

Office of the Minister for Sport and Recreation  
Chair, Cabinet Appointments and Honours Committee

## **SPORT AND RECREATION NEW ZEALAND: REAPPOINTMENTS AND APPOINTMENTS OF THE CHAIR, DEPUTY CHAIR AND MEMBERS**

### **Proposal**

- 1 This paper outlines my intention to reappoint and appoint the following to the Sport and Recreation New Zealand (Sport NZ) Board:
  - 1.1 Raewyn Lovett, as a reappointment, as the Chair of the Sport NZ Board, from the date of appointment to 31 October 2025; and
  - 1.2 Duane Kale, as a reappointment, as the Deputy Chair of the Sport NZ Board from the date of appointment to 31 July 2026; and
  - 1.3 Robyn Cockburn, as a reappointment, as a member of the Sport NZ Board from the date of appointment to 31 July 2025; and
  - 1.4 Megan Campbell, as a new appointment, as a member of the Sport NZ Board from the date of appointment to 31 July 2027; and
  - 1.5 John Fiso, as a new appointment, as a member of the Sport NZ Board from the date of appointment to 31 July 2027; and
  - 1.6 Kathryn Irving, as a new appointment, as a member of the Sport NZ Board from the date of appointment to 31 July 2027; and
  - 1.7 Ken Laban, as a new appointment, as a member of the Sport NZ Board from the date of appointment to 31 December 2026.

### **Background**

- 2 Sport NZ was established under the Sport and Recreation New Zealand Act 2002. Its purpose is to:
  - 2.1 develop and implement national policies and strategies for physical recreation and sport
  - 2.2 allocate funds to and provide advice and support for organisations and regional bodies in line with its policies and strategies
  - 2.3 promote and advocate the importance of participation in physical activity by all New Zealanders for their health and well-being

- 2.4 provide advice to the responsible Minister on issues relating to physical recreation and sport.
- 3 Sport NZ receives public funding through Vote Sport and Recreation. It is a Crown agent under the Crown Entities Act 2004 and is accountable for its performance to the Minister for Sport and Recreation and to Parliament.
- 4 Appointments to the Board are made by the Minister for Sport and Recreation. The Sport NZ Board must consist of at least five but not more than nine members, including a Chair.
- 5 A list of the current membership of the Sport NZ Board is attached.

### **Comment**

- 6 I intend to reappoint Raewyn Lovett as the Chair as she possesses the required skills. I also intend to reappoint Duane Kale as the Deputy Chair and Robyn Cockburn as a member, and to appoint as new members, Megan Campbell, John Fiso, Ken Laban, and Kathryn Irving as they also have the skills and experience for their intended positions.
- 7 These appointments fulfil appropriate succession planning for the Sport NZ Board. The details of these intended reappointments and appointments are outlined below:

#### ***Raewyn Lovett***

- 8 Raewyn Lovett joined the Sport NZ Board in July 2018 and has been Chair since 1 July 2023. She is a barrister and solicitor.
- 9 Ms Lovett has experience in a variety of governance roles in the sport and not-for-profit sectors. She is the Chair of CHT Healthcare which operates aged healthcare facilities in Auckland and Hawkes Bay, and chairs Dunedin Venues Management Limited.
- 10 In 2018 Ms Lovett was appointed Co-Chair of the International Working Group for Women in Sport. She has also chaired Quotable Value New Zealand, Auckland Sport 'Aktive' Auckland, and Netball New Zealand.
- 11 Ms Lovett's governance and leadership experience, and strong sporting background make her suitable for the Chair role.

#### ***Duane Kale***

- 12 Duane Kale is the current Deputy Chair. He won six medals and broke four world records in swimming at the Atlanta 1996 Paralympic Games. He was then Team Manager at the Sydney 2000 Paralympics Games and Chef de Mission for the New Zealand Paralympic Team at the Beijing 2008 and London 2012 Paralympics.
- 13 Mr Kale has taken on many lead roles in governance and compliance. In 2013 he was elected to the International Paralympic Committee Governing Board

and four years later became Vice President. He was an elected member of Paralympics New Zealand for eleven years and was appointed by the International Olympic Committee to the evaluation commission for the 2024 Paralympic and Olympic Games. Mr Kale also had an extensive commercial finance career as a Senior Manager at ANZ Banking Group.

- 14 Mr Kale brings insights from being a disabled athlete and is well respected in the Paralympic community. He also has good governance experience, and financial and investment knowledge which are appropriate for his roles.

### ***Robyn Cockburn***

- 15 Robyn Cockburn has been a member of the Sport NZ Board since 2021. She has more than 25 years' experience working as a consultant researcher, facilitator and educator. She is the Director of Lumin, a consulting company working with sport, arts and recreation organisations. She has significant governance experience and is currently Chair of The Shift Foundation.

- 16 Ms Cockburn is a Co-Facilitator of the New Zealand Olympic Women's Sport Leadership Academy for retired women Olympians and a Teaching Fellow in Museum and Heritage Studies at Victoria University of Wellington. She is an accredited Recreation Professional and Fellow of the New Zealand Recreation Association and Physical Education New Zealand.

- 17 Ms Cockburn offers deep knowledge and extensive networks in the play, active recreation and sport sector. She has a strategic mindset and understands data. She contributes to the active recreation role Sport NZ has and has a good understanding of disability issues.

### ***Megan Campbell***

- 18 Megan Campbell is currently a board member of the Changing Minds Charitable Trust, Chair of Te Puumanawa o Rototuna (The Peak) Recreation Centre Trust and a Member of the notifications and complaints committee of the Psychotherapists Board of Aotearoa New Zealand.

- 19 Ms Campbell brings a wealth of governance experience in the sport, health and education sectors. Her specific sports governance experience includes over three years as a Trustee at Sport Waikato and as Chair of the Home of Cycling Trust.

- 20 She also provides machinery of government expertise having been a government adviser. If her intended appointment is confirmed she will provide geographical diversity, sports governance and Crown sector knowledge to the Sport NZ board.

### ***John Fiso***

- 21 John Fiso is currently Chair of Fiso Investment Group, Whitby Collegiate School, and Pacific Health Trust. Former governance roles include being Chair of New Zealand Universities and Student Rugby League Board and as a board

member of Volleyball New Zealand where he contributed to a national volleyball strategy.

- 22 Mr Fiso has extensive governance experience, particularly in the education sector, and was honoured as Wellingtonian of the Year in 2016 for outstanding services to education and made an Officer of the New Zealand Order of Merit for significant contributions to sports and the community.
- 23 Mr Fiso also brings a solid understanding of financial management through his chairing of Fiso Investment Group. These skills include financial risk management and oversight.

***Ken Laban***

- 24 Mr Laban spent 16 years of his early career with the New Zealand Police before moving into broadcasting, including Television New Zealand, Radio New Zealand and, more recently, Sky Network Television Limited (where he remains a commentator, presenter and producer).
- 25 Mr Laban maintains a number of governance positions in the sporting sector, including those in rugby league where he was a notable player in earlier years.
- 26 Since 2013, Mr Laban has been a Councillor of the Greater Wellington Regional Council for the Te Awa Kairangi ki Tai / Lower Hutt constituency.
- 27 Mr Laban's significant governance experience in the sporting sector and his longstanding experience as a Regional Councillor (where he held various roles on a number of subcommittees) demonstrate an array of skills that would make

***Kathryn Irving***

- 28 Kathryn Irving brings a wealth of governance and operational experience in the sports space including terms at the New Zealand Olympic Committee and, more recently, for University and Tertiary Sport New Zealand.
- 29 Ms Irving has spent her career driving commercial sustainability within sports organisations, advising and enabling Chief Executives, boards and executive teams. This experience includes developing innovative approaches to drive commercial sustainability including sector-wide collaboration on rights deals where she helped secure more than \$10 million of new funding for the sports sector.
- 30 Ms Irving delivered successful commercial and marketing campaigns for the London 2012 Olympic Games, the Sochi 2014 Olympic Winter Games; and the Glasgow 2014.
- 31 She also provides geographical diversity and has a good understanding of Crown entities and the public sector.

## Remuneration

- 32 The Sport NZ Board is classified as a Group 3a Level 4 governance board under the Cabinet Fees Framework. The fee for the Chair is \$32,000 per annum, and the fee for the Deputy Chair is \$20,000 per annum and for members \$16,000 per annum. These are all within the relevant fees' framework range.

## Appointment process and consultation

- 33 I confirm that an appropriate process has been followed in considering the proposed appointments of the Chair, Deputy Chair and members in terms of the Public Service Commission's appointments guidelines and the requirements of the Crown Entities Act 2004. This has included all intended new appointees undertaking detailed due diligence interviews which canvassed the required skill sets and their suitability for the roles.

## Conflicts of interest

- 34 I can confirm that appropriate enquiries concerning conflicts of interest have been carried out, in accordance with the Public Service Commission's appointment guidelines and the Crown Entities Act 2004, to identify any conflict of interest that could reasonably be identified.
- 35 Ken Laban is a sports broadcaster. He is acutely aware of his conflict of interest responsibilities. If he is appointed to the board, he will work closely with the lawyer Chair in this respect.
- 36 Many of the members have had involvement with various sporting codes. In the event of conflict of interest issues occurring, Sport NZ has appropriate policies in place that are consistent with PSC guidelines and the Crown Entities Act 2004. This includes all members updating their interests regularly and standing aside from decision making, if necessary.

## Timing and Publicity

- 37 The Ministry for Culture and Heritage and Sport NZ will release media statements if the appointments are confirmed and once members are notified.

## Recommendation

- 38 It is recommended that the Committee notes my intention to appoint the following members of the Sport NZ Board:

- 38.1 Raewyn Lovett, as a reappointment, as the Chair of the Sport NZ Board, from the date of appointment to 31 October 2025; and
- 38.2 Duane Kale, as a reappointment, as the Deputy Chair of the Sport NZ Board from the date of appointment to 31 July 2026; and
- 38.3 Robyn Cockburn, as a reappointment, as a member of the Sport NZ Board from the date of appointment to 31 July 2025; and

- 38.4 Megan Campbell, as a new appointment, as a member of the Sport NZ Board from the date of appointment to 31 July 2027; and
- 38.5 John Fiso, as a new appointment, as a member of the Sport NZ Board from the date of appointment to 31 July 2027; and
- 38.6 Kathryn Irving, as a new appointment, as a member of the Sport NZ Board from the date of appointment to 31 July 2027; and
- 38.7 Ken Laban, as a new appointment, as a member of the Sport NZ Board from the date of appointment to 31 December 2026.

Authorised for lodgement

Hon Chris Bishop

Minister for Sport and Recreation

Released under the Official Information Act 1982

# Office of Hon Chris Bishop

Minister of Housing  
Minister for Infrastructure  
Minister Responsible for RMA Reform  
Minister for Sport and Recreation  
Leader of the House  
Associate Minister of Finance



Raewyn Lovett

s 9(2)(a)

Dear Raewyn

Thank you for your contribution to the Sport and Recreation New Zealand (Sport NZ) Board over the past six years.

I am pleased to advise you are reappointed as a member and Chairperson of the Sport NZ Board, for a term from 16 December 2024 to 31 October 2025.

I enclose the notice of the appointment as required under the Crown Entities Act 2004. Please email Ministry for Culture and Heritage officials at [noms@mch.govt.nz](mailto:noms@mch.govt.nz) to confirm acceptance of the notice.

Remuneration for members of the Sport NZ Board is determined by the Cabinet Fees Framework and the current remuneration for a Chair is \$32,000 per annum.

I would appreciate if you would respect the confidentiality of this information until I receive confirmation of your acceptance of the Notice. Details of your reappointment will be published in the New Zealand Gazette following the announcement.

Thank you for continuing to serve on the Sport NZ Board and I look forward to working with you further.

Yours sincerely

A handwritten signature in blue ink, appearing to read 'Chris Bishop'.

Hon Chris Bishop  
**Minister for Sport and Recreation**

cc Raelene Castle, Chief Executive, Sport NZ, s 9(2)(a)

# Office of Hon Chris Bishop

Minister of Housing  
Minister for Infrastructure  
Minister Responsible for RMA Reform  
Minister for Sport and Recreation  
Leader of the House  
Associate Minister of Finance



Duane Kale

s 9(2)(a)

Dear Duane,

Thank you for your contribution to the Sport and Recreation New Zealand (Sport NZ) Board over the past three years.

I am pleased to advise you are reappointed as a member and Deputy Chairperson of the Sport NZ Board, for a term from 16 December 2024 to 31 July 2026.

I enclose the notice of the appointment as required under the Crown Entities Act 2004. Please email Ministry for Culture and Heritage officials at [noms@mch.govt.nz](mailto:noms@mch.govt.nz) to confirm acceptance of the notice.

Remuneration for members of the Sport NZ Board is determined by the Cabinet Fees Framework and the current remuneration for the Deputy Chairperson is \$20,000 per annum.

I would appreciate if you would respect the confidentiality of this information until I receive confirmation of your acceptance of the Notice. Details of your reappointment will be published in the New Zealand Gazette following the announcement.

Thank you for continuing to serve on the Sport NZ Board and I look forward to working with you further.

Yours sincerely

Hon Chris Bishop  
Minister for Sport and Recreation

cc Raewyn Lovett, Chair, Sport NZ, s 9(2)(a)

cc Raelene Castle, Chief Executive, Sport NZ, s 9(2)(a)



# Office of Hon Chris Bishop

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Minister for Infrastructure  
Minister Responsible for RMA Reform  
Minister for Sport and Recreation  
Leader of the House  
Associate Minister of Finance



Megan Campbell

s 9(2)(a)

Dear Megan

I am pleased to advise you are appointed as a member of the Sport and Recreation New Zealand (Sport NZ) Board, for a term from 16 December 2024 to 31 July 2027.

I enclose the notice of the appointment as required under the Crown Entities Act 2004. Please email Ministry for Culture and Heritage officials at [noms@mch.govt.nz](mailto:noms@mch.govt.nz) to confirm acceptance of the notice.

I expect all new members appointed to Crown boards within the sector to participate in a new board members workshop, which will be organised by the Ministry for Culture and Heritage. I encourage you to familiarise yourself with the Crown Entities Act 2004 and the [Code of Conduct for Crown Entity Board Members](#).

Remuneration for members of the Sport NZ Board is determined by the Cabinet Fees Framework and the current remuneration for a member is \$16,000 per annum.

I would appreciate if you would respect the confidentiality of this information until I receive confirmation of your acceptance of the Notice. Details of your reappointment will be published in the New Zealand Gazette following the announcement.

I hope you will find serving on the Board a rewarding experience and I look forward to working with you.

Yours sincerely

Hon Chris Bishop  
**Minister for Sport and Recreation**

cc Raewyn Lovett, Chair, Sport NZ, s 9(2)(a)  
cc Raelene Castle, Chief Executive, Sport NZ, s 9(2)(a)

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Robyn Cockburn

s 9(2)(a)

Dear Robyn

Thank you for your contribution to the Sport and Recreation New Zealand (Sport NZ) Board over the past three years.

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I would appreciate if you would respect the confidentiality of this information until I receive confirmation of your acceptance of the Notice. Details of your reappointment will be published in the New Zealand Gazette following the announcement.

Thank you for continuing to serve on the Sport NZ Board and I look forward to working with you further.

Yours sincerely

Hon Chris Bishop  
Minister for Sport and Recreation

cc Raewyn Lovett, Chair, Sport NZ, s 9(2)(a)

cc Raelene Castle, Chief Executive, Sport NZ, s 9(2)(a)

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Minister for Infrastructure  
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Minister for Sport and Recreation  
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Associate Minister of Finance



John Fiso

s 9(2)(a)

Dear John

I am pleased to advise you are appointed as a member of the Sport and Recreation New Zealand (Sport NZ) Board, for a term from 16 December 2024 to 31 July 2027.

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Yours sincerely

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Minister for Sport and Recreation

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Kathryn Irving

s 9(2)(a)

Dear Kathryn

I am pleased to advise you are appointed as a member of the Sport and Recreation New Zealand (Sport NZ) Board, for a term from 16 December 2024 to 31 July 2027.

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I hope you will find serving on the Board a rewarding experience and I look forward to working with you.

Yours sincerely

Hon Chris Bishop  
Minister for Sport and Recreation

cc Raewyn Lovett, Chair, Sport NZ, s 9(2)(a)

cc Raelene Castle, Chief Executive, Sport NZ, s 9(2)(a)

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Leader of the House  
Associate Minister of Finance



Ken Laban

s 9(2)(a)

Dear Ken

I am pleased to advise you are appointed as a member of the Sport and Recreation New Zealand (Sport NZ) Board, for a term from 16 December 2024 to 31 December 2026.

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Yours sincerely

Hon Chris Bishop  
**Minister for Sport and Recreation**

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