



## **2023 ANNUAL REPORT**



## **Our mission**

Vanuatu Aquatics Federation is the national governing body for aquatic sports in Vanuatu. We administer competitive swimming in accordance with World Aquatics and our constitution.

We provide programs and services for our members, supporters, partners and the interested public.

We are committed to continuous learning and to achieve excellence in our sport.

## **Our vision**

Our vision is to provide the opportunity for members to develop the life skill of swimming in an open and supportive environment. We will inspire and enable our members to achieve their 'own excellence' in the sport of swimming and in life.

## **About Us**

VAF has 5 Executive members and 3 additional board members. The board is recognised by the international federation and follows the constitution approved by WORLD AQUATICS. The main objectives of VAF under the constitution are:

- a. To promote and encourage the sports of aquatics and the teaching thereof throughout Vanuatu without distinction between persons for reason of race, colour, creed or politics.
- b. To co-ordinate and foster the activities of swimming clubs in Vanuatu.
- c. To affiliate with and recognise WORLD AQUATICS Rules and regulations regarding aquatics competitions.
- d. To regulate and promote all aspects of competitive swimming in Vanuatu and to provide a uniform set of rules for the conduct of all swimming competitions in Vanuatu.
- e. To establish the criteria for the selection of swimmers to represent Vanuatu in international swimming competitions and to select and send those eligible within such criteria.
- f. To affiliate with the Vanuatu Association of Sports and National Olympic Committee, Oceania Swimming Association and WORLD AQUATICS.
- g. To actively promote the elimination of the use of prohibited substances and techniques from the sport of aquatics in Vanuatu, and to impose sanctions on members committing doping offences.
- h. To manage its affairs independently and not be influenced by third parties.



## President's Report

After leaving VAF in 2017, it is with great honour that I returned as President of Vanuatu Aquatics Federation in 2023 to guide the federation through the next era of development.

I give a very special thank you to the outgoing leadership from previous the President, Ivan Oswald, for his willingness to volunteer an immense amount of time towards the governance of the federation. Without his passion for open water swimming, events and logistics coordination, we could not have run the amount of domestic competitions that we did during his leadership.

We also bid farewell to outgoing board member Eslyn Kaltongga as General Secretary, and Yves Watt, a founding member of VAF, who completed consecutive terms on the board as the Technical Director. Eslyn was an incredible support for our teams as they navigated international travel arrangements, ensuring our teams save travels to events. Yves also provided support on site across his two terms, and was one of our first members to become an open water swimming official. His passion and sound decision making have been of great value to the federation, and we are grateful for his years of commitment.

Kimberly Valentine served as her final year as treasurer this year, and we will be sad to see her go. Nicholas Howlett continues to serve on the board of directors. We welcomed Maxi Snell as General Secretary, and Allan Kalfabun as Marketing Director, who have contributed a fresh wave of ideas into the federation and also welcomed Joanne Austin as Technical Director for 6 months. We thank Joanne for her time on the board and her enthusiasm and support for the overseas events in 2023.

Finally, VAF sends a very big tenkiu tumas to Wan Smol Bag. After 8 years of partnership, Vanuatu Aquatics and Wan Smol Bag closed their incubator model partnership to allow the federation to grow in reach and operations. Over the past 8 years, Wan Smol Bag supported the growth of Vanuatu Aquatics, not only hosting the organisation but also was a key implementing and leading partner in the Pacific Sports Partnerships and Team Up programs through the Australian Government, which enabled VAF to reach communities outside of Port Vila. The incubation support from WSB allowed Vanuatu Aquatics Federation to grow its technical capacity, building a knowledgeable pool of instructors. This foundational pool of knowledge has enabled the federation to emerge from the incubation phase, and operate independently. We are forever grateful to the entire team at WSB for their years of support.

Looking into the future, we are thrilled to work with the Vanuatu National Sports Commission, and thank them for welcoming us at EXFOL. Our time there has been well spent, with development programs emerging in new communities, and 6 athletes attending international meets, including the debut of our first female swimmers at World Championships, South Pacific Games and Commonwealth Youth Games.

I look forward to 2024 with our team of emerging leaders within VAF and national and junior teams, and wish our next generation of swimmers, divers, artistic swimmers and water polo players all the best in the development of their athletic ability.

Warm wishes,

Nancy Miyake, President



## List of acronyms

In alphabetical order, of all acronyms used in the report.

<b>L2S</b>	<b>Learn to Swim Program</b>
<b>SSS</b>	<b>Swim, Splash and Survive</b>
<b>Spider ball</b>	<b>A 'beach water polo style' game developed by Vanuatu Aquatics Federation and Water Polo Australia. The game is a non-contact version of water polo and has an accompanying user manual that promotes development of gender inclusive relationships and respect between players.</b>
<b>Team Up</b>	<b>Name of current program, which was formerly known as Australia Sports Partnerships Program or ASPP</b>
<b>VAF</b>	<b>Vanuatu Aquatics Federation</b>
<b>OSEP</b>	<b>Office of special Education programs</b>



## Senior Leadership Team Report



# OUR TEAM



**Anna John**

Finance and HR manager

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**Board Members**

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**Nancy Miyake**  
Nicholas Howlett

**Kimberly Valentine**  
Maxi Jeram Snell Peyton  
Allan Kalfaban



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**Kalfau Jimmy**

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**Glenda George**

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**Relianna**

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**Nerolnye Kapapa**

Evidence and Impact Officer  
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**Jonathan**

Assistant Development Officer  
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Role:	Role description:
<p><b>Finance and Human Resource Manager</b></p> <p>Anna John</p>	<p>The finance manager looks after the budgets of the federation and ensures that they are being used for programs as accomplished through donor guidelines. The job role also is inclusive to her duties as a human resource manager in which she looks after staff ensuring that they adhere to contract job descriptions and VAF policies. This role is supported by 1 HR consultant and 1 finance consultant.</p> <p>Anna is proud because she was able to coordinate her role in managing budgets throughout the working year and having activities to be delivered as expected.</p>



### **Programs Coordinator**

Louisa Pedro Kalman

The programs coordinator facilitated the implementation and planning's in relation to administrative operations, tracking the budget and overseeing activity work plans and ensuring that the target audience were also being included within activity plans. Another significant role of the Programs facilitator is to ensure that monitoring and evaluation processes are carried out during the start and end of programs to track the impact of the activities.

The programs coordinator also overlooks on creating partnerships with other schools and communities to expand program reach.

Louisa is proud that all 2023 activities have been delivered successfully and that she has received positive feedback from schools in relation to programs.

### **Development Coordinator**

Kalfau Jimmy

The role required the Development Facilitator to carry out monitoring of the program activities and make any recommendations that were needed to improve the outcome of the programs so as to target federation and donor goals. The development facilitator that was hired came with expertise in the relevant area with years of experience being in the swimming federation for 11 years. The DC that was hired helped ensure the smooth operations of activities and that it was implemented to a reasonable standard. The DC role also required him to assist the programs coordinator in facilitation of MOU's and making arrangements with communities that were interested to engage in programs.

Kalfau is about the development of the swimming activities into the schools and communities and hopes that it ventures further into other schools that have not yet entered into partnership with VAF.

Kalfau is proud about being able to progress his skills within the programs as a swim instructor in working inside the field and is looking forward to seeing how his participants progress this year and to guide them into building their swimming skills further.



<p><b>Development Facilitator</b></p> <p>Glenda George</p>	<p>The development facilitator role involves making lesson plans for programs leading discussions with my other colleges to improve the standard and logistics of classes. Going out to the communities to make awareness about programs. Also running the main programs: Learn to swim program, mama aqua and water polo programs in the communities and schools. Part of her role is to also support reports by updating thumbs up reports on the progress of participants.</p> <p>Glenda says an aspect of her work that she is proud of is that she gets to work with young girls and mama's. She likes it because she gets to help develop skills such as leadership. She states that a specific example is the Mama Aquatic classes that she runs.</p>
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**Development Assistant Facilitator x2**

- 1.) Relianna Alick
- 2.) Johnathan Silas

The budget also catered to allow two assistant development facilitators to support the implementation of the activities. The assistant DF helped to provide safe and effective swimming lessons with guidance from the development facilitators. The roles of the assistant DF include

- Coordinating swimming classes
- Lesson planning's for classes
- Setting up activities on site
- Packing up activities on site
- Preparing equipment for activities
- Supporting the development facilitator with classes.

Relianna is really proud that her students have been progressing from the skills that she has taught them into other levels.

Johnathan is proud of being a part of the federation in his capacity as a staff and national swimmer, being able to inspire other younger participants to become involved in the swimming discipline as well.

**Evidence and Impact officer**

Nerolyne Kapapa

The evidence and impact officers role is to create online content for the facebook page and website in relation to programs and events. The role also entails going out into the field to collect photos, conduct interviews and support the monitoring and evaluation process. The role also oversees the reports for TeamUp, World Aquatics and Vasanoc with the aid of two external contractors in support of this role.

Nerolyne is proud of the reports that she has worked on and have been submitted and those that are still under progress, as it has been a space for personal development but also being apart of a shared goals with partners and slowly working towards accomplishing them is a privilege to be a part of as it also goes to the heart of national 2030 goals that Vanuatu has such as women and girls empowerment, inclusiveness and working with people of disabilities.





## **(1) Introduction**

### *History of VAF from 2015-2023*

Vanuatu Aquatics Federation (VAF) officially became a national federation under VASANOC in 2015 with the hard work and dedication of a group of volunteers. The development efforts of the team involved originated at Wan Smol Bag (WSB) through the learn to swim outreach program in 2014.

As a small federation with no funding and no employees, Wan Smolbag (WSB) agreed to host the federation to assist with the development of swimming and water safety, providing human resource and physical space to store equipment. With support from USAID in 2016 and BRED Bank, the federation began to run learn to swim programs with WSB in partnership with WSB Sports Tutors and the Literacy program.

The program grew to deliver swimming both learn to swim and aqua aerobics programs in East Efate in two communities under the support from USAID and VASANOC Olympic Solidarity funding and a partnership with Hills Swimming in 2016, who volunteered to run swim instructor training using the Australian curriculum. With annual training, the instructor base grew from one person to six people, both men and women.

VAF has grown and evolved with the needs of both staff and communities. Throughout this time, VAF did not have a dedicated swimming facility and found unique places to hold swimming events, such as Mele Beach, Eton Blue Lagoon, Port Vila Seafront

VAF also received support from BRED Bank to purchase its first ever floating sea pool. This allowed for the federation to World Aquatics be able to run meets with proper start and finish places, and walls for swimmers to turn against. BRED continued to support open water races during this time as well.

Early in 2016, two volunteers from VAF became the first WORLD AQUATICS certified officials in open water by attending a course in Noumea, New Caledonia. In June 2016, Vanuatu Aquatics attended their first Oceania Championships in Fiji as observers. While no swimmers competed in this event, the VAF President, the senior development officer and a VAF board member who was certified as a WORLD AQUATICS technical official attended.

Shortly after that in October 2016, VAF and Hills Swimming again partnered to send across two swimmers and the Development Officer to Sydney, Australia, so that they could undergo accreditation to become certified swim instructors under Australian curriculum, Swim Australia with the first ni-Vanuatu to reach accreditation in May 2017.

In November 2016, the federation held its first large fundraiser, Island Splash, which provided funding for continued outreach for another year and Kings Swimming supported the federation with Learn to Swim material, such as kickboards and lane lines, and this support continued again in 2017.



In May 2017, Vanuatu Aquatics President and Development Officer attended the WORLD AQUATICS Swimming for All convention in Thailand, to share and learn from other Oceania federations about their sport development and also share their sport for development experience. Shortly after, in July 2017, Vanuatu Aquatics participated in their first World Aquatics Day with support from WORLD AQUATICS.

With the support from the Australian Government through the Australian Volunteers Program, water polo was also introduced to the federation. WORLD AQUATICS supported the federation with coaching clinics to develop community coaches in not only delivering water polo programs, but also running matches. Water polo quickly became a popular sport amongst teenagers, young adults and parents, and also allowed for the program to develop a partnership with Water Polo Australia to develop Spider Ball, a sport for development program for young leaders.

In April 2018, a team of two male and two females, accompanied by a team manager and coach, attended their first overseas meet in Fiji for their national championships to prepare for the first regional meet. In June 2018, Vanuatu Aquatics participated in their first Oceania Championships in Port Moresby, a historic event and only three years after the establishment of the federation.

In 2018, VAF was granted an innovation fund from the Australian Government's Pacific Sports Partnerships (PSP) program in partnership with Swimming Australia and Oceania Swimming, supported administratively by Wan Smolbag, which provided core funding for sport for development activities. This allowed for the federation to provide more outreach activities to build a community around swimming.

In December of 2018, WORLD AQUATICS granted two swimmers to compete in the 2018 WORLD AQUATICS World Championships (short course) in Hangzhou, China, the first ever global WORLD AQUATICS event attended by VAF.

In May of 2019, again VAF competed in the Fiji National Championships, this time with three men and three females, followed by a training camp with Hills Swimming with two males and two females in preparation for the South Pacific Games. In August 2019, Vanuatu Aquatics swam in its first ever South Pacific Games in Samoa and directly after the 2019 WORLD AQUATICS World Championships (long course) in Guangzhou, Korea.

In 2019, Oceania Swimming and Swimming Australia in partnership with Hills Swimming launched their regional Presenter training, which allowed for VAF to have an in person trained Presenter to deliver swim instructor training. In Feb 2020 VAF delivered its first Let's Swim course in Santo with support from the PSP Innovation fund, the first ever course delivered off the island of Efate in partnership with NCYC centre in Luganville.

In 2021, with the ending of the PSP. VAF joined the Australian Government funded sport for development program Team Up, with administrative support from Wan Smol Bag. Core funding from the Australian Government enabled the federation to World



Aquatics hired a manager, communications officer, data management officer, a women in aquatics officer and other part time staff to support the development officer and other part time staff in delivering programs. This allowed for what was a working board to transition into a governing board, and allow for the federation to grow into an independent organisation.

Across 2022 and 2023, the federation made the decision to exit the incubator model being physically hosted at WSB, and subsequently emerged from the partnership with Wan Smol Bag to better build the operational capacity of the federation. VAF officially moved into EXFOL under a new partnership with the Vanuatu National Sports Commission at the start of 2023, bringing VAF into a new era. By the end of 2023, a World Aquatic manager, project coordinator and reporting and communications coordinator, along with an assistant coach, two full time instructors and 2 part time instructors

During this time, development programs continued to operate, and with the lifting of border restrictions, Vanuatu resumed its attendance at 3 international events; World Aquatics Championships Fukuoka 2023, Commonwealth Youth Games Trinbago 2023 and South Pacific Games SOL2023.

## (2) Activities and Outcomes in 2023

VAF was awarded three grants in 2023; the Australian Government funded Team Up grant, the World Aquatics Support Programme and the VASANOC NAP grant. Under these grants, and additional funding from the private sector<sup>1</sup>, VAF was able to undertake the following activities:

Pillar	Activities	Description	Impact
Development	Grass roots community programs – learn to swim	<p>Learn to swim programs were run in the following communities 1 time per week from March to November in the following locations:</p> <ul style="list-style-type: none"> <li>• Erakor</li> <li>• Eton</li> <li>• Pele</li> <li>• Lelepa</li> <li>• Epau</li> <li>• Ekipe and Nguna.</li> </ul>	<p>A total of 7 MoUs were signed with schools, and 525 people were reached in learn to swim programs.</p> <p>The participants consisted of equal representation from boys and girls. There were also participants with disabilities in the outreach programs.</p>
	Grass roots community programs – Spider Ball	<p>Spider ball programs were run in the following communities 1 time per week from March to November in the following communities:</p> <ul style="list-style-type: none"> <li>• Erakor</li> <li>• Eton</li> <li>• Pele</li> <li>• Lelepa</li> <li>• Epau</li> <li>• Ekipe and Nguna.</li> </ul>	<p>The activity of spider ball was initiated in 7 schools with participation from both girls and boys of all abilities with a total reach of 525 participants.</p> <p>VAF has hosted 1 spider ball competition in Feia Park with an outcome of 36 participants of different ages and gender that participated.</p>

<sup>1</sup>

	Grass roots community programs – aqua aerobics	<p>While not an aquatic discipline, aqua aerobics was started to engage parents in aquatic activity to build a community around swimming and water safety. These programs were run in the following communities 2-3 times a week from February to November.</p> <ul style="list-style-type: none"> <li>• Centre Point Handicraft Mama Association.</li> </ul>	<p>There has been a total of 57 people reached in aqua aerobics programs and expanded into 2 new communities for casual classes at the end of the year in the:</p> <ol style="list-style-type: none"> <li>1.) Eratap mamas community</li> <li>2.) Erakor Village Mamas Association</li> </ol>
High Performance	Training Camps	Training camps were offered to national and junior national teams in the 6 weeks leading up to international events. Nick Nicholls, one of the top 100 coaches in the US, ran clinics. Coach Nick provided mentoring for 2 ni-Vanuatu assistant coaches.	6 emerging swimmers were offered quality swim coaching, producing improved stroke technique and as such, personal bests and national records at overseas events.
	World Aquatics Championships - Fukuoka Japan	Jonathan Silas and Loane Russet had their debut at their first World Aquatics Championship	4 national records were set, along with personal bests. This was the first time a female ni-Vanuatu swimmer attended a World Aquatic Championship.
	Commonwealth Youth Games	Leo Lebot and Pamela Mesa had their debut overseas at Trinbago 2023.	4 national records were set, along with personal bests.
	Pacific Games 2023 - Solomon Islands	Chloe Ameara, Jonathan Silas and Leo Lebot represented Vanuatu in the SPG.	2 national records were set, along with personal bests. This event also highlighted



			the first time for a female to attend the Pacific games.
<b>Administration</b>	<b>Capacity Building</b>	<b>3 Senior Leadership Team staff were recruited in reporting &amp; communications, finance and project management. A communications advisor, report writing, organisational development advisor and financial advisor provided mentoring and coaching.</b>	<b>New employees gained crucial professional skills, and with these skills have been able to secure and manage funding for multiple projects such as Team Up, World Aquatics Support Programme and NAP.</b>

### (3) Challenges in 2023

Pillar	Activities	Challenges	Potential Solutions
Development	Grass roots programming	<p>While this element of our federation is the most well funded in comparison to the other pillars, transportation costs to reach communities beyond Port Vila continue to create high costs to the federation. Transport to villages around Efate is also costly, taking up a significant amount of funding.</p> <p>VAF is also facing challenges with staff turnover with seasonal work, which creates disruptions in programming.</p>	<p>VAF is looking at better investments in transport to reduce overhead costs on travel, and is also looking to move towards supporting the development of clubs and leagues across Vanuatu to run development programs, utilising the training and expertise from VAF to learn to run grassroots programs instead of continued reliance on VAF to run these activities.</p>
	Coach Development	<p>There are coaching clinics offered from World Aquatics, however these are competitive to host. There is also a higher turnover of local coaches to seasonal work, resulting in loss of talent within the federation. While remote coaching support was trialled, our team of local coaches found it challenging to work with coaches who were unfamiliar with</p>	<p>Small grants have been helpful in subsidising staffing costs, however a substantive development and high performance fund is needed to grow coaching capabilities.</p> <p>VAF is seeking more funding to support a sustainable role in coach development, which could also serve as a high performance manager.</p> <p>By bringing on a coach who is an experienced mentor and understands and values the concepts of</p>

		<p>contextualised training for Pacific contexts. VAF was blessed with the presence of a qualified international coach for the later half of 2023, however as he departs, VAF is once again faced with a gap in high performance expertise.</p>	<p>localisation and contextual learning, local assistant coaches will flourish.</p> <p>Other options include more targeted mentoring sessions with dedicated overseas coaches, with scheduled in-country trips, and also looking at working with other Pacific Island coaches in nearby Fiji.</p>
	<p>Officials Development</p>	<p>While VAF has hosted official clinics from World Aquatics in the past for open water swimming, the course curriculum was very challenging, with only Yves Watt, Ivan Oswald and Nancy Miyake passing the qualification test and are eligible to be officials at international events.</p> <p>Pool and water polo official clinics cannot be held unless the host country (Vanuatu) has a regulation pool (either 25m or 50m), therefore there are limited opportunities to develop officials who are needed to run events, even amateur and carnival swims.</p> <p>A minimum of 12 officials are needed for swims, and there are few volunteers willing to donate their time,</p>	<p>While VAF will continue to work towards hosting another WA clinic for officials or an official school, VAF hopes to utilize OSEP programs through VASANOC.</p>



		<p>creating volunteer fatigue on the ones who are called upon at each event.</p>	
	<p>Domestic competition development</p>	<p>A lack of officials, budget for domestic competition and facilities create a large barrier to running events in Port Vila.</p> <p>Setting up swim meets and water polo scrimmages are also costly, given that floating venues must be transported and set up over 3 days.</p> <p>In addition to this, inter-club competition is non-existent with the limited number of clubs in 2023.</p> <p>Swimmers and their families are also facing financial hardships, which make charging annual fees and event entrances unattractive and exclusive to families who can afford such fees.</p>	<p>VAF is looking at government support for the running of at least 2 domestic competitions a year, including national championships.</p> <p>VAF is also building clubs out of grassroots development programs, and looking into school swimming leagues with North Efate development programs voicing an interest in developing a swimming league in the coming years. The development of self governing leagues will support the growth of domestic competition.</p> <p>VAF also recognises the financial hardship of families, and has considered charging a nominal fee, however it must be considered whether the administrative process of charging nominal fees will actually cause a loss given the large amount of time given to invoice issuing and reconciliation against nominal income.</p>
<p>High Performance</p>	<p>High performance training programs</p>	<p>With no dedicated 25m or 50m facility, nor trained high performance coaches,</p>	<p>Discussions have occurred around shared coaching for cross sports needs such as strength and conditioning. Share cost of these coaches would lessen the financial burden</p>

			<p>on national federations, and something that VASANOC could facilitate.</p> <p>In terms of technical aquatic coaching, remote mentoring options are being explored as well as additional funds for a dedicated qualified coach.</p>
	International events	<p>Luckily VAF has support from World Aquatics to attend events regardless of qualifying times, however travel to these events require a high amount of logistical coordination. Without substantive high performance funding to use toward dedicated team managers, there are limited staff and board members with available time to coordinate the logistics for these events.</p> <p>International events are costly; when sending just two swimmers away it costs a minimum of 1.3 million vatu. While travel and accommodation assistance support is given from World Aquatics for World Championships, and VASANOC support for South Pacific Games and Olympics, there are still levies that must be paid which are</p>	<p>VAF is looking to engage the swimming community in more efficient fundraisers, as board members are overwhelmed with supporting the administrative growth of the federation.</p> <p>A dedicated team manager role in the lead up to events is being considered, should funding become available.</p> <p>Rotating team manager roles have also been trialled to spread the logistics planning burden across volunteers.</p>

		<p>sometimes unaffordable for some swimmers, creating an exclusive environment.</p>	
Administration	Operational Sustainability	<p>Building emerging talent is a good long term strategy, as long as there is budget for professional development which is luckily made available through the support of the Australian Government.</p> <p>However, as grant report writing becomes more complex, more and more support is needed not only in staff development but also grant oversight which sometimes stretches beyond the capacity of staff and board members. Some grants have high expectations on reporting and do not allow for substantive budget allocation towards a competitive salary for highly skilled managers.</p> <p>Without foundational grants that employ key positions in finance and program management, it can be challenging for small volunteer governed organisations to meet the demands of</p>	<p>VAF is very thankful for the continued support from the Australian Government, which has allowed for continued investment in professional development, but also operational support, although just for grassroots development programs.</p> <p>VAF is exploring other revenue raising pathways to afford to bring on more qualified staff to oversee the continued operational growth of the federation.</p>



		donors, also considering that volunteer board members have full time jobs.	
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#### **(4) Financial Report**

All financial records presented here have been made with the best of knowledge and all material transactions have been recorded properly.

The treasurer over this period of time was Kimberly Valentine, however she left in December 2023 before the end of the financial year. Her position remains vacant.

The President, Secretary and Patron board members have been acting together in place of Kimberly during this time, with support from financial consultant Lee Frew.

##### Income

VAF was awarded a 2 year funding agreement with the Australian Government through Team Up, with Year 1 (2023) tranche being 9,320,760 VUV. This funding is restricted funding that can only be spend on the agreed workplan regarding grassroots development of learn to swim, aqua aerobics in communities and water polo in community programming.

Regarding high performance and administrative support, VAF received a grant from the World Aquatics Olympic Support Programme for support for travel and governance improvements. This grant of 837,933 VUV was allocated for the last 6 months of the year. World Aquatics and Oceania Swimming also provided subsidy support for World Championships in Japan, totalling 1,316,095 VUV.

VAF also received a grant from VASANOC of 200,000 through the Development Officer program which subsidised salaries of outreach staff. VAF programs is supported mainly by grants, sponsorship and charity & fundraising events totalling 482,160 VUV.

##### Expenses

Total expenses amounted to 5,288,742 VUV, with the highest costs being contractor fees for the set up of systems to enable VAF to undertake more donor funding, travel costs relating to three international events in 2023 and wages. Wages were less than anticipated as contracting took longer than expected due to delays in receiving funds, therefore staff were contracted in October 2023 resulting in less expenditure, and it is estimated to be much higher in 2024.

Total profit / loss for VAF year end 2023 is 127,663vt.



# 2023 Financial Report

printed 28/02/2023

<b>Profit and Loss</b>		<b>VATU</b>
-	- - -	-
<b>Income from 1/01/2023 to 31/12/2023</b>		
	Team up	3,070,210
	VASANOC DO Grant	200,000
	World Aquatics World Championships Subsidy	478,162
	World aquatics Development Programme	837,933
	Donations	482,160
	Oceania Swimming World Championships Support	347,940
	<b>Total Income</b>	<b>5,416,405</b>
<b>Expenses from 1/01/2023 to 31/12/2023</b>		
	Accounting & Audit	49,550.00
	Accommodation	242,924.00
	Athlete Support	5,740.00
	Bank Fees	39,044.00
	Contractor Fees	1,779,646.00
	Catering	117,110.00
	Depreciation	2,496.09
	IT & Services	55,222.00
	Insurance	112,400.00
	Govt Licensing & Fees	4,000.00
	Legal Fees	5,000.00
	Office Equipment Expensed	4,995.00
	Printing & supplies	25,511.00
	Payroll - Wages & Salaries	936,614.50
	Superannuation	46,312.50
	Severance	41,492.31
	Stationery & supplies	47,465.00
	Telephone & Internet	69,962.00
	Travel , Meals & Other	1,086,372.00
	Uniforms	173,928.00
	Sport Equipment (small) Expensed	4,870.00
	Venue & Location Hires	153,000.00
	Events National & International Fees	285,088.00
	<b>Total expenses</b>	<b>5,288,742</b>
	<b>Profit/Loss</b>	<b>127,663</b>



### (5) Acknowledgement

<Partners and Stakeholders to acknowledge>

The following international agencies, governments, businesses and families provided support for high performance programming in 2023 with which the programs and events could not have been possible:



- PRIVATE SPONSORS:**
- Skye & Di Manley
  - Torquil McLeod
  - Rosie & Graham Hack
  - Rick & Rhonda Bevan



### PRIVATE SPONSORS:

Skye & Di Manley

Torquil McLeod Rosie & Graham Hack

Rick & Rhonda Bevan

**(6) Photos**

<u>Photos</u>	<u>Captions</u>
	<p><b>Programs facilitator Kalfau Jimmy on site with L2S participants.</b></p>
	<p><b>Assistant Facilitator Relianna Alick participating with participants in a game of spider ball.</b></p>





**Development Facilitator Glenda George  
with mama Aqua Participants**



**Pamela Mesa and Leo Lebot at  
CommonWealth Youth games**

**Date: August. 2023**



**Johnathan Silas and Loane Russet at  
World Aquatic Championships Fukuoka  
Japan.**

**Date: July 2023.**



**Jonathan Silas, Chloe Ameara and Leo Lebot at Pacific games in Solomon Islands.**

**Date: November 2023.**

<HD Jpeg format and include captions>