



# ANNUAL REPORT

## 2021 - 2022



# CONTENTS

Vision and Values	3
President's Report	4
Strategic Plan 2021-2025	6
High Performance Strategy 2021- 2028	7
Sport Development	8
Sanctioned Events	10
Financial Statements	13
Our Supporters	20



## **Our Vision:**

### **The 2-tiered vision for Boccia New Zealand is:**

1. To develop boccia in New Zealand ensuring it is sustainable, inclusive and progressive; and
2. To be the world's leading boccia nation.

## **Our Values:**

- Promote a healthy, inclusive, and safe environment for the delivery of boccia and associated activities, events and programmes.
- Transparency and integrity in our governance and decision making.
- Operate with teamwork, collaboration, trust, effective communication and mutual respect.
- Foster a culture based on a foundation of wellbeing, work ethic, accountability and performance.
- Promote altruism (selflessness) and recognise our dedicated volunteer workforce.

# PRESIDENT'S REPORT

It has now been three years since my term as President began. COVID-19 is still having a global impact and keeping us aware of the sudden impact it can have.

During the past year, we have been able to hold two sanctioned events, the 2021 Christchurch Regional Boccia Championship and the 2021 NZ National Boccia Championships.

During 2021, Boccia New Zealand updated its constitution and adopted new organisational policies and procedures to ensure effective governance and compliance, I wish to acknowledge NTM Consulting and Catriona McBean (dsport) for their contribution to these projects.

We have recently engaged Malcolm Humm to complete a Boccia NZ Academy Project Plan, with the outcome being to establish a pathways framework to support the development of athletes (and sports-assistants / ramp operators), coaches, referees, and classifiers. This project is ongoing, and Malcolm has agreed to be co-opted onto the Board for a two-year period to oversee the implementation of this Project.

We have updated and amended our Strategic Plan 2021-2025 and High Performance Strategy 2021-2028 to reflect current strategic priorities, and these strategic plans continue to guide the work our organisation does and shape the future of our sport nationally.

In the year ahead, we welcome Rose McCarthy in the role of Sport Development Lead, to lead and drive the implementation of our Sport NZ Disability Inclusion Fund Project - "Boccia – Inclusive, Sustainable, Progressive"

## **Project Outcomes:**

- Enhance engagement with disabled tamariki and rangatahi.
- Foster a capable network of regional delivery partners.
- Support the delivery of locally led regional activities, events and programmes.
- Enhance capacity and capability of Boccia NZ to lead and drive national sport development via a regional approach.

# PRESIDENT'S REPORT

Boccia NZ finished the year with a surplus of \$21,708.25 leaving BoNZ with approximately \$49,800.00 in net assets. This past year, Boccia NZ has been financially independent and the General Manager has done an excellent job in steering finances during this period.

Enhancing financial sustainability is a key strategic priority, and moving forward, the organisation will look to diversify revenue streams and build cash reserves.

## **Financial Snapshot (July 2021 – June 2022):**

### **Financial Performance:**

- Total Income: \$155,142.22
- Total Expenses: \$133,433.97
- Profit for the Year: \$21,708.25

### **Financial Position:**

- Total Assets: \$136,977.86
- Total Liabilities: \$87,138.70
- Net Assets: \$49,839.16

### **Cash Flow:**

- Cash Movement for the Year: \$15,489.10

I would like to acknowledge the following organisations for their financial support - Christchurch City Council – Small Sports Event Fund, COGS, Four Winds Foundation, Kiwi Gaming Foundation, Mainland Foundation, NZCT, NZ Lottery, Pub Charity, Rata Foundation, Sport NZ, The Lion Foundation, The Rotary Club of Cashmere.

I would like to thank the Board for their support, time and contribution throughout the year, it has been a very harmonious team. I would also like to thank Scott Martin (General Manager ) for all of his hard work and continued support to deliver Boccia throughout NZ, and to run our sanctioned events. Lastly, my sincere thanks to all of our athletes, referees, coaches, classifiers and volunteers for their outstanding commitment to boccia, without you all we would not be here.

Well, that is it from me, I wish everyone well for the 2022 - 2023 year. Stay Safe and Be Kind.

Best Regards,

Andy Henderson  
President

### PARTICIPATION AND PATHWAYS

Engage and Inspire more people to participate in boccia, and retain and develop athletes, coaches, officials and volunteers

### PERFORMANCE AND PROFILE

Athletes, coaches, officials, the sport of boccia and Boccia NZ, are recognised in NZ and internationally

### FINANCIAL AND PARTNERSHIPS

Sustainable financial model and collaborative partnerships that facilitate organisational capacity and capability

### ORGANISATIONAL LEADERSHIP

Effective governance and strong leadership within and by the organisation

## OUTCOMES BY 30 JUNE 2023:

Enhanced regional engagement, facilitating new club development and enhancing the capacity and capability of existing clubs / groups

An increased number of participants through quality regional events and programmes:

- Increased engagement with tamariki and rangatahi
- Increased engagement with women and girls
- Increased engagement with Maori and Pasifika

Participation at sanctioned events is increasing annually

Clearly defined development pathways:

- Athlete, coach, classifier, referee, event

An increased number of accredited coaches and officials actively engaging in regional events and programmes:

- 60 accredited level 1 coaches
- 40 accredited level 1 referees

A volunteer recognition programme

Benchmarks for breakdown of numbers (participants, coaches, referees)

Build a performance framework fostering excellence

Build an academy programme fostering education, leadership and wellbeing

Align national accreditation and competitions to international standards

Accredited officials at regional and national sanctioned events

Surveys, show an increased awareness within the disability community of what boccia is, and what Boccia NZ does

Regular stakeholder (including clubs) surveys achieving continual improvement

Communications strategy

Marketing and branding strategy

Review and refine 2021-2028 High Performance Strategy

Stabilise financial position post COVID-19, and resource annual budget forecasts

Build cash reserves – 6-months minimum

Sport NZ Investment:

- Disability Funding for 3 years
- Contestable fund investment for 1 project

Long-term financial partnership with CP Society of NZ

Build partnerships, collaboration and resource sharing with ParaFeds, NDSOs and / or NSOs to develop athletes, coaches, officials and volunteers

Build partnerships with tertiary providers to engage volunteers

Funding plan and strategy

Board members with the appropriate skills, including financial, to provide strategic leadership

Staff with the appropriate skills, including financial, to deliver strategic goals

Staff performance, appraisal and professional development planning

Clear expectations and accountabilities of athletes, coaches, officials, volunteers, staff and Board

Effective internal policies, processes and systems, including wellbeing policy, which is clearly and consistently communicated and understood.

Legislative compliance, including constitution, health and safety, and risk management

A clear high performance (HP) purpose and direction

## OUTCOMES BY 30 JUNE 2025:

Regional clubs / groups are resourced and sustainable

Thriving regional events and programmes, providing choice and regular participation opportunities

Membership, and participant base, demonstrates diversity and inclusion

Participation at sanctioned events, demonstrates national representation

A capable network of accredited coaches and referees, actively engaging in regional events and programmes

A capable network of volunteers who feel valued

A measurable increase in benchmark numbers (participants, coaches, referees)

Podium finishes at minor world competitions

Athletes, coaches and officials, who are role models, and who's legacy inspires the next generation

Continuity of athletes with a confirmed national classification, achieving national performance standards

Coaches and officials at minor world and major world competitions

Surveys, show an increased awareness within NZ of what boccia is, and what Boccia NZ does, and Boccia NZ is recognised within the international boccia community

Clear and consistent communications, branding and marketing

Deliver a World Boccia sanctioned international competition

Sustainable financial strategy and revenue streams

Diversify revenue streams and decrease % of revenue from grants

Build cash reserves – 12-months minimum

A capable network of regional delivery partners

Sustainable partnerships / collaborations which enhance capacity, capability and profile

Partnerships and collaborations which provide member focused events, programmes and workshops, and that enhance organisational capacity and capability

Data, research and insights led

Strong strategic leadership, demonstrating transparency, diversity and inclusion

Annual Board evaluation and succession planning

Feedback and surveys, indicate standards, values and behaviours are embedded and demonstrated

Review internal policies, processes and systems, including updating wellbeing policy

Legislative compliance, including business continuity and risk management planning

Liaison with high performance stakeholders, including Paralympics NZ and Sport NZ, and a fit for purpose high performance network, structure and system

### COACHES AND OFFICIALS

Accredited coaches and officials, supporting players to reach their full potential as athletes and people

### TALENT IDENTIFICATION AND DEVELOPMENT

Continuity of athletes with a National Classification, achieving and elevating performance standards

### COMPETITION AND PERFORMANCE

Athletes, coaches and officials, performing in a safe environment which fosters education, excellence and wellbeing

## OUTCOMES BY 30 JUNE 2023 (to get us started):

A national coach framework, including structure, position descriptions and appointment policy

A coach development system, including accreditation and leadership group

A national referee framework, including structure, position descriptions and appointment policy

A referee development system, including accreditation and leadership group

Regional and national sanctioned events, providing national classification for athletes

A talent identification and development system, promoting education, leadership and wellbeing

Performance testing aligned to national performance standards

Accessible system to manage and monitor performance data

Clear expectations and joint accountabilities for high standards of presentation, behaviour and performance

An academy programme which promotes education, leadership and wellbeing, and fosters excellence in performance

Wellbeing policy is clearly and consistently communicated and understood

A performance pathway that educates, inspires and improves athletes, coaches and referees

## OUTCOMES BY 30 JUNE 2025 (because we can't do it all at once):

High performance coaching appointments, including roles, responsibilities and expectations

A coach leadership group, driving coach development

Continuity of accredited coaches, gaining regional and national experience

High performance coaches gaining international experience

A referee leadership group, driving referee development

Continuity of accredited referees, gaining regional and national experience

Supporting national referees to attain international accreditation, and gain international experience

Regional and national development camps and workshops

Increased diversity of athletes with a national classification competing at sanctioned events:

- Tamariki and rangatahi
- Women and girls
- Maori and Pasifika

Continuity of athletes with a national classification achieving national performance standards

Transparency within all accountabilities, appointments, communication, decision making, expectations and selection

Academy camps and workshops, including performance planning, education, leadership, performance evaluation and wellbeing

Feedback indicates wellbeing policy is embedded

Athletes with an international classification gaining international experience and world ranking points

## OUTCOMES BY 30 JUNE 2028:

High performance coach, performance evaluation and succession planning

Targeted group of world class coaches with major world competition experience

A sustainable coach development system, providing a capable network of accredited regional coaches

A sustainable referee development system, providing a capable network of accredited regional referees

A group of world class referees with major world competition experience

A sustainable national classification strategy, including succession planning

A sustainable talent identification and development system, integrated within an academy programme

Continuity of athletes elevating national performance standards

An annual youth sanctioned event

A culture which demonstrates transparency and joint accountabilities, and demands high standards of presentation, behaviour and performance

A sustainable academy programme which promotes education, leadership and wellbeing, and fosters excellence in performance

A performance pathway that facilitates qualification for major world competitions, including Paralympic Games, World Championships and Regional Championships

## **Sport NZ Disability Inclusion Fund Project:**

Over the past year, Boccia NZ has developed our Disability Inclusion Fund project "Boccia - Inclusive, Progressive, Sustainable". In December 2021, the project was approved, and in April 2022, the project commenced. "Boccia - Inclusive, Progressive, Sustainable" is a three year project funded through Sport NZ's Disability Inclusion Fund and will transform national sport development within boccia.

### **Project Overview:**

- This project has a national focus but will adopt a regional approach to facilitate regional alignment, connection and collaboration, and to ensure insights and learning are shared and effectively communicated.
- Regional specific initiatives will be shaped by local insights, expertise and the voice of participants and all stakeholders.
- Regional specific initiatives will be locally led and will focus on building capacity and capability within regional delivery partners and stakeholders, developing a strong regional network.

### **Project Outcomes:**

- Promote quality and equitable participation opportunities for all disabled tamariki and rangatahi within play, active recreation and sport.
- Enhance engagement of all disabled tamariki and rangatahi within play, active recreation and sport by establishing, developing and sustaining regional participation opportunities which offer choice and regular activity.
- Create truly inclusive environments in which all disabled tamariki and rangatahi can participate in play, active recreation and sport, including how activities can be adapted to accommodate the available space and equipment etc.
- Facilitate and support the application of locally led regional initiatives and promote regional alignment, connection and collaboration to enhance the impact and value of these initiatives and strengthen the capacity and capability of the individuals and organisations who deliver these initiatives.
- Enhance capacity and capability within Boccia NZ as the national organisation to lead and facilitate sport development in boccia.



# SPORT DEVELOPMENT

## **Project Initiatives:**

- Develop inclusive boccia kits which will be distributed nationally within targeted regions to enhance engagement with all disabled tamariki and rangatahi.
- Create sport development resources which are inclusive, adaptable, empowering and sustainable.
- Support the regional ParaFed network and other key delivery partners to establish, enhance and sustain a variety of participation opportunities for all disabled tamariki and rangatahi.
- Facilitate regional collaboration to enhance the value and impact of boccia opportunities and strengthen the network of key delivery stakeholders.
- Facilitate coach, referee and volunteer recruitment and development to foster a capable network of regional coaches, referees and volunteers who provide quality and sustainable participation opportunities.
- Employ a Sport Development Lead to lead the implementation of the project and drive sport development

As mentioned in the President's report, Rose McCarthy has come on board in the role of Sport Development Lead to drive the implementation of this project over the next 3-year period.

We would like to acknowledge Sport NZ for their commitment to and support of our project, organisation and sport.

# SANCTIONED EVENTS

The past year has been another challenging one with regards to sanctioned events, with the 2021 Auckland Regional Boccia Championships having to be cancelled due to COVID-19 restrictions. The 2021 Christchurch Regional Boccia Championships (July) and the 2021 NZ National Boccia Championships (October) were able to go ahead in Christchurch, providing the opportunity for live competition and giving our athletes the chance to test themselves against the best players from around the country.

## **2021 Christchurch Regional Boccia Championships:**

### **Individual BC1,2 Combined:**

**Gold** - Hamish Cleary (Canterbury)

**Silver** - Matthew Whiting (Canterbury)

**Bronze** - Marie Henderson (Auckland)

### **Individual BC3:**

**Gold** - Greig Jackson (Manawatu)

**Silver** - Henk Dijkstra (Otago)

**Bronze** - Gina Taka-Ardouin (Canterbury)

### **Individual BC4,5 Combined:**

**Gold** - Craig Gadsby (Canterbury)

**Silver** - Alisha Mill (Canterbury)

**Bronze** - Andrew Hocken (Canterbury)

### **Individual Kiwi:**

**Gold** - Lilian Exton (Canterbury)

**Silver** - Hunter Edgecombe (Otago)

**Bronze** - Connor Fa'asega (Otago)

# SANCTIONED EVENTS

## **2021 NZ National Boccia Championships:**

### **Individual BC1,2,4,5:**

**Gold** - Alisha Mill (Canterbury)

**Silver** - Hamish Cleary (Canterbury)

**Bronze** - Hunter Edgecombe (Otago)

### **Individual BC3:**

**Gold** - Greig Jackson (Manawatu)

**Silver** - Hyran Daymond (Wellington)

**Bronze** - Henk Dijkstra (Otago)

### **Individual Kiwi:**

**Gold** - Andrew Hocken (Canterbury)

**Silver** - Connor Fa'asega (Otago)

**Bronze** - Lilian Exton (Canterbury)

## **Awards:**

**Player of the Year** - Greig Jackson (Manawatu)

**Junior Player of the Year** Hamish Cleary (Canterbury)

**Services to Refereeing** - Kevin Exton (Canterbury)

**Volunteer of the Year** - Paul Coffey (Otago)

Congratulations to the medal winners, award winners and all the athletes for two incredible competitions! Volunteers are the backbone of our sanctioned events and we thank all the classifiers, coaches, referees, scorers and support staff for their tremendous commitment and effort.



# SANCTIONED EVENTS





# STATEMENT OF FINANCIAL PERFORMANCE

For the Year Ended 30 June 2022

Income	Notes	2022	2021
Donations		600.00	400.00
Entry Fees – Sanctioned Events		2,956.60	3,169.61
Equipment Rental		521.90	643.70
Equipment Sales - Domestic		6,017.39	17,842.55
Equipment Sales - International		14,025.00	10,602.00
Grants Received	14	129,941.80	96,597.00
Interest Received		79.50	48.94
Membership Fees		1,000.03	826.12
Other Income	15	-	4,686.40
Player Contributions		-	-
<b>Total Income</b>		<b><u>155,142.22</u></b>	<b><u>134,816.32</u></b>
<b>Less Expenses</b>			
Administrative & Management	16	100,425.20	91,332.73
High Performance	17	-	-
Regional Sport Development	18	19,898.68	29,889.63
Sanctioned Events	19	13,110.09	9,313.25
<b>Total Expenses</b>		<b><u>133,433.97</u></b>	<b><u>130,535.61</u></b>
<b>Surplus/(Deficit) for the year</b>		<b>21,708.25</b>	<b>4,280.71</b>

# STATEMENT OF FINANCIAL POSITION

For the Year Ended 30 June 2022

<b>Equity</b>	<b>2022</b>	<b>2021</b>
Balance brought forward	28,130.91	23,850.20
Surplus / (deficit)	21,708.25	4,280.71
<b>Accumulated Funds</b>	<b><u>49,839.16</u></b>	<b><u>28,130.91</u></b>
Represented by:		
<b>Current Assets</b>		
Cash at bank	94,971.34	79,482.24
Prepayments	13,183.05	2,889.74
<b>Total Current Assets</b>	<b>108,154.39</b>	<b><u>82,371.98</u></b>
<b>Non-Current Assets</b>		
Equipment	28,823.47	-
<b>Total Non-Current Assets</b>	<b>28,823.47</b>	-
<b>Total Assets</b>	<b><u>136,977.86</u></b>	<b><u>82,371.98</u></b>
<b>Less Current Liabilities</b>		
Accounts payable	282.44	24.89
GST payable	(1,208.29)	(824.57)
PAYE payable	1,791.24	1,786.40
Income received in advance	86,273.31	53,254.35
<b>Total Current Liabilities</b>	<b><u>87,138.70</u></b>	<b><u>54,241.07</u></b>
<b>Net Assets</b>	<b>49,839.16</b>	<b>28,130.91</b>

# STATEMENT OF CASH FLOW

## For the Year Ended 30 June 2022

<b>Cash Flows from Operating Activities</b>	<b>2022</b>	<b>2021</b>
Donations, fundraising and other similar receipts	163,560.76	135,466.35
Fees, subscriptions and other receipts from members	3,956.63	3,995.73
Interest, dividends and other investment receipts	79.50	48.94
Cash receipts from other operating activities	20,564.29	33,774.65
GST	(383.72)	(2,795.26)
Payments to suppliers and employees	(142,602.39)	(132,581.86)
Payment for annual review	(862.50)	(750.00)
<b>Total Cash Flow from Operating Activities</b>	<b><u>44,312.57</u></b>	<b><u>37,158.55</u></b>
<b>Cash Flows from Investing and Financing Activities</b>		
Payments to acquire property, plant and equipment	(28,823.47)	-
Cash flows from other investing and financing activities	-	-
<b>Total Cash Flow from Investing and Financing Activities</b>	<b><u>(28,823.47)</u></b>	<b><u>=</u></b>
<b>Net Increase/ (Decrease) in Cash</b>	<b><u>15,489.10</u></b>	<b><u>37,158.55</u></b>
<b>Cash Balances</b>		
Cash and cash equivalents at beginning of period	79,482.24	42,323.69
Cash and cash equivalents at end of period	94,971.34	79,482.24
<b>Net change in cash for period</b>	<b>15,489.10</b>	<b>37,158.55</b>

# For the Year Ended 30 June 2022

## **1. Statement of Accounting Policies**

The financial statements presented here are for the entity Boccia New Zealand Incorporated, an Incorporated Society registered under the Incorporated Societies Act 1908.

The financial statements of Boccia New Zealand Incorporated have been prepared according to special purpose financial reporting.

The accounting principles recognised as appropriate for the measurement and reporting of earnings and financial position on a historical cost basis have been used, with the exception of certain items for which specific accounting policies have been identified.

## **2. Changes in Accounting Policies**

There have been no changes in Accounting Policies. All policies have been applied on bases consistent with those used in previous years.

## **3. Goods and Services Tax**

These financial statements have been prepared on a GST exclusive basis as the entity is registered for GST. GST is accounted for on the payment's basis.

## **4. Taxation**

No provision for Income Tax has been made as there is no current or deferred tax payable.

## **5. Revenue**

Boccia New Zealand received grants from various Trusts and income in the form of donations, membership and event fees, interest and player contributions which are recognised in the period to which they relate. Income is also received from equipment sales and is recognised in the period the equipment is supplied.

## **6. Grant Usage**

Boccia New Zealand must continue to comply with the specific purpose, terms and conditions attached to each grant.

## **7. Subscriptions Receivable**

Receivables are stated at their estimated realisable value. Bad debts are written off in the year in which they are identified.

## **8. Related Parties**

There were no related party transactions during the year under review.

## **9. Review**

These financial statements have been subject to Limited Assurance Review; please refer to the Reviewer's report.

## **10. Contingent Liabilities**

There are no known contingent liabilities at balance date.



**11. Subsequent Events**

As at the 30 June 2022, the Board were not aware of any matter or circumstance since the end of the financial year not otherwise dealt with in this report that may have significantly affected the operations of the entity, the results of those operations or the state of affairs of the entity.

**12. Cash and Deposits**

	<b>2022</b>	<b>2021</b>
Current Account	91,156.97	75,673.65
Special Purpose Account	3,814.87	3,808.59
	<b><u>94,971.34</u></b>	<b><u>79,482.24</u></b>

**13. Equipment**

	<b>2022</b>	<b>2021</b>
Opening Balance Equipment	-	-
Purchase of Equipment	28,823.47	-
Depreciation on Equipment	-	-
<b>Closing Balance</b>	<b><u>28,823.47</u></b>	-

**14. Grants Received**

	<b>2022</b>	<b>2021</b>
Active - Community Resilience Fund	-	4,900.00
Aotearoa Gaming Trust	-	5,000.00
Blue Sky Community Trust	-	1,000.00
Blue Waters Community Trust	-	5,000.00
Christchurch City Council (SSEF)	1,000.00	1,500.00
COGS	2,000.00	-
Four Winds Foundation	4,999.00	5,000.00
Halberg Foundation	-	10,000.00
Kiwi Gaming Foundation	14,999.40	8,377.20
Mainland Foundation	1,445.00	-
Ministry of Social Development	-	5,000.00
NZCT	14,999.40	12,565.80
NZ Lottery	40,000.00	10,000.00
Pub Charity	7,000.00	-
Rata Foundation	20,000.00	-
Sport NZ (ESSF)	-	26,754.00
Sport NZ Investment	12,500.00	-
The Lion Foundation	9,999.00	-
The Rotary Club of Cashmere	1,000.00	1,500.00
	<b><u>129,941.80</u></b>	<b><u>96,597.00</u></b>

<b>15. Other Income</b>	<b>2022</b>	<b>2021</b>
Wage Subsidy	-	4,686.40
	<b><u>8,270.77</u></b>	<b><u>4,686.40</u></b>
<b>16. Administration &amp; Management Expenditure</b>	<b>2022</b>	<b>2021</b>
Salaries	79,996.80	68,016.00
KiwiSaver Employer Contributions	2,399.80	2,040.52
Accident Compensation Levies	440.20	370.93
Accountancy	726.64	1,687.34
Advertising / Branding / Marketing	225.00	6,566.55
Affiliation Fees	2,029.69	1,905.31
Annual Review	862.50	750.00
Bank Fees	400.00	225.00
Consulting	2,000.00	2,000.00
Depreciation	-	-
General Expense	271.29	849.47
Office Expenses	8,881.94	4,146.96
Travel – National	2,191.34	2,186.15
	<b><u>100,425.20</u></b>	<b><u>90,744.23</u></b>
<b>17. High Performance</b>	<b>2022</b>	<b>2021</b>
	-	-
	-	-
<b>18. Regional Sport Development</b>	<b>2022</b>	<b>2021</b>
Equipment Purchases COGS - Domestic	5,560.67	16,595.66
Equipment Purchases COGS – International	12,886.02	10,385.66
Coaches and Officials	-	-
Regional Primary and Secondary Schools	213.04	-
Regional Clubs, Events and Programmes	1,238.95	2,048.35
Regional Workshops	-	1,448.46
	<b><u>19,898.68</u></b>	<b><u>30,478.13</u></b>

# NOTES

## 19. Sanctioned Events

2021 Regional Boccia Championships – Christchurch

**2022**  
4,094.65

**2021**  
-

2021 Regional Boccia Championships – Auckland

-

-

NZ National Boccia Championships

9,015.44

9,313.25

**13,110.09**

**9,313.25**

# OUR SUPPORTERS

A big thank you to all our supporters for their amazing contribution to our organisation and sport

