, Board

PNZ Board Development and Honorarium

Reflecting its ongoing commitment to good governance, the PNZ Board approved a Board Development Plan outlining areas for development of the whole PNZ Board and individual Board members.

The PNZ Board honorarium remains unchanged except for the PNZ Board Deputy Chair, which was introduced by the PNZ Board in August 2025 at the time this position was appointed.

The PNZ Board proposes to undertake a full review of governance costs including the honorarium in 2026.

Interests and Disclosures

The PNZ Board's Interests Register was updated by PNZ Board members with their interests as required. There were no disclosures by PNZ Board members of any interests in which they may obtain a financial benefit to them or others, which must be disclosed to PNZ members under section 63 of the Incorporated Societies Act 2022.

Role	\$ per member / role / per annum
PNZ Board Chair	30,000
PNZ Board Deputy Chair	7000
PNZ Board Member	5000
Committee Chair	3500
Committee Member	1500



Board Member Attendance at PNZ Board and Committee Meetings

PNZ Board Member	PNZ Board Committee roles				Meetings #	PNZ Board Committee attendance			Sub-Committees	
	Board	Governance	Audit, Risk and Finance	People and Performance		Governance 7 online	Audit, Risk and Finance 8 online	People and Performance 4 online	Cyrill Smith Legacy Fund	Awards and Honours
Jana Rangooni	Chair	✓	✓	✓	9/9	6/7	3/6	1/2		
Maria Clarke	✓	Chair	✓		9/9	7/7	7/8			
Sian Ruth	✓		Chair		9/9		8/8		Chair	Chair
Pam Elgar	✓	✓		Chair	9/9	7/7		4/4		
Dr Graeme Maw	✓		✓		9/9		7/7			
Blair Gilbert (from February 2025)	✓		✓	✓	9/9		5/5	3/3		
Mike Bishop (from February 2025)	✓	✓			9/9	6/6				
Carl Murphy (from August 2025)	✓				3/3					
Duane Kale (until September 2025)	✓		✓	Chair	6/7		2/3	3/3		
Dr Catriona McBean (until January 2025)	✓	Chair			1/1	1/1				
Aaron Mills (until January 2025)	✓			✓				1/1		

FINANCE REPORT

FRAMEWORK

The Finance Report reflects operations during the twelve months ended 31 December 2025, reported as a Tier 3 entity, with specific notes and disclosures required.

RESULTS

The 2025 period resulted in a surplus of \$202k, compared to a surplus of \$355k in the 2024 period. An amount of \$201k in unrealised capital gains in the PNZ Investment fund has been included in Investment income. There was no funding or expenses for Para cycling in 2025 as the Para sport is now managed by Cycling New Zealand.

KEY FACTS

Key facts that contributed to the revenue of \$2.9m, compared to 2024 revenue of \$5.4m, are as follows:

- Fundraising & Sponsorship income of \$813k
- Other Grant income of \$278k
- High Performance, Paralympic Games and Strengthen and Adapt income of \$1.1m
- Interest and Investment income of \$390k

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

Key facts that contributed to the expenses of \$2.7m, compared to 2024 expenses of \$5.1m, are as follows:

- Employee costs of \$1,438k (including grants and high performance)
- Administration costs of \$64k, includes affiliations, printing, vehicle costs
- Occupancy costs of \$175k includes office rentals, insurances
- Governance costs of \$77k includes travel, Board honorarium and development expenses
- Commercial & Marketing costs of \$108k includes events
- High Performance, Paralympic Games campaign and Strengthen and Adapt costs of \$306k

TOTAL ASSETS \$6.232m

Total assets include cash and investments of \$6.055m, property, plant and intangible assets \$71k, and prepayments \$106k.

TOTAL LIABILITIES \$591k

Total liabilities include accounts payable \$128k, special purpose funds \$27k, employee entitlements \$123k, and income in advance \$313k.

LEGACY

Distributions have been made in the year for a total of \$39k, 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 4.02. PNZ can meet its obligations.



PERFORMANCE REPORT



PARALYMPICS NEW ZEALAND INCORPORATED

DIRECTORY FOR THE 12 MONTHS ENDED 31 DECEMBER 2025

Board	Jana Rangooni (Chair) Maria Clarke (Deputy Chair) Sian Ruth Pam Elgar Greame Maw Mike Bishop (appointed February 2025) Blair Gilbert (appointed February 2025) Carl Murphy (appointed August 2025) Dr Catriona McBean (until January 2025) Aaron Mills (until January 2025) Duane Kale (until September 2025) Greg Warnecke (CEO and Secretary General)
Nature of Business	National Paralympic Committee within Aotearoa New Zealand, leads the NZ Paralympic Team to the Paralympic Games, and oversees the implementation of the Shooting Para sport high performance campaign.
Registered Office & Postal Address	7B Antares Place, Rosedale, Auckland
Telephone	(09) 526 0760
Charities Commission Number	CC33576
Date of Incorporation	10 December 2007
Auditors	BDO Tauranga
Solicitors	Simpson Grierson

Statement of Compliance and Responsibility for the 12 Months Ended 31 December 2025

The Paralympics New Zealand (PNZ) Board accepts responsibility for the preparation of the annual Performance Report comprising the financial statements and Statement of Service Performance, and the judgements used in the Performance Report.

The PNZ management (including the PNZ CEO and others directed by the PNZ 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 PNZ Board and management that the Performance Report for the 12 months ended 31 December 2025 fairly reflects the financial position, financial performance, cashflows and service performance of the organisation.

The organisation's 2025 Performance Report is authorised for issue by the Board.

Jana Rangooni

Full name of Chair



Signature of Chair

Date: **20 April 2026**

Greg Warnecke

Full name of CEO and Secretary General



Signature of CEO and Secretary General

Date: **20 April 2026**

PARALYMPICS NEW ZEALAND INCORPORATED

STATEMENT OF FINANCIAL PERFORMANCE | FOR THE 12 MONTHS ENDED 31 DECEMBER 2025

	NOTE	12 MONTHS ENDED 31 DECEMBER 2025 \$	12 MONTHS ENDED 31 DECEMBER 2024 \$
Revenue			
Donations / Fundraising	5	263,154	459,445
Grants	5	278,304	312,421
Government Grants	5	1,070,031	2,307,984
Sponsorship Income	5	550,000	1,089,569
Membership Fees		7,500	8,250
Interest and Investment Income		389,612	487,613
Other Income		65,897	38,310
Total Revenue		2,624,498	4,703,592
Expenses			
Employee Costs		1,437,681	1,586,979
Expenses related to Service Delivery	6	985,023	2,761,484
Total Expenses		2,422,704	4,348,463
Total Surplus/(deficit) for the Year		201,794	355,129



PARALYMPICS NEW ZEALAND INCORPORATED

STATEMENT OF CHANGES IN NET ASSETS / EQUITY | FOR THE 12 MONTHS ENDED 31 DECEMBER 2025

	ACCUMULATED COMPREHENSIVE REVENUE AND EXPENSE	NOTE 3.13 SPECIAL PROJECTS RESERVE \$	TOTAL EQUITY \$
Opening Balance 1 January 2025	4,250,817	1,188,333	5,439,150
Total comprehensive revenue and expense for the Year	201,794	0	201,794
Transfers	(81,698)	81,698	0
Closing Net Assets 31 December 2025	4,370,913	1,270,031	5,640,944
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

PARALYMPICS NEW ZEALAND INCORPORATED

STATEMENT OF FINANCIAL POSITION | FOR THE 12 MONTHS ENDED 31 DECEMBER 2025

	NOTE	AS AT 31 DECEMBER 2025 \$	AS AT 31 DECEMBER 2024 \$
Current Assets			
Cash and Cash equivalents	7	2,000,383	3,384,005
Debtors and Prepayments		105,806	99,055
Investments	8	269,285	144,587
Total Current Assets		2,375,474	3,627,647
Non-Current Assets			
Investments	8	3,785,869	2,625,041
Property Plant and Equipment	9	32,435	40,217
Intangible Assets	10	38,807	64,679
Total Non-Current Assets		3,857,111	2,729,937
Total Assets		6,232,585	6,357,584
Current Liabilities			
Creditors and Accrued Expenses		128,350	197,541
Employee entitlements		123,429	145,865
Income in advance		312,651	519,636
Special Purpose Funds	11	27,211	55,392
Total Current Liabilities		591,641	918,434
Total Liabilities		591,641	918,434
Net Assets		5,640,944	5,439,150
Equity			
Accumulated comprehensive revenue and expense		4,370,913	4,250,817
Special Projects Reserves	3.13	1,270,031	1,188,333
Total Equity		5,640,944	5,439,150



PARALYMPICS NEW ZEALAND INCORPORATED

STATEMENT OF FINANCIAL POSITION | FOR THE 12 MONTHS ENDED 31 DECEMBER 2025

	NOTE	12 MONTHS ENDED 31 DECEMBER 2025 \$	12 MONTHS ENDED 31 DECEMBER 2024 \$
Cash flows from operating activities			
Cash receipts :			
Government Grants		850,876	1,685,474
Fundraising		263,154	459,445
Sponsorship		550,000	1,029,236
Membership Fees		7,500	8,250
Other grants		262,293	313,348
Goods and Services Tax		4,869	(38,607)
Interest and Dividends		196,756	283,996
Cash payments :			
Employees		(1,435,043)	(1,542,901)
Suppliers		(991,087)	(2,621,838)
Net Cash flows from operating activities		(290,682)	(423,597)
Cash flows from other activities			
Purchase of property plant and equipment	9	(8,634)	(37,229)
Purchase of Intangible Assets	10		(40,025)
Net movement in investments		(334,306)	584,785
Net Cash flows from investing activities		(342,940)	507,531
Net Increase in Cash and Cash Equivalents		(633,622)	83,935
Cash and Cash Equivalents at the start of the Year	7	1,634,005	1,550,070
Cash and Cash Equivalents at the end of the Year	7	\$1,000,383	\$1,634,005

PARALYMPICS NEW ZEALAND INCORPORATED

NOTES TO THE PERFORMANCE REPORT FOR THE 12 MONTHS ENDED 31 DECEMBER 2025

1. Reporting Entity

The reporting entity is Paralympics New Zealand Incorporated (PNZ), an Incorporated Society under the Incorporated Societies Act 2022 and a Charitable Organisation registered under the Charities Act 2005. The performance report is presented for the twelve months ended 31 December 2025. The comparative performance report is for the twelve months ended 31 December 2024.

The performance report and the accompanying notes summarise the financial results of activities carried out by PNZ. PNZ is the National Paralympic Committee within Aotearoa New Zealand, leads the NZ Paralympic Team to the Paralympic Games, and oversees the implementation of the Shooting Para sport high performance campaign.

The performance report has been approved and authorised for issue by the PNZ Board on the date specified in the Statement of Compliance and Responsibility.

2. Basis of Preparation

During the current financial year, the entity transitioned from reporting under the PBE Tier 2 to the PBE Tier 3 standard issued by the External Reporting Board (XRB). As a result of this transition, certain changes have been made to the presentation, aggregation, and analysis of items in the financial statements. These changes have been applied to both the current year and comparative figures to ensure consistency and comparability. The transition has not resulted in any material changes to the overall financial position or performance of the entity.

The performance report has been prepared based on the fact that the PNZ 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 other sponsors and donors.

3. Summary of Accounting Policies

The significant accounting policies used in the preparation of this performance report, as set out below, have been applied consistently to both periods presented in the performance report.

3.1. Basis of Measurement

This performance report has 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 and Presentation Currency

The performance report is 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:

Donations / Fundraising

Donations and Fundraising are recognised as revenue upon receipt, and include donations from the general public, donations received for specific programmes, and bequests received.

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.

Sponsorship Income

Sponsorship income is recognised based on the substance of the arrangement. Where there is no documented expectation requiring the delivery of specific goods or services, sponsorship income is recognised as revenue when received. Where a documented expectation exists that the entity will provide specified benefits or services over a period of time, sponsorship income is deferred and recognised as revenue as those expectations are satisfied.

Membership Fees

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

Interest and Dividend Income

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

3.4. 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.

3.5. 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.

3.6. Property Plant and 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:

	2025
Office Furniture and Equipment	12% - 30% DV
Computer Equipment	48% DV
Sports Equipment	40% DV
Leasehold	40% DV

3.7. 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:

	2025
Intangible Assets	40% DV

3.8 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.

3.9 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

3.10 Income Tax

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

3.11 Goods and Services Tax (GST)

This performance report is 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.

3.12 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.

3.13 Especial 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 PNZ 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 performance report.

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

DONATIONS / FUNDRAISING	2025	2024
Donations	9,605	26,182
Fundraising	252,549	323,400
Bequests		
– Estate FG Stone	1,000	0
– Estate SI Martin	0	109,863
Total	263,154	459,445

GRANTS	2025	2024
Aotearoa Gaming Trust	29,500	29,500
Four Winds Foundation Ltd	21,011	41,866
Grassroots Trust	0	4,672
NZCT	97,002	108,967
Pelorus Trust	0	249
Pub Charity	85,791	63,747
The Lion Foundation	45,000	50,000
Trillian Trust	0	13,420
Total	278,304	312,421

GOVERNMENT GRANTS	2025	2024
HPSNZ	561,507	1,907,986
Sport NZ	508,524	399,998
Total	1,070,031	2,307,984

SPONSORSHIP INCOME	2025	2024
Commercial Partners	550,000	1,089,569
Total	550,000	1,089,569

6. Expenses

	2025	2024
Administration	63,879	56,919
Commercial Expenses	107,949	273,129
Depreciation	25,007	17,165
Fees and Consultants	190,614	100,718
Governance	76,717	102,220
Legacy Distributions	39,366	36,142
Occupancy	175,227	133,031
Performance Funding Expenses	306,264	2,042,160
Total	985,023	2,761,484

7. Cash and Cash Equivalents

Cash and Cash equivalents include the following components:

	2025	2024
ASB Cheque Account	21,543	18,199
ASB Call Accounts	7,427	7,370
ANZ Cheque Accounts	445,730	589,350
ANZ Call Accounts	496,630	989,151
ANZ Term deposits (between 3 and 12 months)	1,000,000	1,750,000
Cash Passports	4,074	6,302
IPC Escrow Account	10,762	9,790
Petty Cash	14,217	13,843
Total Cash & Cash Equivalents	2,000,383	3,384,005

8. Investments

	2025	2024
Investment funds held with Forsyth Barr (under 12 months):		
- Cash	100,670	70,797
- Fixed Interest	168,615	73,790
Total Current Investments	269,285	144,587

	2025	2024
Investment funds held with Forsyth Barr (over 12 months):		
- Equities	2,198,549	1,651,257
- Fixed Interest	1,350,295	870,944
- Property	237,025	102,840
Total Non-Current Investments	3,785,869	2,625,041

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 PNZ 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.

9. Property Plant and Equipment

2025	LEASEHOLD IMPROVEMENTS	OFFICE FURNITURE AND EQUIPMENT	COMPUTER EQUIPMENT	SPORTS EQUIPMENT	TOTAL
Cost	8,633	25,134	40,334	9,576	83,677
Opening Accumulated Depreciation	0	(6,886)	(23,132)	(8,224)	(38,242)
Depreciation	(322)	(3,880)	(8,257)	(541)	(13,000)
Closing Net Book Value	8,311	14,368	8,945	811	32,435

2024	LEASEHOLD IMPROVEMENTS	OFFICE FURNITURE AND EQUIPMENT	COMPUTER EQUIPMENT	SPORTS EQUIPMENT	TOTAL
Cost	1,635	62,007	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

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

	2025	2024
Opening net book value	40,217	16,244
Additions	8,633	37,228
Disposals	(3,415)	(0)
Depreciation	(13,000)	(13,255)
Closing Net Book value	32,435	40,217

10. Intangible Assets

	2025	2024
Cost	178,660	178,660
Opening Accumulated Depreciation	(113,981)	(81,931)
Depreciation	(25,872)	(32,050)
Closing Net Book Value	38,807	64,679

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

	2025	2024
Opening net book value	64,679	56,704
Additions	0	40,025
Disposals	0	0
Depreciation	(25,872)	(32,050)
Closing Net Book value	38,807	64,679

11. 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 identified Para athletes, identified Para sport classifiers, or agreed funded initiatives.

	2025	2024
Prime Minister's Scholarships	27,211	55,392
	27,211	55,392

12. Operating Leases

During the period, office rental and other lease expenses totalled \$81,712 and \$2,830 respectively (2024 \$64,567 and \$10,594).

As at the reporting date, the PNZ 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:

	2025	2024
Not longer than one year	86,297	83,749
Later than one year but not longer than five years	190,953	262,171
	277,250	345,920

13. Capital Commitments

There were no capital commitments at the reporting date (2024: \$ Nil).

14. Contingent Assets and Liabilities

There were no contingent assets or liabilities at the reporting date (2024: \$ Nil).

15. Goods or Services Provided in Kind

Goods and services provided in kind are not included in the Statement of Financial Performance per the new reporting standards.

	2025	2024
Administration	220,511	119,369
Marketing	25,000	105,000
Media	0	232,854
NZ Paralympic Team	71,690	252,121
Total	317,201	709,344

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 \$538,250 (2024 \$1,870,050).



- Grant receipts from Sport New Zealand \$508,524 (2024 \$399,998).
- Sponsorship received from Sport New Zealand \$150,000 (2024 \$150,000).

Key Management Personnel

The key management personnel are classified as:

- The members of the PNZ Board; and
- Executive Officers, responsible for reporting to the PNZ Board.

Members of the PNZ Board are paid an honorarium for PNZ Board and Committee duties, in line with the Board Honorarium Policy.

Executive Officers including the Chief Executive Officer and other staff that are employed as employees on normal employment terms.

	2025		2024	
	Remuneration	FTEs	Remuneration	FTEs
PNZ Board	79,791	0.44	75,500	0.47
Executive Officers	596,771	3.88	702,378	4.80

17. Events After the Reporting Date

At the time of authorising this performance report, the PNZ 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 this performance report.

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF PARALYMPICS NEW ZEALAND INCORPORATED

Opinion

We have audited the performance report of Paralympics New Zealand Incorporated ("the Society"), which comprises the entity information and financial information on pages 46 to 59 and the statement of service performance on pages 6 to 9. The complete performance report comprises of the entity information, the statement of service performance, the statement of financial performance, and statement of cash flows for the year ended 31 December 2025, the statement of financial position as at 31 December 2025, and the statement of accounting policies and other explanatory information.

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

- the financial position of the Society as at 31 December 2025, and its financial performance, and cash flows for the year then ended; and
- the statement of service service performance for the year ended 31 December 2025 is appropriate and meaningful and prepared in accordance with the Society's measurement bases or evaluation methods

in accordance with the Tier 3 (Not-For-Profit (NFP)) Standard ("Tier 3 NFP Standard") issued by the New Zealand Accounting Standards Board.

Basis for Opinion

We conducted our audit of the statement of financial performance, statement of financial position, statement of cash flows, statement of accounting policies, and notes to the performance report in accordance with International Standards on Auditing (New Zealand) ("ISAs (NZ)"), and the audit of the entity information and statement of service performance in accordance with New Zealand Auditing Standard 1 (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 Performance Report* section of our report. We are independent of the Society 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 Society.

Other Information

The Board Members are responsible for the other information. The other information comprise the annual report pages on 1 to 5 and 10 to 45. The other information obtained at the date of this auditor's report is information contained in the annual report.

Our opinion on the performance 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 performance report, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the performance 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 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 Performance Report

The Board Members are responsible for:

- The preparation, and fair presentation of the performance report in accordance with the Tier 3 NFP Standard.
- The selection of elements/aspects of service performance, performance measures and/or descriptions and measurement bases or evaluation methods that present a statement of service performance that is appropriate and meaningful in accordance with the Tier 3 NFP Standard.
- The preparation and fair presentation of the statement of service performance in accordance with the Society's measurement bases or evaluation methods, in accordance with the Tier 3 NFP Standard.
- The overall presentation, structure and content of the statement of service performance in accordance with the Tier 3 NFP Standard.
- Such internal control as the board members determine is necessary to enable the preparation of a performance report that is free from material misstatement, whether due to fraud or error.

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

Auditor's Responsibilities for the Audit of the Performance Report

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

As part of an audit in accordance with ISAs (NZ) and NZ AS 1, we exercise professional judgement and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the performance report, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of

not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.

- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Society's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.
- Conclude on the appropriateness of the use of the going concern basis of accounting by the board members and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Society's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the performance report or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Society to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the performance report and whether the performance report represents the underlying transactions and events, and elements/aspects of service performance in accordance with the Tier 3 NFP Standard, in a manner that achieves fair presentation.

We communicate with the board members regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

Other Matter

The general purpose financial statements for the year ended 31 December 2024, were audited by another auditor who expressed an unqualified opinion on 28 March 2025.

Who we Report to

This report is made solely to the Society's board members, as a body. Our audit work has been undertaken so that we might state those matters which 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 the Society and the Society's board members, as a body, for our audit work, for this report or for the opinions we have formed.



BDO Tauranga
Tauranga
New Zealand
20 April 2026



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