



ANNUAL REPORT

2018



CHAIRPERSON'S REPORT - 2017-2018

SSNZ BOARD Shirley Hooper Chairperson / Treasurer
 Bronwyn Stackpole Secretary
 Jackie Flutey
 Vicki Hustler
 Luciana Garcia

Selectors Joanna Burns Lisa Daniels
 Julieta Diaz (co-opted by Board in July)

Appointments Committee Phyll Esplin and Luciana Garcia

Awards Committee Phyll Esplin Laura Ning Michelle Anderson

This year's Annual Plan reflected the 2015-2018 Strategic Plan – plus some emerging initiatives that have become priorities over recent times. The Strategic 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 Plan - 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:

- While no new clubs came into being this year, all existing clubs were retained – with the majority of clubs growing their membership. Congratulations to Central, North Harbour, Wellington and Small Strokes who all achieved double digit growth in numbers this year.
- The Board recruited a part-time administrator, Sherie Curry, towards the end of this year. While her initial focus has been on applying for grants funding and administration/pool bookings for the Development Squads – in the future this role will also grow to provide resources/support for clubs.
- This year we have worked hard to get technology to work better for us in the club space – with Vicki Hustler managing both competition entries and affiliation through Google Sheets – many thanks to all clubs for embracing this change, which should make life easier for us all in the long term.
- Our website was tidied up this year, in stage one of a refresh. The goal is in the coming year to make this a repository for key information for all clubs, in a cleaner, tidier format.
- A Club Forum was introduced to Nationals last year, to encourage club administrators to get to know each other and to share ideas. This will be continued this year.

- One of the key challenges facing clubs under new laws are Health & Safety and Safeguarding of Children - Tauranga Synchro has developed clear policies in this space. They are currently being reviewed by Debbie Dickson (Alpine Synchro) who in her spare time is a School Principal with experience in this area. We will look to share these with clubs before the end of the year, so they can adapt them if they wish for their own use. We would strongly recommend club committees work through these.

INCREASING THE NUMBER OF AFFILIATED MEMBERS:

- After last year's 20% growth in swimmers, this year saw us drop back to a more modest 2% growth.
- It is good to see this growth is coming from a continued growth in new swimmers (Dolphin Figures entries at the 2018 Nationals are now up to 45 swimmers) but also a retention of older swimmers.

IMPLEMENTATION OF THE TALENT DEVELOPMENT PROGRAMME:

- In the continued implementation of the SSNZ Talent Development and High Performance Plan, it is pleasing to report continued support from across a wider range of clubs for this initiative. This year 24 athletes were involved in the programme – 15 in the Pikopiko Development Squad, and 9 in the Koru/Aquaferns Squad.
- Both squads trained in each of the school holidays with their respective coaches, and benefited strongly from being the guinea pigs at the FINA Coaching Clinic in Invercargill in July, where Andrea Fuentes was in attendance.
- After every camp, athletes are surveyed with insights providing us with the ability to change and develop the programmes throughout the year.
- One of the goals of the squads is to grow the skills and abilities of the athletes – and to give them the opportunity to compete as a Team with athletes from other clubs. However, while it is compulsory to attend camps if selected, it is not compulsory for athletes to travel in a Team – and this must be remembered for all athletes considering the Squads in the future.
- Last year, a New Zealand Development Team, selected from the combined Koru/Pikopiko Squad coached by Suzanne Ribeiro and Lisa Daniels (Manager: Kirstin Anderson), competed at the Singapore Open in November, together with selected duets. Additional solos/duets were also selected to compete at the Asia Pacific Open which followed straight after in Kuala Lumpur.
- Eva Morris continued to fly the New Zealand flag internationally this year, competing for the first time as a Soloist in the US Open - achieving a personal best in both her Tech and Free Solo (see results later in this report).
- In 2018, the squad goals are:
 - Pikopiko Squad – led by Head Coach - Kirstin Anderson, Assistant Coach - Junco Tanaka, and Coaching Assistants - Chantelle Padget and Victoria Hohaia – is working towards competing at the Singapore and Asia Pacific Opens this year. 13 athletes will travel to both competitions – competing in Combo and Solos/Duets. Jo Leiva is supporting the Squad/Team as Manager.
 - Koru/Aquaferns Squad (9 athletes) – led by Head Coach - Lara Cianciarulo, Assistant Coach - Deirdre Harrison and Manager - Michelle Anderson, is working towards competing at the Argentina and Brazil Opens at the end of the year.
 - A special thank you to the NZOC for their support from the Olympic Solidarity National Activities Programme to help fund this programme.

COACH RETENTION AND DEVELOPMENT:

- Luciana Garcia continued to lead the Coach Development portfolio, implementing the Coaching Framework and Coach Development Plan.
- We have 43 affiliated coaches this year (46 last year), with a pleasing increase in the number of coaches registered solely for coaching i.e. not expecting to have to judge as well – though this still has a long way to go. We continue to honour the number of former swimmers who are taking the coaching pathway at the conclusion of their career.
- Our investment in coaching was significant this year with two FINA Coaching Clinics delivered:
 - Intermediate Coaching Clinic delivered in Auckland by Julie Jastontek – attended by 25 coaches.
 - Advanced Coaching Clinic with particular emphasis on choreography delivered in Invercargill by Andrea Fuentes – attended by 15 coaches
- Three of our Squad Coaches were selected for Performance Coach Advance programmes delivered by Sport NZ (Lara Cianciarulo, Deirdre Harrison and Kirstin Anderson).
- We believe strongly in creating a collaborative coaching environment across clubs:
 - The selection of Development Squad Coaches on two year contracts has gone a long way to achieving this.
 - A Coaching Tip of the Month was introduced on the Coach Facebook page with the best tip rewarded by a \$25 Rebel Sport voucher. We are currently reviewing this to see if we continue with it due to mixed support from coaches.
 - A Coaches Only Night will be held at Nationals – to discuss coach-related matters.

JUDGE RETENTION AND DEVELOPMENT:

- Bronwyn Stackpole is our Judge Lead on the Board, and works closely with Jo Burns to deliver the Coach Development Framework.
- We have 43 affiliated judges this year (down from 48 last year) – we set a target to achieve 30 judges focused solely on judging of 30 this year, but only managed to hit 25. It is critical for the long-term development of the sport that Clubs continue to grow new judges, and encourage their existing judges to be actively involved in judging stars, figures competition or displays in their clubs. Judging cannot be a twice a year job at competitions – this does a disservice to all the athletes and coaches who work hard throughout the year.
- Through Facebook judges are being challenged to look at figures and elements and discuss scores and why these scores apply to those particular performances.
- SSNZ has continued to provide education opportunities for our Judges this year:
 - SSNZ communicated with Jenny Gray to see if she would come to NZ for some judge education – this was being planned for 2018. Phoenix secured support from Community of Southland Trust and were able to bring Jenny to Nationals last year which was welcomed by many. We are fortunate to have her back again to this year's Nationals to continue this education.
 - With the introduction of new rules in this Quadrennial, Jo Burns has played a more active role in judge education this year, along with Bronwyn Stackpole delivering three coaching clinics:
 - Alongside the Julie Jastontek Clinic in January attended by 14 judges
 - At North Islands in Wellington – attended by 20 judges
 - At South Islands in Christchurch – attended by 12 judges
- We have three judges on the FINA list – Jo Burns as FINA A, and Michelle and Kirstin Anderson as FINA G. These judges, together with Caitlin Anderson attended the Judges School in Canberra in January.
- We are running a Judges School the last week of September – with 6 judges attending from NZ and 4 from Australia – this is to work towards FINA list judges.

ENSURE PROFESSIONALLY RUN EVENTS:

It is acknowledged that this is done in New Zealand by our clubs, and we would like to say a huge thank you to two new clubs who took up the mantle this year to host North Islands and South Islands. A very big thank you to the teams from Wellington and Small Strokes club in Christchurch – your efforts appreciated by all. Thank you to Four Winds for their generous grants support to help fund medals and pool hire for these events.

At the other end of the spectrum, one of our most experienced clubs, Phoenix, hosted a wonderful Nationals in Invercargill again. While we know it's a long way to travel for many clubs, it is without a doubt a wonderful event when you get there!

We look forward to enjoying Nationals in Auckland this year – and to the contribution from all the Auckland Clubs. Special thanks to Pub Charity for their assistance with this event this year.

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 to continue to establish sustainable structures and programmes. Thank you to Jackie Flutey who joined us on the Board this year – unfortunately, her appointment to the Board coincided with a significant promotion at work, which limited her available time. Nevertheless her experience and wisdom has been welcomed. A very big thank you to Bronwyn Stackpole who steps down from the Board this year – Bronwyn is one of those wonderful people who has a heart of gold, and a real desire to help people wherever she can. She has a wealth of knowledge that we will miss hugely – and we know she will always be a phone call (or an email!) away.

This is my second year as Chair of Synchro Swim New Zealand – but my first where for the last half of the year, we didn't have the wonderful Sue Edwards to call on. It was with huge sadness that we acknowledge Sue's passing in this Annual Report.



Sue Edwards passed away on the 23rd of January 2018. She had been battling with cancer for some time, but to be honest, she was such a strong woman that we all kept expecting (and hoping) she would beat it, but it was not to be.

Sue has done so much for synchronised swimming in New Zealand – being the driving force behind our sport for over 56 years. Back in the early 1960s, she fell in love with the grace, elegance and physicality of synchro as a swimmer, which sparked a life-long interest. That interest took her from being an athlete to coaching, judging, refereeing, administration and governance here in New Zealand where she has led the sport for close to 20 years, retiring in late 2016. While retired, she still had an active interest in the sport – and shared her wisdom and experience with many of us as we worked to fill her very big shoes. There's not much she didn't know about synchro!

She also had leading roles on international bodies – the Oceania Swimming Federation and FINA (the International Federation of Aquatic Sports) through the TSSC (Technical Synchronised Swimming Committee) which she was a member of for over 25 years, helping to grow, develop and drive the sport across the globe. She travelled the world, spreading her knowledge through these roles and her role as a FINA Judge Evaluator and Educator since 1997.

She is (and will always be) a life member of Synchro Swim NZ, has been recognised by FINA for her outstanding service and was last year honoured with the CNZM in the Queen's Birthday Honours. Her skills and wisdom will be sadly missed – as will the warmth and strength of her personality, and her passion for the sport that was a big part of her life.

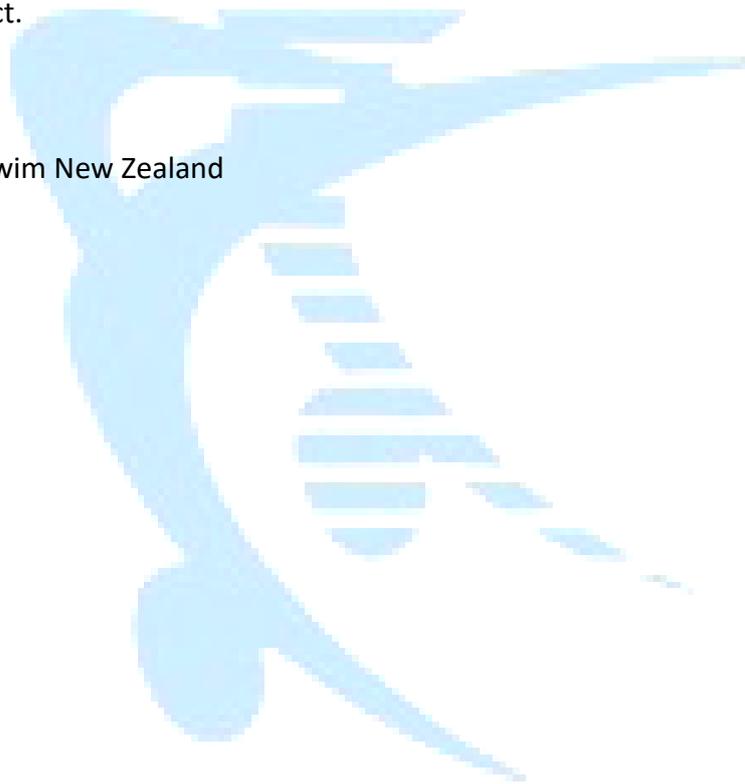
We know that she will leave a big hole in the lives of her family -Wal, Sam, Lisa and her grandsons, Harry and Max. They so willingly shared her with synchro, and for that we thank them enormously. A very special woman who touched so many lives.

Sue has been a huge part of the development and success of our sport, both in New Zealand and internationally. The expressions of grief and support that we received from all over the world and across New Zealand, were an acknowledgement of the respect in which she was held. However, while we miss her more than words can say – we know Wal, Sam, Lisa and their family miss her even more.

We will acknowledge Sue at this year's prizegiving with the introduction of a Spirit Award – for someone that embodies the spirit of synchro. The inaugural winner of this award will – of course – be Sue.

We continue to acknowledge the support this year from FINA, Aquatics New Zealand, Oceania Swimming Federation, Sport New Zealand and the NZOC. We enjoy working with these organisations in the various ways in which we connect.

Shirley Hooper
Chairperson – Synchro Swim New Zealand



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2017/18 FINANCIAL REPORT

The net result for the 2017/18 year saw a \$2,742 profit. Balance sheet adjustments reduced this profit, delivering a \$389 loss, significantly better than budget.

Net Profit at Year End		\$2,742
Deduction of Income in Advance	Grants funding and PM Scholarship income received but not spent	-\$9,539
Add back of Income Received in Advance in 2017 but used this year	Grants funding for 2017 Nationals	\$6,408
Net Loss at Year End		-\$389

This was a more positive position than the \$5,100 loss that was budgeted, driven by five key factors:

- **A 17% increase in Affiliation Fees** over the previous year – though this does include some late affiliation payments from last year.
- **Much better success in grants funding** - \$3,795 above budget – this was a direct result of having a part-time administrator employed, whose primary focus was on grants funding.
- **Successful applications for funding from FINA** – half of the \$25k received was for the FINA subsidies for the three athletes who travelled to World Champs. This was paid back to the swimmers to contribute to their costs. The other half, however, included funding for two Coaching Clinics and a new initiative from FINA – the Olympic Aquatic Support Programme (OASP) which we successfully applied for (to provide help for coaching and talent development programmes).
- **An investment lower than planned on Coaches** – we had budgeted for a \$4000 investment in coaches this year, but because we were able to successfully apply for grants funding, this ended up being a net \$2,200 investment.
- **An investment lower than planned in Talent Development** – we had budgeted for a \$12,600 investment. Again, due to successful grants applications, this ended up being a net investment of \$6,600.

The Board works hard to try to balance the needs for investment in coaching, judging, talent development and club support – together with offsetting the increasing demands on time for Board members. Investment was made in all of our key investment areas:

- **Coaches** – This year we held two Coaching Clinics – one in January for Intermediate Coaches, and another in July for Advanced Coaches. A huge thank you to FINA for their support for these initiatives.
- **Judges** – A judging clinic was held in January alongside the Coaching Clinic, led by Jo Burns. In addition, SSNZ invested in supporting Jo Burns and/or Bronwyn Stackpole to attend North Islands and South Islands.
- **Development Squads** – this year was the first year we had two full Squads in operation, with both the Koru/Aquaferns and Pikopiko Squad training every holidays (hence the significant increase in costs). While a lot of this is parent funded, SSNZ did contribute to the Squads by a net \$6,600 investment – a net investment of \$275 per swimmer.

2017/18 - SYNCHRO SWIM NEW ZEALAND Year End Accounts

Year end 31st August	2016/17	2017/18	2017/18	
	Actuals	Budget	Actuals	
Income:				
Affiliation Fees	10,462	10,500	12,205	
FINA	-	-	25,299	2017 WC reimbursement, Coaching Clinic x 2, OASP funding
Sport NZ	8,500	8,500	8,500	
HP Sport NZ - PM Scholarship	7,500	-	4,500	Jo Burns Scholarship to support FINA A Judge and Judge Development activities
User Pays		-		
HP	10,635		19,779	
Coach	1,112		5,703	
Judge	-		1,646	
Stars	1,605	1,900	820	
NZOC Olympic Solidarity	5,151	5,900	6,283	
Grants:				
North Islands/South Islands	1,000		3,500	Four Winds
Nationals	5,000		1,500	Pub Charity - 2018 Nationals
Judges/Coaches	2,000		1,585	Pub Charity - support for Jenny Gray and coach development costs
High Performance	-		3,210	Southern Trust - HP pool hire
Unidentified Grants Funding		6,000		
Clubs				
Total Grants	8,000	6,000	9,795	
Passthrough Grants			1,000	
Nationals				
Income:	2,143			
Medals reimbursement	730	1,000	662	
Total Nationals	2,873	1,000	662	
March Open				
Oceania's	-		-	
Interest	630	600	1,229	
Other	383		962	
Total	56,851	34,400	98,384	
Expenses:				
Bank Fees	-	-	-	
Phone/Internet	284	-	46	
Postage/Stationery	709	900	740	
Board Expenses	3,539	3,500	5,399	Greater flight and accommodation costs given location of Board members, plus Sue memoria
Travel and Accommodation	544	500	956	
Nationals				
Expenses	11,903			
Medals			1,134	New Dolphin pins
Total Nationals	11,903	2,000	1,134	
North Islands/South Islands	1,000	1,000	4,120	
March Open				
Oceania's				
Admin Support	315	8,000	1,340	
Club Support		500		
Coach Support	4,897	4,000	14,888	Net \$2200 investment - offset by user pays, FINA Coach Clinic, OASP and Solidarity funding
Judge Support	596	4,000	8,497	Net \$4000 investment - offset by user pays and grants funding
Olympic Solidarity Clinic	-	-	-	
Swimmer Support:				
FINA	-		12,357	
SSNZ	1,200	900	-	
Total Swimmer Support	1,200	900	12,357	
HP Talent Development	18,029	12,605	35,700	Net \$6600 investment - offset user pays, OASP, grants and Solidarity funding
PM Scholarship	3,797	3,703	6,447	\$1756 of PM Scholarship still to spend or extend beyond end of calendar year
Passthrough Grants	-	-	1,000	
Awards & Prizes	105	900	71	
Stars	2,426	2,400	1,333	
Affiliation Fees	25		-	
Misc	1,078	1,000	1,615	
Total	\$ 50,446	\$ 45,908	\$ 95,642	
Surplus/Deficit	6,405	-11,508	2,742	
<i>Less Income Received in Advance</i>	-6,408		-9,539	Less Income Received in Advance to be spent next year - grants funding, PM Scholarship
<i>Add back income received previous yr</i>	4,000	6,408	6,408	Plus income received in previous financial year against this year's spending
	3,997	-\$ 5,100	-\$ 389	

Looking ahead, the Board will be meeting prior to Nationals and will present a Budget at the AGM for the coming year. We will continue look to invest in our key areas of Coaches, Judges and Development Squads – as well as an increased investment in a part-time administrator now we have proved the value of this role.

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 Term Deposit, maturing on the 22nd May 2019, with interest being paid to the Working Account. Members' funds are currently split between a Working Account, Business Saver Account which earns interest (albeit minimal), and a term deposit maturing in March next year.

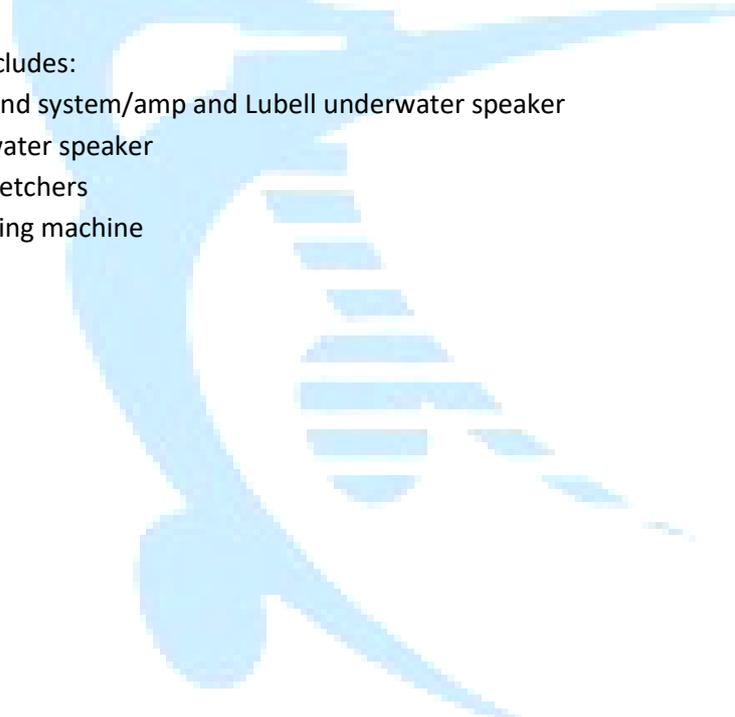
Year-end account balances were:

Working Account	\$1,166
Working Account – Business Saver	\$14,055
Working Account – Term Deposit	\$25,000

Honorariums were allocated to the Chairperson, Secretary and Treasurer of \$970/annum or \$2,910. In total only \$677 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 Board Members who do not charge for the considerable amount of time spent in SSNZ activities, 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



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New Zealand Representatives 2017/2018

Aquaferns

Competition	Tech Routine	Free Routine
<u>US Open – Los Angeles</u>	<u>Solo - Total Swimmers 9</u>	<u>Solo – Total Swimmers 12</u>
7 th – 9 th June 2018	Eva Morris 7 th	Eva Morris – 7 th
Coach: Lara Cianciarulo		



New Zealand Development Team

Competition	Combo	Duet	Solo
<u>Singapore Open</u> 24 th -26 th November 2017 Head Coach: Suzanne Ribeiro Assistant Coach: Lisa Daniels Manager: Kirstin Anderson	<u>2nd – Total Combos 6</u> Nina Brown Amber Fraser-Mackenzie Abby Flutey Isabella Gillanders Isobel Pettit Ali Robertson Karlina Steiner Josephine Wells Arielle Wilkes Eden Worsley	<u>Junior Duet – Total Swimmers 4</u> Eden Worsley and Isobel Pettit – 1st <u>13/14/15 Duet – Total Swimmers 17</u> Ali Robertson and Arielle Wilkes – 6 th	
<u>Asia Pacific Open</u> December 2017			<u>13/14/15 Solo – Total Swimmers 23</u> Ali Robertson – 3rd <u>12 & Under Solo – Total Swimmers 37</u> Josephine Wells – 2 nd

SSNZ Squads 2017/2018

AQUAFERNS HIGH PERFORMANCE SQUAD

Eva Morris Tauranga

KORU PERFORMANCE SQUAD

Nina Brown North Harbour
Amber Fraser-Mackenzie North Harbour
Madeleine Pastor-Pasi North Harbour
Isobel Pettit Tauranga
Ali Robertson Phoenix
Karlina Steiner Tauranga
Arielle Wilkes Phoenix
Eden Worsley Tauranga

PIKOPIKO DEVELOPMENT SQUAD

Xiara Patino Phoenix
Louise Sutherland Phoenix
Isabella Gillanders Phoenix
Abby Flutey Phoenix
Trista McFadzien Phoenix
Claire Montgomery Phoenix
Lily May Russell McDowall Phoenix
Onevai Pita Phoenix
Alessandra Ward Small Strokes
Tia Betteridge Small Strokes
Sarah Grant North Harbour
Ariel Yingqin Chen North Harbour
Josie Wells North Harbour
Abbey Armstrong North Harbour
Rona Costello North Harbour

FINA JUDGES

FINA A JUDGE

Jo Burns Hawkes Bay

FINA G JUDGES

Michelle Anderson Phoenix
Kirstin Anderson Phoenix

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