



2021-22 ANNUAL REPORT



OUR PLAN

VISION

TO BE THE PROFESSIONAL
CRICKETERS' CLUB FOR LIFE

PURPOSE

SUPPORTING CURRENT AND PAST
CRICKETERS TO THRIVE DURING AND AFTER
THEIR PROFESSIONAL PLAYING CAREERS

VALUES

WE ARE TRUSTWORTHY

WE ACT WITH INTEGRITY

WE ARE RELIABLE

WE ARE PROACTIVE

WE ARE APPROACHABLE

WE ARE INCLUSIVE

WE ARE INNOVATIVE

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CONTENTS

2	CHAIRMAN'S REPORT
4	LIST OF OFFICERS COMMERCIAL PARTNERS
5	CHIEF EXECUTIVE'S REPORT
8	PLAYER ENGAGEMENT AND CONSULTATION
9	RETIREMENTS
10	THE PLAYERS' CAP CPA PLAYERS' AWARD
11	FICA NZ ATHLETES FEDERATION
12	PERSONAL DEVELOPMENT PROGRAMME
14	HOOKED ON CRICKET BLACK CLASH
15	THE PLAYERS' GOLF DAY
16	THE CRICKETERS' PROPERTY TRUST THE CRICKETERS' TRUST
17	LIFE MEMBERS
18	FINANCIAL STATEMENTS



CHAIR'S REPORT

It feels like I have said this every year, but it has been another extremely busy year at the New Zealand Cricket Players' Association (NZCPA) with the usual off-field challenges having to be dealt with on top of challenges posed by COVID-19 and other geo-political matters in the international game. On top of this, the NZCPA concluded the new 5-year Master Agreement with New Zealand Cricket (NZC) and the six Major Association's and continued to advocate for, and support, past and present players. In keeping with what was a successful year for our national teams, despite all the challenges, it's pleasing to note that the NZCPA has been able to continue to provide the same high levels of service and support to our members.

I would like to congratulate both the BLACKCAPS and WHITE FERNS for their performances this year. Both teams produced some good results in what is an increasingly competitive international playing environment, and it's great to see the continuation of the increased

exposure that women's cricket is getting in media. The game of cricket is very strong in New Zealand at present and this is no part due to the fact that our marquee teams continue to perform consistently on the global stage.

Globally cricket is facing many new challenges, but also opportunities, and I believe the NZCPA and NZC are collectively doing a very good job traversing these challenges and taking advantage of new opportunities. The NZCPA also works closely with the Federation of International Cricketers' Association, where Heath Mills is also the Executive Chairman, to advocate for professional players' rights on the globally stage in what is an ever-changing landscape.

We have continued to increase our commercial, communication and event activities, which will hopefully in turn increase our engagement with business partners and the financial stability of the organisation. We appreciate the good

work of Glen Sulzberger and Dennis Katsanos in this area and the excellent support we receive from our partners.

We were sad to see Sanj Silva leave during the year after a significant contribution to the organisation over a 10-year period. Fortunately, we had a ready-made replacement in Lesley Elvidge, who alongside her Personal Development team (Jo Murray, Paul Hobbs, Greg Dawson and Judy Clement), continue to provide outstanding off field support to current players. This programme is widely recognised as being world class.

The NZCPA and the Cricketers' Trust provided support to a significant number of former players during this very challenging year. Much of the work that was undertaken by Paul Hobbs is not made public for obvious reasons, but members can be proud of the work of this team as they continue to provide much needed support to former players in need.



Our Board of Directors has a good mix of skills and experiences, both playing and professional, to provide support and strategic guidance to our Management team. This mix of skills is particularly important when we are negotiating the 5-year Master Agreement and requires significant input from not just management, but also the Board. I'd like to thank Amy Satterthwaite, Daniel Vettori, Ross Taylor, Helen Watson, Maddy Green, Ollie Newton and Ross Verry, for all the time and effort they put in this year. Also a special mention for Amy Satterthwaite and Ross Taylor who retired from international cricket this year and who will be stepping down from the Board — congratulations on your extraordinarily successful playing careers and also thank you for everything that you have done for the NZCPA to date. I'd also like to thank associate directors, Jeet Raval and Aaron Gale, for their excellent contributions.

The Board and Management regularly assess NZCPA's performance and progress against the strategic plan for 2019-2022. We met virtually all of our objectives during this period and the Board and Management will shortly meet to revisit the strategic plan and reset it for the upcoming four year period.

The NZCPA continues to have a great relationship with NZC. It's great to see very high levels of collaboration with David White's NZC management team. And we are always pleased to receive strong support from Martin Snedden and the NZC Board of Directors.

In addition to the staff mentioned above, I'd also like to thank Heath Mills, Evan Jones, Courtney McVay and Kristy Somerset for their work this year. I see the significant number of hours that the entire team puts

in, particularly in years such as this with disruption caused by COVID-19, geo-political events and the negotiations around the 5-year Master Agreement.

Finally, I would like to pay tribute to our Patron, Barry Sinclair, who passed away this year. When I first joined the Board, Barry was still an active participant at Board Meetings and provided great insight and input into discussions around the Board table. He also had a great sense of humour and ensured that, even when discussing serious issues, the Board was kept entertained. He was also a great supporter of the NZCPA itself and he set a high bar for us all to aspire to in terms of giving back to the game. His outstanding playing record speaks for itself. He will be missed.

Thanks to all our members for your continued support of the NZCPA.

Scott Weenink
Chair



LIST OF OFFICERS

BOARD OF DIRECTORS

Scott Weenink <i>Chair</i>	Ross Verry
Heath Mills <i>CE</i>	Daniel Vettori
Maddy Green	Helen Watson
Ollie Newton	Aaron Gale <i>Co-opted Associate Director</i>
Amy Satterthwaite	Jeet Raval <i>Co-opted Associate Director</i>
Ross Taylor	

PLAYER REPRESENTATIVES

Henry Nicholls		<i>Blackcaps</i>
Maddy Green		<i>White Ferns</i>
Arlene Kelly	Danru Ferns	<i>Auckland</i>
Jacinta Savage	Ed Nuttall	<i>Canterbury</i>
Mikaela Greig	Dane Cleaver	<i>Central Districts</i>
Eimear Richardson	Henry Cooper	<i>Northern Districts</i>
Polly Inglis	Matt Bacon	<i>Otago</i>
Catlin King	Hamish Bennett	<i>Wellington</i>

STAFF

Heath Mills	Chief Executive
Evan Jones	Player Services Manager/Legal Counsel
Dennis Katsanos	Communications Lead
Glen Sulzberger	Commercial Manager
Lesley Elvidge	National Personal Development Manager
Judy Clement	Personal Development Manager
Greg Dawson	Personal Development Manager
Paul Hobbs	Personal Development Manager
Jo Murray	Personal Development Manager
Courtney McVay	Office Operations (Part Time)
Kristy Sommerset	Accounts (Part Time)

CONTACTS

PO Box 9915	11 Cricket Avenue	www.nzcpa.co.nz
Newmarket	Eden Park	
Auckland	Mt Eden, Auckland	

COMMERCIAL PARTNERS

PREMIUM PARTNERS



FUNDING PARTNERS



BUSINESS SUPPLIERS



We were delighted to conclude the negotiation of a new 5-year Master Agreement with New Zealand Cricket (NZC) and the six Major Associations (MAs) during the year. This was a significant moment for the CPA to now have all our current playing members, both male and female, operating under the one collective agreement that governs their participation in the professional cricketing environment here in New Zealand.

Significantly, the new agreement has a Player Payment Pool (PPP) now totalling 29.75% of NZC's Commercial Revenue, which is a fair reflection of the contribution players make in generating that revenue and has enabled increased professionalisation of the domestic women's game given the demands now being placed on that cohort of players. NZC continues to do a great job of growing their commercial revenue and this is forecast to be \$348.5 million across the next 5 years which will result in a PPP of nearly \$104 million across the term.

We were delighted to be able to adopt gender pay equity principles during the negotiation process and now have a very good framework within the PPP that ensures all our members are rewarded fairly for what they bring and give to the sport. It was a particular highlight to introduce more substantive playing agreements in our domestic women's environment and move to equal match

fees across men's and women's cricket, which now ensures the same pay on the same day.

It's important to thank our members for the way in which they all approached the negotiation. It was heartening to see their commitment to the collective and ensuring the new deal was fair for everyone today and into the future. I particularly acknowledge the support of Kane Williamson, Sophie Devine and the senior players in both the BLACKCAPS and WHITE FERNS and our team representatives in all the domestic sides, who each played a critical role in the negotiation.

It's important to acknowledge the excellent relationship the NZCPA enjoys with David White and his team at NZC. Whilst we often work through challenging issues as our sport continues to evolve and develop, the strength of this relationship ensures the parties always enter discussions/negotiations with mutual respect and a solution focus, which means we often reach good practical outcomes for everyone in the context of our environment. We also acknowledge the great relationship we have with all six MAs in the delivery of our high-performance programme across domestic cricket.

The Personal Development Programme (PDP) continues to go from strength to strength and has gained increased

resource from the new Master Agreement to meet the increasing demands on its services. In the year ahead we will have six Personal Development Managers (PDMs) across the country and for the first time will be offering individual case management to all current players across ongoing education, health and well-being support and career transition. It's also great to be offering increased services and support to our past player members through our new agreement.

We would like to acknowledge Sanj Silva and his tremendous work in developing our PDP to what it is today. Sanj stepped down from his role during the year to take up a business development role with one of our business partners Money Empire and we thank him for his great service to the CPA and our members - we wish him every success in his new role. Lesley Elvidge has stepped up as our new National Personal Development Manager and is already making an impact in continuing to grow and develop the programme further.

The Cricketers' Trust continues to provide critical support to our past player members in times of need, supporting 18 members during the last year with medical needs, well-being support, financial hardship, relationship support and basic living costs.

Continued overleaf...



Our past player PDM Paul Hobbs has done a fantastic job engaging with our past player membership and managing the Trust - we thank him for what he does for our members in what are sometimes very challenging and difficult personal situations. We also thank our Trustees Scott Weenink, Helen Watson, Martin Snedden, Bruce Edgar and Ronald Cardwell. I have no doubt that the work we do with the Cricketers' Trust is the most important activity of the CPA and I hope all members can continue to support the Trust and fellow cricket players in times of real need.

The Cricket Players' Property Trust (CPPT) continues to play an increasingly important role within the professional cricketing environment and is a party to the new Master Agreement with the CPA, NZC and the six MAs. The CPPT houses all player IP when used with NZC and/or MA marks and logos, providing a single point of access, but most importantly protecting player IP from exploitation from third parties and ensuring that when it is used, it is done so fairly and appropriately. This year the CPPT worked with NZC to complete an agreement with DreamSports for the development of Non-Fungible Tokens, Digital Tokens and Fantasy Cricket over the next 5-years which will see

additional financial returns to all players for the use of their IP separate to the Master Agreement. The CPPT is also providing the Federation of International Cricketers' Associations (FICA) with the player IP necessary to complete a similar and significant agreement with the International Cricket Council's (ICC) digital partner. We thank Glen Sulzberger for his excellent leadership and experience in managing the CPPT and associated player IP through this period.

FICA continues to grow and develop under the excellent leadership of Tom Moffat and now has ten members from around the world. It's been a privilege to be the Executive Chairman of this important player organisation for the past two years and particularly as we work to complete a new agreement with the ICC for the use of player IP and their participation in ICC events for the next event cycle 2024-28. ICC events continue to go from strength to strength with the global body doing a great job of increasing its revenue. Therefore, it is critical that there is a best practice participation agreement in place with players to ensure everyone is respected and importantly, motivated to work together to grow the game and its revenues for all members of the ICC well into the future.

We continued to improve our communications during the year through an increased focus in this area from Dennis Katsanos. Our 'Through the Pickets' podcast has been well received with its interesting stories of what our members are up to both on and off the field, and we have had a great response to the profiling of our services including the work of the Cricketers' Trust.

Importantly, we received advice from our auditor Trevor Deed during the year that it would be prudent for the NZCPA to produce a consolidated set of financial reports from this year onwards for the three entities we effectively control: the NZCPA, The Cricketers' Trust and the Cricket Players' Property Trust. Although all three organisations have a different purpose, they're controlled and managed by the CPA and in expectation that the updated reporting framework under the Incorporated Societies Act post 2024 will require us to do this, the NZCPA Board agreed that we should do so from this year. Hence, this year the Financial Statements will report the NZCPA's financial performance as per usual but will also include a set of consolidated group statements.

The NZCPA performed well during the year with a Total Income of **\$1,967,018**

which was up from **\$1,798,112** in 2021. This was mainly due to an additional one-off allocation of funds to the NZCPA Reserves following a wash-up payment made from the 2015-18 Master Agreement.

Our Total Expenses for the year were **\$1,740,194** which increased from last year's \$1,687,464, which reflects an increase in funding for the Personal Development programme and staff salaries.

As a result, the 2022 year-end Net Surplus is **\$226,824** (which includes Unrealised Losses on the Jarden investment portfolio of \$59,334 and the Closing Equity position is **\$1,524,166**).

From a Group perspective (NZCPA, The Cricketers' Trust and the Cricket Players' Property Trust), Total Revenue totalled **\$3,230,919** with Expenses and Distributions of **\$2,938,818**. The Closing Equity position of the Group was **\$1,933,806**.

As always, we greatly appreciate the support of DUCO Events, ANZ, NIB, CCC, Jarden, Money Empire, Queen Street Cricket Club and the North & South Trust. The fact that these commercial partners value the work we do for our

members and continue to support our growing services is very humbling.

Our members drive our organisation and to that end we are highly dependent on the great work of our team representatives who understand and care deeply about the role and work of the CPA - they provide the critical connection between the office and our current playing members, particularly as issues arise during the year. Thanks to Matt Bacon, Hamish Bennett, Dane Cleaver, Henry Cooper, Danru Ferns, Maddy Green, Mikaela Greig, Polly Inglis, Bella James, Arlene Kelly, Caitlin King, Henry Nicholls, Ed Nuttall, Eimear Richardson, Jacinta Savage and Nathan Smith, your work and commitment is greatly appreciated.

It's important for us to note that we were very sad to lose our Patron Barry Sinclair who passed away in July. Barry made an outstanding contribution to the NZCPA and specifically our growth in past player membership. His overall contribution to our game here in New Zealand as a player, coach, administrator, and supporter can't be underestimated - he will be greatly missed by many.

I would like to thank Scott Weenink for his outstanding work as Chairman of the NZCPA - we're very lucky to have Scott in this role with his expertise and experience assisting us greatly during the year, including the negotiation of the new Master Agreement and various new agreements for the CPPT and FICA in the digital and NFT space. We also greatly appreciate the support of our board Maddy Green, Amy Satterthwaite, Ollie Newton, Ross Taylor, Ross Verry, Daniel Vettori, Helen Watson, Jeet Raval (associate position) and Aaron Gale (associate position).

Finally, I would like to thank our wonderful staff Glen Sulzberger, Evan Jones, Lesley Elvidge, Paul Hobbs, Jo Murray, Judy Clement, Greg Dawson, Dennis Katsanos, Courtney McVay and Kristy Somerset. Their support and commitment to the NZCPA and our members is second to none - we are lucky to have them.

Best wishes

Heath Mills
Chief Executive





PLAYER ENGAGEMENT AND CONSULTATION

CURRENT PLAYER SURVEY

A comprehensive survey of our current playing members was completed during the year, providing a chance for them to reflect on the areas of their cricketing environment that are working well, and where we could be pushing for improvement. The survey covers all aspects of a cricketer's environment – New Zealand Cricket, Major Associations, domestic competitions, high performance and the NZCPA.

New Zealand Cricket and the Major Associations place huge value on this player feedback, and we see many positive advances for our members stemming from the results of the survey each year.

A particular highlight this year was the high engagement levels with the

Personal Development Programme, with 91% of our male players and 89% of our White Ferns feeling engaged with the Programme. As part of the new Master Agreement, we are expanding the Personal Development Programme to provide individualised case management to our domestic women, and we look forward to assessing this figure for that group of players in next year's survey.

Domestically the Plunket Shield remains the most highly valued format for domestic men (72% of players), with the 50-over Hallyburton Johnstone Shield being the preferred format of the domestic women (56% of players). This was mirrored internationally with 74% of the White Ferns preferring 50-over cricket, and 77% of the Blackcaps ranking test cricket as their most valued format.

A key area for improvement that was highlighted across all playing groups is access to facilities and in particular grass wickets. It is great to see this being addressed across the country with the introduction of winter training marquees already in place or planned for most of the Major Associations. The survey has also flagged access to specialist coaches within Major Association environments as an area for improvement. Again, it is great to see the survey results being acted upon, with New Zealand Cricket looking to appoint a number of centralised specialist coaches who will work with players across all Major Associations and playing groups in the year ahead.

NEW PLAYER INDUCTION FORUM

Due to the lockdown restrictions in place at the back end of 2021 we unfortunately had to hold our domestic men's new player induction forum online. We spent a great couple of hours with these players, giving them an overview of what they can expect in the professional cricketing environment and the services and support available to them through the NZCPA.

The forum is a crucial chance for our new members to meet the NZCPA staff and other players at a similar stage of their cricketing careers, and given that we will be inviting all of these players to also attend next year's induction conference in person.

We also travelled to Tauranga in June 2022 to meet with the newly contracted

White Ferns for the 2022/23 season. This was another great chance to connect with our members and provide some context on the NZCPA and our role in advocating for those players.

PLAYERS' CONFERENCE

Our annual Player's Conference was held on April 28 and 29 in Auckland, with 24 players from across the BLACKCAPS, WHITE FERNS and our domestic male and female playing groups in attendance. A key focus of the conference was the

Master Agreement negotiations - ensuring the playing groups were across the key matters under negotiation and that any issues important to players were being addressed in the agreement.

It was inspiring to see our various playing cohorts working together towards what is in the best interests of our members and cricketing system collectively, and much of what we discussed fed directly into the final Master Agreement.

CRICKETERS' RETIREMENT FUND

The Cricketers' Retirement Fund, which is the retirement savings fund set up by the NZCPA to benefit players and assist them in their transition to a new career following retirement from professional cricket, has continued to provide crucial support to our members over the year.

The NZCPA partners with SuperLife, which is a registered superannuation scheme, as the vehicle through which the Cricketers' Retirement Fund benefits are provided. A key focus this year has been increasing our member's engagement with Superlife, who are able to provide members

with a range of financial services and advice, importantly ensuring each player has actively considered the strategy underpinning their investment portfolio. We thank Superlife for their continued support of the Cricketers' Retirement Fund and our members.

NAVIGATING COVID

Heading into the 2021/22 season we were faced with Auckland and Northern Districts still in lockdown and their teams unable to train or play, strict self-isolation rules that could rule an entire team out with just a couple of positive cases, and the media constantly predicting a return to a full lockdown across the country. With that context, we were delighted that the entire season was completed without a single match cancelled.

Central to achieving that outcome was the COVID-19 Working Group, which included representatives from NZC, the Major Associations and the

NZCPA. The group navigated all of those challenges – going through what felt like hundreds of iterations of the domestic schedules, coming up with proportionate guidelines for teams to help keep them safe and healthy, as well as amending regulations and playing conditions to cater for any COVID issues. The players also made significant sacrifices – operating in bubbles while on tour and even at home to keep our environments COVID-free.

Similarly, a huge amount of work and planning from NZC and NZCPA representatives went into ensuring the

South African men's team were able to complete their tour in February, as well as the Women's World Cup Organising Committee that ensured the tournament went ahead successfully.

As a system we can all feel proud of what was collectively achieved for cricket in this country, and on behalf of our members we wish to give our thanks to all of those who worked tirelessly behind the scenes to allow the season to be completed in the way it was.



RETIREMENTS

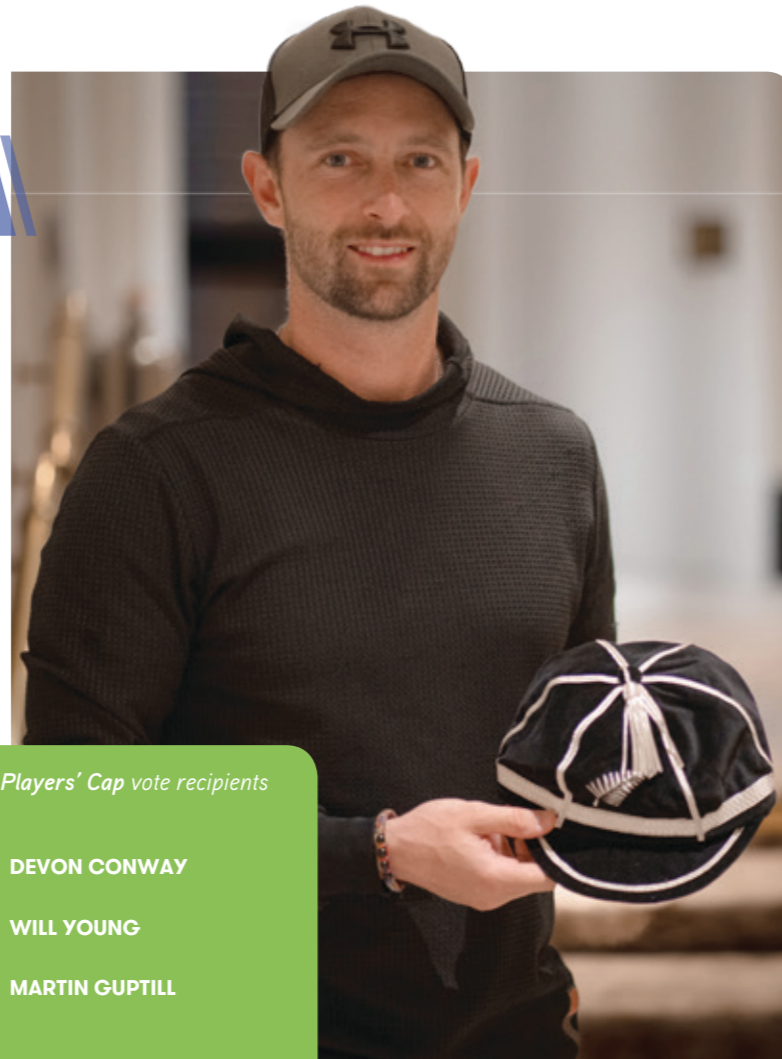
Each year there are always a number of players who move on to the next phase of their lives. This year we wish to acknowledge the following players.

- | | |
|----------------------|--|
| INTERNATIONAL | Hamish Bennett
Neil Broom
Anaru Kitchen
Katey Martin
Anna Peterson
Amy Satterthwaite
Ross Taylor |
| DOMESTIC | Graeme Beghin
Ollie Pringle |

THE PLAYERS' CAP

Devon Conway was the recipient of the 11th edition of *The Players' Cap*.

Conway launched his international career with a Test double century at Lords to commence this Players' Cap voting period and held that form and initial voting flurry through the course of the year to join an esteemed list of former recipients.



THE PLAYERS' CAP RECIPIENTS

- 2022** Devon Conway
- 2021** Kyle Jamieson
- 2020** Tim Southee
- 2019** Ross Taylor
- 2018** Trent Boult
- 2017** Kane Williamson
- 2016** Kane Williamson
- 2015** Kane Williamson
- 2014** Ross Taylor
- 2013** Tim Southee
- 2012** Brendon McCullum

The leading Players' Cap vote recipients per format

Test	DEVON CONWAY
ODI	WILL YOUNG
T20i	MARTIN GUPTILL



CPA PLAYERS' AWARD

Amelia Kerr was honoured by her teammates as the recipient of the coveted *CPA Players' Award* for 2021/22.

At 21 years of age this makes Kerr the youngest recipient of the *CPA Players'*

Award since its inception and has her joining an exclusive club with two-times winner Amy Satterthwaite, three-times winner Sophie Devine and Suzie Bates who won the inaugural award in 2016.

The leading CPA Players' Award vote recipients per format

ODI	AMELIA KERR
T20i	SOPHIE DEVINE AND JESS KERR (TIED)

NZCPA PLAYERS' AWARD RECIPIENTS

- 2022** Amelia Kerr
- 2021** Amy Satterthwaite
- 2020** Sophie Devine
- 2019** Sophie Devine
- 2018** Sophie Devine
- 2017** Amy Satterthwaite
- 2016** Suzie Bates



FICA

LISA STHALEKAR APPOINTED PRESIDENT

Lisa Sthalekar was appointed as FICA's President following the FICA Executive Committee meeting held in Switzerland in June. Lisa joins a significant list of past players who have been FICA President since its formation, including Barry Richards, Jimmy Adams and most recently Vikram Solanki.

Lisa's credentials are unparalleled as both a former player and broadcaster. Her previous roles as an Independent Director of FICA and on the Board of the Australian Cricketers' Association demonstrate her long standing commitment to the players' association movement and advancing player rights and she has already made a significant impact in her role.

FICA PERSONAL DEVELOPMENT CONFERENCE

Aligned with the World Players' Association hosted 'World Player Development Conference', FICA hosted a Player Development conference among attendees from our cricket member countries. The combination of these two conferences in Nyon, Switzerland in June 2022 enabled our Personal Development leaders to share and learn from each other, as well as benchmarking what we do in cricket with athlete associations all over the world to explore, share, and plan for the future of player development and wellbeing.

NZCPA Chief Executive Heath Mills is the Executive Chairman of FICA. Tim Southee and Amy Satterthwaite are members of FICA's Player Advisory Groups, and Dan Vettori is FICA's current player representative on the ICC's Cricket Committee.

INTERNATIONAL MATTERS

FICA continues to promote the collective interests of players on the international stage including leading discussions with the Commonwealth Games Federation around the use of player property for the women's teams participating in the Commonwealth Games. FICA has also had ongoing discussions with the ICC regarding the use of player property within ICC events, including greater clarity and fairness around the acquisition and use of player property within these important global events.

FICA also regularly conducts research into matters impacting players on a global scale, with the completion of the FICA Global Players Survey during the year, which will assist our advocacy efforts for players and form the foundation of the FICA Global Employment Reports which will be released by the end of 2022.



NZ ATHLETES FEDERATION

The New Zealand Athlete's Federation (which NZCPA a founding member of) has spent a considerable amount of time in 2022 working with New Zealand's high performance rowing and cycling athlete groups to help them understand how they can best establish their own representative body, just as cricket players did in 2001.

Following their return to New Zealand from the Tokyo Olympic Games, where the rowing team delivered unprecedented success from a sporting perspective, a firm intention grew from both athlete groups to establish an independent

representative body that would enable them to take control of how they wished to be heard and engaged with.

With the guidance of the NZAF, the athletes have created The Athletes' Cooperative (TAC), which is a registered trade union, designed to enter a collective bargaining process with relevant parties within the New Zealand sporting system. The desired outcome being to create environments whereby all athletes can thrive both within and outside the sporting arena and be genuinely trusted and respected as people as well as athletes.

The Federation continues to assist the members of TAC deliver upon the demands of this process, whilst also responding to requests for similar support from other athlete groups that continue to exist without access to genuine independent collective representation. The Federation is thankful for all the support and guidance it continues to receive from established Player Associations, such as the NZCPA.





PERSONAL DEVELOPMENT PROGRAMME

The 2021/22 financial year was a period of tremendous engagement with our players with the annual player survey showing 92% of men's contracted players and 89% of our women's international players were engaged in the Personal Development Programme.

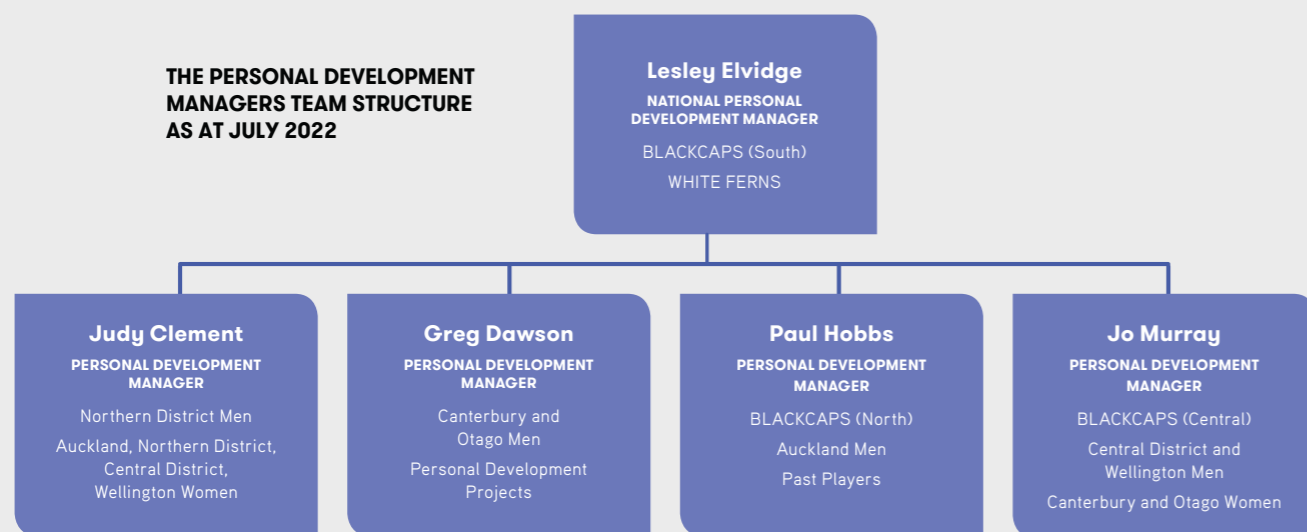
Five Personal Development Managers spread across the country continued to provide full case management support for the BLACKCAPS, WHITE FERNS and domestic men's teams. This year was also

a year of consolidation for the Personal Development team following a change in offering whereby limited Personal Development services (being counselling and education sessions) were available to our domestic women for the first time through two Personal Development Managers Judy Clement and Jo Murray.

There was a significant change in personnel in the Personal Development team, with Sanj Silva's departure in

February 2021 after 10 years at the NZCPA. Sanj's contribution to the Personal Development programme was enormous during this time and he was sadly farewelled in February. Following Sanj's departure, Lesley Elvidge was promoted to National Personal Development Manager. Greg Dawson was newly appointed in February (replacing Lesley) as the Personal Development Manager responsible for the personal development of the Otago Volts and the Canterbury Kings.

THE PERSONAL DEVELOPMENT MANAGERS TEAM STRUCTURE AS AT JULY 2022



WELL-BEING

A key part of our Personal Development Programme is our well-being offering through our psychological and counselling service provider Instep. Every contracted player is entitled to access 5 free sessions per financial year. This service is also available to past players in need on a case-by-case basis through the Past Player Personal Development Manager Paul Hobbs. In 2021/22 we provided 48 members with 185 sessions at a cost of \$62,572.07 (compared to \$47,000 in 2020/2021).

Key presenting issues were:

- » Depression and Anxiety
- » Stress (work and personal)
- » Parenting and Family issues
- » Personal Relationships

EDUCATION PROGRAMMES

Whilst the Personal Development programme is weighted towards one-on-one engagement with our players, teams had the opportunity to participate in a number of education sessions organised by their Personal Development Managers over the last year. These included sessions on well-being, managing stress and resilience, accounting basics, financial planning and media training. Each team participated in social media training sessions run by Matt Himsworth of B5 Consultancy with a focus on encouraging players to be Respectful, Risk Averse and Defensive in managing their social media.

FICA ENGAGEMENT

For the first time since COVID, the FICA Personal Development team leads were able to meet in person in June 2022 to share highlights and challenges of their programmes. This was an interesting exercise to benchmark our programme against those offered around the world. It was pleasing to note that our Personal Development Manager to player ratio of approximately 1:40 was very well positioned compared to other Players' Associations.

PAST PLAYER SERVICES

Unfortunately COVID restrictions prevented the holding of any past player events over the last year, however, Past Player Personal Development Manager, Paul Hobbs, has continued to see huge engagement in the past player space. The levels of engagement of 18 cases case managed by Paul last financial year were of similarly high levels to the previous year, further highlighting the need for continued investment in this space.



HOOKED ON CRICKET



The 17th year of the Hooked-on-Cricket Programme was again disrupted due to the ongoing Government measures in place for COVID-19. With most schools still limiting most non-essential activities, access to schools and off-site outings were not possible.

We were able to provide a limited number of sessions for our regular Hooked on Cricket schools that were able to accommodate visits, but the programme was generally forced into a holding pattern for this year.



BLACK CLASH

The Black Clash was staged at Bay Oval, Mt Maunganui attracting a capacity crowd of 10,081 sports fans who got to experience what has become a must attend entertainment event.

With over 1 million viewers on TVNZ and in excess of 57,000 live streams the audience is among the highest rating sports events in the country. Core to this foundation of viewers is a new audience of non-cricketing people who get to experience our game thanks to the involvement of New Zealand's top rugby and cricket players, combined

with the vision and expertise of Duco Event's staff.

We are grateful to David Higgins and Carlena Limmer for their support of the CPA, and especially to Carlena and her team of amazing people who once again delivered an awesome event and ensuring Team Cricket players were well looked after.

Graham Henry's coaching nous inspired Team Rugby to a famous victory after easily chasing down Team Cricket's total, to even the overall ledger of matches to 2-all.

TEAM RUGBY

Kieran Read (*Captain*)

Richie McCaw	Jason Spice
Will Jordan	Kaylum Boshier
Jordie Barrett	Ofisa Tonu'u
Harry Plummer	Jock McKenzie
Ruben Love	Anton Devcich
Brendon McCullum	

Sir Graham Henry (*Coach*)

TEAM CRICKET

Stephen Fleming (*Captain-Coach*)

Grant Elliott	Nathan McCullum
Hamish Marshall	Adam Parore
Shane Bond	BJ Watling
Kyle Mills	Daniel Vettori
Jacob Oram	Tom Walsh



THE PLAYERS' GOLF DAY

The Players' Golf Day was impacted by COVID-19 restrictions again this year. The result of these measures and the priority placed on ensuring the international playing programme could be completed, the difficult decision was made not to

proceed with the Players' Golf Day for the second straight year.

We eagerly look forward to getting out on the fairways again in the next year and supporting The Cricketers' Trust via this long standing and successful event.

Neither the Auckland or Christchurch QSCC Charity Golf Day's were possible over the course of the year due to the ongoing COVID-19 restrictions.





THE CRICKETERS' PROPERTY TRUST

The foundation of the property rights exchange that enables the game to generate commercial revenue is based on the rights our members assign to the Cricket Players' Property Trust (CPT) and subsequently grant to NZC and Major Associations via the respective Men's and Women's Master Agreement's.

With the current Men's and Women's Master Agreement's expiring at the end of this reporting period (July 2022), and in preparation for the negotiation of a new Master Agreement we added the domestic women players' property to the CPT during the year. With all men and women players' property now held in the CPT our entire membership has a clear understanding of the way in which their property is managed now and into the future.

This was the fourth year the CPT has been operating and we continue to see the benefit and transparency in relation to use of players' property and with promotional activity that is undertaken over the course of the year.

The CPT received and distributed \$1,150,000 from the respective player payment pool's, which was fully distributed to 138 beneficiaries (men's and women's players) at the conclusion of the year.

The distribution allocation each player receives is based on the actual number of promotion appearances they have undertaken for NZC or their Major Association and their sponsors/commercial partners. Players also receive a base distribution which acknowledges the use of players in general promotional activity through the course of the year.

We thank the Directors of the of Cricket Players Property Trustee Limited Maddy Green, Tom Latham, Heath Mills, and Scott Weenink for their work in overseeing the Trust activities during the year.

Thanks also to NZC and Major Association commercial and marketing staff for their efforts to ensure transparency of the use of player property by efficiently completing the CPT usage forms and diligently keeping records of promotional activity.



CRICKETERS' PROPERTY TRUST

THE CRICKETERS' TRUST

Since its inception in 2007, The Cricketers' Trust has assisted many past players experiencing hardship in a variety of different areas in their lives. As the work of the Trust has become more known there has been a significant increase in demand for support, whether that be through sudden financial changes, health, or well-being related issues.

In the past 12 months the Trust has directly supported 18 past players. Aside from financial support, the Trust also assists Past Players in a pastoral manner. Often, rallying around former cricketers in times of need can be as uplifting for the individual as any financial contribution the Trust can make. The Trust's work is largely kept confidential to ensure any hardship situation faced by an individual is not made any more difficult.

Nonetheless, a small number of recipients of the Trust's work have made public endorsements of the Cricketers' Trust which, in turn, helps raise its profile. We thank Brendon Bracewell, Brian Barrett and Annie Taylor for their support and acknowledgement.

In the past financial year, the Trust paid out \$85,480.00 in grants and distributions to past players in times of need. These grants covered areas such as medical and dental costs, well-being support, financial hardship grants and funeral costs.

Over the same period, the Trust received \$156,769.00 in donations, including a one off \$100,000 donation by the current players from the 2018 Master Agreement Player Payment Pool Wash-Up Payment.

In addition, during the year the Trust was delighted to receive a commitment to donate \$25,000 per year from New Zealand Cricket as part of the new 5-year Master Agreement. We thank them greatly for their support and which demonstrates their recognition of the good and necessary work done by the Trust in support of past players.

We thank our Trustees Bruce Edgar, Ronald Cardwell, Martin Snedden, Helen Watson and Heath Mills for their commitment to our work and our past player members.



THE CRICKETERS' TRUST



LIFE MEMBERS

WE WOULD LIKE TO ACKNOWLEDGE AND THANK THE FOLLOWING PLAYERS WHO HAVE COMMITTED TO THE NZCPA THROUGH LIFE MEMBERSHIP.

A

Aberhart, Denis
Aldridge, Graeme
Allott, Geoff
Anderson, Corey
Anderson, Robert
Anderson, Tim
Askew, Dean
Astle, Lisa
Astle, Nathan
Auckram, Craig

B

Badham, Eileen
Bailey, Mark
Barnett, Geoff
Beard, Derek
Bell, Matthew
Bennett, Hamish
Bilby, Graeme
Blake, David
Bond, Shane
Boock, Stephen ONZM
Bracewell, Brendon
Bracewell, John
Bradburn, Grant
Bradley, Aaron
Bradley, Martin
Breen, Lindsay
Brown, Chris
Brown, Steve
Bullick, Anthony
Burgess, Mark
Burnett, Graham
Burns, Kevin
Burt, Vicki
Burt, Wayne
Butler, Ian

C

Campbell, Catherine
Carter, Bob
Chatfield, Ewen MBE
Child, Murray
Coe, Wendy
Collinge, Richard
Cooper, Barry
Cooper, David
Crocker, Lindsay
Cronin-Knight, Ingrid
Croy, Martyn
Cunis, Stephen
Cushen, John

D

D'Arcy, Jack
de Boorder, Derek
Diver, Robert

D

Doody, Brad
Douglas, Mark
Doull, Simon
Dowling, Graham OBE
Duff, Stuart

E

Edgar, Bruce
Edward, Stewart
Elliott, Grant

F

Ferguson, Brenda
Findlay, Craig
Fleming, Stephen ONZM
Flynn, Daniel
Fowler, Bill
Franklin, James
Fraser, Linda
Freeman, Jeff
Frew, Robbie
Fruin, Shelley
Fulton, David
Fulton, Peter
Furlong, Blair OSM
Furlong, Campbell

G

Gale, Aaron
Golder, Scott
Gunn, Karen
Gunning, Mark

H

Hadden, Wendy
Hadlee, Barry
Hadlee, Sir Richard Kt Bach, MBE
Hamilton, Lance
Harris, Ben
Hart, Matthew
Hart, Rob
Haslam, Mark
Hendren, Blair
Henry, Sir Graham KNZM
Henshilwood, Cheryl
Hills, Peter
Hitchcock, Paul
Hockley, Debbie
Holland, Peter
Hood, Brett
Hooton, Rex
Hopkins, Gareth
Hore, Andrew
Horne, Phil
Hoskin, Richard
How, Jamie

I

Illingworth, Sarah
Ingham, Craig
Ingram, Peter
Irving, Richard

J

Jagersma, Ingrid
Johnson, Vaughn
Jonas, Glenn
Jones, Richard
Jordan, Alistar

K

Kelly, David
Kelly, Leigh
Kember, Hamish
Kerr, Robbie
Kinsella, Penny

L

Lankeshwar, Maria
Larsen, Gavin
Latham, Rod
Lawson, Rob
Lee, Chris
Leonard, David
Lindsay, Linda
Loveridge, Greg
Lynch, Stephen
Lythe, Tim

M

MacKenzie, Greg
Malcon, Pat
Marshall, James
Martin, Chris
Mather, Stephen
Mawhinney, Russell
Maxwell, Neil
McCone, Ryan
McCullum, Brendon ONZM
McEwan, Paul
McGlashan, Peter
McGregor, Peter
McKay, Andy
McKelvey, Trish CNZM; MBE
McKenzie, Grant
McKenzie, Marcel
McMahon, Trevor
McMillan, Craig
McSkimming, Warren
Milburn, Barry
Mills, Jason
Mills, Kyle
Mitchell, Daryl
Morgan, Richard
Mountain, Lance

M

Munro, Colin
Murdoch, Lesley

N

Nash, Dion
Nathu, Anup
Nevin, Chris
Nicol, Rob
Nuttall, Andrew

O

O'Connor, Shayne
O'Dowda, Karl
Olson, Jenny
Oram, Jacob
O'Rourke, Patrick

P

Pamment, James
Papps, Michael
Parker, John
Parlane, Neal
Patel, Dipak
Patel, Jeetan
Peters, Maureen
Petrie, Richard
Potter, Dean
Presland, Craig
Prichard, Lynda
Pringle, Martin
Pryor, Craig
Pullar, Rachel

Q

Quickenden, Pat

R

Rattray, Sue
Redmond, Aaron
Robinson, Grant
Robinson, Shane
Rolls, Rebecca
Ronchi, Luke
Ross, Craig
Ross, Jonathan
Rugg, Paul
Rutherford, Ken

S

Scott, Bradley
Scott, Nigel
Scott, Steve
Sharpe, Michael
Shutte, Ryan
Sigley, Martyn
Signal, Elizabeth
Silva, Sanj

S

Sim, Diana
Simpson, Lois
Snedden, Martin CNZM
Sparling, John
Stead, Janice
Stewart, Shanan
Stott, Warren
Styris, Scott
Sulzberger, Glen

T

Taylor, Arch
Taylor, Ross
Teamoke, Tania
Thiele, Craig
Thompson, Ewen
Thomson, Keith
Thomson, Shane
Troup, Gary ONZM
Truscott, Peter
Turner, Ash
Twose, Roger

V

Vance, Robert
Verry, Ross
Vettori, Daniel ONZM
Vivian, Graham

W

Walmsley, Kerry
Watkins, Aimee
Watling, BJ
Watt, Betty
Weenink, Scott
Wells, Jason
Wells, Sam
Weston, Tim
White, David
White, Elaine
Williamson, Kane
Wiseman, Paul
Wright, Mike

Y

Young, Bryan
Young, Reece
Yovich, Joseph

FINANCIAL STATEMENTS

The Cricket Players' Association Incorporated

SUMMARISED CONSOLIDATED STATEMENT OF FINANCIAL PERFORMANCE

For the year ended 31 July 2022

	The CPA 2022 \$	The CPA 2021 \$	Group 2022 \$	Group 2021 \$
INCOME				
NZC Master Agreement	1,428,146	1,429,400	1,428,146	1,429,400
NZC 2022 Washup	285,926	-	385,926	-
NZC Other Funding	15,000	-	15,000	-
NZC Player Property Rights	-	-	1,150,000	1,110,000
Other Activities	62,830	64,647	2,829	30,969
Trust Funding	7,500	34,327	7,500	34,327
Interest & Dividends	26,032	22,671	28,974	22,671
Commercial & Events	141,584	185,250	141,584	153,781
Donations	-	-	70,960	19,000
Unrealised Gain on Investments	-	61,817	-	61,817
Total Income	1,967,018	1,798,112	3,230,919	2,861,965
LESS EXPENSES				
Admin & Office Expenses	181,139	192,769	197,118	181,843
Insurance	159,418	156,458	159,418	156,458
Events Expenditure	400	25,213	400	25,213
Education and Hardship Grants	13,225	25,955	96,118	67,387
Unrealised Loss on Investments	59,334	-	59,334	-
Salaries, Wages & Contractor Fees	1,085,209	1,061,652	1,085,209	1,061,652
Player Programmes & Rights	52,684	47,491	1,162,366	1,117,984
Personal Development Programme	178,785	167,926	178,785	167,926
Cricketers' Trust Donation	10,000	10,000	-	-
	1,740,194	1,687,464	2,938,818	2,778,463
NET SURPLUS FOR THE YEAR	\$226,824	\$110,648	\$292,101	\$83,502

SUMMARISED CONSOLIDATED STATEMENT OF MOVEMENTS IN EQUITY

For the period ended 31 July 2022

	The CPA 2022 \$	The CPA 2021 \$	Group 2022 \$	Group 2021 \$
Net Surplus for the year	226,824	110,648	292,101	83,502
Comprehensive Income	226,824	110,648	292,101	83,502
Opening Equity	1,297,342	1,186,694	1,641,705	1,558,203
CLOSING EQUITY	\$1,524,166	\$1,297,342	\$1,933,806	\$1,641,705

SUMMARISED CONSOLIDATED STATEMENT OF FINANCIAL POSITION

As at 31 July 2022

	The CPA 2022 \$	The CPA 2021 \$	Group 2022 \$	Group 2021 \$
CURRENT ASSETS				
Cash and Bank Accounts	366,075	377,239	746,885	764,960
Other Receivables	409,635	157,450	647,233	300,325
	775,710	534,689	1,394,118	1,065,285
TANGIBLE ASSETS				
	18,622	18,924	18,622	18,924
JARDEN INVESTMENT PORTFOLIO				
	906,436	956,379	906,436	956,378
TOTAL ASSETS	1,700,768	1,509,992	2,319,176	2,040,587
CURRENT LIABILITIES				
Accounts Payable	176,602	152,650	385,370	338,882
Revenue In Advance	-	60,000	-	60,000
TOTAL LIABILITIES	176,602	212,650	385,370	398,882
NET ASSETS	\$1,524,166	\$1,297,342	\$1,933,806	\$1,641,705

The Cricket Players' Association Incorporated
SUMMARISED CONSOLIDATED STATEMENT OF CASH FLOWS
For the year ended 31 July 2022

	The CPA 2022 \$	The CPA 2021 \$	Group 2022 \$	Group 2021 \$
CASHFLOWS FROM OPERATIONS				
Receipts from NZC and customers	1,656,456	1,736,295	2,887,415	2,864,314
Payments to Suppliers and GST	(1,659,066)	(1,720,652)	(2,896,936)	(2,875,816)
Cash Inflows / (Outflows) from Operations	(2,610)	15,643	(9,521)	(11,502)
Investment in Jarden Portfolio	-	(150,000)	-	(150,000)
Purchase of Fixed Assets	(8,554)	(21,356)	(8,554)	(21,356)
Cash outflows from Investing Activities	(8,554)	(171,356)	(8,554)	(171,356)
Total Cash (Outflows) for the Year	(11,164)	(155,713)	(18,075)	(182,858)
Opening Cash balance	377,239	532,952	764,960	947,818
CLOSING BANK BALANCES	\$366,075	\$377,239	\$746,885	\$764,960

NOTES TO THE SUMMARISED CONSOLIDATED FINANCIAL STATEMENTS
For the period ended 31 July 2022

These summarised consolidated financial statements have been extracted from the full financial statements which were approved by the Board on 18th October 2022. The full financial statements have been prepared in accordance with generally accepted accounting practice for not for profit entities using the reduced disclosure regime. These consolidated financial statements include The Cricket Players Association as parent and its controlled entities of the Cricket Players Property Trust and the Cricketers' Trust. The financial statements are presented in New Zealand dollars because that is the currency of the primary economic environment in which the Association operates.

The summary financial statements cannot be expected to provide as complete an understanding as the actual financial performance, financial position and cash flows. These Summary Financial Statements are in compliance with FRS-39: Summary Financial Statements. The full financial statements are available from the Association offices and website.



Scott Weenink
Chairman



Heath Mills
Chief Executive



Players better together



www.nzcpa.co.nz