



ANNUAL REPORT



2016

CHAIRPERSON'S REPORT - 2015-2016

SSNZ BOARD	Sue Edwards	Chairperson
	Vicki Hustler	Secretary
	Michelle Anderson	
	Shirley Hooper	Treasurer
	Luciana Garcia	

Selectors	Joanna Burns	Sue Edwards
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Appointments Committee	Board Responsibility
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Awards Committee	Bronwyn Stackpole	Laura Ning
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In July last year, the Board completed the Strategic Plan for the 2015-2018 period. This plan identified 6 key strategic objectives and measures as follows:

Objectives	Measure
To foster and grow the clubs in New Zealand and ensure efficient and effective management exists at all levels of Synchro involvement	One new club every two years and all existing clubs retained
To increase the number of people participating in Synchro.	3-5% increase in affiliated members per year.
To provide a Development and HP Programme for athletes who have the talent and ability to compete at the higher levels.	Implementation of plans in the SSNZ Development and HP Programme - 2014-2020
To retain our base numbers of existing coaches and provide development opportunities for new and existing Coaches.	Grow the base of active coaches from 25 to 30. Annual development clinics delivered with attendance of 50% of coaches.
To provide an education programme and development opportunities for existing and new judges.	Annual development clinics/schools for judges delivered to 50% of judges with increase in judging numbers from 24 to 30.
To ensure professionally run events.	Successful delivery of all events.

An Annual Plan was developed for this year, and while not all initiatives were achieved, we made significant progress under each of these key objectives:

FOSTERING AND GROWING CLUBS:

- Three new Clubs were affiliated this year – a very special welcome to Central Synchronised Swimming Club, Auckland Mermaids and Waikato Synchronised Swimming. A huge credit to all of the coaches who have driven the start-up of these clubs – it is great to see you all at Nationals this year, and we look forward to helping you grow.
- Two new clubs which are moving into sustainability are Wellington and Alpine Synchro (Queenstown).
- The Board adopted a portfolio approach this year, with each Board member taking on responsibility for different areas. Vicki Hustler and Michelle Anderson took on the Club Support role for the NI and SI respectively, providing additional support and mentoring for both new and existing clubs.

INCREASING THE NUMBER OF AFFILIATED MEMBERS:

- With the addition of new clubs, and growth in several existing clubs, the number of affiliated members grew from 207 in 2015 to 251 in 2016, not including Supporters.
- While we lost a lot of our older swimmers post the Aquaferns campaign due to retirement and further schooling commitments, there is a significant groundswell of younger swimmers coming through, as witnessed by the 43 entries in Dolphin Figures and 33 in Aquanauts Figures for this year's Nationals.

IMPLEMENTATION OF THE DEVELOPMENT AND HIGH PERFORMANCE PROGRAMME:

- Two years ago Luciana Garcia and Julieta Diaz completed the SSNZ Talent Development and High Performance Plan. This year we made our first steps forward in the delivery of this plan.
- Pikopiko Squad – Head Coaches Lisa Daniels and Suzanne Ribiero, supported by Kirsten Anderson and Malika Thomas began working with 14 swimmers across the country, helping them to learn what it means to swim at an HP level. The goal for this group of swimmers is to prepare a NZ 13/14/15 Team to compete at the Singapore Open at the end of 2017.
- Koru Squad – the focus is on duets and solos for 2017 so the majority of work in 2015/16 has been with their club coaches. The girls attended the Solidarity Clinic – as “guinea pigs” for the coaches and the opportunity to swim under the tutelage of Julie Sauve.
- Many of the swimmers from these squads were selected as NZ North and NZ South representatives to compete at the Oceania Championships, where they performed well (results noted at the end of this report).
- Eva Morris and Jazzlee Thomas were selected to compete at the Junior World Championships in Kazan, the first time New Zealand has ever sent a Duet to a Junior Worlds (results noted at the end of this report).

COACH RETENTION AND DEVELOPMENT:

- The Board appointed Luciana Garcia to lead the Coach Development portfolio. Her initial step in this role was to survey all coaches to identify their coaching levels, experience and coach development needs.
- From this, Luciana (with support from the Coachforce Team at Sport NZ) has developed a Coaching Framework and Coach Development Plan, which will be rolled out in the coming years.
- The major investment in Coach Development in this period was the Olympic Solidarity Clinic held in Hamilton in December 2015, attended by 22 coaches (well over our target). Julie Sauve from Canada was the expert presenter, and was extremely well received by both the athletes and coaches.

JUDGE RETENTION AND DEVELOPMENT:

- A FINA Judges' Development Clinic was held in April in Auckland attended by 31 Judges (again well over our target). Diane van der Pol from Canada was the expert presenter for this Clinic, and conducted an extremely professional and informative Clinic.
- We have 32 Judges involved in some way or another with Nationals this year. While this is positive, many of these judges also double up as Coaches. It is critical that we grow new Judges and continue to develop existing judges, and this needs to be a priority for all clubs.
- Joanna Burns was honoured to be named as a Judge for the Rio Olympics – this was a huge achievement. Jo was supported in this goal with help from a Prime Minister's Scholarship to help fund her pre-Olympic preparation and attendance at the Canadian Open and Oceanias.

- Bronwyn Stackpole and Joanna Burns have appointed by the Board to be in charge of the Judge Development Plan – to provide support and continued development for our exiting judges, and a consistent pathway and plan for the recruitment and training of new judges in the coming years.

ENSURE PROFESSIONALLY RUN EVENTS:

It is acknowledged that this is done in New Zealand by our clubs, and I'd like to thank North Harbour and Phoenix for hosting terrific events at North Islands and South Islands this year, and to Aquagold for hosting the 2015 National Championships – an outstanding job given this isn't a big club.

In closing, I would once again like to thank everyone who has worked on and with the Board this year. We have made very good progress in many areas, and with the structures in place, this will continue, and ensure continued growth of and success for our Sport.

This is my last year as Chair of Synchro Swim New Zealand – after almost 30 years involvement with the Board. I know I leave the sport in very good hands, and look forward to seeing the clubs and athletes grow from strength to strength. While Synchronised Swimming is a niche sport in New Zealand, we are well-respected by Sport New Zealand, the NZOC, the Oceania Swimming Association, FINA and Aquatics New Zealand, and I feel very proud to have been involved in its growth and sustainability over the years.

Sue Edwards
Chairperson – Synchro Swim New Zealand



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2015/16 FINANCIAL REPORT

While the net result for 2016 saw a \$6,176 loss, balance sheet adjustments resulted in a far more positive year end position of a \$9,030 profit. These adjustments included:

Net Loss at Year End		-\$6,176
Deduction of Income in Advance	Pub Charity Grant for 2016 Nationals	-\$4,000
Add back of Income Received in Advance in 2015 but used this year	Olympic Solidarity Funding for 2016 Clinic in Hamilton	+\$19,206
Net Profit at Year End		\$9,030

This was a far more positive position than the \$500 loss that was budgeted, driven by five key factors:

- A **49% increase in Affiliation Fees** over the previous year (40% above budget) – reflecting the growth in swimmer numbers and clubs.
- **Much better success in grants funding** - \$2000 above budget (that relates to this financial year).
- **User Pays contributions** from Coaches/Judges/Swimmers for various programmes – we did not budget on any income from this, but achieved \$3,200 that helped cover the costs of various programmes.
- **An investment lower than planned on the HP Squads** – we had budgeted for an investment in both Koru and Pikopiko Squads, but only the programme for the latter has begun this year.
- As indicated in last year's Financial Report, **we have been wary this year that Sport NZ's annual investment of \$8,500 may not continue**, so we have been cautious about our spending. Fortunately, this has proved not to be the case – with Sport NZ confirming this investment will continue for the next 4 years.

Investment was made in all of our key investment areas:

- **Coaches** – The Solidarity Clinic in Hamilton in December last year with Julie Sauve was funded by our second Olympic Solidarity Grant – a net contribution of close to \$20,000. A huge thank you to the NZOC for helping us to deliver this programme from an exceptional international coach.
- **Judges** – The FINA Judge's Clinic, held in Auckland in late April, delivered by Diane Van Der Pol was partially funded by FINA. Our investment in this was slightly above budget.
- **Swimmer Support** – while we budgeted for a \$1,000 investment in swimmers competing in international competitions this year, the Board chose not to implement this this year, given the number of swimmers competing at Oceanias, and the fact that any investment made to this group would have been minimal on a per swimmer basis.
- **HP Talent Development** - we had anticipated both the Koru and Pikopiko HP Squads getting off the ground this year with an investment of \$6,000 but in fact only the Pikopiko Squad was implemented meaning this investment was lower than planned. The Koru Squad swimmers were involved in the Olympic Solidarity Clinics, so this investment benefited both coaches and swimmers.

Looking ahead, the Board will be meeting on the 23rd September prior to Nationals and will present a Budget at the AGM for the coming year. We will look to invest in our key areas of Coaches, Judges and HP Squads – and we also plan to introduce a Club Investment fund, that clubs can apply to, to assist with innovative projects that will help to increase membership and/or projects that will benefit the country.

In line with our policy of holding the equivalent of two years of Sport NZ funding in reserves, we have reinvested \$18,000 in a one year Term Deposit, maturing on the 27th August 2017, with interest being paid to the Working Account. Members' funds are currently split between a Working Account and a Business Saver Account which earns interest (albeit minimal). Year end account balances were:

Working Account	\$4,478
Working Account – Business Saver	\$26,597

Honorariums were allocated to the Chairperson, Secretary and Treasurer of \$970/annum or \$2,910. In total \$1,563 was claimed. These Honorariums are designed to pay for costs incurred by the respective roles e.g. internet, postage, stationery, phone costs. These costs are included under these categories in the actuals for this year and budget for next year. You are well served by Committee Members who do not charge for the considerable amount of time spent in SSNZ activities (alongside in several cases the work they do in their own clubs), nor in general for many of the additional costs incurred in this role. It is recommended that the Honorarium remains the same.

The SSNZ Asset Register includes:

- Chiayo sound system/amp and Lubell underwater speaker
- 1 x underwater speaker
- 7 x foot stretchers
- Spray tanning machine

The Accounts need to be presented in the new Tier 4 Reporting Format to comply with new regulations. Unfortunately, due to the short length of time from year end (August 31st) to the circulation of information for the AGM (11th September), this has not yet be completed. It will be in the coming weeks, and will be circulated to clubs when approved by the Board.

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SSNZ - Actuals at Year End vs Budget and Last Year

Year end 31st August	2014/15	2015/16	2015/16	
	Actuals	Budget	Actual	
Income:				
Affiliation Fees	5929	6,300	8,823	
FINA	1927	-	2,341	For Judge's Clinic
Sport NZ	8500	8,500	8,500	
HP Sport NZ - PM Scholarship		-	5,000	Jo's PM Scholarship - directly offset by Expenses
User Pays	4210	-	3,195	User Pays contributions- Coaches, Judges, Swimmers
Stars	508	500	1,841	
NZOC Olympic Solidarity	27029	4,000	6,465	
Grants:		-	-	
North Islands/South Islands	1000	1,000	-	
Nationals		-	7,000	2015 and 2016 Nationals
Total Grants	1000	1,000	7,000	
Passthrough Grants	12500	-	-	
Nationals		-	-	
Fees/Merchandise/Accommodation	49460	-	1,671	2015 Nationals
Medals		-	1,134	2015 Nationals
Total Nationals	49460	-	2,805	
Interest	1520	1,200	999	
Other	695	-	1,062	
Total	\$ 113,278	21,500	48,031	
Expenses:				
Bank Fees	\$ 157	150	21	
Phone/Internet	\$ 1,393	1,400	1,252	
Postage/Stationery	\$ 850	800	784	
Board Expenses	\$ 789	2,000	2,410	
Travel and Accommodation	\$ 488	500	445	
Nationals		-	-	
Expenses	\$ 44,878	-	5,216	Medals for 2015/16 and North/South Islands
Medals	\$ 1,973	-	-	
Total Nationals	\$ 46,851	-	5,216	
North Islands/South Islands	\$ 615	1,000	-	
Judge Support	\$ 4,784	3,000	5,980	FINA Judge's Clinic - offset by FINA Income so total cost \$3740
Olympic Solidarity Clinic	\$ 19,372	23,679	26,144	
Swimmer Support:				
FINA			-	
SSNZ	\$ 10,000	1,000	-	
Total Swimmer Support	\$ 10,000	1,000	-	
High Performance	\$ 4,937	6,000	3,539	
PM Scholarship		-	5,000	
Passthrough Grants	\$ 12,500	-	-	
Awards & Prizes	\$ 267	300	971	
Stars	\$ 534	500	1,314	
Affiliation Fees		200	-	
Misc	\$ 6,450	650	1,132	\$300 reflects Oceania costs - not yet reimbursed
Total	\$ 109,986	41,179	54,207	
Surplus/Deficit	3,292	- 19,679	- 6,176	
Balance Sheet Adjustments	19,206			
	22,498	- 19,206	- 4,000	Less Income in Advance for Nationals
	19,679		19,206	Add back in Income earned in Advance in previous year
	2,820	473	9,030	

SPONSORING
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New Zealand Representatives 2015/2016

Junior Worlds 2016

Eva Morris

Jazzlee Thomas

Oceania Championships Representatives

New Zealand North

Eden Worsley

Zyleika Pratt-Smith

Karlina Steiner

Jazzlee Thomas

Eva Morris

Isobel Pettit

New Zealand South

Aleisha Elliotte

Ali Robertson

Aleisha Braven

Jessica Puki

Piper Keast Wilson

Ellenna Pritchard

Anastasia Wilkes

Arielle Wilkes

Renee Baird

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Competition	Figures/Tech Routine	Free Routine
<u>FINA Junior Worlds - Kazan</u> 9 th – 13 th July 2016	<u>Figures- Total Swimmers 239</u> 204 th Eva Morris 211 th Jazzlee Thomas	<u>Junior Duet</u> 28 th Eva Morris and Jazzlee Thomas – Score 130, 4468
<u>Oceania's – Fiji</u>	<p><u>Senior Tech Solo</u> 3rd Aleisha Braven</p> <p><u>13,14, 15 Figures</u> 3rd Eden Worsley 5th Zyleika Pratt-Smith 7th Karlina Steiner 8th Ali Robertson 9th Aleisha Elliotte</p> <p><u>Junior Figures</u> 3rd Eva Morris 8th Jazzlee Thomas 14th Eden Worsley 16th Isobel Pettit</p>	<p><u>Senior Free Solo</u> 3rd Aleisha Braven</p> <p><u>13,14,15 Solo</u> 3rd Eden Worsley 4th Aleisha Elliotte</p> <p><u>13,14,15 Duet</u> 2nd Zyleika Pratt-Smith & Karlina Steiner 3rd Aleisha Elliotte & Ali Robertson</p> <p><u>Junior Duet</u> 2nd Jazzlee Thomas & Eva Morris</p> <p><u>Free Combination Team</u> 2nd New Zealand South 3rd New Zealand North</p>

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