



Sam Dick – Vt finals Commonwealth Games

Annual Report 2022



Presidents Report

After the challenges of the 2021 season, we all hoped for some normality in 2022. Sadly, this was not to be as again Covid disrupted our lives. The early part of the season was dominated by the Omicron wave and the country's move to the traffic light system. In this, we were extremely fortunate in having our two large spaces. With some clever programming from the team, and clear separation of groups, we were able to function at near capacity while remaining under the 100-person limits. For athletes and staff, this meant we were able to continue delivering our sought-after programs. Through all of this, athlete numbers remained very stable, most tellingly in our GFA programs where we held numbers at 75% of normal levels.

The entire period took a large toll on our staff with some weeks, fully 50% of them being down sick. The community and the board want to extend our immense gratitude to our staff who held the line through all of this. We also want to extend our thanks to the parents and athletes for their understanding and support through this unprecedented period as we cobbled together what coaching we could.

At a competitive level, Tri Star once again performed exceptionally well on the national stage. Like 2021, nearly 100% of our eligible MAG and WAG athletes qualified for nationals, with numerous athletes medalling. Our relatively new programs, Tumble and Tramp continued to achieve great results throughout the year, culminating with a number of podiums at nationals.

In the WAG program, we had 4 athletes qualify for the Aloha Festival held biannually in Hawaii. Congratulations to Grace, Poppi, Bobby and Georgia on a wonderful achievement.

Our success in the MAG senior program continues with 4 of the 5 Commonwealth Games athletes coming from Tri Star. Congratulations to William, Sam, Ethan and Misha on winning your spots and representing us so well. Misha in particular needs special mention. Firstly, for your silver medal All Around performance at the Oceania Championships, and finally for making your 5th Commonwealth Games.

Speaking of the Com Games, our thanks go to Gareth Brettell who attended the Birmingham games as the NZ judge, and also to Mark Jujnovich who was appointed team coach. We also wanted to congratulate Gareth on his appointment to the Oceania Gymnastics union MAG Technical Committee.

In New Zealand, we had four of our Alumni appointed to GNZ Technical Committees. Congratulations to Hayley Glasgow, Leanne Olsen, Gareth Brettell and Mark Jujnovich on these appointments at this critical time in GNZ's development. Hayley and Leanne were both instrumental in the development of Tri Star's Athlete Wellbeing Advisory Group (AWAG), and our hope is that learnings from this program can help ensure the sport delivers good outcomes for other athletes.

GfA is our largest program and is just that, gymnastics for all. This diverse program covers athletes of all ages, capabilities and locations. In a pretty tough year, Gillian and her team have grown this offering by over 300 athletes this year. An incredible achievement. We continue to see steady growth and great attendance in our DGym program which we deliver with the support of Te Manawa Funding. A special call out to our lead DGym Coach Catherine Takle for her dedication and efforts.

As a reminder, In 2021 we also revised our strategy to have a larger focus on having more athletes engaged through a more tailored training experience, and through developing our coaches. The athlete wellbeing initiatives and increased activity in coach education are already showing through with the positive retention in our competitive programs, and growth in GfA. To better align with Sport New Zealand Balance is Better priorities, we have also run several coach development workshops throughout the year including a 10 week mental skills program to build our capability inhouse. With international recruitment not possible due closed borders, turning our focus inward has become a real strength.

To all our volunteers, thank you for your dedication and hard work. Tri Star could not achieve what we do without your continued contribution. We are very lucky to have access to a willing and able volunteer network who support our fundraising efforts. Our leadership in responding to the Independent Review into Gymnastics in New Zealand, and the launch of the AWAG program could not have happened without your commitment and dedication. This initiative is widely recognised and respected within both GNZ and the club community.

This year we have had some great success with grant applications which we require for the surprisingly expensive pit foam replacement that we are undertaking. As a community organisation we rely on the generosity of funding grants to make large capital investments and our thanks goes to, Grassroots Trust, Four Winds Foundation, Foundation North, Trusts Community Foundation and Pub Charity for your generous support.

The Board would also like to take this opportunity to thank our supporters and funders Sport Auckland / Aktive, Halberg Trust, and GNZ for their continued support. We continue to foster these relationships across all areas of our programmes. We would also like to thank Lennie and Associates, our Auditor for their continued engagement with Tri Star.

Thank you to my fellow Board members for their dedication, commitment and responsiveness in what was yet another challenging year from a governance perspective. There appear to be no normal years anymore. I wanted to personally thank you for helping us navigate the year that was.

My final acknowledgment goes to David, Gillian, Luke, Matt and the wonderful team they lead. We thought 2021 was tough, 2022 was even more unrelenting. I know that this was incredibly draining for you all and wanted to extend our personal thanks for all you did for the Tristar community. Your leadership and dedication to our athletes, staff and community has been without peer.

Paul Quickenden
President
Tri Star Gymnastics



General Managers Report.

As 2021, and all the challenges that came with it wound to a close the management team, our wider staff and the families that call Tri Star home were all pretty exhausted. The constant changes and tensions brought about by covid had taken a toll, and we were all a bit beat up.

As we looked ahead to 2022 we did however have a degree of optimism. There was some operational certainty provided through the newly implemented 'Traffic Light' system, and the strong return-to-play patterns from our membership following 2021 lockdowns gave confidence we could quickly rebuild. Together with strong cash reserves undergirding our operation, it was right then to propose an optimistic budget that offered support to our staff, our athletes and our families at a time when it was most needed. Specifically, we:

- honoured over \$71,000 worth of covid class credits enabling our membership to get moving again.
- applied a 0% membership fee increase for 2022 across all programmes despite inflationary pressures.
- invested additional time and resource into athlete wellbeing initiatives.
- lifted permanent staff wages in line with increases in inflation.
- invested in additional staff to improve coach education and coach-cover resources.
- introduced a staff Wellbeing Allowance to all staff working 20+ hours per week.
- dedicated more staff resource to grant activity to help fund pit foam replacement.
- invested in significant upgrades to our Gym for All training spaces.

Obviously, all these investments have come at a cost and this is reflected in our year end financial position. While our 2022 bottom line sits firmly in the red, the outcomes achieved are undeniable; our membership increased beyond pre-covid levels to nearly 1500 members at our peak (with GfA classes often carrying waitlists), we retained all of our key permanent staff (and added some more), we had four MAG athletes achieve selection to the Birmingham Commonwealth Games, and then two to the World Championships, we saw four WAG athletes gain selection for the Aloha Festival in Hawaii, we have National Championship podium finishes from all competitive codes, and in December we announced a new Community Gym location in Mangere Bridge. All signs point towards a stronger financial outcome in 2023, but more importantly our community is clearly thriving!

Alongside these larger milestones we were also able to make considerable ground on the current strategy through our workplans for GfA Athletes, Competitive Athletes, Employees, Community, Business and now Sustainability. The outputs from these workplans are highlighted in this report. Our four strategic priorities are:

1. More athletes, more engaged
2. Developing great coaches from the ground up
3. A gymnastics community for life

4. Resilience in a changing sporting landscape

When we set our strategy in 2021 we adopted the Maori Health Model as a framework to help inform our activity, both in response to the recommendations that came from the Independent Inquiry into Gymnastics NZ in 2020, but also to ensure we considered the whole person in our investments. The Maori Health Model contains four key considerations:

1. Physical Health - Taha tinana
2. Cognitive Health – Taha hinengaro
3. Social/Emotional/Spiritual – Taha wairua
4. Environmental/Family – Taha whanau.

Our plans have tactics that address these considerations, which naturally leads to a more wholistic offering to our community. By referencing these priorities (particularly through the age and stage resource output of 2020) we are finding new and empowering ways to deliver the sport that we all love. It is no surprise to me then that our community remains as strong and vital as ever.

All of the progress of the year has come through the efforts of many who have a clear desire to do what is best for our athletes. If the legacy of 2022 is anything it is that Tri Star people really care about their own. We have seen an increase in parent volunteerism at events, alumni contributing to the wider gymnastics community, athletes getting involved in club life off the gym floor, staff going over and above, and collectively a generous and collaborative environment. While certainly not without challenge, our environment is a people centred and rewarding one to be a part of ... well done team!

I would like to extend my gratitude to the Board of Directors for their support, encouragement and wisdom, to my lead team of Matt, Gillian, Luke who say yes more than no and put legs to my ideas, to our staff who are 100% all-in for their athletes, and to our families who give community sport a good name with their enthusiasm, loyalty, service and good humour.

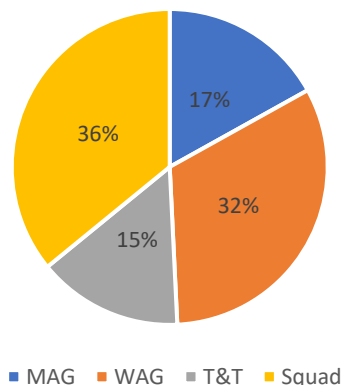
Let's make 2023 a ripper!

David Phillips
General Manager
Tri Star Gymnastics

Competitive

Programme Coordinator: Sarah Kelly

2022 Competitive Membership



Our competitive membership remained steady from 2021 – 2022. Our athlete strategy of *more athletes more engaged* saw us create some new changes to our competitive programme. Together with the significant gains in Athlete Wellbeing (listed later) we also created a new competitive pathway called 'Squad'. Squad athletes compete in novice competitions (regional competitive), and now at increased training hours from the previous Novice Comp programme. Additionally, Squad athletes are also able to enjoy opportunities to join in other competitive programme activities (events, camps, awards ceremonies), and we have the equivalent of more than two full time coaches dedicated to this programme. This provides a meaningful, lower hour's competitive pathway as an alternative to the current national stream, which in turn enables athletes to pursue other interests at the same time as gymnastics (and hopefully stay involved for longer)!

Term 3 we also introduced a lower training hours option for all senior competitive athletes. This was in response to both our own athlete survey, and more broadly to help embed Sport New Zealand's Balance is Better priorities to our programme. When combined with the Squad initiative, and lower hours pathways in Trampoline and Tumble, Tri Star is now able to provide opportunities for athletes at any level of commitment; social competitive, national competitive, international competitive.



MAG

Programme Coaches: Misha Koudinov (Lead Coach), Matt Palmer, Sam Dick, Mark Jujnovich

Membership high: 33

2022 was a Commonwealth Games year and we had strong representation with Misha Koudinov, Sam Dick, Ethan Dick, William Fu Allen making up 4/5 of the MAG team travelling to Birmingham. Mark Jujnovich (coach) and Gareth Brettell (Judge) also attended. This event along with athletes attending Oceania Champs, World Cups and World Champs saw a welcome returned to international competition and we all celebrated the MAG programmes achievements.



HIGHLIGHTS

- Misha, Sam, William competed in Cottbus and Doha world cups with Misha gaining 9th place on PB at Cottbus.
- Misha, Sam, Ethan, William named on Commonwealth Games team to Birmingham with Mark Jujnovich attending as coach and Gareth Brettell as judge.
 - Sam 7th SR & 5th VT
 - Ethan 4th PH, 9th AA
 - Misha AA final but withdrew.
- William & Misha competed at World Championships in Liverpool with Gareth Brettell attending as judge.
- 100% of all eligible MAG athletes qualified to nationals with many individual podium finishes across the levels.
- Logan Bow Daniel Miller, Luke Findlay, Janko and Eras Viljoen all named in Squad 360 or Challenger National MAG Development Squads.
- Sam Dick, Ethan Dick, Misha Koudinov, William Fu Allen all named in MAG National Squad.
- Gareth Brettell and Mark Jujnovich appointed as advisers to MAG Technical Committee.
- Gareth Brettell appointed as Chair of Oceania MAG Technical Committee.
- Matthew Palmer appointed Judge to Oceania Champs.

T&T

Programme Coaches: Emily Knight, Sarah Deverell, Amy Riddell, Byrin Henry, Sam Dick, Ryan Davies

Membership high: 29



With a challenging start to the year through coaching resources in short supply, the Tramp and Tumble athletes had to cope with multiple disruptions. To the coaches credit the continuity achieved in multiple handovers saw many of our athletes continue to develop and ultimately achieve Nationals qualification. We also celebrated our first gold medals at Nationals with Oliver Lynas and Marlow Ansley winning their divisions.

HIGHLIGHTS

- Sarah Deverell created a stable and encouraging start to the year for all Tramp athletes.
- We began a Double Mini Tramp programme with thanks to a DMT loan from Counties Manukau Gymnastics while we awaited our own to arrive.
- Arrival of new Eurotramp Double Mini tramp.
- Multiple age group medalists across both codes at Nationals.
- Arrival of new Tramp & DMT Lead Emily Knight in Term 3.
- Qualification and subsequent medalists from both trampolining and tumbling programmes at National Championships.

WAG

Programme Coaches: Alexandra Koudinova (Lead Coach), Sarah Kelly (Lead Coach), Luke Dobney, Dennise Hassan, Ryan Davies, Ashleigh Pinner, Kendall Hollingsworth, Lisa McLea.

Membership high: 63

Our WAG programme went from strength to strength in 2022. After a short turn around from the Term 4 lockdown in 2021 to the start of the season our WAG athletes truly outdid themselves showing resilience, optimism and ultimately great results!

Our WAG programme also celebrated four athletes selected to the Aloha Gymfest in Hawaii; Grace Wellington, Bobbi Brown, Poppi Glasgow and Georgia Dale all represented NZ (Jan 2023) with pride, and hit some fantastic routines!

HIGHLIGHTS

- Grace Wellington, Bobbi Brown, Poppi Glasgow and Georgia Dale selected to represent NZ at Aloha Festival in Hawaii.
- Multiple apparatus and AA medalists at New Zealand Nationals.
- Hayley Glasgow and Leanne Olsen appointed as advisers to the WAG Technical Committee.
- We welcomed Sarah Kelly as Comp Coordinator and WAG Lead coach to our programme.



SQUAD

Programme Coaches: Dennise Hassan (Lead Coach) Amy Riddell, Ashleigh Pinner, Sam Dick, Liam Bowles, Annaliese Tracey, Emma Jesson.

Membership high: 70

As our Squad athletes settled into their new 'home' within the Competitive Programme we were excited to see a steady stream of improved performances and great team spirit.

Squad 1 and 2 groups have become the first two years of our competitive pathway for all codes, meaning our 5 and 6 year olds now enjoy the participation focus of Novice Competitions before being invited to start in the National Steam later at 7 years. This change comes direct from our strategy to *be a gymnastics community for life* and is aimed at making the transition into the competitive programmes slower and more age and stage appropriate.

HIGHLIGHTS

- Squad handbook created.
- New Tramp and Tumble Squad groups created introducing a pathway from GfA programme to each of these codes.
- Squad 4+ athletes competed at first National Club Championships held at NHG.



ATHLETE WELLBEING

Athlete Wellbeing Coordinator: Kate Speight



Our Athlete Wellbeing activity is 100% geared to supporting our athletes in and out of the gym. With the guidance of the Athlete Wellbeing Advisory Group (AWAG) we have had a productive year in this space ticking off many items in our strategy to have *more athletes, more engaged* and we are grateful for Kate Speights hard work, massive laugh and zesty personality!

HIGHLIGHTS

- New Athlete Leaders – William Fu Allen, Grace Wellington, Poppi Glasgow, Ollie Lynas, Samantha Andrew-Salter, and Jodi Orias helped with events, communication and role-modelled our values of Belong, Respect, Excel.
- Grace Wellington and William Fu Allen appointed as Athlete Representatives to the board of Directors, reporting quarterly.
- 2nd annual competitive athlete survey completed.
- Updated injury prevention programme for all competitive groups & screening for RED-S (overtraining) conducted for senior athletes.
- 10-week Mental Skills programme delivered to nationals age athletes. Ongoing weekly workshops now a regular opportunity.
- New club team selection criteria created to better reflect age and stage priorities.
- Ko Tatou 'this is us' term certificates created for athletes in each training group who best lived out our values of Belong, Respect, Excel.
- New 'Snack Packs' made available for sale to athletes which include healthy snacks for during or after training.
- Competitive Handbook updated to reflect age and stage insights and with added resources around nutrition, mental skills and medical support.
- Nutrition and Drug Free sport workshops were a highlight at Spring Camp.

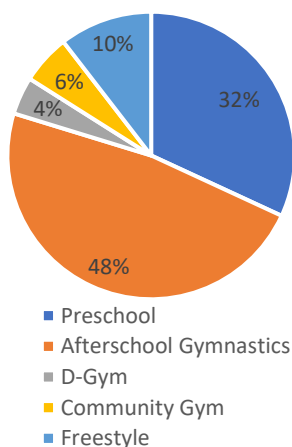
Gymnastics for All

Programme Manager: Gillian Tracey

Programme Coaches: Ashleigh Pinner, Cayley Lam-Tracey, Jodi Orias, Madeleine Lacey, Hayley Clark, Amy Riddell, Sarah Sherlock, Grace Wellington, Kate Wellington, Aly Snowsill, Jenna Veal, Amy Metcalfe, Leti Foster, Zoe Rotherham, Oliver Lynas, Isobella Norton, Samantha Andrew-Salter, Jessica Ross, Amelia Alizadeh, Morgan McCormick, Annaliese Tracey, Jessica Ross, Elspeth Osborne, Timothy Webb, Catherine Takle.

Membership high: 1211

2022 GfA Membership



2022 saw a return to a busy gym with our GfA membership exceeding pre-covid levels. That we could deliver to this many athletes is a credit to Gillian and her team. Given the complications that came with coaches isolating with sickness, covid or alert level requirements it is a huge achievement to now have grown to the largest GfA membership in Tri Stars history!

Our strategy to have *more athletes more engaged* was realised in GfA In terms 2,3 & 4 where membership grew quickly with many local children trying out gymnastics for the first time. It seems the years of intermittent lockdowns (and perhaps) stored energy, may also have encouraged parents to offload their kids to our classes! It was really encouraging for our team to see such a strong return to play after so much interruption and to also see a few former gymnasts now bringing their children along to classes!

Our strategic aspiration to *be a gymnastics community for life* was further enabled through the continued investment of Tu Manawa Active Aotearoa funding for Diverse-ability and Fusion programmes. Fusion, which is our dance and gymnastics class, hasn't grown as hoped so once this round of class delivery is complete (2023) we will be looking for new opportunities to add value to the 'tween' gymnastics space in GfA.

PRESCHOOL

Lead Coach: Ryan Davies

Membership high: 384



Ryan Davies (Preschool Lead) and his team of coaches continue to deliver action packed preschool classes to our youngest members. With interest in preschool increasing in 2022 we often found ourselves with wait lists and session times with multiple groups. In 2022 we introduced a preschool extension class for pre-schoolers we thought might eventually transition to our Squad programme. This enabled Ryan to tailor the class content and to help with the transition to Squad (as he was also coaching the Squad 1-2 group!)

HIGHLIGHTS

- The new BIG RED FLOOR!
- New soft play equipment for all GfA programmes to use and benefit from.
- Exciting new certificates created.
- Preschool club display – naturally this was the cutest!
- Preschool Easter event.

COMMUNITY GYM



Lead Coach: Cayley Lam-Tracey

Membership high: 67

Our Mt Albert Venue continues to provide valuable GfA classes to the local community of Mt Albert. We deliver preschool, gymnastics and tumbling classes in our Mt Albert Venue which is also home to NZ Squash (we push the movable walls to the side and set up our circuits right there on the courts. When covid restrictions created venue limitations it was particularly helpful to have multiple training venues and despite the challenges of covid Mt Albert has now reached the 1-year milestone!

D-GYM



Lead DGym Coach : Catherine Takle

Membership high: 51

With the continued support of Tu Manawa grant funding, and fundraising from our club community D-Gym continues to thrive. We have athletes with a broad range of ability in this programme and all have made wonderful progress this year. We have a number of small groups operating now so there is an increased social benefit to this programme which our gymnasts are enjoying.

HIGHLIGHTS

- Hosted a training session for Parafed.
- Introduced holiday programme opportunity for D-Gym athletes and families which helped with continuity for D-Gym athletes and gave parents a nice break in the holidays!
- D-Gym open sessions continue to bring the families together for a fun time of jumping, rolling and sharing.
- D-Gym Christmas Party!

SCHOOL AGE



Lead Coach: Morgan McCormick

Membership high: 709

Our school age classes provide opportunities for all ages 5 years+ in gymnastics, trampoline, tumble and parkour. Together these programmes make up the lions share of our membership. In 2022 Our programme at Keith Hay Park was bursting at the seams with significant growth in our many of our class options. At peak times the gym was positively heaving!

HIGHLIGHTS

- Tri Star coaches delivered coaching to the following schools: St Cuths, St Kents, Meadowbank, Hay Park, Jireh, Waikowhai, New Windsor, Hillsborough.
- New ceiling fan kept us cool in summer.
- New red floor was a huge upgrade on the old grey carpet and made the training environment better for athletes and parents!
- More than 450 GfA children enjoyed Tri Star Novice Competition.



Operations + Events

Operations and Events Manager: Luke Dobney.

Events & Fundraising Coordinator: Kerri Murray.

Part time staff: Kate Wellington, Ashleigh Pinner, Cayley Lam-Tracey.

EVENTS



2022 was a really strong year for events despite covid interruptions and this area of operations contributes to our *resilience in a changing sporting landscape* strategy.

While we were sad to have to cancel Early Bird, and Mason Gillespie Memorial due to low registrations, we were excited to deliver our first Tri Star Elementary Champs and Tri Star Tumble Competition. Our camps continue to be a highlight for the competitive programmes and we were also able to host our first in-the-flesh Awards Night with guest speaker Richie Patterson who was a huge inspiration with his Olympic message.

HIGHLIGHTS

- Summer Camp & Future Camp (Junior athletes) with guest speaker and Olympian Courtney McGregor.
- AGM & Quiz Night was a great fundraiser and time for connection after a year of intermittent isolations in 2021.
- First Tri Star Elementary Championships (and Novice Competition) had good participation from around the Auckland region.
- Tri Star Championships remains our premier competitive event and this year was no different.
- Competitive Awards Night with Olympic weightlifter Richie Patterson.
- Tri Star Novice Competition saw an increase in participation (450) and was a great way for our GfA athletes to see out Term 3.
- Spring Camp saw visitors from as far away as Dunedin.
- Club Display was a colourful celebration of all our programmes.

FACILITY USE



Alongside the wide range of classes on offer to our members, our Keith Hay Park facility continues to welcome other community users to take advantage of our equipment and spaces.

HIGHLIGHTS

- Hire groups:
 - Moana Pacifica Rugby Team
 - My Cheer
 - Shotogan Karate
 - Green Prescription
 - Gymnastics New Zealand
 - Baradene School
 - Three Kings Judo
 - Kerri Murray - Fitness
 - Alpha Cheer
 - UOA Cheer Association
 - North Harbour Tumble
 - Other private hirers.
- We hosted 91 Birthday Parties in 2022!
- Schools Festival events hosted by Dido Gotz continue to be a popular opportunity for primary and intermediate children to represent their schools in gymnastics.
- External Holiday Programmes (SKIDS, Mt Roskill School, YMCA) booked our facility and coaches for school holiday fun.
- Tri Stars regular Holiday Programme remains popular with our record day having more than 100 children attending!



Rongoā Kākāriki
GREEN
PRESCRIPTION



ALUMNI



Our strategy to be *a gymnastics community for life* was pushed along in part by members and Alumni of all ages continuing to be involved in gymnastics at the club, regionally, nationally and internationally. We had athletes getting involved in other areas of club life, parents chipping in fundraising and event support, and Alumni lending their expertise and experience to club initiatives and on GNZ committees, tours and workshops.

HIGHLIGHTS

- Mark Ujnovich (Performance Advisor) and Gareth Brettell (Chair) named on MAG Technical Committee.
- Hayley Sligo (Performance Advisor) and Leanne Olsen (Athlete Advisor) named on WAG Technical Committee.
- Gareth Brettell appointed as Oceania Gymnastics Union Technical Director for MAG and appointed as judge to Commonwealth Games, Oceania Champs and World Champs.
- Mark Ujnovich coach at Commonwealth Games.
- The Simpson Family received the Mt Roskill Borough Council award for service.
- Life member Dido Gotz continues to run the primary and intermediate schools events.
- Life member David Phillips continues to lead National 360 MAG Development Programme.
- Tri Star welcomed new board member Karina McHardy.
- Athlete Wellbeing Advisory Group saw the continued involvement of previous athletes Mnthali Price, Mark Holyoake, Patrick Peng, and Hayley Sligo ... check out the Athlete Wellbeing section ... they have been busy!
- Opportunities for Alumni to connect were provided in conjunction with Commonwealth Games training camp, Tri Star Championships, AGM/Quiz Night, Awards Night and Club Display.
- Angela Douglas and Dido Gotz continue to represent the club as judges at domestic competitions for WAG.

STAFF

In 2022 we said farewell to some part time staff and welcomed new staff to our team. As a part of our strategy to *develop great coaches from the ground up* we invested heavily in both staff wellbeing and in education.

STAFF WELLBEING

- All employees working 0.5 FTE or greater are now eligible for a Wellbeing Allowance which they can use for any activity (within reason) that directly improves their wellbeing.
- All coach 'contact' hours have been reduced to 30 hours / week maximum with active plans to reduce all employees to a 5-day working week by the end of 2023.
- Weekly coach education and/or supervision for all competitive codes.
- Staff access to EAP (counselling services).
- Active management of leave entitlements, offsetting seasonal busy periods with much needed down time.



EDUCATION

- 100% GfA staff completed GNZ Foundational Coach qualifications (Coaching Today + Elementary Coach)
- Newly developed Child Safeguarding workshop for U18 year olds enabled 100% of staff to complete child safeguarding training.
- 3 coaches enjoyed new GNZ Coach Connect Conference and Misha Koudinov and Emily Knight presented workshops.
- Judging – John Ryan, Peter Nicholls, Jack Williams, Sarah Tan, Poppi Glasgow, Grace Wellington, Lucy Pringle, Matthew Palmer, Gareth Brettell, Mark Ujnovich, Dido Gotz and Angela Douglas all continued their judge education.
- New athlete coaches Isobella Norton, Olly Lynas, Zoe Botheram, Liam Bowls, Emma Jesson.
- All competitive coaches participated in 10 week mental skills programme + workshop on mental blocks.

FINANCE

Finance Manager: Matthew Palmer

Operationally we made some good progress towards our strategy of *resilience in a changing sporting landscape* through increased activity in facility hire, holiday programme delivery, continued development of the Community Gym initiative as well as more active management of term deposits. We also delivered a new event, Tri Star Elementary and drove increased participation particularly in the Tri Star Novice Competition.

The impact of the omicron variant outbreak and associated isolation rules affected class delivery, staffing levels and events, subsequently having a negative effect on revenue. Together with an increase in capital investment, reduced Tu Manawa funding support, a 7.2% lift in inflation, increased staffing costs and honouring over \$71,000 of Covid credits our end of year cashflow decreased significantly.

In 2022 our facility also started to 'creak' a little with age and high participation volumes. As a result, we had unplanned capital investments to meet our building WOF and to ensure our members continue to have the high quality experience they are used to.

With membership levels returning to pre-covid levels and increased diversification, the club is well positioned to return to a positive cashflow in 2023.

HIGHLIGHTS

- Over \$71,000 member fee credits honoured in 2022.
- \$27,460 Tu Manawa Active Aotearoa grant revenue recognised for Diverse-ability Gymnastics Programme.
- \$84,600 in successful grant funding for pit foam replacement. Contributing organisations were The Trusts Community Foundation, Grassroots Trust, Four Winds Foundation, Foundation North and The North & South Trust. Purchase planned for 2023. Great work Kerri!
- 68% increase from 2022 in facility hire revenue to \$61,749.
- \$2,960 grant from Pub Charity for mini-tramp.
- \$4,810 from The Lion Foundation for a new beam.
- Club fundraising income \$5,698.
- \$5,197 in interest received through active management in term deposits.
- Began the development of a capital investment plan. This included identifying fixed assets for planning future capital expenditure and to be more sensitive to age of fixed assets for repairs and maintenance work required and completed.

- Key capital expenditure included:
 - New Alarm system.
 - Replacement of Big Gym extractor fans
 - CCTV cameras installed throughout the facility improving security and safety.
 - New laptops and tablets for staff and community gym locations.
 - With the long-awaited installation of fibre we were able to provide free wifi connection to all members. To say this was well received would be an understatement!
- Key repairs and maintenance costs included:
 - Painting of 'Rangers Roost' parent viewing area.
 - Painting of the exterior panels at front of facility.
- New equipment included:
 - Delivery of Eurotramp Double Mini Tramp.
 - Soft play shapes and blocks.
 - Eurotramp Booster board (mini-tramp).
 - 2 Gymnova beams.
 - Red flexiroll floor matting replaced old carpet top in GfA gym.
- Large fan in GfA Gym installed to keep our young athletes and coaches cool in those hot summer months!
- 'Chalk Eater' ventilations units installed in big gym to improve air quality.



SUSTAINABILITY

As a club we started our journey towards sustainability through creating a Sustainability Plan. We know our members care about the environment and we want to do our part. In this plan we outline the actions we will take to reduce, reuse, and recycle. We will create a 'green' event promoting sustainability in sport, help facilitate alternative transport, adopt operational practices that reduce waste, and in time invest in alternative energy.



Grace Wellington – Aloha Festival representative.

thanks

Tri Star!