

Annual Report 2022





CHAIRPERSON'S REPORT – 2021-22

ASNZ Board	Shirley Hooper Kat Wells Debbie Dickson Anne-Maree Simon Hardy	Chair/HP Lead Coach Lead Club Lead Marketing/Comms Lead Judge Lead
Selection Panel	Jo Burns (Solos/Duets) Caitlin Anderson Sue Van Os Emma Weston	Bronwyn Stackpole Michelle Anderson Kira Van Os Abby Hustler
Appointments Committee	Shirley Hooper and Luciana Garcia	
Awards Committee	Phyll Esplin, Anne-Maree Ward and Bronwyn Stackpole	

This year's Annual Plan reflected the 2020-2022 Strategic Plan – albeit with the continued 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 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 and officials
 - The profile of artistic swimming is raised

COVID-19 continued to have an impact on many of our planned strategies this year – but ASNZ and the synchro community still managed to achieve progress, just not as quickly as we would have liked.

NURTURE: ATHLETES

Sadly COVID impacted our athletes quite significantly this year with affiliation numbers dropping by 12%, noting that affiliations reflect the situation in the early part of this year. This impact was felt particularly by two of our largest clubs – North Harbour and Phoenix. We hope to see them rebuild as time goes on. On a more positive note, it was great to see Tauranga back to their highest membership yet, with Auckland Mermaids continuing their growth over the last two years – they are now officially the largest club in New Zealand.

Looking forward – anecdotally clubs are welcoming a new cohort of Dolphin swimmers into their midst, so we hope to see numbers grow again in 2023.

EVENTS/COMPETITIONS:

- In response to the challenge of COVID and the limitations this placed on travel we pivoted from Nationals to a NZ first – the hosting of the **2022 Virtual NZ Open** in November/December. Over 180 athletes took part, including international teams from New Caledonia, Singapore, Philippines and Taiwan. Sadly, the presence of our Auckland Clubs was significantly impacted by their extended lockdown, otherwise numbers would certainly have been larger. Clubs filmed their athletes' routines and figures – with judges zoom judging from their homes over two weekends. The routine videos were then compiled into a livestream – where many clubs created local social events to watch, celebrate and honour the athletes' achievements with medals and sashes delivered to each of the clubs in advance. Thank you to everyone who was involved – with particular thanks to Michael Morris from ISS in Canada whose systems we used to run the event, and was hugely helpful with his advice; Sue Van Os who led the Judges involvement helping to brainstorm how this could work; and to Karen Moffatt-McLeod who spent significant hours coordinating all the videos to make sure the right ones were in the right place at the right time.
- Unfortunately, COVID travel rules prevented us from hosting the **North and South Island Championships** this year. Instead we pivoted to create a **Competition Clinic** – where clubs could submit videos of their routines to a panel of judges to get feedback that they could then incorporate into their routines for Nationals. Several clubs took up this opportunity and found it worthwhile. Special thanks to Anne-Maree Ward and Simon Hardy who together drove this initiative.

Looking forward, it was pleasing at year end to see the strong entries for the **2022 Nationals** to be held in Invercargill. Despite lower affiliation numbers, over 160 athletes have entered to represent their clubs and 26 schools.

DEVELOPMENT SQUADS:



- COVID-19 also had a significant impact on our ability to deliver Development Squad programmes again this year, with the **Koru and Pikopiko Squads** only able to complete one camp in July as the travel restrictions were relaxed, and the health and safety impacts lessened. These camps had very positive feedback and it's great to see all these athletes returning to the 2023 Squads.
- With some very focused and careful management, the **Fern Squad** was able to continue to train through the year, with an **Aquaferns Team selected to compete at the 2022 FINA World Championships** in Budapest. It was a challenging time for management and coaches to prepare for this with every camp impacted by at least one or two athletes having COVID and not being able to attend trainings. Despite this the 11 athletes, 2 coaches and a Manager headed off looking forward to representing NZ on the world stage. Unfortunately, at a pre-competition camp in Dubai, four athletes succumbed to COVID, which disrupted plans significantly. Most of the team continued on to Budapest, with the others remaining in Dubai to quarantine. The team was reunited three days before the Free Team competition – having had to scratch the other routines. While that was less than ideal preparation, they stood proudly on the world stage and finished with a score of 67.6. Special credit to Team Manager – Luciana Garcia, and the coaching team – Kirstin Anderson and Victoria Hohaia – for keeping the morale up and everyone focused on the end game in such extenuating circumstances.
- A **very special thanks to the NZOC** for selecting ASNZ to receive National Activities programming to support our Squads this year. Without that, the cost for camps would have been significantly higher.

Looking forward, we are pleased to welcome **37 athletes across the three 2023 Squads** - great news for the future of the sport. We hope to see teams selected from each Squad competing internationally in 2023.

NURTURE: COACHES

- **Kat Wells continued with the Coach Development portfolio** this year.
- In 2022 there was a **small drop in affiliated coaches to 35** (39 in 2021). We are aware that some of our clubs have really struggled to get enough coaches this year – in an environment where the closed borders due to COVID have impacted the ability to bring in international coaches to support those we have in New Zealand.
- We had planned to host a face-to-face **Beginner Coaches Course** this year (carried over from last year) - **but again COVID put paid to that.**
- **Unfortunately, FINA's Oceania region did not offer any FINA Coaching Courses this year** – so we were unable to offer our usual annual Coach Development course.
- However, knowing that flexibility is a critical skill for our coaches and athletes – we organised a **very successful online Flexibility course delivered by Inga Grebeniuk** – which focused on coaching and training techniques to improve flexibility.
- Finally, this year we completed some work between the Coach and Judge Leads – researching **cultural appropriation in routines**. Using routines inspired by different cultures/music is something we often do, but understanding, researching and educating ourselves and our athletes about those cultural practices is important to avoid cultural misappropriation. This year the Coaches were educated on this – and Nationals will be run under these guidelines – where Coaches have to demonstrate that they have done the mahi to educate themselves and their athletes on the cultural inspiration for their routines.

Looking forward, with a whole new scoring/judging system to be implemented by FINA in 2023, a significant amount of our focus will be on educating our Coaches in this, and providing practical experience/guidance for them together with our judges. This work begins for our Coaches in November – where over half of them have registered to attend an online FINA Coaching Clinic delivered by Sheilagh Croxon. We also want to work with Clubs who are looking for international coaches to promote NZ as a destination either for working holidays or more permanent positions.

NURTURE: JUDGES AND OFFICIALS

- **Simon Hardy continued to lead the Judge Development portfolio** this year – drawing on input and advice from the Judge Advisory Group (JAG) made up of some of our more experienced judges.
- In 2022, we have **51 affiliated judges** (slightly down from 53 in 2021) which is great. We need this number of judges to enable us to effectively judge at our regional and national competitions with our 1 judge:6 athlete ratio. We still need to work together as a sport to reduce the number of judges who are also coaches – otherwise this makes scheduling very difficult. FINA extended the FINA A and G Judges' qualifications given the difficulty in travelling again this year - 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.
- Our most significant investment this year was in **new Judges' Shirts reflecting ASNZ's new branding** – these were provided free of charge by ASNZ to all affiliated judges and were used at Nationals in October (where they looked very smart!).
- Our Judge education plan included:
 - **Beginners' Judging education** at NI/SI – unfortunately didn't happen as the events didn't run. We will look to do this next year.
 - A **FINA Intermediate Judges' Schools** was awarded to New Zealand – but the recommendation was to run this after the new rules had been approved. We hope to do this before the end of 2022.
- What we did manage to achieve was a series of **Micro-Education Zooms** which focused on various different aspects of judging. Special thanks to Emma Weston and Rachel Kim for assisting in the delivery of these.
- In a bid to improve our succession planning, **ASNZ appointed co-Referees for the 2022 Nationals** – Emma Weston and Kira Van Os (shown in the photo above). We were pleased to welcome back **Jo Burns** from overseas in the months preceding Nationals – and we appointed her as the Evaluator to support Kira and Emma.



Looking forward, the focus for 2023 will be on judge education for the new FINA scoring/judging system – which will include identifying a new role for our events - Technical Controllers.

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). We are aware that this year has been a challenging one for many of our clubs – with the ever-changing protocols of COVID to deal with, combined with challenges in pool space (again due to COVID), coaching resources and in some cases sheer burn-out which has led to changes in Committees and Chairs in some clubs.

Our goal at ASNZ is to support our clubs to make it as easy as possible for them to continue to grow our sport and deliver strong programmes to our athletes. While we had significant plans in the club space to trial new initiatives, as the year unfolded it became clear that we needed to reduce any pressure on our clubs wherever possible – focusing instead on supporting them as they have developed their own strategies to cope with the environment they were facing. Our initiatives have primarily focused on providing individual support and mentoring for clubs who have had issues during the year, and encouraging the sharing of ideas and camaraderie through periodic zooms.

We were thrilled to acknowledge the following people at the Virtual NZ Open – these women have put hours into our sport at a Club and National level, and we are thankful that they chose artistic swimming to be the beneficiary of their time.

Service Awards	Angela Neville	Tauranga
	Jackie Flutey	Phoenix
	Kate Boyt	Tauranga
	Lorna Claydon	Tauranga
Honours Award	Luciana Garcia	Te Pangu
	Rose Pettit	Tauranga
	Sue Van Os	Tauranga

Looking forward, on top of the increased partnership investment for the 2022-2025 period of \$15,000 per year (previously \$8,5000) – **Sport NZ has made a one-off payment of \$10,000 to drive integrity improvements within our sport** in the year ahead. We will use these funds to help support investment in the new judging and scoring system and to educate our judges, together with continued investment into strengthening our systems and processes.

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 more 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. The next step will be to integrate Xero with this system.
- We have continued to focus on **building our relationships within Aquatics New Zealand** – the umbrella body that affiliates to FINA – made up of Artistic Swimming, Diving, Swimming, Masters and Water Polo. We worked more collaboratively than we ever had before at this year’s FINA World Championships sharing a combined travel insurance policy, health and safety processes and responses to COVID and strategies to deal with that – particularly relevant for Water Polo and Artistic Swimming.

Looking forward, we are hopeful of significant growth in this space over the next 2 years. Swimming New Zealand took the lead as part of Sport NZ’s “Strengthen and Adapt” programme, and secured considerable funding for a **Swimming Connect Project** aimed at creating better connections between swimmers (think of this more broadly than pool swimmers), aquatic sports and swimming providers. The project’s goals are shown on the right. Debbie Dickson and will represent artistic swimming on the Steering Group, with others being involved in more specific Working Groups e.g. Events/Participation (Debbie), Facilities (Simon), High Performance (Shirley), Compliance (Karen), Commercial (Anne-Maree Ward) and Technology (Kate Boyt).

Project Goals

- A more robust, effective, and successful Aquatic Network
- Improved health and wellbeing of kiwis through participation in aquatic sports
- Increased connection and participation in aquatic sports

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 like many of our clubs, we struggled with the challenges of COVID in the earlier half of this year, together with the challenges of finding time for the voluntary work required to run a sport nationally on top of our day jobs! Something that all our Club Committee members will be aware of. Somehow, I think it was just harder this year – perhaps as a result of the second year of COVID not being quite the novelty that the first one was!

The portfolio approach continues to work well on the board, allowing the spread of responsibility for projects with our part-time paid administrator Karen, supporting everyone with delivery. Special acknowledgement must go to:

- **Debbie Dickson** who has spent much of this year focusing in a Club role as Meet Manager for Nationals with a very small Committee at Phoenix to share the load with, together with being across many of the areas required by ASNZ. Looking ahead, we believe the answer to Meet Managing is to share the load more equitably across Clubs, and potentially look to employ someone to take on parts of these roles - so this is not so all-consuming and will present this idea at the AGM.
- **Shirley Hooper** – (it's not me writing this!) – for whom ASNZ has almost been a full-time job in this past year, particularly with the planning around the Aquaferns Team and Development Squads. Going forward, it is our intention to employ someone in a part-time role in the Squad space to help with this, in order to make it more sustainable. It is for this reason, that the Squad membership has been increased to \$500/person this year.
- **Luciana Garcia** – not only does Luciana provide considerable support in the performance strategies for Squads, she took on the role of Team Manager for the Aquaferns Team at the FINA World Championships in Budapest. Little did she know the challenges this would bring with COVID entering the camp in Dubai – she did a truly wonderful job of managing. Then on her return, we were hugely proud to see her acceptance onto the TASC – Technical Artistic Swimming Committee for FINA. Sue Edwards did this role for many years, and since her passing NZ has not had a presence on this group. We have confidence that Luciana will prove to be as valuable as Sue was on the world stage.

This year marks the end of my sixth year as Chair of Artistic Swimming New Zealand – a year that was full of frustrations due to COVID, but also of some pride for the achievements of creating a successful Virtual NZ Open event where all clubs and athletes benefited, together with seeing a NZ team compete at the FINA World Champs in Budapest, and the selection of Luciana on the FINA TASC. The Board has worked very well together – meeting mainly on zoom, with one face to face meeting.

My intention is to stand down as Chairperson some time in the year ahead, but I will remain on the Board with responsibility for the Performance portfolio and to support the new Chair. I thoroughly enjoy my involvement in this wonderful sport, but with the increased demands of my other sport – netball – and my role as Vice President of World Netball, I need to be realistic about the time I have to commit to this.

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

2021/22 FINANCIAL REPORT

The net result for the 2021/22 year recorded a \$6,874 profit. Balance sheet adjustments reduced this as per below to deliver a year end profit of \$547.

Net Profit at Year End		\$6,874
Plus Outstanding Squad Fees at year end		\$0
Plus income received last year relating to this financial year	Olympic Solidarity Funding	\$8,673
Less Income received in advance for next year	Sport NZ Funding for 2022/23	\$15,000
Net Profit at Year End		\$547

ARTISTIC SWIMMING NZ - BUDGET - 2021/22				
Year end 31st August	2020/21	2021/22	2021/22	
	Financial Year end	Budget	Actuals Year End	Comments
Income:				
Affiliation Fees	14,367	14,000	12,074	Affiliations down 12% - fees down 16%.
FINA	8,585	8,500	10,433	FINA Olympic Aquatic Support Project (OASP) Funding
Sport NZ	13,500	15,000	30,000	Contracted for next three years
HP Sport NZ - PM Scholarship	-	-	-	
User Pays	-	-	-	
HP	75,579	3,750	61,558	
Coach	-	-	-	
Judge	-	-	-	
Stars	1,028	1,200	546	
NZOC Olympic Solidarity	7,737	-	20,324	National Activities Programming from NZOC for Development Squads
Grants:	-	-	-	
North Islands/South Islands	-	-	-	
Nationals	5,545	-	-	
Judges/Coaches	-	-	-	
High Performance	4,257	-	-	
Unidentified Grants Funding	-	10,000	-	
Clubs	-	-	-	
Total Grants	9,802	10,000	-	Grants Funding was under significant pressure this year - none achieved
Passthrough Grants	2,000	2,000	-	
Competitions	-	-	-	
Income:	-	-	4,811	\$520 for Competition Clinic, balance were international entries for Virtual NZ Open
Medals reimbursement	2,501	1,000	-	
Total Nationals	2,501	1,000	4,811	
March Open	-	-	-	
Oceania	-	-	-	
Interest	425	400	398	
Other	221	-	402	
Total	\$ 135,745	\$ 55,850	\$ 140,546	
Expenses:				
Bank Fees	-	-	-	
Phone/Internet/Website	1,212	1,300	894	
Postage/Stationery	807	800	613	
Board Expenses	4,036	4,000	3,364	
Travel and Accommodation	679	800	800	
Nationals	-	-	-	
Expenses	2,928	8,000	18,367	\$10,000 for Virtual NZ Open
Medals	4,390	500	-	
Total Nationals	7,318	8,500	18,367	
North Islands/South Islands	3,289	1,000	-	Events did not take place
March Open	-	-	-	
Oceania	-	-	-	
Admin Support	14,330	16,000	14,905	
Club Support	150	500	288	
Coach Support	174	5,000	1,413	
Judge Support	934	5,000	3,279	
Olympic Solidarity Clinic	-	-	-	
Swimmer Support:	-	-	-	
FINA	-	-	-	
ASNZ	3,080	3,600	4,400	\$400 per athlete for World Champs
Total Swimmer Support	3,080	3,600	4,400	
HP Talent Development	98,302	12,600	83,782	
PM Scholarship	-	-	-	
Passthrough Grants	2,000	2,000	-	
Awards & Prizes	436	500	646	
Stars	1,763	-	-	
Affiliation Fees	-	-	600	Swimming NZ Donation
Misc	10,000	-	322	
Total	\$ 148,511	\$ 61,600	\$ 133,672	
	- 12,766	-5,750	6,874	
Less prepaid expenses in prev year	-	-	-	
Plus Creditors	3,748	-	-	Fees that were outstanding for Squad at balance date
Less income received that will be spent next year	8,673	-	-15,000	Sport NZ Income for 2022/2023 received early
Plus income received in previous year for this year's expenses	23,659	8,673	8,673	
Total	\$ 5,968	\$ 2,923	\$ 547	

Key features of note in the accounts (where significantly different from budget):

INCOME:

- **Affiliation Fees** – the 12% decline in affiliation numbers, plus lower numbers of coaches and judges led to a 16% decline in revenue.
- **FINA** – the OASP funding was the same as the previous year, but the exchange rate worked in our favour thus performing above budget.
- **Sport NZ** – both annual payments were received in this financial year, leading to the balance sheet adjustment for the later payment as mentioned above.
- **User Pays funding for HP** contains all the camp fees for the Squads throughout the year, plus the initial Squad entry fees. This plus the NZOC funding covers the expenses noted below – plus a contribution from ASNZ.
- **NZOC Funding** – we were very fortunate to receive funding for our Development Squads from the 2021 National Activities Programming received via Olympic Solidarity and NZOC. 75% was received this year, with the balance in the next financial year. This was used to provide funding for the Development Squad camps.
- **Grants funding** – we budgeted for \$10,000 of grants funding but unfortunately due to the impact of COVID on grants funding organisations, nothing was received.
- **Competition revenue** includes \$520 for the Competition Clinic with the remaining funds came from the international entries for the Virtual NZ Open.

EXPENSES:

- **Nationals expenses** were significantly higher than budgeted reflecting the significant cost of the Virtual NZ Open (over \$10,000). Additional support was provided to cover some of the sunk costs from the cancelled Nationals in 2021.
- **Our investment in Coaches and Judges** was significantly lower budget – as mentioned above, we were unable to do face to face Coach or Judge development. The majority of the Judges investment was on the new shirts.

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 2022	
Cash Assets:	
Reserves	18,000
Working Account	14,684
Savings Account	11,042
Term Deposits	40,151
Current Assets:	
Sound System x 2 (North and South)	8,000
2 x Squad Ipads	3,500
GoPro + Selfie Stick	400
Stars	800
Medals - North/South/Nationals	5,880
Pins and Badges	1,232
TOTAL ASSETS	103,689
Less Liabilities (Income in Advance)	15,000
MEMBERS' FUNDS	88,689

We no longer allocate honorariums for Board members – instead expenses are covered e.g. internet, postage, stationery, phone costs. 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 these roles

New Zealand Representatives 2022

New Zealand Aquaferns

<u>Competition</u>	<u>Team</u>
<u>FINA World Championships</u> 17 th June-3 rd July 2022 Budapest, Hungary Head Coach: Kirstin Anderson Assistant Coach: Victoria Hohaia Manager: Luciana Garcia	<u>Junior Free Team – 20th place – 67.6</u> Avalee Donovan-Trewhella Eden Worsley (Co-Captain) Eva Morris (Co-Captain) Hannah Shatford Karlina Steiner Vanessa Burmeister Xiara Patino Yingqi (Ariel) Chen Reserves: Daisy Sellier Onevai Pita Chloe Boyt



SSNZ Squads 2021/22



FERN SENIOR SQUAD

Eva Morris	Tauranga	Eden Worsley	Tauranga
Karlina Steiner	Tauranga	Avalee Donovan-Trewhella	Tauranga
Chloe Boyt	Tauranga	Xiara Patino	Phoenix
Onevai Pita	Phoenix	Hannah Shatford	Canterbury
Daisy Sellier	Canterbury	Vanessa Burmeister	North Harbour
Yingqi Chen (Ariel)	North Harbour	Sophie Black	Tauranga

Coaches: Kirstin Anderson, Tori Hohaia, Luciana Garcia



KORU JUNIOR SQUAD

Eve Donoghue	Tauranga	Eden Leach	Tauranga
Poppy Sancto-Jones	Waitemata	Isabelle Hitchen	Auckland Mermaids
Yuhan Li	North Harbour	Ashley Armstrong	North Harbour
Sascha Fox	Wellington	Amelia McConnochie	Canterbury

July Squad Coaches: Chantelle Symons, Elly Cross, Suzanne Ribeiro



PIKOPIKO DEVELOPMENT SQUAD

Billy Leslie Bird	Wellington	Scarlett Hardy	Wellington
Arrah Pennicott	Canterbury	Tillie Hawkins	Canterbury
Jasmine Riley	Tauranga	Leonelle Matthee	Tauranga
Rylee Kara	Tauranga	Amelia Stoutenburg	Tauranga
Greta Nemedi	Tauranga	Eva Paliakou	Auckland Mermaids
Stella Duckmanton	Auckland Mermaids	Ulyana Ruzich	Auckland Mermaids
Scarlett George	Auckland Mermaids	Ada Zhang	North Harbour
Vincy Tsang	North Harbour	Emmerson Dickson	Phoenix

July Squad Coaches: Fendi Thien, Tamara Pavlova and Keila Patino

FINA JUDGES 2021/22

FINA A JUDGE

Jo Burns Te Pangu

FINA G JUDGES

Caitlin Anderson Te Pangu
 Kirstin Anderson Te Pangu
 Michelle Anderson Phoenix



2022 Koru Squad



2022 Pikopiko Squad