

Example future scenario for community sport and recreation organisations

Using the four-box approach

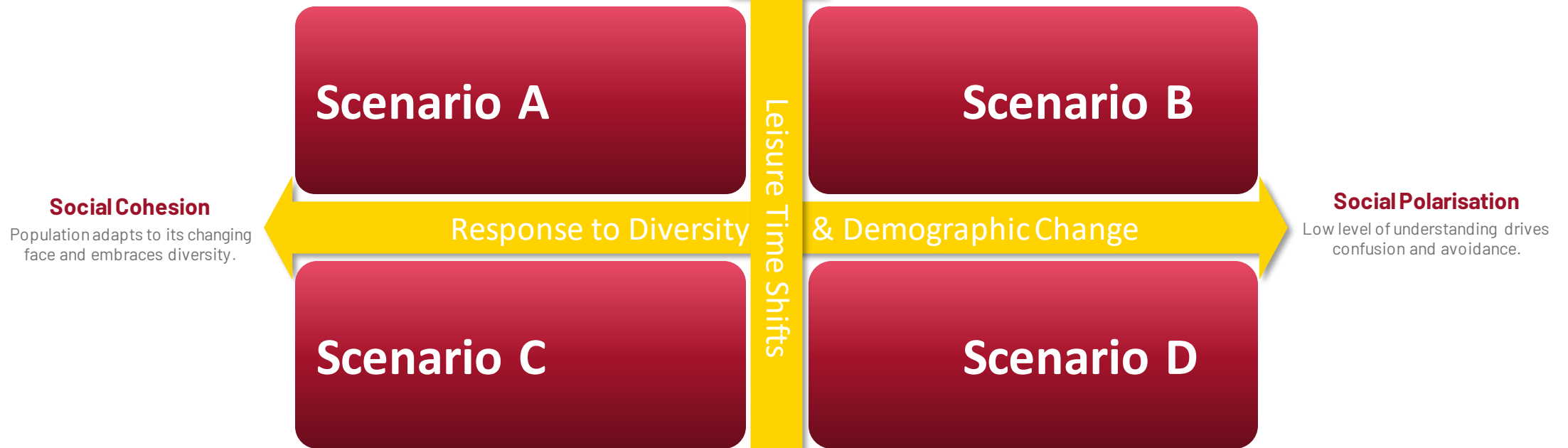
**Uncertainties: Leisure time shifts; Response to
diversity and demographic change**

Future Scenarios

Snatched moments of leisure time are typically online, low-impact, and constantly changing. The increasing diversity of society is recognised as a strength for communities.

Leisure Time Constraint
Time-constrained individuals looking for interactive, engaging leisure appealing to multi-generations.

Leisure activities continue to diversify for the generally online, time-challenged majority. High levels of diversity have limited acceptance and communities are polarised.



New Zealand has a strong reputation for embracing and building on its diversity. Expanding leisure time enables a range of activities to be pursued and supported, though cost remains a barrier for many.

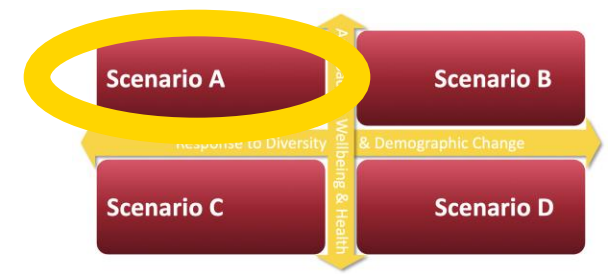
Leisure Time Growth
A growing time-rich, but perhaps dollar-poor, cohort emerging.

New Zealand is a very diverse society, but social acceptance has failed to keep pace with the trend. Sport and active recreation is experiencing considerable growth and support.

Scenario A

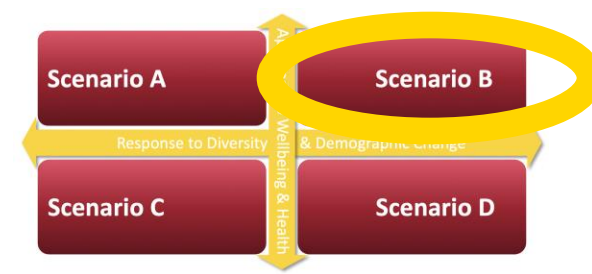
Snatched moments of leisure time are typically online, low-impact, and constantly changing. The increasing diversity of society is recognised as a strength for communities.

- The digital economy has continued accelerating, driven by online gaming and entertainment advances. Yet, despite technological advances, work dominates people's time. The multi-dimensional metaverses available today are far advanced beyond the 2D Zoom experiences of the early '20s. It means online social networks are as popular as ever, with the advances in visual technologies now enabling almost lifelike social interactions at a distance.
- The sharp increase in home working practices evident after the 2020's pandemics has continued, and the demands of work now seem to be a 24/7 juggle. Not surprisingly, people find it increasingly challenging to commit to regular leisure activities at specific times and places. The ageing population also compounds this for younger generations now faced with elder care responsibilities. As a result, the bias is toward home-based leisure choices, especially given the available range of affordable virtual reality tech.
- Online shopping continues to be a beneficiary of these trends, with most retail centres now hollowed out by the wholesale shift to the convenience of home delivery. For consumers, value for money and flexibility are prime drivers behind buying decisions in a volatile economic environment.
- Unemployment remains low as the working population ages and employers struggle to find staff. Financial pressures ensure people are working long hours and sometimes across multiple jobs. Lack of savings continues to drive the 'unretirement trend' that has depleted the number of elderly volunteers available to support activities outside the workplace. Attracting new people into New Zealand and local communities is a pressing concern. Any arguments over the benefits of immigration have largely fallen away, and the majority are keen to embrace diversity within their communities.
- All this pressure on individuals has underlined the importance of embracing the local community and supporting whanau. Consequently, locally driven initiatives are springing up to address this need and reconnect people in their communities. It is particularly relevant for those working long hours and where the boundary between work and leisure time has become extremely difficult to detect. The successful projects are close-knit with their communities and available on casual participation or drop-in basis.



Scenario B

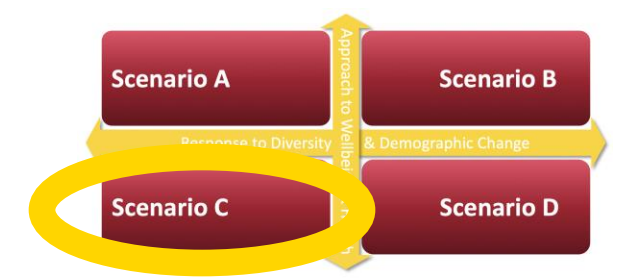
Leisure pursuits continue to diversify for a generally online, time-challenged majority. High levels of diversity have limited acceptance and drive polarisation.



- The labour shortages of the post-pandemic years led to significant investment in workplace robotics, from nurse assistants to agricultural robotics. However, this counter-intuitively had the effect of increasing demand for human staff, and those in employment are often working long hours.
- It's through digital platforms that people now find primarily find their community or their 'tribe'. But unfortunately, it's an environment rife with misinformation and mistrust that creates further barriers to understanding between social groups and diverse interests.
- With little leisure 'down-time', personalisation is the order of the day, with consumption of AI-generated music and video tailored to individual web-monitored brain patterns proving popular. In addition, a range of avatar-based services is available, from anticipatory online shopping to personal therapy subscriptions.
- There has been an explosion in virtual reality applications for all ages as high-carbon transport increases the cost of international travel. It has also become a core part of senior living communities, enabling them to improve life experiences, especially given the ongoing pandemic-related health challenges.
- Community spirit is in short supply, with resentment towards those who seem to have preferential access to facilities and resources. The decline of team activities and the primarily individualistic nature of leisure preferences has meant that space allocated to poorly patronised activities is under extreme pressure. Priority is given to community facilities that can adapt to many uses. As a result, most suburban team-sport pitches have either been repurposed or turned over to address the ever-present demand for housing.

Scenario C

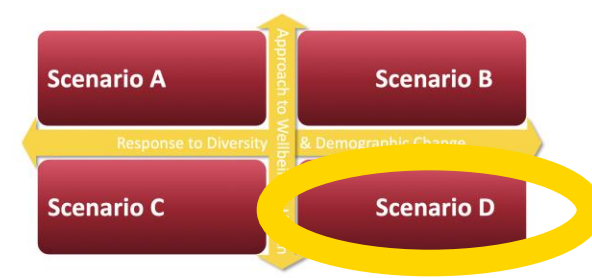
New Zealand has a strong reputation for embracing and building on its diversity. Expanding leisure time enables these goals to be pursued, though cost remains a barrier for many.



- Given NZ's welcoming reputation and the need for more workers, migration has expanded significantly in recent years post-pandemic. The country is, therefore, not just a melting pot of people but also of the range of new community activities new arrivals have introduced and strengthened. In addition, there is evidence of strong support networks within neighbourhood groups that embrace the diversity of local needs.
- While outwardly welcoming, the international crises of the 2020s have led New Zealanders to develop a more inward-looking perspective that places greater emphasis on the wellbeing of all citizens. There is less talk of 'punching above our weight' on the world stage and more discussion to ensure everybody shares in the country's wealth.
- NZ is enjoying a resurgence of multicultural expression. People are open to new cultural experiences in their communities that offer variety and in which they can participate at a minimal cost. A standout has been the uptake in te reo, which is now commonly used in conversation. Moreover, governments of all political persuasions strongly support activities contributing to this goal.
- Time-wealthy individuals (now the majority) have driven the growth in demand for activities that enable social interaction within their local communities. In addition, as travel patterns have changed in response to emissions-reduction initiatives, buildings have been re-purposed to take advantage of the demands of these local community needs rather than remain reliant on drawing patronage from surrounding areas. For example, former big box retail spaces are now becoming innovative indoor leisure spaces for their local communities.
- With the older generation expanding, there has been a corresponding focus on the care economy. The pandemic's legacy and heightened environmental awareness have led people to value relationships and community over consumption-based status.
- Income has been a challenge for many over the last few years, especially for those without assets. It is no surprise, therefore, that the recent introduction of a 'KiwiWage' (a form of UBI) has proven extremely popular. It has enabled many to reflect on their life focus which now revolves less around the relatively few work opportunities and more through contribution to society and ensuring the strength of their whanau.

Scenario D

New Zealand is a very diverse society, but social acceptance has failed to keep pace with the trend. Sport and active recreation is experiencing considerable growth and support.



- Automation and an overall slowing economy have freed up the time of most New Zealanders, but their financial status determines the quality of that leisure. Inequality has continued to track at record levels, and those reliant primarily on wage income find it challenging to finance their leisure activities. Moreover, it underpins political tensions between the asset-rich older generations and a younger generation looking to get ahead financially.
- Global challenges continue to put New Zealand under pressure to keep migration high, which is proving to be a source of community friction. Migrants are again being blamed for taking up job opportunities, driving low wages and adding additional pressure to the housing market.
- The economic segregation of urban environments has become increasingly extreme as successive governments have been unable to reduce housing demand. In addition, urban density has increased significantly, and pressure on green space is acute. That which remains must demonstrate its utility to a broad section of community needs.
- Some associations are more adept at using this identity to access funds for their chosen activity at the expense of others, and spending on community projects is often highly contested.
- The success of more established activities has tended to concentrate resources and volunteer support in more affluent communities. In this way, the active recreation sector mirrors the compounding inequalities across New Zealand society. As a result, sport is no longer (if it ever was) an effective social leveller, and New Zealanders play with people that share their identities and perspectives.
- The competitive vibrancy of the more successful sports has resulted in considerable international success. On the other hand, it has led to some questions as to how the majority can be supported to make more effective use of their leisure choices and maximise the benefit of time.