

Name	Surname	Club/Region	Coaching Location	Current Squads Coached	Level of Coaching Profession	Coaching Position at Club	Years of Experience in Coaching	Please explain why you are interested in being on the working group	Please note what coaching qualifications and/or education courses you have done	Please note what experience you have that would support your expression of interest	Please explain what value you would bring to the working group discussions	Please note anything else worth noting here
Willy	Benson	Sundevils HBPB	Metro Club	Senior Swimmers Coach Age Group Swimmers Coach Junior Swimmers Coach Para Swimming Coach	Full Time	Head Coach	13	I bring a diverse range of skillsets and a balanced approach and outlook to swimming	N/A swimming wise. Australian S&C accredited, 200hour Yoga instructor trained.	Grass roots up to elite level as a coach, and a swimmer.	Creative problem solving and a sustainable view to coaching and developing clubs.	n/a
Lucy	Borlase	Porirua City Aquatics	Rural Club	Junior Swimmers Coach	Part Time	Junior Squad Coach	1	I believe that having a pathway set up for coaches to feel like they can progress and grow is vital in ensuring that other young coaches such as me stay in these roles. I can provide feedback from the perspective of a newer coach entering a possible career pathway.	I taught learn-to-swim lessons for 1.5 years and have over a decade of experience as a competitive swimmer. I have not taken any coaching-specific courses.	I have been coaching at the Junior level for 4 months and am still new/learning in the role.	I would like to continue to coach as long as I can, and having a pathway available would provide me goals and ambitions. I can provide feedback as this pathway would likely impact me, and I can let the group know what would work for younger coaches. I am someone who believes in keeping an open mind and believe that open and honest communication allows for the best growth and outcomes. I would keep these values present throughout the working group.	This is a great idea, and even if not selected, I believe myself and other new coaches will have a better future within the sport with pathways like this.
Tracy	Breuer	Kiwi West Aquatics - Manawatu	Rural Club	Senior Swimmers Coach Age Group Swimmers Coach Junior Swimmers Coach	Full Time	Head Coach	2 in current position, 10+ in various roles	Just want to be part of helping improve the way we do things as a country and a sport.	Bronze Qualification CoachTED mentorship program	I have worked with committees in swimming and other sports, been a member at a regional level in two different regions in various roles on the regional committee. Been a competitive swimmer, junior coach, age group coach and head coach. Have worked and currently support work in the learn to swim space and have worked with community groups around the sport of swimming.	Honest and open opinions and ideas with the ability to look at situations objectively.	N/A
Gregory	Cummings	Liz van Welle Aquatics	Metro Club Rural Club	Age Group Swimmers Coach Junior Swimmers Coach Para Swimming Coach	Full Time	Director of Coaching	36	From objective observations over the last 7 years, swim coaches appear splintered and siloed. There is an ongoing need for accessible coach support and development in swimming that addresses the best interests of coaches and their athletes. I have spent the last 30 years working in coach development while continuing to seek ongoing professional development in coaching. From a teaching and physical education background before progressing into coach management and coach development, I have remained passionate about coaching pedagogy and coaching knowledge to best enable coaches to become leaders of their programs. I have been a key note speaker at NZSCAT Conferences while mentoring and supporting coaches. As a business owner and interested observer in the aquatic sector I am interested in supporting swimming coach development to be more accessible and connected.	Diploma in Teaching with P.E. Major Coaching New Zealand L1-3 Volleyball New Zealand Level 1-3 MBTI Professional Sport New Zealand Governance training / development Strategic Planning Coach Development Framework planning and delivery	CoachForce Lead (Sport Bay of Plenty) - Responsible for 49 professional coaches across 17 sports working collaboratively with NSO Coaching Directors and RSOs to develop, deliver and report against regional coaching strategies Sport New Zealand Leadership Advisory Group - Growing Leaders Key Note speaker at NZSCAT Conferences - Queenstown, Wellington, Rotorua Coaching Development/Consultancy - NZ Hockey, NZ Rugby League, NZ Volleyball, Magic Netball, Sport Canterbury High Performance, BOP Rugby Facilitation and conflict management for NZ Basketball, NZ Rugby, NZ Rugby League, NZ Football	Having worked on numerous working groups across numerous sports, 30 years of experience with a level of objectivity swim coaches alone may not be able to achieve. I have always advocated that a risk is that a sport knows what it knows - cross pollination with other sports can bring new (hybrid) and improved methodologies in coach development. I remain in contact with many key coach developers throughout New Zealand on a personal level. It would be constructive to reengage with them professionally to bring best practice to swimming.	I am happy to list Clive Power as a reference for previous work with swim coaches in NZ.
Jeremy	Duncan	Southland	Rural Club	Senior Swimmers Coach Age Group Swimmers Coach Junior Swimmers Coach Para Swimming Coach	Full Time	Head Coach	30 years	Coaching is an integral part of the retaining our athletes in the sport while also giving athletes the tools to be the best they can regardless of level. We have a good crop of young male and female coaches coming through so mentorship / collaboration will be something to look at moving forward. We are also dealing with a different generation of athletes and making sure we are ahead of the curve in how we deliver leading programmes from an engagement view point and also giving our coaches the tools to connect with this generation is important.	Gold license	Part of the HPSNZ review panel post London olympics Former board member of the coaches association Have delivered courses for the coaches association Experience from infants to internationals	As above experience at every level while also working in a smaller regional community gives a rounded balance to things. I am passionate about our sport being the best it can be to set our young people up for success.	Im open minded and have great listening skills
Ally	Fitch	Waikato	Metro Club	Age Group Swimmers Coach Junior Swimmers Coach	Full Time	Assistant Coach	10+ years	Sharing experiences as a top athlete that has progressed into coaching, particularly my focus area of junior and age group swimmers at our club	Bronze license Coach TED Programme	Focus on supporting the development of junior and age group swimmers in our club. Experience as an Aquablack that has progressed into coaching as a career also	Sharing experiences as a top athlete that has progressed into coaching, particularly my focus area of junior and age group swimmers at our club	

Shaun	Foley	Tasman Swimming Club - SNM Region	Metro Club	Age Group Swimmers Coach Junior Swimmers Coach Para Swimming Coach	Full Time	Head Coach	around 13 years	I am interested in being on the working group because I have always felt that the coach's development pathway has been off. Coaches play a critical role not only in developing swimmers but also in engaging parents and other stakeholders in the process. Their growth and success directly impact the overall performance and experience within the swimming community. Being part of this working group would be a valuable opportunity to help shape the coach's pathway, ensuring that it aligns with the needs of both the coaches and the athletes they support. I believe it's essential to create a clear, sustainable pathway that develops competent, motivated coaches, ultimately benefiting everyone involved.	Silver accreditation National certificate in Recreation and sport - Coaching and Instruction (Development Coach) National certificate in Recreation and sport (Aquatic's and Swim Education)	I have a range of experience in coaching juniors to Age swimmers and also working with multi-Class swimmers. I also coached a swimmer to gold medal at 2022 Commonwealth games (Joshua Willmer)	I would bring a practical and well-rounded perspective to the working group discussions, drawn from my experience working closely with swimmers, coaches, parents, and other stakeholders. Having identified areas where the coach development pathway could be improved, I can provide insights into what is needed to better support coaches in their role. Additionally, I understand the importance of aligning coach development with both swimmer outcomes and stakeholder expectations. I can contribute by sharing ideas that promote collaboration, ensure long-term growth, and help create a pathway that encourages coaches to stay motivated and engaged. My experience with managing programs, implementing structural changes, and building strong relationships across the swimming community would also help facilitate meaningful discussions that drive practical outcomes.	Nil
Carl	Gordon	Wharenui, Canterbury West Coast	Metro Club	Senior Swimmers Coach Age Group Swimmers Coach Para Swimming Coach	Full Time	Head Coach	20	I would like to help swimming group and develop in NZ. I believe better coaching is an important part to that.	Silver License as well as a level 2 surf Coach. I have done Core Knowledge for the last 2 years.	I have been an international athlete, I have coached at World Champs (both SLS and Swimming). I have coached Junior, Age, Senior, Para masters, surf and Triathletes. In both a metro and rural setting. I have worked for council, swim club and schools.	I'm open minded and look at the big picture.	N/A
Glenn	Hamblyn	Comet HBPB	Rural Club	Senior Swimmers Coach Age Group Swimmers Coach Junior Swimmers Coach	Full Time	Head Coach	28	I'm interested in developing positive relationship between coaches and SNZ and this working group can set the tone for that development.	Silver Coach Train the trainer course	28 years of coaching in NZ former chair of Auckland Swimming current board member of the coaches association	experience and a level head, perspective from the regions as well.	I believe there is a place for the NZSCAT organisation and a positive relationship between SNZ and NZSCAT is vital for developing coaches and the sport in NZ
Gary	Hollywood	Capital / Wellington	Metro Club	Senior Swimmers Coach Age Group Swimmers Coach Junior Swimmers Coach	Full Time	Head Coach	38	I have experienced every situation I think imaginable as a Club Coach in New Zealand from coaching Juniors all the way through to working with able and disabled swimmers at numerous pinnacle events, some of whom were from my programme. As Head Coach of HPK we were the only Club to win New Zealand Juniors twice or more in a row. We won it four times in a row before it was discontinued. At HPK and Capital we've been Top Club at National Age Groups and Opens. And currently Lewis Clareburt is the only Swimmer in New Zealand to hold a Senior Commonwealth Record meaning no one in the Commonwealth has ever swam faster than him in the 400 Individual Medley despite their superior funding and facilities. Plus much more in terms of obstacles I've had to overcome to achieve these results.	I am a GOLD LICENSED Coach. I hold the highest British and Irish qualifications i.e. ASA FULL COACH. I am a qualified ASA TUTOR. I am the first INTERNATIONAL FELLOW of the AMERICAN SWIMMING COACHES ASSOCIATION plus a LIFE MEMBER. I am an OLYMPIC COACH.	I have 38 years of having coached successfully in Ireland, Britain, Australia & New Zealand. My Swimmers have broken over 200 New Zealand Records. In Birmingham I supervised 26 clubs across 16 Swimming Pools and was in charge of a million pound budget briefly for six months as the Assistant Swimming Development Officer / Coach after the Head Coach left. I have been a Head Coach since 1998. My first Commonwealth Games Swimmer represented England in 2002 (Manchester). Since then I have placed numerous swimmers on numerous teams from commonwealth youth games through to Pan Pacs, Commonwealth Games, World Championships and Olympics winning medals and breaking records.	I would bring insights beyond the experience of any other person in New Zealand. What is the difference between the normal challenges a coach and athlete should expect versus the abnormal challenges. What are the implications on wellbeing and what are the basic needs to ensure Coaches are able to operate at their maximum levels of creativity. And how can we ensure Coaches can coach their athletes to their full potential. I can bring these insights plus much more. And I can certainly suggest solutions.	I am so happy to see Swimming New Zealand has the foresight to implement this much needed coaching review. It's vital we move our Sport forward and such a review is vital if we are to achieve improved outcomes at every level of the development continuum. And more importantly I hope it will serve to ensure improved working conditions for coaches across the country to the point that they feel much more energised to fully participate in their chosen career without worrying about how it could negatively impact their health and wellbeing.
Lars	Humer	Swim Dunedin, Otago	Metro Club	Senior Swimmers Coach Age Group Swimmers Coach	Full Time	Head Coach	35+ years	Want to share my experiences across the years of coaching at different levels and in different countries to help develop fellow coaches in NZ	Gold Licence	Head Coach of Swim Dunedin, with a large contingent of swimmers aged 18+ still actively engaged in the sport Coach of 3 swimmers at Paris 2024	Want to share my experiences across the years of coaching at different levels and in different countries to help develop fellow coaches in NZ	
Brittney	Johnston	Johnston Waters Southland	Rural Club	Junior Swimmers Coach	Full Time	Head Coach	9 years	Everyone coaches different and everyone has something to learn.	Preschool, competitive stroke, Bronze	Head Coach Southland at Divs and other meets. To meet people.	Everyone has something to bring to the group. I feel juniors should be our aim so we can grow the sport	I feel, everyone can learn something
Brigitte	Mahan	NCSA/Swim Canterbury	Rural Club	Age Group Swimmers Coach	Full Time	Head Coach	25	I am interested in furthering the respect and appreciation of what coaches throughout the country bring to the table. A desire to see coaches supported.	Silver licence	A number of years of coaching and being involved on teams and participating in SNZ reviews.	A clear understanding of swimming in NZ. A desire to see our sport grow. A willingness to work together for the best outcomes.	NA

Ashleigh	Rankin	Alexandra Swimming Club & Cromwell Swim Club	Rural Club	Senior Swimmers Coach Age Group Swimmers Coach Junior Swimmers Coach	Full Time	Head Coach	4	Another opportunity to be part of as a young Head Coach	SCTANZ - Foundation Course Currently completing the admin side to receive my certificate. This is so I can work towards getting my Bronze and Silver Qualification	I started off as a Junior Development coach in 2018 for my old swim club, Swimzone Racing under Frank Tourelle and John Ross. There I had the opportunity to work with young swimmers, some with multi-class abilities at a Regional and Junior National Level. In 2023 I moved down to rural Central Otago and took on the role of Head Coach of Cromwell swim club. A huge culture shock from a big city such as Wellington to a small rural town. Since my time being there, we have really turned this club around for the better and have seen tremendous improvement in our swimmers. Before coming on board the club was held together by parent volunteers. Though they may not have as much knowledge, they sure do have passion. Later in 2023 I also adopted the role of Head Coach of Alexandra swimming club. 20 minute drive down the highway from Cromwell. Alex swim club has always been a strong rural club but have also seen amazing growth in improvement with our swimmers. I now manage the two clubs as well as being a stay at home 24 year old mum. It's so hard to find great coaches in rural areas and I'm blessed to be here in Central Otago to share my passion and knowledge of swimming. In Cromwell I run a casual masters swim group open to any adults. We have received a number of interest from the public wanting to join a swim group with other like minded people. This was put on hold for a while as our council were adamant they were going to start their own adult fitness group. Nothing happened for over a year so I decided to start one a month ago. I am also currently a member of the South Island / Makos board as the coach representative of Swimming Otago. Finally I was also one of the selected "talented coaches" to participate in the Coach-TED program organised by Wayne Goldsmith.	Collaboration is everything. Being in a small rural town its very hard to connect yourself with others on a regular basis. Since moving to a rural town we have successfully run a few stroke clinics with our nearby teams, Alex, Cromwell, Queenstown & Wanaka. The objective of this is for our swimmers to mix and mingle with each other and for club coaches to also share their knowledge and skills. Its also an opportunity for any volunteer coaches to learn more at these events. Sometimes we also have team trips when travelling to a far away swim meet e.g Dunedin (3hours away). We invite any swimmers from other clubs to join us and get to know other swimmers their age. Its a very young population of swimmers in Central Otago as most kids head to boarding school in Dunedin and change clubs. Team trips also takes the stress off those parents who arent always available to travel long distances for swim meets. Im open to hearing more ideas from others coaches in hopes to strengthen our swim teams rural NZ. I hope that I can take also spread more knowledge to our parents/volunteers that help keep our rural teams a float. We don't have many resources where we are, so any collaborative discussions is a start.	N/A
Emma	Smith	Aquagym/Canterbury	Metro Club	Junior Swimmers Coach Para Swimming Coach	Part Time	Assistant Coach	3.5	I have only been able to do my NZFDC qualification, and then the Bronze/Silver/Gold level progressions were removed from the pathway. This has prevented any progression in my education (qualification wise). I would like to advocate for the other coaches in my position who would like access to higher education.	NZ Foundation Coach course through SCTNZ	I have been a coach for 3.5 years, and before that I was a swimmer for 16 years, so I understand what the sport requires from both positions. I have been lucky enough to attend tours to Queensland Champs, Melbourne World Para Series and Tri Series. Here I have gained experience and knowledge of this level, along with getting to witness and learn from some high level coaches.	I feel that being a coach that works with junior swimmers, as well as Para swimmers, I can bring specific insights into what is required for the coaching of those types of swimmers. Also being a female coach, I feel it is important to represent other female coaches in a predominately male field.	N/A
Graham	Smith	St Paul's	Metro Club	Senior Swimmers Coach Age Group Swimmers Coach Junior Swimmers Coach	Full Time	Head Coach	15+ years	Keen to contribute to what we can do to improve our coach education and development pathway for coaches	Silver License	Experience as a head coach with assistant coaches in our team, with a mixture of swimmers of different levels in the programme	Different perspectives from my experiences at different levels of the sport	
Lin	Tozer	Manawatu	Metro Club	Age Group Swimmers Coach Junior Swimmers Coach Para Swimming Coach	Full Time	Head Coach	15 swimming and a further 15 football and cricket	I am passionate about the coaching experience of volunteer coaches and coaches in smaller centres.	Silver license Para Collective Para development camps Football coaching and referee courses. Swimming technical official- Referee. Cricket junior level coaching courses.	30 years of coaching multiple codes. Practising and encouraging Balance is Better before it became a fad. Coaching team sports as well as individual. Para coaching from 2012.	Different perspective from swim coaches who have a swimming background per se.	I am a volunteer which brings a different motivation than a paid position.
Aidan	Withington-Edwards	Swim Rotorua / Bay of Plenty	Rural Club	Age Group Swimmers Coach Junior Swimmers Coach Para Swimming Coach	Full Time	Head Coach	20 years	I am interested in being part of this working group because I believe in the importance of creating positive and rewarding swimming experiences for all athletes, and I know that supporting coaches is key to achieving this. With my coaching experience spanning from grassroots to national level, across a wide range of settings, including small rural clubs and a large metropolitan club in Wellington, I have a comprehensive understanding of the different needs coaches face in various environments. Having coached in both the North and South Islands, I have seen firsthand how vital it is to provide accessible and relevant education, development opportunities, and clear pathways for coaches. Whether working in smaller, resource-limited clubs or in larger, more established settings, coaches need support systems that allow them to continually improve and engage effectively with their swimmers. I am especially passionate about ensuring that coaches in all regions, regardless of size or location, have the tools and recognition they need to succeed. I would be excited to contribute to this working group by sharing insights from my experiences and helping shape how Swimming New Zealand can better support coaches. By focusing on areas such as education, development, engagement, and recognition, we can not only enhance the coaching experience but also ensure that swimmers at every level have the opportunity to thrive.	In terms of coaching qualifications, I hold a Bronze level certification. I've completed the Silver course multiple times but haven't yet submitted all the necessary paperwork. My ongoing development primarily comes from working with other coaches and establishing networks, as I find this to be the most valuable way to grow and share ideas. While I've attended various courses, it's through these collaborative connections and exchanges that I've gained the most insight and practical knowledge. I am also currently involved in the Coach TED program, which has been another valuable opportunity for growth.	I have a range of experience that aligns well with the areas of focus for the working group, particularly in terms of engagement, collaboration, and coach development. These points are also answered in my previous answers	I would bring a broad perspective to the working group discussions, with coaching experience with a range of levels across different regions in New Zealand. My strengths lie in building networks and collaborating with other coaches, which allows me to contribute insights into engagement, coach development pathways, and the challenges faced in diverse environments. Additionally, my involvement in the TAD program and ongoing professional development would help me provide practical ideas for improving coaching education and recognition systems.	no