

Annual Report 2021



CHAIRPERSON'S REPORT – 2020-21

SSNZ Board	Shirley Hooper	Chair/HP Lead
	Kat Wells	Coach Lead
	Debbie Dickson	Club Lead
	Anne-Maree	Marketing/Comms Lead
	Simon Hardy	Judge Lead

Selection Panel	Jo Burns (Solos/Duets)	Bronwyn Stackpole
	Caitlin Anderson	Michelle Anderson
	Sue Van Os	Kira Van Os
	Rachel Kim	Abby Hustler

Appointments Committee Shirley Hooper and Luciana Garcia

Awards Committee Joan Billing, Phyll Esplin, Emma Hawkins

This year's Annual Plan reflected the 2020-2022 Strategic Plan – albeit with the shadow of COVID-19 never far away throughout the year which had some impacts on delivery. A reminder of the key parts of that plan:

Our Purpose for ASNZ is for all members of our artistic swimming community to:

- Enjoy the sport of artistic (formerly known as synchronised) swimming
- Grow within themselves
- Succeed beyond their own personal goals

Our Vision is to nurture and strengthen the sport of artistic 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 artistic 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 profile of artistic swimming is raised

An Annual Plan was developed for this year, and while in some cases we need to pivot due to the impact of COVID-19, we still made significant progress under each of these key objectives which are documented below:

NURTURE: ATHLETES

- **Our sport continues to achieve healthy growth - despite the impact of COVID19, our athlete numbers grew by 10% this year.** What was even more pleasing was this growth was spread across a number of Clubs including North Harbour, Auckland Mermaids, Central Synchro, Canterbury, Alpine and Phoenix. Special acknowledgement needs to be made of the Auckland Clubs who have experienced more lockdowns than most this year (February and March as well as longer lockdowns through August/September/October 2021. Your resilience and efforts to continue to engage your athletes and keep them involved in our sport has not gone unnoticed.

EVENTS/COMPETITIONS:

- The **2020 National Championships** were deferred from late September to mid-December to allow Clubs to return to training following the August 2020 lockdowns. Due to the large numbers who attend our Nationals from all over the country, it can only go ahead when we are at Level 1 throughout the country. Luckily in December, that was the case and we had our largest ever Nationals in Hamilton with 176 athletes from all over New Zealand. Hosted by Tauranga Club, and meet-managed by the lovely Rosemary Pettit - it was a slimmed down event to make it cost effective and simpler for Clubs. An outstanding event and our thanks go to Tauranga for hosting over the Kaimai's from their hometown.
- Fortunately, we were also able to host successful **North and South Island Championships - both with record entries**. Special thanks to Canterbury who hosted South Islands, and North Harbour who hosted North Islands in Tauranga - another first (COVID impacted the date and there were no Auckland pools available on the revised date.)
- In a repeat of 2020, the **2021 National Championships have also been deferred** due to the latest Level 4 lockdown that began in August. This time we are creating a Virtual Nationals - where filming will happen in clubs, and judging will be done online from judges in their homes. Special thanks to Artistic Swimming USA, Canada and Australia for their support as we have learnt about this new way of doing things.
- Our updated **fundamental skills programme – KIWISStars was relaunched in 2020**. A formal review was conducted this year to understand where the programme needed tweaking - much of the feedback is around flexibility measures. These will be revised in late 2021, with the tweaked KIWISStars programme available from the beginning of 2022. Thank you to Sue Van Os and Simon Hardy who have driven this review.
- **A record number of athletes were involved in ASNZ Talent Development Squads this year (athletes are named at the end of this report):**



FERN SQUAD (2) - these athletes focused on their Solos and Duets but joined the Koru Squad for some camps during the year. Their goal was to compete internationally at a World Series event but the challenges of COVID-19 and MIQ made this impossible. While this Duet (Eva Morris and Eden Worsley) qualified for the 2020 Tokyo Olympics in one of the two Oceania spots, they were not able to demonstrate they could achieve the NZOC Selection Criteria which requires evidence of being able to achieve a Top 16 finish and had to relinquish their spot.



KORU SQUAD (14) - these athletes were targeting the FINA Junior World Championships to be held in Japan, and held camps in December, January, April and July to prepare for this. From the Squad of 14, 11 athletes were selected to compete. Unfortunately, like many international events this was cancelled. Fortunately, USA Artistic Swimming immediately stepped in to create a hybrid event - 2021 international Youth and Junior Open - allowing athletes to compete both physically and virtually. We immediately pivoted and our **NZ Junior Team were able to compete virtually in both Combo and Open Free Team - achieving 3rd places in both events**. While not the same as going to an international competition, it was a great way to honour the commitment of those athletes and coaches over the past two years, and to compete against some high level competition. Special thanks to the Coaching Team - Kirstin Anderson and Victoria Hohaia, and Manager Vicki Hustler for making this happen at very short notice.



PIKOPIKO SQUAD (14) - as they had hoped to do in 2020, these athletes were targeting a competition at the end of 2021 - at either the Singapore, Argentina or Asia Pacific Open. Camps were held in January, April and July before it became obvious that COVID-19 was still causing issues and travel would be impossible for such a young team. We still hold out hope we may be able to enter Solos and Duets from this Squad into a Virtual competition at the end of the year. While the 2021 programme was terminated, we know from post-camp surveys that the swimmers and their parents still valued the experience of getting together in camps, working together on routines and skill development. Special thanks to the Coaching Team - Marie-Lou Morin and Chantelle Padget (supported by Fendi Thein in the July camp), and to Anne-Maree Ward as Squad Manager for all their hard work this year. There is a huge amount of work that goes on behind the scenes to create these opportunities for athletes - and these individuals plus ASNZ's Karen Moffatt-McLeod and Board Chair Shirley Hooper work tirelessly to do this.

Looking forward, **40+ athletes are trialling for the 2022 Squads** - which is great news for the future of the sport.

NURTURE: COACHES

- **Kat Wells took over the Coach Development portfolio** from Luciana Garcia this year, but Luciana continued to offer her support and guidance for which we are very grateful. As a Lead Teacher in a Secondary School in the Health & PE field, and having a daughter who has moved into Coaching for North Harbour, she is well-qualified for this role!
- In 2021 there are **39 affiliated coaches** (the same as 2020) - including approximately 25 who have come through the NZ-system as swimmers and then either moved into coaching, or are coaching alongside their swimming.
- We were the **first country in the world to host a FINA Intermediate Coaching Clinic** in May - over four consecutive Sunday nights. Liliane Grenier zoomed in from Spain to deliver a webinar style series - structured around course content that Kat and Luciana directed to make it relevant to NZ Coaches. Over 36 coaches from NZ registered, along with 17 coaches from Australia and 12 coaches from around the rest of the world. Feedback from attendees was positive, although they would have preferred more interactive sessions - this feedback was given to FINA.
- We had planned to host a face-to-face **Beginner Coaches Course this year - but unfortunately the latest COVID outbreak put paid to that.** We look forward to making this happen most likely in early 2022.
- And finally special thanks to Luciana Garcia for offering the opportunity to our younger coaches to attend the **Women & Girls' Summit online** recently. It was great to see several coaches actively engaged.

NURTURE: JUDGES AND OFFICIALS

- **Simon Hardy took over the leadership of the Judge Development portfolio** this year – as a Judge himself, he was a perfect choice. He has formed a Judge Advisory Group (JAG) made up of some of our more experienced judges to help guide the work on this portfolio.
- In 2021, we have **53 affiliated judges** (up from 45 in 2020) which is fantastic. The increased numbers certainly made judging at both North and South Islands easier and more efficient. FINA have extended the FINA A and G Judges' qualifications given the difficulty in travelling - it's great to see Jo Burns (FINA A), Michelle, Kirstin and Caitlin Anderson (FINA G x 3) all flying the NZ flag in this space.
- For the first time this year **we provided a \$150 subsidy to support Judges who wanted to judge at both North and South Islands** - and it was pleasing to see 4 judges take that up. Our plan is to continue to do this in coming years, and we will keep North and South Islands two weeks apart where we can to allow this.
- A **FINA Beginner Judges' Schools was held in July over two subsequent weekends.** This was facilitated by Miwako Homma and was limited to 15 attendees from New Zealand and Australia. Congratulations to Li Zhang, Gloria Mao, Alina Braverman and Alex Chen who passed their Beginner exam.
- Congratulations also to Moon Hee Kim who passed her **Intermediate Judges' exam** earlier this year - following on from last year's School, where she was unable to sit the exam.
- Special thanks to Bronwyn Stackpole, Rachel Kim, Sue Van Os and Caitlin Anderson, Emma Weston, Michelle Anderson who took on **Referee/Judging leadership roles at the 2021 North and South Island Championships.**
- **Designs are underway for new Judges' Shirts for 2022 to reflect the ASNZ new branding** - designs to be finalised shortly.

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 in such a tough environment with the implications of COVID they have achieved a 10% growth in athlete numbers.

- This year our focus to support our clubs has been on:
- Encouraging of ideas and sharing through regular **Club Forums.**
- Working with Clubs to introduce a **unified Code of Conduct** - able to be adapted to reflect each Club's environment
- **Streamlining of systems for affiliations and competition entries** - working with our administrator Karen Moffatt-McLeod to make these as simple and easy as possible.
- **Providing individual support and mentoring** for some Clubs who have had issues during the year.
- **Supporting three new Meet Managers** (Anne-Maree Ward and Feng Goldthorpe) who did an outstanding job on hosting their respective events, and Debbie Dickson who is going to have the longest gestation for a Meet ever, as Phoenix will host the 2022 Nationals in Invercargill (postponed from 2021).
- Sport NZ has confirmed an **increase in Partnership investment for the 2022-2025 year** from \$8,500 per year to \$15,000 per year - this is driven by the focus we have on rangatahi and tamariki, and females in particular, and our proven ability to plan and deliver across the sport. Going forward this investment will be used to provide further support to Clubs/Coaches/Judges and Athletes.

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 85% 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 will be finalising an **upcoming hosting calendar for the next 4 years** at the AGM, to allow Clubs to plan in advance.
- This year we have also focused on **building our relationships within Aquatics New Zealand** – the umbrella body that affiliates to FINA – made up of Artistic Swimming, Diving, Swimming and Water Polo. We began working more closely together with the COVID response last year, and are currently working together on two projects:
 - The Aquatics Facilities Review which Sport NZ is embarking on (which helps to frame where investment goes into aquatic facilities across New Zealand)
 - Plans for FINA World Championships in Fukuoka next year. We are all trying to crystal ball gaze about what the MIQ system might be like then, and how we might be able to work together to navigate it.

THE IMPACT OF COVID-19:

It is worth noting that COVID-19 has continued to have an impact on this year - particularly in our Auckland clubs who were impacted by lockdowns more than most. As we finished this financial year in August 2021, the whole country was once again in Lockdown Level 4, with those clubs outside Auckland getting back into the pool - albeit in limited conditions in December. We have been lucky over these 12 months to get three competitions away for our domestic athletes - with Nationals in December 2020, North and South Islands in June and July. Many other sports were unable to do that this year, so we must be grateful. Special thanks to Sport NZ for the Reset and Rebuild Investment of \$5,000 which they granted to support our recovery efforts. Most of this will be used to fund the move to Virtual Nationals in November/December 2022.

Unite
against
COVID-19

REBRANDING:

Our final project worth acknowledging this year was the rebranding from Synchro Swim NZ, to Artistic Swimming New Zealand. This reflected FINA's decision to change the name of the sport 2-3 years ago. While many National Federations like ourselves have struggled with understanding the logic of this, over time you come to realise you need to move with the times. And so we made that decision to rebrand this year. Our suite of logos were developed by Natasha Cusiel (Chair of Alpine Synchro and a wonderful graphic designer) - Artistic Swimming NZ will be the brand used domestically, but when our teams travel we will reverse this so New Zealand will be the hero. Almost all aspects have been rebranded, but we still have some final work to do on our website and social media pages to finish this off.



In closing, I would once again like to thank everyone who has worked on and with the Board this year. It would be fair to say that several of our Board members ended up involved more in Club issues this year, which pushed some of the work on ASNZ back – we probably haven't made as much progress as we would have liked in some areas, with the energy required to rework plans for events around COVID taking up significant time.

This year marks the end of my fifth year as Chair of Artistic Swimming New Zealand – while it is sometimes easy to focus on what you haven't done, it is important to reflect on what was achieved. It was a year where we saw a significant growth in the number of athletes and judges participating in our sport, we managed to get three events away so our athletes, coaches and judges had an opportunity to showcase their efforts, and we rebranded with a fresh new look to take us forward. The Board's major goal going forward, continues to be to create a sport structure that is less dependent on the energies of one or two individuals. This will go some way to making our future more certain in a world where volunteering is becoming more challenging for busy individuals.

Shirley Hooper
Chairperson – Artistic Swimming New Zealand

2020/21 FINANCIAL REPORT

The net result for the 2020/21 year recorded \$12,766 loss. Balance sheet adjustments reversed this as per below to deliver a year end profit of \$5,968. The intention is to use this profit to fund the delivery of Virtual Nationals in the next few months.

Net Loss at Year End		-\$12,766
Plus Outstanding Squad Fees at year end		\$3,748
Plus income received last year relating to this financial year	Olympic Solidarity Funding (\$14k) and Squad payments received in advance (\$9k)	\$23,659
Less Subsidy to be spent on year end camps	Now cancelled due to COVID but carried forward to 2022	\$8,673
Net Profit at Year End		\$5,968

ASNZ 2020/21 FINANCIAL YEAR END RESULTS				
Year end 31st August	2019/20	2020/21	2020/21	
	Actuals	Budget	Actuals	
	Year End		Year End	
Income:				
Affiliation Fees	30	12,500	14,367	Above budget reflecting 10% growth in numbers
FINA	9,882	9,700	8,585	Less than budget due to exchange rate deterioration
Sport NZ	8,500	8,500	13,500	Additional \$5,000 funding from Sport NZ for COVID Reset & Rebuild
HP Sport NZ - PM Scholarship	-	-	-	
User Pays				
HP	61,221	4,059	75,579	Higher Squad numbers plus virtual competition parent contributions
Coach	-	-	-	
Judge	105	-	-	
Stars	922	1,500	1,028	
NZOC Olympic Solidarity	36,434	8,000	7,737	Less than budget due to exchange rate deterioration
Grants:				
North Islands/South Islands	-	-	-	
Nationals	5,800	-	5,545	Trust Waikato - Nationals Pool Hire (\$2k) plus \$500 from Immarsat plus \$3k Lion Foundation - Medal
Judges/Coaches	374	-	-	
High Performance	-	-	4,257	Pub Charity and Southern Trust for Sound Systems
Unidentified Grants Funding	-	10,000	-	
Clubs	-	-	-	
Total Grants	6,174	10,000	9,802	
Passthrough Grants	2,500	-	2,000	Mermaids Sponsor pass-through
Competitions - NIS/Nationals	-	-	-	
Income:				
Medals reimbursement	1,200	1,100	2,501	Medals reimbursement for events
Total Nationals	1,200	1,100	2,501	
March Open	-	-	-	
Oceania	-	-	-	
Interest	829	800	425	Lower interest rates meant less income
Other	980	-	221	
Total	128,777	56,159	135,745	
Expenses:				
Bank Fees	26	-	-	
Phone/Internet/Website	1,361	1,000	1,212	Friendly Manager and Website Domain registrations
Postage/Stationery	695	700	807	
Board Expenses	3,820	5,000	4,036	
Travel and Accommodation	438	800	679	
Nationals	-	-	-	
Expenses	6,167	1,500	2,928	Club Forum, Coach Forum and Judge Forum (50%) costs - plus pool hire
Medals	642	-	4,390	New ASNZ medals and school badges
Total Nationals	6,809	1,500	7,318	
North Islands/South Islands	203	1,000	3,289	Medals purchase - ASNZ will now carry in stock as per Nationals medals
March Open	-	-	-	
Oceania	-	-	-	
Admin Support	12,558	12,400	14,330	Karen is picking up more of the admin work from Host Clubs for competitions
Club Support	130	-	150	
Coach Support	1,112	4,000	174	Significantly under budget due to delivery online
Judge Support	2,493	4,000	934	Significantly under budget due to delivery online
Olympic Solidarity Clinic	-	-	-	
Swimmer Support:				
FINA	-	-	-	
ASNZ	-	-	3,080	\$280 support per athlete for NZ Junior Team
Total Swimmer Support	-	-	3,080	
HP Talent Development	87,380	5,000	98,302	
PM Scholarship	-	-	-	
Passthrough Grants	2,500	-	2,000	Mermaids Sponsor pass-through
Awards & Prizes	1,190	900	436	
Stars	80	1,000	1,763	
Affiliation Fees	450	300	-	
Misc	1,121	1,000	10,000	Term Deposit
Total	\$ 122,366	\$38,600	\$ 148,511	
	6,411	17,559	- 12,766	
Less prepaid expenses in prev year	-5,000			
Plus Outstanding Squad Fees at Year End	4,059		3,748	
Less income received that will be spent ne	- 23,659		- 8,673	Subsidy carried forward for year end Camps
Plus income received in previous year for	10,200		23,659	Plus income received in previous year for this year's expenses (Squad payments plus NAP Funding)
	-\$ 7,989	\$17,559	\$ 5,968	

Key features of note in the accounts:

INCOME:

- **Affiliation Fees** –driven by the 10% plus increase in swimmer numbers.
- **Grants funding** – we budgeted for \$10,000 of grants funding, and received very close to that figure. Special thanks to:
 - Trust Waikato for providing a funding contribution to pool hire for Nationals in Hamilton (\$2k).
 - Lion Foundation for supporting the purchase of medals for Nationals and North and South Islands (\$3k).
 - Pub Charity (\$2,800) and Southern Trust (\$1500) for supporting us with the purchase of a replacement underwater speaker for the ASNZ Sound System, and for the purchase of an additional sound system - so we have an ASNZ one in each Island. These are used principally for our Squad training camps, but also to provide back-up for events and for Clubs as an interim solution should something happen to their sound system.
 - Finally, thank you again to Immarsat who continued to provide a \$500 sponsorship of Nationals through their connection to Auckland Mermaids.
- We also owe our thanks to **Sport NZ for providing us with \$5,000 of funding from their COVID-19 Reset and Rebuild** programme, on top of our normal annual funding of \$8,500. We have a good relationship with Sport NZ through our Partnership Manager, and work hard to keep them up to date with our plans and initiatives, and comply with reporting requirements. They have confidence in our organisation’s ability to deliver - particularly in the young women rangatahi and tamariki space.
- Our final payment of \$7,700 was received this year for the **2020 National Activities Programming received via Olympic Solidarity and NZOC**. We hope to apply again for this coming year, but this fund is always under pressure in an Olympic year, so we did not apply for the first round of funding in 2021.
- **User Pays funding for HP** contains all the camp fees for the Squads throughout the year, together with the fees for the virtual entry into the 2021 International Junior and Youth Open, where the NZ Junior Team competed virtually. It is higher than last year reflecting both the addition of a competition, and a greater number of athletes in 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. Unfortunately, this is paid in US \$ so we are at the vagaries of the exchange rate when this is paid - hence it is lower than budget.

EXPENSES:

- **National’s expenses** were significantly higher than budgeted - reflecting the pool hire payment made in line with the grants income, and also an investment in new medals and school pins for 2021 Nationals and beyond reflecting our new branding.
- **North and South Islands’** expenses were also above budget reflecting our decision to treat Medals the same way as we do for Nationals – with ASNZ buying them in bulk to get more cost effective prices, and then charging them out to the meet each year.
- We did the same thing for **Stars** – investing in stock for the next three years, which meant spend was greater than budgeted.
- **Admin Support** was also a little higher than budgeted this year – as Karen has come to learn more about our sport, we have increased our use of her skills, particularly this year in managing competition entries – to take the pressure off host clubs.
- **Our investment in Coaches and Judges** was significantly lower budget – again due to the impact of COVID-19 which meant we had to deliver everything online, which has no cost. We had still hoped to spend the budgeted amount right up until the last month of the financial year – delivering a face-to-face Beginner Coaching Course and producing new Judges’ T-Shirts and providing these for free to judges at Nationals. However, when the decision was made to pivot from a face-to-face Nationals to a Virtual Nationals – the Board agreed that we would channel this investment towards the cost of hosting a Zoom event, so our athletes and clubs can still compete this year – but at a lower cost.
- While the expense line in **HP Talent Development** looks significantly higher than budget, you need to review this item together with the income lines:

User Pays Income for Camp and Competition Fees	\$ 75,579
NZOC NAP Funding	\$ 7,737
User Pays/NZOC NAP Funding from previous year	\$ 23,659
Total Income:	\$106,975
Less Expenses	\$ 98,302
Subsidy carried forward to 2022	\$ 8,673

In line with our policy of holding the equivalent of two years of Sport NZ funding in reserves, we have invested \$30,000 in a Term Deposit – with interest being paid to the Working Account. The Balance Sheet is as follows:

ARTISTIC SWIMMING NEW ZEALAND - BALANCE SHEET
Year end 31 August 2021

Cash Assets:	
Reserves	30,000
Working Account	6,458
Savings Account	12,393
Term Deposits	18,062
Current Assets:	
Sound System x 2 (North and South)	10,000
2 x Squad Ipads	3,765
GoPro + Selfie Stick	497
Stars	800
Medals - North/South/Nationals	5,179
TOTAL ASSETS	87,154
Less Liabilities	0
MEMBERS' FUNDS	87,154

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.

New Zealand Representatives 2020/21

New Zealand Junior Team

<u>Competition</u>	<u>Combo</u>	<u>Team</u>
<p><u>US International Junior and Youth Open</u> 16-23 August 2021, Clearwater, Florida - competed virtually</p> <p>Head Coach: Kirstin Anderson Assistant Coach: Victoria Hohaia Manager: Vicki Hustler</p>	<p><u>Junior Combination Team:</u> <u>3rd place - 62.7</u></p> <p>Sophie Black Chloe Boyt Vanessa Burmeister Emily Carter Yingqi (Ariel) Chen Abby Flutey Xiara Patino Onevai Pita Hannah Shatford Alessandra Ward (Capt)</p> <p>Reserve: Daisy Sellier</p>	<p><u>Junior Free Team:</u> <u>3rd place - 69.3</u></p> <p>Sophie Black Chloe Boyt Vanessa Burmeister Yingqi (Ariel) Chen Abby Flutey Xiara Patino Hannah Shatford Alessandra Ward (Capt)</p>



SSNZ Squads 2020/2021

FERN SENIOR SQUAD

Eva Morris	Tauranga Synchro	Eden Worsley	Tauranga Synchro
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KORU JUNIOR SQUAD

Chloe Boyt	Tauranga Synchro	Sophie Black	Tauranga Synchro
Martha Bunce	Tauranga Synchro	Vanessa Burmeister	North Harbour
Emily Carter	Tauranga Synchro	Ariel (Yinqi) Chen	North Harbour
Evander Claydon	Tauranga Synchro	Abby Flutey	Phoenix, Invercargill
Hannah Shatford	Canterbury	Xiara Patino	Phoenix, Invercargill
Onevai Pita	Phoenix, Invercargill	Daisy Sellier	Canterbury
Louise Sutherland	Phoenix Synchro	Alessandra Ward	Canterbury



PIKOPIKO DEVELOPMENT SQUAD

Ashley Armstrong	North Harbour	Yana Chernova	Canterbury
Emmerson Dickson	Phoenix, Invercargill	Eve Donoghue	Tauranga Synchro
Sascha Fox	Wellington Synchro	Scarlett George	Auckland Central
Isabelle Hitchin	Auckland Central	Eden Leach	Tauranga Synchro
Yuhan Li	North Harbour	Amelia McConnochie	Canterbury
Greta Nemedi	Tauranga Synchro	Heilala Pita	Phoenix, Invercargill
Vincy Tsang	North Harbour	Ada (Yi Ge) Zhang	North Harbour



FINA JUDGES 2020/21

FINA A JUDGE

Jo Burns	Te Pungu
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FINA G JUDGES

Caitlin Anderson	Phoenix
Kirstin Anderson	Phoenix
Michelle Anderson	Phoenix