



THE NEW ZEALAND
SOFTBALL ASSOCIATION INC.

ANNUAL REPORT

FOR THE YEAR ENDED 31ST MAY 2025



COMMERCIAL PARTNERS

DIAMOND PARTNERS



FISCAL PARTNERS



PRODUCT PARTNERS



CHARITABLE TRUST PARTNERS





CHAIR'S REPORT

Ehara taku toa i te toa takitahi engari, he toa takitini.

Every season, hundreds of passionate softball volunteers contribute thousands of hours to ensure our whānau, particularly our tamariki, have opportunities to play the game we all love.

Our relationships with each other are vital

The quality of our relationships with one another is often tested. When they are going well, we achieve extraordinary things together; the recent hosting by Manawatu of the international series against Australia, involving our U23 Major Sox, Junior Black Sox and U15 Development Sox was a great example. That event involved strong, positive relationships amongst a Manawatu softball and sporting community – a true reflection of the strength of many.

But when they're strained, it can take a toll – our focus shifts, and energy dips, making it harder for our sport and our people to thrive. That's why nurturing connection and trust is so important.

Our new values will help us deliver the culture we aspire to

This is a concern we all share. At our recent annual conference, we continued the conversation about how we all want the culture of our sport to change. We affirmed our commitment to a new set of values:

- **Inspired | Whakamanawa**
- **Rewarded | Whiwhinga**
- **Togetherness | Kotahitanga**

The Board looks forward to continuing this conversation with associations and clubs over the coming year so that we can bring these values to life.

Our work on values is part of a broader reset of our sport's strategic direction that is presented in this Annual Report. Thank you for your participation in the development of this statement.

Our partners are helping us to achieve our outcomes

Our external relationships are also a vital part of our collective strength. The Board is grateful for the help of our primary government partner, Sport New Zealand.

Sport New Zealand has supported Softball New Zealand to achieve a significant uplift in its strategic governance by investing in several initiatives including the development of our Statement of Strategic Direction and our participation in the Governance Mark programme. This is in addition to their Strengthen and Adapt investment and their annual capability investment in our sport. Thank you to Raelene, Jo and Julie.



Our governance uplift programme continues

In addition to the work already mentioned, the Board has led a brand refresh for the organisation, has implemented a new constitution, has redeveloped its charter, and has almost completed the Governance Mark accreditation.

More information about our governance work is contained in a new governance section in this annual report. My sincerest thanks to my fellow volunteer board members for your dedication and hard work.

Thanks to Becs Annan and welcome to Richard Ward and William Makea

Becs Annan, our deputy chair, will depart the board at the upcoming AGM. Becs joined the Board with me in 2019 and much of our governance uplift is due to the work Becs has led. We will miss Becs and on behalf of all softballers I offer thanks for your significant contribution to our game.

During the year we welcomed two new board members – Rich Ward and Willie Makea. Rich joined us as a seconded board member and Chair of the Audit and Risk Committee. Willie joined us as our first aspiring director. Thank you both for volunteering your time and expertise.

Our thanks to our SNZ office team

Finally, I want to thank Jason and his team for all their hard work over the past season. Not only have they delivered a successful domestic programme, but they have also provided outstanding support to our international teams, worked closely with our associations to develop regional capabilities, and brought their smiles and positivity to build “strength through many”.

Nga mihi nui ki a koutou katoa.

Hoani Lambert
CHAIR







CEO REPORT

Tēnā koutou katoa

Since stepping into the CEO role in early 2024, I have been inspired by the passion, resilience, and deep sense of community that defines our sport at every level across Aotearoa.

This year has been one of renewal and momentum, both on and off the diamond. From the grassroots to the global stage, the dedication of our volunteers, athletes, administrators, and partners has strengthened our foundations and advanced our strategic goals.

Growing Our Game

Participation remains at the heart of our mahi. While total playing numbers have remained relatively stable, this consistency is a positive sign in the face of ongoing challenges within the youth sport environment. We've seen encouraging growth in regions such as Franklin and Marlborough, where targeted local initiatives and strong community leadership are making a real impact.

Across the country, we continue to focus on engaging tamariki and rangatahi through school-based programmes and flexible, social formats that prioritise fun, connection, and inclusivity. These approaches are helping to strengthen our base and build a more sustainable future for the game.

The continued evolution of our national tournaments has also driven engagement, with the successful introduction of the Heartland Championships and the delivery of the NFC, Open Clubs, and Age Grade Championships. I want to acknowledge the outstanding efforts of our host associations and national events team. Your professionalism and passion have ensured positive experiences for all involved.

International Excellence

On the world stage, our national teams have continued to represent New Zealand with pride. Special recognition must go to our U23 Men's team for qualifying for the 2026 WBSC World Cup, and to all the players, coaches and staff who proudly wore the fern.

We also marked an important milestone this year with the reestablishment of our Women's U23 Major Sox programme. This team plays a vital role in bridging the gap between age-group and senior international competition and reflects our commitment to providing meaningful development pathways for emerging female athletes. The return of the U23 Women's programme has already reinvigorated player interest and national pride, and we're excited about its long-term contribution to the strength and sustainability of the White Sox.

We have also been active hosts, with successful delivery of the U23 and U18 men's test series, and the U15 development camps in partnership with Manawatu Softball. These events build crucial international experience while strengthening

relationships with key partners like Softball Australia and the World Baseball Softball Confederation.

Building for the Future

Behind the scenes, we've made important progress to position our sport for long-term success. A new Statement of Strategic Direction has been developed to guide our priorities over the coming years, ensuring we remain focused, future-ready, and responsive to the needs of our community.

Our Board has also commenced the Governance Mark process with Sport NZ, demonstrating a strong commitment to continuous improvement, effective leadership, and best-practice governance.

We have initiated a brand identity refresh, which will help us better reflect who we are as a sport and how we want to be seen by our communities, stakeholders, and partners. This is a significant opportunity to modernise our voice, unify our messaging, and celebrate the unique strengths of softball in Aotearoa.

In August 2025, we will launch the second phase of our Strengthen and Adapt programme, "Increasing Collaboration, Capability and Understanding to Provide Quality Experiences." This project will focus on enhancing the way we work together across the system, ensuring our associations, clubs, and national body are aligned, skilled, and supported to deliver great experiences for all participants.



These initiatives reflect a clear direction: to grow our impact, lift our performance, and strengthen the foundations of softball in New Zealand for generations to come.

Partner Acknowledgement

Our commercial and funding partnerships have been instrumental this year. We are grateful to Sport NZ, High Performance Sport NZ, and our network of corporate and trust partners who share our vision for softball in Aotearoa, including New Zealand Community Trust, Dugout, Lion Foundation, Pub Charity, Pelorus Trust, House of Travel, Resene, Jacks Links, Exclusive Sports Goods, New Zealand Sports Collective, Bobby Foundation, Kiwi Gaming Foundation and Four Winds. Their support allows us to reinvest into participation pathways, high performance programmes, and our national events calendar.

Celebrating Our People and Progress

A highlight this year was our successful Annual Conference, which brought our softball community together to connect, reflect, and plan for the future. It was a valuable opportunity to have open and important conversations about the culture of our sport, our future strategic objectives, and to showcase some of the amazing mahi happening across our associations.

The conference was followed by the Softball NZ Awards Evening, where we celebrated the people who make our game special. I'd like to acknowledge Lyn Lockhart, who was awarded Life Membership for her outstanding and sustained contribution to our sport. Congratulations also to Christine Nukunuku,

who received a Distinguished Service Award, and to all of our national award winners, you are all richly deserving of the recognition. Your contributions shape the future of our game.

Acknowledgements

To our Board, led by Chair Hoani Lambert, thank you for your strategic guidance and support. To our President Lynda O'Cain, thank you for your leadership and passion for softball across the motu.

To our small but dedicated Softball NZ team, thank you for the energy and commitment you bring each day. A special mention to Bevan Matene, Dave Elder, Aimee Russell, Sophie Vabulis, Wiremu Tamaki, and Elizabeth Natana for your leadership across key portfolios.

Finally, to our associations, clubs, volunteers, coaches, umpires, scorers, players, and fans, you are the heartbeat of our sport. Thank you for continuing to believe in the power of softball to connect people, grow communities, and inspire excellence.

As we look ahead to the 2025/26 season, we do so with confidence and optimism. Our sport has a proud history, and with the strength of our people and the clarity of our purpose, we are well-positioned for an exciting future.

Ngā mihi nui,

Jason Merrett

CHIEF EXECUTIVE OFFICER





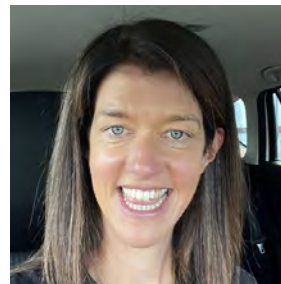
**HIGH PERFORMANCE
GENERAL MANAGER**
Bevan Matene



**TOURNAMENTS AND
OPERATIONS MANAGER**
Aimee Russell



**COMMUNITY
SOFTBALL MANAGER**
Dave Elder



**BUSINESS
ADMINISTRATION**
Sophie Vabulis





2025-2029 STATEMENT OF STRATEGIC DIRECTION

The refreshed Softball NZ Strategy is designed to guide the growth and development of softball across Aotearoa, ensuring the sport remains vibrant, inclusive, and aligned with the aspirations of our wider softball whānau.

This strategy sets a clear direction for the next five years (2024–2029). With defined focus areas, strategic outcomes, and actionable initiatives, we look forward to implementing this strategy to strengthen softball's presence and impact throughout the motu.

Vision

An Aotearoa where every community has a diamond and every child has a glove

Purpose

Harness the energy of softball to support whanau to thrive

Kaupapa

Ehara taku toa i te toa takitahi engari, he toa takitini

My strength is not the strength of one, it is the strength of many

Values

Inspired | Whakamanawa

Rewarded | Whiwhinga

Togetherness | Kotahitanga



2025-2029 STATEMENT OF STRATEGIC DIRECTION

Pou PARTICIPATION

Outcomes	Baseline Metrics (2024/5 Season)	Target Measures by 2029	Key Initiatives
Increase total number of teams	Affiliated teams = 1310	Affiliated teams = 1750	National coaching and officials' development initiative Softball promotion campaign Strengthen and Adapt Project – Increase collaboration, understanding and capability Volunteer recognition programme
Improved Net Promoter Score	NPS Score = + 48	NPS Score = + 60	
Improved Voice of Participant Survey Result	Likelihood to rejoin metric = 82%	Likelihood to rejoin metric = 90%	
Increased retention of youth players	Attrition rate of yr 9-13 players – 220 teams in 2024/25	Attrition rate of yr 9-13 players is lower than 10%	
More coaches, officials and support volunteers	45% of teams able to access a suitably qualified and experienced coach 101 trips umpires and scorers made out of region to officiate (across 10 events) 40% clubs and associations reported sufficient volunteer support	55% of teams can access a suitably qualified and experienced coach Sufficient officials in all regions to officiate at club level games without the need for travel 50% clubs and associations reported sufficient volunteer support	



2025-2029 STATEMENT OF STRATEGIC DIRECTION

Pou COMPETITIONS

Outcomes	Baseline Metrics (2024/5 Season)	Target Measures by 2029	Key Initiatives
Increase in teams participating in competitions	NFC 7 Male teams 7 Female teams 6 Heartland Men teams 6 Heartland Women teams	NFC/National League 9 Male teams competing 9 Female teams competing 8 Heartland Men teams 8 Heartland Women teams	National Softball League & Heartland Strengthen and Adapt Project – increase collaboration, understanding and capability – this is included in the participation pou but will also influence the competitions outcome
	Club Nationals 21 Male teams 15 Female teams	Club Nationals 26 Male teams 20 Female teams	
	Under 19s 9 Male teams 9 Female teams	Under 19s 15 Male teams 12 Female teams	
	Under 17s 15 Male teams 9 Female teams	Under 17s 20 Male teams 12 Female teams	
	Secondary Schools 15 Male teams 11 Female teams	Secondary Schools 22 Male teams 15 Female teams	



2025-2029 STATEMENT OF STRATEGIC DIRECTION

Pov ELITE PERFORMANCE

Outcomes	Baseline Metrics (2024/5 Season)	Target Measures by 2029	Key Initiatives
Increased Black Sox performance on the world stage	2022 – Black Sox eighth at world cup finals Black Sox ranked 8th	2029 – Black Sox to win the world cup finals Black Sox ranked at least 3rd	Player development pathway (Major/Junior Sox) Elite coach & official development pathway
Increased White Sox performance on the world stage	2024 – White Sox DNQ for world cup finals White Sox ranked 30th	2028 – White Sox to qualify for the Olympics White Sox ranked at least 15th	Implementation of High-Performance strategy

Big Plays

Financial Stewardship

Financial stewardship is an essential foundation.
We focus on financial prudence, sufficient funding and commercial partnerships.

Cultural Reset

Agreeing and maintaining the standards of our sport to enhance the environment for all

Quality Relationships

Working in partnership with stakeholders is a critical enabler of our strategic outcomes





MEET THE BOARD



Hoani Lambert
(Ngāti Kahungunu ki
Te Wairoa, Ngāti Porou)

CHAIR

Appointed Board Member
since August 2019

Hoani Lambert is the Deputy Secretary – Partnerships and Commissions at the Department of Internal Affairs. In this role he oversees the work of Archives New Zealand, the National Library of New Zealand, Ministerial Services, Lotteries Grants Board, Gambling Commission, Local Government Commission, Royal Commissions (including the current COVID-19 Phase two commission), Inquiries and Hapāi Hapori – Community Operations. He has held a range of senior leadership roles across government including time as a diplomat and then Deputy Chief Executive at Oranga Tamariki – Ministry for Children.

Since joining the Board in 2019, Hoani has served on several board sub-committees including People and Culture, Audit and Risk, and Governance.

His background in softball began at an early age. He obtained his New Zealand Scorer's and Umpires badges in his teens, coached senior men's and women's teams in the Hutt Valley and Wellington competitions, and then was appointed statistician to the Junior Black Sox and Senior White Sox teams through the mid-1990s. He was appointed Softball New Zealand's Communications Manager in 1998 and then served on the board from 1999-2001. He was on the organising committee for the 2004 Men's World Series in Christchurch.

Hoani holds an Executive Masters in Public Administration from the Australia New Zealand School of Government and is a member of the New Zealand Institute of Directors.



Rebecca (Becs) Annan

DEPUTY CHAIR

Appointed Board Member
since August 2019

Becs Annan is the Senior Commercial Manager at New Zealand Rugby. A proven Commercial Sales Manager, Becs has led the growth in revenue and managing a team that executes world class service delivery and culture, having built strong domestic relationships within New Zealand's largest sporting organizations including Cricket and Netball.

Since joining the Board in 2019, Becs has served on several board sub-committees including Strategy and Performance, Audit and Risk, and Governance.

Her background in softball began at an early age, playing in Central Otago and representing Otago and Southland several National Tournaments. She moved to the North Shore in the early 2000s and played for North Harbour before taking her "Big OE" playing for Great Britain in the European Championships for over 8 years. Her last year playing was spent competing in the World Masters Softball Championships here in New Zealand winning a Gold Medal in 2017.

Becs has completed the Softball NZ Coaching Qualifications and been the Assistant Coach for the Howick Women's Softball Team. She travelled with the Major Sox to the Canada Cup as the Team Manager in 2019 and in 2023 was the Head of Delegation for the WBSC Men's Under 23 Softball World Cup.

Becs holds a Degree in Hospitality Management, has owned her own marketing business for the past 20 years and has worked extensively overseas. Becs is also a member of the New Zealand Institute of Directors.



Dr Lara Andrews
(Ngāti Ruanui)

Elected Board Member
since August 2024

Physical activity and sport are an essential part of our wellbeing and development across all stages of the lifespan. Lara Andrews ventured across the world to pursue her dreams. Graduating with her PhD from the University of Delaware (USA), Lara has returned home and is now the Co-Director of Te Hau Kori – Centre for Physical Activity and Wellbeing at Victoria University of Wellington in partnership with Sport NZ. Lara provides strategic leadership Māori for the design and development of the Centre's new teaching and learning programmes.

Lara played a key role in the establishment of Sport NZ Balance is Better which is about creating quality experiences to help all young people stay in sport for life. Since 2017, Lara has been representing Softball as a Balance is Better Champion promoting a balanced approach to sport.

On the diamond, Lara has earned 107 international caps for the NZ White Sox. She also captained the University of Delaware (USA) Division 1 Softball team and became the 1st NZ female to play Professional in the United States (Pittsburgh). Lara is passionate about designing and developing youth programmes to help mentor and inspire youth to build confidence, self-esteem and skill development while creating a pathway to higher education through sport.

Since joining the Board in 2024, Lara has served on the People and Culture and Māori sub-committees.



Vaughan Dennison
(Ngāi Tahu)

Elected Board Member
since August 2021

Since 2001, Vaughan Dennison has served as a Palmerston North City Councillor. He served on the Midcentral District Health Board prior to the national reforms, and is a director of Social Impact Property, an investment group set up to acquire, develop and operate property to provide housing outcomes for those less fortunate.

Vaughan has strong operational management experience, in both business and community settings. Currently, extensively involved with Homes for People providing both vital home ownership opportunities and delivery of transitional housing with related support services for vulnerable people and households.

Softball has played a big part in Vaughan's life. His primary debut ignited a spark that developed a passion to compete and to coach, while the intergenerational environment meant his whole family have been involved one way or another.

Vaughan led the Local Organising Committee which successfully hosted the 2020 WBSC U-18 Men's Softball World Cup in Palmerston North. This collaborative effort fulfilled the vision to deliver a world-class event and leave a legacy for Manawatu Softball. Colquhoun Park was given an extensive upgrade before hosting 50 WBSC officials and the best 12 national teams, with live coverage streamed across the globe.

Vaughan is the chair of the People and Culture committee, leads the annual conference design committee and served as Head of Delegation for the NZ U15 Girls WBSC 2023 World Cup in Tokyo, Japan. In November 2023, Vaughan was engaged as the Interim CE to provide a seamless transition while the board recruited a permanent leader.



Brooke Hurndell
(Ngāti Kahungunu ki
te Wairoa, Whakatōhea)
Elected Board Member
since August 2023

Brooke Hurndell is a proudly Hawke's Bay born and bred public relations professional with experience that spans the sports, Māori and corporate sectors. A former Communications Manager with New Zealand Rugby League and the ICC Women's Cricket World Cup, Brooke is currently a Corporate Relations Partner at Spark New Zealand where she works across the consumer portfolio focussed on how Spark's technology and brand shows up for consumers.

With strong foundations in media relations, stakeholder engagement and risk management and a passion for sport in tow, Brooke recently served on the North Harbour Softball and 2022 WBSC Men's Softball World Cup Boards before being elected on to the Softball New Zealand Board.

Since joining the Board in 2023, Brooke has served on the Audit and Risk and Māori sub-committees and has recently joined the Governance sub-committee.

For Brooke, softball is in her blood. Her father, Shane Hurndell was the Communications Manager for the Black Sox during their 2000 World Cup campaign in South Africa and his love for the sport was passed down to his daughter. Brooke started out playing T-Ball at a young age and progressed through the grades going on to represent Hawke's Bay for softball at Under 13, 15, 17 and 19 levels attending regional, provincial and national competitions.

Brooke is honoured to serve a sport that has brought her lifelong friendships and is excited to contribute to softball at a national level.



William Makea
(Ngāti Kahungunu,
Rongowhakaata, Kuki Airani)
Aspiring Board Member
since April 2025

William Makea is from a passionate softball whānau, so he was immersed in softball from the age of 8 years old and played at a club and national level in both Hawkes Bay and Wellington.

Of Ngāti Kahungunu, Rongowhakaata, and Kuki Airani descent, Will has spent the past decade working across iwi and government, with a strong focus on Māori economic development and currently works as a Senior Consultant at Volte Limited.

Will brings a unique blend of financial acumen, and sporting passion to the Softball New Zealand Board. He is a current trustee of the Karamu GB & GD Ahuwhenua Trust and previously held several governance roles within the Wellington Handball Federation.

An avid handballer, Will represented New Zealand in handball from 2018 to 2024, competing internationally and contributed to the development of the team's haka. He is passionate about the opportunities and outcomes that sport can provide, and he is committed to supporting the growth and sustainability of softball across Aotearoa.



Dr. Amy Marfell

Appointed Board Member
since August 2023

Amy Marfell is the Chief Executive of Waikato Rugby, one of Aotearoa/New Zealand's 14 major Provincial Unions, and is the only female to hold this role, at present, in the country. In this role, she is responsible for leading a team of staff whose focuses span both community and high-performance sport, from growing coaches, referees and volunteers in the grassroots game, to providing performance pathways for aspiring male and female athletes through the National Provincial Championship (NPC) and Farah Palmer Cup (FPC) competitions respectively. Thus, her performance is measured on Waikato Rugby's ability to grow the game within its boundaries as well as her ability to develop the organisations commercial and funding relationships to ensure its financial sustainability.

Prior to her role at Waikato Rugby, Amy held a General Manager role at Sport Waikato, one of New Zealand's 14 Regional Sports Trusts and has been part of the academic staff at the University of Waikato, where she completed her Masters and then PhD in 2016. Amy's academic roles have seen her teaching and researching in the fields of sport sociology and cultural geography, with a special interest in issues of gender and heteronormativity in sport, and particularly, netball in Aotearoa/New Zealand.

Amy is a non-softballer but brings to the Softball NZ Board table extensive knowledge of the sport sector as well as a well-rounded understanding of issues in sport having researched, taught and worked in the sector for almost a decade. She is passionate about the ability of sport to bring communities and people together and is particularly drawn to governance and operational roles in sports that she has not played as it enables her to think outside the box and innovate without the prior history of someone who has been deeply involved or entrenched in the sport.

Since joining the Board in 2023, Amy has served on the Strategy and Performance and Governance sub-committees.



Char Pouaka

(Ngāti Koroki Kahukura)

Elected Board Member
since 2022

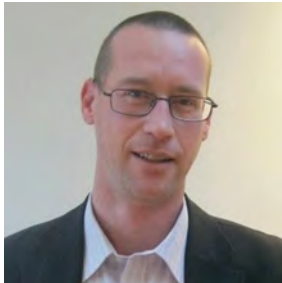
Char Pouaka brings strong governance, public-sector, and sporting leadership. As a Youth Justice Site Manager at Oranga Tamariki, she leads frontline staff in applying legislation and collaborating with stakeholders—including hapū, iwi, and Māori organisations. She also drives local youth justice initiatives to support wider organisational goals.

A former elite athlete, Char represented New Zealand in softball from 1997 to 2010, earning over 200 international caps. She is Olympian #832 (Sydney 2000) and captained the national team at the 2010 World Cup in Venezuela. Her professional career includes five seasons with Softball Club Forlì in Italy. She also played a season with the Victorian Women's State Team in Australia. She developed her softball skills through Kereru Sports & Cultural Club, Suburbs Softball Club, Chch United, and Canterbury. Now coaching both club and representative male teams, Char continues to contribute to the sport. Char is passionate about grassroots sport and youth development. She values the skills and opportunities sport can offer young people, that they can then utilise and apply throughout their education and careers.

She is a member of Women in Sport Waitaha (WISW), an organisation that strives for equity for women and girls across the sporting sector and is connected to like-minded organisations across Aotearoa. She is also a member of the NZOC Olympians Commission.

Char holds a BA in Psychology from the University of Canterbury.

Since joining the board in 2022, Char chairs the Māori Sub-Committee and serves on the People & Culture, and Strategy & Performance sub-committees.



Rich Ward

Co-opted Board Member
since May 2025

Rich Ward is a General Manager at the Department of Internal Affairs, based in Wellington. He leads a group responsible for local government policy, partnerships and operations and has served on the Departments' Financial and Investment Committee for the past four years. Prior to the Department, he has worked at the New Zealand Treasury where he led the development of the 2015 New Zealand Infrastructure Strategy. Originally starting his career in the insurance industry, he moved into the Public Sector with a role at the Ministry of Education. Rich has a Masters of Public Management, a Law degree and a Bachelor of Arts, all from Victoria University in Wellington.

Passionate about youth development; sport, church and community service have been a constant for Rich over his life, coaching his first football team when he was 16, running youth groups and leading his local Paekakariki Scout Group for over ten years.

Softball was an early sport for Rich, starting at the Johnsonville club in Wellington and progressing through the junior ranks before returning to the sport as a father with Paremata Plimmerton, initially coaching a number of junior teams and is now player/coach of the club's Premier 3 team, playing alongside both of his boys.

Rich joined the Board in April 2025 and Chairs the Audit and Risk Committee.





GOVERNANCE REPORT

A new statement of strategic direction

With the financial assistance of Sport New Zealand, the Board completed a refresh of our sport's strategic direction. Many of you will recall our previous 10-year strategy. This strategy articulated long-term goals for our sport but struggled to direct more short and medium-term decision making. Also, it didn't provide clarity about what success might look like with well-defined and relevant performance measures.

For the last six months, the Board has been working with an independent facilitator to develop our new statement of strategic direction. The content of this statement was developed based on research conducted as part of the development of our new brand strategy (a key component of the Strengthen and Adapt Project). Draft content was shared with regional associations either through individual presentations by board members or through engagement at our Annual Conference. The content was then adapted following feedback, and the final statement has now been adopted by the Board.

The statement will drive our decision-making over the next five years. It will determine resource allocation through the annual operational plan and associated budget. It will also drive the objectives and key result areas for the Chief Executive as part of our annual performance agreement with them.

Importantly, because these outcomes are for all our sport, we will not be successful unless we work together with our members. This will involve focussed discussions at annual conferences about specific outcome areas and regular performance reporting as part of our annual statement of performance.

Our journey towards Governance Mark accreditation

The Sport New Zealand Governance Mark is an independently assessed quality assurance standard which assesses an organisation's alignment with the Governance Framework for play, sport and recreation. As with the statement of strategic direction, our journey to achieve the accreditation has been supported with financial assistance from Sport New Zealand.

Achieving the Governance Mark accreditation is a process that can take years depending upon the work required by an organisation to further develop their governance policies, processes and practices.

At the time of writing, the Board has received its initial assessment and is implementing a programme of work to address areas for improvement as determined by our assessors. We were humbled to hear how impressed the assessors were with their initial assessment. The board had made progress across all 37 standards with only a modest amount of work required for us to be reassessed and the accreditation awarded. Our thanks to our assessor Hilary Poole for her expertise, sensitivity and professionalism.

Becs Annan, who departs from the board at the AGM, has been leading the accreditation work for us. This will be a wonderful legacy for Becs to leave behind and a fitting acknowledgement of her hard work to develop our new constitution, our new charter, and a plethora of new policies and governance practices.



Continuing to improve membership engagement and support

For the last three years the Board has started a series of membership engagement initiatives to ensure our decision-making is aligned with the biggest challenges and opportunities facing our sport. These initiatives include:

- Allocating members to individual board members as a governance liaison point
- Creation of the annual conference, separate from the AGM
- Inviting members to engage with the board at meetings
- Engaging with members on key initiatives, most recently the statement of strategic direction, brand strategy and governance mark
- Planning our three in-person meetings to coincide with major events in each of our hubs – north, central and south.

We are always looking at new ways to connect with our members and would welcome any ideas members may have to help the board deepen its engagement so that our governance performance can continue to improve.

Upcoming governance priorities

Looking to the year ahead, the Board has identified the following governance priorities for the period ahead:

- ensuring the financial sustainability of our sport through increased revenue and efficient delivery
- integration of the new statement strategic direction into our planning, operations, stakeholder engagement and performance monitoring
- building upon our new values to support shifts in the culture of our sport
- increased international advocacy for our interests with Softball Australia, WBSC Oceania and WBSC globally
- delivery of governance uplift as part of the Governance Mark accreditation

BOARD MEETINGS AND REMUNERATION

The Board met nine times during the performance period (1 June to 31 May). Three of those meetings were in person, and six were online.

The three in-person meetings coincided with major events in each of our hubs – Canterbury (Southern) for the Jeffries and Jubilee Cups (October 2024); Hutt Valley (Central) for the National Fastpitch Championships (February 2025) and North Harbour (Northern) for the Open Women's Club Championship (March 2025).

Board members are not remunerated and there are no honoraria for any positions on the Board including the Chair and Deputy Chair.

Total costs for supporting the Board were \$18,263. This includes the costs for travel, accommodation, and some meals. Travel included to in-person Board meetings, to provide support to and engagement with member associations and to ensure representation at international events including WBSC regional meetings.



BOARD MEMBER TENURE

The Board comprises seven members – four elected and three appointed. The Board may also invite up to two further members as either aspiring or co-opted members. During this period, the Board invited Rich Ward to join the Board as a co-opted member and to Chair the Audit & Risk Board Committee; this appointment will cease at the upcoming AGM. William Makea was also invited to the Board as an aspiring Board member up to the 2028 AGM.

NAME	ROLE	ELECTED OR APPOINTED	TERM	EXPIRY
Hoani Lambert	Board Chair Chair, Audit & Risk (to 05.25)	Appointed	Second	2026
Becs Annan	Board Deputy Chair Chair, Strategy & Performance Chair, Governance	Appointed	Second	2025
Dr Lara Andrews		Elected	First	2027
Vaughan Dennison	Chair, People & Culture	Elected	Second	2027
Brooke Hurndell		Elected	First	2026
William Makea	Aspiring Director	Seconded	Fixed	2028
Dr Amy Marfell		Appointed	First	2027
Char Pouaka	Chair, Māori	Elected	First	2025
Rich Ward	Chair, Audit & Risk (from 05.25)	Seconded	Partial	2025



BOARD COMMITTEES

The Board has five committees that support the governance performance of the organisation. These committees, their responsibilities and members are:

COMMITTEE	RESPONSIBILITIES	MEMBERS
Audit & Risk	- Oversight of financial and risk management frameworks - Monitoring of internal financial and risk management controls - Oversight of external audit process - Oversight of organisational health and safety	Hoani Lambert, CHAIR (to 05.25) Rich Ward, CHAIR (from 05.25) Vaughan Dennison Brooke Hurndell William Makea
Strategy & Performance	- Maintenance of the Statement of Strategic direction - Oversight of the strategy and performance framework and annual planning cycle	Becs Annan, CHAIR Char Pouaka Dr Amy Marfell
People & Culture	- Development and monitoring of the performance and development of the CEO - Ensure organisational culture is consistent with values - CEO remuneration review - Board recruitment and capability assessments	Vaughan Dennison, CHAIR Dr Lara Andrews Char Pouaka Brooke Hurndell

COMMITTEE	RESPONSIBILITIES	MEMBERS
Governance	- Implementation of governance strategies consistent with our purpose and values - Maintenance of the constitution, charter and Code of Conduct - Internal and external governance assurance including achievement and retention of Governance Mark	Becs Annan, CHAIR Dr Amy Marfell Hoani Lambert
Māori	- Incorporate Te Ao Māori and Tiriti in our Constitution, Charter and other governance documentation - Ensure relationships with Māori and viewpoints are incorporated into our decision-making - Ensure the organisation is developing programmes that improve outcomes for Tamariki, rangatahi and whānau Māori	Char Pouaka, CHAIR Brooke Hurndell Dr Lara Andrews

The Board also has representation on three operational committees:

- the Honours Committee (Hoani Lambert)
- the Tournament Review Committee (Vaughan Dennison)
- the Dispensation Committee (to be confirmed).





PRESIDENT'S REPORT

Nau mai Haere mai. Kia ora e te whānau Poiuka

As President of Softball New Zealand, it is always an honour and a pleasure to present the 2025 Annual Report. This past year has been one of growth, resilience, and renewed momentum for our game across Aotearoa. From grassroots to elite levels, the softball community has demonstrated remarkable commitment and passion, strengthening the foundation of our sport and paving the way for future success.

A big thank you to our Associations for all your incredible mahi to provide support for our game locally. This year's Softball New Zealand Conference was a fantastic event and as well as the wonderful Awards evening to celebrate. Congratulations to the winners of our tournaments and national awards.

A big thank you to our Softball New Zealand Board as we continue to implement our Strategic Plan. There has been progress in key pillars such as capable, aligned and consistent delivery, a more diverse participant base, high performance success and strengthening the business of softball. Our partnerships with High Performance Sport NZ, Sport NZ, and regional sporting bodies continue to be instrumental in delivering on our goals.

Softball New Zealand's focus is on community engagement and accessibility and also encouraging growth among tamariki and rangatahi.

We also continue to make important strides in diversity and inclusion, with targeted efforts to increase female participation in both playing and leadership roles.

Our national teams continued to represent New Zealand with commitment and pride. The Black Sox and White Sox programmes have shown determination on the international stage and continue to reinforce our reputation as a force in world softball. The Black Sox are at the WBSC Men's Softball World Cup Final, taking place in Prince Albert, Canada, in July 2025. Also, a big thank you to Softball Manawatu Softball Association for hosting the men's U23 and U18 test series against Australia and the boy's and girls U15 development camp. Congratulations to our U23 team for qualifying for the WBSC U23 World Cup 2026.

Domestically, the national tournaments saw solid participation numbers. The National Fastpitch Championship and Open Clubs were again highlights of the calendar, showcasing the depth of talent and the dedication of our associations, clubs, coaches, and volunteers.

No success is achieved without the numerous people who contribute to our wonderful sport. I extend my deepest thanks to the Softball New Zealand Board, CEO, staff, regional

associations, volunteers, umpires, and our loyal supporters. Your unwavering dedication ensures the vitality of our sport.

To our commercial and funding partners, thank you for believing in the power of softball to positively influence lives and communities. Your support enables us to dream bigger.

As we head towards major upcoming events, we do so with optimism, strategic clarity, and collective ambition. There remains work to be done, but we are well positioned to continue building a game that is inclusive, inspiring, and deeply embedded in New Zealand's sporting fabric.

Ngā mihi nui, and thank you for your continued support of Softball New Zealand.

Ngā manaakitanga,

Lynda O'Cain
PRESIDENT







OTHER OFFICE BEARERS

PATRON

Bob Leveloff

UMPIRE IN CHIEF

Wiremu Tamaki

CHIEF SCORER

Elizabeth Natana

NZ STATISTICIAN

Lynette Leathart

SOLICITOR

Gibson Sheat

AUDITOR

Moore Markhams

LIFE MEMBERS (+ Passed; * ISF Hall of Fame)

Harry Atkin⁺

Emma Bright⁺

Roy Dalton⁺

Ed Dolejs⁺⁺

Dale Eagar

Merrell Ferguson⁺

Don Freeman⁺

Jim Gibson⁺

Danae Goosman MNZM

Rusty Hay⁺

Paul Higgins⁺

David Howe⁺

Alfred Jenkins⁺

Lyndsey Leask⁺ QSM⁺

Robert Leveloff⁺ MNZM

Lyn Lockhart

Gerry Marshall⁺

C (Mick) R Murphy⁺

Colin J Pringle⁺

Nicky Sherriff

C (Tex) L Shields⁺

Joyce Smith⁺

Ray Tibbits⁺

George Vincent⁺ OBE⁺

John T Voyle⁺ MBE⁺

Ray Weaver⁺⁺

Alfred Whelan⁺ MBE⁺

William (Bill) H Wilson⁺

OBITUARIES

Penney Dunckley

Doug McCammon

John Money

Terry Nunns

Diane Taylor

Selwyn Taylor

Neville Trueman

Owen Walford





MEMBERSHIP NUMBERS

The following is a list of affiliated associations together with their playing strengths (team numbers).

ASSOCIATION	2024/2025			2023/2024			2022/2023		
	Open Grade	Social Grades	School Children	Open Grade	Social Grades	School Children	Open Grade	Social Grades	School Children
Auckland	52	0	99	59	48	179	74	45	197
Canterbury	73	31	136	73	16	131	74	16	132
Central Otago	0	3	20	0	5	24	0	7	22
Counties Manukau	16	0	41	12	0	32	14	0	43
Franklin	27	0	34	26	6	19	33	0	29
Hawkes Bay	6	4	33	9	5	29	5	6	32
Hutt Valley	35	0	56	37	0	55	43	0	55
Manawatu	27	0	33	20	7	29	25	0	47
Marlborough	5	4	18	5	0	13	5	0	8
Mid North (BOI)	0	0	0	0	0	0	0	0	32
Nelson	9	8	18	7	6	13	8	8	15
North Harbour	28	44	70	43	28	68	45	29	75
Otago	11	5	24	10	0	29	6	3	31
South Canterbury	0	13	13	0	14	19	0	14	26
Southland	23	0	37	24	0	40	23	0	41
Te Tairāwhiti	0	0	17	0	4	30	0	6	30
Waikato	0	0	0	6	4	13	11	5	18
Whanganui	6	12	55	10	12	53	11	11	38
Wellington	49	0	79	50	0	79	57	0	82
Western BOP	20	4	4	19	4	2	14	0	2
Totals	387	128	787	410	159	857	448	150	955

CAPITATION FEES

ASSOCIATION	School Children	Adult	2024/2025	2023/2024	2022/2023
			Total	Total	Total
Auckland	\$1,363	\$1,120	\$23,699	\$27,985	\$12,066
Canterbury	\$1,974	\$832	\$32,590	\$26,830	\$24,438
Central Otago	\$0	\$0	\$0	\$0	\$0
Counties Manukau	\$611	\$448	\$7,587	\$5,530	\$1,958
Franklin	\$423	\$400	\$11,839	\$3,785	\$0
Hawkes Bay	\$470	\$368	\$3,286	\$2,380	\$2,112
Hutt Valley	\$987	\$464	\$15,731	\$15,575	\$13,251
Manawatu	\$282	\$320	\$11,210	\$9,080	\$6,864
Marlborough	\$188	\$224	\$2,452	\$1,885	\$128
Mid North (BOI)	\$0	\$0	\$0	\$0	\$0
Nelson	\$94	-	\$3,766	\$2,680	\$2,563
North Harbour	\$752	\$608	\$12,784	\$16,290	\$4,485
Otago	\$376	\$256	\$5,120	\$2,550	\$3,655
South Canterbury	\$141	\$128	\$269	\$420	\$344
Southland	\$752	\$336	\$10,472	\$8,485	\$7,395
Te Tairāwhiti	\$0	\$0	\$0	\$510	\$408
Waikato	\$188	\$224	\$3,676	\$3,925	\$1,586
Whanganui	\$235	\$704	\$3,387	\$4,225	\$3,965
Wellington	\$1,692	\$688	\$22,372	\$20,885	\$18,271
Western BOP	\$0	\$64	\$7,816	\$4,750	\$3,209
			\$182,737	\$157,750	\$106,698





HONOURS (+ Passed; * WBSC Hall of Fame)

WORLD BASEBALL SOFTBALL CONFEDERATION HALL OF FAME

Lester Baldwin ⁺	Lyndsey Leask QSM ⁺	Debbie Mygind	Jackie Smith	John Voyle MBE ⁺
Dennis Cheyne	Nardi Leonard (Clark)	Michael Nichols	David Sorenson ⁺	Owen Walford
Ed Dolejs ⁺	Bob Leveloff MNZM	Terry Nunns	Mark Sorenson MNZM	Michael Walsh MNZM
Jane Earnshaw	Thomas Makea	Charles Phillips ⁺	Robyn Storer	Colin Ward MNZM
Lindsay Edwards	Marilyn Marshall	Peter Priddey ⁺	Wiremu Tamaki	Marie Ward
Merrell Fergusson	Jarrad Martin MNZM	Dean Rice	Fiona Timu	Ray Weaver ⁺
Kevin Herlihy MBE ⁺	Bill Massey ⁺	Paul Rodgers ⁺	Don Tricker ONZM	Gina Weber MNZM
Rhonda Hira	Russell Moffatt ⁺	Wayne Saunders	Chubb Tangaroa MNZM	Alf Whelan MBE ⁺
Cheryl Kemp	Lesley Monk	Naomi Shaw MNZM	George Vincent OBE ⁺	Michael White
Eddie Kohlhas MNZM				



LIFE MEMBERSHIP

SOFTBALL NEW ZEALAND HONOURS

CONGRATULATIONS TO RECIPIENT

Lyn Lockhart



SOFTBALL NEW ZEALAND BOARD MEMBER 2008 - 2011
SOFTBALL NEW ZEALAND PRESIDENT 2013-2016
SOFTBALL FOUNDATION NEW ZEALAND - TRUSTEE & CHAIR
NEW ZEALAND WHITE SOX MANAGER 2004 - 2010
SOFTBALL NEW ZEALAND DISCIPLINARY COMMITTEE 2007-2022
SOFTBALL NEW ZEALAND TOUR REPRESENTATIVE 2006-2021
SNZ HEAD OF DEVELOPMENT 2006-2023
NEW ZEALAND JUNIOR WOMEN'S MANAGER 2003 - 2004
SOFTBALL NEW ZEALAND MANAGER 2000 - 2004





HONOURS

(+ Passed; * WBSC Hall of Fame)

SOFTBALL NEW ZEALAND HALL OF FAME

Harry Atkin ⁺	Esme Hamilton ⁺	Annie Lineham ⁺	Terry Nunns ⁺	Chubb Tangaroa ⁺ MNZM
Lester Baldwin ^{**}	Donny Hale	Lyn Lockhart	Charlie Phillips ^{**}	Fiona Timu ⁺
Wayne Baldwin ⁺	Natalie Hazelwood	Grant McCarroll	Char Pouaka	Helen Townsend
Don Brewer ⁺	Kevin Herlihy ⁺ MBE ⁺	Dave McKerchar	Peter Priddey ^{**}	Don Tricker ⁺ ONZM
Rhys Casley	Rhonda Hira ⁺	Basil McLean	Dean Rice ⁺	Melisa Tupuivao (Upu)
Dennis Cheyne ⁺	Melanie Hulme	Thomas Makea ⁺	Paul Rogers ^{**}	Owen Walford ⁺
Jimmy Cotter ⁺	Ed Isaac	Bev Makinson ⁺	Martha Rush ⁺	Mike Walsh ⁺ OMNZ
Kim Dermott	Steve Jackson	Gerry Marshall ⁺	Wayne Saunders ⁺	Colin Ward ⁺
Ed Dolejs ^{**}	Kere Johanson	Marilyn Marshall ⁺	Patrick Shannon	Marie Ward ⁺
Jane Earnshaw ⁺	John Joyce	Jarrad Martin ⁺ MNZM	Naomi Shaw ⁺ MNZM	Brian Wareham
June Fitzpatrick ⁺	Cheryl Kemp ⁺	Bill Massey ^{**}	Jackie Smith	Ray Weaver ^{**}
Merrell Ferguson ⁺	Irene Keating ⁺	Russell Moffatt ^{**}	Ross Smith ⁺	Gina Weber ⁺ MNZM
Rosina Fletcher ⁺	Leslie King	Lesley Monk ⁺	Dave Sorenson ^{**}	Alf Whelan ⁺ MBE ⁺
Jan Foote	Eddie Kohlhasse ⁺ MNZM	Debbie Mygind ⁺	Mark Sorenson ⁺ MNZM	Michael White ⁺
Eva Goodall ⁺	Lyndsey Leask QSM ⁺	Michael Nichols ⁺	Robyn Storer ⁺	Travis Wilson
Marty Grant	Nardi Leonard (Clark) ⁺	Dion Nukunuku	Wiremu Tamaki	





HONOURS

(+ Passed; * WBSC Hall of Fame)

DISTINGUISHED SERVICE AWARDS

Kevin Baldwin*	Elva Dyason*	Les Herbert*	Thomas Laws*	Trevor Rowse*
Athol Bell*	Ray Dyason	Jean Humphreys*	George McKeown*	Cass Seeling
Maurice Bell	John Eagar*	Raewyn Humphreys	Pene Mack	Bill Smith*
Valmai Breen	Hilton Earley	Doreen Hutchings*	Jack Matthews	Stan E Smith*
Don Brewer*	Lindsay Edwards*	Nicole Jack	Jayden Moore	Trevor Smith
Lou Brewer*	Jeremy England	Frank Jellyman*	Ken Morgan	WE Smith*
Alf Brown*	Maurice Fenton	Frank Jeromson*	Jim Mulholland*	Maureen Sorenson
Marie Byrne	Fay Freeman ONZM	Jill Johnson	Lil Natana	Walton Walker
Reg Cameron*	Ron Furlong*	Rehe Joseph*	Christine Nukunuku	Mary Wasson*
Naill Campbell*	Keith Gerrie*	Raewyn Judson	Katrina Nukunuku	Craig Waterhouse
Joyce Chapman	LG Gibb*	Don Karsten	Ellis Palmer	Linda Wood*
Raewyn Clarke	Vicky Griffiths	Elaine Karsten*	Joyce Phillips*	Don Yeates*
Joe Cross*	Ronnie Gurney	HC King*	Seph Porteous*	
Lorraine Dalley	Arch Hall*	Stu Kinghorn	Harry Redshaw*	
Garry Davidson	Arnold Hall*	Eric Kohlhasse*	Jack Rochford*	
Coralie Davies	Esme Hamilton*	Graham Latta*	Paul Rogers*	



SOFTBALL NEW ZEALAND
SOFTBALLER
THE YEAR

Senior



AWARDS

ADMINISTRATOR OF THE YEAR

Paul Goodall (WBOP)

VOLUNTEER OF THE YEAR

Robert Bray (Otago)

DOMESTIC COACH OF THE YEAR

Callum Ryan (Northcote)

SCORER OF THE YEAR

Cheryl Dahms

UMPIRE OF THE YEAR

Tony Kaiaruna

PERSONALITY OF THE YEAR

Skylah-Breeze Joyce

CLUB OF THE YEAR

Tōtara Park

EMERGING FEMALE OF THE YEAR

Yvanni Gibson

EMERGING MALE OF THE YEAR

Arron Gollan

FEMALE PITCHER OF THE YEAR

Tyneesha Houkamau

MALE PITCHER OF THE YEAR

Pita Rona

FEMALE PLAYER OF THE YEAR

Tyneesha Houkamau

MALE PLAYER OF THE YEAR

Reilly Makea

ASSOCIATION OF THE YEAR

Marlborough Softball

DISTINGUISHED SERVICE AWARD

Christine Nukunuku

SOFTBALLER OF THE YEAR

Paul Goodall





CHIEF UMPIRE REPORT

Poiuka ki runga! Poiuka ki raro! Poiuka ki roto! Poiuka ki waho! Karawhuna te mauri! Haumi ē! Hui ē! Tāiki ē!

E haere tonu ana i ngā mihī ki ngā aitua maha kei Te Kūpenga a Taramainuku. Haere atu rā ki te atamira o aitua... moe mai rā! Tātou nei ngā kanohi ora e tau ana te mata o te ao mārama... Tihei Mauriora!

It is my privilege to report on the activities of the Softball New Zealand (SNZ) Umpiring Programme for the 2024/2025 season.

It's been an incredible season with opportunities being the theme for 2024/2025. With the inclusion of the Heartland Tournament, an international umpires' certification clinic during the Women's Open, an international u23 Oceania Qualifier and a Māori Women's Tournament administered by Te Aroha Softball to kick it all off, there's been a lot to talk about! To find out more about how we've contributed whānau, come take a trip around the Yard with me!

NATIONAL UMPIRE STAFF (NUS)

National Umpire Staff (NUS) – the NUS were represented by Jill Farquhar and Nicola Ogier as Deputy Directors, Mark Porteous (Te Raki), Gavin Shepherd (Te Ika ā Maui) and Dawie Sutton (Te Waipounamu) as Regional Directors, Kevin Gorman (Te Raki) and Ray Dyason (Te Ika ā Maui) as Assistant Regional Directors and me.

OTHER COMMITTEES

Rules Committee:

Dave Fortin, Jill Farquhar, Mark Porteous and Nicola Ogier.

Assessment Framework:

Nicola Ogier as Alumni Convenor working in tandem with coopted members of the programme.

National Tournaments:

Wiremu Tamaki as National Tournament Convenor.

National Surveys:

Kevin Gorman as lead Survey Convenor

National Umpires' Pathways Framework:

Jill Farquhar, Mark Porteous, Gavin Shepherd, & Wiremu Tamaki.

National Records:

Dawie Sutton



RECOGNITION

At this year's SNZ Award's dinner we recognised and celebrated the success of Tony 'TK' Kalaruna as the recipient of the SNZ Umpire of the Year Award.

RULES TEST

It was released in August 2024 and continued the pathway that has been a successful yardstick of our umpire rules knowledge. The participation & average score rates saw a decrease in results.

Stats for the Rules Test for the past three years:

SEASON	LEVEL	NUMBER OF PARTICIPANTS	AVERAGE SCORE
2024	1 to 3	56	67%
2023	1 to 3	69	69%
2022	1 to 3	44	66%
2021	1 to 3	73	61%
2024	4 to 7	81	74%
2023	4 to 7	82	82%
2022	4 to 7	58	79%
2021	4 to 7	82	73%

The next Rules Test is set to be released in August 2025.

NATIONAL TOURNAMENTS

It was certainly a busy time for our umpiring team focusing on doing better in delivering the umpiring international standards for our athletes and wider softball community. We serviced seven national age grade tournaments inclusive of three secondary school divisions, four cardinal tournaments: the National Fastpitch Championship, two Open Clubs and the newly released Heartland Tournament. A highlight for the programme was the delivery of the World Baseball Softball Confederation International Umpire Certification Clinic which was held during the Women's Open in March 2025. This event saw seven New Zealand umpires gain their international licence.

GRADING PASSES

We gladly share and celebrate the following member who attained their next level. Congratulations!

- SNZ Badge Level Four – Alexander Black (Canterbury).

FINAL COMMENT

To Softball New Zealand, our sincere thanks for supporting several kaupapa that required some deep level support. To our softball community, thanks for keeping us honest with your constructive feedback! We look forward to servicing the community in the up and coming season.

Ahakoā iti te whetu ki runga i te rangi
Nui pōkekeao uhi kia ngaro
E kore e ngaro!

"Though the stars may be few in the heavens and a cloud ever so great, the stars can never be obliterated"

Yours in Fastpitch Softball

*Wiremu
Tamaki*

UMPIRE-IN-CHIEF
Pou Whakawā
- Poluka Aotearoa





Area Landsc
Ph: 021 1843 345



CHIEF SCORER REPORT

Kia ora Koutou

Thank you to the Panel: Tracee Topia, Marie Byrne, Alison Kensington and Lynnette Leathart, for your hard work before and during the season, organising scorers for National Tournaments.

Lynnette Leathart, New Zealand Statistician: Thank you for sending the final stats for each tournament to all associations and posting them online for everyone's perusal.

Lynnette has been working all year to update the BSX and WSX Games, Tests and Cap Numbers. This is still and will be ongoing for quite some time. Thanks very much Lynnette and also Bevan Matene, Naomi Shaw, Mike Walsh and others for their input.

INTERNATIONAL SCORING

WBSC U23 QUALIFIER

Palmerston North, New Zealand, 5-7th April 2025
Scorers: Lil Natana, Marie Byrne, Tracee Topia, Lynnette Leathart, Alison Kensington.
A special mention must go out to the Manawatu Scorers who helped.

U23 MBSX

Scorer: Carolyn McQueen

U18 JBSX WARM UP GAMES

Palmerston North 5 – 7 April 2025

Scorer: Brooke Rowlands

WBSC MENS SOFTBALL WORLD CUP 2025 FINALS

Canada 8 – 13 July 2025

Team Scorer: Tracee Topia

WBSC U23 MENS SOFTBALL WORLD CUP 2026

25 April – # May 2026

Team Scorer: Carolyn McQueen

DBSX QUEENSLAND AUSTRALIA

July 2025

Scorer: Giselle Bishop

WSX CANADA CUP

Surrey, British Columbia Canada 7 – 12 July 2025

Scorer: Lil Natana

U23 MWSX CANADA CUP

Surrey, British Columbia Canada 7 – 12 July 2025

Scorer: Lynnette Leathart

2024/25 TOURNAMENTS AND APPLICATIONS

Thank you to all Scorers for their participation in our National Tournaments over the last season. Staffing of tournaments this season was fantastic. Special mention must go to the tournament Chief Scorers and Statisticians for their contribution to the tournaments. The Panel and I appreciate the time & effort that the following scorers put in during National Tournaments:

TOURNAMENT	CHIEF & ASSISTANT STATISTICIAN & ASSISTANT
U17 Boys HV	Alison Kensington & Edna Kaiaruna Lil Natana & Elaine Hiroki
U17 Girls Chch	Marie Byrne Vicky Griffiths
U19 Boys FR	Donna Gillard Giselle Bishop
U19 Girls SL	Cheryl Dahms Pat Hannah & Kerie Murphy
National Fastpitch HV	Lil Natana, Lynnette Leathart IT Tracee Topia
Women's Clubs NH	Lynnette Leathart Viti Flannigan
Men's Clubs Chch	Sharon Williams Pat Hannah & Keir Murphy
D1-D2 Sec Schools (NI) NH	Lynnette Leathart Heather Graham



CHIEF SCORER REPORT

EXAMS

Knowledge Assessment of Scoring Theory. Foundation Level 1 and Level 2

Congratulations to all Scorers who sat the assessment and passed.

Congratulations to our scorers who passed the Scorers Practical Level 3 or 4

SCORERS MANUAL

Scorers Manual and Learners Manual are online. Thank you, the Panel and Viti Flanagan for making sure that all scorers documents are ready to be used.

Code of Conduct - Emergency Contact

These forms must be filled out when doing a National or Regional Tournament. Chief Scorer will send out or will give them to you at the commencement of the Tournament.

UMPIRES

Wiremu Tamaki, to you and your Team of Umpires, it's always a pleasure to work alongside you all.

Nga mihi ki a koe e taku hoa me te toenga o to roopu.

SNZ STAFF

We'd like to thank our CEO Jason Merrett. and the rest of the Softball New Zealand Team, for their support this season.

To the Panel, Lynnette Leathart, Alison Kensington, Tracee Topia, Marie Byrne and all scorers across the country thank you for their support throughout the season.

Nga mea pai katoa mo te toenga o te tau. Kia noho haumaruka kite i nga tangata katoa i te tau poiuka e tum ai nei.

(All the best for the rest of the year. Be safe and see everyone next softball season)

Nga mihi kia koutou katoa

Lil Natana
CHIEF SCORER







2025 Performance Report

Softball New Zealand
For the year ended 31 May 2025

Prepared by Sport Canterbury Accounting

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Entity Information

Softball New Zealand

For the year ended 31 May 2025

Legal Name of Entity

NZ Softball Association Inc

Entity Type and Legal Basis

Incorporated Society

Registration Number

215729

Entity's Purpose or Mission

Leadership of Softball in New Zealand including delivery of national competitions and international competitiveness

Board Members

Lynda O'Cain (President)

Hoani Lambert (Chair)

Rebecca Annan

Duncan Enoka

Charlene Pouaka

Brooke Hurdell

Amy Marfell

Vaughan Dennison

Richard Ward (co-opted)

William Makea (aspiring director)

Physical Address

Sports House, 93 Hutt Park Road, Seaview, Wellington, 5010

Postal Address

PO Box 30322, Lower Hutt, Lower Hutt, New Zealand, 5040

Approval of Financial Report

Softball New Zealand

For the year ended 31 May 2025

The Directors are pleased to present the approved financial report including the historical financial statements of NZ Softball Association Inc for year ended 31 May 2025.

APPROVED



Hoani Lambert

Chair

Date 1. 8. 25



Jason Merrett

Chief Executive Officer

Date 1/8/25

Statement of Service Performance

Softball New Zealand

For the year ended 31 May 2025

Our Strategy: Mahere Rautaki

Our Vision: Whakakitenga

We want softball to be a sport for life. One that evolves as it needs to, is enjoyed by all those who connect with the game in any capacity and is characterised by success.

Our Collective Purpose: He Kaupapa

We are all tasked with working together to enable Kiwis to participate in softball in whatever way they choose and to have a great time doing so to ensure that they stay involved and get the best experiences from the game.

Our Approach: Nga Huarahi Mahi

To be successful we will need to:

- Focus on the needs of the people wanting to be in our game and work hard to meet these.
- Open to change and doing things differently.
- Inclusive.
- Play to our strengths.
- Work together.

Our Strategic Framework: Pou Tarawaho

We have four strategic outcomes which, if we can progress towards, will help us to achieve our vision. These are:

1. A bigger, more diverse participant base
2. Capable, aligned and consistent delivery
3. Strengthen the business of softball
4. High performance success

1. A Bigger More Diverse Participant Base

We will focus on meeting the needs of our whanau and the people wanting to be involved in our game. This is about taking a participant-centred approach to planning and decision-making where the participant may be a player, coach, umpire, scorer, administrator, supporter, sponsor or funder.

Today, our communities are increasingly diverse and as a sport we must respond by finding ways to make softball a game for all ages, abilities, genders, and ethnicities.

Having had a disrupted experience in recent years due to COVID, we have the opportunity to learn from recent changes and apply them to align our delivery model in a way that offers both regional participation and national performance through a facilitated regional and national delivery model.

Success factors

1. Execute a refreshed delivery model for Softball NZ regional and nationally delivered events year on year
2. Growth in targeted areas of rangatahi, women and girls and in volunteers namely umpires, coaches, scorers and administrators
3. Introduce a programme to raise cultural understanding and improve application of te reo, tikanga and kawa

Success factor	Measure	31.05.2022	31.05.2023	31.05.2024	31.06.2025
Development of the delivery model for Softball NZ to facilitate both regional and national events.	Execute a refreshed delivery model which includes regional and national level.	No Events executed (*cancelled due to COVID)	16 Events executed	10 Events delivered	10 Events delivered
Growth in targeted areas of rangatahi, women and girls.	Youth, Women & Girls Numbers players & teams vs benchmark	No events held in 2022 as cancelled due to COVID	56 female teams competing at the age-grade events (U19 Girls and U17 Girls), NFC, Open Womens Clubs and Secondary School Div 1 & Div 2 events in 2023 season (Fastball 45 excluded)	50 female teams competed in the 10 events delivered by SNZ	58 female teams competed in the 10 events delivered by SNZ

2. Capable Aligned, and Consistent Delivery

We are open to change and doing things differently. In today's sporting environment our success is built around our ability to adapt to changing situations and circumstances. Whatever made softball successful in the past won't necessarily make it successful in the future. At the heart of this is being open to new ideas and information and trying different ways of responding in order to make continuous progress and improvements.

Success factors

1. Initiate the Strength and Adapt Programme with a view to strengthening our support to Associations and Hubs to become operational
2. Deliver a capable conference programme at the AGM

Success factor	Measure	31.05.2022	31.05.2023	31.05.2024	31.05.2025
Commence the design phase for the Strength & Adapt programme including possible support for Associations through Hubs	Developing the Softball NZ Strength & Adapt plan and presented at the Annual Conference. Set up Governance in the North & Central Hubs.	Facilitated consultation with members underway	Achieved	Project was paused due to change in staff at SNZ. The project priorities remain. Consultation has begun with members to determine the delivery model.	Strengthen and Adapt delivery model confirmed, including support to Associations through Hubs
Deliver a capable virtual AGM in August 2022 & conference programme in April 2023	Within Budget Within Timeline	Virtual AGM in August 2021 No Annual Conference	Virtual AGM completed In August 2022. 2 day Annual Conference held April 2023 in Wellington	Virtual AGM completed In August 2023. 2 day Annual Conference held May 2024 in Auckland	Virtual AGM completed in August 2024. 2 day Annual Conference held May 2025 in Christchurch

3. Strengthen the Business of Softball

The business of softball has both an internal and external perspective. On one hand it is about the financial sustainability of softball organisations brought about through different softball activities and on the other it is about the quality of our relationships with funders and key commercial partners. When we are seen to be capable organisations that run in a sound business-like manner with viable products and opportunities, we are better placed to develop long-term and successful commercial and funding relationships because we can deliver value. This is relevant at all levels of our game.

Success factors

1. Deliver budget
2. Increase number of commercial partnerships
3. Secure Grant Funding
4. Implement and use our national database

Success Factor	Measure	31.05.2022	31.05.2023	31.05.2024	31.05.2025
Deliver against budget	Budget agreed, reforecasts within % of agreed budget	Budget (\$59,620) Actual \$132,677	Budget (\$89,786) Actual (\$101,816) Variance shortfall of (13%)	(\$156,602)	(121,283)
Increase the number of commercial partnerships	Number & Value of Partnerships	\$275,221	\$366,843	\$172,867	\$182,024
Secure Grant Funding Support	Staff Salaries & Planned Programmes	\$250,227	\$381,969	\$271,073	\$211,010
Implement a National Database	Use the database to engage with our members Database & CRM to capture playing members data (explore a tiered fee for capitation) Use the workforce plan to capture the number of Volunteers	1,539 teams (used manual Certificate of Playing Strength form) Capitation fee income \$106,698 (*fees reduced due to impact of COVID)	1,553 teams (used manual Certificate of Playing Strength form) Capitation fee income \$157,750	1432 teams \$182,737 capitation fee income	1302 teams, \$155,046 capitation fee income

4. High performance success

Remaining competitive and winning is challenging and reliant on good development systems, a deep understanding of what high performance means and having the best people in the right places. Success at this level creates profile for the game from which we can build other activities that enhance the game at other levels. High performance success is supported by quality domestic competitions, a talent pathway that provides a pipeline of talent into the high-performance environment, quality venues and facilities for hosting international events that allow our teams to compete at home, and media support to take the game to the wider population.

Success factors

1. Fund and appoint a High-Performance Director
2. Prepare Black Sox to be best positioned for the 2022 Mens World Cup
3. Deliver international level event, domestically for the White Sox programme
4. Prepare U23 Major Sox Men to be best positioned for the 2023 U23 Mens World Cup

Success factor	Measure	31.05.2022	31.05.2023	31.05.2024	
Fund and appoint High Performance Director	Repurpose funding		Not yet appointed (delayed until beginning of 2023/24 financial year)	Bevan Matene appointed as General Manager High Performance October 2023	General Manager High Performance remains in pace
Prepare Black Sox to be best positioned for 2022 World Cup	Domestic Events Satisfaction Survey		Black Sox Trial in October 2022 Black Sox Invitational Club Challenge in November 2022 International Invitational Series in Palmerston North in November 2022 Mens Softball World Cup in North Harbour in November/December 2022 (Black Sox position of 8th)	Occurred in 2023 FY	Preparation was for the 2025 world cup. The Black Sox had 2 full camps and two battery camps throughout the year. They also attended the skins tournament in Canberra.
Deliver international level event for White Sox	Quad Series Labour weekend Funding Participation Satisfaction		Not held	Not held	Not held

Statement of Comprehensive Revenue and Expenses

NZ Softball Association Inc

For the year ended 31 May 2025

Account	Notes	2025	2024
Revenue from Non-Exchange Transactions			
Sport NZ Funding	5	715,663	537,452
Other Grants		211,010	294,823
Sponsorship		131,108	172,867
Total Revenue from Non-Exchange Transactions		1,057,780	1,005,142
Revenue from Exchange Transactions			
Membership (Capitation) Fees and Affiliation Levy		159,446	163,205
International Youth Levy		3,360	18,665
White Sox Programme Levy		19,650	20,066
Merchandise Sales		3,030	4,056
Tournaments (Revenue)		48,165	40,817
Interest		27,477	38,769
National team tours and camps		592,193	757,094
Other Exchange Income		26,161	19,743
Total Revenue from Exchange Transactions		879,481	1,062,416
Total Revenue		1,937,261	2,067,558
Expenses			
Employee Related costs		585,030	556,469
Tournaments (Expense)		177,177	149,729
National Teams		917,412	1,105,718
Game Development and High Performance		66,218	113,452
Depreciation		2,975	444
Other Expenses		310,847	297,129
Total Expenses		2,059,659	2,222,941
Surplus/(Deficit) for the Year		(122,398)	(155,383)

Statement of Changes in Net Assets

NZ Softball Association Inc

For the year ended 31 May 2025

Account	Notes	International Youth Levy Reserve	White Sox Programme Levy	Accumulated Comprehensive Revenue & Expense	Total Equity
2025					
Opening Balance 1 June 2024		28,689	58,339	433,397	520,425
Surplus/(Deficit) for the year		0	0	(122,397)	(122,397)
Transfers to reserves		3,360	16,000	0	19,360
Transfers from reserves		0	0	(19,360)	(19,360)
Closing Equity 31 May 2025		32,049	74,339	291,640	398,028

Account	Notes	International Youth Levy Reserve	White Sox Programme Levy	Accumulated Comprehensive Revenue & Expense	Total Equity
2024					
Opening Balance 1 June 2023		28,689	58,339	588,781	675,809
Surplus/(Deficit) for the year		0	0	(155,384)	(155,384)
Transfers to reserves		0	0	0	0
Transfers from reserves		0	0	0	0
Closing Equity 31 May 2024		28,689	58,339	433,397	520,425

Statement of Financial Position

NZ Softball Association Inc

As at 31 May 2025

Account	Notes	31 May 2025	31 May 2024
Assets			
Current Assets			
Cash and Cash Equivalents	7	142,295	301,480
Investments		380,003	453,944
Receivables from exchange transactions		151,461	359,303
Prepayments		180,628	223,259
Total Current Assets		854,387	1,337,986
Non-Current Assets			
Other non-current assets	9	8,966	481
Total Non-Current Assets		8,966	481
Total Assets		863,353	1,338,468
Liabilities			
Current Liabilities			
Trade and other creditors		197,664	78,391
Employee Entitlements		27,053	28,574
Revenue in Advance		240,609	711,078
Other current liabilities		(0)	0
Total Current Liabilities		465,326	818,043
Total Liabilities		465,326	818,043
Total Assets less Total Liabilities (Net Assets)		398,027	520,425
Accumulated Funds			
Accumulated surpluses or (deficits)		398,027	520,425
Total Accumulated Funds		398,027	520,425

Statement of Cash Flows
NZ Softball Association Inc
For the year ended 31 May 2025

Account	2025	2024
Cash Flows from Operating Activities		
Receipts		
Receipts from grants	403,769	842,191
Receipts from other non-exchange transactions	131,108	192,611
Receipts from membership fees	301,534	226,937
Receipts from functions and events	803,962	772,911
Receipts from other exchange transactions	29,190	4,056
Interest	27,477	38,769
Total Receipts	1,697,040	2,077,474
Payments		
Payments to suppliers	(1,366,599)	(1,878,340)
Payment to employees	(552,107)	(604,099)
Total Payments	(1,918,706)	(2,482,439)
Total Cash Flows from Operating Activities	(221,667)	(404,965)
Cash Flows from Investing and Financing Activities		
Cash was received from		
Receipts from sale of investments	100,000	0
Cash was applied to		
Payments to purchase investments	(26,059)	(24,454)
Purchase of property, plant and equipment	(11,459)	
Total Cash Flows from Investing and Financing Activities	62,482	(24,454)
Net Increase/(Decrease) in Cash	(159,185)	(429,419)
Bank Accounts and Cash		
Opening cash	301,480	730,899
Net change in cash for period	(159,185)	(429,419)
Closing cash	142,295	301,480

Notes to the Performance Report

Softball New Zealand

For the year ended 31 May 2025

1. Reporting entity

The reporting entity is New Zealand Softball Association Incorporated (SNZ). SNZ is domiciled in New Zealand and is an incorporated society registered under the Incorporated Societies Act 2022.

The financial statements are presented for the year ended 31 May 2025.

These financial statements have been approved and were authorised for issue by the Board Members on 1st August 2025.

2. Statement of compliance

The financial statements have been prepared in accordance with Generally Accepted Accounting Practice in New Zealand ("NZGAAP"). They comply with Public Benefit Entity International Public Sector Accounting Standards ("PBE IPSAS") and other applicable financial reporting standards as appropriate that have been authorised for use by the External Reporting Board for Not-For-Profit entities. For the purposes of complying with NZ GAAP, SNZ is a public benefit not-for-profit entity and is eligible to apply Tier 2 Not-For-Profit PBE IPSAS on the basis that it does not have public accountability and it is not defined as large.

Financial statements for the year ended 31 May 2025 presented by the Board of Directors have been prepared under Tier 2 Not-For-Profit PBE Accounting Standards and in doing so has taken advantage of all applicable Reduced Disclosure Regime ("RDR") disclosure concessions, except for PBE FRS 47.

3. Summary of accounting policies

The significant accounting policies used in the preparation of these financial statements as set out below have been applied consistently to both years presented in these financial statements.

3.1 Basis of measurement

These financial statements have been prepared on the basis of historical cost, as modified by the fair value measurement of non-derivative financial instruments and land and buildings which are measured at fair value.

3.2 Functional and presentational currency

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

3.3 Revenue

Revenue is recognised to the extent that it is probable that the economic benefit will flow and revenue can be reliably measured. Revenue is measured at the fair value of the consideration received. The following specific recognition criteria must be met before revenue is recognised.

Revenue from non-exchange transactions

Grant Revenue

Grant revenue includes grants given by other charitable organisations, philanthropic organisations and businesses. Grant revenue is recognised when the conditions attached to the grant have been complied with. Where there are unfulfilled conditions attaching to the grant, the amount relating to the unfulfilled condition is recognised as a liability where a use or return condition exists and released to revenue as the conditions are fulfilled.

Revenue from exchange transactions

Membership fees

Capitation Fees are recorded as revenue when the cash is received. Capitation Fees were due in February based on team playing numbers for the season as per the Certificate of Playing Strength received.

Tour and camp levies are initially recorded as revenue in advance, and then recognised proportionally on the basis of the value of each session relative to the total value of the purchased services.

Event revenue

Entrance fees for functions and events are recorded as revenue when the function or event takes place.

Interest and dividend revenue

Interest revenue is recognised as it accrues, using the effective interest method.

3.4 Financial Instruments

Date of recognition

The Association recognizes a financial asset or a financial liability in the statement of financial position when it becomes a party to the contractual provisions of the instrument in accordance with PBE IPSAS 41 Financial Instruments. Purchases or sales of financial assets, recognition, and de-recognition, as applicable, that require delivery of assets within the time frame established by regulation or convention in the marketplace are recognized on the settlement date.

Initial recognition of financial instruments

Financial Instruments are recognized initially at fair value, which is the fair value of the consideration given (in case of an asset) or received (in case of a liability). The Association's initial measurement of financial instruments, except for those classified as FVTPL, includes transaction cost.

Financial assets

At initial recognition, the Association classifies its financial assets as follows:

- Fair value through profit or loss (FVTPL)
- Fair value through other comprehensive income (FVTOCI)
- Financial assets measured at amortized cost

The basis of the classification of the Association's financial instruments depends on the following:

- The Association's business model for managing its financial assets; and
- The contractual cash flow characteristics of the financial assets.

Financial assets measured at amortized cost

A financial asset shall be classified to be measured at amortized cost if the following conditions were met:

- The financial asset is held to collect the contractual cash flows; and
- Contractual terms of the financial asset give rise to cash flows that are solely payments of principal and interest on the principal amount outstanding.

The Association's bank accounts, accrued interest and term deposits are classified under this category.

After initial measurement, these financial assets are subsequently measured at amortized cost using the effective interest method, less allowance for impairment. Amortized cost is calculated by considering any discount or premium on acquisition and fees that are an integral part of the effective interest rate.

The Association does not have financial assets classified through Fair value through profit or loss (FVTPL) or Fair value through other comprehensive income (FVTOCI).

Financial liabilities

Financial liabilities are classified as measured at amortized cost.

After initial recognition, these financial liabilities are carried at amortized cost, taking into account the impact of applying the effective interest method of amortization (or accretion) for any related premium, discount and any direct attributable transaction cost. Gains or loss on financial liabilities are recognized in profit or loss when the liabilities are derecognized, as well

as through the amortization process.

The Association's creditors and accrued expenses, employee entitlements and other current liabilities are classified under this category.

3.5 Cash and cash equivalents

Cash and cash equivalents are short term, highly liquid investments that are readily convertible to known amounts of cash and which are subject to an insignificant risk of changes in value.

3.6 Short term investments

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

3.7 Property, plant and equipment

Items of property, plant and equipment are measured at cost less accumulated depreciation and impairment losses. Cost includes expenditure that is directly attributable to the acquisition of the asset. Where an asset is acquired through a non-exchange transaction, its cost is measured at its fair value as at the date of acquisition.

Depreciation is charged on a diminishing value basis over the useful life of the asset, except for land and buildings. Land and buildings are not depreciated. Depreciation is charged at rates calculated to allocate the cost or valuation of the asset less any estimated residual value over its remaining useful life:

- Office equipment 48%
- Training equipment 48%

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

3.8 Employee benefits

Wages, salaries and annual leave

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

3.9 Income Tax

SNZ is exempt from income tax as its purpose is to promote softball for recreation or entertainment of the general public. This exemption is specifically provided by section CW46 of the Income Tax Act 2007.

3.10 Goods and services tax (GST)

Revenues, expenses and assets are recognised net of the amount of GST except for receivables and payables, which are stated with the amount of GST included.

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

Cash flows are included in the statement of cash flows on a gross basis and the GST component of cash flows arising from investing and financing activities, which is recoverable from, or payable to, the Inland Revenue Department is classified as part of operating cash flows.

3.11 Equity

Equity is the difference between total assets and total liabilities. Equity is made up of the following components:

Accumulated comprehensive revenue and expense

Accumulated comprehensive revenue and expense is accumulated surplus or deficit since its formation, adjusted for transfers to/from specific reserves.

International Youth Levy Reserve

This Reserve is used solely for the purpose of assisting Youth Team costs.

White Sox Programme Levy Reserve

This Reserve is used solely for the purpose of assisting the White Sox. High Performance funding is not generally available for the White Sox.

4. Significant accounting judgements, estimates and assumptions

The preparation of these financial statements requires management to make judgements, estimates and assumptions that affect the reported amounts of revenues, expenses, assets and liabilities, and the accompanying disclosures, and the disclosure of contingent liabilities. Uncertainty about these assumptions and estimates could result in outcomes that require a material adjustment to the carrying amount of assets or liabilities affected in future periods.

Judgements

In the process of applying accounting policies, management has made the following judgements, which have the most significant effect on the amounts recognised in the financial statements:

Operating lease commitments

SNZ has entered into a number of vehicle leases.

It has determined, based on an evaluation of the terms and conditions of the arrangements, such as the lease term not constituting a substantial portion of the economic life of the vehicles, that it does not retain all the significant risks and rewards of ownership of these properties and accounts for the contracts as operating leases.

Estimates and assumptions

The key assumptions concerning the future and other key sources of estimation uncertainty at the reporting date, that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year, are described below. SNZ based its assumptions and estimates on parameters available when the financial statements were prepared. Existing circumstances and assumptions about future developments, however, may change due to market changes or circumstances arising beyond the control of SNZ. Such changes are reflected in the assumptions when they occur.

Useful lives and residual values

The useful lives and residual values of assets are assessed using the following indicators to determine potential future use and value from disposal:

- The condition of the asset
- The nature of the asset, its susceptibility and adaptability to changes in technology and processes
- The nature of the processes in which the asset is deployed
- Availability of funding to replace the asset
- Changes in the market in relation to the asset

The estimated useful lives of the asset classes held are listed in Note 3.7.

	2025	2024
5. Revenue from non-exchange transactions		
Sport NZ Funding	715,663	537,452
Other Grants	191,010	294,823
Sponsorships	131,108	172,867
Other non-exchange revenue	26,070	19,743
Total Revenue from non-exchange transactions	1,063,849	1,024,886

6. Components of net surplus

Surplus before tax includes the following specific expenses:

Employee Related Costs	464,613	556,469
Tournaments	159,892	149,729
National Teams	917,412	1,105,718
Game Development & High Performance	203,920	113,452

7. Cash and cash equivalents

Cash and cash equivalents include the following components:

Cash at Bank	142,295	76,647
Short-Term Deposits with maturities of less than 3 months	0	224,833
Total Cash and Cash Equivalents	142,295	301,480

8. Investments

Term Deposits - Maturing within 12 months of balance date	380,003	453,944
Total Investments	380,003	453,944

9. Property, Plant and Equipment

31 May 2025	Training Equipment	Office Equipment (incl Website)	Total
Cost	8,325	63,996	72,321
Accumulated Depreciation	8,299	55,056	63,355
Net Book Value	26	8,940	8,966

31 May 2024	Training Equipment	Office Equipment	Total
Cost	8,325	52,536	60,861
Accumulated Depreciation	8,275	52,105	60,380
Net Book Value	50	431	481

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

31 May 2025	Training Equipment	Office Equipment (incl Website)	Total
Cost	50	431	481
Additions		11,460	11,459
Depreciation	24	2,951	2,975
Net Book Value	26	8,940	8,966

31 May 2024	Training Equipment	Office Equipment	Total
Cost	97	829	926
Additions			
Depreciation	47	398	45
Net Book Value	50	431	481

10. Related party transactions

Related Party	Description of the Transaction	2025 Value of Transactions	2024 Value of Transactions
2021 Softball Limited (S2021)	S2021 is a Related Party as Mr Duncan Enoka and Mrs Sharon Kawe are Directors of that entity and SNZ. The MBIE investment agreement for delivery of the 2022 Men's Softball World Cup is with SNZ who pay the funds received from this agreement to S2021.	\$0	\$25,000 paid to, and \$8,165 received from S2021.

11. Key Management Personnel

The key management personnel, as defined by PBE IPSAS 20 Related Party Disclosures, are the members of the governing body which is comprised of the Board Members, the Chief Executive Officer and the Softball Manager. There is currently seven board members serving. No board members receive remuneration. The aggregate remuneration of key management personnel and the number of individuals, determined on a full-time equivalent basis, receiving remuneration is as follows:

Total Remuneration	245,000	276,637
Number of Persons	2	2

12. Remuneration and compensation to close family members of key management personnel

During the reporting period, total remuneration and compensation of \$0 (2024: \$59,461) was provided by SNZ to employees who are close family members of key management personnel.

13. Leases

As at the reporting date, the Board Members have entered into the following non-cancellable operating leases:

Not later than one year	27,192	12,692
Later than one year and no later than five years	42,082	19,331
Total	69,274	32,023

14. Categories of financial assets and liabilities

The carrying amounts of financial instruments presented in the statement of financial position relate to the following categories of assets and liabilities:

Financial Assets at amortised cost

Cash and Cash Equivalents	142,295	76,647
Short term investments	380,003	224,833
Receivables from exchange transactions	151,461	359,177
Investments	0	453,944
Total	1,001,722	1,114,601

Financial Liabilities at amortised cost

Trade and other creditors	182,638	78,390
Total	182,638	78,390

15. Capital commitments

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

16. Contingent assets and liabilities

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

17. Events after the reporting date

The Board Members and management is not aware of any other matters or circumstances since the end of the reporting period, not otherwise dealt with in these financial statements that have significantly or may significantly affect the operations of the SNZ. (2024: \$Nil).

Independent auditor's report

To the Members of New Zealand Softball Association Incorporated

Opinion

We have audited the general purpose financial report of New Zealand Softball Association Incorporated which comprise the financial statements on pages 3 and 10 to 20 and the service performance information on pages 5 to 9. The complete set of financial statements comprise the statement of financial position as at 31 May 2025, the statement of financial performance/statement of comprehensive revenue and expense, statement of changes in net assets/equity, statement of cash flows for the year then ended, and notes to the financial statements, including material accounting policy information.

In our opinion, the accompanying general purpose financial report presents fairly, in all material respects:

- the financial position of New Zealand Softball Association Incorporated as at 31 May 2025, and its financial performance,
- and its cash flows for the year then ended; and
- the service performance for the year ended 31 May 2025 in that the service performance information is appropriate and meaningful and prepared in accordance with the entity's measurement bases or evaluation methods

in accordance with Public Benefit Entity Standards Reduced Disclosure Regime (PBE Standards RDR).

Basis for Opinion

We conducted our audit in accordance with International Standards on Auditing (New Zealand) (ISAs (NZ)) and the audit of the service performance information in accordance with the ISAs (NZ) and New Zealand Auditing Standard (NZ AS) 1 (Revised) *The Audit of Service Performance Information*. Our responsibilities under those standards are further described in the 'Auditor's responsibilities for the audit of the general purpose financial report section of our report.

We are independent of New Zealand Softball Association Incorporated in accordance with Professional and Ethical Standard 1 (Revised) 'Code of ethics for assurance practitioners' issued by the New Zealand Auditing and Assurance Standards Board, and we have fulfilled our other ethical responsibilities in accordance with these requirements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Other than our capacity as auditor we have no relationship with, or interests in, New Zealand Softball Association Incorporated.

Responsibilities of Members for the General Purpose Financial Report

Members are responsible on behalf of New Zealand Softball Association Incorporated for:

- a) The preparation, and fair presentation of the general purpose financial report and service performance information in accordance with the applicable financial reporting framework;
- b) The selection of elements/aspects of service performance, performance measures and/or descriptions and measurement bases or evaluation methods that present service performance information that is appropriate and meaningful in accordance with PBE Standards RDR;

- c) The preparation and fair presentation of service performance information in accordance with the entity's measurement bases or evaluation methods, in accordance with PBE Standards RDR;
- d) The overall presentation, structure and content of the service performance information in accordance with PBE Standards RDR; and
- e) such internal control as Members determine is necessary to enable the preparation of the general purpose financial report and service performance information that are free from material misstatement, whether due to fraud or error.

In preparing the general purpose financial report, Members are responsible for assessing the New Zealand Softball Association Incorporated's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless Members either intend to liquidate the entity or to cease operations, or have no realistic alternative but to do so.

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

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

A further description of the auditor's responsibilities for the audit of the general purpose financial report is located at the XRB's website at

<https://www.xrb.govt.nz/standards/assurance-standards/auditors-responsibilities/audit-report-14/>

This report is made solely to the members of New Zealand Softball Association Incorporated. Our audit has been undertaken so that we might state to the members those matters we are required to state to them in an auditors' report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the members, for our audit work, for this report, or for the opinions we have formed.

Moore Markhams

Moore Markhams Wellington Audit | Qualified Auditors, Wellington, New Zealand
04 August 2025