



STRATEGIC PLAN FRAMEWORK

As we build on our successes and anticipate future opportunities in the new 2024-2028 Strategic Plan, Gymnastics Saskatchewan is proud to continue to support, guide and lead the direction and delivery of gymnastics in Saskatchewan at all levels. Our new Strategic Plan Framework has been developed with Sask Sport’s framework in mind, while embracing our organization’s role in addressing our priority areas of focus.

MANDATE

Gymnastics Saskatchewan is committed to the development, celebration, and promotion of gymnastics for everyone in our province. Gymnastics Saskatchewan and our member clubs enhance the lives of our participants by providing opportunities for the development of physical literacy, lifelong involvement, enjoyment, competition, athletic excellence, and the creation of leaders and champions.

OUR VISION

“INSPIRE AND EMPOWER CHAMPIONS IN SPORT AND LIFE.”

Our vision is to create “champions” – lifelong leaders, valued contributors, good citizens, role models, and heroes through our participants’ involvement in gymnastics.

OUR MISSION

Gymnastics Saskatchewan provides high-quality, safe, inclusive, and positive experiences for the growth, development, and enjoyment of gymnastics in Saskatchewan.

OUR VALUES - “C.A.R.E.”

Our values guide our actions, unite our members and our organization, and shape our culture. We value providing safe and meaningful experiences for our participants by embracing these core values.

Care

Accountability

Respect

Excellence

Care

We care about the people within our community. We will:

- *Promote a culture of integrity and equity.*
- *Be fair, ethical and transparent.*
- *Maintain and create healthy and safe sport environments.*
- *Celebrate and thank people for their efforts and contributions.*
- *Keep participants and their needs at the core of everything we do.*

Accountability

We do what we say we will do. We will:

- *Not compromise our ethical standards.*
- *Take ownership of our behaviours and our work to advance our vision, mission, goals and objectives.*
- *Do what is right for the sport and the people in it.*
- *Be open and honest in our interactions.*

Respect

We welcome everyone to our sport and value what they bring. We will:

- *Value the importance of reconciliation through sport.*
- *Welcome and embrace all members of the Saskatchewan community to our sport.*
- *Build constructive relationships with current members and those who want to engage with gymnastics in Saskatchewan.*
- *Value and listen to the opinions of others, respecting their capability and capacity, and understanding their roles and responsibilities within the sport.*
- *Remain open to change, embrace challenges and work with curiosity and trust.*

Excellence

We will strive to do better and be the best we can be in every role. We will:

- *Provide opportunities and experiences to support participants to maximize their potential at all levels.*
- *Be bold, decisive, innovative, and resilient, doing what is best for our athletes and gymnastics.*
- *Set and achieve the highest possible standards of performance and quality.*
- *Take pride in what we do and in what we make possible.*
- *Deliver results that exceed expectations.*

THE ROLES WE PLAY

We foster and promote the fun & enjoyment of gymnastics.

We encourage the public to participate in our foundational sport to increase physical literacy for lifetime involvement.

We help develop young citizens and adult leaders.

We develop healthy bodies & minds in a safe, positive and inclusive environment.

We establish rules and regulations for provincial programs and competitions.

We support competition and performance excellence for our provincial teams and individual athletes.

We host Provincial Championships and successful major events in cooperation with our clubs.

We increase competency and provide education for coaches, officials, volunteers and clubs.

We provide leadership, resources, governance, and advocacy for our members.

We collaborate with other key leaders in sport and in the gymnastics community provincially and nationally.

KEY FOCUS AREAS - “L.E.A.P.”

Gymnastics Saskatchewan focuses our Strategic Plan Framework and action plans in the areas of:

Leadership
Excellence
Awareness
Participation

LEADERSHIP

Strategic Goals

We foster effective and trustworthy leadership in our sport to help us achieve our vision and mission and meet our goals and objectives.

We strengthen our capacity for sport by fostering competence, character, connection, and culture.

Our priorities are to protect, engage, support, educate, empower, and celebrate our people.

- Governance and Planning
- Leadership for More Sport, Better Sport, Safer Sport
- Coach Education and Certification
- Club Development
- Partnerships and Relationships

EXCELLENCE

Strategic Goals

We holistically develop our athletes, coaches and judges in a training and competition environment of excellence to achieve their best, while respecting their personal goals and motivations.

We support, plan, and deliver the hosting of successful major events in Saskatchewan to bring together the local, provincial and national gymnastics community and showcase gymnastics to the public.

- Inter-Club, Provincial Stream and National Stream Talent Identification, Training and Competitions
- Coach Selection and Support to Competitions
- Officials Training and Education, Selection and Support to Competitions
- Event Hosting and Sanctioning
- Excellence Programs for More Sport, Better Sport, Safer Sport

AWARENESS

Strategic Goals

We celebrate and promote that we are the home of fundamental movement.

We cultivate and foster open and honest communication.

We celebrate our successes and the accomplishments of our members.

We contribute to reconciliation efforts and the opportunities that sport can bring.

We embrace our role in creating awareness of and promoting diversity, equity and inclusion in our activities and programming.

We create and promote healthy safer sport environments for all participants by embedding current and emerging safe sport principles and recommended practices into athlete development plans and other policies.

- Safe Sport, Risk Management and Participant Well-Being
- Promotions and Marketing programs for More Sport, Better Sport, Safer Sport
- Diversity, Equity, Inclusion, and Indigenous Programming
- Awards and Recognition
- Communications

PARTICIPATION

Strategic Goals

We create a culture that welcomes everyone and embraces and fosters diversity and inclusion.

There is a place for everyone in our sport.

We strive to grow our membership to ensure the sustainability of our organization.

We support programs for lifelong physical literacy and for the enjoyment of gymnastics.

Our priorities are to protect, engage, support, educate, empower, and celebrate all our participants.

- Diversity, Equity, Inclusion, and Indigenous Programming
- Recreational and Active Start Programs
- Performance Gymnastics for Lifelong Participation
- New and Emerging Disciplines
- Participation Programs for More Sport, Better Sport, Safer Sport

STRATEGIC PLAN DETAILS

LEADERSHIP

LEADERSHIP STRATEGIC GOALS	OUTCOMES
We foster effective and trustworthy leadership in our sport to help us achieve our vision and mission and meet our goals and objectives.	<ul style="list-style-type: none"> - Positive stakeholder, member, volunteer and employee satisfaction. - Positive organizational performance (financial, grant and self-help funding, program diversity). - Improved reporting, communication, and transparency. - Integrated organizational values and leadership competencies into Board, volunteer and staff evaluation, performance and recruitment. - Collaboration and trusted relationships with allied agencies are fostered (Sask Sport, Gymnastics Canada, other sport organizations).
We strengthen our capacity for sport by fostering competence, character, connection, and culture.	<ul style="list-style-type: none"> - Attract and retain the best people. - Foster and develop leadership behaviors that align with our desired culture. - Provide ongoing training and development opportunities to enhance our teams' expertise (Board, staff and committee recruitment and training opportunities available). - Create a culture that values creativity, relationships, and innovation.
We protect, engage, support, educate, empower, and celebrate our people.	<ul style="list-style-type: none"> - Safe Sport and other risk management policies are in place to protect and maintain integrity and safety. - Communication plans in place to encourage collaboration and relationships. - Education, training programs and growth opportunities available for members. - Annual celebrations to recognize members' accomplishments.

LEADERSHIP TARGET AREAS	KEY PERFORMANCE INDICATORS
Governance and Planning	Strategic and operational plans in place in all areas. Full complement of Board, committees, and professional staff in place to ensure viable and sound management.
Leadership for More Sport, Better Sport, Safer Sport	Provincial leaders are working towards similar goals for increased membership, safer sport and quality sport for all participants.
Coach Education and Certification	All clubs employ trained or certified coaches.
Club Development	Member clubs in all 9 Districts.
Partnerships and Relationships	Active representation at the Sask Sport and Gymnastics Canada level.

EXCELLENCE

STRATEGIC GOALS	OUTCOMES
We holistically develop our athletes, coaches and judges in a training and competition environment of excellence to achieve their best, while respecting their personal goals and motivations.	<ul style="list-style-type: none"> - High quality, systematic programs are in place for athletes, coaches and officials participating in Inter-Club to International competitive programs (provincial, regional, national competitions, training camps, talent identification). - Coaches and officials are provided with regulated and standardized national programs for education, certification, and training. - Safe sport programs and policies are in place. - Funding and team travel opportunities are provided to selected Team Sask athletes, coaches, and officials to ensure they can fulfill their personal goals and objectives.
We support, plan, and deliver the hosting of successful major events in Saskatchewan to bring together the local, provincial and national gymnastics community and showcase gymnastics to the public.	<ul style="list-style-type: none"> - Long term hosting policies and calendar in place for the hosting of major events in the province. - Positive partnerships with clubs, sponsors and suppliers are developed to ensure the success of event hosting.

EXCELLENCE TARGET AREAS	KEY PERFORMANCE INDICATORS
Inter-Club, Provincial Stream and National Stream Talent Identification, Training and Competitions	Competitive athletes participate in provincially recognized programs. Athletes are supported to achieve podium performances and personal bests.
Coach Selection and Support to Competitions	Team Sask coaches are supported to attend events with their athletes.
Officials Training and Education, Selection and Support to Competitions	Officials are provided with training and education in provincially and nationally recognized programs. Officials are supported to attend provincial, regional and national events.
Event Hosting and Sanctioning	Provincial Championships are held for each active discipline where numbers warrant. Hosting strategies and a long-term plan is in place for the hosting of major events.
Excellence Programs for More Sport, Better Sport, Safer Sport	Leaders, coaches, officials and volunteers work collaboratively on the planning and development of programs to increase competitive opportunities, provide quality and safe experiences for all.

AWARENESS

STRATEGIC GOALS	OUTCOMES
We celebrate and promote that we are the home of fundamental movement.	<ul style="list-style-type: none"> - Positive member, public and allied agency recognition of our role in developing fundamental physical literacy.
We cultivate and foster open and honest communication.	<ul style="list-style-type: none"> - Consistent reporting, communication, and transparency. - Develop and deliver promotions and marketing programs and communication strategies that foster the sharing of information and increase the visibility of gymnastics in the province.
We celebrate our successes and the accomplishments of our members.	<ul style="list-style-type: none"> - Annual celebrations are held to recognize members' accomplishments. - Member accomplishments promoted to outside agencies (Sask Sport, Hall of Fame, Gymnastics Canada).
We contribute to reconciliation efforts and the opportunities that sport can bring.	<ul style="list-style-type: none"> - Standardized requirements in place (land acknowledgements, flags, dignitary invitations) to bring awareness and recognition to reconciliation. - Actively seek out and share educational and reconciliation opportunities.
We embrace our role in creating awareness to promote programs for diversity and inclusion.	<ul style="list-style-type: none"> - Improve awareness of diversity, equity, and inclusion as it relates to our organization and deepen understanding of diversity, equity and inclusion as it relates to our programs, policies and practices. - Develop and implement DEI plans and ensure that plans include resources to be allocated. - Facilitate DEI training for members including club staff, coaches and volunteers.
We create and promote healthy safer sport environments for all participants by embedding current and emerging safe sport principles and recommended practices into athlete development plans and other policies.	<ul style="list-style-type: none"> - Maintain, review and implement Safe Sport, Dispute Resolution and Ethical Standards policies.

AWARENESS TARGET AREAS	KEY PERFORMANCE INDICATORS
Safe Sport, Risk Management and Participant Well-Being	Policies and procedures are in place to safeguard children and participants.
Promotions and Marketing programs for More Sport, Better Sport, Safer Sport	Ongoing campaigns are in place to promote membership recruitment, gymnastics for all, physical literacy, and the accomplishments of our athletes/participants.
Diversity, Equity, Inclusion, and Indigenous Programming	Metrics in place to measure increased awareness among Gym Sask staff and board members, and resources and training available for member clubs. Increased number of members/participants from Indigenous, diverse, and under-represented populations.
Awards and Recognition	Annual awards celebrations are held to recognize the accomplishments of current and former members. Awards Committee is in place to nominate current and former members for provincial, internal, and external awards.
Communications	Implement communications strategies that foster the sharing of information, convey positive messages, influence and create awareness of sport and our brand.

PARTICIPATION

STRATEGIC GOALS	OUTCOMES
We create a culture that welcomes everyone and embraces diversity and inclusion.	<ul style="list-style-type: none"> - Increased number of participants/members from diverse groups.
There is a place for everyone in our sport.	<ul style="list-style-type: none"> - Increased community outreach. - Advocacy and implementation in place for participants and athletes' needs to have barriers removed or changed.
We strive to grow our membership to ensure the sustainability of our organization.	<ul style="list-style-type: none"> - Innovate new ideas and solutions to membership recruitment and retention. - Foster and promote membership in the organization by providing essential/expert services (liability insurance, professional staff expertise, certification, governance, oversight, safety, policy development). - Maintain or increase number of member clubs and individual registrations.
We support programs for lifelong physical literacy and for the enjoyment of gymnastics.	<ul style="list-style-type: none"> - Maintain membership % of children 12 years of age and under by promoting active start and recreational programming options. - Maintain opportunities/records for outside user groups who access gymnastics for fundamental skills, physical literacy and other programs. - Develop program to record outside user groups in our membership structure.
We protect, engage, support, educate, empower, and celebrate all our participants.	<ul style="list-style-type: none"> - Maintain, review and implement Safe Sport, Dispute Resolution and Ethical Standards policies, as related to recreational/performance participants.

PARTICIPATION TARGET AREAS	KEY PERFORMANCE INDICATORS
Diversity, Equity, Inclusion, and Indigenous Programming	Increased number of members/participants from Indigenous, diverse, and under-represented populations.
Recreational and Active Start Programs	Promote a physical literacy framework and fun, fitness, fundamentals to assist clubs with membership recruitment and program management.
Performance Gymnastics for Lifelong Participation	Develop and support participation and performance programs that enable participants to enjoy gymnastics in a variety of ways.
New and Emerging Disciplines	Guide and support clubs in the development of programs for new and emerging disciplines.
Participation Programs for More Sport, Better Sport, Safer Sport	Establish and maintain a focus on ensuring gymnastics is accessible to all individuals. Maintain a suite of best practices for safeguarding and integrity policies, resources and complaint procedures that inform and empower members, meet requirements, and uphold our values.