



# GYMNASTICS BC STRATEGIC PLAN 2020-2024



## OUR VISION

Gymnastics BC is a provincial leader in the delivery of quality foundational to high performance programs and services that foster lifelong participation in sport

## OUR MISSION

To deliver positive and diverse gymnastics experiences for province-wide participation at all levels

## OUR VALUES

\* Excellence \* Leadership \* Transparency \* Ethics \* Professionalism \* People Focus \* Business Management \* Programming Excellence \* Customer Service \* Safety and Risk Management

## STRATEGIC PLAN 2020-2024 FOCUS AREAS

*Given our current context and need for inclusive solutions to better serve our community, we believe our focus for the 2020-2024 time frame should be to:*

- Proactively enhance our relevancy
- Broaden our partnerships for greater breadth and depth of gymnastics contribution to overall health
  - Secure more sustainable financial resources

*In doing so, we believe we can maximize our impact and value to our members and stakeholders*

## GOALS AND OBJECTIVES

### Goal: Partnership

Develop strategic relationships related to funding and opportunities to enhance the value of gymnastics in our province

### Objectives

1. Achieve new multi-year sources of government funding by 2023
2. Secure new multi-year financial or in-kind corporate sponsors by 2023

### Goal: Impact Wellbeing

Be recognized as a leader in safety and wellbeing

### Objectives

1. Increase capability to create safe environments through widely accessible learning opportunities and tool kits

### Goal: Culture

Create a consistent experience where all stakeholders and members feel heard, included, energized, and part of the greater Gymnastics BC

### Objectives

1. Increase participation rates at AGM's, Town Halls, GBC Technical Retreats and GBC events
2. Increase participation in satisfaction and feedback surveys

### Goal: Coach Development

Excel in providing services that attract and retain long-term, and professional coaches

### Objectives

1. Create comprehensive HR tool kit packages for clubs and coaches
2. Increase the number of coach developers over the next 4 years
3. Increase the number of coaches provincially and regionally
4. Increase contact points e.g. promotion, information sharing, etc. for attracting new coaches and retaining current coaches

## GOALS AND OBJECTIVES (continued)

### **Goal: Services - Gymnastics Business Practices**

Excel in providing key best practice tools and resources to support and allow business in gymnastics to thrive collectively, in BC

### **Objectives**

1. Identify and prioritize the development and delivery of key best practice tools and resources for business in gymnastics
2. Continue to add to and update the website library of resources every year based on business needs
3. Develop multiple avenues to communicate best practices with our clubs

## DEVELOPING AND THE IMPLEMENTATION PLAN

### **STRATEGIES**

**These strategies will help create the conditions to meet our critical success factors while reducing or eliminating existing barriers:**

- ◆ Create new revenue streams
- ◆ Reduce expenses with thoughtful and creative problem solving and new uses of technology
- ◆ Recruit or develop skills to fill board matrix gaps
- ◆ Develop new channels and platforms to engage, equip, and excite leaders and coaches to lead change
- ◆ Leverage technology to serve our needs where efficiencies can be gained without reducing human-centered value
- ◆ Create a multi-prong communication strategy to attract and support broader audiences
- ◆ Leverage a "competitive spirit" that is inherent in our culture to meet collective aims

### **GBC PRIORITIES FOR THE NEXT 6 TO 18 MONTHS**

**1. Risk Management:** GBC will develop resources (policies, templates, information materials), provide support and education opportunities to clubs in the areas of Risk Management and Safe Sport. Focus will be in these areas:

- ◆ Risk Management: (risk assessment, risk management, current trends, etc.)
  - \* Update Safety First Manual
  - \* Comprehensive insurance related tools including waivers, incident reports and follow up
- ◆ Safe Sport:
  - \* Define the Safe Sport environment as it relates to our sport
  - \* In conjunction with our partners, draft Safe Sport policies
  - \* Provide Education to clubs specifically on club complaint management
- ◆ Human Resources:
  - \* Provide clubs with HR tool kits, including hiring policies, employee contracts, and job descriptions
- ◆ Governance:
  - \* Business of Gymnastics: provide key best practice tools, and resources to support and allow clubs to thrive collectively, in BC
  - \* Develop club policy templates as required
- ◆ Club Support:
  - \* Continue to provide ongoing support for clubs as they navigate the Covid-19 protocols and requirements

**2. Coach Education:**

- \* Continue online webinars on topics of interest for coaches (all levels, all disciplines)

**3. Inclusivity Programming:**

- \* Develop and make available a program for our growing senior (aging) community
- \* Develop and make available programs for our Adaptive/Inclusive community

**4. Communication:**

- \*Ongoing development of the knowledge-based portion of the website