



ANNUAL REPORT



NEW ZEALAND
2016/17

CHAIRPERSON'S REPORT - 2016/17

SSNZ BOARD	Shirley Hooper	Chairperson
	Bronwyn Stackpole	Secretary
	Michelle Anderson	
	Vicki Hustler	
	Luciana Garcia	

Selectors	Joanna Burns	Lisa Daniels
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Appointments Committee	Luciana Garcia	Phyll Esplin
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Awards Committee	Laura Ning	Phyll Esplin
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This year the Board continued to focus on the implementation of the Strategic Plan for the 2015-2018 period. This 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 we were a little ambitious in hindsight with the number of initiatives we had planned, we made significant progress during the year under each of these key objectives:

FOSTERING AND GROWING CLUBS:

- Given 3 new Clubs affiliated last year (Auckland Central, Auckland Mermaids and Waikato), the focus in this area moved to supporting our Clubs through better communication and resources.
- It was great to see several of our newer clubs moving to broader committee bases to support the passionate coaches/individuals that lead these clubs.
- Clearer development frameworks and plans for Coaches and Judges were developed this year.
- A Newsletter was initiated to inform and educate clubs and their members on what is going on in synchro in New Zealand. We would encourage clubs to circulate this more widely through their members. In addition, the website was streamlined/updated (with more to come), and facebook pages developed for SSNZ, Coaches and Judges. We are testing the concept of a Club Forum this year at Nationals to encourage sharing of ideas and initiatives.

- There is much we can do in this space to provide shared resources for our clubs – some developed by the clubs themselves, some developed by SSNZ. This will be an area of focus for 2018.

INCREASING THE NUMBER OF AFFILIATED MEMBERS:

- It was great to see significant growth in several clubs this year – particularly Small Strokes, Phoenix and Tauranga.
- These increases combined with other clubs generally maintaining their swimmers, led to a 20% increase in the total number of affiliated swimmers – with most of this growth in the novice and regional competitors, boding well for the future of our sport as these athletes continue to grow through the ranks.
- Total affiliated members in 2016 (not including Supporters), continued to grow by 34% - to a total number of 350.
- 2018's challenge for all Clubs will be to continue this momentum and drive for further growth – both in the traditional form of our sport and new versions.

IMPLEMENTATION OF THE DEVELOPMENT AND HIGH PERFORMANCE PROGRAMME:

- This year we continued the rollout of the SSNZ Talent Development and High Performance Plan.
- Pikopiko/Koru Squads – given the smaller numbers than anticipated in the Koru Squad this year, it was merged with the Pikopiko Squad to focus on an Open Combination Team which will travel to compete at the Singapore Open in November this year. Under the guidance of Suzanne Ribeiro and Lisa Daniels (with support from other coaches throughout the year), this Squad has achieved its primary goal of gelling this group of girls from across the country in a common goal, and helping them to learn what it means to swim at a performance level.
- Aquaferns - Eva Morris and Jazzlee Thomas (Duet) and Aleisha Braven (Solo) competed at the Canadian Open earlier this year, with Eva and Jazz placing 3rd in the international competitors – behind Ukraine and Canada. Eva and Jazzlee went on to undertake an intensive camp with Leslie Sproule. All three athletes were selected to represent New Zealand at the World Champs in Budapest, with Lara Cianciarulo and Moon-Hee Kim travelling as their Coaches.
- The challenge for 2018 will be to build on this beginning, to grow the performance of our swimmers with aspirations to represent New Zealand beyond club level.

COACH RETENTION AND DEVELOPMENT:

- Luciana Garcia, as our Coach Lead on the Board, rolled out the first part of the SSNZ Coach Framework and Coach Development Plan this year, focusing on a very critical part of our coaching team – those who teach our Beginners – Mermaids and Dolphins.
- With funding support from Sport New Zealand, 25 coaches took part in two sessions – one in the North Island and one in the South Island. The Beginner Coaching Manual is available on the SSNZ website.
- It was great to see the number of retired athletes who are giving back to the sport as coaches – we currently have 43 affiliated coaches – well above the 30 we had targeted in our Strategic Plan (albeit several of these are affiliated across multiple clubs).
- Our challenge now is to retain and grow these coaches to further improve our sport – with the FINA Coaching Clinic in December targeted at our age group coaches, with a specific session for those involved in Performance coaching at the beginning.

JUDGE RETENTION AND DEVELOPMENT:

- Bronwyn Stackpole is our Judge Lead on the Board, and works closely with Jo Burns. Together they have developed a Judge Development Framework and are working together on ensuring resources are shared with all judges – particularly through the Judges in Sync facebook page.

- The education focus for this year has been on Beginner Judges – with Jo leading workshops prior to the North and South Island competitions, attended by 43 Judges.
- With FINA introducing new Figures and new rules for the next Quad, our focus post-Nationals will move to embedding these with our Judges. A weekend workshop will be held alongside the FINA Coaching Clinic in December, where judges can see the figures in action. We would encourage as many judges as possible to attend this workshop.
- We have three judges on the FINA list – Jo Burns as FINA A, and Michelle and Kirstin Anderson as FINA G. Several other judges have expressed an interest in growing their judging experience to make it onto the FINA G list, and Bronwyn and Jo will work with them to support their quest.
- We currently have 48 affiliated judges – though many of these wear both coaching and judging hats. There are 26 judges who are purely judging – our goal is to reach 30 in total.

ENSURE PROFESSIONALLY RUN EVENTS:

- It is acknowledged that this is done in New Zealand by our clubs, and we would like to thank Tauranga and Aquagold for hosting terrific events at NI/SI this year, and to Tauranga for hosting the 2016 National Championships, our largest one yet. We look forward to this year's Nationals as it unfolds in Invercargill in the coming days.

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, and with the structures in place, this will continue, and, we believe, ensure continued growth of, and success for, our Sport. A special thank you to Michelle Anderson who steps off the Board this year. She has a wonderful passion for the sport of synchro, and while we will lose her knowledge from the Board, we know she will always be there to help.

This is my first year as Chair of Synchro Swim New Zealand. To be honest, I had no idea just how much work Sue did behind the scenes. Given we have no paid staff, we are relying on the time given by the Board to push forward initiatives to grow the sport. This, I know, is no different to what is happening in our Clubs, and we would not be where we are without the commitment of so many great people.

It was wonderful to see Sue Edwards acknowledged this year for her 50+ years of support for our sport with the awarding of an ONZM. She recently went to Government House with her family to receive this honour from the Governor General, Dame Patsy Reddy. The wonderful letters of support we received from many significant people in New Zealand and around the world as we put together Sue's Royal Honours nomination was genuinely moving. Sue holds huge respect in the synchro world – and many people expressed their sadness at Worlds that she was stepping down from the FINA Technical Synchronised Swimming Committee – the international body that drives the sport of synchro. We wish her all the best in her retirement. But - to be honest – I know many of us on the Board continue to tap into her skills on a regular basis, and we love the way she is always willing to help. Wisdom is not something you can buy – but it is something you can and should treasure.

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

Shirley Hooper
Chairperson – Synchro Swim New Zealand

2016/17 FINANCIAL REPORT

While the net result for 2017 saw a \$6,405 profit, balance sheet adjustments resulted in a \$3,997 profit. These adjustments included:

Net Profit at Year End		\$6,405
Deduction of Income received in Advance for 2018 Expenses	Balance of Olympic Solidarity Grant and PM Scholarship	-\$6,408
Add back of Income Received in Advance in 2016 but used this year	Grants Funding for 2016 Nationals	+\$4,000
Net Profit at Year End		\$3,997

This was a far more positive position than the \$3,000 loss that was budgeted, driven by five key factors:

- **A 19% increase in Affiliation Fees** over the previous year (16% above budget) – reflecting the growth in swimmer numbers.
- **Much better success in grants funding** (46% above budget) – with successful grants from Four Winds (Nationals and North/South Island Pool Hire), a \$2,000 grant from Sport New Zealand to assist in the rollout of the Beginner Coaching Module, and a \$5,151 grant received from an Olympic Solidarity Grant from the NZOC to assist with funding the Talent Development Squad costs.
- **An investment lower than planned on Judging** – we had budgeted for a \$1,500 investment but spent only \$596. We are hoping to get greater support from Judges for the end of year Clinic on December 8th and 9th.
- **An investment lower than planned on Coaching** – we were lucky to receive the Sport New Zealand investment, which helped to lower our own investment in this.
- **The decision not to appoint a part-time administrator** – this is a major contributor to the positive financial situation, given we had budgeted to spend \$8,300 on this and only spent \$315 on a casual resource. In hindsight, this has not been a great decision, as it has meant an increased workload on the Board. We will be looking to address this in the coming year.

Investment was made in all our key investment areas:

- **Coaches** – The Beginner Coaching Clinics in the North and South Island were delivered by Luciana to 25 young coaches. Not only that but Luciana has developed a Beginner Coaching Manual that will be a great asset to future coaches that is available on our website. A huge thank you to Sport New Zealand for helping us to develop and deliver this programme. The next coach investment will come with the FINA Coaching Clinic at year end in Auckland.
- **Judges** – The Beginner Judge's Clinics were delivered by Jo Burns – and organised by Bronwyn Stackpole and Phyll Esplin in the respective islands, attended by 43 Judges. The next Judge investment will come with the Judging Clinic at year end in Auckland.
- **Swimmer Support** – as has been our practise in recent years, the Board invested \$400 each in our athletes who attended the Canadian Open and World Championships to assist with their costs.
- **HP/Talent Development** – a net \$5,000 investment was made in the Koru and Pikopiko Squads, as budgeted. Costs were also covered by a user pays contribution, and an Olympic Solidarity Grant.

Looking ahead, the Board will be meeting on the 7th and 8th October prior to Nationals and following this we will present a Budget at the AGM for the coming year. We will look to continue to invest in our key areas of Coaches, Judges and Talent Development Squads.

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 two year Term Deposit with interest being paid to the Working Account. Members' funds are currently split between a Working Account, a Business Saver Account which earns interest (albeit minimal) and a short-term Term Deposit (to take advantage of higher interest rates). Year end account balances were:

Working Account	\$2,153
Working Account – Business Saver	\$17,326
Working Account – Term Deposit	\$20,000
Reserves – Term Deposit	\$18,000

Honorariums were allocated to the Chairperson, Secretary and Treasurer of \$970/annum or \$2,910. None of these were claimed this year. You are well served by Committee Members who do not charge for the considerable amount of time spent in SSNZ activities (alongside in several cases the work they do in their own clubs), nor in general for many of the additional costs incurred in this role. It is recommended that the Honorarium remains the same until the part-time administrator is in place – and that Board members filling these roles are encouraged to claim this.

The SSNZ Asset Register includes:

- Chiayo sound system/amp and Lubell underwater speaker
- 1 x underwater speaker
- 7 x foot stretchers
- Spray tanning machine
- 1 x ipad

The Accounts need to be presented in the new Tier 4 Reporting Format to comply with new regulations.

Unfortunately, due to the short length of time from year end (August 31st) to the circulation of information for the AGM (19th September), this has yet to be completed. It will be in the coming weeks, and will be circulated to clubs when approved by the Board.



SYNCHRO
SWIM
NEW ZEALAND

2016/17 - SYNCHRO SWIM NEW ZEALAND Year End Accounts

Year end 31st August	2015/16	2016/17	2016/17	
	Actuals	Budget	Actual as at 31st August	
Income:				
Affiliation Fees	8,823	9,000	10,462	19% increase - a very positive result
FINA	2,341	-	-	
Sport NZ	8,500	8,500	8,500	
HP Sport NZ - PM Scholarship	5,000	-	7,500	Jo Burns Scholarship to support FINA A Judge and Judge Development activities
User Pays	3,195	-	-	
			10,635	
			1,112	
			-	
Stars	1,841	1,900	1,605	
NZOC Olympic Solidarity	6,465	-	5,151	
Grants:				
North Islands/South Islands	-	-	1,000	Four Winds
Nationals	7,000	5,000	5,000	Grant for 2016 Nationals
Judges/Coaches	-	-	2,000	Sport New Zealand - Beginner Coaching Course
High Performance	-	-	-	
Unidentified Grants Funding	-	4,000	-	
Clubs	-	-	-	
Total Grants	7,000	9,000	8,000	
Passthrough Grants	-	-	-	
Nationals				
Income:	1,671	-	2,143	
Medals reimbursement	1,134	1,200	730	
Total Nationals	2,805	1,200	2,873	
March Open				
Oceania's			-	
Interest	999	1,000	630	Lower interest rates
Other	1,062	-	383	
Total	48,031	30,600	56,851	
Expenses:				
Bank Fees	21	-	-	
Phone/Internet	1,252	500	284	
Postage/Stationery	784	1,000	709	
Board Expenses	2,410	2,500	3,539	3 face to face board meetings per year
Travel and Accommodation	445	500	544	
Nationals				
Expenses	5,216	9,000	11,903	\$4k grant for 2016 Nationals in previous year, all costs in this one plus SI Nationals suitcase
Medals	-	1,600	-	
Total Nationals	5,216	10,600	11,903	
North Islands/South Islands	-	-	1,000	
March Open	-	-	-	
Oceania's	-	-	-	
Admin Support	-	8,320	315	Did not employ part-time administrator as yet
Club Support	-	500	-	
Coach Support	-	4,000	4,897	Net \$2k investment - costs offset by Sport NZ grant plus user pays
Judge Support	5,980	1,500	596	
Olympic Solidarity Clinic	26,144	-	-	
Swimmer Support:				
FINA	-	-	-	
SSNZ	-	-	1,200	
Total Swimmer Support	-	-	1,200	
HP Talent Development	3,539	5,000	18,029	Net \$5k investment - costs offset by part use of Olympic Solidarity grant plus user pays
PM Scholarship	5,000	-	3,797	Balance to be used in next financial year or repaid
Passthrough Grants	-	-	-	
Awards & Prizes	971	400	105	
Stars	1,314	1,400	2,426	\$1000 of Stars still in stock
Affiliation Fees	-	-	25	
Misc	1,132	1,400	1,078	
Total	\$ 54,207	\$ 37,620	\$ 50,446	
Surplus/Deficit	-6,176	-7,020	6,405	
<i>Less Income Received in Advance</i>	-4,000	-	-6,408	Less Income Received in Advance to be spent next year - PM Scholarship/Olympic Solidarity 2017
<i>Add back income received previous yr</i>	19,206	4,000	4,000	Add back income received last year for Nationals - where expenses came into this year
	9,030	-3,020	3,997	

NEW ZEALAND

New Zealand Representatives 2016/2017

Canadian Open

Eva Morris Jazzlee Thomas Aleisha Braven

FINA World Championships 2017

Eva Morris Jazzlee Thomas Aleisha Braven

Competition	Tech Routine	Free Routine
<u>Canadian Open – Toronto</u> 2 nd – 7 th May 2017	<u>Solo - Total Swimmers 14</u> 14 th Aleisha Braven – 66.2399 4 th / 4 International	<u>Solo – Total Swimmers 14</u> 11 th Aleisha Braven – 69.3000 4 th / 4 International
	<u>Duet – Total Swimmers 10</u> 9 th Eva Morris and Jazzlee Thomas – 66.6997 3 rd / 4 International	<u>Duet – Total Swimmers 11</u> 8 th Eva Morris and Jazzlee Thomas – 68.9667 3 rd / 4 International
<u>FINA Worlds - Budapest</u> 14 th – 30 th July 2017	<u>Solo - Total Swimmers 30</u> 30 th Aleisha Braven – 64.8782	<u>Solo – Total Swimmers 32</u> 30 th Aleisha Braven – 67.5333
	<u>Duet – Total Swimmers 40</u> 37 th Eva Morris and Jazzlee Thomas – 66.8577	<u>Duet – Total Swimmers 43</u> 40 th Eva Morris and Jazzlee Thomas – 66.4007

