



Annual Report 2020



CHAIRPERSON'S REPORT – 2019-20

SSNZ Board	Shirley Hooper Kat Wells Debbie Dickson Anne-Maree Luciana Garcia	Chair/HPTD Judge Lead Club Lead Marketing/Comms Lead Coach Lead/HPTD
Selection Panel	Jo Burns Caitlin Anderson Sue Van Os Rachel Kim	Bronwyn Stackpole Michelle Anderson Kira Van Os Abby Hustler
Appointments Committee	Katie Bruffy and Luciana Garcia	
Awards Committee	Vicki Hustler and Phyll Esplin	

This year's Annual Plan reflected the 2019-2022 Strategic Plan – plus some emerging initiatives that have become priorities over recent times.

Our Purpose for SSNZ is for all members of our synchro community to:

- Enjoy the sport of synchronised swimming
- Grow within themselves
- Succeed beyond their own personal goals

Our Vision is to nurture and strengthen the sport of synchronised swimming within New Zealand, where athletes, coaches, officials and supporters feel personal success and have opportunities to further develop their skills and talents.

Our Strategic and Annual Plans are built around two clear pillars:

- Nurture Our People and grow the capability and capacity of our synchronised swimming community – specifically our:
 - Athletes – exploring and developing new opportunities – both competitive and non-competitive, and continuing to build our Talent Development Squad programme
 - Coaches
 - Judges and Officials
 - Clubs – supporting development and growth
- Strengthen our systems and processes to ensure:
 - They are sustainable
 - We have clear development pathways for our athletes, coaches, judges, officials and clubs
 - The sport of synchronised swimming extends its reach and awareness

An Annual Plan was developed for this year, and while not all initiatives were achieved principally due to the impact of COVID-19, we made significant progress under each of these key objectives which are documented below:

NURTURE: ATHLETES

- **Pre-COVID-19, we had a total of 230 athletes – a growth of 3% on last year. Post-COVID, it was pleasing to note that affiliations remained the same..** Clubs should be congratulated on working proactively to engage their athletes during lockdown with online training and team-building activities. SSNZ supported this with online Lockdown Challenges that attracted over 170 entries.
- **EVENTS/COMPETITIONS:**
 - A very successful **National Championships** was held in Dunedin in late September 2019, hosted by Aquagold with support from the SSNZ Board. Over 165 athletes participated, together with 30 judges, 25 coaches and

over 50 volunteers working together to help athletes achieve their potential. Thank you to Meet Manager Phyll Esplin for her leadership of the event.

- o Sadly, the impact of COVID-19 meant we had to **cancel the 2020 North and South Islands competitions**, given the impact of lockdown on preparation training, and the unknown impact of Alert Levels for competitions that were due to be held in late May and June.

- In late 2019, we launched an **updated fundamental skills programme for our developing athletes – KIWIStars**. This was designed to be more appropriate for New Zealand athletes, and reflect the latest FINA rules (these will be reviewed every 4 years when the new FINA rules are released). The programme was launched to clubs and coaches in December, and clubs began rolling this out in late 2019/early 2020. Early indications have been very positive – we will conduct a formal review later this year to modify/adjust the programme based on feedback. Thank you to Caitlin Anderson, Luciana Garcia and Katie McDougall for their support on this initiative.



- While the combined Koru/Aquaferns Squad competed in July 2019 at the FINA World Championships in Gwangju Korea (reported on in last year's Annual Report), the **2019 Pikopiko Squad had two teams travelling internationally** – the A team to the Argentina Open (where they placed 2nd in Open Combo) and the B Team to the Asia Pacific Open in Malaysia (where they placed 2nd in both Teams & Combo). Full details of the teams can be found at the end of this report.
- A record number of athletes trialled for the 2020 **SSNZ Talent Development Squads** following Nationals – Pikopiko (19), Koru (10) and Fern (2). Squads were working hard to target their 2020 international competitions with camps in December and January, until the advent of COVID-19 in March 2020 put all plans on hold with the April and July camps cancelled. This year we added nutrition and mental skills coaching into the camp programme, which we will look to do going forward. Special thanks to *NZOC for the funding support through the Olympic Solidarity National Activities Programme* for our Talent Development Squads. New logos were also developed as we move to rebrand the sport to Artistic Swimming later this year, and to provide greater clarity to squad descriptions. Special thanks to Natasha Cuisel who is not only the Chairperson of Alpine Synchro, but a great graphic designer!



NURTURE: COACHES

- Luciana Garcia continued to lead the Coach Development portfolio, implementing the Coaching Framework and Coach Development Plan.
- In 2020, we **have 39 affiliated coaches** (down from 41 in 2019). All coaches are now entered on our Friendly Manager database, which enables us to communicate quickly and easily with them. The Coaches in Sync facebook page is used regularly to share topics of interest.
- We had planned to host a FINA Intermediate Coaches clinic in April and we had registrations from 11 coaches from throughout the country. Unfortunately, COVID-19 put paid to that, so instead we turned our attention to the delivery of an **Online Beginner Coaches course**. Led by Luciana this was run over three days with 29 people attending at least one part of the course, and 19 people attending all three. Feedback from post-course surveys was extremely positive – and while nothing beats the face to face hands-on delivery of coaching courses, this was a very good alternative – particularly for many of our clubs who are doing their best to grow local coaches from among their more experienced swimmers.

- During COVID-19, we held **several online zoom sessions** with coaches to encourage them to share their ideas for keeping their swimmers engaged – the value coaches get from sharing with each other is not to be under-estimated, and we are working to introduce a monthly Coach Forum on zoom going forward.
- Luciana also actively **mentored our squad coaches** this year – conducting several sessions with Koru Coaches – Kirstin Anderson and Victoria Hohaia, and the Pikopiko Coaching Team – Marie-Lou Morin, Chantelle Padget and Keila Patino. Both Head Coaches attended the **Balance is Better Sport NZ workshop**, and brought ideas and inspiration back to the squads.

NURTURE: JUDGES AND OFFICIALS

- Kat Wells took over the leadership of the Judge Development portfolio this year – a learning curve for her as she’s never judged, but she was well-supported by Bronwyn Stackpole in particular.
- In 2020, we **have 45 affiliated judges** (up from 44 in 2019) which is fantastic. The growing judge community has meant that we were able to do 4 figures panels at Nationals in 2019 – making the competition run quicker and more efficiently. All judges are now entered on our Friendly Manager database, which enables us to communicate quickly and easily with them. The NZ Synchronised Swimming Judges facebook page is used regularly to share topics of interest.
- We had planned to host a FINA Intermediate Judging School in Auckland in May and had 21 judges registered from throughout the country. Unfortunately, COVID-19 put paid to that, so instead we worked with FINA to deliver their first ever **online Intermediate Judges’ School** – delivered by the wonderful Miwako Homma. Unfortunately, the timing coincided with the return to Alert Level 1 which meant time was very limited for many judges – so only 9 were able to take part in the full five day course. While there were some technology challenges, the overall feedback from those 9 was very positive – with all 9 passing their Intermediate Judging exams. Congratulations to Louise Austin, Kelly Chang, Hunter Dickson, Sara Hyde, Justine Lawson, Josephine Shephard, Junco Tanaka, Tamara Pavlova and Daria Trefilova.
- Special thanks to Bronwyn Stackpole, Caitlin Anderson and Sue Van Os who took on **Referee/Judging leadership roles at the 2019 Nationals** and delivered judge education at the event. We had planned to invite a Judge Evaluator to the 2020 Nationals to provide both evaluations and judge education – but again, COVID-19 has put a stop to international travel plans.
- Our **scoring team stepped up at the 2019 Nationals** as well, implementing the European scoring system that Jenny Gray had introduced us to. Special thanks to Kate Boyt and Mike Hawkins who supported Vicki Hustler in this vital role.
- This year, as approved at the 2019 AGM, we introduced a **Selection Panel** to allow a panel of selectors to choose from for trials as required. Special thanks to those judges who performed these roles in 2019/20 – Caitlin Anderson (FINA G), Michelle Anderson (FINA G), Jo Burns (FINA A), Abby Hustler, Luciana Garcia, Rachel Kim, Kira Van Os and Sue Van Os.

NURTURE: CLUBS

- **Our clubs are the lifeblood of our sport in New Zealand** – we are lucky to have a mix of private clubs (led by passionate coaches sharing their knowledge) and community clubs (led by volunteer committees). Our goal at SSNZ is to support all our clubs to make it as easy as possible for them to continue to grow our sport and deliver strong programmes to our athletes. It is a credit to them all that post-COVID affiliations are at the same level as last year, thanks to their initiative and passion. (Pre-COVID lockdown, we had a 3% growth in athlete numbers which was our goal.)
- This year our focus has been on:
 - o **Extending the bank of policies** we have available for clubs to adopt and adapt – including Health & Safety, Safeguarding, Hypoxia Training and Code of Conduct policies. These are available on our website.
 - o Encouraging clubs to share through the introduction of **Club Forums** on specific topics e.g. recruitment and retention of swimmers, finances/grants etc. Following each Club Forum we capture the ideas shared into “How To” guides which are available on our website for current and future committees..
 - o We have been working behind-the-scenes on a **Club Toolkit that centralises resources** of use to our clubs – and will look to launch this at Nationals.
 - o During COVID-19, **regular zoom sessions with club Chairs** helped to keep everyone engaged and sharing ideas as we moved back through lockdown.
- Thanks to **Sport NZ’s Community Resilience Fund**, two of our clubs were able to apply for funding support to help their ongoing costs, if they were able to demonstrate the impact of COVID-19. We hope in the coming weeks to be able to benefit from other Sport NZ initiatives as these unfold.
- Our **Part-Time Administrator Karen Moffatt-McLeod** has been with us for a year now, working 8 hours a week, and is now for many of our clubs and squad parents, the first port of call for support. We will look to build on this in the coming year.

STRENGTHEN: SYSTEMS AND PROCESSES

- We have continued to build **efficiencies in communication and databases through Friendly Manager** – making the management of our squads in particular very efficient. The majority of our clubs are now engaged with Friendly Manager with over 80% of our participating athletes registered through FM. We would like to continue to grow this in the coming years. If we have all athletes, coaches, judges and officials registered on this site it will make communication much easier through regular Newsletters and will make affiliation very straightforward.
- We have **finalised a hosting timetable** for the upcoming four years of events – to give clubs greater visibility and planning.

	2021	2022	2023	2024
North Islands	Auckland (hosted by Central) - date and venue TBC - targeting late May	Tauranga	Auckland (hosted by Mermaids)	Wellington
South Islands	Christchurch - targeting June 5-6	Queenstown	Invercargill	Dunedin
Nationals	Invercargill - 2nd-5th October (trials on 6th) - unless Nationals are cancelled this year in which case it will remain in Hamilton	Wellington	Christchurch	Auckland (hosted by North Harbour)

- Our Part-Time Administrator has been working with Board members to **gather all information onto a SSNZ Google Drive** – a more sustainable pathway for the future of the sport. She has also picked up the responsibility for competition entries and invoicing from Meet Managers - to reduce the workload on host clubs. Special thanks to the *FINA Olympic Aquatic Support Programme* who helped provide funding to support this role this year.
- A “Guide to Hosting Nationals (or NI/SI)” has been updated – and will also be available for all Meet Managers going forward. We look forward to working with our Meet Managers for next year for the North Islands (Sarah George from Central), South Islands (Joan Billing/Anne-Maree Ward from Small Strokes) and Nationals (Debbie Dickson/Michelle Anderson From Phoenix).

THE IMPACT OF COVID-19:

It is worth noting for the record, that this year has been an exceptionally difficult one with the arrival of COVID-19 into our world. When the government moved us very rapidly into lockdown at the end of March, the synchro community in NZ did what we do well – rallied around and supported each other, working together to come up with initiatives that kept our swimmers engaged while we reacted behind the scenes to the things that we would control. We were very fortunate to be allowed back into pools in Alert Level 1 on the 8th June – and clubs slowly moved back to training, working through individual pool’s health and safety requirements that differed across the country e.g. limited numbers per lane, social distancing, Contact tracing etc. The actions and outcomes as a result of COVID-19 are listed below:



Negative Impacts:

- FINA Intermediate Coaching Clinic scheduled for April was cancelled, impacting 11 registered coaches and the 30 athletes who were to be guinea pigs for coaching
- FINA Intermediate Judges School scheduled for May was cancelled impacting 23 registered judges. The pivot to an online course delivery was great, but unfortunately only 9 judges were able to attend as it coincided with the return to lower alert levels.
- Cancellation of North Island and South Island Championships – impacting the opportunities for over 200 athletes to compete, almost the same number of judges/coaches/officials/supporters, and for host clubs to benefit from the marketing and financial impacts of hosting
- SSNZ made the decision to waive the 2020 affiliation fees to provide some financial relief to both families and clubs. This resulted in a direct loss of income to SSNZ of \$12,500 – which we were able to absorb through using our reserves. The financial impact on this year is noted in the financial report.

Positive impacts:

- Pre-Covid we had achieved a 3% increase in affiliated athletes - with the work that our clubs and SSNZ did during and post-lockdown, we were able to retain the same total number of swimmers. An outstanding achievement.
- We have made a commitment to continue with plans to host Nationals this year in Hamilton (albeit postponed to December), despite the uncertainty around COVID-19 and potential community spread. This has kept our clubs, athletes and coaches focused and we have been delighted to see the highest ever number of athletes entered for the 2020 Nationals.. We have modified the event slightly to keep it to a shorter time-frame to enable costs to be kept to a minimum.
- SSNZ, our coaches and clubs embraced the new online communication through zoom – which has carried forward into Club and Coach Forums which we imagine will be a sustainable way of communicating in the future.
- Typically in synchro, we are lean organisations run by volunteers – which means we are able to react quickly to adverse conditions. Having said that, the Board is continuing to think through ways we can re-imagine our sport to make it more sustainable in the future and will be working with Sport NZ on some ideas in the coming months.

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. **I would like to specially acknowledge Luciana Garcia who steps down from the Board this year.** We will be very sad to lose her skills, but she has indicated she will still be available to support coaching initiatives as she has in the past – for which we are hugely grateful. She has a wonderful wealth of experience in both coaching, leadership, mentoring and synchro – and when you bring these together she is a very special person to have in our NZ synchro community.

This year marks the end of my fourth 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 – despite the impact of COVID-19. We still have some way to go, and the Board's goal continues to be to create a sport structure that is less dependent on the energies of one or two individuals in the coming year.

Shirley Hooper

Chairperson – Synchro Swim New Zealand

2019/20 FINANCIAL REPORT

The net result for the 2019/20 year saw a \$6,411 profit. Balance sheet adjustments reduced this, delivering a \$7,989 loss, significantly worse than the budgeted \$2,100 loss. Adjustments were as follows:

Net Profit at Year End		\$6,411
Less expenses prepaid in previous year	Tolcarne accommodation deposit for post-Nationals Pikopiko camp	-\$5,000
Plus income received post-balance date relating to this financial year	2019 Squad admin fees - sitting in squad accounts to be credited across	\$4,059
Less Income in Advance which will be expensed next year	Olympic Solidarity Funding (\$14k) and Squad payments received in advance (\$9k)	-\$23,659
Plus Income Received in Advance in 2019 but spent this year	FINA OASP and Olympic Solidarity funding	\$10,200
Net Loss at Year End		-\$7,989

2019/20 FINANCIAL YEAR END

Year end 31st August	2018/19	2019/20	2019/20	
	Actual	Budget	Actuals	Comments
Income:				
Affiliation Fees	11,698	12,000	30	Due to COVID-19 no affiliation fees were charged this year
FINA	20,558	9,700	9,882	
Sport NZ	8,500	8,500	8,500	
HP Sport NZ - PM Scholarship	-	-	-	
User Pays				
HP	44,438		61,221	
Coach	2,953		-	
Judge	818		105	
Stars	1,970	1,500	922	Significantly less due to COVID
NZOC Olympic Solidarity	21,411		36,434	
Grants:				
North Islands/South Islands	-		-	
Nationals	1,564		5,800	Grants received for 2019 Nationals
Judges/Coaches	-		374	
High Performance	-		-	
Unidentified Grants Funding		10,000	-	
Clubs				
Total Grants	1,564	10,000	6,174	
Passthrough Grants	4,500		2,500	Auckland Mermaids
Nationals				
Income:				
Medals reimbursement	1,149	1,100	1,200	
Total Nationals	1,149	1,100	1,200	
March Open				
Oceania				
Interest	1,377	800	829	
Other	1,738		980	
Total	121,855	43,600.00	128,777	
Expenses:				
Bank Fees	-		26	
Phone/Internet/Website	1,457	800	1,361	
Postage/Stationery	757	800	695	
Board Expenses	5,885	6,000	3,820	
Travel and Accommodation	903	1,000	438	
Nationals				
Expenses	3,625	1,200	6,167	Predominantly \$5800 of pool hire offset by grant received
Medals	2,762		642	
Total Nationals	6,387	1,200	6,809	
North Islands/South Islands	576	1,000	203	
March Open				
Oceania				
Admin Support	2,476	12,400	12,558	
Club Support			130	
Coach Support	7,536	5,000	1,112	
Judge Support	8,947	5,000	2,493	
Olympic Solidarity Clinic	-		-	
Swimmer Support:				
FINA	-		-	
SSNZ	3,600		-	
Total Swimmer Support	3,600	-	-	
HP Talent Development	79,790	14,000	87,380	
PM Scholarship	1,756		-	
Passthrough Grants	4,500		2,500	
Awards & Prizes	652	900	1,190	
Stars	1,631	1,500	80	
Affiliation Fees	200	300	450	
Misc	639	1,000	1,121	
Total	\$ 127,691	\$ 50,900	\$ 122,366	
Surplus/Deficit	-5,836	-7,300	6,411	
			-5,000	Less prepaid expenses in previous year (October squad camp accommodation)
	5,000		4059	Plus Squad Admin Fees in Squad accounts - will be credited over in October
	- 10,200		- 23,659	Less income received that will be expensed next year (Squad payment plus NAP funding)
	9,538	10,200	10,200	Plus income received in previous year for this year's expenses (FINA OASP and NAP funding)
	-\$ 1,498	-\$ 2,100	-\$ 7,989	

Key features of note in the accounts:

INCOME:

- **Affiliation Fees** – due to COVID-19, the SSNZ Board made the decision to charge no affiliation fees this year, with the goal of removing financial pressure from parents and clubs, in order to retain members. With a 3% increase in affiliated membership, if we had charged fees the revenue would have been well over the budgeted \$12,000.
- **Grants funding** – we received a significant grant for \$5,800 for Nationals last year. However, subsequent applications were not successful. COVID-19 further impacted grants funding applications. We are back in the swing of things now with our part-time administrator focusing on this area going forward.
- Conversely, we were extremely pleased to receive a **significant increase in NAP funding from the Olympic Solidarity funding via NZOC** – which enabled us to provide significant support to the 29 athletes in our Squads this year, and to make it more affordable for families with squad members. Unfortunately, we will not be able to spend all of this grant this year as camps have been cancelled, so a significant amount (estimated \$10,000) of this grant will need to be paid back.
- **User pays income** was significantly different this year:
 - Coaches and Judges was less due to the cancellation of the FINA Coaching Clinic and Judges’ School
 - HP User Pays was more due to the greater number of athletes in the squads
- **FINA continued to provide us with significant support through the Olympic Aquatic Support Programme Grant** which was used to contribute to paying our part-time administrator.

EXPENSES:

- **Board expenses and Travel/Accommodation** was less than budgeted with the move to online meetings rather than face to face.
- **Nationals expenses** were significantly higher than budgeted - reflecting the pool hire payment made in line with the grants income.
- **Admin Support** was significantly more than last year, but in line with budget - as Karen was with us for a full year as our part-time Administrator.
- **Our investment in Coaches and Judges** was significantly lower than last year and budget - due to the impact of COVID and our inability to deliver the FINA Coaches Clinic and Judge’s School as planned earlier in the year.
- **Our investment in Talent Development was slightly higher than budgeted and last year reflecting the greater number of athletes** – our overall net investment in Talent Development was around \$8,000, similar to last 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 - albeit not as much as we had planned due to COVID-19:
 - **Coaches** – The year got off to a good start with the Coaches Forum at Nationals, and was due to follow with a Coaching Clinic in Invercargill. Lockdowns prevented this happening - so we pivoted to Luciana Garcia delivering an online Coaching Clinic over three weekends to Beginner Coaches where over 20 attended for some part of the course.
 - **Judges** – Unfortunately, we were not able to get an Evaluator to 2019 Nationals, but thanks to Bronwyn Stackpole and Caitlin Anderson for facilitating Judging workshops. We had planned an Intermediate Judges’ School in Auckland in May and had 23 judges registered, but COVID-19 put paid to that. Instead Miwako Homma delivered the School online - lockdown meant not all judges could attend, but the 10 judges that did passed their Intermediate Judging Certificate
 - **Development Squads** – this year we had 29 athletes involved in Squads, with both the Koru and Pikopiko Squad training every holiday’s (hence the significant increase in costs). While a lot of this is parent funded, SSNZ did contribute to the Squads by a net \$8,000 investment – together with applying for and receiving grants from NAP (Olympic Solidarity) funding.

Looking ahead, the Board will be meeting prior to Nationals and will present the 2020/21 Budget at the AGM. We will continue to look to invest in Coaches, Judges and Development Squads as the limitations of COVID-19 allow.

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 2020, 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	\$1,969
Working Account – Business Saver	\$29,647
Working Account – Term Deposit	\$30,000

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:

- o Lubell underwater speaker - unfortunately, the Chiayo amp/speaker was lost in transit from a Koru January camp and will need to be replaced this year
- o 1 x underwater speaker
- o 7 x foot stretchers
- o Medals - \$2,400

New Zealand Representatives 2019/20

New Zealand Development Teams

<u>Competition</u>	<u>Combo/Team</u>	<u>Duet</u>	<u>Solo</u>
<p><u>NZ DEVELOPMENT A TEAM:</u> <u>Argentina Open</u> 30 Oct - 2 Nov 2019</p> <p>Head Coach: Kirstin Anderson Assistant Coach: Victoria Hohaia Manager: Jo Leiva</p>	<p><u>Open Combination</u> <u>Team: 2nd</u> <u>13/14/15 Team: 4th</u> Vanessa Burmeister Yingqi (Ariel) Chen Eve Donoghue Avalee Donovan-Trewhella Abby Flutey Sarah Grant Lily Russell-McDowall Xiara Patino Ailin Pekar (captain) Louise Sutherland Josephine Wells</p>	<p><u>13/14/15 Duet</u></p> <p>Josephine Wells & Vanessa Burmeister (6th) Yingqi (Ariel) Chen & Sarah Grant (9th) Xiara Patino & Louise Sutherland (10th) Abby Flutey & Lily Russell-McDowall (14th)</p>	<p><u>13/14/15 Solo:</u></p> <p>Josephine Wells (14th) Louise Sutherland (15th)</p>
<p><u>NZ DEVELOPMENT B TEAM:</u> <u>Asia Pacific Open</u> 30 Nov - 1 Dec 2019</p> <p>Head Coach: Vesna Tomic Assistant Coach: Chantelle Padget Manager: Vicki Hustler</p>	<p><u>Open Combination</u> <u>Team: 2nd</u> <u>13/14/15 Team: 2nd</u> Katilyn Allison Tia Betteridge Sophie Black Chloe Boyt Amelia Gillanders Sophie Janse Eden Leach Onevai Pita (Captain) Victoria Russell-McDowall Daisy Sellier Hannah Shatford</p>		



SSNZ Squads 2019/2020



FERN SENIOR SQUAD

Eva Morris	Tauranga Synchro	Eden Worsley	Tauranga Synchro
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KORU JUNIOR SQUAD

Martha Bunce Invercargill	Tauranga Synchro	Ali Robertson	Phoenix,
Vanessa Burmeister	North Harbour	Alessandra Ward	Small Strokes, Christchurch
Avalee Donovan	Tauranga Synchro	Josie Wells	North Harbour
Abby Flutey	Phoenix, Invercargill	Arielle Wilkes	Phoenix, Invercargill
Ailin Pekar	Phoenix, Invercargill		

PIKOPIKO DEVELOPMENT SQUAD



Kaitlyn Allison	Small Strokes, Christchurch	Isabelle Hitchin	Auckland Central
Sophie Black	Tauranga Synchro	Sophie Janse	Wellington Synchro
Chloe Boyt	Tauranga Synchro	Eden Leach	Tauranga Synchro
Emily Carter	Tauranga Synchro	Yuhan Li	North Harbour
Ariel (Yinqi) Chen	North Harbour	Xiara Patino	Phoenix, Invercargill
Eve Donoghue	Waikato/Tauranga	Heilala Pita	Phoenix, Invercargill
Sascha Fox	Wellington Synchro	Onevai Pita	Phoenix, Invercargill
Amelia Gillanders	Wellington Synchro	Hannah Shatford	Small Strokes, Christchurch
Sarah Grant	Wellington Synchro	Vincy Tsang	North Harbour

FINA JUDGES 2019/20

FINA A JUDGE

Jo Burns	Te Pungu
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FINA G JUDGES

Caitlin Anderson	Phoenix
Kirstin Anderson	Phoenix
Michelle Anderson	Phoenix