



***DARE TO BE
DIFFERENT***

2024

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Annual Report Contents

The 2023/24 NZAFF Board & Staff	1
Sponsors & Supporters	1
Regions & Clubs	2
Chairpersons Report	3
General Managers Report	4
NZAFF Strategy	7
Community	8
Clubs	8
Club Registrations	8
Age Groups	9
Tackle and Flag	10
NFL in NZ	11
Coach Development	12
Officials Development	12
Women's American Football	13
Club Development	15
National Competitions	18
Champions Project	19
Pathways	20
Officials Pathways	24
Tackle Football	25
Federation	26
Social media	26
Annual Survey	28
Looking Forward	31
2023/24 Financial Report Summary	32
TAB Income	34
2023/24 Expenditure	35
2024/25 Budget	37
Details of Budgeted Expenditure	38
Community	38
Pathways	39
Federation	40
Expenditure Budget vs Previous Years Actuals	41
Appendix 1 – Notes to the 2022/23 P&L	1

Attachment - 2023/24 Reviewed Accounts

THE 2023/24 NZAFF BOARD & STAFF

Stephanie Murray – Chairperson Appointed

CJ Berry Elected

Paul Brownd Elected

Tarsh Iremia-Poshing Appointed

Dr Rachel Batty Appointed

Russell McConnochie General Manager

Shernice Henry Program Co-ordinator

SPONSORS & SUPPORTERS

NZAFF thanks the following organisations for their support over the past year. Without the support of these organisations, we would not have been able to deliver our various programs.



REGIONS & CLUBS

American Football Auckland



Hamilton Hawks Sports Club



JC Spartans American Football Club



Metro Lions Sports Club



Manurewa Eagles American Football Club

North Harbour Pride American Football Club



Papatoetoe Wildcats American Football Club

Papakura American Football Club

South Auckland Raiders American Football Club



Takaanini Giants American Football Club

Tamaki Lightning American Football Club



Western Wolves American Football Club



American Football Wellington

Wellington Wolves American Football Club



Hutt Valley Spartans American Football Club



American Football Canterbury



Clubs Affiliated Directly to NZAFF



Tauranga City Tridents American Football Club



Nelson American Football Club



Hawkes Bay Heat American Football Club



Otago American Football Club



Pacific Coast Sharks American Football Club



Peninsula Pirates American Football Club



Taranaki Kraken American Football Club



CHAIRPERSONS REPORT

Tēnā koutou, Talofa lava & Mālō e lelei,

How quickly does a year pass!

Another big year for NZAFF and I'd like to start by extending a big thank you to Russell and Shernice, on behalf of the Board. We ask a lot of the two of them and it's great to see all their mahi translating to increased programme delivery; increased participation numbers & exciting commercial opportunities.

In last year's report, I touched on the growing presence of the NFL in Aotearoa. Earlier this year, we further progressed this relationship by brokering a commercial partnership and negotiated for NZAFF to deliver the NFL School Flag Programme across the motu. This is a really exciting partnership and has resulted in another NZAFF staff member, Jacqui Elmsly, joining the team. Jacqui is on board to grow this programme across NZ, focusing on our Intermediate Schools, and I encourage you to reach out to her if you know of a local school keen to play Flag! Exposing our Tamariki to football at an early age only brings benefit to the wider sport, and we encourage our Clubs to be ready with their youth programmes to catch these new players – and hopefully their parent-coaches too!

As the financial support was included in the 2023/24 Financial Year, I wanted to touch on the recent IFAF Flag Football World Championship, hosted by Finland in August 2024. As the first key international milestone on the way to 2028 Olympic Qualification, the NZAFF Board highlighted this event as a real opportunity for our National Teams. As such, we approved a sizeable financial contribution to each team, as well as covering Uniforms. New Zealand was well represented by the Aotearoa Flag Ferns, debuting on the World stage, as well as our NZ Mako. While the results didn't always go our way, both teams were exposed to the top level of international Flag and can only grow from the experience. A big thank you and congratulations to the Players and Management teams.

In summary, it's been another busy year and I have a feeling it's only going to get busier! Our sport is only as good as our community and, as always, a huge thank you to those out there in Club Land. Your tireless efforts do not go unnoticed and, on behalf of the Board, we see you and appreciate you. Look forward to seeing you all across the coming season.

Ngā mihi maioha

Steph Murray

Chair

GENERAL MANAGERS REPORT

As the saying goes “Time flies when you are having fun”. It is also true when you are busy. Luckily the ever-evolving sport of Football in New Zealand provides both of these – busy and fun.

More opportunities are coming to us rather than us having to go and find them. The sport definitely has recognition in our communities however our survey still returns the desire to see it have a higher profile so we have adjusted the Cub Grants to try to get all of us to drive social media so that we further increase our profile. There are still people who do not know that we play or what the opportunities are.

Luckily, we do not have a problem with communities understanding what American Football is. Football is the 4th most consumed sport in NZ. A big help when we go into new communities.

Annual Accounts

You will see in the accounts section that our budgeted deficit was \$8,421. The actual deficit was \$56,196. This is due to the support provided to the two National teams travelling to Lahti. Possibly the venue that would be the farthest we could get from NZ.

The reasoning behind the sizeable grant to the teams was this:

- The cost per person (without any support) would have been between \$9,000 and \$10,000 per person.
- On a straight “player pays” system that would have increased to approximately \$15,000 per player once the coach, manager and uniform costs were included.
- The Board felt that a significant support package was needed in order to get the team there without overburdening players and endangering this and future representative opportunities.
- At the time of consideration, we were well ahead of budget and heading for a reasonable surplus. So that was considered along with dipping into our financial reserves to make the payment to the teams.
- The result was a grant of \$52,00 to each team which covered the coaches tour costs and funds direct to the players.

We also supported the teams with uniform costs and a contribution to a physio in attendance.

The use of our reserves to support national Teams will not normally occur however the impact of the costs involved in this tour was the major consideration.

The financial results are also skewed because of the tour costs and the player funds. In the Financial Report Summary on page 24 you will see that we have taken out direct National Teams transactions to provide some clarity over the “business as usual” work. The funding amount is not seen as a total in one of the line items because it was a mixture of ways of contributing including direct payments and not billing players for costs.

General Managers Report, continued.

National Teams

It has been a busy time for our men's and women's national Flag teams.

First Malaysia in October, which was in the last financial year and then preparation for Lahti this September – just outside the last financial year but worth talking about now rather than the next annual report.

The results from Malaysia were good with the men earning silver and the women earning bronze. More results in the Pathways section of the report.

The results from Lahti were a little disappointing with both teams coming 19th. However the experience provided invaluable insights into where the rest of the world is and what we need to do to be competitive and be in the mix for LA28.

Once the AGM is out of the way then it will be National Teams review time and, because it is the end of the first of three campaigns culminating with LA28, the review includes advertising the coach and managers positions for both programs. Indications are that there is a lot of interest in the roles.

There will be more on that in the next few months.

General

A lot of work has gone into the sport over the past years and there is still a lot to do. While Flag gets a lot of attention there is still work on the Tackle side to do to ensure that this is also thriving.

The interest generated by Flag will attract players to clubs and we know that many young Flag players want to get out onto the grid iron and play tackle Football.

While clubs might struggle to provide the coaching resources, the equipment or the administrative people to satisfy new members none of us can ignore the fact that we will continue to grow so tackling these challenges is up to each club and their members if we, as a sport, and you, as the clubs, want to forge ahead.

The ecology of this sport, the environment, the communities, the activities, will be different in the years to come. There is no doubt that we all want to be successful and that success is measured in most ways by growth. That will mean change and adaption as the sport evolves.

One of the topics for discussion after the AGM is the structure of the sport in NZ. With all the activity in the sport, and in our communities, a pure club structure is not going to be sufficient apart for participation in Tackle football where the requirement for equipment will be the major factor in keeping it as a solely club activity.

For Flag we are already seeing divergence away from purely club with the current and future planned NFL activities in Schools. Added to that is the demand seen in recent tournaments for there to be an avenue for local non-club teams to take part in competitions. We have seen family groups, tag teams, sports clubs and schools taking the field and enjoying themselves.

We need to address this now so that we are ready for more growth and we know how we are going to manage that when it happens.



General Managers Report, continued.

All up, there is still a huge amount of work to do but the problems are all being caused by growth. There are many sports in NZ that are struggling. We are lucky in a number of ways and, while we can recognise that, it should not be taken for granted.

I would like to reiterate what Steph has said – the thing that makes this sport special are the people in it.

Without the effort put in by coaches, club administrators the referees and the players there would not be Football in NZ.

And right now, it is the most exciting time to be involved and I hope you are all as excited as I am to be part of it.

He aha te mea nui? Māku e kii atu, he tāngata, he tāngata, he tāngata.,

See you on the fields.

Russell McConnochie,
General Manager

NZAFF STRATEGY

We have a consistent strategy based around three strategic pillars that separate out the areas we want to focus on and which form the basis of our delivery of initiatives and programmes.

Details of the delivery in each pillar can be found in the following sections

MISSION

To promote, develop and foster all forms of the sport of American Football as an amateur sport in New Zealand for the health, well-being and benefit of the general public in New Zealand.

Strategic Objectives

Community

- Growing the participation and delivery of the sport here in NZ

Pathways

- Opportunities for our members, teams, individuals, Coaches and Officials, to grow and be recognised on an international stage.

Federation

- How we manage ourselves for the good of our stakeholders – our members.

Last year we added a new vision:

10,000 players by 2028

Community

Clubs

It has been a busy year for new clubs with the following successfully applying to become affiliated:

Otago AFC
Manurewa Eagles AFC
Peninsula Pirates AFC

Taranaki Kraken AFC
Pacific Sharks AFC

And the latest one in August – the Waitakere Bandits AFC.

While most of these are Flag only clubs, being the version of Football with the low barriers to entry, there is a desire by some to transition to tackle at some time in the future.

We also have the Officials creating their own AFOA Association so that they can manage their own development independently from NZAFF.

Club Registrations

The numbers below are from our Sporty registration system.

These numbers do not include the work by the NFL or the community deliveries done through the Champions Project. The approximate participation numbers for those deliveries is between 5,000 and 6,000, so a huge opportunity for our Clubs to capitalise on the youth experiences Flag in a one-off setting.

For the first time this year we were able to capture who is playing which version of the sport.

First, we will look at the overall picture of our membership for our clubs.

Tot = all registered members including non-playing members.

♂ = Male players

♀ = Female players

	2019/20	2020/21			2021/22			2022/23			2023/24		
	Tot	Players		Tot	Players		Tot	Players		Tot	Players		Tot
		♂	♀		♂	♀		♂	♀		♂	♀	
AFA Clubs	505	370	127	544	556	163	778	538	169	764	662	131	821
AFW	133	111	1	115	30	0	30	74	11	88	105	16	123
AFC & Otago	62	131	3	142	48	0	48	168	3	177	231	15	249
Wai/BoP		72	16	95	55	0	60	119	48	177	148	57	216
Regions	68	48	0	50	50	0	50	62	2	68	84	1	87
NZAFF		0	0	5	0	0	0	3	0	8	1	1	11
	768	732	147	951	739	163	966	964	233	1282	1231	221	1507

Community, continued.

Wai/BoP includes the Coromandel Peninsular, Tauranga, Mt Maunganui and Hamilton.

The Regions category includes Taranaki, Hawkes Bay, & Nelson.

The growth in the women playing our sport last year was over 60% higher than the previous season. However, this season has seen the growth plateau.

Overall we have increased our membership by 255 members or 21% over the last season. Last year our increase over the 2021/22 season was 295 members or 33%.

If we look back to the 2021/22 season we have grown by 541 members or 56%.

That is a massive increase since we came out of the covid years. And it does not include the work by the NFL or the community deliveries done through the Champions Project.

The approximate participation numbers for those deliveries is between 5,000 and 6,000.

Overall our participation number (using an average for participation) is approximately:

6,500

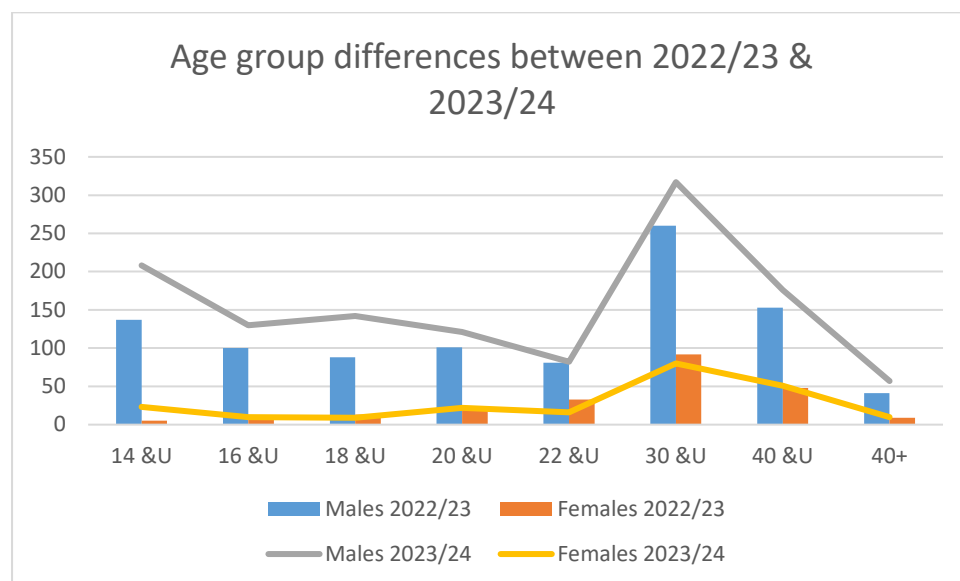
Age Groups

The split of age group numbers of registered players compared to last year:

Age group	14 &U	16 &U	18 &U	20 &U	22 &U	30 &U	40 &U	40+	Total
Males 2022/23	137	100	88	101	81	260	153	41	961
Females 2022/23	5	12	13	21	33	92	48	9	233
Males 2023/24	208	130	142	121	82	317	176	57	1233
Females 2023/24	23	10	9	22	16	80	51	10	221

In summary we have seen an increase in male players in most of the age groups however the females have only seen a significant increase in the U14 age group.

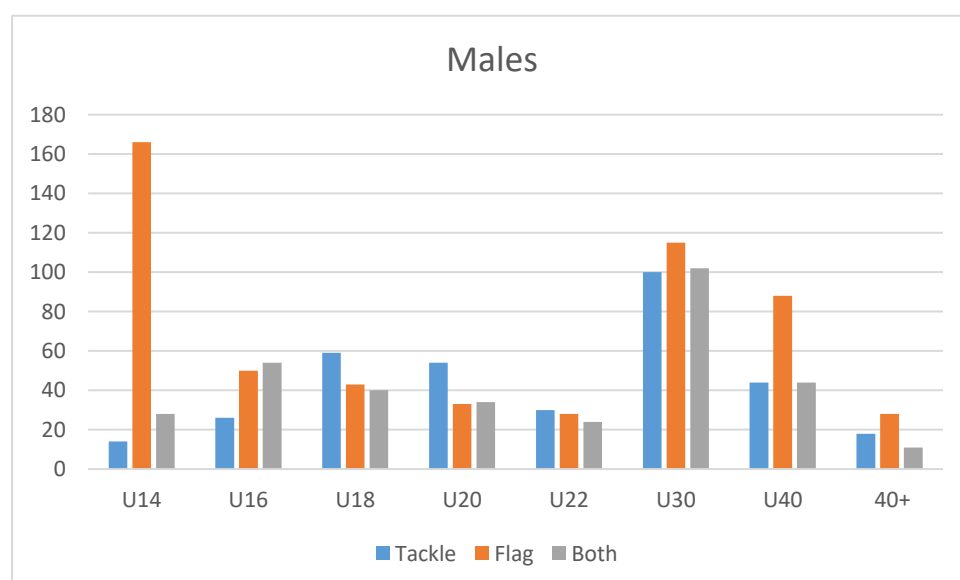
Community, continued.



Tackle and Flag

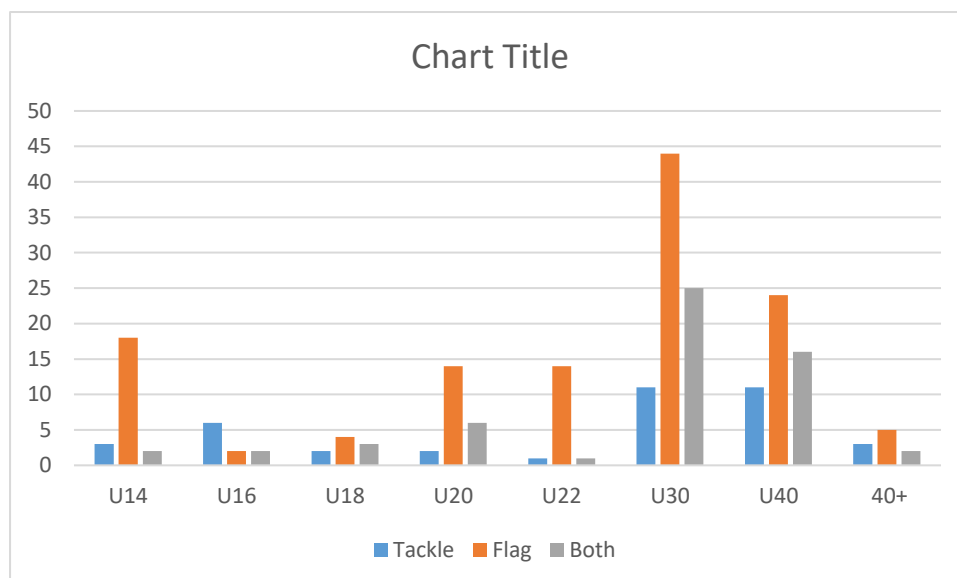
This year we have been able to capture the different participation numbers in our registered members for tackle, Flag and both.

Male	U14	U16	U18	U20	U22	U30	U40	40+	Totals
Tackle	14	26	59	54	30	100	44	18	345
Flag	166	50	43	33	28	115	88	28	551
Both	28	54	40	34	24	102	44	11	337



Community, continued.

Female	U14	U16	U18	U20	U22	U30	U40	40+	Totals
Tackle	3	6	2	2	1	11	11	3	39
Flag	18	2	4	14	14	44	24	5	125
Both	2	2	3	6	1	25	16	2	57



The total number of Male players:

Flag players (Flag + Both) = 888

Tackle Players (Tackle + Both) = 682

The total number of Female players:

Flag players (Flag + Both) = 182

Tackle Players (Tackle + Both) = 96

NFL in NZ

This year the NFL opened up registrations to all intermediate schools across NZ.

They had a great response however due to delays in getting their Australian partner doing the work here and time taken to on board a NZ resource a number of schools were not able to participate in the regional events. An added complication was a clash of dates in the north with the Aims games being held around the same time as the Auckland and Hamilton regionals.

We look forward to all schools having a better opportunity this year with the presence of an NFL Flag Programme Manager here in NZ.

Community, continued.

Coach Development

Last season we continued with the club grant rewarding clubs for having coaches pass the USA Football Safe Tackle course.

The Clubs with coaches that had coaches with current qualifications for safe tackle were:

<i>Club</i>	<i>No. of qualified coaches</i>
Hamilton Hawks	3
Metro Lions	4
Papatoetoe Wildcats	4*
South Auckland Raiders	5*
Tamaki Lighting	3*
Tauranga City Tridents	3
American Football Canterbury	8
Total	30



Note * The coaches at these clubs have taken advantage of the number of courses that USA Football provide to widen their education in the sport.

There has not been much growth in this area with the number of coaches with current qualifications being one more than last year.

We also have a number of coaches with qualifications for coaching Flag Football.

Going forward we have settled on the NFHSLearn.com.

Officials Development

Growth and Membership:

In the past year, AFOA has grown tremendously.

Four years ago, monthly meetings had 3 to 6 officials present. As of September 2024, there are 49 officials (mostly players that have helped us out last year) on the email list with 16 regular meeting attendees.

AFOA memberships sits at 25 active members:

- 16 members officiate both tackle and flag football.
- 7 members officiate flag only, mostly due to limited offerings in their area.
- 2 members officiate tackle only.



Community, continued.

There are currently coordinators in 3 regions (Auckland, Christchurch, Wellington) that can head officiate any tournament, as well as take part in the rules committee discussing rule changes annually and reviewing film of NZ officials where film is available.

Training and Development:

- In 2023-2024, AFOA developed basic entry-level training for all versions of the sport: flag, tackle, NFL, and secondary schools flag.
- AFOA plan to run a clinic before the start of each season (tackle and flag). Last year, incentivized by NZAFF, we had a small turnout, but those who attended have been officiating with AFOA since.
- Hamilton Hawks utilized the officials incentive, requesting training for the entire club.
- The training material for flag football has been used to train officials in the Philippines and Malaysia before their tournament at the beginning of 2024. This material has been approved by IFAF flag officials for training purposes. We have also received the 2024 IFAF training material for use before nationals this year.

Future Aspirations:

AFOA is growing, but so is the sport. To be effective, AFOA aspires to double its membership and spread across all of New Zealand.

Goals include

- Achieve the goal of an all-Women's crew for Women's final of 2025 flag nationals. We were almost there for the 2024 event.
- Develop a functional level and selection process for all officials.
- Be able to provide officials with adequate training and skills to be the best official they can.

Women's American Football

Female membership numbers have plateaued in the last 12 months.

While not ideal, we do not wish to see a decline in participation numbers/interest in Tackle and the data tells us there is an engaged audience for this version of the sport in Auckland and Hamilton that needs to be invested in.

Membership numbers are not a true reflection of national participation by females in our sport as opportunities to play/participate in Flag Football specifically outside of our club membership framework are drastically and wonderfully increasing.

Community, continued.

In the Youth space girls are playing more Flag Football through the NFL Flag, Iron Up, Secondary School, Champions Project and intra-club offerings. Through our internal reporting system, we have recorded that at least 500 young women have participated in Flag Football across the country from June 2023-June 2024, and suspect those numbers have increased by at least 30% since then as the second year of NFL Flag, Secondary Schools Pilot and YMCA Sports Camp (who now offer Flag Football as a competition sport) have just occurred.

Beyond participation, we have had positive female influence in the coaching, administration and officiating spaces.

Tara-Lee Soysa (TL, Ormiston Senior College) & Shira Posimani (SAR, Aorere College) became secondary school Flag Football coaches this year.

Antoinette Teo (ME) & Alaisa Salele (HH) have been appointed club manager, and club vice-president respectively.

And Bridgette Carrington (AFOA/AFC) was selected by IFAF and invited to officiate at this year's IFAF World Flag Football championship - she officiated a total of 15 games at the championship.

Further in the officiating space, we proudly assembled our first all-female crew to officiate the Auckland Secondary Schools Girls grade final - the crew was made up of Taylor Leauanae & Rosa Matautia (ML) Jacqui Elmsly (HH) and Neli Vaoga (PWC)

In the high-performance arena we have formed two distinct female representative squads this year, a total of 24 athletes. The premier team, Aotearoa Flag Ferns, and the development team Wahine Toa who will compete at the Capture The Flag Aus competition in November.

Though we haven't achieved the same growth trends in regard to female memberships, female engagement and development is clearly on the rise - this is a really positive indicator that female membership will start to increase again, so we better get prepared.

Community, continued.

Club Development

Club Grant Program

The Club Grant Program distributed approximately \$43,000 to clubs.

Some clubs opted to have part of that transferred to an equipment grant and we also deducted membership fees from the grant prior to distribution for ease and clarity.

The area that returned the majority of the funding was player safety reporting, approx. \$19,000, with the concussion refresher and the women and youth initiatives being approx. \$18,000 each.

Concussion Refresher

We have been running the concussion refresher since the start of the 2021/22 season.

Over the 3 years there has been 711 members complete the course. That equates to almost 50% of our current membership.

While this remains a major focus for everyone, we will not be running this part of the grant program in the coming season. However, the new Coach Qualification system – the NFHSLearn.com – does have a concussion section as part of the qualification.

Player Safety 2023/24

This year we had approximately 300 games reported on. This is slightly less than last year probably due to AFA not running a Flag competition.

Overall, there were 145 incidents:

- 15 Major Incident including 9 concussions. This was two more concussions than last year.
- 67 Moderate injuries. There were 31 last season, up from 10 the previous season.
- 63 Minor incidents down from 78 last season, up from 26 previously.

There were no Critical injuries.

Comments regarding this are similar to last year.

The number of reports are down and the number of incidents are slightly up. Like last year - we also believe that the increased awareness of traumatic head injuries (concussions) has increased the reporting of these incidents.

Community, continued.

Overall:

- Number of game reports – 600
- Number of injuries reported – 145
- Approx number of games - 300

Classes of injuries:

	Number of injuries	Percent of total compared to last season	
Minor	63	43%	decrease from 60%
Moderate	67	46%	increase from 21%
Major	15	10%	decrease from 20%
Critical	0	Same as last season	

The change is the increase in Moderate injuries.

Minor Injuries

	Number of injuries by group	% of Minor Injuries	Injury below the knee	Lower arm (wrist, hand, fingers)	Injury to thigh or knee	Upper arm (shoulder to elbow)	ankle/Achillies
Sprains	44	67%	15	10	5	5	5
Bruising	7	10%	0	2	2	1	0
Other	12	23%	Winded, 1; Cuts, 3; head, 3;				

As with last year the biggest injury is a sprain with almost half of those are below the knee last year and 34 % this year. Last year a quarter of the minor injuries were to the thigh or knee. This year it is 11%.

Community, continued.

Major and Moderate injuries

Injuries	Tackle		Flag		Totals
	Moderate	Major	Moderate	Major	
	57	9	10	6	82
Concussion	4	1	0	4	9
Hand & Fingers	2		2	0	4
Knee & Patella	9		2	0	11
Achilles	6	1		1	8
Shoulder	5				5
Back	1	1			2
Hamstring	3	1	1		5
Leg	6	2	2		10
Ankle	10	1	1		12
Head Face Lip	1				1
MCL & ACL	2		1		3
Arm/Wrist		2			2
Chest/Ribs	3			1	4
Other undefined	5		1		6
Totals	57	9	10	6	82

Summary

Concussions

Concussions are a major focal point.

Some of the increase this year will be because awareness has increased and that is being reflected in the reporting.

Coaches and players need to continue to be aware of the impact of successive traumatic head injuries and take the appropriate actions.

The long-term health of our players is important as is the impact to whānau if the issues are ignored.

Lower leg injuries

Of the 82 Moderate and Major injuries, 50 were to the leg areas. Last season almost half of all injuries were in the leg category. This year there are more and makeup 61%.

Leg injuries across all levels of injury account for a total of 75 of the 145 injuries – 52%

Same result as last year.

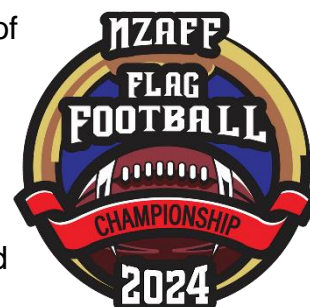
This is an area where coaches should be looking for support and best practice for injury prevention across tackle and Flag.

National Competitions

The 2024 March flag Nationals were held on the 22nd to the 24th of March once again at Rongomai Park.

With an increase of teams from 33 last season to 41 we needed an extra half day to be able to deliver a full schedule of 142 games. Last season we played 92 games.

We expect to see numbers climb again with the continued popularity of Flag.



The results were:

Men's Open		Women's Open		Youth	
Gold	Metro Men	Gold	Metro Lioness	Gold	Panthers Youth
Silver	Tridents Men	Silver	Raiders Women	Silver	Tridents Youth
Bronze	Otago	Bronze	Wildcat Women	Bronze	Metro Lions Youth
4th	Lightning Men	4th	Tridents Women	4th	Hawks Youth
5th	Wolves Gold	5th	Spartans Women	5th	Lightning Youth
6th	HB Heat	6th	Hawks Taimana	6th	Wildcats Youth
7th	Spartans	7th	Lightning Storm	7th	Kraken Youth
8th	Panthers Men	8th	Nga Toa	8th	Raiders Youth
9th	Wolves Blue				
10th	Honeybadgers				
11th	Giants Men				
12th	Raiders Men				
13th	NH Pride				
14th	Kings				
15th	Wildcat Men				
16th	Flag Rangers				
17th	Eagles Men				
18th	Kraken Seniors				
19th	Spartans Dev				
20th	Hawks White				
21st	Hawks Blue				

Legends	
Gold	Wolves Legends
Silver	Tridents Legends
Bronze	Eagles Legends
4th	AFC Toa Legends

In the men's division, once again we have a different winner. Last year it was HB Heat. The year previous (the October storm nationals) it was the Wolves and prior to that it was the Tamaki Lightning.

The competition in the men's is fierce.

In the women's division it has been consistently the same three teams dominating placings. The Metro Lionesses, the Raiders and the Wildcats all taking turns in the medal table.

The Youth division has grown from 3 teams last year to 8 teams for these nationals. Once again it is the AFC Panthers that took the tile for the second year.

Community, National Competitions, continued.

It is great to see the growth in the age groups. These are our future and we hope to see a youth women's grade this coming Nationals.

Champions Project

The Champions project is an initiative to provide incentives for members and non-members to help deliver football to communities and schools nationwide.

NZAFF do not have "delivery" people and prefer to contract resources when the opportunities arise. We encourage people to find opportunities and connect with us for approval for a delivery program.

The initiative is for a hand up rather than a fund that will continue to provide support for activities. Ultimately activities are encouraged to become self-supporting so they continue on as a viable program.

Over the past financial year (since 1 August 2023) in conjunction with the club grant initiatives for youth and women there have been deliveries to over 5,000 children and adults in schools and communities.

If you think you have an opportunity, then please get in touch with us.

Pathways

This past year there has been a lot of activity around the Flag National Teams.

Asia Oceania Flag Football Continental Championship

As raised in last year's annual report the both the men and the women travelled to Malaysia in October for the Asia Oceania Flag Football Continental Championship.

The Mako roster was:

Jonathan Entwistle
Jackson Te Huki
Jack Preston
Mitchell Bateman
Adam Blake
Anthony Stevens
Darcy Williams
Fergus Murray
Matthew Hutcheson
Thomas Rance
Isiah Lulu
Harvey Godwin

Coaches: Shiraz Soysa
Bradley Fraser
Christopher Cordrey
Manager Sean Hatwell



And the Flag Ferns Roster was:

Amorangi Ngata-Atkins
Deleinah Marsters
Ellen McManaway
Emma Johnson
Isabeau Short-Wilcox
Jacqui Elmsly
Rosa Matautia
Shanaye Tissingh
Shona-Leigh Matiu
Sia Matai
Taylor Le'au'anae
Tessa Peace

Coaches: Ethan Clark
Benjamin Freeman
Peter Copsey
Manager: Alex Hatwell
Team Leader: Shernice Henry



This was the first outing on the international stage apart from the Mako travelling to Miami in 2026 to compete in the Flag Worlds.

The tournament was affected by thunder & lightning each day meaning that on day one and two some games were delayed to the evening session. The rain on Sat evening meant that the last games were halted halfway through and needed to be finished on Sunday morning. The women were affected by this and had to play half a game on Sunday morning prior to the final rounds. On the remainder of Sunday the schedule was compressed so that the games finished early to try to avoid the weather. Having said that, the men's final had heavy rain for the last half of the game.

Results were great - Silver for the men and bronze for the women.

MEN

Championship Game:	Thailand 31 New Zealand 25
Bronze Medal Game:	Japan 38 Australia 7
5th Place Game:	Malaysia 39 Korea 24
7th Place Game:	Indonesia 14 Korea 12
9th Place Games:	Philippines 33 India 27
	Singapore 13 India 12

Rankings

1. Thailand	7. Indonesia
2. New Zealand	8. Korea
3. Japan	9. Philippines
4. Australia	10. Singapore
5. Malaysia	11. India
6. Kuwait	

WOMEN

Championship Game:	Japan 47 Australia 29
Bronze Medal Game:	New Zealand 20 Malaysia 13
5th Place Game:	Thailand 20 Philippines 13
7th Place Game:	Indonesia 41 India 14
9th Place:	Korea

Rankings

1. Japan	6. Philippines
2. Australia	7. Indonesia
3. New Zealand	8. India
4. Malaysia	9. Korea
5. Thailand	

Pathways, Flag Football National Teams, continued

IFAF World Championship Flag Football

The Flag World Championships were held in Finland at the end of August which is after our financial year end however rather than hold reporting over to the next AGM we have included it in this report as there has been financial support for the teams that is accounted for in the past financial year.

The Mako roster was:

Jackson Te Huki
Adam Blake
Darcy Williams
Isiah Lauulu
Ethan Rakete
Thomas Nairn
Edward Taylor
Jack Preston
Mitchell Bateman
Daniel Thompson
Thomas Rance
Matthew Hutcheson
Joshua Peden

Coaches: Shiraz Soysa
Ariel Metakingi
Christopher Cordrey
Manager Sean Hatwell



And the Flag Ferns Roster was:

Amorangi Ngata-Atkins
Ellen McManaway
Emma Johnson
Isabeau Short-Wilcox
Jorja Mouat
Rosa Matautia
Sarah Monteith
Shanaye Tissingh
Shirley Lam Sam
Shona-Leigh Matiu
Sia Matai
Taylor Le'au'anae

Coaches: Ethan Clark
Benjamin Freeman
Peter Copsey
Manager Alex Hatwell



Pathways, Flag Football National Teams, continued

World Championship Results

Women's Results

	NZ Score	Played	Score	Final placing for other team
Pool Play	14	Switzerland	22	11 th
	13	Austria	55	4 th
	41	Spain	41	6 th
Knock out	29	Denmark	6	22 nd
	13	Sweden	28	17 th
	13	Korea	6	20 th

Men's Results

	NZ Score	Played	Score	Final placing for other team
Pool Play	33	Korea	26	20 th
	26	Czechia	41	16 th
	19	Panama	33	13 th
Knock out	41	Argentina	41	27 th
	33	Finland	27	22 nd
	33	Korea	29	20 th

The results for both teams was a 19th placing.

Whereas the results were not what we were expecting we now have an awareness of what we need to do in order to be competitive on the world stage.

Apart from the Development teams for the men's and women's program travelling to Melbourne for the Capture the Flag tournament in November this completes Campaign One in the lead up to the Olympics.

The next campaigns are:

- **Campaign Two**
 - Goal – Flag Football World Championships TBC 2026
 - Interim Goal – Continental Championships TBC 2025
- **Campaign Three**
 - Goal – Olympics 2028 (alternatively World Championships)
 - Interim Goal – Continental Championships TBC 2024

We also approved the budget for a social media person to travel to Finland as along with the teams. Once again Niko Meredith took on that role and did a great job.

Pathways, continued.

Officials Pathways

It is important that we demonstrate to our officials that there are pathways to allow them to gain exposure and opportunities on the international stage.

AOFFCC

Although we reported on this last year the Continental Flag Championships in Malaysia was held in the past Financial Year so we have included the Officials who attended the event held in October, 2023, again as follows:

Paul Brownd
Doanld McMillan
Gavin Graham
Murray Orr

World Flag Championships – Lahti, Finland

The process of selecting referees for this event resulted in two of our referees being confirmed for the event after we proposed 7 of our top officials.

One of the challenges we faced with respect to getting more officials to the event was the budget that IFAF had for officials travel against the cost of flights from New Zealand.

Paul Brownd and Bridgette Carrington were the two officials selected by IFAF for the 2024 World Championships in Lahti, Finland.

Paul officiated the 5th and 6th placing men's match Italy Vs. France, as WH Referee. Bridgette has brought back a wealth of knowledge and experience from the World Championships.

American Football Australia Flag Nationals

We had a number of referees invited to officiate in the AFA (formerly Gridiron Australia) Flag nationals sand were partially supported by NZAFF.

These were; Gavin Graham, Murray Orr, and Donald McMillan

Capture the Flag

This event is in November. Murray Orr and Donald McMillan will travel to Melbourne for the Capture the Flag Tournament on November 2nd-3rd. Gavin Graham and Paul Brownd were also invited but declined.

Pathways, continued.

Tackle Football

AFA(AUS) Opportunities

It seems that this is a recurring discussion topic which once again has come around.

AFA (Australia) are planning some tackle events mid 2025 to which we are invited. This will take some planning as we believe they are considering U18 and U16 grades. Our numbers of players in those age groups are rather small so organising something will be challenging.

Plus, we are still waiting on confirmation that the event will go ahead.

As for last year this is a topic for discussion after the business of the AGM is concluded.

Federation

Social media

Once again, we have increased our reach over last year in all aspect of our Social Media.

Facebook



196,800

ORGANIC REACH

Number of accounts who saw content from the NZAFF page from unpaid posts or campaigns

Was 31,335
535% increase

45,200

PAID VISITS

Number of times users visited the NZAFF Facebook page

Was 14,406
213% increase

6,800

PAGE FOLLOWERS

Total number of followers

Was 5,642
20% increase

1,100

NEW PAGE FOLLOWERS

The number of new people who have opted-in to "follow" our profile or page's updates/posts in the last year

Was 495
122% increase

Instagram.

For the last 90 days – as far back as it goes:



40,000

VIEWS

Roughly 160k on a 12 month scale

175% increase

2,500

PAGE FOLLOWERS

Total number of followers. Double last year

100% increase

1,200

NEW FOLLOWERS

The number of new people who have opted-in to "follow" our profile or page's updates/posts in the last year

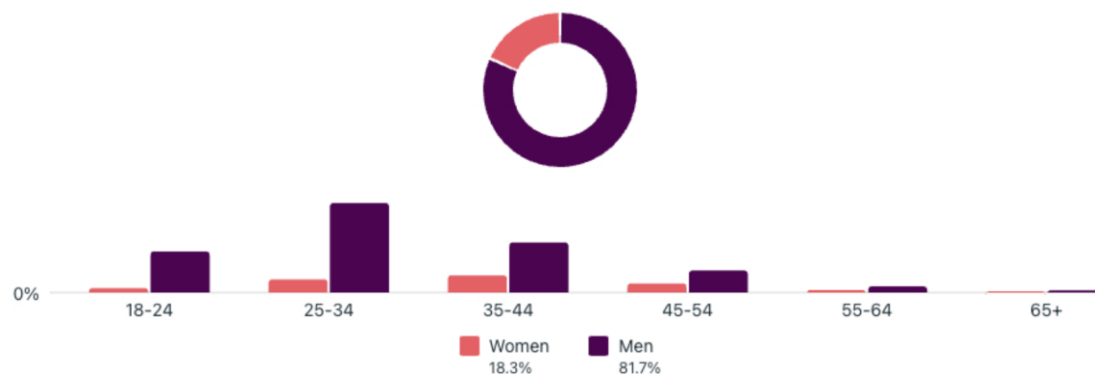
238% increase

Federation, social media, continued.

Social media demographics

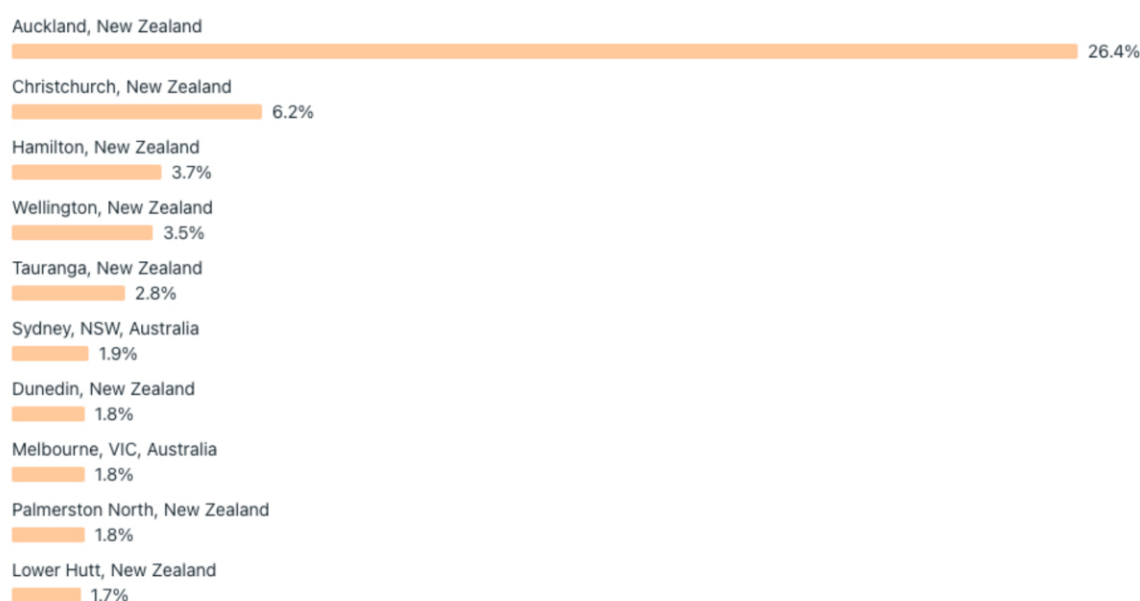
Our demographic spread is very similar to last year.

Age & gender ①



The following graph details where our audience resides within New Zealand.

Top cities



The international spread of our audience:

Top countries



Federation, continued.

Annual Survey

We ran our annual membership survey again this May with about 10% of our membership responding = 153.

The split of respondents was:

Tackle Football Only	24.18%
Flag Football Only	44.44%
Both	35.29%

In response to the question of:

“Which of these priorities, do you think, are the most important or the least important for growing American Flag/Tackle Football in NZ?” we had the following ranked responses:

Federation, Annual Survey, continued.

Rank	Score	Tackle Football responses	Rank	Score	Flag Football responses
1	8.09	Attracting, Developing & Retaining Players	1	6.78	Increase Awareness/Profile for the sport.
2	8.04	Increase Awareness/Profile for the sport.	2	6.51	More Flag Football Programs/Competitions
3	7.92	Develop a plan in conjunction with Clubs to grow Tackle Football	3	5.92	Attracting, Developing & Retaining Players
4	6.87	Attracting, Developing & Retaining Officials	4	5.1	Attracting, Developing & Retaining Officials
5	6.45	Attracting, Developing & Retaining Administrators	5	5.04	Develop funding and revenue streams for the Sport.
6	6.18	Develop funding and revenue streams for the Sport.	6	4.59	Attracting, Developing & Retaining Administrators
7	5.38	Attracting, Developing & Retaining Coaches	7	3.99	Attracting, Developing & Retaining Coaches
8	4.89	Encourage more Clubs	8	3.82	Support Clubs with competition development/delivery
9	4.45	More National Representative Teams	9	3.24	Encourage more Clubs
10	3.96	Support Clubs with competition development/delivery			
11	3.76	More fit-for-use Helmets & Shoulder Pads available			

Highlighted in different colours are the same responses in both parts of the survey.

Federation, Annual Survey, continued.

Priorities

Increase Awareness/Profile for the sport came in as the one of the top three biggest priorities for the sport in both versions.

The other one is Attracting, Developing & Retaining Players.

For Tackle the 3rd priority was Developing a plan to grow Tackle. We will need to discuss as a sport to agree what the opportunities are for growing the sport and develop a plan. This will need to be a joint effort.

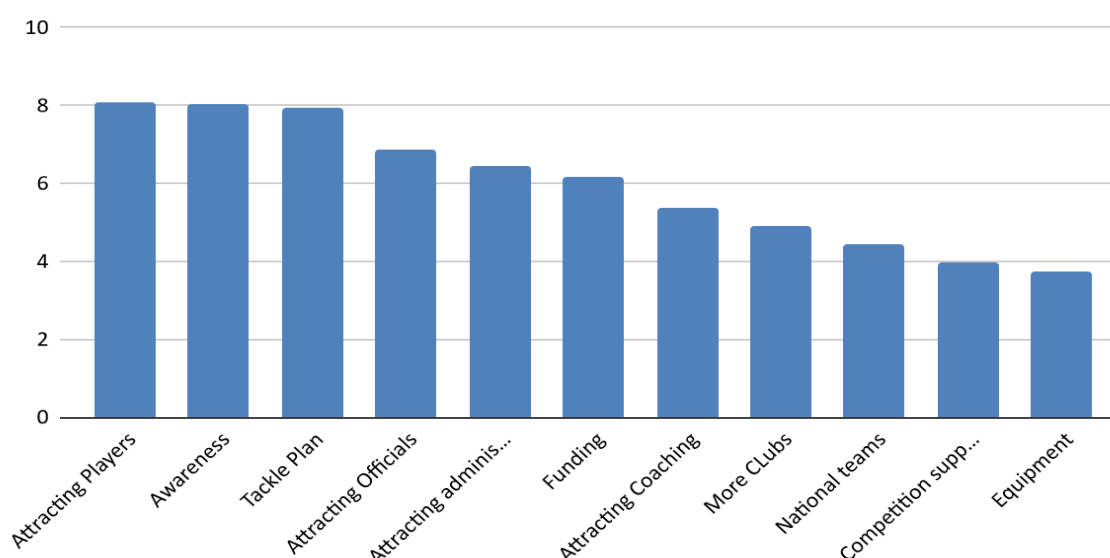
For Flag the second highest priority was more competition. It has become obvious that if we want to compete on the world stage then there needs to be more flag Football played. The challenge for this is when do we do that without totally disrupting our current calendar and allowing for growth of Tackle.

Following these priorities are:

- Attracting, Developing & Retaining Officials
This is an ongoing challenge that we cannot ignore in either form of Football. We have enough sideline referees – we need them to step up to help the game.
- Attracting, Developing & Retaining Administrators
- Develop funding and revenue streams for the Sport.
- Attracting, Developing & Retaining Coaches

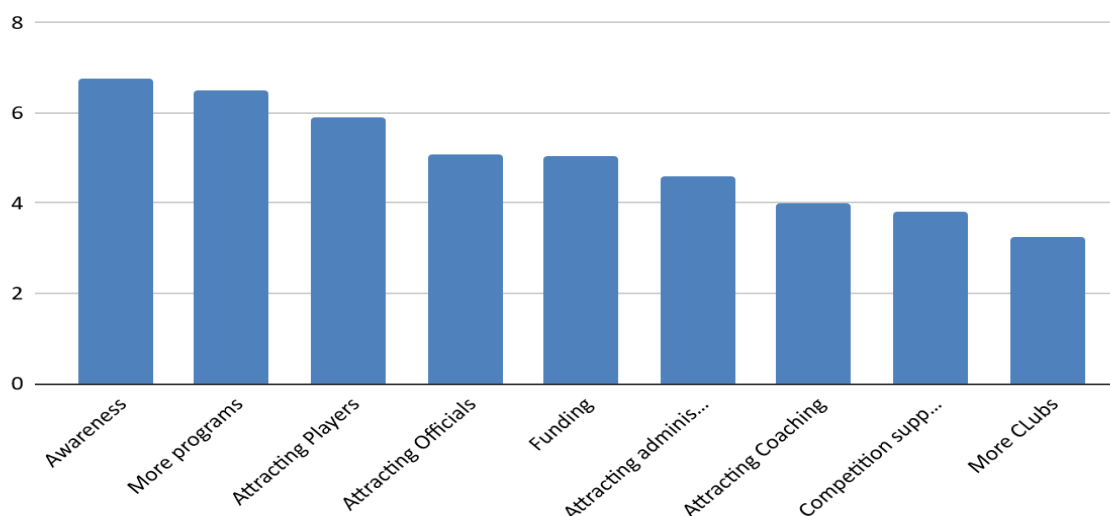
In Graph form to show the relative score more clearly:

Tackle Survey Priorities



Federation, Annual Survey, continued.

Flag Survey Priorities



Over time we have had the following top 5 priorities highlighting recurring challenges.

	2018	2019	2020	2021	2022	2023	2024 Tackle	2024 Flag
1	Lack of funding	Junior pathways	Attracting players	Attracting players	Awareness of the sport	Awareness of the sport	Attracting players	Awareness of the sport
2	Coach Development	Awareness of the sport	Awareness of the sport	Junior pathways	Junior pathways	Retaining Players	Awareness of the sport	More Competition
3	Attracting players	Lack of funding	Lack of funding	Awareness of the sport	Attracting Players	Lack of funding	Planning with clubs	Attracting players
4	Lack of national leadership	Attracting players	Retaining players	Retaining players	Lack of funding	Officials development	Officials development	Officials development
5	Officials development	Coach Development	Junior pathways	Lack of funding	Lack of administrative manpower	Attracting players	Lack of administrative manpower	Lack of funding

LOOKING FORWARD

Taking note of the continuing theme from the survey there needs to be more work to raise the profile of the sport.

We need to make this a whole of sport aim – not just NZAFF.

Much of the content that is interesting for our communities is generated by our clubs. Social media is the most effective set of mediums to lift our presence so this year the Club Grant Program has some specifics regarding this.

You would have received that information this past week.

Lifting the profile of the sport is also an aim of the NFL schools program and that work going on in schools is going to add to the overall message regarding Football in NZ and will help us to grow.

We are already hearing that the clubs are struggling to provide coaches and administrative resources for players entering the clubs. This problem is not going to go away and here are some observations to make about this:

- If we did not have this problem then we would not be growing – we would probably be shrinking.
- If we are not challenged by problems then we will not find the solutions we need.
- If a club does not provide the resources to players entering the club they will find the players leaving either the sport or going to another club who can give them what they want.

Growth removes many of the challenges we have in terms of awareness, attracting players, retaining players, pathways, more competition. It will also bring more administrative resources into the clubs – if you make them welcome.

When it comes to growing the Officials number. That is already happening but mainly in Flag. In tackle the level of knowledge required means those who have played have an advantage but no-one wants or needs the abuse that they receive in trying to help the sport.

Sideline there is no shortage of opinions. Not all are useful. Most serve to remove the will to want to put on the black and white shirt.

Creating a plan for tackle needs focus and effort from everyone.

Once again some of this belongs with the clubs in terms of getting players ready and onto the field.

There is also the responsibility of the regional bodies to create meaningful competition within their region and to communicate with the other regions for any cross competition.

NZAF needs to create at a national or international level. With respect to Tackle Football that is something that we need to discuss after the AGM.

2023/24 FINANCIAL REPORT

SUMMARY

The Reviewed (audited) and signed report for the 2023/24 financial year, including the full set of accounts, can be found in Appendix 1.

This year the auditor has included the new requirement of the Societies act with the Statement of Service Performance. This is the reporting of non-financial measures on why we organisation exist and how it we achieved our goals. This is seen as a way for Societies to tell members how they are tracking and what they have done. We feel the depth of reporting in this annual report fulfils this requirement but extra information is also good.

Below is a summary presented by Strategic Pillar plus notes about the accounts and some further details.

Summary

The summary of our trading last year and compared to last year:

	Budget 2023	Actual 2023	Actual 2022
Income	\$457,579	\$748,859	\$395,980
Expenditure	\$466,000	\$805,055	\$482,878
Net Surplus/Deficit	-\$8,421	-\$56,196	-\$86,898

This year we have a deficit again as explained in the GM report.

The reason for this, as explained, is the support for the National Teams to the World Championships in Lahti.

You will also notice that the income and the expenditure was higher than budgeted and this is due to the funds deposited by the teams on the income side and the cost of the tours on the expenditure side.

If we were to remove all the National Teams transactions from last years P&L we get the following figures:

	Budget	Actual 2023
Income	\$457,579	\$ 474,308
Expenditure	\$466,000	\$442,486
Net Surplus/Deficit	-\$8,421	31,822

A healthy surplus.

Financial Report Summary, continued.

The World championships were held in Finland in August and was not within the last financial year however the costs of attending, entry fees travel and accommodation packages etc, were incurred in the 2023/24 financial year. Initially we thought to accrue the costs to the 2024/25 financial year however we were ahead of our budget and the Board made the decision to bring the majority of the costs into the 2023/24 financial year.

While we have always said that the National Teams would be self-funding the cost for Lahti was considerable and it was felt that that the teams needed considerable support to get the team to the event without placing them under undue financial strain.

2022/23 Split of Income

		Notes
NZ Racing Board Grants	395,060	#1
Womens Teams Revenue	130,076	#2
Mens Team revenue	95,005	#2
Other Revenue	34,324	#3
Flag Football Leagues & Tournament	33,093	#4
Sales	14,561	#5
Interest Income	13,672	
Grants	10,200	#6
Sponsorship	9,871	#7
Club Membership Fees	6,645	
Donation	5,417	#7
National Team Fund	935	#8
TOTAL	748,858	

Notes:

1. Last year the forecasted TAB income was \$265,500 plus a payment of \$113,079 making a total of 378,579. As you can received around \$16k more than that.
2. The Women's and Men's revenue was, player payments this past financial year towards the trips to Malaysia, training camps plus the tour to Lahti.
3. Other Revenue was made up of three parts:
 1. The largest invoice was to the Samoan American Football Federation for approximately \$19k. They made contact this year and have committed to paying the outstanding amount so we reinviced the debt.

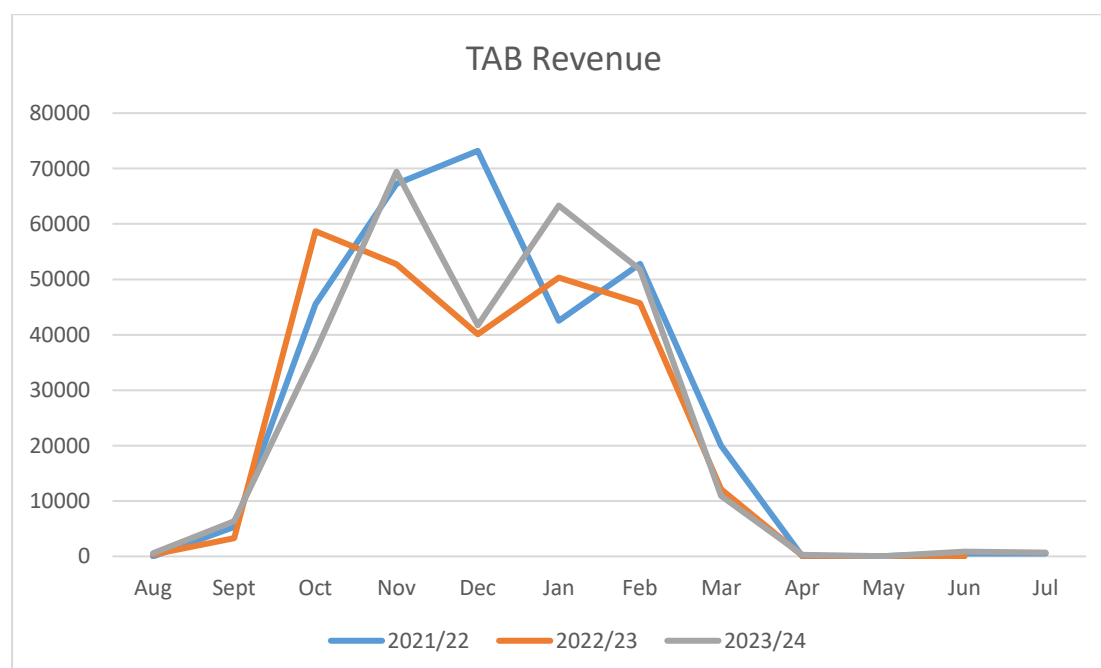
Financial Report Summary, continued.

2. We received almost \$10k of funding for a Flag delivery at Oranga Community Centre. This was paid out to deliverers under the Champions Project.
3. We received \$2.7k from the NFL for referees attending the NFL Flag nationals in Wellington last November.
4. The income from leagues and tournaments is in two parts:
 1. Flag Nationals accounted for approx. \$22k.
 2. The referees being paid for other competitions accounted for approximately \$10k.
5. Sales were equipment brought in and sold to clubs
6. These were grants that we received for the Flag Nationals.
7. Several sponsors were found and donations given to individuals and the teams. These were allocated to the individuals and the teams to help cover costs.
8. This was a funding initiative that should be recoded under Women's Team Income.

TAB Income

This year saw a slight increase in income from the TAB plus we had the lump sum as well.

The following graph shows the pattern of income over the past three years. It does not show the lump sum amount.



Financial Report Summary, continued.

2023/24 Expenditure

Below is a summary of the different expenditure areas broken down by Strategic Pillar and key initiatives, comparing investment vs budget.

Each of the lines includes a portion of GM and Program Coordinator time.

2023/24 BUDGETED VS ACTUAL EXPENDITURE

		Budget	Actual	Notes
Community	Development	\$105,000	\$87,044	#1
	Competitions	\$34,100	\$39,814	#2
	Schools Delivery	\$17,000	\$14,528	#3
	Equipment	\$8,000	\$45,506	#4
Pathways	Pathways	\$11,800	\$18,033	#5
	International Development	\$15,000	\$14,389	#6
	National Teams	\$42,700	\$318,558	#7
Federation	Payroll	\$164,000	\$159,666	
	Streaming	\$15,600	\$11,166	#8
	Contract services	\$7,800	\$26,097	#9
	International Travel		\$22,883	#10
	National Travel		\$3,597	#11
	Review (Audit)	\$5,000	\$4,765	
	Other (was Sundry)	\$38,000	\$39,010	#12
TOTALS		\$464,000	\$805,055	

Notes:

- Includes Club Grants, the Champions Project payments, referees payments (and national travel). More Detail below.

Club Development (Club Grants)	\$43,150
Champions Project	\$27,365
Official Development	\$13,587
- The Club Nationals major items breakdown in rough figures.

Accommodation (incl subsidies)	\$15,798
Hiring equipment etc	\$7,753
Official	\$4,500
National Travel	\$2,603
Contract delivery (incl Medic)	\$3,845
- A lot of activity in this area with increasing interest from schools.

Financial Report Summary, continued.

4. There are a several orders for equipment by clubs. Plus NZAFF purchased about \$16k worth of equipment including balls, gloves, wrist coaches and flag sets much of which will be sold with some being for schools. Plus, there was a large order placed just prior to the year-end which will be invoiced be in the current financial year.
5. This was support for Officials travelling to offshore events including Malaysia, Lahti and a small amount of support for Officials that travelled to the Australian Flag Nationals.
6. Most of this was the cost of the Player Pathways Combine held last December plus some combine deliveries around NZ.
7. This is the National Teams travel and accommodation for international events last financial year including Malaysia and Finland.
8. The Streaming was for Flag Nationals.
9. Contract Services (previously communications) includes Social Media expenses (people & posting), Accounting services, and other Consulting services required. Some of these were previously in the Federation Sundry.
10. International Travel included half the cost of Russell to Malaysia and Steph travelling to IFAF Congress in November last year and to Lahti as Head of Mission.
11. National Travel was Russell & Shernice making internal trips for various reasons.

12. The major items included (minor items excluded) in Other are:

Xero Subscriptions	\$8,820
Computers/Software	\$6,841
Sundry	\$4,615
Entry Fee	\$3,904
Insurance	\$2,359
Storage Fee	\$1,980
Staff ACC	\$1,936
IFAF Affiliation Fees	\$1,796
Telephone & Internet	\$951
Bank Fees	\$649
Office Expenses	\$550
Interest Expense	\$506
Printing, Stationery & Postage	\$480
Uniforms	\$426
Depreciation	\$369
FoP Equipment	\$302
Motor Vehicle Expenses	\$258
Entertainment	\$201
	\$36,944

2024/25 BUDGET

The 2024/25 budget is presented below.

We have not included National Teams in the forecast because that will all be “in and out” as it is used by the teams for various camps and travel.

PROJECTED INCOME		Notes
NZ Racing Board Grants	400,000	#1
Grants	29,000	#2
Tournament	61,700	#3
Club Membership Fees	5,000	
Sales	8,500	#4
Interest Income	3,000	
TOTAL PROJECTED INCOME	507,200	

Notes:

1. We have budgeted for similar income as last year. That includes the lump sum payment of \$97k that we received in August.
2. Once again we will be aggressively chasing grants this financial year for a number of activities and the budget reflects this.
3. Apart from the Flag Nationals we expect to organise a school tournament.
4. We expect there will be more sales of equipment for clubs and at Nationals.

PROJECTED EXPENDITURE

Community	\$185,750
Pathways	\$92,300
Federation	\$224,300
TOTAL PROJECTED EXPENDITURE	\$502,350
 SURPLUS/DEFICIT	 \$4,850

Details of Budgeted Expenditure

Following are details on the expenditure in each of the strategic pillars.

As always, if opportunities arise to commit funds to a project that adds value to the sport the Board will consider the initiatives and make decisions accordingly.

Community



Notes:

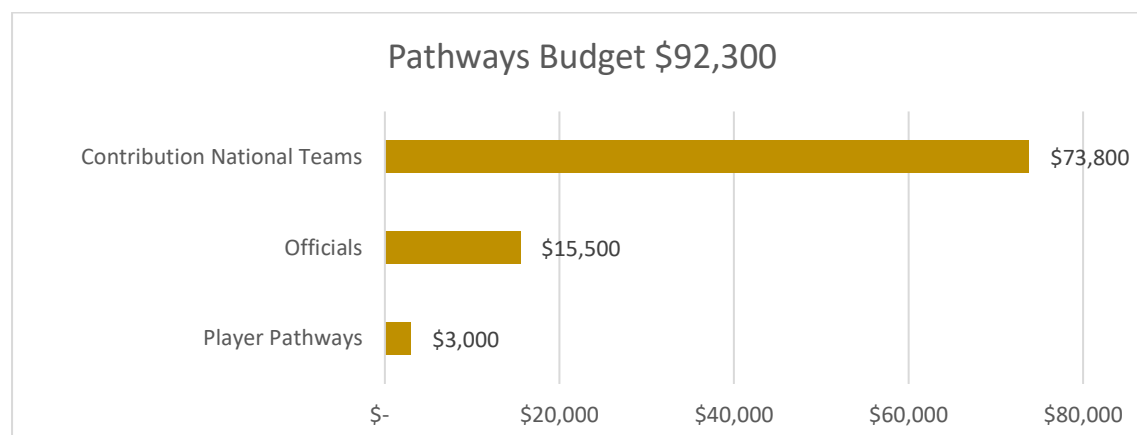
- Flag Nationals is being moved to Bruce Pulman Park and so has significantly increased costs over previous years for fields and services (toilets, change rooms etc). Much of this we hope to recoup through grant applications plus the entry fees.
- Club Development is the Club Grant Program comprising of:
 - Player Safety Recording as in past years.
 - Social Media incentives.
 - Officials Development.
 - Coach Development.
 - Youth & Women Initiatives
- Equipment is the purchase of equipment by NZAFF (balls and other saleable items, plus equipment for clubs including equipment that has rebates attached.
- The budget for officials development includes national travel to tournaments and payments for national duty.
- Other competitions includes the potential for NZAFF to start delivering Schools Flag Tournaments.
- As in previous years the Champions Project is an opportunity for individuals, clubs or other organisations to be paid for time spent organising and delivering Football activities into their community.
- The Women's budget is for events similar to International Women's Day events held previously.

2023/24 Budget, Details of Budgeted Expenditure, continued.

Pathways

The Pathways pillar is aimed at creating opportunities for our members to get prepared for international events and recognition.

A big part of this is the goal of reaching the LA Olympics in 2028.



Notes:

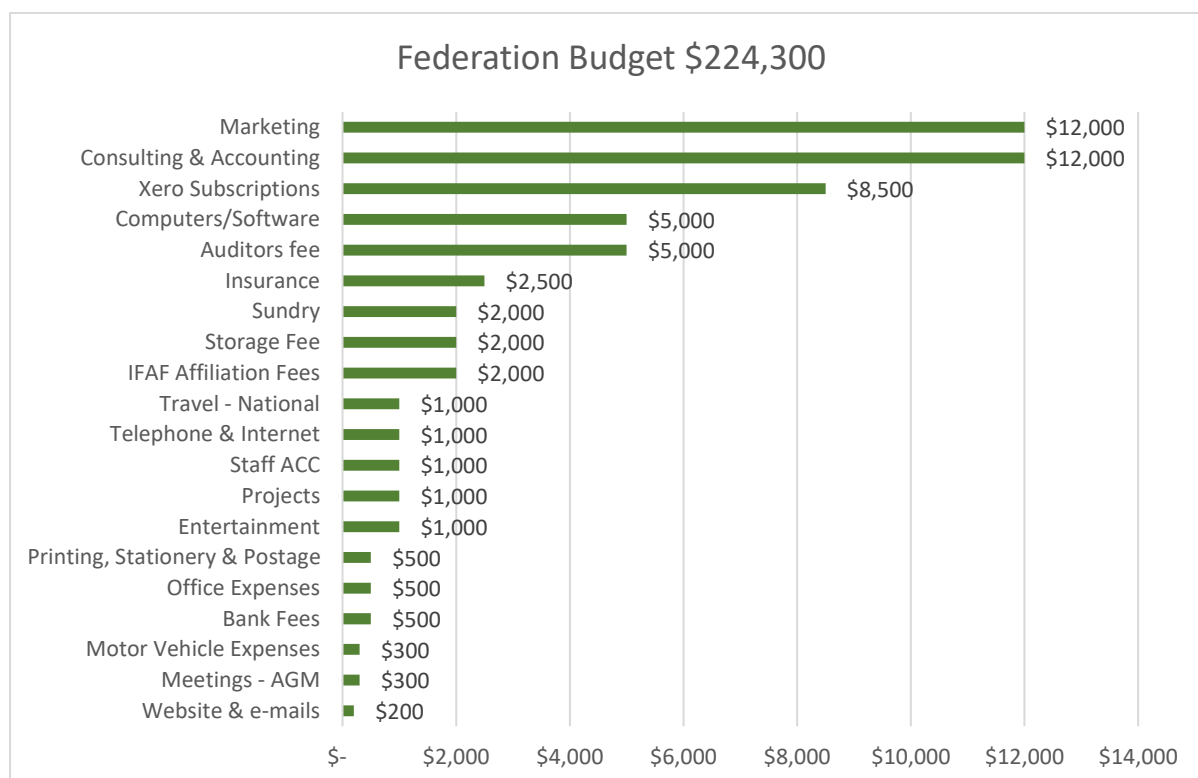
- The National Teams contribution is there to support teams that will be travelling to targeted international events like the next Continental Flag Championships in 2025. Some of this budget will be used towards the last payments for Lahti.
- We expect that our Officials will be supported to participate in targeted events which could include AFA (Australia) National, and Continental Flag championships.
- We have set aside funds for the Player Pathway program which will be delivery of Combines.

2023/24 Budget, Details of Budgeted Expenditure, continued.

Federation

Last year we split out the salaries and accounted for them in the Federation Budget. The graphic below does not include the salaries budget of \$166,000 because it unbalanced the graphic.

FEDERATION DETAILS



Notes:

- Marketing included boosting FaceBook marketing and other initiatives to increase awareness of Football.
- The Consulting & Accounting will mainly be utilising the Account support from Active Sport Auckland.

EXPENDITURE BUDGET VS PREVIOUS YEARS ACTUALS

The table below shows the expenditure actuals from 2020/21, 2021/22 and 2022/23 compared with the budget for the coming season.

Last three years actuals and this year's budget.

	2020/21 Actual	2021/22 Actual	2022/23 Actual	2023/24 Actual	2024/25 Budget
Community	\$237,710	\$172,484	\$250,166	\$186,891	\$185,750
Pathways	\$8,516	\$26,578	\$140,134	\$350,980	\$92,300
Federation	\$98,835	\$101,299	\$92,578	\$267,184	\$224,300
TOTALS	\$345,061	\$300,361	\$482,878	\$805,055	\$502,350

Summary notes re 2023/24 Budget:

- Between 2021/22 and 2022/23 the Community and Pathways Budget reduced because the apportionment of management time (salaries) has been removed and put into the Federation Budget for clarity therefore increasing the Federation totals.
- The Pathways 2023/24 Actuals increased because of the National Teams funding from players.
- The National Teams funding from players is not included in the 2024/25 Budget.

APPENDIX 1 - NOTES TO THE 2022/23

P&L

Following is the 2023/24 Profit & Loss compared to last year with the 2023/24 budget and notes of explanation.

The layout of our Review this year is different to the past so we have continued with this format to provide extra clarity.

Trading Income	2022/23 Actual	2023/24 Budget	2023/24 Actual	
Club Membership Fees	1,029	5,000	6,645	A bit more than budgeted
Donation			5,417	For National Teams
Flag Football Leagues & Tournament	22,648	19,000	33,093	Mostly Flag Nationals
Grants	12,825	52,000	10,200	Flag Nats. Did not have the opportunity for the big funding application for more resource.
Interest Income	3,252	3,000	13,672	Interest from TD maturing and not reinvested.
Men's Team revenue	14,521		95,005	Flag Team
National Team Fund			935	Funds should be under Women's revenue
NZ Racing Board Grants	264,067	378,579	395,060	Higher than forecast
Other Revenue	5,262		34,324	NFL Tournament refs: Tu Manawa Funding: Equipment sales: American Samoa invoice
Sales	32,489		14,561	Transfers from Club Grant to Equipment Grant; other equipment and merchandise.
Sponsorship	3,500		9,871	To National Teams
Women's Teams Revenue	36,387		130,076	Flag Team
Total Trading Income	395,980	457,579	748,859	
Gross Profit	395,980	457,579	748,859	

Operating Expenses	2022/23 Actual	2023/24 Budget	2023/24 Actual	
Accounting Support		0	7,565	Active Sport Auckland accounting services
Auditors fee	5,578	5,000	4,765	
Bad Debts Recovered	-			
Bank Fees	332	200	656	
Computers/Software	3,479	4,000	8,761	Various software licences
Consulting & Accounting	159,442	12,800	7,741	SM Contract; National Teams professional Support
Contract Delivery	35,495	37,500	41,132	Flag Deliveries to schools & Champs project
Depreciation	884		369	
Development - Association	37,654	67,800	43,149	Club Grants
Development - Region	1,840	0	0	
Entertainment	2,330	1,500	622	
Entry Fee	2,095	4,000	5,747	To International Competitions
Expenses - Womens Team			12,764	Tidying up the contributions to Women to San Diago with NZAFF contributions
Field Hire	2,828	4,100		Various events
FoP Equipment	64,887	11,000	44,508	Purchasing equipment for Clubs and NZAFF.
General Expenses	3,244	8,000	328	
Hirage			10,904	Most for Flag Nationals - Tent, Port-a-loos, Venue
IFAF Affiliation Fees	1,730	2,000	1,796	
Insurance	2,815	2,500	2,359	

Appendix 1, continued

Operating Expenses Continued	2022/23 Actual	2023/24 Budget	2023/24 Actual	
Interest Expense			506	
Marketing	18,109	22,400	13,247	Majority is Streaming: remainder FB marketing.
Medals	3,231	3,000	2,549	Flag Nationals
Motor Vehicle Expenses			258	Mileage claim for staff
Meetings -AGM	-	300		
Office Expenses	-	0	1,091	
Printing, Stationery & Postage	349	600	480	
Projects	1,370	1,000	0	
Referees	11,689	11,400	20,608	Payments for officiating several competitions
Staff ACC	514	600	1,936	
Storage Fee	1,796	2,000	1,980	
Sundry	2,509	4,000	17,644	\$10k is in National Teams: \$4k is recoding transactions
Telephone & Internet	1,166	1,000	951	
Travel - International	58,018	49,500	188,055	Mostly National Teams plus Officials & NZAFF
Accommodation - International		2,500	127,292	Mostly National Teams plus Officials & NZAFF
Travel - National	29,475	18,100	20,050	\$6.8 Refs: \$4.7k Nat teams: \$3k Nationals: \$3.6 NZAFF
Accommodation - National		5,900	26,635	\$15k for Nationals: \$10k for Nat Teams
Uniforms	14,956	6,000	20,046	National Teams:
Venue Hire	10,448	6,500		
Wages & Salaries		164,000	159,740	
Website & e-mails	226	300		
Xero Subscriptions	4,393	6,500	8,820	Increasing cost for Xero
Total Operating Expenses	482,878	466,000	805,055	
Net Profit	-86,898	-8,421	-56,196	



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