




HOCKEY
NEW ZEALAND

2023
ANNUAL
REPORT

30,000+

**SPECTATORS
ATTENDED HOME
VANTAGE BLACK STICKS
INTERNATIONAL MATCHES**



4

**SOLD
OUT
GAME
DAYS**



25

**GAMES
IN 4
LOCATIONS
ACROSS
AOTEAROA**

55,910
winter players

20k
summer
hockey players

1300 coaches used
our online
coaching
portal

3 OFFICIALS
appointed to
FIH MEN'S
WORLD CUP

22.2k increase in followers
ACROSS ALL
social media platforms

5.1m
users reached on the
Vantage Black Sticks
Facebook page

4m
video views on the
Vantage Black Sticks
TikTok account

3.12m
users reached on the
Vantage Black Sticks
Instagram page

144k STREAMS
ON YOUTUBE
OF DOMESTIC
TOURNAMENTS

17k+ website
visits to the
Coaching
Resource Hub

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FROM THE CEO

As we reflect on the milestones achieved and the challenges overcome over the past year, it has never been more evident how dependent the overall health of our game is on our Hockey whānau operating as one system. Our ability to achieve great things will not be possible without alignment across each entity involved, and equally, the health of each part of our system is vital in delivering and growing our game.

As we've all emerged out of a Covid environment, with continued economic pressure felt across our collective community, our sport can be proud of the ground we've made over the past 12 months. Our focus remains on our purpose of 'growing, inspiring and enriching the hockey whānau' so more kiwis 'see, love and experience hockey'. There is still much to do to, but I'm extremely proud of the mahi done in 2023, and the way we've embraced the challenges faced.

COMMUNITY GAME

The past year has been marked by significant progress in our efforts to strengthen the grassroots of hockey through the Connected Hockey Network.

Connected Hockey Network

This collaborative platform has looked to foster increased collaboration across Associations grouped by geography. Off the back of Sport NZ funding via the 'Strengthen & Adapt' programme and a contribution from HNZ, four Connected Network Managers are now well in place. Working under the direction of the lead Association within the territory, and close alignment with HNZ, their mission is to work with all Associations, to identify local solutions that make sense for the territory and the Associations within. This has included working with the wider local community to find new partnerships, such as that between Otago Hockey and Otago Cricket, to share development resources. In other areas they are looking for efficiencies through shared resources and new ways of working.

This project has facilitated closer alignment between our Associations and HNZ and is helping to build the platform critical to ensuring the health of our grassroots game. We believe this collaborative approach can be a significant asset for hockey as we look to grow and strengthen the game.

A special mention to the incredible

work that has been undertaken across the motu in the delivery of the developer programme. The programme is designed to build the number and quality of coaches and officials across the country via the development of people who can "coach the coaches". We are now seeing association led programmes running with 56 coach developers trained in 2023 who then delivered coaching workshops in 8 areas across NZ. Alongside this the development of online resources has been a significant focus with 16,351 unique visitors to the resource hub, 4,767 resource library views and 854 subscribed to our coaching newsletter.

Playing numbers returning

I'm delighted to report a notable 7% increase in winter playing numbers and a 10% rise in summer participation showing a strong return to the game post Covid interruptions. This is testament to the work of our community, and I congratulate everyone involved. The increase in summer participation is particularly encouraging, showing that people are remaining connected to hockey all year round, while others are changing the way they enjoy our game, providing more delivery opportunities for Associations.

With 2023 representing the first full year of delivery since 2019, we've also been rewarded with record participation in our national tournaments such as the 96 teams that participated in the Vantage National Masters, and the 330 in our secondary schools' competitions.

These events not only showcase the talent and passion within our hockey community, but also serve as catalysts for growth and development at the grassroots level. I would like to express my sincere gratitude to all participating associations for their exemplary efforts in organising and hosting these events, which continue to build our sport. A particular highlight for me was the Ford NHC hosted by Waikato Hockey - a brilliant event made even better by great hockey.

Hockey5's and Indoor

The increasing popularity of Indoor and Hockey 5s underscores the untapped potential in these formats and highlights the diverse opportunities available for people of all ages and skill levels. As we continue to explore new avenues for growth and engagement, I am confident that Indoor and 5s will play an increasingly

prominent role in shaping the future of our sport. We will need to think carefully about how these formats can be leveraged across our Hockey Network to provide new avenues into our game. We are pressing the FIH to better understand the global strategy for Hockey 5's and where it will sit. Equally, through our close relationship with Oceania Hockey, we know that it will remain a key format for emerging and developing hockey nations.

I would like to thank and congratulate Tina Bell-Kake and New Zealand Māori Hockey for their exceptional mahi in representing Aotearoa New Zealand at the Hockey 5s Oceania Cup in Australia, and then the World Cup in Oman. This collaboration with Māori Hockey showcased our culture to the rest of the hockey world, and some inspiring moments on the turf. There were plenty of highlights, but it was particularly satisfying watching our tāne overcome a 0-5 deficit to beat Australia 6-5.

I'm also very proud of our national Indoor sides who competed at the World Cup in South Africa, our first World Cup in over 20 years, and at FIH sanctioned tournaments in Malaysia. The women grabbed their first ever World Cup win in a 7-goal thriller against Namibia, while the men showed their improvement over the year after losing to Australia at the World Cup for last place, to then beating them in Malaysia for the bronze medal. Congratulations to everyone involved in making this happen.

INTERNATIONAL EVENTS

It was a big start to the year with our Vantage Black Sticks men heading to Bhubaneswar, India for the Men's World Cup. The men continued to build on the work done in 2022 and while results were mixed, the group showed areas of real growth. Their win against the hosts India at a packed Kalinga Stadium in a nail biting shoot out was an epic encounter, silencing the local crowd. The men went on to finish 7th in the tournament.

2023 also signalled the return of international hockey to New Zealand for the first time in three years, outside of Trans-Tasman matches. The year started off with a short test series for our women against Spain in Tauranga with the first match being rained off due to the passing of Cyclone Gabrielle, but it was our first opportunity with Phil Burrows at the helm.

FROM THE CEO CONT.



We then hosted 18 Pro League matches across Te Whanganui-a-Tara Wellington and Otago Christchurch where we were able to attract enthusiastic crowds and showcase the very best of elite hockey to fans new and old. It was great to be able to sell out our double-headers against Australia in Otago Christchurch, proving that the Trans-Tasman rivalry continues to burn strong. The ANZAC commemoration was also a poignant reminder of the unifying power of hockey and its deep-rooted connections to our cultural heritage and I'd like to thank our defence forces for their involvement and contribution to the day.

The timing of the series and its clash with European club season meant a significant number of our Vantage Black Sticks were unavailable. And while the matches in Otago Christchurch were challenging for both our teams, the series provided an opportunity to involve a wider group of players, giving them a taste of elite international hockey. I'm incredibly proud of the staff and players for the way they took on full strength Australia and England squads, and I know the experiences gained across the group will reap rewards in years to come.

Similarly, the Trans-Tasman Masters tournament the following week exemplified the spirit of camaraderie and sportsmanship that defines our sport, bringing together athletes from diverse backgrounds and fostering lasting friendships across borders.

Both VBS teams then headed to Europe for a 3-week tour of Belgium and The Netherlands for the final two legs of the Pro League season. These were incredibly difficult tours,

with both teams taking on the world's best on home soil. While overall the results were disappointing, there were many highlights and growth shown. The men ran the Netherlands and Germany to the wire, and were disappointed not to chalk up away wins, having been leading late in both games. The women finished strongly drawing with Germany after opening their tour with a 1-0 win over world number 2 Argentina.

This was a gruelling tour for our women with 8 matches in 12 days highlighting one of the many challenges with the revised Pro League format. While the results were not what we all wanted, I'm incredibly proud of both teams for their resilience and continued fight throughout these tours.

We then played host to the Oceania Cup in Whangārei, with three double headers against Australia for Olympic qualification. The tournament was brilliant, with two (nearly three) sellout crowds, community engagement with our Black Sticks teams traversing Northland to visit schools, and a Black Sticks Men's victory over Australia for the first time since 2016. While we weren't able to secure Olympic qualification at the Oceania Cup, it was pleasing to see the marked growth in our team's performances over the year - the men in particular taking, Australia to the wire in the deciding test.

HIGH PERFORMANCE

Project Kahurangi

In late 2021 after the Tokyo Olympics, we commissioned a review of our high-performance system, to look at how we can build a programme unique to New Zealand that delivers improved outcomes and sustained

success on the world stage. This was called Project Kahurangi.

The review was spearheaded by former Sport NZ CEO Peter Miskimmin and an independent high-calibre group of high-performance experts from hockey and other sports. The findings of Project Kahurangi were broadly accepted by the Board in early 2022 and since then, we have been establishing the foundations of a new high-performance system.

Project Kahurangi has also provided the basis for developing a new high-performance plan and strategy to 2032. Significant work has been carried out by the high-performance team, supported by our High Performance Advisory Group, to develop the plan which is now set to move into consultation with the wider high-performance community in mid-2024.

While we work to embed a new way for our high-performance system, it is equally important we continue to focus on the 'here and now' playing a 'short' and 'long game' simultaneously. We must be laser-focused on getting better every day. We know there is the talent and real potential in both programmes - and our teams have shown throughout the year that they can still go toe-to-toe with the world's best.

Opening the Vantage Black Sticks

One of the changes recommended in Project Kahurangi was the decision to 'Open the Black Sticks' environment. This has seen athletes able to choose their home base. This has been a significant change to our High-Performance system and was agreed under the terms of our current Memorandum of Understanding negotiated with the Hockey Players Association.

This model provides players with greater flexibility and acknowledges that hockey is not a full-time professional sport, and they have primary work, study, and/or other life commitments they need to balance alongside their commitment to the Vantage Black Sticks. Equally, the need, real or perceived, for a young player to have to relocate to Auckland, not always with the necessary support, or whānau, places significant pressure on many players.

Further, while this centralised approach was more efficient in the immediate term, it had unintentionally led to the depowering or shrinking of the provincial high-performance

FROM THE CEO

system in our regions.

The approach also saw more players choosing to play in Europe alongside their Vantage Black Sticks commitments. This has given many of our players significant development opportunities they simply could not have in New Zealand.

We know that having happy and healthy players, who can make choices around life alongside hockey, enables them to perform at their best, so it's pleasing to have been able to work with the Hockey Players Association to develop a structure which allows them to have more choice about where they live.

That said, our players and coaches need elite environments to be at their best and this new approach requires significant and sustained change to the way we collectively operate. It changes the way our players prepare, the way our coaches coach, and the role of Lead Associations across the country. Change is never easy, and I acknowledge this has been a challenge for many of our players in 2023.

It will take time to embed this wider system, and this will remain a major focus in 2024. Encouragingly we are seeing 'green shoots' across the system and I commend the efforts of associations in this endeavour as we give athletes and coaches all over the country more opportunities to develop. This can only be done with all of us working together as an integrated team and I look forward to further collaboration in 2024.

Both programmes will enter different

phases in 2024, with the men heading to Paris and the women's programme now entering a rebuild phase with a longer-term view to LA and beyond.

We firmly believe that the work we're doing will create more opportunities for more players and create a better training environment for our athletes long term, ultimately leading to better international results in the future.

Pro League 2024

The decision to withdraw from the Pro League was an extremely difficult one. As a founding member nation of the League, we had invested significantly in its establishment, both on and off the turf, and were committed to the concept.

At its heart, the league was established to be a new way of taking hockey to the world, ensuring the best teams were playing against each other regularly as well as having a predictable international schedule.

As a participating nation, the model required HNZ to cover all hosting and travel costs for our teams' participation, which were significant and above what would be required with a traditional bilateral test series. To help fund this, it was foreseen that the FIH would commercialise the broadcast rights globally, providing a revenue stream down to the participating nations to offset the costs.

Unfortunately, such broadcast arrangements had not eventuated while the costs of travel had escalated. Further, to remain in the League for season 5, and beyond, HNZ would be required to cover all broadcasting

production costs which, given the level of broadcast stipulated, were significant. Additionally, a new format introduced in season 4 (2023-24) saw 'mini tournaments' which led to a situation where New Zealand, Australia and other countries would not be able to host matches for season 5 and beyond.

This significant financial commitment would have meant all high-performance investment would have been fully diverted to participating in the league, leaving no capacity to have home internationals or build a programme that aligned with our pinnacle event preparation and participation (such as World Cups and Olympics).

We, along with other member countries, had been working hard with the FIH to drive a review of the League, including changes to the format and broadcast requirements to reduce the cost of participating. These discussions continued through into June 2023, when it became clear that we would not be successful.

Regrettably, we were forced to make the decision to withdraw the Vantage Black Sticks Women from Season 5 of the Pro League – a particularly difficult decision given how hard the team had fought to avoid relegation.

While this decision was met with some apprehension, it was the right course of action for Hockey New Zealand given the level of financial impact Pro League would have had on our high-performance programme, balanced against other requirements such as Olympic qualification preparation,

FROM THE CEO CONT.

domestic camps and pathways and other international opportunities.

Moving forward, we remain committed to working closely with the FIH and member countries to develop a sustainable and financially viable League model that aligns with our strategic objectives and long-term vision for the sport.

Premier Hockey League

The creation of an elite domestic league is critical to the future of our system. A key recommendation from Project Kahurangi, the vision for the PHL is to provide a sustainable, elite domestic league to prepare our current and future Black Sticks. Further, it must be a key vehicle to grow our game and attract new audiences, through a contemporary sport and entertainment offering.

However, to bring this to life, we need to be brave, attract new thinking, entrepreneurial drive and new investment into the game. So, in late 2023 we opened for expressions of interests for investment in a Premier Hockey League (PHL) franchise.

I'm pleased to advise that we have secured investment in two teams and are well on the way to securing investment in the other two. I would like to extend my gratitude to Jon Tanner for his incredible support and drive so far in leading the Waikato-Bay of Plenty franchise and helping to give the Premier Hockey League the best chance of success, along with his other generous support of our wider programme. I'd also like to acknowledge those involved in leading each of the other three working groups and to those earlier investors who have committed to helping bring the League to life. Your commitment and shared vision for our sport is inspiring.

Our intention remains to launch the League at the end of 2024 - with more details made available throughout the year.

Future Black Sticks Programme

At the end of 2022 we participated in an international U21 event for the first time since Covid when we sent teams to Australia to play for World Cup qualification.

In 2023 we were able to continue to build our Future Black Sticks programme with a lot of hard work from across the system. We held two super camps for identified players, with our new high-performance model allowing us to identify and provide opportunities to



a greater number of athletes.

We also implemented our Future Black Sticks Coaching programme, which not only allowed our aspiring coaches to develop their skills as well through access to a range of resources, but also gave our young players access to fantastic teaching. These same coaches are involved in the establishment of the regional high-performance environments and opportunities such as these highlight the work to drive greater integration across our system.

2023 culminated with the Junior World Cups in Malaysia and Chile for both the men and women. While the teams may not have achieved their ultimate goals in terms of results, the exposure and lessons learned during the tournaments are seen as crucial building blocks for the future.

The U21 programmes are critical to the future of our Vantage Black Sticks and the overall health of our game. Now having the programmes back up and running, for both teams, maintaining momentum is crucial. The ongoing debriefing process aims to extract valuable insights from the tournament and implement tangible changes. The emphasis on international connections within the Asia Pacific region and match experience in 2024 aims to add consistency to the U21 programme.

The reestablishment of the programme has also reinforced the need for an aligned pathway looking at age group opportunities and tournaments from U16 through to U21. Ensuring a clear plan will be a key focus for 2024 and a piece of work the whole hockey system must be

involved in.

I would like to acknowledge all the family, whānau and community that supported our U21's players in making it to their respective world cups. The costs pressures on both programmes were immense and we are grateful to all who contributed.

Māori Hockey

In 2023 we continued to grow our partnership with New Zealand Māori Hockey. This has primarily been done via regular korero through the bi-cultural working group which is made up of representatives from both organisations.

The conversations are always open, honest and grounded in how we can continue to build our partnership and our sport. I would like to thank Gail Ambler, Tracy Edmonds and Margi Kay for their openness to embark on this journey with us and also to Pam Elgar, Mike Bignell and John Daniel for their leadership on behalf of HNZ.

While the path will not always be straightforward, we know that it will be beneficial for all and provide significant value to our sport and more importantly the people within it.

Hockey Foundation

The restructuring of the Hockey Foundation this past year represented a significant step in our efforts to maximise the impact of philanthropy across all facets of hockey. Under the leadership of Richard Lindroos, the Hockey Foundation has embarked on a new philanthropy approach, in line with the wider Hockey New Zealand strategy. 2023 saw a significant amount of foundational work to leave us well placed to advance our



FROM THE CEO

collective philanthropic efforts into the future.

I extend my sincere appreciation to Philanthropy Project Director Richard Lindroos, Chair Hamish Clentworth and the Hockey Foundation board for their dedication and vision in spearheading this initiative, as well as to our donors for their generous support of our athlete development programmes and grassroots initiatives.

Amplifying our Game

A key pillar of our strategy is to 'amplify our game' so more kiwis 'see, experience and love hockey', so it was exciting to negotiate the opportunity for hockey and the Oceania Cup to be the first locally produced sports content on TVNZ+ in 2023. This relationship with TVNZ has now grown with a long term partnership from 2024 and beyond. I'd like to thank the team at TVNZ for their support and we look forward to bringing more hockey free and on demand to more New Zealanders.

On the social media front, we have continued to build engaging content and I'm incredibly proud of the team for their mahi and creativity. Our audience continues to grow year on year with over 10 million people reached in NZ and globally for 2023 with a high rate of engagement. This signifies that the content we are producing is connecting with people and creating brand awareness for HNZ and the VBS.

Managing our Finances

As presented at the 2022 Annual General Meeting, we forecast a loss of \$300k for 2023. The Board decision to approve a deficit budget was to ensure we could continue to fund our programmes, across the high performance and community game. This also reflected an extremely busy year with the mens world cup falling in 2023 along with Pro League and Oceania Cup. This was, by reinvesting the surpluses from the previous two years, built through the disrupted Covid period.

To record a final loss of just



under budget is extremely pleasing given the significant cost challenges we faced in 2023. The cost-of-living pressure, including the highly inflated cost of international travel put extreme pressure on the business. The cost of travelling to the men's world cup and Europe alone was almost double that of previous tours.

We look forward to a return to a break even or better position for 2024.

Thank You

I'd like to acknowledge our long-term principal partners Vantage and Ford. And to all our partners, you are an exceptional group of people, and we are extremely proud of our relationships. Thank you for your continued commitment to our shared vision for the sport.

To our many funders across community trusts and councils who have helped make our events and programmes happen in 2023. Thank you for all you do for hockey and the wider sports and events industry. And to those that support our sport and Hockey New Zealand directly, thank you. A particular thank you to Sir Owen Glenn for his continued support of our programmes.

To our associations, clubs, volunteers, coaches, players that make our sport what it is - your dedication and commitment is inspiring.

To our Vantage Black Sticks thank you for your continued dedication and commitment to the sport and the fern. You are an inspiring group of men and women and we're extremely proud of you.

To our kaumatua John Daniel, and kuia Tracy Edmonds, a huge thank

you for your kaiarahi and tautoko. It has been invaluable and is treasured by Hockey New Zealand and the team.

To our Chair Sharon Williamson and the board, on behalf of myself and the team at Hockey New Zealand a massive thank you for your guidance and support to me personally and the wider team at Hockey New Zealand. This is an exciting time for our sport as we chart a new way forward, and your guidance and support is invaluable. We look forward to continuing the mahi with you in 2024. A special thank you also to outgoing board member and past Chair Mike Bignell and President Pam Elgar. Thank you on behalf of the staff at HNZ, you will be missed.

Finally, to the staff at Hockey New Zealand a massive thank you for another big year. Your commitment to the cause and the way you go about your mahi is inspiring.

Looking ahead to 2024, I'm extremely excited for what we can achieve as a sport. We are in the midst of much change. And while change is never easy, I'm confident that it will deliver sustainable, long term success for our sport. Our sport has a proud history of working closely together, as one system and this will be at the heart of our future success.

Anthony Crummy
Chief Executive Officer
Hockey New Zealand

FROM THE CHAIR

It is my privilege to report to you on behalf of the Hockey New Zealand board for the year to December 2023.

We will look back on 2023 as the year when hockey finally returned to 'normal', across all parts of our game. It was fantastic to see strong numbers returning to play in our associations, to have a full domestic tournament programme and to host a quality calendar of international events in New Zealand as well as sending teams to the FIH Men's World Cup, Pro League and Indoor, Junior and 5s World Cups.

A massive acknowledgement to Anthony and the HNZ team for the role they have played in delivering such an immense year of hockey. With Anthony's return during the year, it has been great to have the organisation back at full bandwidth, and for HNZ to be in the enviable position of having two exceptional sport leaders in Anthony and Ken.

Progress On Our Strategy

Around the board table, we have been firmly focused on moving our strategy forward - particularly in key areas that we believe are critical to hockey's future success. Our priority areas are:

- the transformation of our high-performance system (teams, pathways and competitions) through Project Kahurangi, in order to be consistently competitive at the highest level;
- the continued development of a connected hockey network to enable our sport to be sustainably delivered in communities across New Zealand; and
- opening up our game to make it more accessible to our fans, to embrace new communities and

to deliver new formats (such as 5s and Indoor).

None of these are quick fixes - they are multi-year initiatives involving significant change to the way we deliver our sport - and they require significant investment. Most importantly, they will only succeed with the goodwill and support of our associations and the entire hockey community.

While not all progress is yet visible, we have made great strides. With support from the High-Performance Advisory Group, solid foundations are now in place to build a new high-performance system through 2024-25. The connected network is well into execution with some great initiatives already driving improvements in our associations, and we have seen some exciting developments over the past year as we open up our game, including the return of the Vantage Black Sticks on free to air TV, thanks to a new TVNZ partnership.

Financial Performance

Financially, 2023 was always going to be challenging as we began to invest in our strategy as well as supporting our pathway, funding a heavy international programme and resourcing our Vantage Black Sticks teams to prepare for Olympic qualification.

As indicated at last year's AGM, the delivery of this programme would incur a budgeted deficit, which would be funded by surpluses from preceding years. While our final result was close to the budgeted deficit, the Board commends the efforts of the entire HNZ organisation who, in a high inflation environment, worked

exceptionally hard to control costs and stretch every dollar to maximum effect.

Clearly such a deficit is not sustainable. Although we still need to invest in the future while supporting business-as-usual (with a much higher cost base), HNZ is determined to achieve this in 2024 at breakeven or better. Looking further ahead, we are working on a more sustainable operating model which ensures we are allocating funds to the things that are strategically most important to HNZ and our sport.

International

It has been fantastic to see our Vantage Black Sticks teams back in action both at home and at major events around the world, and we all enjoyed some exciting performances and moments - in particular the men's shoot-out win over India at the World Cup and their resounding win over Australia at Oceania Cup. However, despite some bright moments, we acknowledge that it was a difficult year results-wise, particularly for our women's team. We know we need to get better, and this is why Project Kahurangi is so important to our long-term success. We are pleased to see the resilience being shown by our players and management and their collective determination to come back stronger.

Off the field, we worked hard through 2023 to strengthen international relationships, a key priority after effectively disappearing from world hockey through Covid. Through the efforts of Anthony and Ken, we have re-forged strong working relationships with key hockey countries, as well as the FIH and Oceania Hockey Federation. Likewise, at governance level we have put significant time into developing connections with other countries, FIH and continental federations as we collectively navigate through some issues critical to the future of our game.

Governance

Two important initiatives were started during the year to ensure we maintain a strong standard of governance. A new board Governance Committee has been established (chaired by Hilary Poole) to ensure our policies, board development, succession planning, skills and board evaluation processes are at a high level. As part of this we have, in conjunction with Sport New Zealand, initiated our second Governance Mark board





performance process, which has included a board self-evaluation and independent assessment of performance and processes.

I would like to thank my fellow board members for your significant contribution in 2023, both in supporting management and bringing the value of your skills and experience to the board room.

Our board looks significantly different from that of 18 months ago. Having not filled two female vacancies at last year's AGM, we co-opted Diana Dowdle and Rachel Morrison as board members during the year. Both Diana and Rachel have significant community hockey governance experience and have respectively brought strong change/project management and legal/constitutional skills to the board.

Given the level of board focus on transforming our high-performance system, Peter Miskimmin, as chair of the High-Performance Advisory Group, was invited to attend board meetings as an observer during 2023. Peter's experience and insights have added real value to our board discussions, and we thank him for his contribution.

Finally, Mike Bignell made the decision to step away from the chair role mid-year, to enable a seamless transition to a new chair before he leaves the board at this year's AGM. Mike's contribution over the past five years has been immense. He has led hockey through considerable change and adversity and has invested significantly more time than expected of a volunteer chair, to support Anthony and the team. Around the board table we will

miss Mike's strategic insight, forthright opinions and ability to focus on what really matters and we wish him the very best for the future.

Acknowledgements

The board wishes to specially acknowledge New Zealand Maori Hockey for its partnership and support in our bicultural journey. This is something we want to do authentically, and we greatly appreciate having NZMH standing alongside us through the process.

As part of this journey, we decided the time was right this year for the board to appoint a Kaumatua and Kuia for our organisation. Following consultation, Tracy Edmonds became our inaugural Kuia and John Daniel became our inaugural Kaumatua. Both John and Tracy are well known and highly respected across our hockey whanau and they have already proven their value in providing wise counsel and guidance during the year.

Finally, we must acknowledge and thank Pam Elgar for her tremendous efforts as President. Pam's willingness to represent HNZ at events, provide common sense advice and work behind the scenes with key stakeholders has been greatly appreciated by the HNZ board and management over the past four years.

Looking ahead

While we can review 2023 as the year we finally returned to 'normal', we are focused on 2024 as being the year strategy becomes action.

Top priority will be our new high-

performance system – the evolution of our network of regional training environments as well as a refreshed domestic competition structure, including the new Premier Hockey League. At the same time, we will continue to support our Vantage Black Sticks teams as the men build up to the Olympic Games and the women rebuild through to Nations Cup and beyond.

We will also continue to build the connected network, particularly in providing our lead associations with support and resources to help deliver hockey sustainably and efficiently in their regions. And we look forward to continuing to bring in new fans, communities and participants as we open up our game.

We are part of an incredible community, and this was never more evident than at the recent National Masters tournament which brought together more than 1700 people, many of whom wear multiple hats in our sport. It was a true hockey celebration.

We thank all our stakeholders for your efforts in supporting hockey and, as a board, we hope to engage with you more in the coming year. With board members spread across the country and involved at all levels of the game, we welcome opportunities to hear about what's happening in your communities.

Wishing you all the best for a great year of hockey ahead.

Sharon Williamson
Chair
Hockey New Zealand



HOCKEY FOUNDATION REPORT

This year saw implementation of a change in the focus of the Hockey Foundation which were discussed at the 2022 Annual General Meeting.

At the core, these changes were to ensure structural and strategic alignment between the Hockey Foundation and Hockey New Zealand in their philanthropic efforts, and in accordance with Hockey Foundation objects under its trust deed.

Predominantly this alignment will ensure we can maximise the philanthropic work of both Hockey New Zealand and the Hockey Foundation across the full range of areas where philanthropic support is needed, from community, pathway development, and high performance.

The Hockey Foundation plays a key role within Hockey New Zealand's wider philanthropic strategy. This includes an integrated approach to fundraising, engagement and connection events, donor stewardship and management.

The immediate aim is to develop several philanthropic revenue streams that are sustainable and will enable grants to regularly flow back into hockey. These include major gifts, bequests and campaign fundraising for specific causes eg coach development and scholarships.

Grants

During the year, the Hockey Foundation continued their ongoing commitment to the development of coaches and officials throughout New Zealand and made a grant to support the redevelopment of Hockey New Zealand's Coach and Official Developer Programme.

The aim of this programme is to build a sustainable system to foster the development of coaches and officials at all levels of the game throughout New Zealand. Hockey New Zealand has worked closely with the Associations and in the development, piloting, and now embedding of this new programme.

Scholarships

The existing Chica Gilmer Scholarship and Alan Lints Senior Scholarship which the Hockey Foundation manages were not awarded in 2023 but will be awarded in the first part of 2024. This change was made to better fit with the wider annual calendar of programmes and events.

Trustees and Executive

Angela Turkington concluded her term as a trustee in March 2023, having made a significant contribution to the work of the Hockey Foundation for 3 years, in

particular its fundraising projects, and we thank her for her service.

During the year, Hilary Poole joined Hamish Clentworth (Chair) and Tony Morris as Hockey Foundation Trustees.

Richard Lindroos was appointed to the position of Project Director – Philanthropy for Hockey New Zealand, in September, to lead Hockey New Zealand's philanthropic activities and support the work of the Foundation. Richard is an experienced commercial, sport and philanthropy executive.

With Thanks

The Hockey Foundation would like to thank our supporters and donors who so generously support our work.

The Hockey Foundation's investment portfolio continues to be well managed by Craig's Investment Partners, and we thank them most sincerely for their advice and service.

Hamish Clentworth
Hockey Foundation Chair

PERFORMANCE ON THE WORLD STAGE

VANTAGE BLACK STICKS

Black Sticks Women Spain Series

Game 1 | CANCELLED

Game 2 | 1-2

The year started in Tauranga with a two match test series for the Vantage Black Sticks Women against Spain with the series being Phil Burrows first in charge.

The first match was washed out due to the heavy rain over the Upper North Island. But the second went ahead as planned.

The Women were defeated 1-2 with all goals coming in the first half.

Men's World Cup

vs CHILE | 3-1

vs the NETHERLANDS | 0-4

vs MALAYSIA | 2-3

vs INDIA | 3-3 (5-4)

vs BELGIUM (QF) | 0-2

It was a mixed bag for the Vantage Black Sticks Men at the FIH World Cup in India. They secured a top 8 finish which was a fantastic achievement, but perhaps left a little to be desired in some matches with patchy performances against Chile and Malaysia. However, the highlight was defeating India in a penalty shoot out to earn a place in the quarter-finals. A remarkable game in which the Black Sticks came from 3-1 down with the entire team putting in heroic performances to earn the victory.

FIH Pro League

MEN

vs INDIA | 3-4

vs SPAIN | 2-3

vs INDIA | 4-7

vs SPAIN | 1-1 (1-0)

vs GREAT BRITAIN | 2-5

vs AUSTRALIA | 0-3

vs GREAT BRITAIN | 1-6

vs AUSTRALIA | 2-4

vs ARGENTINA | 1-6

vs BELGIUM | 1-3

vs ARGENTINA | 2-2 (2-4)

vs BELGIUM | 0-1

vs GERMANY | 3-4

vs NETHERLANDS | 2-3

vs GERMANY | 1-4

vs NETHERLANDS | 1-4



WOMEN

vs USA | 1-1 (0-2)

vs CHINA | 1-1 (1-2)

vs USA | 4-1

vs CHINA | 2-5

vs GREAT BRITAIN | 0-2

vs AUSTRALIA | 1-2

vs GREAT BRITAIN | 1-6

vs AUSTRALIA | 1-2

vs ARGENTINA | 2-1

vs BELGIUM | 0-7

vs ARGENTINA | 0-3

vs BELGIUM | 1-2

vs NETHERLANDS | 1-4

vs GERMANY | 1-3

vs NETHERLANDS | 1-7

vs GERMANY | 0-0 (3-1)

It was a tough season for the Vantage Black Sticks in the FIH Pro League. Inconsistency in team selections due to player unavailability, either through club commitments or injury, made it difficult for either of the programmes to build momentum through team training and match play.

Though the results left much to be desired, the performances from both sides show the potential and talent within the programmes.

The Black Sticks Men showed they could still go toe-to-toe with the world's best, with unlucky defeats to Germany and the Netherlands - and showing marked improvement since the World Cup six months earlier. While the Women were able to secure victories against Argentina and Germany.

Oceania Cup

MEN vs AUSTRALIA

Game 1 | 1-3

Game 2 | 4-2

Game 3 | 1-3

WOMEN vs AUSTRALIA

Game 1 | 0-3

Game 2 | 1-1

Game 3 | 2-3

The Oceania Cup kicked off in Whangārei with intense matches between the Vantage Black Sticks and the Australian teams. In the opening women's match, the Hockeyroos dominated possession, securing a 3-0 victory despite the Black Sticks' solid defense. The mens first game saw a spirited performance from both sides, with the Kookaburras ultimately winning 3-1 after a late counter-attack.

MILESTONES AND SQUADS



On day two the Black Sticks Men secured a thrilling 4-2 victory against the Kookaburras, marking their first win over Australia since 2016 having gone up 3-0 in the first quarter. Meanwhile, the Black Sticks Women showed improvement but had to settle for a 1-1 draw against the Hockeyroos.

Despite a promising start on match day 3, the Black Sticks Men fell short against the Kookaburras, losing 3-1 and missing out on automatic Olympic qualification. The Black Sticks Women fought valiantly but suffered a 3-2 defeat against the Hockeyroos, ending their hopes of automatic qualification as well.

Black Sticks Women USA Series

Game 1 | 5-4

Game 2 | 4-3

At the end of 2023 the Vantage Black Sticks Women headed stateside for a two match test series against the USA. In the opening match they clinched a nail biting 4-3 victory, showcasing their offseason improvements. The USA broke the deadlock late in the first quarter. However, the Black Sticks fought back fiercely in the second quarter, leveling the score with Megan Hull's goal. Olivia Shannon's powerful shot and Olivia Merry's stroke conversion extended New Zealand's lead. Despite the USA's comeback in the fourth quarter, the Black Sticks managed the game well, securing a hard-fought win.

They faced a tough 5-4 defeat in the second test match despite dominating possession and territory. Conceding early goals, including one just before halftime, put New Zealand

on the back foot. Although they rallied with goals from Megan Hull, Hannah Gravenall, and a late surge from Olivia Merry, the USA's clinical finishing and some missed opportunities cost the Black Sticks the victory.

MILESTONES

Vantage Black Sticks Women

Liz Thompson - 200 Caps

Frances Davies - 100 Caps

Grace O'Hanlon - 100 Caps

Olivia Shannon - 50 Caps

Katie Doar - 50 Caps

Steph Dickins - 50 Caps

Vantage Black Sticks Men

Simon Child - 300 Caps

Sam Lane - 100 Caps

Dane Lett - 100 Caps

Dylan Thomas - 50 Caps

SQUADS

2023 Vantage Black Sticks Women's National Squad

Grace O'Hanlon, Brooke Roberts, Kirsty Nation, Anna Crowley, Casey Crowley, Liz Thompson, Leah Butt, Steph Dickins, Megan Hull, Frances Davies, Riana Pho, Tessa Reid, Tayla White, Kaitlin Cotter, Aniwaka Haumaha, Paige Blake, Kelsey Smith, Alex Lukin, Tessa Jopp, Emma Findlay, Hannah Gravenall, Julia King, Sam Child, Tarryn Davey, Katie Doar, Madi Doar, Alia Jaques, Tyler Lench, Hannah Cotter, Anna Willocks, Petrea Webster, Hope Ralph, Rose Tynan, Olivia Shannon, Olivia Merry.

2023 Vantage Black Sticks Men's National Squad

Leon Hayward, Dom Dixon, George Enersen, Benji Culhane, Malachi Buschl, Dane Lett, Simon Yorston, Charlie Morrison, Kane Russell, Nick Ross, Blair Tarrant, David Brydon, Nic Woods, Tim Neild, Jared Panchia, Sean Findlay, Hayden Phillips, Joe Morrison, Aidan Sarikaya, Simon Child, Dylan Thomas, Jake Smith, Scott Boyde, Sam Hiha, Kim Kingstone, Jordan Cohen, Connor Greentree, George Baker, Patrick Ward, Sam Lane, Isaac Houlbrooke, George Baker, Hugo Inglis.



VANTAGE BLACK STICKS RETIREMENTS

NICK ROSS

Otago veteran Nick Ross announced his retirement from international hockey after the World Cup.

Ross (32) earned 43 caps for the Black Sticks, scoring four goals, after making his debut against Malaysia in 2013.

He was a driving force behind the midfield unit that helped win silver at the Gold Coast Commonwealth Games in 2018, as well as playing at the Tokyo Olympics and competing at the 2018 and 2022 World Cups.



NICK WILSON

Having last played in Tokyo, Manawatū striker Nick Wilson announced his retirement from international hockey, marking the end of a remarkable career.

Wilson played 181 games for New Zealand and is the seventh-highest goal-scorer for the Black Sticks with 78 goals.

He represented New Zealand at three Olympic Games: London 2012, Rio 2016 and Tokyo 2020. He was also part of the New Zealand squad that won a bronze medal at the 2010 Delhi Commonwealth Games.



ANIWAKA HAUMAHA

Veteran Vantage Black Sticks player Aniwaka Haumaha (née Roberts) announced her retirement, ending the most recent chapter in a remarkable career. With 85 caps under her belt, Haumaha was a valued team member and an inspiration for the next generation of players coming through.

Haumaha made headlines when she was named in the Vantage Black Sticks squad for the 2022 Women's Hockey World Cup and Commonwealth Games, marking her triumphant return to the team after taking time off to have two children.



TOURNAMENTS & EVENTS

VANTAGE NATIONAL MASTERS

The 2023 Vantage National Masters tournament held at Blake Park in Tauranga was a fantastic event especially with it being the first National Masters in three years. With a record 96 teams and nearly 2000 participants, officials, and volunteers, it was a thrilling week of hockey that saw players from all over New Zealand come together to compete and enjoy the game they love.

The weather was on the players' side, with sunny skies and warm temperatures throughout the week. The atmosphere was electric, with players and spectators alike cheering on their teams and enjoying the games.

The tournament off the field was also a success, with players bonding over their shared love of the game, as well as a few drinks, and the experience of competing at a national level.

But it wasn't just about hockey. The tournament also showed the incredible generosity of the hockey community towards those in need. In the wake of Cyclone Gabrielle, Poverty Bay Hockey and Hawke's Bay Hockey were hit hard.

In response, Go Hockey, Just Hockey, and HNZ organised a donation drive, with teams and individuals donating hockey gear and care packages to those affected. It was a touching gesture that showed how connected our community is.

It was also a remarkable achievement for Poverty Bay and Hawke's Bay to bring teams to the tournament in the wake of such devastation.

Overall, the Hockey NZ 2023 Vantage National Masters tournament was a resounding success. It showcased the incredible talent of New Zealand's hockey players, as well as the generosity and kindness of the hockey community. It was a week filled with thrills, spills, laughs, and catching up with mates – as well as a healthy dose of competition.

VANTAGE NATIONAL U18S

It was a week of excellent hockey on display in Auckland and Dunedin for the Vantage U-18 Men's and Women's National Tournaments, with many talented players on display.



Women

The Semi-finals saw both Canterbury and North Harbour progress after narrow shoot-out victories and a closely fought final was anticipated on a showery Saturday at Lloyd Elsmore Park in Auckland.

Those predictions proved correct as after 30 minutes of action, the teams could not be separated. With just moments left in the half though, Canterbury were awarded a Penalty Corner which Penelope Taulafo sublimely slotted into the back of the net as the hooter for half-time sounded.

An intense second half ensued as Canterbury looked to defend their lead while North Harbour chased an equaliser with energy. That equaliser came early in the fourth quarter as Cleo Loader calmly converted at the far post after some clever build up play from Harbour.

At 1-1, both sides pushed hard for a goal with time running out but at full time, the sides couldn't be separated, and like the semi-finals on Friday, the match headed to a shoot-out.

From there, Canterbury couldn't be stopped, converting their first three opportunities to win the Vantage Women's National U18s for the second year running.

In the earlier bronze medal match, Auckland proved too strong for Hawke's Bay, winning 5-0.

The top goal-scorer in the tournament

was Auckland's Charlotte Goldsmith with 9 goals.

Men

The 2023 Men's final saw defending champions North Harbour look to make it three National Titles in a row against a spirited Taranaki team who had been playing fantastic hockey all week.

Harbour came out of the blocks flying, with Callum Walker scoring after just two minutes into the match. Ryan Shiu scored 10 minutes later before Seth Irons converted a Penalty Corner to give Harbour a commanding 3-0 lead.

Taranaki then struck back late in the half, providing some hope of a comeback going into the break. In the second half Taranaki continued to push for more goals but unfortunately couldn't convert their Penalty Corner in the 3rd quarter.

Early in the 4th quarter, Ryan Shiu nabbed his double for Harbour, and while Taranaki fought hard and nabbed a goal back in the 50th minute, it was too little, too late as the men from over the bridge secured the Paul Ackerley Memorial Trophy for the third year in a row.

In the earlier bronze medal match, Auckland ran out deserved winners over Tauranga 3-1, with Scott Illerbrun securing a double for his side.

The top scorer in the tournament was Aiden Bax of Tauranga with an impressive 13 goals.

TOURNAMENTS & EVENTS CONT.



NATIONAL SECONDARY SCHOOL TOURNAMENTS

Timaru Boys' High School made history by winning the Rankin Cup for the first time.

TBHS won their final against St Bede's College 2-0 in Wellington

St Cuthberts won their 5th national title as they defeated St Andrews College in a thrilling shootout 3-0 after finishing 1-1 after full time.

A record 330 teams and over 5000 participants competed in competitions all around the country, numbers that are slightly above pre-Covid levels, which goes to show the continued interest and excitement in hockey from a young age.

Bay of Plenty school Te Kura Kaupapa Māori o Ruamata also made history as the first Māori immersion school ever to feature at Rankin Cup

Incredibly, the school has a roll of just 200 and just 36 high-school aged boys to choose from for the team and in their first match they beat last year's finalists St Andrews College.

FORD NHC

The 2023 Ford National Hockey Championship was hosted by Waikato Hockey and was a week of intense action. Our top domestic tournament brought together some of the nation's finest athletes, delivering some nail-biting matches, upsets, and moments of brilliance.

In the men's competition, Otago successfully defended the Challenge Shield, clinching back-to-back Tier 1 titles. The final against Canterbury

was a tense affair, ending with Otago securing a narrow 2-1 victory. U21 Black Sticks James Nicolson emerged as the hero, netting two crucial field goals.

Promotion and relegation added intrigue to the tournament. Hawke's Bay's men's team faced relegation from Tier 1 in a battle with Auckland, while Northland earned promotion from Tier 2, despite losing their final to Canterbury B. League rules prevent Canterbury B's promotion due to an association not being able to have two teams in a Tier.

In the women's competition, Auckland clinched the K Cup for the first time since 2015. They secured a hard-fought 2-1 victory against North Harbour, with former Argentine International Rocio Gonzalez and Izzy Gill providing the crucial goals.

North Harbour B secured victory in the Tier 2 final over Canterbury, showcasing the depth of talent that NZ has available. There was no promotion or relegation in the women's comp due to both teams being 'B' teams.

Waikato Hockey were fantastic hosts, ensuring the event's success. The local community turned out in large numbers, creating a vibrant atmosphere that added to the overall spectacle. As the Otago men celebrated their back-to-back triumph and Auckland women reclaimed the K Cup, this year's championships will be remembered as a strong display of talent. The competition showed hockey in New Zealand is vibrant and promises

TRANS TASMAN MASTERS

Kiwi teams experienced success and shared unforgettable moments at the 2023 Tran-Tasman Masters Hockey Challenge in Christchurch.

Taking place at the Ngā Puna Wai Sports Hub in Christchurch from 2-6 May, this event showcased the fierce but friendly rivalry between Australia and New Zealand in masters hockey, much like any other Trans-Tasman sporting showdown.

The tournament featured seven women's age divisions and nine men's divisions. Each category played three matches to determine the series champions.

Overall, Australia clinched victory in most categories, with only two exceptions. New Zealand dominated the Women's 50+ division, winning all three matches convincingly.

The Women's 55+ division was fiercely contested, ultimately decided by a shootout in favor of New Zealand.

In the Men's 35+ division, New Zealand won the opener, but Australia responded with two narrow victories to take the series.

The Men's 55+ competition saw New Zealand score more goals overall, but Australia claimed the series victory after winning matches one and three.

For the first time, there was a Men's 75+ competition, with Australia claiming the inaugural gold medal.

While national pride was at stake and results mattered, the spirit of enjoyment between players from both countries was equally significant.

GROW THE COMMUNITY

PARTICIPATION

A big acknowledgement of our Associations who are continuing to make significant strides to Open our Game, one of the four focus areas under the current strategic direction. In what can only be described as a challenging time for sport in New Zealand we are seeing a deliberate focus to provide a wider choice of ways to participate in our sport so that more Kiwis See Hockey, Experience Hockey and Love Hockey.

There is continual refinement to existing events and programmes such as our Youth Regional Events, Small Sticks in Schools as well as development programmes and regular local events such as the infamous Thames Valley Hockey - Big Days Out. This is critical to ensure what we deliver reflects the changing needs of our community. While there is still work to be done the connection and collaboration across our network is proving to be valuable and create positive impact. As a result we are seeing new and relevant activities such as the emergence of satellite hubs - taking hockey to the community. A great example is Tauranga Hockey who have initiated primary school Hockey Hubs being run in 7 areas with the aim of "removing barriers of time and travel". Our inclusion programmes are now well established with more and more Associations providing accessible programmes such as Without Limits. These are supported with Hockey's regular spot at the prestigious Halberg Games. These new and diverse opportunities are helping to reinforce that Hockey is a sport for all Kiwi's.

At the sharper end we have also seen teams attend World Cup events for Indoor and 5's. The programmes and events provide development for not only players but our coaches and officials and isn't limited to these formats.

It has been great to see participation opportunities utilised more effectively to develop and engage all elements of our sport. Our players are a significant focus but building in Coach and Official development to the likes of tournaments and events has seen both confidence and competence grow which is a positive step in the right direction.

Indoor Hockey

Building on the inaugural year of the re-establishment of the format, 2023 proved to be another significant step forward for indoor hockey in New Zealand. There has been increased interest both domestically and internationally.

The pinnacle saw national teams attend the FIH Indoor World Cup in South Africa, a special moment having our women pick up their first ever Indoor World Cup win, a 7 goal thriller against Namibia. It was a massive effort by a lot of people to get the teams there where they represented our country with absolute pride and no doubt created memories for life. We also saw teams attend an International Invitational Tournament in Malaysia where we saw our men perform strongly and rewarded with a respectful bronze medal highlighting the progress both teams are making in a relatively short time.

Our National Programmes have provided the opportunity to expose a mix of players, coaches and officials to international competition helping build depth. It has been particularly exciting to have current and past Black Sticks contribute to the promising new talent beginning to come through. The impact is already being seen as the squads look forward to Oceania Qualifying in 2024 with a chance to take part in the next Indoor World Cup.

A special mention to Reiner Vellinga, Gaye Tarrant, Mike Mayo and Steve Symonds who have been the driving force behind the resurgence of Indoor Hockey and our National programmes.

On the back of our international programmes, we have seen National events well supported by Associations with the U18 and Opens tournaments almost double the number of teams competing. Not only do these provide opportunities for players to experience indoor but also and perhaps more importantly, coaches and officials who are critical to the ongoing development of the indoor format. We are very fortunate to have Rachael Williams and Kelly Hudson, with the support of Tauranga Hockey Association, leading development for officials through indoor camps, domestic tournaments and international series.

The past 12 months has seen numerous learning which will help shape the next steps as the current Advisory Group look to review the structure and delivery to ensure a lasting legacy.



2023 PLAYER NUMBERS

AFFILIATED AND UNAFFILIATED HOCKEY PLAYERS

ASSOCIATION	WINTER								2023			2022			% CHANGE	SUMMER			% CHANGE
	OPEN		SECONDARY		PRIMARY*		MINI*		TOTAL	TOTAL	TOTAL	TOTAL	TOTAL	TOTAL		TOTAL			
	M	F	M	F	M	F	M	F									2023	2021	
Auckland	1,022	901	1,441	1,773	582	582	294	294	6,889	5,647	22.0%	1,198	1,061	12.9%					
Bay Of Plenty	39	39	355	355	670	670	481	481	3,090	1,995	54.9%	498	0	n/a					
Buller	9	4	10	15	13	9	16	17	93	128	-27.3%	0	74	-100.0%					
Canterbury	1,088	1,472	512	688	544	995	348	349	5,996	5,622	6.7%	2,754	1,790	53.9%					
Central Hawke's Bay	30	30	4	9	0	0	10	22	105	265	-60.4%	0	0	n/a					
Central Otago	44	88	113	127	180	159	109	109	929	949	-2.1%	0	0	n/a					
Counties Manukau	230	225	122	123	208	208	60	60	1,236	1,214	1.8%	183	120	52.5%					
Eastern Southland	50	78	53	53	52	51	65	64	466	489	-4.7%	128	125	2.4%					
Hawke's Bay	265	337	396	478	206	216	153	160	2,211	2,818	-21.5%	1,017	943	7.8%					
Horowhenua	60	30	16	30	40	41	37	37	291	332	-12.3%	0	180	-100.0%					
Invercargill**	65	38	150	161	148	132	76	76	846	1,070	-20.9%	67	53	26.4%					
Malvern**	0	0	0	0	0	0	0	0	0	0	n/a	0		n/a					
Manawatu	441	382	320	288	280	280	240	240	2,471	1,706	44.8%	2,444	826	195.9%					
Marlborough	51	39	56	42	105	91	89	88	561	801	-30.0%	270	160	68.8%					
Mid Canterbury	109	97	0	0	79	80	71	72	508	516	-1.6%	0	0	n/a					
Nelson	211	169	97	61	58	28	0	0	624	712	-12.4%	278	346	-19.7%					
North Harbour	736	768	544	736	620	629	243	259	4,535	4,594	-1.3%	2,884	2,831	1.9%					
North Otago**	42	40	25	38	71	103	66	54	439	476	-7.8%	264	120	120.0%					
Northland	592	592	276	277	266	267	228	228	2,726	2,373	14.9%	1,474	1,520	-3.0%					
Otago	382	479	333	360	336	328	129	132	2,479	2,521	-1.7%	657	729	-9.9%					
Poverty Bay	96	96	41	41	200	200	196	197	1,067	701	52.2%	45	0	n/a					
Rangitikei**	0	0	0	0	126	126	49	49	350	377	-7.2%	60	70	-14.3%					
Ruahine-Dannevirke**	0	0	0	0	43	44	40	40	167	0	n/a	0		n/a					
South Canterbury	106	53	180	138	312	160	158	109	1,216	1,163	4.6%	470	445	5.6%					
Taranaki	156	142	195	229	266	267	123	124	1,502	1,678	-10.5%	813	720	12.9%					
Tauranga	217	197	375	399	422	452	378	349	2,789	2,665	4.7%	1,449	1,274	13.7%					
Thames Valley	91	106	98	110	144	145	102	103	899	918	-2.1%	0	149	-100.0%					
Waikato	764	639	787	866	627	627	389	390	5,089	4,365	16.6%	1,768	1,768	0.0%					
Wairarapa	159	272	171	153	235	235	88	98	1,411	1,478	-4.5%	387	359	7.8%					
Wanganui**	20	80	112	128	132	133	105	106	816	567	43.9%	80	0	n/a					
Wellington	896	1,040	513	626	151	150	237	238	3,851	3,827	0.6%	1,328	1,138	16.7%					
West Coast	68	50	20	27	39	37	8	9	258	0	n/a	40		n/a					
TOTAL	8,039	8,483	7,315	8,331	7,155	7,445	4,588	4,554	55,910	51,967	7.6%	20,556	16,801	22.3%					

Year 2023	8,039	8,483	7,315	8,331	7,155	7,445	4,588	4,554	55,910
Year 2022	6,842	7,340	6,907	8,368	6,476	7,374	4,169	4,491	51,967
Year 2021	6,959	7,654	6,847	7,228	8,173	8,609	4,402	4,443	54,315
Year 2020	7,078	7,050	7,402	8,297	8,497	8,543	3,794	3,814	54,475
Year 2019	6,990	7,274	7,695	8,515	9,896	10,605	4,418	4,807	60,200
Year 2018	7,009	7,256	7,560	8,009	9,791	9,815	5,046	5,072	59,558
Year 2017	6,617	7,067	6,911	7,442	9,746	9,871	5,066	5,286	58,006
Year 2016	6,241	6,335	6,919	7,128	7,838	8,940	5,423	6,299	55,123
Year 2015	6,123	6,200	6,892	6,909	7,173	8,591	5,003	5,056	51,947
Year 2014	5,458	5,979	6,233	6,710	6,635	7,974	4,693	5,100	48,782
Year 2013	5,676	5,980	6,338	6,634	6,067	7,460	4,655	5,364	48,174

* PRIMARY = Year 5-8, Under 13, Kwik Sticks and Kiwi Sticks
 * MINI = Year 0-4, Under 9, Mini Sticks and Fun Sticks
 ** Information not submitted in time for publishing

COMMUNITY COACHING



Growth in Coaches Engaging in Opportunities

In 2023, more coaches engaged in more development opportunities than ever before.

This growth coincides with a deliberate focus on creating more accessible and meaningful resources and opportunities for coaches both online and face to face, locally and nationally.

The Community Coaching Resource Hub reached 102 501 views since its launch in June 2020, including 37,811 views in 2023. New features to the online hub included the launch of the coaching calendar, a central location for anyone leading a coach development opportunity to share with the wider hockey community. The calendar received 2523 views.

The National Coaching Programme expanded its delivery, provided 16 Workshops, delivered in partnership with 10 Associations. Highlights included 24 Coaches selected for a workshop with Shane McLeod and coaches engaging in the International Play Maker research receiving a free coaching profile and online workshop.

In addition to the National opportunities, coaches attended face to face International Level 1 and Level 2 Coaching Courses. This included the first ever face to face International Level 2 Technical Skills Workshop delivered in the world, held in Wellington, Christchurch and Auckland. Over 60 Coaches attended international courses and workshops.

Connecting the Coaching System

Over the past few years there has been a priority to grow a strong network of people with the skills, knowledge, and experience to support the development of Coaches, referred to as Developers.

This year saw the next stage of advancing the coaching system, the connection of the system. This involved bringing together learning from previously isolated opportunities to be able to work together, provide on the job learning, and have a greater impact on the participant, our players.

The National Developer Workshop, extended its delivery to provide support across three layers, Trainers, Developers, and Coaches. Each layer had dedicated support people working one on one with them to grow their knowledge and skills through an engaging on the job environment.

Furthermore, the Oceania Cup extended this support to provide development of Officials, and Players. A five day extravaganza of development enabled everyone involved to connect, learn, and share. This included the delivery of FIH Courses, where 1 FIH Trainer and 8 FIH Educator Accreditations were awarded.

The move to connect the system strongly aligns with the national shift led by Sport New Zealand. Hockey was well positioned to be selected and flourish in the newly refreshed Sport New Zealand Coaching for Impact Programme. This programme supports Secondary School Coaches from over 25 sports, located across three hubs, Auckland, Wellington, and Christchurch. Hockey is one of the highest represented sports, with 2 Trainers, 6 Developers and 14 Coaches selected for the programme.



Performance Coaching Focus

The Future Black Sticks (FBS) Coaches Programme welcomed its first intake of 19 coaches. The programme was designed to provide potential and current Performance Coaches with ongoing development opportunities to better prepare them to coach a national age group or senior team as a Head Coach or Assistant Coach.

Above supporting the delivery of FBS Programme activities such as Camps and Series, the coaches engaged in on-going learning through the High Performance Sport New Zealand Core Knowledge Programme and FIH Level 2 and 3 Coach accreditation courses.

Further to the FBS Coaches Programme, Hockey was also represented in the High Performance Sport New Zealand, Women in High Performance Coaching Programmes. Danielle Cranston completed her final year for the Te Hāpaitanga programme and Verity Sharland was selected for the Women in High Performance Residency Programme.



OFFICIATING

PERFORMANCE

2023 was another very successful year for all our International Officials. In this hockey season we had a high number of our officials appointed to a wide range of FIH international tournaments which enabled our officials team to grow and develop their experiences, and also be independently appraised and commended for both their individual and team performances. Our Hockey NZ whānau are very proud to recognise, congratulate, and celebrate with the following pinnacle appointments and major highlights:

2023 International Appointments

2023 FIH Men's World Cup

Umpires: Gareth Greenfield, David Tomlinson

Umpires Manager: Colin French

2023 FIH Indoor Women's World Cup

Technical Official: Nicola Rankin

2023 FIH Pro League Panel

Umpires: Amber Church, Gareth Greenfield, Kelly Hudson, David Tomlinson

Technical Officials: Gavin Hawke, Jackie Tomlinson

Judges: David Potter, Andrew Spence, Nic Rankin, Kerry Dyson

Umpire Managers: Colin French, Sarah Garnett



2023 FIH Junior Women's World Cup

Technical Delegate: Jackie Tomlinson

Umpires: Katrina Turner

2023 FIH Junior Men's World Cup

Umpire: Bevan Nichol

2023 Oceania Cup (Men's and Women's)

Technical Delegate: Jackie Tomlinson

Technical Officials: Andrew Spence, Helen Travers

Umpires: Amber Church, Gareth Greenfield, David Tomlinson

2023 Hockey 5's Oceania Cup (Men's and Women's)

Umpires: Lani Nichol, Ryan Potter

Technical Officials: David Potter

Umpire Manager: Paul Morrison

Medical Officer: Dr John Gemming

2023 Sultan of Johor Cup

Umpire: Bevan Nichol

2023 Test Matches - NZL vs Spain (Women)

Technical Delegate: Helen Travers

Umpires: Mallory Barnett, Lani Nichol, Katrina Turner

Umpire Managers: Sarah Garnett, Kelly Hudson

Judges: Philip Gillanders, Peter Maslin, Rebecca Phelps

2023 Pacific Games

Technical Delegate: Gill Gemming

Umpires: Kelly-Anne Foskin, Anton Paulin

Umpire Manager: Craig Gribble

Medical Officer: Dr John Gemming

2023 Major Highlights

- 3 NZ officials officiated at 2023 FIH Men's World Cup – Umpires Gareth

Greenfield and David Tomlinson, and Umpire Manager Colin French

- Nicola Rankin officiated as a Technical Official to the FIH Indoor Women's World Cup

- Jackie Tomlinson appointed as Technical Delegate to FIH Junior Women's World Cup

- 4 NZ officials appointed to 2024 Paris Olympics – Umpires Amber Church, Gareth Greenfield, David Tomlinson, and Umpire Manager Sarah Garnett

- Gareth Greenfield received his FIH Golden Whistle having umpired his 100th test match, New Zealand vs Australia in Christchurch, NZ

- Katrina Turner was upgraded to the FIH Elite Panel in 2023

- Lani Nichol was upgraded to the FIH Advancement Panel in 2023

- Bevan Nichol & Kirsten Stuckey gained their FIH Educators Accreditation

- Hockey NZ Most Promising Male Umpire of the Year for 2022 (awarded in 2023) was Caleb Hansen

- Hockey NZ Most Promising Female Umpire of the Year for 2023 (awarded in 2023) was Kaitlyn Pennell

- Hockey NZ Male Umpire of the Year for 2022 (awarded in 2023) was David Tomlinson

- Hockey NZ Female Umpire of the Year for 2022 (awarded in 2023) was Amber Church

- Hockey NZ Technical Official of the Year for 2022 (awarded in 2023) was Jackie Tomlinson

- Hockey NZ Most Promising Male Umpire of the Year for 2023 was

OFFICIATING

Michael Marychurch

- Hockey NZ Most Promising Female Umpire of the Year for 2023 was Lexie Etherington

- Hockey NZ Male Umpire of the Year for 2023 was Gareth Greenfield

- Hockey NZ Female Umpire of the Year for 2023 was Amber Church

- Hockey NZ Technical Official of the Year for 2023 was Nicola Rankin

COMMUNITY

2023 observed a good number of our Associations building on their previous years investment into dedicated officiating development roles within their hockey communities.



This investment aligned greatly with HockeyNZ strategy of putting people at the centre of what we do, together with a long term approach to developing people to support, enhance, and grow our officials community. Further progress was made with identifying and developing umpire coaches for our youth community, and especially through the age group festivals put together by our Associations in their respective regional collectives. From these nationwide events we were able to recognise and accredit 17 new Hockey NZ level 1 umpire coaches who will continue to develop and grow in the HNZ umpire coaching pathway.

For Hockey NZ, we further enhanced our domestic hockey events with the

appointment of coach developers to key tournaments to work alongside our umpire coaches to progress their growth, learnings, and development in this critical coaching environment. Our huge thanks to our national HNZ coach developers Ethan Booth, Kirsten Stuckey, Kelly Hudson, Cameron Wilson, David Tomlinson, Craig Gribble, and Bevan Nichol for your ongoing support in this space.

2023 Major Community Highlights

- 67 new Hockey NZ Junior Badge umpires accredited

- 25 new Hockey NZ Community Badge umpires accredited

- 13 new Hockey NZ Level One umpires accredited

- 3 new Hockey NZ Level Two umpires accredited

- 5 new Hockey NZ Level Three umpires accredited

- 10 new Hockey NZ Level One Technical Officials accredited

- 2 new Hockey NZ Level Two Technical Officials accredited

- 17 new Hockey NZ Level One Umpire Coaches accredited

- 5 new Hockey NZ Level Two Umpire Coaches accredited

- 2 new Hockey NZ Level Three Umpire Coaches accredited

- 4 new Hockey NZ Level Three Technical Officials accredited

- 4 Coach Developers appointed to our top tier 1 level tournaments

CONNECTED HOCKEY NETWORK

Hockey New Zealand's purpose is to grow, inspire and enrich our hockey whānau So that more Kiwis See Hockey, Experience Hockey and Love Hockey. To achieve this vision for our sport we have set a priority around having a Connected Hockey Network which is a network of organisations that collaborate and trust in each other's delivery realising the potential of our people, opening and amplifying our game and positioning hockey for global success. The organisations targeted include all those who play a part in the delivery of our great sport with the initial focus on strengthening this across Hockey New Zealand and its 32 member associations. The Connected Hockey Network and all the

people within it are the foundation of hockey and its continual development will add significant value to our sport.

The first step being taken is the development of the Lead Association Model and implementation of Connected Network Manager roles. This approach has seen the 32 Associations around the country come together in five catchment areas (lower south island, upper south island, lower north island, middle north island and upper north island) with these Associations working more closely together to build partnerships that deliver value in terms of efficiency of operations and hockey outcomes. This will intentionally look different across the country however

in each catchment there will be a Connected Network Manager (with four in place already) who will support the catchments development and be able to collaborate at a national level to share learnings and identify national partnership opportunities.

Significant progress has been made across 2023 in building the hockey network and it is incredibly exciting to see some of the collaboration underway across such things as shared roles, competition structures, development opportunities for coaching, officials and playing.

PERFORMANCE NETWORK AND DEVELOPMENT TEAMS

As part of our new HP system HNZ have begun to decentralise the VBS programmes and are taking a more regional approach to High Performance. Key locations are being established to help support the nurture of new talent and development of existing HP players. This has begun in earnest in Otago, Canterbury, Wellington, Manawatu, Hawkes Bay, Waikato, Auckland and North Harbour, connecting to a national network. Locations will deliver their own programme alongside the international and domestic campaigns to support the education, infrastructure and development of hands-on coaching and high performance readiness.

On top of that we have put a lot of energy into our Future Black Sticks programmes, ultimately building toward the Junior World Cups at the end of 2023. We had two super camps with identified players, with more players than ever before being identified thanks to the regional HP approach. We have also invested into coaching with the Future Black Sticks Coaches programme.

The New Zealand U21 hockey teams' campaigns at the Junior World Cups provided a platform for growth and development. Despite challenges and results not meeting expectations, the exposure gained and lessons learned are considered invaluable for the future of New Zealand hockey. The emphasis on maintaining momentum, international connections, and player development sets the stage for continued progress and

success in upcoming tournaments.

NZ U21 DEVELOPMENT PROGRAMME - SUPER CAMPS

U18 Women - Katie Bond, Billie Crowe, Hannah Donald, Greer Findlay, Kate Irwin, Becs Jenkins, Mackenzie Robertson, Sorell Shand, Jess Davenport, Holly Hilton-Jones, Annabel Kerr, Gemma Lysaght, Georgina Shotter, Briar Duncan, Tamika Haeufler, Ella Leighton, Cara Morrison, Eve Swan, Millie White, Katharine Kominik Fraser, Jayda Pawhau, Kuinivia Blakelock, Claudia Rowse, Jodie Kent, Arabelle McGuckin, Anna McLean, Lauren Storey, Molly Williams, Amy Sampson, Emily Brun, Jaime Lewis.

U21 Women - Paige Blake, Jaimee Eades, Emilie Logan, Halle Scurrah, Brittany Wang, Katherine Winter, Emily Baker, Rosanna Bedford, Anneka Calder, Kaea Elliott, Leah Hodges, Riana Pho, Isabella Story, Emma Findlay, Emma Irwin, Tessa Reid, Brodie Cochrane, Phillipa Croft, Aleksia Junge, Alice McIlroy-Foster, Mary Allen, Ruby Baker, Breana Catley, Anoushka Chiswell, Madeleine Harris, Sophie Hildesley, Jessica Kelly, Sophie Redmayne, Lucy Russ, Annabelle Schneideman, Mezy Surrridge, Zoe Teikamata, Francesca Williamson.

U18 Men - Aiden Bax, Finn Burrige, Ryan Caldwell, Zach Carline, Luka Clark, Alex Clark, Dean Clarkson, Jack Cotton, Timothy Crawford, Leon Du Preez, Cheylen Gardner, Sam Gradwell, Blake Hoskin, Scott Illerbrun, Javahn Jones, Jakarta Klebert, Taine Kuiti, Josh McCaul, Thomas Meder, Hugh Nixon,

Milan Patel, Suneel Patel, Jake Pooley, Micah Pugh, James Rawnsley, Xander Redgrave, Bradley Rothwell, Matthew Ruetsch, Cohen Scott, Jonathan Smalberger, Mathew Vaughan, Karl Wallace, Jordan Whittleston, Harry Withers.

U21 Men - George Baker, Oliver Bunny, Ezekiel Buschl, Benjammin Culhane, Luke Elmes, Jonty Elmes, Hayden Ganley, Regan Harnell, James Hickson, Connor Hoskin, Isaac Houlbrooke, Kyle Houston, Flynn Hutchinson, Joshua Irwin, Sam Lints, Rocco Ludolph, Steven Lydiard, Patrick Maddar, Thomas Marchant, Charlie Morrison, Dylan Mugglestone, Gus Nelson, Ryan Parr, Cameron Steffert, Charlie Swan, Jordon Thomas, Daniel Torr, Patrick Ward, Joshua White, Matthew Wilson.

JUNIOR WORLD CUPS

Women - Rebecca Baker, Rosanna Bedford, Paige Blake, Brodie Cochrane, Hannah Cotter, Jaimee Eades, Kaea Elliot, Emma Findlay, Maddie Harris, Leah Hodges, Emma Irwin, Arabella Loveridge, Emilie Logan, Riana Pho, Tessa Reid, Ruby Roberts, Lucy Russ, Annabelle Schneideman, Issy Story, Mezy Surrridge, Katherine Winter.

Men - Luke Aldred, Aidan Bax, George Baker, Benji Culhane, Scott Cosslett, Jonty Elmes, Luke Elmes, Aiden Fraser, Hayden Ganley, James Hickson, Josh Irwin, Sam Lints, Rocco Ludolph, Charlie Morrison, Gus Nelson, James Nicolson, Ryan Parr, Daniel Torr, Patrick Ward, Jordan Whittleston, Matthew Wilson.

AWARDS



Club of the Year recipients: Hornby Hockey Club

Due to a shift in timing of the Annual Awards recognition from our previous years, we ran a social media campaign to celebrate and recognise our award winners for 2023.

HIGH PERFORMANCE

Women's Player of the Year: Grace O'Hanlon

Men's Player of the Year: Kane Russell

Under 21 Players of the Year: Hannah Cotter and Charlie Morrison



Volunteer of the Year: Richard Baggs

- Community Initiative of the Year: Te Hönonga a Iwi Rosedale Restoration Project (North Harbour)
- Community Umpire of the Year: Emma Bromell (Invercargill)
- Volunteer of the Year: Richard Baggs (Waikato)
- Most Outstanding Young Person of the Year: Emilie Gordon (North Harbour)
- Technical Official of the Year: Nicola Rankin (Canterbury)
- Most Promising Female Umpire of the Year: Lexie Etherington (Wellington)
- Most Promising Male Umpire of the Year: Michael Marychurch (North Harbour)

SERVICE TO HOCKEY

Gold Service Awards (25+ years)

Paul Collins - Tauranga
Rob Reeves - Bay of Plenty
Helen Colenso - Auckland

Silver Service Awards (20-24 years)

Andrew Bradley - Tauranga
Mark Pryde - Tauranga
Sue Furnage - Tauranga
Liz Maclean - EASTern Southland

Bronze Service Awards (15-19 years)

Hamish Carr - Tauranga
Kalpesh Balu - Auckland

UMPIRES

- Male Umpire of the Year: Gareth Greenfield (Canterbury)
- Female Umpire of the Year: Amber Church (Poverty Bay)

COMMUNITY

- Club of the Year: Hornby Hokey Club (Canterbury)
- Outstanding Contribution to Coaching: Sunjay Ganda (Canterbury), Ben Grant (Canterbury), Brandon Roach (Manawatu)



Most Outstanding Young Person of the Year: Emilie Gordon



AMPLIFYING OUR GAME

2023 was a significant year, and after years of disruption, provided the first opportunity to deliver an uninterrupted hockey calendar, enabling us to showcase the superpowers of our sport - from grassroots to elite.

On the commercial front, it was extremely pleasing to continue to work with our long-standing and passionate partners in a collaborative way to amplify our shared purposes. Through innovative activations, sold out Test Series and inspiring community initiatives, we were able to elevate our brands, and those of our partners, to new levels.

We thank our entire sponsor, supporter, and supplier family for their commitment to hockey, as well as their flexibility and understanding as continue to progress our sport after some incredibly challenging years - we greatly appreciate their support.

As we look ahead to 2024, our commercial partnerships will continue to play a critical role in amplifying our game, and we look forward to building on our solid foundation as we engage with both current and new partners to tell our great stories and achieve their sponsorship objectives.

2023 also represented a fantastic



opportunity to build the profile of our events, our teams in black, and to tell our fantastic community stories, showcasing the contribution hockey makes in enhancing the lives of New Zealanders. Some highlights include introducing Hockey New Zealand and the Vantage Black Stick's first Official Charity Partner in I am Hope, the delivery of 25 Test Matches in four different locations across the motu, the establishment of Hockeytv.co.nz

in parallel with a long-term free-to-air partnership with TVNZ, improved websites which better connect with our audiences, and several community activations which saw our Vantage Black Sticks inspire the next generation of hockey fans throughout the year.

These initiatives drove in some fantastic results while helping to shape a platform which better



amplifies our sport. In the digital space, more than 70,000 fans tuned in to watch our Secondary School events and the National Hockey Championships on the recently established hockeytv.co.nz while we saw at times dramatic increases in key social media metrics, including improved engagement and reach across our Meta platforms and our recently established TikTok accounts. Finally, the increased exposure driven through our partnership with TVNZ has ensured our teams in black continue to connect and inspire the nation.

2024, an Olympic year, once again represents an important year for our sport, and we remain committed to ensuring our content remains relevant, engaging and connects with both current and new audiences so we can all grow, inspire and enrich our whānau.

FUNDING

Funding partnerships (Class 4 gaming, trusts and regional funders) continue to play a significant and important role in our ability to deliver quality outcomes alongside our 32 Associations and thousands of participants throughout New Zealand.

We would like to acknowledge the significant contributions from our funding partners and thank all our contributing Class 4 Gaming, Trusts, Foundations, and local council bodies. Without their support, it would be near impossible to deliver the myriad of domestic and international events

alongside community programmes which continue to grow, inspire and enrich our hockey whānau.

We sincerely appreciate the support from the following groups, which enables us to deliver hockey to communities around New Zealand.

Class 4 Gaming: NZCT, The Lion Foundation, Aotearoa Gaming Trust, Grassroots Trust, Four Winds Foundation, Pelorus Trust, BlueSky Community Trust, Trillian Trust, and Pub Charity.

Councils and Regional Funders: Tauranga City Council, Tauranga Western Bay Community Event Fund, Christchurch City Council, Ōtautahi Christchurch, Wellington City Council, Wellington NZ, Whangārei District Council.

With the help of these supporters, and

in partnership with our Associations, we have been able to deliver the following programmes and activities:

- Community Investment
- Developer Programme - coaches & officials
- The re-establishment and enrichment of the amateur Future Black Sticks programme
- 29 Secondary School tournaments during the NZSSSC winter tournament week across 16 locations
- National U18s Tournaments (Otago & Auckland)
- National Hockey Championships (Hamilton)
- 25 Test Matches across four locations



AUDITOR'S REPORT

INDEPENDENT AUDITOR'S REPORT

TO THE BOARD OF HOCKEY NEW ZEALAND INCORPORATED AND GROUP

SUMMARY OF FINANCIAL STATEMENTS

OPINION

The summary financial statements, which comprise of Hockey New Zealand Incorporated (the "Society") and its controlled entities (together, "the Group") Service Performance information, summary Statements of Financial Position as at 31 December 2023, the summary Statements of Comprehensive Revenue and Expenses, summary Statements of Changes in Net Assets/Equity and summary Statement of Cash Flows for the year then ended, and related notes, are derived from the audited financial statements of Hockey New Zealand Incorporated and Group for the year ended 31 December 2023.

In our opinion, the accompanying summary financial statements are consistent, in all material respects, with the audited financial statements, in accordance with Public Benefit

Entity FRS-43: 'Summary Financial Statements' ("PBE FRS-43") issued by the New Zealand Accounting Standards Board.

SUMMARY FINANCIAL STATEMENTS

The summary financial statements do not contain all the disclosures required by Public Benefit Entity Standards Reduced Disclosure Regime ("PBE Standards RDR"). Reading the summary financial statements and the Auditor's Report thereon, therefore, is not a substitute for reading the audited financial statements and the Auditor's Report thereon.

THE AUDITED FINANCIAL STATEMENTS AND OUR REPORT THEREON

We expressed an unmodified audit opinion on the audited financial statements in our report dated 19 March 2024.

BOARD'S RESPONSIBILITY FOR THE SUMMARY FINANCIAL STATEMENTS

The Board is responsible on behalf

of the Society and the Group for the preparation of the summary financial statements in accordance with PBE FRS-43.

AUDITOR'S RESPONSIBILITY

Our responsibility is to express an opinion on whether the summary financial statements are consistent, in all material respects, with the audited financial statements based on our procedures, which were conducted in accordance with International Standard on Auditing (New Zealand) (ISA (NZ)) 810 (Revised), *Engagements to Report on Summary Financial Statements*.

BDO Auckland

BDO Auckland
Auckland, New Zealand
19 March 2024



SUMMARY FINANCIAL STATEMENTS

Hockey New Zealand Incorporated and Group

For the year ended 31 December 2023

These Summary Financial Statements are an extract from full audited financials statements available on Hockey New Zealand website, www.hockeynz.co.nz.

DIRECTORY

Nature of Business

Hockey New Zealand is the national sporting body for Field Hockey in New Zealand. We foster all levels of the sport, from children and beginners right through to our elite national sides, the Black Sticks Men and Women. Hockey New Zealand provides the governance and support to 32 regional hockey associations throughout New Zealand

as well as established council's that further support and manage the development of hockey.

Board Members

Sharon Williamson (Chair)
Diana Dowdle (co-opted June 2023)
Hamish Clentworth
Hilary Poole
John Daniel
Mike Bignell
Rachel Morrison (co-opted June 2023)
Richard Thomas

Physical Address

AUT Millennium,
17 Antares Place,
Rosedale, Auckland 0632

Postal Address

AUT Millennium,
17 Antares Place,
Rosedale, Auckland 0632

Statement of Service Performance Report

HOCKEY NEW ZEALAND INCORPORATED AND GROUP
FOR THE YEAR ENDED 31 DECEMBER 2023

NATURE OF BUSINESS

Hockey New Zealand is the national sporting body for Field Hockey in New Zealand. We foster all levels of the sport, from children and beginners right through to our elite national sides, the Black Sticks Men and Women. Hockey New Zealand provides the governance and support to 32 regional hockey associations throughout New Zealand that further support and manage the development of hockey.

Our strategic aim is to:

Grow, Enrich and Inspire our Hockey Whānau

So that ultimately, more Kiwi's:

See, Experience and Love Hockey

Hockey as a sport is delivered the width and breath of New Zealand and many passionate people, whether paid or volunteer, are committed to providing opportunities for our communities to be involved in our game be that as a player, coach, umpire or supporter.

There are many ways in which the activities, benefit and value of hockey can be measured however as part of the Statement of Service Performance for the year ended 31 December 2023, Hockey New Zealand has focused on some key, easily quantifiable metrics that show our work towards our strategy aims above.

1. Participation numbers in Hockey competitions

Hockey is a sport that offers participation opportunities, in different formats across 12 months of the year. As such we track participation across our more "traditional" winter members and also across summer members. Summer hockey is generally delivered in a more flexible format with less commitment required to participate. It is also delivered in many different formats including mixed grades and as such gender is not captured. Winter hockey however is more traditional in nature however increasingly diverse product offerings are being developed in order to meet the changing needs and demographics on New Zealand's society.

These participation numbers tell a core element of our story about how big our hockey whānau is and it is pleasing to see an increase in numbers from 2022 with 7% increase on winter numbers and 10% increase on summer numbers.

	2023	2022
WINTER HOCKEY		
Female Participation	28,813	27,573
Male Participation	27,097	24,394
Total Winter Participation	55,910	51,967
SUMMER HOCKEY		
Total Summer Participation	20,556	16,801

Statement of Service Performance Report cont.

2. Social Media engagement

One of the key elements of our strategy is to have more people see the game of hockey as a pathway to them experiencing it and hopefully falling in love with it be it as a spectator, player, coach or in some other role.

In the quickly evolving world of communications a critical way to achieve this is via digital tools such as websites and the use of social media platforms. This has become our primary form of communication to our fans, stakeholders and communities.

As such a critical measure for us is just how many people are we reaching through these mediums:

	2023	2022
Black Sticks Facebook user reach	5,910,000	4,900,000
Black Sticks Instagram user reach	3,120,000	2,000,000
Black Sticks Website user reach	69,781	97,279

* 2023 Black Sticks Website user reach – 69,781 (Incomplete data: July – September 2023 data missing due to Google Analytics changing its policies and also due to Hockey New Zealand switching to another web provider. Management estimate that August 2023 would've been a high traffic month due to Oceania Cup – Olympic Qualification series at home against Australia.

3. Participation in and delivery of national and international events

A key element of Hockey New Zealand's delivery of the game is to lead a National High-Performance programme which ultimately sees the Vantage Black Sticks teams perform on the world stage. This means that, in any given year, our Women's and Men's national teams, play a number of test matches in New Zealand and overseas. While these teams strive to perform and win on the world stage, they also play a critical role by inspiring New Zealanders.

We also deliver a range of national domestic events that provide participation opportunities but also bring our communities together and truly create growth within the people in our communities.

An important delivery measure for Hockey New Zealand is the number of test matches our teams play in a year and the number of domestic events we deliver. There was a significant increase in activity from 2022 due to Men's World Cup, Pro League Home and Away plus the further opening up of the world and events post COVID-19.

	2023	2022
Vantage Black Sticks Women Test Matches		
Home test matches	12	4
Away test matches	10	10

Including Commonwealth Games matches 2022, World Cup matches in 2022.

	2023	2022
Vantage Black Sticks Men Test Matches		
Home test matches	7	4
Away test matches	13	11

Including Mens' Hockey World Cup in 2023 and Commonwealth Games matches in 2022.

National Domestic Events in 2023

National Masters Tournament
National U18 tournament
Secondary School Tournament
National Hockey Championship

National Domestic Events in 2022

National U18 tournament
Secondary School Tournament
National Hockey Championship
North vs South series
North vs South Masters series

FINANCIALS

Statement of Comprehensive Revenue and Expenses

HOCKEY NEW ZEALAND INCORPORATED AND GROUP FOR THE YEAR ENDED 31 DECEMBER 2023	2023		2022		
	NOTES	HOCKEY NZ	GROUP	HOCKEY NZ	GROUP
REVENUE					
Revenue from Non-Exchange Transactions					
Sport New Zealand other funding	2	3,271,902	3,271,902	2,761,083	2,761,083
Other grants / non exchange contract revenue	2	1,206,403	1,056,923	899,429	851,949
Total revenue from non-exchange transactions		4,478,305	4,328,825	3,660,512	3,613,032
Revenue from Exchange Transactions					
Affiliation fees		999,201	999,201	960,853	960,853
Functions and events		2,028,163	2,028,163	969,373	992,335
Other operating revenue	3	1,111,434	1,134,648	1,209,317	1,209,317
Interest earned		54,340	78,933	16,172	33,378
Dividend income		-	52,430	-	16,393
Total revenue from exchange transactions		4,193,138	4,293,375	3,155,715	3,212,276
Total Revenue		8,671,443	8,622,200	6,816,227	6,825,308
EXPENSES					
High performance		4,958,052	4,958,052	3,556,397	3,556,397
Sport development		933,527	933,527	790,882	790,882
Events and competitions		1,478,418	1,478,418	841,387	841,387
Commercial		684,570	684,570	679,380	679,380
Administration		907,313	907,313	822,869	822,869
Grants issued, related costs & other expenses	5	-	29,229	-	292,861
Total Expenses	4	8,961,880	8,991,109	6,690,915	6,983,776
(Deficit)/Surplus for the Year		(290,437)	(368,909)	125,312	(158,468)
Total Other Comprehensive Income Revenue and Expenses		(290,437)	(368,909)	125,312	(158,468)

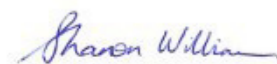
Statement of Changes in Net Assets/Equity

HOCKEY NEW ZEALAND INCORPORATED AND GROUP FOR THE YEAR ENDED 31 DECEMBER 2023	2023		2022		
	NOTES	HOCKEY NZ	GROUP	HOCKEY NZ	GROUP
EQUITY					
Accumulated Comprehensive Revenue and Expenses					
(Deficit)/Surplus for the year		(290,437)	(368,909)	125,312	(158,468)
Retained earnings brought forward		961,563	2,257,399	836,251	2,415,867
Total accumulated comprehensive revenue & expenses		671,126	1,888,490	961,563	2,257,399
Other reserves		-	50,000	-	50,000
Total Equity		671,126	1,938,490	961,563	2,307,399

Statement of Financial Position

HOCKEY NEW ZEALAND INCORPORATED AND GROUP FOR THE YEAR ENDED 31 DECEMBER 2023	2023		2022		
	NOTES	HOCKEY NZ	GROUP	HOCKEY NZ	GROUP
ASSETS					
Current Assets					
Cash and Cash Equivalents		1,372,188	1,449,541	1,841,182	1,868,159
Investments		-	1,242,078	-	1,325,475
Receivables from exchange contracts		145,592	88,092	115,200	112,986
Prepayments and Other Debtors		451,009	451,009	407,405	407,405
Accrued Income		-	-	-	-
Total current assets		1,968,789	3,230,720	2,363,787	3,714,025
Non-Current Assets					
Property, plant and equipment		44,717	44,717	52,683	52,683
Total non-current assets		44,717	44,717	52,683	52,683
Total Assets		2,013,506	3,275,437	2,416,470	3,766,708
LIABILITIES					
Current Liabilities					
Trade and other creditors		542,122	534,622	624,306	625,599
Accruals		191,774	191,774	215,070	215,070
Employee entitlements		135,568	135,568	100,968	102,010
Income in advance		472,916	474,983	514,563	516,630
Total current liabilities		1,342,380	1,336,947	1,454,907	1,459,309
Total Liabilities		1,342,380	1,336,947	1,454,907	1,459,309
Net Assets		671,126	1,938,490	961,563	2,307,399
ACCUMULATED FUNDS					
Accumulated comprehensive revenue & expense		671,126	1,888,490	961,563	2,257,399
Other reserves		-	50,000	-	50,000
Total Accumulated Funds		671,126	1,938,490	961,563	2,307,399

Approved for and on behalf of the Board



Sharon Williamson
Chairperson

Date: 15 March 2024



Mike Bignell
Board Member

Date: 15 March 2024

Statement of Cash Flows

HOCKEY NEW ZEALAND INCORPORATED AND GROUP FOR THE YEAR ENDED 31 DECEMBER 2023	2023		2022		
	NOTES	HOCKEY NZ	GROUP	HOCKEY NZ	GROUP
CASH FLOW FROM OPERATING ACTIVITIES					
Cash receipts from operations		8,183,525	8,184,505	7,465,498	7,490,520
Interest income		54,340	78,933	16,172	33,378
Dividend income		-	52,430	-	16,393
Cash payments to suppliers and employees		(8,686,739)	(8,720,890)	(7,404,518)	(7,450,650)
Grants Paid		-	(150,000)	-	(79,000)
Total Cash Flows (From)/To Operating Activities		(448,874)	(555,022)	77,152	10,641
CASH FLOW FROM INVESTING ACTIVITIES					
Sale/(Purchase) of investments		-	156,524	-	68,629
Payments made to purchase fixed assets		(20,120)	(20,120)	(21,774)	(21,774)
Total Cash Flows (From)/To Investing Activities		(20,120)	136,404	(21,774)	46,855
Net Increase/(Decrease) in Cash		(468,994)	(418,618)	55,378	57,496
CASH BALANCES					
Cash and cash equivalents at beginning of period		1,841,182	1,868,159	1,785,804	1,810,663
Cash and cash equivalents at end of period		1,372,188	1,449,541	1,841,182	1,868,159
Net Change in Cash for Period		(468,994)	(418,618)	55,378	57,496

Notes to the Financial Statements (Extract)

HOCKEY NEW ZEALAND INCORPORATED AND GROUP
FOR THE YEAR ENDED 31 DECEMBER 2023

1. ACCOUNTING POLICIES

Hockey New Zealand Incorporated ("HNZ") is an incorporated society in New Zealand established under the Incorporated Societies Act 1908. The full financial statements have been prepared using Public Benefit Entity International Public Sector Accounting Standards Reduced Disclosure Regime (PBE IPSAS (RDR)). HNZ has elected to base its accounting policies on PBE IPSAS RDR as it does not have public accountability and has total annual expenses of between \$2,000,000 and \$30,000,000. All transactions in the Statement of Comprehensive Revenue and Expenses are reported using the accrual basis of accounting. The financial statements were prepared under the assumption that the Group will continue to operate in the foreseeable future, and have been prepared on a historical cost basis. These summary financial statements are presented in New Zealand dollars (NZD) which is HNZ's functional currency. These summary financial statements which are prepared in accordance with PBE FRS-43, were authorised by the Board on 15 March 2024 and these have been prepared in order to provide interested persons with a succinct overview of the past performance of HNZ and its controlled entities for the year ended 31 December 2023. The specific disclosures have been extracted from the audited full financial statements dated 19 March 2024. The full financial statements, were audited by BDO Auckland who issued an unmodified audit opinion. Users of the summary financial statements should note that the information contained therein cannot be expected to provide as complete an understanding as provided by the full financial statements of the Society. Users can request the full financial statements of the Society from the CEO, Mr Anthony Crummy, at AUT Millennium, 17 Antares Place, Rosedale, Auckland or at www.hockeynz.co.nz.

2. REVENUE FROM NON-EXCHANGE TRANSACTIONS	2023		2022	
	HOCKEY NZ	GROUP	HOCKEY NZ	GROUP
Sport New Zealand community sport, HPSNZ and other funding	3,271,902	3,271,902	2,761,083	2,761,083
Other grants and donations	1,206,403	1,056,923	899,429	851,949
Total Revenue from non-exchange transactions	4,478,305	4,328,825	3,660,512	3,613,032

Hockey NZ received player enhancement grant funding from High Performance Sport New Zealand of \$900,000 (2022: \$937,013), with \$900,000 passed to the Black Sticks squad in the year. As Hockey NZ acts in an agency capacity, the funding and costs have been recognised on a net basis in the Statement of Comprehensive Revenue and Expenses.

3. OTHER OPERATING REVENUE	2023		2022	
	HOCKEY NZ	GROUP	HOCKEY NZ	GROUP
Included within Other Operating Revenue and Other Expenses				
In-kind goods or services provided - vehicles, apparel, gear and other goods and services	361,538	361,538	349,204	349,204
Sponsorship Income - Cash	684,843	684,843	629,523	629,523
Other operating revenue	65,053	88,267	230,590	230,590
Total other operating revenue	1,111,434	1,134,648	1,209,317	1,209,317

4. ANALYSIS OF EXPENSES - TOTAL EXPENSES INCLUDES THE FOLLOWING SPECIFIC EXPENSES:	2023		2022	
	HOCKEY NZ	GROUP	HOCKEY NZ	GROUP
Rental cost	84,036	84,036	78,470	78,470
Personnel cost	2,587,491	2,595,136	2,587,491	2,606,359
Depreciation and amortisation	28,086	28,086	34,473	34,473

5. OTHER EXPENSES	2023		2022	
	HOCKEY NZ	GROUP	HOCKEY NZ	GROUP
Craigs Investment - Realised Losses	-	87	-	452
Craigs Investment - Unrealised Losses	-	-	-	222,979
Other Expenses	-	29,142	-	69,430
Total Other Expenses	-	29,229	-	292,861

The realised and unrealised losses relates to Hockey Foundation investment activity through Craig Investments.

HOCKEY NEW ZEALAND WHĀNAU

HOCKEY NEW ZEALAND OFFICERS

President: Pam Elgar
 Vice President (male): Dr Denis Slade
 Vice President (female): vacant

HOCKEY NEW ZEALAND BOARD MEMBERS

Mike Bignell
 Hamish Clentworth
 Hilary Poole
 John Daniel
 Richard Thomas (co-opted April 2022)
 Sharon Williamson (Chair)
 Diana Dowdle (co-opted April 2023)
 Rachel Morrison (co-opted April 2023)

HOCKEY NEW ZEALAND STAFF

Chief Executive Officer: Anthony Crummy

Corporate

Business and HP Support Manager: Christina Tombs
 Finance Manager: Gurvinder Singh
 People and Culture: Megan Matuschka

Community

General Manager - Community Hockey and Events: Ken Maplesden
 Community Coaching Manager: Nicole Youman
 Community Hockey Manager - Capability: Rachel Minton-Smith
 Community Hockey Manager - Participation: Tama Jones
 Events Manager: Richard Palmer (until May)
 National Competitions Co-ordinator: Denise Smith (until Oct.), Lisa Williamson
 National Masters Team Co-ordinator: Peter Lowndes
 Technical Manager: Colin French
 Online Resource Content - Nicola Connell

Commercial

General Manager - Commercial: Nick Smith
 Community Engagement and Projects Manager: Laura Nagel
 Communications Media Manager: Dom Thomas
 Events and Marketing Manager: Matthew Arnold
 Partnerships Executive: Briar Leith

High Performance

General Manager High Performance: Darren Smith
 Men's Head Coach: Greg Nicol
 Men's Assistant Coaches: Shea McAleese, Mike Delaney
 Men's Team Manager: David Stones
 Men's Performance Analyst: Julia Herbst
 Women's Head Coach: Phil Burrows
 Women's Assistant Coaches: Shea McAleese, Verity Sharland
 Women's Team Manager: Dee Leggat
 Women's Performance Analyst: Sam Mulholland-Goad
 Head of Athletic Performance: Nick Webb

Performance Network

Performance Network Manager: Simon Brill
 Pathways Project Manager: Bryce Collins
 Performance Coaches: Aaron Ford, Mike Delaney, Colin Stewart

INTERNATIONAL DELEGATES

Oceania Development Officer: Gill Gemming

FIH COMMITTEE MEMBERS

Officials Committee: Gavin Hawke
 Rules Committee: Colin French

LIFE MEMBERS

David Appleby, Pat Barwick, Keith Binnie, Tur Borren, Grant Chester, Graham Child, Crichton Christie, Dave Craven*, Aileen Doig, Neil Edmundson, Tony Edwards, Pam Elgar, Ross Gillespie*, Sir Owen G Glenn, Jenny Hair, Jeannette Harper, Margaret Hiha*, Dayle Jackson, Myrie Jenkins, Sheryl Law, Chris Maister, Selwyn Maister, Jenny McDonald, Gladys O'Brien*, Rosemary O'Brien, Ramesh Patel, Corrine Pritchard, Andy Rowe, Bill Shepherd, Sue Shepherd, Jessie Smith, Jon Tanner QSM, Kevin Towns, Derek Wilshere, John Williamson.

*Deceased

AUDITORS

BDO Auckland

AGM

35th AGM, April 2023, Christchurch

PRINCIPAL PARTNER



MAJOR PARTNERS



OFFICIAL SUPPLIERS & SUPPORTERS



EVENT FUNDERS

Absolutely Positively
Wellington City Council
Me Heke Ki Pōneke

ChristchurchNZ

FUNDING PARTNERS



HOCKEY NEW ZEALAND

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