



ANNUAL REPORT 2019



CHAIRPERSON'S REPORT – 2018-19

SSNZ BOARD	Shirley Hooper	Chair/HPTD
	Kat Wells	Secretary
	Debbie Dickson	Club Lead
	Katie Bruffy	Judge Lead
	Luciana Garcia	Coach Lead/HPTD

Selectors Jo Burns Julieta Diaz

Appointments Committee Phyll Esplin and Luciana Garcia

Awards Committee Vicki Hustler and Anne-Maree Ward

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 our strategic plan identified the goal of developing one new club every year, on reflection we felt it was far more important to ensure our existing club structure continued to grow. **All existing clubs were retained – with many clubs growing their membership. Congratulations to Auckland Mermaids, Tauranga, Wellington and Small Stokes for achieving significant growth this year.** We appreciate that pool availability and coaches have been inhibitors of growth for some clubs.
- After the successful trial last year, **the Board took the step of advertising and appointing Karen Moffatt-McLeod as our Part-time Administrator**, although this happened a little later than planned. She works for us 8 hours per week, alongside her own photography business and a similar role with Archery New Zealand. Her initial focus has been on AGM, behind the scenes work for Nationals, grants funding applications and administration/pool bookings for the Development Squads. In the future, we envisage this role will also grow to provide resources/support for clubs.
- A massive thank you to Anne-Maree Ward who drove our **website upgrade this year. SSNZ have taken the plunge and signed up for Friendly Manager, a sport management system that will, over time, help make our communication with clubs more seamless.** One of the early benefits of this system, is the provision of a very user-friendly website. If you haven't looked at it already, make sure you do so. Our ultimate dream would be to have all

clubs using the same system, as Gymsport New Zealand do – if you're considering upgrading your club management systems, we encourage you to investigate Friendly Manager.

- It was pleasing to see many of our clubs embrace the work that Debbie Dickson completed around the provision of templates Health & Safety and Safeguarding of Children policies. For those clubs who have not yet done this, we remind you of the legal requirements to have both policies in place for your Club. Debbie is available for advice in this space.

INCREASING THE NUMBER OF AFFILIATED MEMBERS:

- In a repeat from last year, our affiliated members grew by 2% again this year.
- We look forward to discussing with clubs how we can increase this further in the coming year.

IMPLEMENTATION OF THE TALENT DEVELOPMENT PROGRAMME:

- Year 4 of the rollout of the SSNZ Talent Development Plan, saw an increase in the number of athletes involved – from 24 last year to 35 this year – 23 in the Pikopiko Development Squad (15 in 2018), and 12 in the Koru/Aquaferns Squad (9 in 2018).
- Both squads trained in each of the school holidays with their respective coaches:
 - Koru/Aquaferns Squad – Head Coach, Lara Cianciarulo, Assistant Coach – Junco Tanaka, Manager – Michelle Anderson
 - Pikopiko Squad – Squad and A Team Head Coach – Kirstin Anderson, B Team Head Coach – Vesna Tomic, Assistant Coaches – Victoria Hohaia and Chantelle Padget, Managers – Jo Leiva and Vicki Hustler
- 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.
- In the past year our Squads competed as follows (details of athletes and results are noted later in this report):
 - Koru/Aquaferns: A two-year campaign started at the end of 2018 with the Argentina and Brazil Opens, and culminated in the Aquaferns Team, Solo and Duets competing at the FINA World Championships in Gwangju, Korea in July 2019.
 - Pikopiko Development Team: In late 2018 this team travelled to the Singapore and Asia Pacific Opens.
- Later this year, we will send two Pikopiko teams offshore – the A Team to the Argentina Open, and the B Team to the Asia Pacific Open in Malaysia.
- A special thank you to the NZOC for their support from the Olympic Solidarity National Activities Programme to help fund this programme. And a further thank you to FINA for the Olympic Aquatic Support Programme funding that enabled us to support 35 athletes in the squads this year.

COACH RETENTION AND DEVELOPMENT:

- Luciana Garcia continued to lead the Coach Development portfolio, implementing the Coaching Framework and Coach Development Plan.
- We have 41 affiliated coaches this year (463 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.
- We continued to invest in coach development this year with the following initiatives:
 - Beginner Coaching Clinic delivered in Tauranga by Online Synchro Coach, Leilani Torres – attended by 12 local and 3 international coaches.
 - Lara Cianciarulo, Suzanne Ribeiro and Deirdre Harrison continued in the final year of the Performance Coach Advance programmes delivered by Sport NZ (Lara Cianciarulo, Deirdre Harrison and Kirstin Anderson).
 - The refreshment of the Stars programme – to be relaunched in 2019 as Kiwi Stars. Thank you to Caitlin Anderson and Katie McDougall for their support alongside Luciana Garcia with his project.

JUDGE RETENTION AND DEVELOPMENT:

- Katie Bruffy managed the Judging portfolio on the Board this year, which was a steep learning curve for a non-judge! We have since reviewed the Board portfolio approach, and will work towards a sub-committee approach, led by the Board member with that portfolio in the coming year.
- We have 44 affiliated judges this year (up from 43 last year) – we set a target to achieve 30 judges focused solely on judging this year, we're almost there at 26. 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:
 - Jenny Gray came to Nationals in Auckland in 2018, proving again the value of having an international judge working alongside our judges at National competitions. This is an initiative we want to continue each year by appointing a FINA Evaluator to this role – which will also provide support for those judges who need to get evaluations to grow through the FINA pathways. Sadly, we were not able to secure an evaluator for this year's Nationals, but we are working on this for 2020 now.
 - A FINA Advanced/Certification School was held in Auckland in September run by Diane van der Poel – attended by 6 local and 4 international judges.
 - A FINA Beginner Judges' School was held in Auckland in May led by FINA A Judge Gabriela Figlino, attended by 10 local judges, and an international judge from the UAE.
- We now have four judges on the FINA list – Jo Burns as FINA A, and Michelle, Caitlin and Kirstin Anderson as FINA G. Kira Van Os and Rachel Kim passed the Advanced Judges School last year and are now on a pathway to become FINA G judges. SSNZ are very keen to grow the experience and depth of our judging base – FINA now has a very clear judges' pathway for judges to follow.
- We were very sad to say a temporary goodbye to Jo Burns this year, who headed to China with her family for an international teaching role. She continues to be available to us for advice and selection support – we will miss her wisdom and strength in our judging fraternity. We are working on developing a more structured framework to support our Judges in her absence – which we are trialling at Nationals this year. Thanks to Bronwyn Stackpole, Caitlin Anderson and Sue Van Os for being the guinea pigs 😊

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 those clubs who hosted events last year:

- Tauranga for North Islands
- Phoenix for South islands
- North Harbour for Nationals at WestWave

Thank you to Southern Trust for your support with the purchase of medals this year.

We look forward to enjoying Nationals in Dunedin this year – special thanks to Phyll Esplin and Debbie Dickson who have worked hard behind the scenes to make this happen.

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 Katie Bruffy who joined us on the Board this year – Katie is a wonderful strategic thinker and having her skills on the Board as a true independent has enabled us to take a step change this year. Sadly, her job at Unitec has become all-consuming – but we look forward to still tapping into her skills in other ways. She will return to the board at some stage I'm sure.

This year marks the end of my third year as Chair of Synchro Swim New Zealand – it is nice to reflect on a year where we made progress to being more sustainable and structured, but we still have a long way to go. The Board's goal is to create a sport structure that is less dependent on the energies of one or two individuals in the coming year.

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

2018/19 FINANCIAL REPORT

The net result for the 2018/19 year saw a \$5,836 loss. Balance sheet adjustments reduced this, delivering a \$1,498 loss, slightly better than the budgeted \$2,037 loss. Adjustments were as follows:

Net Loss at Year End		-\$5,836
<u>Plus</u> prepaid expenses for next year	Tolcarne accommodation deposit for Pikopiko Camp	\$5,000
<u>Less</u> Income in Advance which will be expensed next year	FINA OASP funding and Olympic Solidarity NAP funding 2018 grants	-\$10,200
Plus Income Received in Advance in 2018 but spent this year	FINA OASP funding and Olympic Solidarity NAP funding 2017 grants	\$9,538
Net Loss at Year End		-\$1,498

ACTUALS vs BUDGET vs REFORECAST				
Year end 31st August	2017/18	2018/19	2018/19	
	Actuals	Budget	Actual	
Income:				
Affiliation Fees	12,205	12,000	11,698	
FINA	25,299	3,600	20,558	OASP Grant plus Judges Schools/Coaching Clinic
Sport NZ	8,500	8,500	8,500	
HP Sport NZ - PM Scholarship	4,500	-	-	
User Pays		-		
HP	19,779		44,438	
Coach	5,703		2,953	
Judge	1,646		818	
Stars	820	1,000	1,970	
NZOC Olympic Solidarity	6,283	12,000	21,411	NAP funding for Squads
Grants:				
North Islands/South Islands	3,500		-	
Nationals	1,500		1,564	Southern Trust - medals
Judges/Coaches	1,585		-	
High Performance	3,210		-	
Unidentified Grants Funding Clubs		5,000		
Total Grants	9,795	5,000	1,564	
Passthrough Grants	1,000		4,500	Auckland Mermaids
Nationals				
Income:				
Medals reimbursement	662	700	1,149	
Total Nationals	662	700	1,149	
March Open				
Oceania's	-			
Interest	1,229	1,000	1,377	
Other	962		1,738	
Total	98,384	43,800	121,855	
Expenses:				
Bank Fees	-	-	-	
Phone/Internet/Website	46	-	1,457	
Postage/Stationery	740	900	757	
Board Expenses	5,399	5,500	5,885	
Travel and Accommodation	956	1,000	903	
Nationals				
Expenses			3,625	Most are expenses from 2018 Nationals offset by grant received in 2018
Medals	1,134	2,000	2,762	Purchase of new medals
Total Nationals	1,134	2,000	6,387	
North Islands/South Islands	4,120	1,000	576	
March Open				
Oceania's				
Admin Support	1,340	8,000	2,476	
Club Support		500		
Coach Support	14,888	6,000	7,536	
Judge Support	8,497	6,000	8,947	
Olympic Solidarity Clinic	-	-	-	
Swimmer Support:				
FINA	12,357	-	-	
SSNZ	-	-	3,600	\$400 per athlete as with previous World Champs campaigns
Total Swimmer Support	12,357	-	3,600	
HP Talent Development	35,700	17,000	79,790	
PM Scholarship	6,447	3,075	1,756	Balance of Jo's PM Scholarship
Passthrough Grants	1,000	-	4,500	Auckland Mermaids - pass through grant
Awards & Prizes	71	900	652	
Stars	1,333	1,500	1,631	
Affiliation Fees	-	500	200	
Misc	1,615	1,500	639	
Total	\$ 95,642	\$ 55,375	\$ 127,691	
Surplus/Deficit	2,742	-11,575	-5,836	
			5,000	Plus prepaid expenses for Squad accommodation for October camp
	-9,538		10,200	Less Income in the current year that will be expensed next year
	6,408	9,538	9,538	Plus income received in previous year for this year's expenses
	-\$ 388	-\$ 2,037	-\$ 1,498	

Key features of note in the accounts:

INCOME:

- **Affiliation Fees are slightly down on last year** – despite the 2% increase in affiliation numbers. This reflects the mix of members affiliated.
- **Grants funding was not as successful this year** – though we expect with our part-time administrator focusing on this area it will improve in the coming year.
- Conversely, we were extremely pleased to receive a **significant increase in NAP funding from the Olympic Solidarity funding via NZOC** – this enabled us to provide significant support to the 34 athletes in our Squads this year.
- **FINA continued to provide us with significant support** for a Judging School, Coaching Clinic and year 2 of the Olympic Aquatic Support Programme which was used this year to assist with Squad funding.

EXPENSES:

- **We invested more in Nationals medals this year than budgeted**, in order to benefit from a lower per medal cost. This should last us for 2-3 years. The receipt of a grant from Southern Trust offset some of this expense, meaning we will pass the benefit of lower priced medals on to members for the next three Nationals.
- The delay in appointing our part-time administrator meant we **underspent on Admin Support**.
- **An investment lower than planned on Coaches** – we had budgeted for a \$6,000 investment in coaches this year, with more planned initiatives than resources allowed us to deliver. The receipt of FINA funds for the Coaching Clinic meant the overall investment was \$2,300.
- **An investment slightly lower than planned on Judges** – again, we had budgeted a \$6,000 investment in judges this year. The receipt of FINA's funds for the Judging Schools led to a net investment of \$4,600.
- **Our investment in Talent Development was slightly higher than budgeted** – with a net investment of \$8,100 against a net budget of \$5,000. We worked hard this year to keep the investment in camps below \$400 and this caught us out with some escalating costs later in the year.

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 our key areas:

- **Coaches** – This year we held a Beginner Coaching Clinics in May with support from FINA. We held our inaugural Coaches Forum at Nationals and will continue to do that this year.
- **Judges** – Two Judging Schools were held – Advanced/Certification School with Diane van der Poel and a Beginner School with Gabriela Figlino. In addition, SSNZ invested in supporting Jo Burns and Caitlin Anderson to attend North Islands to deliver education to judges, and succession planning for refereeing.
- **Development Squads** – this year was our largest ever yet with 34 athletes involved in Squads, 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 \$8,100 investment – together with applying for and receiving grants from NAP and OASP funding. Grants plus the SSNZ investment meant over \$1,030 subsidy was provided to each athlete in the squads.

Looking ahead, the Board will be meeting prior to Nationals and will present the 2019/20 Budget at the AGM. We will continue look to invest in Coaches, Judges and Development Squads – as well as an increased investment in Admin Support.

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 29th November 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	\$2,284
Working Account – Business Saver	\$22,922
Working Account – Term Deposit	\$10,000

Honorariums were allocated to the Chairperson, Secretary and Treasurer of \$970/annum or \$2,910. 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
- Medals - \$4,300

New Zealand Representatives 2018/19

New Zealand Aquaferns

Competition	Team	Duet	Solo
FINA World Championships, Gwangju – July 12th-20th 2019 Head Coach: Lara Cianciarulo Assistant Coach: Junco Tanaka Manager: Michelle Anderson	<u>Senior Tech - 22nd of 23</u> <u>Senior Free – 24th of 27</u> Nina Brown Eva Morris (Captain) Madeleine Pastor-Pasi Isobel Pettit Zyleika Pratt-Smith Ali Robertson Karlina Steiner Arielle Wilkes Eden Worsley	<u>Tech – 41st of 45</u> Eva Morris & Eden Worsley <u>Free – 39th of 46</u> Eva Morris & Isobel Pettit	<u>Free – 30th of 32</u> Eva Morris

New Zealand Performance Team

Competition	Team	Duet	Solo
Argentina Open, Buenos Aires – 22nd—25th November 2018 Head Coach: Lara Cianciarulo Assistant Coach: Deirdre Harrison Manager: Michelle Anderson	<u>Senior Free - 2nd of 3</u> <u>Junior Free - 3rd of 5</u> Nina Brown Amber Fraser-McKenzie Eva Morris (Captain) Madeleine Pastor-Pasi Isobel Pettit Ali Robertson Karlina Steiner Arielle Wilkes Eden Worsley Junior Team excludes Eva Morris		<u>Tech – 2nd of 4</u> <u>Free – 3rd of 5</u> Eva Morris
Brazil Open, Rio de Janeiro – 4th-9th December 2018 Head Coach: Lara Cianciarulo Assistant Coach: Deirdre Harrison Manager: Michelle Anderson	<u>Senior Free - 3rd of 4</u> <u>Junior Free - 3rd of 5</u> Nina Brown Amber Fraser-McKenzie Eva Morris (Captain) Madeleine Pastor-Pasi Isobel Pettit Ali Robertson Karlina Steiner Arielle Wilkes Eden Worsley Junior Team excludes Eva Morris		<u>Tech – 3rd of 7</u> <u>Free – 3rd of 9</u> Eva Morris

New Zealand Development Team

Competition	Combo	Duet	Solo
<p><u>Singapore Open</u> 30th November-2nd December 2018</p> <p>Head Coach: Kirstin Anderson Assistant Coach: Junco Tanaka Coaching Assistant: Victoria Hohaia Manager: Jo Leiva</p>	<p><u>4th of 7</u></p> <p>Tia Betteridge Ariel Chen Rona Costello Abby Flutey Isabella Gillanders Sarah Grant Trista McFadzien Claire Montgomery Xiara Patino Lily Russell-McDowall Louise Sutherland Alessandra Ward (Capt) Josephine Wells</p>	<p><u>12 & U Duet – 4th of 16</u></p> <p>Xiara Patino & Louise Sutherland</p>	
<p><u>Asia Pacific Open</u> 7th-9th December 2018</p> <p>Head Coach: Kirstin Anderson Assistant Coach: Junco Tanaka Coaching Assistant: Victoria Hohaia Manager: Jo Leiva</p>	<p><u>1st of 3</u></p> <p>Tia Betteridge Ariel Chen Rona Costello Abby Flutey Isabella Gillanders Sarah Grant Trista McFadzien Claire Montgomery Xiara Patino Lily Russell-McDowall Louise Sutherland Alessandra Ward (Capt) Josephine Wells</p>	<p><u>12 & U Duet – 3rd of 16</u></p> <p>Xiara Patino & Louise Sutherland</p>	<p><u>12 & U Solo – 5th of 26</u> Louise Sutherland</p> <p><u>12 & U Solo – 8th of 26</u> Xiara Patino</p>

SSNZ Squads 2018/19

AQUAFERNS HIGH PERFORMANCE SQUAD

Nina Brown	North Harbour
Eva Morris	Tauranga
Ali Robertson	Phoenix
Arielle Wilkes	Phoenix
Eden Worsley	Tauranga

KORU PERFORMANCE SQUAD

Abbey Armstrong	North Harbour
Isabella Gillanders	Phoenix
Madeleine Pastor-Pasi	North Harbour
Zyleika Pratt-Smith	Tauranga
Karlina Steiner	Tauranga
Alessandra Ward	Small Strokes

PIKOPIKO DEVELOPMENT SQUAD

Kaitlyn Allison	Small Strokes
Tia Betteridge	Small Strokes
Sophie Black	Tauranga
Chloe Boyt	Tauranga
Vanessa Burmeister	North Harbour
Emily Carter	Tauranga
Yingchi (Ariel) Chen	North Harbour
Eve Donoghue	Waikato/Tauranga
Avalee Donovan-Trewhella	Tauranga
Abby Flutey	Phoenix
Amelia Gillanders	Phoenix
Sarah Grant	North Harbour
Sophie Janse	Wellington
Eden Leach	Tauranga
Xiara Patino	Phoenix
Ailin Pekar	Phoenix
Onevai Pita	Phoenix
Lily Russell-McDowall	Phoenix
Victoria Russell-McDowall	Phoenix
Daisy Sellier	Small Strokes
Hannah Shatford	Small Strokes
Louise Sutherland	Phoenix
Josie Wells	North Harbour

FINA JUDGES

FINA A JUDGE

Jo Burns	Hawkes Bay
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FINA G JUDGES

Caitlin Anderson	Phoenix
Kirstin Anderson	Phoenix
Michelle Anderson	Phoenix

SYNCHRO
SWIM
NEW ZEALAND