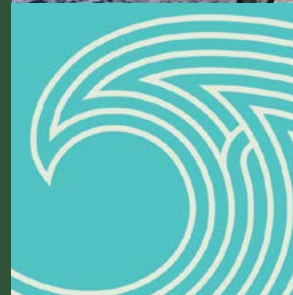


Annual impact report

2023 / 2024



Acknowledgements

E te rahi kei tua i te tirohanga Tāngata, koutou ngā puna mātauranga kua tīraha ki te tikitiki o rangi. Tēnei mātaou te toenga e para tonu i te ara toiroa, ara toimaha, tēnei mātou te hāpai ō e kawea tonu nei i runga i te pono, i te tika me te aroha ki te Tāngata – tihei mauri ora!

To our esteemed leaders who have passed from our gaze to our repositories of knowledge who have ascended the heavens. We, the benefactors of your wisdom and sacrifice, continue to follow your path of authenticity, integrity and respect for all people – let there be life!

Ko te pae tawhiti whāia kia tata ko te pae tata **whakamaia** kia tina.

Seek out the distant horizon while cherishing those achievements at hand.

Mihi to our National Partners

[Sport New Zealand Ihi Aotearoa](#)

[Syngenta](#)

[Te Mahi Ako](#)

[Watershed](#)

[FPC](#)

[Xyst](#)

[Community Leisure Management \(CLM\)](#)

[Belgravia Leisure](#)

[ActiveXchange](#)

[Beca](#)

[Architecture HDT](#)

[Green by Nature](#)

Recreation Aotearoa
Level 1
29 Brandon Street
Wellington Central 6011



Introduction

4 Welcome from our Kaiwhakahaere Matua Chief Executive

5 Welcome from our Co-Chairs

6 Mō mātou - about Recreation Aotearoa

- » Ko wai mātou - who we are
- » Whanonga pono - our values
- » Strategic outcomes
- » Ngā muka tāngata - our people

Ō mātou whakatutukitanga

13 Ō mātou whakatutukitanga – our impact

- » Advocacy in action
- » Advancing accessibility & inclusion
- » Carbon emissions
- » Enhancing our member experience
- » ARPro Te Puawānanga

Manaaki Tāngata

20 Developing our people

- » Webinars
- » Kia Rite Hoea
- » Tuakana-Teina Mentorship programme

21 Conferences and Hui

- » Waves 2023
- » Recreation Conference 2023
- » Green Pavlova 2024
- » Regional Outdoors Hui

25 Generate NZ

26 New Zealand Cemeteries & Crematoria Collective

27 The Hub Collective

Manaaki Whenua

28 Manaaki Whenua

- » Poolsafe®
- » QualityPool®
- » Green Flag Award®
- » Yardstick

Te Tiriti o Waitangi

31 Te Tiriti o Waitangi

- » Strengthen and Adapt
- » Mahi Ngātahi
- » Engagement and partnership with iwi and hapū
- » He Puna Korikori
- » Ngā Niho Taniwha
- » Te Punga Marutau
- » Papanoho – People's Hub

Awards

37 Awards

- » Aquatics Awards
- » Recreation Awards
- » Outdoors Awards
- » Parks Awards

Governance and Financials

44 Non-financial KPI

- » Manaaki tāngata/people
- » Manaaki whenua/place
- » Kōtahitanga/partnerships
- » Whai mana/leadership

Financial Statement

48 Independent Auditor's Report

50 Statement of Financial Performance

- » Notes to the Financial Statement



Welcome

from our Kaiwhakahaere Matua Chief Executive



Tēnā koutou katoa

Often, we don't realise how far we've come until we stop to pause and reflect. Looking at the 2023/2024 year, I'm struck by just how far we've come, and how much we've achieved together. We continue to pursue our aspirational goal of weaving together Māori and non-Māori knowledge and approaches to enhance the wellbeing of New Zealanders through recreation. This goal, set out in our strategic plan [Te Whai Oranga](#), now feels more tangible and within reach than ever, four years into this strategic period.

Recreation Aotearoa exists to serve its members –

the organisations and individuals across the motu who ensure that all New Zealanders can access quality recreation. Opportunities to be active, to play, to connect, to switch off, to be in nature, to learn, grow, and re-create. The work of our sector is more important than ever in our fast-changing world. As your industry body, we play a crucial role in advocating for the value of recreation and ensuring that our work is seen and valued as the critical core service we know it is. Over the last 12-months we've advocated for our members in a range of ways including through the [2023 Election Campaign](#), [Council Long-Term Plan processes](#), and with key government ministers and departments

The 2023/2024 year brought challenges and change for many of our members. Responding to climate

change impacts remains a significant challenge, as do rising costs and financial pressures, which have made the operating environment tough for many. The change in government, late in 2023, has also brought new approaches that continue to impact many of our members.

We were pleased to renew our partnership with Sport New Zealand for another four years and welcome our newest partner, Xyst. To all our partners and sponsors – thank you for your ongoing support. We share your passion for this industry and value your commitment to us and our members.

Over the past year, we've improved member services. We've overhauled our Accreditation Programme [ARPro Te Puawānanga](#) to better reflect the professional development journeys of our members and the diversity of our industry. We've introduced an exciting new programme – Ngā Niho Taniwha - a cultural capability initiative focused on mātauranga Māori / Māori knowledge specific to recreation. This is the first programme of its kind in Aotearoa and a crucial part of bringing Te Whai Oranga to life.

In early 2024, we replaced our outdated membership database and website. As with any IT project, there has been challenges and teething issues, and I want to thank you for your patience as we've navigated this change. The team did an incredible job, and we

are now better positioned to understand and support our members.

We've continued to deliver our core programmes, including three annual industry conferences and awards dinners. Connecting face-to-face with members is a highlight of my role. I've loved seeing and celebrating the great work happening across the country. This year's Green Pavlova Conference in Christchurch was a standout – our biggest conference ever and a fantastic celebration of parks, play, and open spaces.

As part of our ongoing commitment to climate action, we've worked hard to reduce our carbon footprint and retain our carbon zero status. Over the last six years we have reduced our emissions by a massive 66% and we are excited to partner with [Rameka Carbon Forest](#) to offset our remaining balance.

Lastly, to the amazing Recreation Aotearoa team and the more than 120 of you who actively contribute to our work – whether through committees, advisory groups, our board, Te Kāhui Kura Māori, or other initiatives – ngā mihi nui ki a koutou. Thank you for being part of what makes this sector so positive and for helping enhance the wellbeing of all New Zealanders.

Sarah Murray



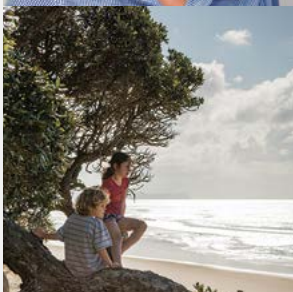
Welcome from our Co-Chairs



Kei ngā awa koiora, ngā maunga whakahī, tēnā koutou katoa – to all the rivers of life and prominent mountains, greetings to you all.



Wow, what a year we've had! This year was always going to be a challenge, with the team working within a deficit budget approved by the Board. Through hard mahi and dedication, the team delivered an outstanding financial result. We have continued our Te Hau Takitahi Co-Chair pilot, which has gone from strength to strength. Te Hau Takitahi refers to the interconnectedness of the two winds, representing our strategic aspirations. As we head into the review of our strategy, it's essential to keep our members at the forefront of our minds, and continuously ask how we can support and grow our industry while upholding our obligations to Te Tiriti o Waitangi.



The Mahi Ngātahi Governance Review has been a significant focus for the Board this year. This work is two-fold. We are reviewing our Constitution in line with the new requirements of the Incorporated Societies Act 2022, and exploring how we can further embed our commitment to Te Tiriti o Waitangi in our governance. A working group was established to support this review and we are actively engaging with our membership on the proposed changes.

This year, we welcomed new Board members, Watene Hema and Amanda Davies, and Aspiring Directors Brittany

White and Jason Husband. Sadly, Jason stepped down from the Board earlier this year due to illness. He passed away in August 2024. We want to acknowledge Jason's passing and the contribution he made to the Recreation Aotearoa Board, Generate Committee and wider recreation sector. Our thoughts are with his whānau, friends and colleagues.

July 2024 marked the conclusion of Michele Frey's time as Board Co-Chair. Michele joined in 2015, serving three terms over nine years, and has taken on significant roles, including Deputy Chair, Chair, and most recently Co-Chair. She has been an outstanding leader, instrumental in the success of our Te Hau Takitahi Co-Chair pilot. We offer our heartfelt thanks for her dedication and wish her all the best for the future.

To our partners and stakeholders, especially Sport New Zealand Ihi Aotearoa, New Zealand Cemeteries and Crematoria Collective, Generate, Parks and Leisure Australia, Park Leaders Forum, Te Kāhui Kura Māori, and our Advisory Groups and Committees – we deeply appreciate your tireless support and engagement in our mahi. Your contributions are invaluable to both the industry and our organisation.

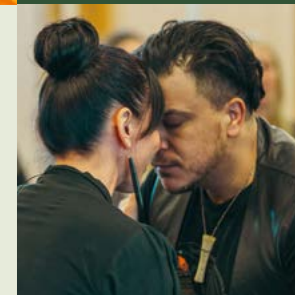
Lastly, to all our members and colleagues. Thank you for your ongoing commitment to the sector. Nā ngā mahi a rēhia e whai oranga mō tātou katoa – through recreation, we seek wellbeing for us all.

Bobbi Clark-Heu & Kirsty Knowles



Mō mātou

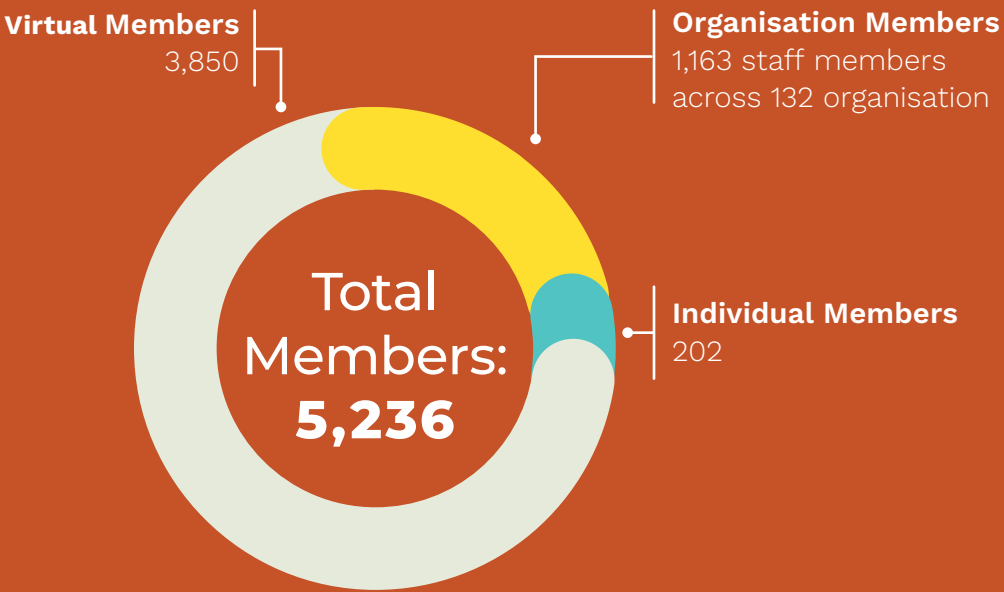
about Recreation
Aotearoa



Ko wai mātou who we are

We're the voice of Recreation in Aotearoa, representing professionals in the industry. We empower our members to deliver the quality recreation experiences, places and facilities, which fuel a more active, healthy and connected Aotearoa New Zealand.

We build capability, develop partnerships, and equip individuals and organisations with the skills they need to deliver high quality recreation experiences that engage participants.



Ngā whakaahuatanga o Recreation Aotearoa

who we represent

The recreation industry includes the people, places and organisations that enable recreation experiences. Our areas of focus are parks and open spaces, play, tākaro, community recreation and sport, outdoors, aquatics, and facility-based recreation.

Te paerangi our long-term vision

ReCreate a Nation

An Aotearoa where recreation connects atua / ancestors, tāngata / people and whenua / land, where mātauranga Māori is celebrated, and the worldviews of Tāngata Whenua / indigenous people and Tāngata Tiriti / non-indigenous people are mutually respected and flourishing.

Te paetawhiti our mission

Te Whai Oranga

Enhancing wellbeing through recreation.

Whanonga pono

our values



Whanaungatanga

Establishing and nurturing mutually beneficial relationships throughout the recreation sector.



Kotahitanga

Using a Te Tiriti o Waitangi based approach to unite and bring people together for a greater purpose; to achieve positive outcomes that enable people across Aotearoa.



Manaakitanga

Showing respect, generosity and care for others and the environment, while acknowledging efforts and contributions.



Wairuatanga

Nurturing a spiritual connection to all things living by preserving the mana and mauri / life force of the environment and supporting the natural balance of te Taiao / the natural world.



Tau Utuutu

Reciprocity; giving back and recognising the efforts and contributions within partnerships, whether between individuals, groups, or between people and the environment.



Rangatiratanga

Encourage leadership that supports and inspires others to achieve positive outcomes in the pursuit of collective wellbeing through recreation.

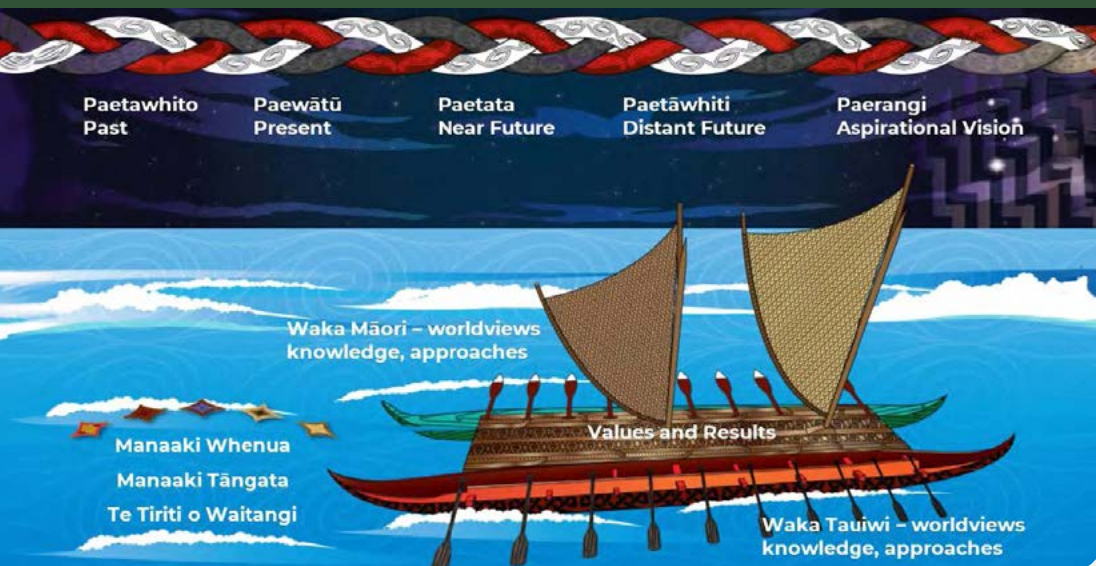
Waka hourua

We've used the waka hourua / double-hulled canoe as a metaphor to show how different groups, world views, and approaches can come together to enhance wellbeing in Aotearoa. The waka hourua symbolises our aspirations for transformational leadership in the recreation sector.

Māori ancestors traditionally used waka hourua to travel across Te Moana nui-a-kiwa / the Pacific Ocean. They navigated their way using an intimate connection and knowledge of the environment they travelled. Their relationship with the sky, the ocean, their craft, and each other helped them to traverse the sea.

Our journey as Recreation Aotearoa reflects this waka hourua story. The waka represents the depth of whanaungatanga, tuhononga / connections, and ngā moemoea / aspirations, between Tāngata Whenua and Tāngata Tiriti, guided by Te Tiriti o Waitangi principles.

Together we have built our waka and together we are moving towards te paerangi.



Strategic outcomes

With Te Tiriti o Waitangi as our foundation, we have woven two worldviews together into the following strategic outcomes. Each strategic outcome has measures and actions / hoe.

» Manaaki tāngata

The recreation sector has the capability to enhance the wellbeing of all New Zealanders through recreation.

» Manaaki whenua

The whenua, recreation spaces and places are cherished and sustained through the work of the recreation sector.

» Te Tiriti o Waitangi

The recreation sector has the capability to bring to life the principles of Te Tiriti o Waitangi.

For more information on our strategic intentions, visit:
[Our Waka Hourua Voyage 2020 - 2025](#)

Ngā muka tāngata

Our People



Board

Co-Chairs >> Bobbi Clark-Heu >> Michele Frey

Board Members >> Mark Bowater (until Nov 2023) >> Amanda Davies (from Dec 2023) >> Watene Hema (from Aug 2023) >> Vanessa Hughey-Pol >> Jason Husband, Aspiring Director (from Oct 2023 – Feb 2024) >> Kirsty Knowles >> Paora Te Hurihanganui >> Brittany White, Aspiring Director (from Oct 2023)

Te Kāhui Kura Māori

>> Bobbi Clark-Heu >> Johnnie Freeland >> Paora Te Hurihanganui >> Robin Quigg >> Tracey-Lee Repia >> Kuruho Wereta

Staff

>> Sarah Murray, Chief Executive Officer
>> Tracey Prince-Puketapu, General Manager Operations
>> Sam Newton, Advocacy Manager
>> Kuruho Wereta, Kaiwhakahaere Whaihua Māori / Manager Māori Outcomes
>> Daniel Evans, Business Services Manager
>> Rhiann Collins, Aquatics Programme Manager
>> Kieran Smith, Parks, Play & Open Spaces Programme Manager (From Nov 2023)
>> Jenny Jordan, Community Recreation Programme Manager
>> Kieran McKay, Outdoors Programme Manager
>> Katie Owen, Disability & Inclusion Programme Manager
>> Jess Pratt, Programmes Coordinator
>> Olivia Silverwood, Communications & Marketing Manager (from Oct 2023)
>> Mikayla Hopkins, Communications & Marketing Coordinator (until Nov 2023)
>> Colleen Pugh, Communications & Marketing Coordinator (from Dec 2023)
>> Maryanne Cheater, Events Manager
>> Linda Walsh, Finance & Administration Coordinator

Regional Chairs

>> Auckland / Northern – Tom Mann >> Central – Sally Sheedy >> Midlands – Brendon Rope >> Wellington – Sam Dickie & Toshy Rapana (until Dec 2023); Peta McMillan (from Feb 2024) >> Canterbury – Jenn Benden (until Feb 2024); Emma Pavey (from Feb 2024) >> Otago / Southland – Cassandra Horton

Regional Advisory Group

>> Mark Blake (until Mar 2024) >> Tom Mann >> Amanda Davies (until Dec 2023) >> Mark Naudé >> Sam Dickie (until Dec 2023) >> Peta McMillan (from Feb 2024) >> Cassandra Horton (until Dec 2023) >> Kate Gough >> Brendon Rope >> Manumea Durie >> Grant Stephens

Audit, Finance & Risk Committee

Chair >> Kirsty Knowles

Committee >> Richard Booker >> Mark Bowater (until Nov 2023) >> Amanda Davies (from Feb 2024) >> Watene Hema (from Feb 2024) >> Paora Te Hurihanganui

Outdoor Recreation Sub-Committee

Chair >> Vanessa Hughey

Sub-Committee >> Mark Bruce-Miller >> Ben Corcoran >> Simon Graney >> Tracey-Lee Repia >> Duncan Watson

Outdoor Accessibility Working Group

Chair >> Andrew Leslie, Nuku Ora

Working Group >> Simon Alefosio >> Jeff Dalley >> Kiran Dixon
>> Kimberly Graham >> Raewyn Hailes >> Mark Inglis >> James Littlejohn
>> Dave MacCalman >> Matt McKone >> Mark Mandeno >> Quentin Smith
>> Jezza Williams

Accreditation (ARPro) Committee

Chair >> Geoff Canham

Committee >> Mark Bowater >> Robyn Cockburn >> Amanda Davies
>> Bevan Grant >> Rob Greenaway

Poolsafe® Advisory Group

>> Alex Calwell >> Sarah Clarke (from May 2024) >> Sarah Cresswell
>> Rowan Foley >> Matt Greenwood (until May 2024) >> Pierre Holland

Poolsafe® Assessors

>> Stephanie Austin >> Leah Burgess >> Alex Calwell >> Sarah Clarke
>> Stephen Cook >> Kayla Davies >> Kendall Gray >> Matt Greenwood
>> Darryl Hamilton >> Dot Leggett >> Nick McConaghty >> Dave McKenzie
>> Keith Martin >> Steve Prescott >> Kristin Raynes
>> Matthew Rolands-Gardner >> Andrew Smith >> Irene Smith
>> Gaston Velez >> Nick Warwick

Green Pavlova Programme Committee

>> Geoff Canham >> Megan Carpenter >> Rodney Chambers >> Mark Curr
>> Ciaran Dunnion >> Angela Leatherby >> Grant MacLeod >> Kiri Pope
>> Grant Stephens >> Louise Van Tongeren >> Kim Wood

Green Pavlova Field Trip Committee

>> Megan Carpenter >> Rodney Chambers >> Angela Leatherby
>> Louise Van Tongeren

Recreation Conference Programme Committee

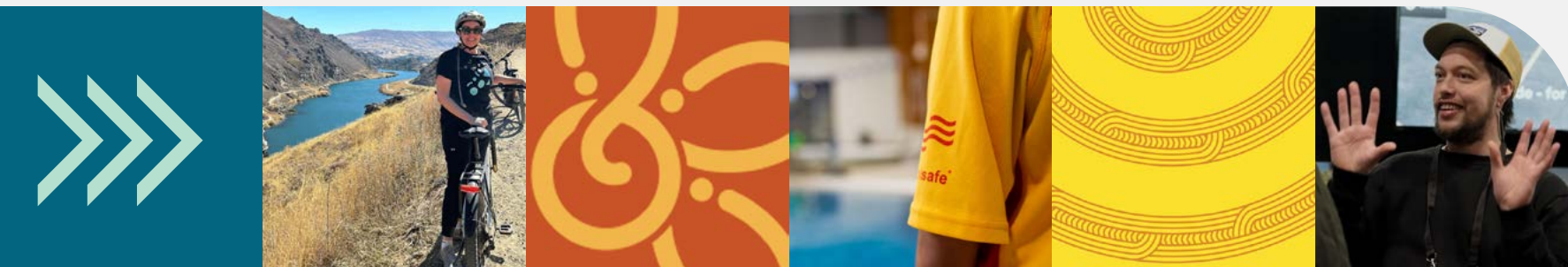
>> David Bailey >> John Kingi >> Kiley Nepia >> Sharon Nicholas
>> Toshy Rapana >> Kuruho Wereta

Waves Programme Committee

>> Thiniel Du Preez >> Kendall Gray >> Matt Greenwood >> Yvonne Hughey
>> Kirsty Knowles >> Dot Leggett >> Matthew Strange >> Korowai Te Huia
>> Shayla Whaiapu

Aquatics Awards Judges

>> Alex Calwell >> Josh Carmine >> Sarah Cresswell >> Donna Hooper
>> Glenn McGovern >> Katie Owen >> Brendan Rope >> Judy Tipping



Outdoors Awards Judges

» Roz Potter » Andy Thompson » Kuruho Wereta

Parks Awards Judges

» Mark Bowater » Manumea Durie
» Leah Fitzgibbons » Duncan MacDougall
» Paul Matthews » Melissa Pepler
» Courtney Reid

Recreation Awards Judges

Chair » Deb Hurdle

Judges » Wendy Bainbridge » Simon Battrick
» Shyrel Burt » Craig Carter » Brent Eastwood
» Cassandra Horton » Alison Law

Green Flag® Judges

» David Bruce » Wayne Carlson » Kelly Crandle
» Thomas Dixon » Bronwen Lehman
» Stuart Leighton » Paul McDonald » Mark Miller
» Mark Naudé » Arthur Nelson
» Micheline Newton » Jamie Robert
» Birandra Singh » Stephen Sutton
» Eliza Whalley » Bill Wheeler

NZ Cemeteries & Crematoria Collective

Chair » Hayden Parr

Members » Daniel Chrisp
» Danny Langstraat (until Nov 2023)
» Craig Morton » Ricky Mulqueen » Pam Neal
» Elizabeth Reddington (until Nov 2023)
» Sheree Stout

Generate Committee

» Elise Yule (Co-Chair until Sept 2023)
» Watene Hema (Co-Chair until Sept 2023)
» Brittany White (Co-Chair until Sept 2023)
» Jason Husband (Co-Chair Sept 2023 - Feb 2024)
» Cassandra Horton (until Dec 2023)
» Christina Weston (until Dec 2023)
» Rebecca Stokes (until Dec 2023)
» Maria Burnett (from Sept 2023)
» Rob Gulley (from Sept 2023)
» Ciarán Dunnion (from Jan 2024)
» Courtney Reid (from Jan 2024)

Fellows

» Jane Aickin » John Allen » Gordon Bailey
» Dr Kay Booth » Mark Bowater » Geoff Canham
» Robyn Cockburn » Jamie Delich » Fay Freeman
» Steve Gibling » Bevan Grant » Rob Greenaway
» Joe Griffin » Graeme Hall » Richard Hollier
» Deb Hurdle » Alan Jolliffe » John Latimer
» Jennifer Leaf » Richard Lindsay
» Catriona McBean » John Mills
» Gareth Moore-Jones » Robin Pagan » Garry Page
» Chris Rutherford » Bill Steans » Bruce Stokell
» Neil Tonkin » Peter Watson » Dr Digby White

Life members

» Ralph Boggust » Lex Bartlett
» Graham Bradbourne » John Cousins
» Jamie Delich » Neil Drain » John McGuinness »
John Masters » Gordon Soper » Colin Way



Accountant

» BDO

Auditor

» Baker Tilly Staples Rodway

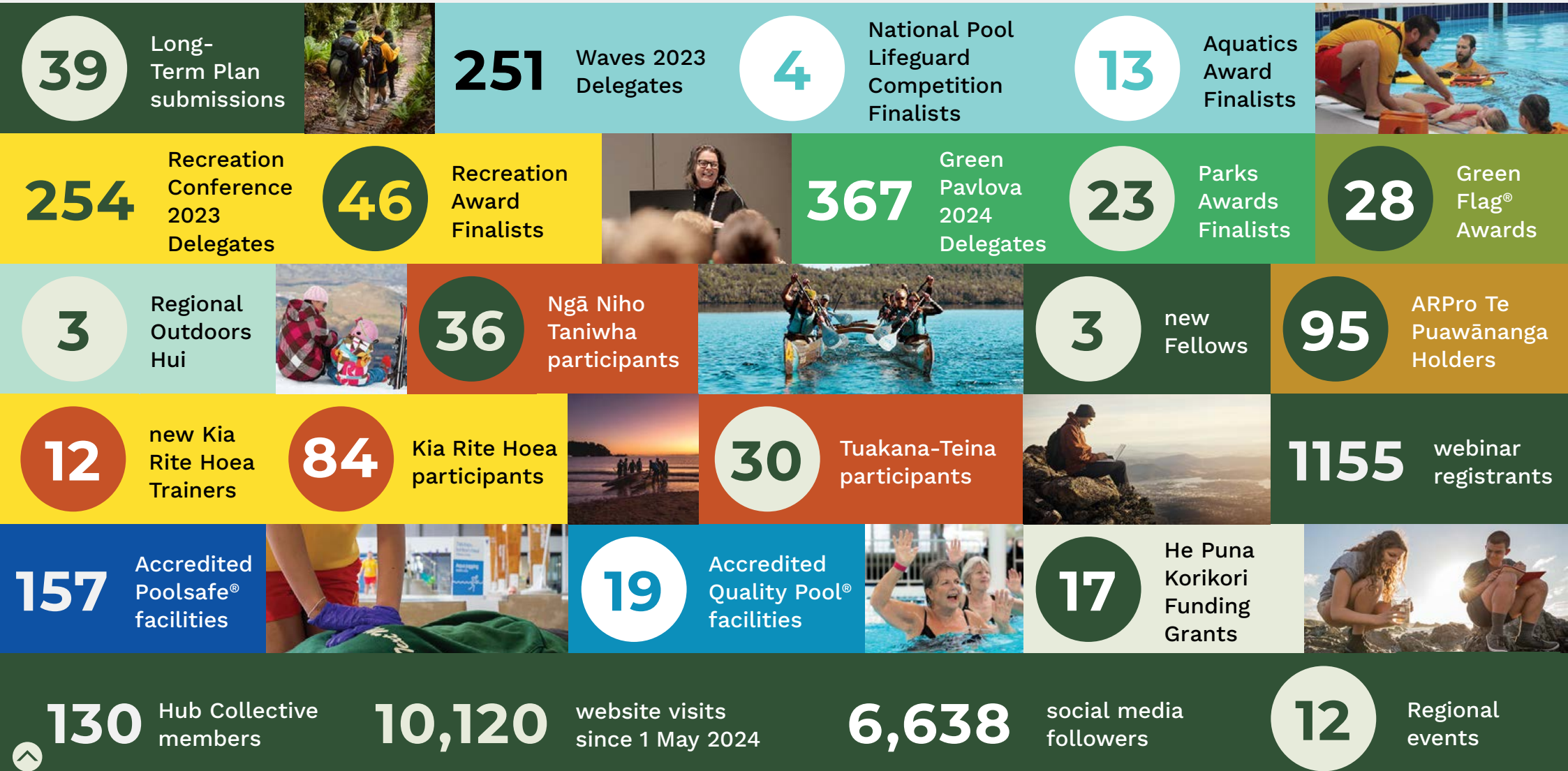
Ō mātou whakatutukitanga our impact



Our impact

What impact have we had this year on the Aquatics, Community Recreation, Outdoors and Parks, Play & Open Spaces sectors? From events and training programmes to submissions and initiatives, these statistics reflect our ongoing commitment to enhancing the wellbeing of all New Zealanders through recreation.

Here's a snapshot of what we've accomplished together in 2023/2024:



Advocacy in action

insights from Sam Newton

Sam leads our Advocacy and Government Relations, advancing the interests of our members and the wider recreation sector. Sam participates in consultations, submits on legislation, writes submissions, and maintains relationships with government agencies, Ministers and opposition spokespeople of relevant portfolios.

Every three years, the General Election aligns with Council Long-Term Planning, creating a busy period for our advocacy programme. As in previous elections, we curated six key policy questions on recreation. We presented these to all parliamentary parties and published their responses before the election. This informed our members and helps guide discussions with the parties over the term of government.

In 2024, as we did in 2018 and 2021, Recreation Aotearoa submitted written and verbal responses to Council Long-Term Plans (10-year budgets). Like previous years, we made detailed submissions to major metropolitan Councils. This year, we also expanded to smaller councils across New Zealand. All submissions emphasised the important roles of urban green

spaces, incorporating a te ao Māori view, and addressing disability and inclusion in recreation. Both Sarah Murray and I followed up with verbal presentations to various councils.

This year we actively participated in various public consultations organised by the Department of Conservation for our members. These consultations included reviewing their Discounts Policy, joining the Tongariro Alpine Crossing stakeholder group, assessing Great Walk Hut pricing, and starting their Future Visitor Network Project. We maintain strong engagement with DOC's senior leadership through the Recreation NGO forum and regular meetings with senior staff.

We have contributed to ongoing projects, including the Ministry for the Environment's 'Connect People and Communities with Te Taiao' project, Sport New Zealand's 'System Funding Assessment and Exploration' project, and Auckland Council's Open Space, Play, Sport, and Recreation Framework Advisory Rōpū.

In workforce and training, Recreation Aotearoa has contributed to the Toi Mai review of Outdoor Recreation qualifications. We have advocated for increased funding for essential and expensive recreation qualifications offered by Te Pūkenga.



Advancing accessibility & inclusion

insights from Katie Owen

Katie's work centres on improving accessibility and inclusivity in recreation areas across Aotearoa. Katie leads efforts to offer guidance and support to the recreation sector. She focuses on enhancing disability, inclusion and accessibility through our conferences, programmes, and services. She also develops specific guidelines to improve accessibility, primarily in outdoor spaces.

Over the past 12 months, Recreation Aotearoa, alongside the Accessible Outdoors Working Group and wider stakeholders, has made significant progress towards creating New Zealand's first Outdoor Accessibility Guidelines. These guidelines are designed to improve the accessibility of outdoor spaces, increasing the participation of people with disabilities in outdoor recreation. Partnering with the Department of Conservation to develop a national Outdoor Recreation Accessibility Survey was a key milestone. Insights gained from this survey will inform accessibility practices now, and in the future. With strong interest in the guidelines and increasing enquiries from our members, we're excited to share them with everyone later in 2024.

Supported by Sport New Zealand's Hawaiki Hou team, we're proud to see a pilot project with

Accessibel and #AdaptMTB come to life. This initiative aims to improve the accessibility information available for tracks and trails across the motu. It has involved evaluating key information that helps people make informed decisions about their trail activities and testing ways to share this information across different platforms. While gathering accurate trail accessibility information is complex and challenging, we're excited to support a coordinated approach that helps more people access te Taiao.

In the aquatics space, this year we started reviewing the Aquatic Facility Guidelines, alongside a working group, for disability inclusion and accessibility. We've developed a short resource to help aquatics facilities improve their website information with an aim to increase potential users' motivation and confidence to access aquatics facilities.

Over the past year, we've seen a strong interest and action to improve accessibility across all sectors we support. Steel barriers have been removed from trails, and Council aquatics facilities have improved their website accessibility. There is more focus on accessibility and inclusion in facility upgrades, play space renewals, and aquatics programming. We've seen more communication boards in parks and play spaces, and adaptive mountain bike trails are increasing nationwide.

We now recognise inclusivity efforts through the Parks and Aquatics Awards, and there has been a noticeable increase in conference abstract submissions focused on accessibility and inclusion.

These developments are encouraging, but we remain mindful of the ongoing effort needed to sustain this progress, both within our organisation and across the sector.



Carbon emissions

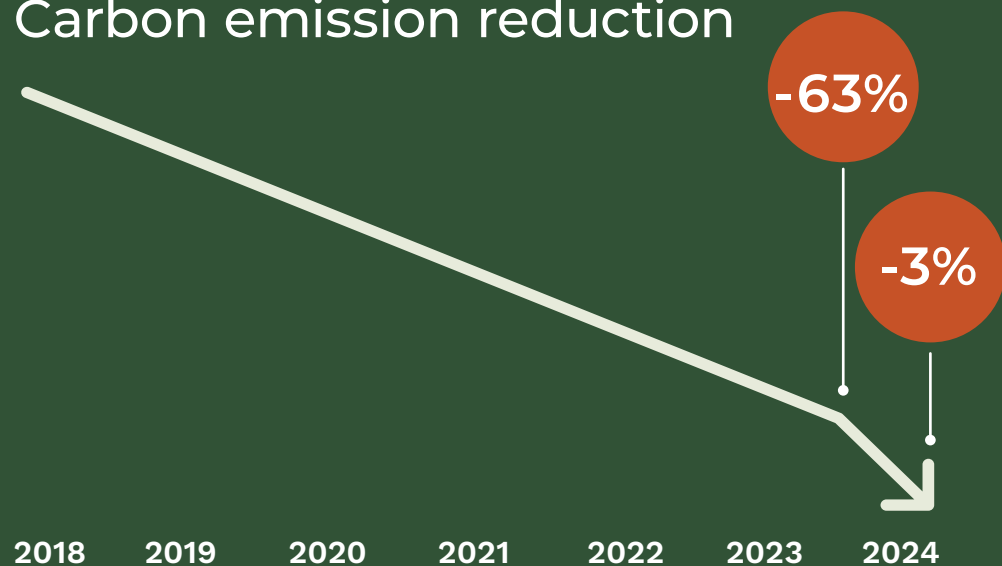
Since 2018, Recreation Aotearoa has been measuring its total carbon emissions and offsetting these by purchasing carbon credits. We have an ongoing commitment to continue this work.

To offset out 2023/24 emissions, we partnered with Project Rameka. Project Rameka is a carbon sink, focusing on forest restoration, biodiversity, and non-motorised recreation.

Our journey so far

We are pleased to report that our total carbon emissions this year have reduced by 3% against the previous financial year. Since 2018, we have seen a total reduction of 66% in our annual carbon emissions.

Carbon emission reduction



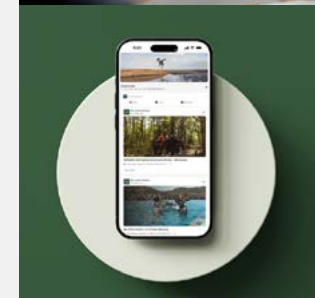
Enhancing our member experience

The launch of our new platform and website

In May 2024, we launched our new membership and events platform, Glue Up. The decision to change was driven by the need to streamline our member-facing systems.

Working across four separate platforms was inefficient, provided us with limited insights into how members were engaging with us, and generally provided a poor user experience for our members. With the support of Sport NZ, we undertook a thorough procurement process and chose Glue Up to bring everything under one roof.

This project gave us an opportunity to review and enhance our website, improving both its content and functionality. While we're still in the early stages of working with Glue Up, we're already seeing how it can bring significant improvements to member experience. Members now have access to a new feature, the Member Hub, where they can post updates and connect with each other. We encourage all members to explore the Hub and make the most of this new networking tool. We are committed to future enhancements that will ensure even more value for our members.



ARPro 2.0

ARPro Te Puawānanga

This year, we reviewed and updated our Accredited Recreation Professionals Programme (ARPro).

ARPro Te Puawānanga reflects New Zealand's native clematis flower, symbolising stages of development in your professional journey.

New three-level system

Our new system allows members to join early in their careers and provides ongoing support as they work towards the highest level of ARPro.

Continuing Professional Development (CPD) Points

A new CPD points system has been implemented for revalidation. Members must accumulate at least 30 CPD points over three years through professional development activities to maintain their accreditation.

These updates ensure ARPro Te Puawānanga remains relevant, robust, and adaptable to both international standards and the unique needs of the Aotearoa recreation sector.

For more information about the ARPro programme, visit our website: [ARPro Te Puawānanga](#)



Taumata tuatahi – Level 1: Te Pūtake (The Foundation)

ARPro Level 1 represents Te Pūtake, the base of the plant. This level recognises the knowledge and experience that everyone brings. Candidates at this stage are building a strong foundation of skills.



Taumata tuarua – Level 2: Te Aka Tipu (The Sprouting Vine)

Level 2 represents Te Aka Tipu, the sprouting vine. Like the growing vine of Puawānanga, professionals at this stage are expanding their knowledge, skills, and career paths, progressing in their development.



Taumata tuatoru – Level 3: Te Puawānanga (The Clematis Flower - Guiding Light)

Level 3 is represented by Te Puawānanga, the clematis flower that blooms after two or three seasons. At this stage, ARPro holders are recognised as leaders in the sector, guiding others with their expertise.

Manaaki Tāngata

The recreation sector has the capability to enhance the wellbeing of New Zealanders through recreation.



Developing our people



Webinars

Webinars have become a key tool for reaching an audience beyond those who can attend in-person conferences. They offer diverse perspectives on various topics, enhancing participants' knowledge and skills.

Each session allows for questions and follow-up, ensuring attendees receive comprehensive information.

This year, we've hosted 11 webinars, with an average of 105 participants per session, totalling 1,155 registrants. A satisfaction poll at the end of each session showed that 89% of participants were either satisfied or very satisfied.

Topics ranged from legislative updates to the benefits of play, with seven webinars targeting specific populations and five focusing on tamariki and rangatahi.

Our most popular webinar, Neurodiversity and Recreation drew 284 attendees.

[Watch the Neurodiversity and Recreation Webinar on Vimeo.](#)

Kia Rite Hoea

Kia Rite Hoea is a comprehensive resource and training package designed to ensure the safe and successful delivery of community events and programmes.

Participants receive easy-to-use, proven tools that can be applied immediately, helping to deliver high-quality community initiatives.

This year, 84 participants registered for the Kia Rite Hoea programme. 12 participants have undertaken the Kia Rite Hoea 'Train the Trainer' training programme.

We have received positive feedback from Kite Rite Hoea participants.

"What an amazing workshop - full of knowledge and ideas. A safe way to create events while having fun. 100%!"

2023 participant

Tuakana-Teina Mentoring Programme

Developed in partnership with Generate NZ, Tuakana-Teina is a mentoring model that pairs individuals based on their experience levels. It emphasises mutual learning and growth, where both participants benefit from the relationship.

This year, Tuakana-Teina has been adapted to a six-month cohort model. This has helped to streamline both participant timeframes and administrative tasks. The first cohort began in mid-2023, followed by the second in early 2024, bringing the total number of participants to 30.

Participant feedback has been encouraging. Both Tuakana (Mentors) and Teina (Mentees) reported professional benefits in terms of connections, skills and experience.

"The recreation industry has so much to offer. Everyone should have a Tuakana!"
2023 Mentee

"It has been a truly engaging and honest relationship. I've gained valuable insights from my mentee, especially in commercial acumen."
2023 Mentor

More information about Tuakana-Teina can be found on our website: [Tuakana-Teina Mentorship Programme](#)

Conferences and Hui

Waves 2023 Kirikiriroa / Hamilton

The theme for Waves 2023 was 'Mahi tahi, auahia, whakanuia, - collaborate, create, celebrate.

251

The conference attracted 251 delegates. Attendance was on par with the previous year's conference (260 delegates).



94%

We saw a high satisfaction rating (94%).



We partnered with the Tangaroa Ara Rau Māori Water Safety Collective, who provided keynote speakers for the conference as well as a stream of breakout sessions. Industry experts spoke on collaboration across agencies, designing water safety programmes for diverse communities, and creating inclusive, safe, and sustainable aquatic spaces. Key sessions covered accessibility, risk

behaviours, flood management, inclusion programmes, and energy efficiency in aquatic facilities. Delegates also participated in field trips, including a Waka Ama experience on the Waikato River, and visits to Waterworld Te Rapa, Hamilton Gardens, the Perry Aquatics Centre, and Lake Karapiro.



Recreation Conference 2023

Te Whanganui-a-Tara / Wellington

The theme for Recreation Conference 2024 was Ngā Rau Harakeke, inspired by the Harakeke / Flax plant, and it's use in traditional Māori recreation.



This year's Recreation Conference Programme Committee drew inspiration from the harakeke plant, focusing on themes of resilience, connection, and growth for the Conference. Field trips on the first day included visits to Ōtari Wiltons Bush to discuss mātauranga Māori, a facilities tour of the Kilbirnie Hub, Ignite Sport Centre, and the NZ Campus of Innovation and Sport. Delegates participated in a play workshop run by local advocates and explored

environmental initiatives at Tākapu Valley and Te Kukuwai o Toa at Mahinawa, hosted by Ngāti Toa Rangatira and Kids Enhancing Tawa Ecosystems (KETE). Over the next two days, delegates attended sessions and workshops, and engaged in Papanoho discussions around these themes, with highlights including keynotes on Auckland's Climate Plan, effective engagement with Māori and Pacific youth, AI in recreation, and Te Tiriti in action.





Green Pavlova 2024 Ōtautahi / Christchurch

The theme for Green Pavlova 2024 was ‘He Oranga Taiao, He Oranga Tāngata’ focusing on **resilience through community partnership, technology, and environmental sustainability**

We collaborated with Sport NZ, who brought together the National Play Workforce to advocate for play initiatives and strengthened community connections. Keynote sessions focused on community engagement and environmental stewardship, with additional sessions divided into three streams: Manaaki Whenua - exploring healthy parks and cities; Manaaki Tāngata - people, sports, turf, and community facilities; and Tākaro - play. Delegates participated in field trips, including exploring conservation efforts at Avon River Park and Barnett Park, the post-earthquake transformation of Lancaster Park into a community sports complex, and budget-friendly play initiatives in schools, the Red Zone, and community gardens.



The conference attracted 367 delegates, a 20% increase on the previous year’s conference of 293 delegates.



The overall satisfaction rating from delegates was 88%.



This was the biggest gathering of parks, play and open spaces professionals we have seen, and the biggest conference Recreation Aotearoa has held to date.



Regional Outdoors Hui

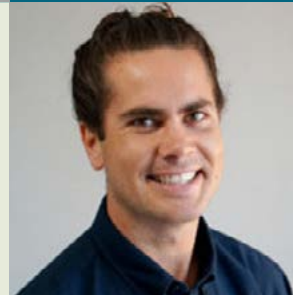
Regional Outdoors Hui provide an opportunity for operators in the outdoors industry to come together in their region, connect with one another, and share the opportunities and challenges they're facing.



This year, hui / meetings were set to the theme: ‘Let’s listen to our rangatahi.’ Focused topics for discussion at the hui included engaging with rangatahi, and opportunities to run programmes for people with disabilities. We were fortunate to hear from rangatahi and organisations that run programmes for people with disabilities, about the value of having access to outdoor activities and what they want from the sector.

We also invited organisations from the outdoor industry to attend hui and share updates. Participating organisations included WorkSafe, Education Outdoors New Zealand (EONZ), New Zealand Outdoors Instructions Association (NZOIA) and Mountain Safety New Zealand (MSC).





Generate NZ

Generate NZ is a network of emerging recreation professionals, dedicated to building future leaders, creating a connected industry, and ensuring the recreation sector is a great place to work.

Generate NZ Conference 2023 Ōtautahi / Christchurch

This year's conference brought together around 40 delegates from across the motu for two days of connection and learning. Speakers, panel sessions, and a field trip offered valuable insights for attendees to take back to their work and personal lives. A big thank you to the supporters, speakers, and the conference committee - e mihi ana ki a koutou!

Breakfast Series

Generate NZ hosted breakfast events in Ōtautahi and Te Whanganui-a-Tara / Wellington, where industry leaders shared their career journeys, providing valuable insights into their success. Attendees had the chance to network over coffee and kai, discussing their own experiences and building new connections.

Governance Update

In September 2023, Brittany White and Jason Husband stepped into the roles of Generate NZ Co-Chairs. Brittany and Jason set a fresh strategy to build on the work of outgoing Co-Chairs, Elise Young and Watene Hema.

Jason stepped down as Co-Chair early in 2024, due to illness. Sadly, Jason passed away in August 2024. Moe mai rā i te rangimārie.

Maria Burnett, Rob Gulley, Ciaran Dunnion, and Courtney Reid joined the Generate Committee, after previous members stood down.

This year, the Generate NZ Steering Committee was fortunate to have the support of Kiri Pope through the Tuakana - Teina mentorship programme. Kiri's guidance has been invaluable. At the Generate NZ Conference, Kiri was acknowledged with a gifted taonga / treasure for her contribution to Generate.

More information about the Generate network can be found on their website: [Generate NZ](https://www.generate.nz)

New Zealand Cemeteries & Crematoria Collective



New Zealand Cemeteries & Crematoria Collective (NZCCC) represents the interests of the cemeteries and crematoria industry in Aotearoa.

NZCCC was set up in 2012 with the support of Recreation Aotearoa. This year, Recreation Aotearoa has strengthened connections within the NZCCC network, helping the NZCCC Committee reset strategic goals to focus on delivering valuable resources and training for members.

Strengthening sector capability

NZCCC is fostering strong relationships with the Australasian Cemeteries and Crematoria Association (ACCA) and Relationships Australia – Victoria (RAV) to offer industry-specific training. This training will equip members with tools for handling difficult conversations, managing conflict, incidental mediation, and addressing vicarious trauma. Additionally, advocacy and engagement with Primary Industry Training Organisation (Primary ITO) are vital to building sector capacity and showcasing its value as a rewarding career.

More information about NZCCC can be found on their website: [New Zealand Cemeteries & Crematoria Collective](https://www.nzccc.co.nz)



The Hub Collective

The Hub Collective was launched in 2022 to connect local government with hub operators. It was set up to provide a platform for information sharing and to facilitate discussion.

A 'hub' is a multi-purpose facility used by sports clubs. A hub usually supports other community activities like indoor sports, exercise classes, events - and more. Hubs can be booked outside of sports club hours.



The format of these meetings typically includes presentations, Q&A sessions, and open discussion amongst members. All presentations are recorded and made available to members. Hub members also benefit from access to case studies, financial models, best practice, and lesson sharing.

In May 2024, Gibson Sheat shared insights and legal advice for Incorporated Societies. This meeting, co-presented with Sport New Zealand, focussed on changes to the Incorporated Societies Act and implications for hubs. This session was very well-received by members.

For more information about the Hub Collective, email: daniel@nzrecreation.org.nz.



Manaaki Whenua

The whenua, and recreation spaces and places, are cherished and sustained through the mahi of the recreation sectors.

Aquatics

Poolsafe®

The Poolsafe® Quality Management Scheme (Poolsafe®) is an independent assessment of public lifeguarded pools. Poolsafe® is a voluntary management system designed by the industry for the industry.

Poolsafe® has an Advisory Group, who provide advice, industry feedback and leadership to Recreation Aotearoa about the scheme.

This year, an additional three aquatic facilities joined Poolsafe®, which takes the total number of current accredited Poolsafe® pools to 157.

An overview of the public pools industry in Aotearoa can be found in the Poolsafe® Annual Report.

[Poolsafe® Annual Report 2023/2024](#)



Poolsafe® Assessors

Our Poolsafe® Assessors are volunteers from across the aquatics industry. They're selected for their experience, skills, and competencies.

The role of the Poolsafe® Assessor is to assess the operations of our Poolsafe® pools to check they're meeting Poolsafe® Criteria. This assessment is conducted annually.

Poolsafe® Advisors share their knowledge with the facilities they visit, taking learnings back to their own organisation.

More information about Poolsafe® can be found on our website: [Poolsafe® Quality Management Scheme](#)

QualityPool®

QualityPool® is an independent assessment of non-lifeguarded and private pools.

QualityPool® users are motels and hotels, holiday parks, retirement villages, private gyms, health clubs, and schools.

Users of QualityPool® have access to tools and resources that assist them to provide a safe environment for customers and communities.

An annual review of safety procedures, water quality, and health and safety documentation, to check users are meeting QualityPool® requirements.

This year, an additional three facilities joined QualityPool®, which takes the total number of current accredited QualityPool® facilities to 19.

More information about QualityPool® can be found on our website: [QualityPool®](#)



Parks, Play & Open Spaces

Green Flag Award®

The Green Flag Award® recognises and rewards parks and green spaces who are providing high-quality and innovative recreational experiences for our communities. The award sets a benchmark standard for recreational outdoor spaces worldwide.

Recreation Aotearoa manages the New Zealand branch of the programme. We work with experienced parks and open spaces professionals around Aotearoa to judge and present the award.

This year, 26 parks and open spaces were successful in achieving Green Flag Award® status, up from 23 in the previous financial year.

- » **Ambury Regional Park**, Auckland Council
- » **Arataki Waitakere Ranges Regional Park**, Auckland Council
- » **Cornwall Park**, Hastings District Council
- » **Driscoll Reserve**, Horowhenua District Council
- » **Flaxmere Park**, Hastings District Council
- » **Frimley Park**, Hastings District Council
- » **Gore Public Gardens**, Gore District Council
- » **Havelock North Village Green**, Hastings District Council
- » **Henley Lake**, Henley Lake Trust (Community Award)
- » **Holben Reserve**, Horowhenua District Council
- » **Huharua Park**, Western Bay of Plenty District Council / Tauranga City Council
- » **Jubilee Park**, Horowhenua District Council

- » **King Edward Park**, South Taranaki District Council
- » **Maungawhau Park**, Auckland Council
- » **North Shore Memorial Park**, Auckland Council
- » **Pukekura Park**, New Plymouth District Council
- » **Queen Elizabeth Park**, Masterton District Council
- » **Randwick Park**, RPSC Trust and For A Cause Ltd (Community Award)
- » **TECT All Terrain Park**, Western Bay of Plenty District Council / Tauranga City Council
- » **Te Awahou Riverside Cultural Park**, Horowhenua District Council
- » **Te Maire Park**, Horowhenua District Council
- » **Te Mata Park**, Te Mata Park Trust (Community Award)
- » **Thompson House Park**, Horowhenua District Council
- » **Totara Park**, Auckland Council
- » **Waimate Cemetery**, Waimate District Council
- » **Whenua Tapu**, Porirua City Council



Yardstick



Yardstick

Yardstick is a global best practice programme for parks and recreation, developed by the industry for the industry.

It was created over 20 years ago when a group of New Zealand park managers came together to share information across the industry to improve planning, funding, and service delivery.

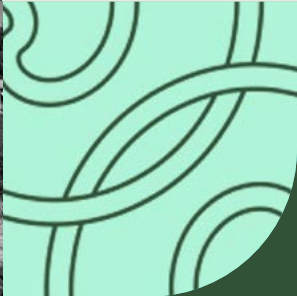
We have been a long-time partner and supporter of Yardstick as a tool for parks and recreation managers. Yardstick helps to track and compare data across councils, report on metrics and stay aligned with best practice across Australia, Canada and Aotearoa.

Delivered by our National Partner, Xyst, an exciting new version of Yardstick was relaunched globally at Green Pavolva 2024. The new update offers a free version, designed to make it easier for organisations to get involved and benefit from the programme. We look forward to continuing to build knowledge of industry trends and best practice.

Find out more about the Yardstick programme on our website: [Yardstick](#)

Te Tiriti o Waitangi

The recreation sector has
the capability to bring to
life the principles of
Te Tiriti o Waitangi.



Ki uta tārei ai, ki tai rewa ai

Strengthen and Adapt programme

In 2021, we were selected to participate in Sport NZ's Strengthen and Adapt programme.

Ki uta tārei ai, ki tai rewa ai
Prepared on shore, so we can set sail.

Strengthen and Adapt was set up to improve the capability, capacity and resilience of selected national partners and their delivery networks.

The Strengthen and Adapt Programme has allowed us to progress programmes and projects that help build sector cultural capability and bring to life our Te Tiriti o Waitangi commitment.



Mahi Ngātahi Governance Review

In 2024, we set up a project to review our governance approaches and constitution. We've called this 'Mahi Ngātahi – working together as one'.

The project focused on exploring governance changes that better align with our commitment to Te Tiriti o Waitangi, as well as ensuring our Constitution complies with the new Incorporated Societies Act 2022. The project began in early 2024 and will conclude with member consultation and a vote at the Recreation Aotearoa Annual General Meeting later in 2024.

Governance

From March 2023 to February 2024, the Recreation Aotearoa Board piloted a Co-Chair model called Te Hau Takitahi, meaning 'the interconnected winds'. This model involved Tāngata Whenua / Māori and Tāngata Tiriti / non-Māori Co-Chairs sharing leadership responsibilities as outlined in the Board Charter and Constitution. Bobbi and Michele Frey served as Co-Chairs during this pilot.

In February 2024, we sought feedback on our Governance from members via an online survey. We also consulted with our Regional Advisory Group and Outdoor Recreation Sub Committee. This feedback informed the Mahi Ngātahi Working Group, which presented eight recommendations that were endorsed by the Board in March 2024.

Incorporated Societies Act 2022

Between April and June 2024, we engaged Gibson Sheat to ensure our proposed governance and constitutional changes aligned with the Incorporated Societies Act requirements.

Next steps

The project will continue into the new financial year, where members will be consulted on the proposed changes before a formal vote at the AGM in November 2024.



Engagement and partnership with iwi and hapū

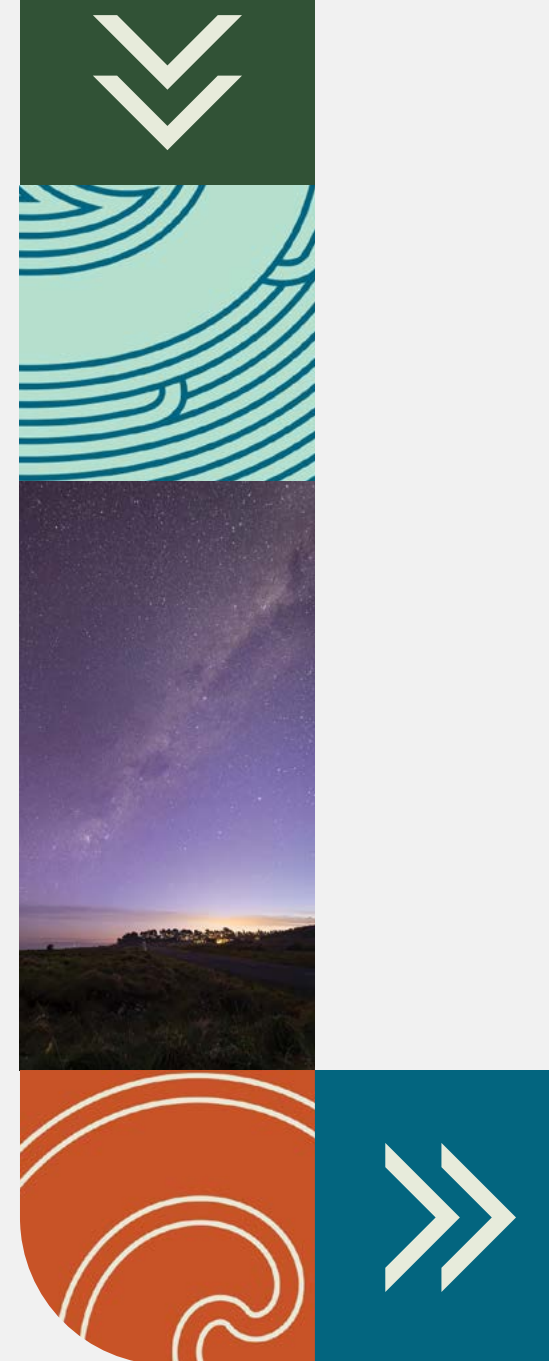
Our engagement with ngā iwi Māori reflects the diverse contexts in which we operate.

While we maintain a national framework, our approach varies depending on the region we are operating in. We prioritise kānohi ki te kānohi / face-to-face interactions as a core principle for initial hui. Tautuutu / reciprocity guides our collaboration with rūnanga, and we focus on fostering meaningful dialogue and building rapport.

We incorporate local pūrākau / stories and kōrero to ground the themes of our conferences and events. In 2023, Waves facilitated connections with Ngāti Wairere and Te Pae Here Raki Rāwhiti o Kirikiriroa.

We worked closely with Taranaki Whānui and Te Ātiawa to support Recreation Conference 2023 in Te Whanganui-a-Tara and Ngāi Tūāhuriri to support Green Pavlova 2024 in Ōtautahi.

Our engagement with iwi goes beyond events, as demonstrated by our professional development programmes like Ngā Niho Taniwha, which connect us to grassroots kaupapa Māori organisations. A notable example is our collaboration with Hawaiki Kura in Wairau, where we co-designed and delivered our first Ngā Niho Taniwha programme.



He Puna Korikori

Outdoor Activity Fund

He Puna Korikori was set up in 2021 to support outdoor activities and programmes that engage rangatahi.

Sport New Zealand provided \$1,500,000 in funding for He Puna Korikori over a three-year period. Over this period, we have received 177 applications for funding. 69 of those organisations received funding.

He Puna Korikori adopted a Te Tiriti o Waitangi-centric approach, with 50% of the fund allocated to kaupapa Māori organisations and 50% to non-Māori organisations. Many initiatives funded through He Puna Korikori have embraced Te Ao Māori and place-based knowledge, enriching the lives of countless young people, including many rangatahi Māori.

This year, we delivered the third and final round of funding. We focused on supporting projects that increased participation of underrepresented groups.

We received applications from 47 organisations, with 17 successfully securing funding. 6 Tāngata Whenua and 11 Tāngata Tiriti organisations received these funds to support the delivery of outdoor programmes for rangatahi.

Cultural capability building

Ngā Niho Taniwha

This year, we partnered with Hawaiki Kura to pilot our newest programme, Ngā Niho Taniwha.

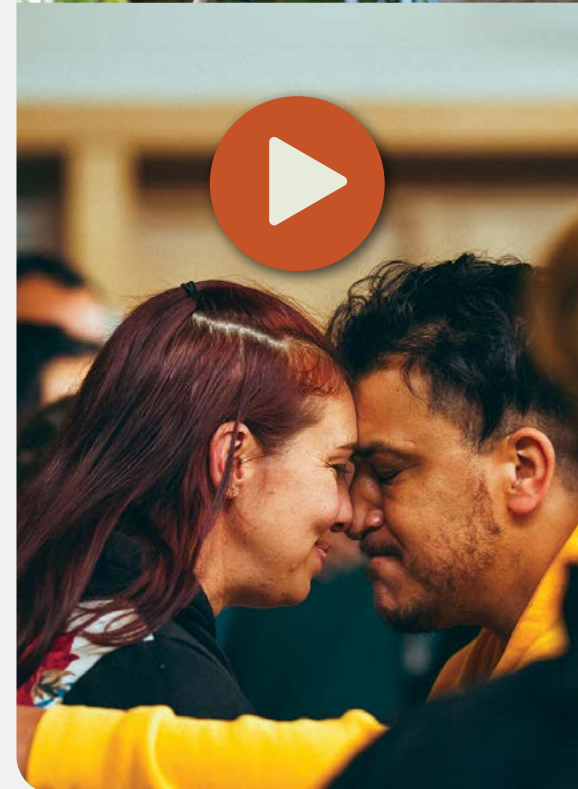
The programme was designed to bridge different worldviews and deepen understanding of Māori recreation, culture, and its impact on oranga / wellbeing. Ngā Niho Taniwha focuses on building participants' capacity and capability in mātauranga Māori, specifically in relation to recreation.

Held at Ūkaipō – Rangitāne Centre in Wairau / Blenheim, 35 participants attended the three-day wānanga, including six rangatahi who received scholarships. Participants gave an overall satisfaction rating of 83%, with 62% indicating they were 'very likely' to recommend the programme to others.

Ngā Niho Taniwha provided a transformative experience, immersing participants in Te Ao Māori / the Māori world, introducing them to Māori customs and a deeper understanding of Māori culture, history, and values. Key learnings included Maramataka / the Māori lunar calendar, emphasising how aligning recreational activities with natural rhythms fosters a stronger connection to the environment.

Many participants reported personal growth, feeling empowered in their identity, language, and culture, and gaining the confidence to embrace change and new perspectives.

[Watch the Ngā Niho Taniwha video.](#)



Te Punga Marutau

Enhancing Cultural Capability through Gamification

Te Punga Marutau has been developed to enhance cultural capability within Recreation Aotearoa through the engaging medium of tākaro / gamification.

Drawing on Te Arawhiti Māori-Crown relations content and Whāinga Amorangi, this tool aims to foster a deeper understanding, empathy, and proactive engagement with te ao Māori philosophies and principles.

The impact of this tool can be seen in our team's cultural confidence, which has increased from 14% in 2022 to 49% in 2023. The game has facilitated conversation and generated positive change; it is also encouraging to see staff taking proactive steps in their personal cultural capability journeys.

Off the back of the pilot run last year, we have refined the content and usability of the game. Te Punga Marutau 1.5 aims to have a better user experience, be more accessible and have an enhanced visual appearance.

Our objective is to develop a tool that will inspire and support the sector in their own cultural capability practices. We will be seeking feedback on Te Punga Marutau in the new financial year.

Papanoho / People's Hub

Recreation Conference 2023

Papanoho is a space at Recreation Conference for people to come together to reflect, discuss insights from sessions, generate and share ideas. It is an example of our ongoing commitment to weave Māori perspectives into all areas of our mahi.

This year, Papanoho was utilised as a breakout space for discussions around effective engagement with disengaged Māori and Pacific youth, a demonstration of our Te Punga Marutau cultural competency tool, raranga / weaving workshops and discussions around key conference themes. Facilitators recorded key insights and discussions held in the Papanoho, which were shared with delegates following the conference.



Awards

Celebrating success within
the recreation industry



Aquatics Awards 2023

On 7 September 2023, we celebrated success in the New Zealand Aquatics industry at the annual Aquatics Awards.



Aquatics Innovation Award 2023

**FRESH Pool Party series,
Christchurch City Council &
Sport Canterbury**

The FRESH Pool Party series has redefined youth recreation in Ōtautahi. Since its launch in January 2022, over 2,200 rangatahi have attended a FRESH Pool Party. This initiative engages youth and whānau from the Linwood community in active recreation. Judges were impressed by the programme's success and how effectively it aligned with the needs of the local community



Lifeguard of the Year 2023

**Jen Baen-Price, Christchurch
City Council**

Jen embodies Christchurch City Council's vision to create "a great place where people want to be." Her customer-centric work style has a positive effect on those around her, and she works hard to achieve outstanding results. Jen ensures her facility is not only a great place to swim and play sport, but also a great place to work in. Her people-focussed approach makes her an invaluable asset to the wider aquatics industry.

National Pools Lifeguard Competition 2023

Four teams competed in the OPSEC National Pools Lifeguard Competition at Waterworld Te Rapa.

[Watch the competition on Vimeo](#)



OPSEC National Pools Lifeguard Competition 2023

Winners

Lord of the Waves, Auckland Council

Auckland Council's Lord of the Waves four-person team were put through their paces with a series of tasks and scenarios. These included a rescue relay, deep water spinal rescue, non-fatal drowning rescue, treading water challenge, and a quiz. Each team displayed a high level of training and professionalism, but Lord of the Waves emerged as the winners, knocking five-time champions, CLM, off the top spot.

Recreation Awards 2023

On 2 November 2023, we celebrated the people, places and projects that contribute to the New Zealand recreation industry at the annual Recreation Awards.



Outstanding Community Recreation Programme

On the Move Programme, Recreate NZ

Recreate NZ provides quality outdoor education, social, and adventure experiences for tamariki and rangatahi with intellectual disabilities. With 20 years of experience working alongside whānau, Recreate NZ understands the challenges many may face when participating in activities. The On the Move programme is designed to overcome these barriers by introducing

a variety of exercises in a safe and supportive setting. Each week, participants explore different types of movement, discuss safety, and then engage in activities like swimming, gym classes, cycling, hiking, and kayaking.



Outstanding Event

iAM Games, Inclusive Activity Murihiku & Active Southland

The iAM Games, run by Active Southland and Inclusive Activity Murihiku, was an event for tamariki

and rangatahi aged 5 to 21 years. It welcomed young people with physical or intellectual disabilities, sight or hearing impairments, or neurodiversity. iAM Games focused on making sure everyone had fun and showed how easy it is to make activities more inclusive. Different sports and providers offered adapted activities like archery tag, wheelchair basketball, football, and water-based fun.

Outstanding Park

Flaxmere Park, Hastings District Council

With a diverse range of recreational and sporting facilities, a high volume of usage, and a broad cross-cultural appeal, Flaxmere Park is the hub of the Flaxmere community. It also serves regional sports clubs, the wider Hawke's Bay community, and

national and international visitors. Over the past decade, Flaxmere Park has been transformed through careful planning, community consultation, and an innovative partnership between Hastings District Council and the local community.



Outstanding Pool

Ōtāhuhu Pool & Leisure Centre, CLM

The Ōtāhuhu Pool and Leisure Centre, part of the Tōia Recreation Precinct, brings together a library, pool, gym, and stadium to create

a vibrant hub where residents can learn, play, and relax. After eight years in operation, its positive impact on the wider Ōtāhuhu community is clear. Innovation, strong community engagement, inclusive programming, and a commitment to environmental sustainability have all contributed to the centre's ongoing success.



Outstanding Project

**Ngā Ara Tipuna Ki Tamatea -
Storytelling Trail, Tamatea Hapū &
Central Hawke's Bay District Council**

Ngā Ara Tipuna, a unique partnership project between Tamatea Hapū and Central Hawke's Bay District Council, is focused on interpreting and preserving historic Māori sites. This collaboration has strengthened the Council's relationship with mana whenua, delivering social, economic, environmental, and cultural benefits

to the community. Initially launched as a community-led initiative to explore the history of Pukekaihu, Waipukurau's main pā site, the project expanded into a tourism and heritage trail featuring seven significant pā sites in Central Hawke's Bay. Ngā Ara Tipuna also includes the development of a local Māori tourism business plan and a governance entity for ongoing management. The project exemplifies genuine partnership, blending traditional and modern design with digital storytelling to celebrate the rich heritage of Tamatea.



Outstanding Recreation Facility

**Te Pae Whīra o Pā Harakeke
Flaxmere Skatepark, Hastings
District Council**

Te Pae Whīra o Pā Harakeke, Flaxmere's skatepark, opened in December 2022. Designed by the

community for the community, the skatepark meets the needs of all users while maintaining high standards of environmental, social, and financial sustainability. The skatepark features striking artwork that reflects the rich cultural identity of Pā Harakeke. Since opening, park usage has quadrupled, with the onsite Kaitiaki team and the Ka Pai Cuppa Waka coffee kiosk playing an integral role in its success.



Outstanding Research,
Planning and Policy

**Te Whai Oranga Pōneke, Wellington
City Council**

Te Whai Oranga Pōneke provides a 30-year framework for Wellington City Council to manage and develop public open spaces, recreation facilities, and services. Its mission is to

create a vibrant network of parks and recreational opportunities that support Wellingtonians in living well and connecting with nature and each other. The strategy is shaped by community interests, key recreation trends, and current conditions. It is grounded in five guiding principles: Manaakitanga, Wairuatanga, Whanaungatanga, Pārekareka, and Tiakitanga.



Paul Stuart Memorial Award
(Facility Management)

Dave McKenzie, CLM

Dave has dedicated over 20 years to the industry and currently manages multiple aquatic centres in the South Island. He is an outstanding facility manager, who is highly respected by both his colleagues and the wider community. Throughout his career, Dave has continually excelled, playing a

key role in helping several pools in the region achieve Poolsafe® accreditation. His dedication to both paid and voluntary roles, alongside his extensive knowledge, has earned him recognition as a valued leader in the sector.



**Ian Galloway Memorial Cup
(Parks, Amenity Horticulture,
And Open Spaces)**

**Steve Leiatua, Christchurch
City Council**

With over 40 years of service under his belt, Steve is a true industry legend. He has contributed to the development of parks in Auckland and Christchurch, built roads, bridges, tracks, and visitor centres. Beyond his hands-on work, Steve has advanced education in recreation, conservation, sustainability, and the safe management of recreation spaces. Known for his pioneering leadership, warm smile, and welcoming nature,

Steve fosters a strong sense of community and connection to the environment. With humility, altruism, and a deep commitment to supporting others, Steve been a lifelong mentor for others in the industry.



**Mark Mitchell Award
(Wider recreation industry)**

Nigel Cox, Christchurch City Council

Nigel began his career over 30 years ago as a voluntary surf lifeguard. He now leads a team of over 600 people in one of New Zealand’s largest cities. His leadership is marked by a continued involvement in surf lifesaving and other sports, including completing the Coast-to-Coast’s longest day. Nigel’s ability to manage large-scale events and support recreation staff and communities through challenging situations - from World Cup events to disaster recovery

and terrorist attack responses - demonstrates his impressive leadership. Nigel’s mana and critical thinking continue to grow, earning him deep respect from his team and peers.



**Emerging Recreation Leader
Brittany White, Sport Northland**

Brittany embodies a participatory leadership style. She continually seeks opportunities for growth and development in both her professional career and her personal journey within Te Ao Māori. Known for her innovation and refusal to become complacent, Brittany has made a significant impact in a short time - improving systems, processes, stakeholder relationships, and commitment to Te Tiriti. Brittany’s contributions, across both paid and voluntary roles in the sector, reflect a dedication to advancing and uplifting the recreation industry.



Outdoors Awards 2023



Whakaaweawe Kaupapa Outstanding Event/ Programme

The Rainbow/Takatāpui Programme by the NZ Sailing Trust

This programme offers young people from New Zealand's Rainbow, Takatāpui, and gender-diverse communities the opportunity to take a journey of self-discovery and adventure in a supportive environment. Participants explore the Hauraki Gulf while learning about the natural environment and its preservation. Judges commended the programme for its potential to promote diversity and create positive change in the outdoor industry.



Te Tohu – Whaiao Māori Māori Outcomes Award

Whānau Ātea by Tūpuna Maunga Authority & Boffa Miskell

Whānau Ātea reimagines the modern papa-tākaro / play-space in Aotearoa. Located at the foot of Māngere Maunga, it celebrates the cultural practices of Ngā Tūpuna Maunga. Divided into four areas, Whānau Ātea blends traditional and contemporary play with active recreation. Each space tells pūrākau / ancient stories through mahi toi / art, tohu / symbolism, and natural elements like rākau / trees, and kōhatu stones. It offers a holistic, inclusive, intergenerational approach to health and wellbeing, reflecting mana whenua and community values.

Parks Awards 2024

On 30 May 2024, we celebrated success in New Zealand parks, play, and open spaces industry at the annual New Zealand Parks Awards.



Active Park / Sportsground of the Year 2024

Recloaking Mauao, Tauranga City Council

Recloaking Mauao is an outstanding example of co-design and co-management, ecological restoration, and sustainability. Located within the Mauao Historical Reserve, Recloaking Mauao showcases exemplary iwi engagement and the successful execution of a vision. Focused on ecological restoration of the area, the project took a light touch approach, removing non-native trees and restoring the original ecosystem, all co-designed and co-managed with mana whenua.



Healthy Park of the Year 2024

Foster Park, Selwyn District Council

Foster Park's focus on inclusivity, including provisions for elderly and disabled people from the early planning stages, was commendable. Foster Park demonstrates impressive achievements and community engagement. The project demonstrates innovation across several areas of the master plan,

alongside a community that is clearly engaged. The project showcases excellence in budget management, meeting timeframes and delivering creative solutions.



Playspace of the Year (under \$500k) 2024

**Island Bay Reserve, Western Bay of
Plenty District Council**

Island Bay Reserve exemplifies collaborative project management and highlights the benefits of including diverse voices in design. The project was co-designed the space with iwi, navigating varied stakeholder feedback. Children were also engaged in the design process, which received positive feedback for its inclusive approach.

Playspace of the Year (over \$500k) 2024

**CPlay Caroline Bay Playground,
CPlay Caroline Bay Playground
Upgrade Committee**

Cplay Caroline Bay Playground serves as an example of the impact of

collaboration and inclusivity, when creating a play space for everyone in a community. Overseen by the Cplay Committee, in partnership with Timaru District Council and mana whenua, the play space is designed for all ages, stages and abilities. Stakeholder and community feedback has been highly positive, reflecting the success of this project.



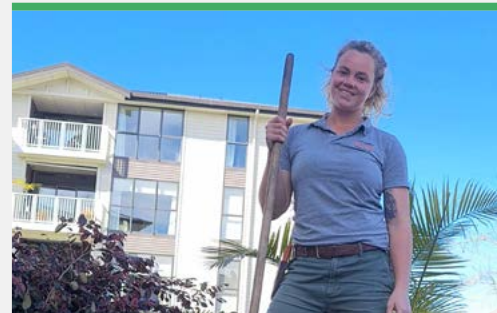
Parks Person of the Year 2024

Josh Clark, Tauranga City Council

Josh was recognised for his significant contributions to Mauao and the local community, showcasing collaboration with iwi while demonstrating innovation, skill, and experience. He has successfully facilitated diverse community engagement initiatives and effectively balanced his skills



with sector expertise. Highly regarded by peers and the community, Josh has a proven track record of delivering exceptional outcomes in park management and planning. His impactful leadership has greatly enhanced parks and community spaces, establishing him as a standout figure in his field.



Young Amenity Horticulturalist of the Year 2023

Renee Johnson, Bark Ltd

Renee showed exceptional performance in key competition areas, impressing judges with her innovative community engagement and passionate speech. She demonstrated a strong understanding of Amenity Horticulture and a desire to push industry boundaries. Renee's leadership experience and commitment to continuous improvement set her apart as a candidate. Her vision for integrating psychology into horticulture and dedication to sharing knowledge assured judges she would continue to

make significant contributions to the sector, finishing second overall in the National Young Horticulturist of the



Year competition.

Young Amenity Horticulturalist of the Year 2024

**Kyla Mathewson, Dunedin Botanic
Gardens**

Kyla emerged as the winner due to her exceptional performance in several categories, including ethical decision-making, communication strategy, and plant identification. She showcased a deep and passionate understanding of the Amenity Horticulture world, demonstrating eagerness to push boundaries through collaboration. Kyla will head to the 2024 Young Horticulturist of the Year Finals in Karaka, South Auckland, later in October, where she will compete against other sector finalists.



Governance and Financials

non-financial KPI



Pou

Manaaki tāngata/people

¹The 2022-23 membership result information was based on all members, including those that had a virtual membership.

²The 2023-24 measure is based on paid members only. The results for this financial year are based on the number of paid members transferred to the new membership database.

³Ngā Niho Taniwha satisfaction rating: Not yet audited; figures will be included in the 2024-25 impact report.

⁴Online learning (webinar) satisfaction was not recorded in 2022-23.

⁵Train the Trainer registrations were not recorded separately in 2022-23 and were included in the registrations figure.

Hoe	2023-24 Operational Target	2023-24 Actual	2022-23 Actual
Accreditation	100 members accredited	95 members	88 members
Recreation Aotearoa Membership	2195 paid members	1612 members ¹	5892 members ²
Recreation Aotearoa Māori Membership	100 Māori members	50 Māori members	Benchmark set (38)
Waves	200 registrations 80% satisfaction	251 registrations 94% satisfaction	260 registrations 99% satisfaction
Green Pavlova	270 registrations 80% satisfaction	367 registrations 88% satisfaction	293 registrations 90% satisfaction
Recreation Conference	220 registrations 80% satisfaction	254 registrations 87% satisfaction	305 registrations 93% satisfaction
Ngā Niho Taniwha	20 registrations 80% satisfaction	36 registrations x% satisfaction ³	Programme not run
Outdoors Hui	180 registrations 80% satisfaction	66 registrations 97% satisfaction	155 registrations 86% satisfaction
Online Learning	12 webinar/online learning delivered 80% satisfaction	11 webinars 89% satisfaction	8 webinars Not recorded ⁴
Amenity Apprentice of the Year	8 registrations	5 registrations	1 registrations
Kia Rite Hoea	70 registrations 10 Trainer the Trainer registrations 75 resources ordered	84 registrations 12 Trainer the Trainer registrations 83 resources ordered	82 registrations Not recorded ⁵ 13 resources ordered
Tuakana Teina (mentoring)	20 mentees registered	16 mentees	11 mentees



Manaaki whenua/place

¹Quality Pool figures were lower than projected due to low numbers of Swim Schools registering for the Register Swim Schools (QualityPool is part of the Platinum Option).

²PlayCheck registrations were low, and after a review of the system and current users we discovered that there were other systems in the market that were fit for purpose. PlayCheck has been discontinued.

³Good Practice Guides (GPG) actual figures were low for the ones that are to be reviewed and updated. There has been a review process in place and two of the three have been reviewed in this reported financial year and will be published in the 2024-25 financial year

Kōtahitanga/partnerships

⁴All staff and the Board complete a survey to understand our cultural capability within recreation Aotearoa, both individually and at an organisation level. This survey is repeated annually by all staff to identify potential areas of growth and inclusion for our Te Punga Marutau initiative (Cultural Capability Game).

Whai mana/leadership

⁵Our Carbon Zero measure is calculated using data that we receive from Air NZ on our flight emissions and multiplying this by 10% to get our total annual emissions.

Manaaki whenua/place

Hoe	2023-24 Operational Target	2023-24 Actual	2022-23 Actual
Poolsafe®	160 pools accredited	157 pools accredited	154 pools accredited
QualityPool®	35 pools accredited	19 pools accredited ¹	16 pools accredited
Green Flag Award®	30 flags awarded	28 flags awarded	27 flags awarded
PlayCheck	15 organisations registered	5 organisations registered ²	7 organisations registered
Good Practice Guides (GPG)	1 developed 3 reviewed and updated	1 GPG developed 0 reviewed and updated ³	1 GPG developed 4 reviewed

Kōtahitanga/partnerships

Hoe	2023-24 Operational Target	2023-24 Actual	2022-23 Actual
Partnership Engagement	Partnership deliverables implemented - 100%	100% deliverables implemented	100% deliverables implemented
Establish relationships and partnerships with iwi and hapū	Relationships formed - 3	5 relationships formed	2 relationships formed
Te Punga Marutau - cultural capability	20% of staff confident	49% of staff and board are confident or above ⁴	14% of staff confident

Whai mana/leadership

Hoe	2023-24 Operational Target	2023-24 Actual	2022-23 Actual
Advocating for Active Recreation	15 existing issues on the register 6 issues completed	19 existing 7 completed	18 existing 7 completed
Insights	6 insights reports developed	5 insights reports	5 insights reports
Support Adventure	5 newsletters produced	4 newsletters produced	4 newsletters produced
Carbon Zero ⁵	61.4 tCO ₂ e	31.05 tCO ₂ e	40.24 tCO ₂ e

Financial statements

for the year ended
30 June 2024



Independent Auditor's report

To the Members of New Zealand Recreation Association Incorporated

Report on the Audit of the General Purpose Financial Report



Opinion

We have audited the general purpose financial report of New Zealand Recreation Association Incorporated ('Recreation Aotearoa') which comprises the financial statements on pages 50 to 59 and the statement of service performance. The complete set of the financial statements comprise the statement of financial position as at 30 June 2024, the statement of financial performance, the statement of changes in net assets/equity and the statement of cash flows for the year then ended, and notes to the financial statements, including significant accounting policies.

In our opinion the accompanying general purpose financial report presents fairly, in all material respects, the financial position of Recreation Aotearoa as at 30 June 2024, and the financial performance and cash flows for the year then ended, and the service performance for the year ended 30 June 2024 in accordance with the service performance criteria of Recreation

Aotearoa, in accordance with Public Benefit Entity Standards Reduced Disclosure Regime ('PBE Standards RDR') issued by the New Zealand Accounting Standards Board.

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

Basis for Opinion

We conducted our audit of the financial statements in accordance with International Standards on Auditing (New Zealand) ('ISAs (NZ)') and the audit of the service performance information in accordance with the ISAs (NZ) and New Zealand Auditing Standard ('NZ AS') 1

The Audit of Service Performance Information. Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the General Purpose Financial Report section of our report. We are independent of Recreation Aotearoa 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 the International Ethics Standards Board for Accountants' International Code of Ethics for Professional Accountants (including International Independence Standards) ('IESBA Code'), and we have fulfilled our other ethical responsibilities in accordance with these requirements and the IESBA Code. 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, Recreation Aotearoa.

Responsibilities of Board members for the General Purpose Financial Report

The Board members are responsible on behalf of Recreation Aotearoa for:

- » the preparation and fair presentation of the financial statements and the statement of service performance in accordance with PBE Standards RDR;
- » service performance criteria that are suitable in order to prepare service performance information in accordance with PBE Standards RDR; and
- » such internal control as the Board determines is necessary to enable the preparation of the general purpose financial report that is free from material misstatement, whether due to fraud or error.

In preparing the general purpose financial report, the Board is responsible on behalf of Recreation Aotearoa for assessing Recreation Aotearoa'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 either intends to liquidate Recreation Aotearoa or to cease operations, or has no realistic alternative but to do so.

Auditor's Responsibilities for the Audit of the General Purpose Financial Report

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole, and the statement of service performance are free from material misstatement, whether due

to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (NZ) and NZ AS 1 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 decisions of users taken on the basis of this general purpose financial report.

A further description of the auditor's responsibilities for the audit of the general purpose financial report is located at the External Reporting Board's website at: www.xrb.govt.nz/assurance-standards/auditors-responsibilities/audit-report-14/

Baker Tilly Staples Rodway Audit Limited

Wellington, New Zealand

29 October 2024



Statement of financial performance			
Recreation Aotearoa - for the year ended 30 June 2024			
Revenue	Notes	2024	2023
Fees from rendering services	4	1,082,676	1,021,121
Partnerships and grants	4	1,773,596	1,641,798
Memberships	4	127,146	134,268
Interest income	4	14,352	7,351
Other income	4	7,643	39,624
Total revenue		3,005,414	2,844,162
Expenses			
Employee related costs	5	1,273,502	1,312,527
Costs related to rendering of services	5	1,639,289	1,431,633
Other expenses	5	97,031	94,846
Interest expense	5		
Total expenses		3,009,828	2,839,006
Surplus/(deficit) for the year		(4,414)	5,156

Statement of changes in net assets/equity			
Recreation Aotearoa - for the year ended 30 June 2024			
Members funds - accumulated revenue and expense	Notes	2024	2023
Opening balance		438,390	433,233
Surplus/(Deficit) for the year		(4,414)	5,156
Total members funds - accumulated revenue and expense		433,975	438,390

Statement of financial position			
Recreation Aotearoa - for the year ended 30 June 2024			
Assets	Notes	2024	2023
Current assets			
Cash and cash equivalents	6	653,745	311,287
Prepayments		55,291	30,523
Accounts receivable	7	215,871	238,479
Investments	9	56,794	144,815
GST receivable		–	45,631
Total current assets		981,702	770,734
Non-current assets			
Property, plant and equipment	8	22,374	22,210
Investments	9	–	18,349
Prepayments		–	4,059
Total non-current assets		22,374	44,618
Total assets		1,004,076	815,352
Liabilities - current liabilities			
Cash and cash equivalents	6	5,958	8,583
GST payable		46,746	–
Accounts payable	10	164,222	183,724
Employee entitlements		61,186	69,123
Income in advance	11	288,487	114,617
Funds held on behalf	12	3,502	916
Total current liabilities		570,101	376,963
Total liabilities		570,101	376,963
Net assets		433,975	438,390
Members funds			
Accumulated revenue and expense		433,975	438,390
Total members funds		433,975	438,390

Notes to the Financial Statements

for the year ended 30 June 2024

Statement of cash flows			
Recreation Aotearoa - for the year ended 30 June 2024			
Statement of cash flows	Notes	2024	2023
Cash flows from operating activities			
Cash was received from			
Receipts from customers		3,184,131	2,805,915
Interest received		14,484	6,377
Goods and services tax received		92,377	–
Total cash was received from		3,290,992	2,812,292
Cash was applied to			
Payments to suppliers and employees		(3,043,370)	(2,948,687)
Goods and services tax paid		–	(56,122)
Total Cash was applied to		(3,043,370)	(3,004,809)
Total cash flows from operating activities		247,622	(192,517)
Cash flows from investing activities			
Cash was applied to			
Net payments to acquire property, plant and equipment		(8,909)	(14,366)
Receipts from matured investments		163,164	–
Payments to purchase investments		(56,794)	(98,397)
Total cash was applied to		97,461	(112,763)
Total cash flows from investing activities		97,461	(112,763)
Net increase/(decrease) in cash		345,083	(305,280)
Cash and cash equivalents at beginning of the year		302,704	607,984
Cash and cash equivalents at end of the year		647,787	302,704

1. Reporting entity

The financial statements presented here are for the entity New Zealand Recreation Association Inc, trading as Recreation Aotearoa (RA).

The principal activity of RA is the promotion of recreation and recreation facilities and this principal activity is not for financial return to any members. For this reason it is designated as a Public Benefit Entity (PBE).

The nature of RA's activities have not changed during the year under review.

RA is registered with Charities Services, registration number CC43214.

2. Basis of preparation

(a) Statement of compliance

The entity has elected to apply PBE SFR-A (NFP) Public Benefit Entity Simple Format Reporting - Accrual (Not-For-Profit) on the basis that it does not have public accountability

and that total annual expenses are equal to or below \$5,000,000. All transactions in the Performance Report are reported using the accrual basis of accounting. The Performance Report is prepared under the assumption that the entity will continue to operate in the foreseeable future.

(b) Basis of measurement

These financial statements have been prepared on the basis of historical cost.

(c) Functional and presentational currency

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

(d) Changes in accounting policies

The significant accounting policies used in the preparation of these



financial statements as set out below have been applied consistently to both years presented in these financial statements.

(e) Comparatives

The comparative financial period is 12 months. The presentation of the comparatives for 2023 have been updated as they were originally prepared in accordance with the requirements of Tier 2 Public Benefit Entity Standards Reduce Disclosure Regime. The net asset position and net profit reported in comparatives is consistent with previously authorised financial statements.

3. Summary of significant accounting policies

Revenue is recognised to the extent that it is probable that the economic benefit will flow to RA 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.

Grant revenue

Grant revenue includes grants given by other charitable organisations,

Sport New Zealand and government departments. 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.

Sponsorship income

Sponsorship income received from conference sponsors is recognised in the period of which the conditions have been met usually when the conference has taken place.

Rendering of services

Sales of services are recognised in the accounting period in which the services are rendered, by reference to completion of the specific transaction assessed on the basis of the actual service provided as a proportion on the total services to be provided.

Membership fees

Fees and subscriptions received in exchange for monthly access to members’ facilities are initially recorded as revenue in advance and recognised in revenue evenly over the membership period.

Interest and dividend revenue

Interest revenue is recognised as it accrues, using the effective interest method. Classification of revenue and expenditure in the notes to the financial statements

Revenue and Expenditure are classified in the notes of the financial statements according to the pillars that govern how RA will achieve their long-term outcome of a strong recreation industry that meets the needs of current and future participants.

Financial instruments

Trade receivables are initially recognised when they are originated. All other financial assets and financial liabilities are initially recognised when RA becomes a party to the contractual provisions of the instrument.

At initial recognition, short term receivables and payables are measured at the original invoice amount if the effect of discounting is immaterial.

RA derecognises a financial asset when the contractual rights to the cash flows from the financial asset

Place / Mana Whenua –

To support good practice in the recreation industry

Partnership / Kotahitanga –

To support relevant high-quality learning and development

People / Mana Tāngata –

To facilitate strong connections/networks within the industry

Leadership / Whai Mana –

To provide quality advice and work effectively with partners

Operate / Kaitiakitanga –

To be sustainable and resilient

expire, or it transfers the rights to receive the contractual cash flows in a transaction in which substantially all of the risks and rewards of ownership of the financial asset are transferred or in which RA neither transfers nor retains substantially all of the risks and rewards of ownership and it does not retain control of the financial asset.

Financial Assets

RA's financial assets are classified as loans and receivables. RA's financial assets include: cash and cash equivalents, short-term investments in the form of term deposits and receivables.

All financial assets are subject to review for impairment at least at each reporting date. Financial assets are impaired when there is any objective evidence that a financial asset or group of financial assets is impaired. Different criteria to determine impairment are applied for each category of financial assets, which are described below.

Loans and receivables

Loans and receivables are non-derivative financial assets with fixed or determinable payments that are

not quoted in an active market. After initial recognition, these are measured at amortised cost using the effective interest method, less any allowance for impairment.

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.

Short term investments

Short term investments comprise term deposits which have a term of greater than three months and therefore do not fall into the category of cash and cash equivalents.

Financial liabilities

RA's financial liabilities include trade and other creditors (excluding GST and PAYE), and employee entitlements.

All financial liabilities are recognised at the amount owed.

Property, plant and equipment

Items of property, plant and equipment are measured at cost less accumulated depreciation and impairment losses. Cost includes expenditure that is directly attributable to the acquisition of the asset. Where

an asset is acquired through a non-exchange transaction, its cost is measured at its fair value as at the date of acquisition. Depreciation is charged on a diminishing value basis over the useful life of the asset. Depreciation is charged at rates calculated to allocate the cost or valuation of the asset less any estimated residual value over its remaining useful life:

– Office equipment 30% - 67% DV

Depreciation methods, useful lives and residual values are reviewed at each reporting date and are adjusted if there is a change in the expected pattern of consumption of the future economic benefits or service potential embodied in the asset.

Wages, salaries and annual leave

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

Equity/ Member funds

Equity is the member's interest in RA, measured as the difference between

total assets and total liabilities. Equity consists of accumulated comprehensive revenue and expense being RA's accumulated surplus or deficit since its formation.

Income tax

RA is a registered charity. As such it is exempt from income tax under Section CW41 of the Income Tax Act 2007.

Goods and services tax

The financial statements have been prepared using GST exclusive figures, with the exception of Accounts Receivable and Accounts Payable which are stated on a GST inclusive basis.

Statement of Cash Flows

Operating activities include amounts received from investment income and other income sources and payments to employees and suppliers to manage the day-to-day running of RA.

Investing activities are those related to the purchase and disposal of investments and property, plant and equipment.

Financing activities comprise loans and borrowings and distributions to members of RA.

4. Analysis of Revenue						
2024	Leadership / Whai Mana	Operate / Kaitiakitanga	Partnership / Kotahitanga	People / Mana Tāngata	Place / Mana Whenua	Total
Advertising revenue	–	9,787	–	–	–	9,787
Aquatics revenue	–	23,300	–	–	169,008	192,308
Cem & Crems revenue	–	–	–	37,979	–	37,979
Community revenue	–	–	12,360	–	–	12,360
Conference revenue	–	–	–	751,383	–	751,383
Covid-19 Government Support	–	1,200	–	–	–	1,200
Grant Revenue	–	43,596	–	–	–	43,596
Interest income	–	14,352	–	–	–	14,352
Memberships revenue	–	128,526	–	–	–	128,526
Nga Niho Taniwha revenue	30,840	–	–	–	–	30,840
Other revenue	–	6,443	–	–	–	6,443
Other service revenue	–	3,332	3,120	–	–	6,452
Parks revenue	–	–	–	–	40,187	40,187
Partnership revenue	–	93,000	–	–	–	93,000
Sport New Zealand	620,725	1,009,575	6,700	–	–	1,637,001
Total	651,565	1,333,111	22,180	789,362	209,195	3,005,414

4. Analysis of Revenue						
2023	Leadership / Whai Mana	Operate / Kaitiakitanga	Partnership / Kotahitanga	People / Mana Tāngata	Place / Mana Whenua	Total
Advertising revenue	–	24,904	–	–	–	24,904
Aquatics revenue	–	13,217	–	–	155,425	168,643
Cem & Crems revenue	–	–	–	98,541	–	98,541
Community revenue	–	–	1,518	–	–	1,518
Conference revenue	–	–	–	672,504	–	672,504
Covid-19 Government Support	–	3,600	–	–	–	3,600
Interest income	–	7,351	–	–	–	7,351
Memberships revenue	–	134,268	–	–	–	134,268
Other revenue	–	36,024	–	–	–	36,024
Other service revenue	–	3,686	4,440	–	–	8,126
Parks revenue	–	–	–	–	46,886	46,886
Partnership revenue	–	61,750	–	–	–	61,750
Sport New Zealand	891,105	194,783	113,376	125,448	255,336	1,580,048
Total	891,105	479,583	119,334	896,492	457,647	2,844,162

2024	Leadership / Whai Mana	Operate / Kaitiakitanga	Partnership / Kotahitanga	People / Mana Tāngata	Place / Mana Whenua	Total
Accounting expenses	–	34,813	–	–	–	34,813
Administration expenses	–	10,946	–	–	–	10,946
Aquatics expenses	–	–	–	–	50,094	50,094
Audit fees	–	19,172	–	–	–	19,172
Bad debts	–	3,275	–	–	–	3,275
Cems & Crems expenses	–	–	–	5,195	–	5,195
Communication expenses	–	3,817	–	–	–	3,817
Community expenses	1,950	–	8,923	–	–	10,873
Conference expenses	–	–	–	561,000	–	561,000
Contractors	16,000	–	–	–	–	16,000
Depreciation	–	7,989	–	–	–	7,989
Disability & Inclusion expenses	–	–	3,456	–	–	3,456
Governance expenses	4,995	21,073	–	–	–	26,068
Information technology	–	15,545	–	–	–	15,545
Insurance	–	6,340	–	–	–	6,340
Interest expense	–	5	–	–	–	5
Legal expenses	–	13,320	–	–	–	13,320
Loss on disposal of fixed assets	–	757	–	–	–	757
Membership expenses	–	14,372	–	7,646	–	22,018
Nga Niho Taniwha expenses	27,935	–	–	–	–	27,935
Outdoor expenses	544,983	–	–	–	–	544,983
Parks expenses	–	–	–	–	24,488	24,488
Premise expenses	–	123,527	–	–	–	123,527
Recruitment expenses	–	8,234	–	–	–	8,234
Revenue strategy expenses	18,750	–	–	–	–	18,750
Staff remuneration	87,206	1,186,297	–	–	–	1,273,502
Staff training	–	4,606	–	–	–	4,606
Strengthen & Adapt expense	135,568	–	–	–	–	135,568
Sustainability expenses	–	1,426	–	–	–	1,426
Travel expenses	–	18,760	–	–	–	18,760
Total	837,387	1,511,639	12,379	573,841	74,582	3,009,828



2023	Leadership / Whai Mana	Operate / Kaitiakitanga	Partnership / Kotahitanga	People / Mana Tāngata	Place / Mana Whenua	Total
Accounting expenses	–	37,967	–	–	–	37,967
Administration expenses	–	25,160	–	–	–	25,160
Aquatics expenses	–	–	–	–	58,071	58,071
Audit fees	–	16,544	–	–	–	16,544
Bad debts	–	3,920	–	–	–	3,920
Cems & Crems expenses	–	–	–	57,127	–	57,127
Communication expenses	–	5,883	–	–	–	5,883
Community expenses	–	–	2,192	–	–	2,192
Conference expenses	–	–	519	444,156	–	444,156
Contractors	16,000	–	–	–	–	16,000
Depreciation	–	7,505	–	–	–	7,505
Disability & Inclusion expenses	10,331	–	–	–	–	10,331
Governance expenses	–	28,307	–	–	–	28,307
Information technology	–	15,148	–	–	–	15,148
Insurance	–	5,531	–	–	–	5,531
Legal expenses	–	10,243	–	–	–	10,243
Loss on disposal of fixed assets	–	824	–	–	–	824
Membership expenses	–	23,671	–	11,053	–	34,724
Outdoor expenses	498,133	–	–	–	–	498,133
Parks expenses	–	–	–	–	21,550	21,550
Premise expenses	–	84,943	–	–	–	84,943
Recruitment expenses	–	58,812	–	–	–	58,812
Staff remuneration	168,196	1,144,331	–	–	–	1,312,527
Staff training	–	18,139	–	–	–	18,139
Strengthen & Adapt expense	41,058	–	–	–	–	41,058
Sustainability expenses	–	7,857	–	–	–	7,857
Travel expenses	–	33,202	–	–	–	33,202
Total	733,718	1,510,621	2,711	512,336	79,620	2,839,006

6. Cash and cash equivalents	2024	2023
Current asset		
Auckland Bank Account	14,853	13,818
BNZ Credit Cards	–	1,691
Canterbury Bank Account	8,438	6,475
Central Region Bank Account	4,881	3,766
Head Office Bank Accounts	340,761	120,050
Midland Bank Accounts	13,646	14,040
Otago/Southland Bank Account	6,498	7,149
Wellington Bank Accounts	25,407	22,445
Term deposits with original maturity of 3 months or less	239,263	121,853
Total Current asset	653,745	311,287
Current liability		
BNZ Credit Cards	5,958	8,583
Total Current liability	5,958	8,583
Total Cash and cash equivalents	647,787	302,704

Interest rates on term deposits vary from 2.75% to 4.2% (2023: 2.5% to 2.75%).
Maturity dates range from 8 July 2024 to 1 August 2024 (2023: 2 July 2023 to 14 July 2023).

7. Accounts receivable	2024	2023
Accounts Receivable	51,488	74,227
Accrued Interest	1,611	1,479
Lifeguard Qualification Income	7,072	7,073
Sport NZ Investment	155,700	155,700
Total Accounts receivable	215,871	238,479

8. Property, plant and equipment	2024	2023
Office equipment		
Office Equipment	53,346	102,798
Less Accumulated on Office Equipment	(30,972)	(80,588)
Total Property, plant and equipment	22,374	22,210

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

	2024	2023
Opening Book Value	22,210	16,173
Additions	8,909	14,366
Depreciation	(7,989)	(7,505)
Loss on Disposal of Assets	(757)	(824)
Total Property, Plant and Equipment	22,374	22,210

9. Investments	2024	2023
Current term deposits		
BNZ Term Deposits	56,794	144,815
Total Current term deposits	56,794	144,815
Non-current term deposits		
BNZ Term Deposit	–	18,349
Total Non-current term deposits	–	18,349
Total Investments	56,794	163,164

Interest rates on term deposits vary from 5.25% to 6.0% (2023: 4.1% to 5.7%).
Maturity dates range from 25 July 2024 to 4 May.



10. Accounts payable	2024	2023
Accrued Expenses	110,583	134,830
Accounts Payable	53,639	48,894
Total Accounts payable	164,222	183,724

11. Income in advance	2024	2023
Current liability		
Rendering of Services	32,360	20,336
Sport New Zealand	240,755	92,158
Membership Income	15,373	2,123
Total Current liability	288,487	114,617
Total Income in advance	288,487	114,617

Income in advance from memberships relate to services to be provided in the 2024/2025 financial year.

12. Funds held on behalf	2024	2023
Staff social club	1,525	916
Simcock award	1,977	–
Total Funds held on behalf	3,502	916

Funds held on behalf are made up of staff social club funds taken directly from wages paid.

The Simcock Award was awarded to Kuruho Wereta, the Manager of Maori Outcomes, and is spent at his discretion.

13. Lease commitments

The future non-cancellable minimum lease payments under operating leases as lessee at reporting date are detailed in the table below:

The below commitment represents the leasing of premises in Wellington and Christchurch.

Lease commitments	2024	2023
Not later than one year	37,294	36,490
Later than one year, not later than five years	124,722	143,159
Greater than five years	–	14,912
Total Lease commitments	162,016	194,561

14. Related party transactions

Kirsty Knowles is a board member, and a Director of Community Leisure Management (CLM). \$10,000 was received in the current year from CLM in partnership income. Kirsty is also a Director at Te Mahi Ako Board and during the year there are sponsorship transactions associated to the organisation totaling \$23,000.

15. Events after the balance date

There were no significant events after the balance date.

16. Capital commitments

There were no capital commitments at balance date (2023: \$Nil).

17. Contingent assets and liabilities

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

Mihi to our National Partners



Mihi to our Supporters



Air Rescue
and Community
Services



Recreation
Aotearoa
Te Whai Oranga

Image Credits

iStock: » Nazar Ab » Perfectlab

Unsplash: » Nik Shuliahin » Phill Brown

» Brian Gordillo » Leroy De Thierry » Jan Kopřiva » Agathe

» Arwen Jayne » Headway » Logan Weaver

NZ Story: » Chris Williams » Darryl Ward

» Hekenukumai Busby

Tourism NZ: » Miles Holden » Graeme Murray » Jay French

» nelsontasman.nz » Paul Abbitt » Becky Nunes

» Camilla Rutherford

Additional contributors: » The Refugee Orientation Centre

» hastingssdc.govt.nz » Pene Webber, Aorere Media

Illustration Credit: » Kuruho Wereta