



Strategic Plan 2015 - 2019

Status Report

October 2017

| Strategic Priority | Outcome | Activity | Update |
|--|---|---|--|
| <p><u>Insurance</u></p> <p>Provide insurance programs that work for members</p> | <p>Comprehensive coverage for all gymnastics related activities</p> | <p>Identify gaps in insurance coverage for activities that are currently being offered or which clubs would like to offer</p> | <p>Insurance coverage is in place for all gymnastics related activities that are sanctioned by Gymnastics BC</p> <p>Clubs wishing to conduct other (non-gymnastics related) activities that are not addressed in the Safety First Manual must consult with GBC staff</p> <p>It has been identified that one of the most common challenges for clubs is determining 'what is covered'. In order to ensure insurance coverage, clubs must be able to answer a simple question posed by our insurance provider: "Has the coach delivering the program successfully completed training or certification that is sanctioned by Gymnastics BC that prepares them to deliver the activity?" If yes, and if the club has direct control over the activity then the activity is covered, if no, and guidance is not provided in the Safety First Manual then you must contact Gymnastics BC</p> |

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| <p>Insurance</p> <p>Provide insurance programs that work for members</p> | <p>Comprehensive coverage for all gymnastics related activities</p> | <p>Determine which activities GBC will 'sanction' as gymnastics related</p> | <p>Gymnastics BC sanctions gymnastics related activities that are under the direct control of full member clubs, and delivered by the club's coaches who have successfully completed training or certification that is sanctioned by Gymnastics BC and that prepares them to deliver the activity</p> |
| | | <p>Work with the insurance provider to implement appropriate insurance policy adjustments to accommodate all gymnastics related activities</p> | <p>The key consideration in insurance coverage extending to an activity is that there must be a training or certification program in place that is sanctioned by Gymnastics BC in order for the insurance carrier to consider extending coverage</p> <p>Our insurer has recently extended coverage to include Parkour activities delivered by World Freerunning Parkour Federation (WFPPF) certified coaches</p> |
| | | <p>Work with the insurance provider to make 'user pay' optional insurance policies available for non-gymnastics related activities</p> | <p>SBC Insurance regularly writes additional optional insurance policies for non-gymnastics related activities for GBC Full Member Clubs at rates that are not available to non-members</p> |
| | <p>Simple and easy to understand and manage</p> | <p>Review the current rules and policies</p> | <p>The current Safety First Manual has undergone a significant review and areas of confusion have been identified</p> |
| | | <p>Revise safety first manual</p> | <p>An updated, easier to navigate and understand Member Services Handbook that combines the current Registration Handbook and Safety First Manual is in a final draft stage and is scheduled to be released in early 2018</p> |
| | | <p>Create a how-to guide for filing an insurance claim</p> | <p>'Filing a Claim with SBC' section available on gymbc.org</p> |

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| <p>Membership</p> <p>Streamline the membership and registration process</p> | Simplify member reporting, tracking and accounting | Develop a new database with useful and easy to use data entry and reporting functionality | Database development is progressing at a much slower pace than anticipated as an 'off the shelf' product that satisfies our needs is not currently available |
| | | Simplify the membership reporting process | <p>Clubs are no longer required to enter data into the GBC database (ivrnet)</p> <p>Simplified reporting using a spreadsheet template is being used</p> <p>All clubs receive a summary of registered members</p> <p>Member invoicing is no longer managed through ivrnet</p> <p>All invoicing is centralized in the GBC accounting program</p> <p>Regular statements of account are sent to clubs</p> |
| | Equitable and easy to understand membership fees | Review the current membership structure for relevance and appropriateness | Post AGM 2017 |
| | | Develop alternate membership structure concepts for consideration (if determined necessary) | Post AGM 2017 |

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| <p><u>Membership</u></p> <p>Streamline the membership and registration process</p> | <p>Annual membership by registration date</p> | <p>Create a system for registration year beginning the day of registration with GBC</p> | <p>Registration by anniversary date would be very difficult for clubs to administer as there is not a centralized membership database through which all clubs manage their members</p> <p>A review of the issue has highlighted that much of the concern seems to stem from summer participants who are required to purchase a full-year membership when they will only be active in programs for a few months</p> <p>Possible solutions may include a summer only recreational membership or changing the membership year to run July 1 through June 30. Other possible solutions will be identified for consideration. Target for resolution is AGM 2018</p> |
| <p><u>Education</u></p> <p>Champion education and certification initiatives supporting building a strong foundation</p> | <p>Simplify the existing system for coaches and judges</p> | <p>Implement efficiencies that are within our control</p> | <p>In collaboration with GCG, changes have been implemented, however they are not effectively addressing the concerns of BC clubs</p> |
| | <p>Create BC specific coach training / certification programs that address existing gaps</p> | <p>Implement clinics and 'upskilling' opportunities for GFA coaches</p> | <p>GFA / Rec Retreat is ongoing and growing in scope, popularity and success</p> |
| | | <p>Implement a BC fix for Gymnastics Foundations</p> | <p>We have been working with Gymnastics Canada to develop solutions to this issue, but the process is not moving quickly enough to address the current critical coaching shortage in BC</p> <p>We are currently working to develop a recreational instructor training program that will address the critical coaching shortage. Work in this area is ongoing.</p> |

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| <p>Education</p> <p>Champion education and certification initiatives supporting building a strong foundation</p> | <p>Create innovative BC education programs</p> | <p>Develop and write courses and workshops in non-traditional forms of gymnastics ie circus and parkour</p> | <p>Parkour and Circus Arts have been identified as the first two priority areas</p> <p>Parkour coach certification is now available through Gymnastics BC. Clubs with WFPF certified coaches are now permitted to deliver parkour activities within the scope of the coach's training</p> <p>Circus Arts certification is currently in development with a pilot / curriculum review anticipated in early 2018</p> |
| | <p>Remove geography as a barrier to education and certification</p> | <p>Make sure there are adequate numbers of Learning Facilitators and Evaluators located throughout BC to be able to efficiently and economically run courses and have coaches evaluated</p> <p>Continue to provide courses in outlying zones on a subsidized basis if necessary</p> | <p>21 active Foundations LF's are now available throughout the province with at least one in Zones 1, 2, 3, 4, 5 and 6)</p> <p>8 certified Competition Level 1 LF's, with at least one in 5 of 8 zones</p> <p>LF and Coach Evaluator training is ongoing</p> <p>Coaching courses are being successfully delivered in all Zones</p> |
| | <p>Arm clubs with a roadmap for success: best practices, risk management, first-aid, governance, business operations etc</p> | <p>Implement a club administrator, owner and board education program</p> | <p>5 webinars have been developed in partnership with Vantage Point and are posted at gymbc.org</p> <p>There has been limited participation in live webinars</p> <p>Overall club member participation in club education has been too low to allow for fiscally responsible continuation of the program</p> <p>A member services survey was distributed in May 2017 and the results will aid in identifying opportunities that may be more widely embraced. This work is ongoing.</p> |

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| <p>Communication</p> <p>Provide access to information through communication strategies that meet the needs of member clubs</p> | <p>Host regularly scheduled opportunities for feedback and engagement</p> | <p>Host quarterly calls for clubs to network with each other</p> | <p>Four Speed Networking calls were hosted between June 2015 and July 2016 - the greatest number of attendees was 4. These opportunities were discontinued due to lack of participation</p> <p>A member round-table was scheduled in advance of the 2016 AGM - it was cancelled due to low enrollment (2 registered participants)</p> <p>We are currently reviewing how to host these opportunities in a way that provides meaningful collaboration and engagement and maximizes participation</p> |
| | <p>Implement and communicate a comprehensive public multi-year calendar</p> | <p>Secure event hosts 2-years in advance to allow for sufficient communication lead-time</p> | <p>BC Champs and Gymnaestrada RFP's are now distributed 2-years in advance</p> |
| | <p>Provide timely and meaningful information and increase the lead time on communication to members</p> | <p>Communications and program staff to refine program information on gymbc.org and in regular communications</p> | <p>Website revisions are ongoing and a significant make-over is planned to begin in Winter 2018</p> <p>Regular communications, including e-newsletters, the gymbc.org website and social media channels highlight upcoming events and activities with as much advance notice as possible</p> <p>The communication needs of each program area are being uniquely addressed through targeted group emails in collaboration with technical staff</p> |
| | <p>Communicate what we know when we know it</p> | <p>Distribute all information to clubs in a timely manner</p> | <p>Weekly e-newsletters ("GBC Weekly") as well as social media channels and gymbc.org share important info from GBC, our clubs and partner organizations</p> |

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| <p><u>Communication</u> Provide access to information through communication strategies that meet the needs of member clubs</p> | <p>Clearly communicate what Gymnastics BC does</p> | <p>Develop a what we do and who we are document for distribution and inclusion on gymbc.org</p> | <p>"What we Do" document distributed at AGM 2016 and is available on gymbc.org</p> <p>On our website (gymbc.org) our staff directory on has been updated to include each staff member's areas of responsibility</p> |
| <p><u>Promotion</u> Create a long-term strategy that positively influences the public's perception of gymnastics</p> | | | <p>Promotion of gymnastics as a foundation sport to the gymnastics community and advocacy to partners and 3rd party organizations is regular and ongoing</p> <p>Promotional initiatives targeting the general public are on-hold until the provincial coaching shortage has been adequately addressed</p> |

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| <p data-bbox="98 293 289 326">Transparency</p> <p data-bbox="98 370 396 472">Provide transparency and clarity around the GBC structure and function</p> | <p data-bbox="405 232 825 334">Proactively involve club members to share their insight, experiences and concerns</p> | <p data-bbox="854 232 1241 334">Host quarterly (at minimum) networking opportunities that are accessible by all clubs</p> | <p data-bbox="1247 232 1990 334">4 Speed Networking calls were hosted between June 2015 and July 2016 - the greatest number of attendees was 4. These opportunities were discontinued due to lack of participation</p> |
| | <p data-bbox="405 711 842 813">Clubs clearly understand the role and function of board, staff and committees</p> | <p data-bbox="854 581 1199 716">Define and articulate the role and function of all board and staff members as well as committees</p> | <p data-bbox="1247 378 1927 443">"What we Do" document distributed at AGM 2016 and is available on gymbc.org</p> <p data-bbox="1247 488 1986 553">Staff directory has been updated on gymbc.org to include each staff member's areas of responsibility</p> <p data-bbox="1247 599 1745 631">Board job descriptions have been updated</p> <p data-bbox="1247 677 1833 709">Committee Terms of Reference have been updated</p> <p data-bbox="1247 755 1965 922">Policies, job descriptions and committee Terms of Reference have been consolidated, updated based on current organizational operations and industry best-practices and are currently being combined into an interactive and easy to navigate document for distribution in November 2017</p> |
| | <p data-bbox="405 1170 821 1273">Re-examine the board and zone composition and structure to ensure meaningful representation</p> | <p data-bbox="854 1211 1194 1276">Review the current committee function and structure</p> | <p data-bbox="1247 1183 1990 1286">A comprehensive Technical Committee structure review was undertaken and the findings document was circulated in May of 2016 and again at AGM 2016</p> |
| | <p data-bbox="405 971 821 1117">Ensure that all association policies are current, based on industry best-practices and are clear and easy to understand</p> | <p data-bbox="854 976 1209 1117">Ensure that all association policies are current, based on industry best-practices and are clear and easy to understand</p> | <p data-bbox="1247 935 1860 967">A bylaw revision was completed in November 2016</p> <p data-bbox="1247 1013 1982 1149">In order to ensure consistency with the new bylaws, and to make all policies easier to navigate and understand, an overall policy update has been completed. The updated policy manual will be distributed in November 2017</p> |

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| <p>Transparency</p> <p>Provide transparency and clarity around the GBC structure and function</p> | <p>Re-examine the board and zone composition and structure to ensure meaningful representation</p> | <p>Review the current committee function and structure</p> | <p>A comprehensive Technical Committee policy review was initiated</p> <p>Committee Terms of Reference have been reviewed and updated</p> |
| | | <p>Begin the process of modifying committee structures as necessary</p> | <p>Following the Technical Committee structure review, it was determined that the committee structures do not require updating. However, clarity and transparency around roles, responsibilities and accountability is required. These are now defined in new technical committee operations manuals (formerly P&P Manuals), that are to be distributed in November 2017</p> |
| <p>Programming</p> <p>Continue to provide resources and programming to ensure success and excellence at every level within each program discipline</p> | <p>Increase the number HP athletes on GCG lists</p> | <p>Implement a 4-year Canada games plan</p> | <p>The Quad plan that has been presented and discussed at technical retreats is in place, active and being implemented by all technical coordinators and this work is ongoing</p> <p>Regular inter-committee staff planning meetings are held</p> <p>All committee staff members are working collaboratively</p> |
| | <p>Develop an optimal GBC calendar of events</p> | <p>Updated calendar to include a 2 year plan</p> | <p>BC Champs and Gymnaestrada RFP's are now distributed 2-years in advance</p> |
| | <p>Develop a common direction for each discipline</p> | <p>Organize one retreat / year per discipline</p> | <p>Each discipline hosted a 2016 and 2017 retreat and all were highly successful</p> <p>Annual retreats will continue and are expected to evolve to include educational opportunities. Work in this area is ongoing</p> |
| | <p>Increase the number of schools that are serviced by the Kids CanMove Program</p> | | <p>KCM is currently under review and new program activation is on-hold</p> |