

Empower and Inspire **CHAMPIONS**

**GYMNASTICS
SASKATCHEWAN**

» Strategic Plan 2020-2024





As we build on our successes and opportunities with a new Strategic Plan, **Gymnastics Saskatchewan** is proud to continue to support, guide and lead the direction and delivery of gymnastics in Saskatchewan at all levels.

➤ MANDATE

Gymnastics Saskatchewan is committed to the development, celebration and promotion of gymnastics in the 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, and the creation of leaders and champions.

➤ OUR VISION

"Empower and Inspire **CHAMPIONS**"

➤ OUR MISSION

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

➤ OUR VALUES

Our values guide our actions, unite our members and our organization, and define our brand. At all times, we recognize that everything we do is to provide safe and meaningful experiences for our participants.

» RESPECT

- We respect everyone's ideas, contributions and hard work to facilitate an environment that all members are proud of.

» INTEGRITY

- We are honest, trustworthy and ethical.

» TRANSPARENCY

- We share information, experiences, successes and failures openly to learn and grow our community.

» INNOVATION

- We ask questions, investigate ideas and believe that anything is possible.

» COLLABORATION

- We seek connections, start conversations, build relationships, and we collaborate with our gymnastics community.

» INCLUSION

- We are welcoming. Gymnastics has a place for everyone.

» CELEBRATION

- We recognize and value the contributions of our current and former members. We make sure our participants feel appreciated and valued.

» JOY

- We use our drive and commitment to energize, engage and inspire. Passion is at the heart of our organization. Learning to flip and fly brings joy to the mind, body and soul.





➤ THE ROLES WE PLAY

- ✓ We foster and promote the fun and enjoyment of gymnastics.
- ✓ We encourage the public to participate in our foundational sport to increase physical literacy or lifetime involvement.
- ✓ We help develop young citizens and adult leaders.
- ✓ We develop healthy bodies and minds in a safe and positive 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.

➤ STRATEGIC PRIORITIES

Gymnastics Saskatchewan focuses our Strategic Plan and action plans under four delivery pillars:

- **PARTICIPATION**
- **EXCELLENCE**
- **LEADERSHIP**
- **AWARENESS**



PARTICIPATION

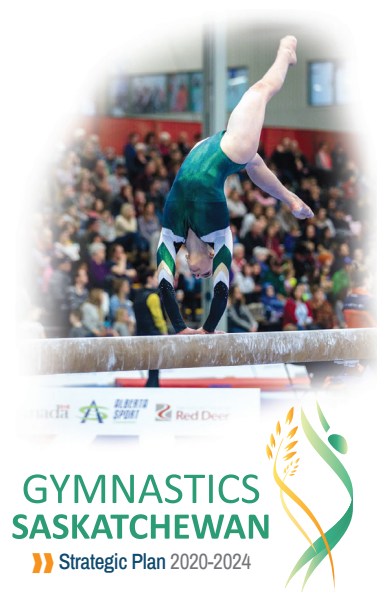
DEFINITION

This strategic priority includes programs and initiatives intended to provide opportunities for new and current members to engage in a variety of roles and programs at all levels. These programs focus on the enjoyment of participation and the learnings associated with a foundational sport, gym for life, and physical literacy. Participation strives to grow the sport in membership and outside user group numbers, new disciplines, diverse populations, new opportunities, and overall enjoyment by participants.

PROGRAMS SUPPORTED

- ✓ Active Start
- ✓ Gym for Life
- ✓ Can Gym
- ✓ Recreational and Introductory Programs
- ✓ Gymnaestrada
- ✓ Coach Training and Education, NCCP Foundations
- ✓ Coach Workshops and Mentorship
- ✓ Emerging Disciplines and Programs

STRATEGIC PRIORITY - PARTICIPATION	
STRATEGIC ACTIONS	OUTCOMES
Gym Sask supports and guides clubs in the delivery of recreational and introductory gymnastics, in current and emerging disciplines and programs, for participants in all age groups and levels.	25% of clubs using new national Can Gym recreational program by 2024. 10% of clubs offering programs in emerging disciplines or programs.
Gym Sask guides and supports clubs in the establishment of gymnastics programs that provide an inviting, safe and supportive environment for all participants.	100% of clubs have safe sport policies adopted by 2024.
Gym Sask maintains a large membership base of clubs and individuals in all Sport Districts in the province.	10% increase in individual membership by 2024.
Gym Sask promotes the development of, and maintains records of, programs for outside user groups who choose to access gymnastics programs for fundamental skills and physical literacy development.	Maintain 20,000 in outside user group numbers by 2024.
Gym Sask trains, certifies, educates and provides mentorship to coaches at the Gymnastics Foundations level.	All clubs employ trained or certified coaches.
Gym Sask fosters and promotes diversity, inclusion and access to gymnastics.	Increased number of people from diverse and under-served populations participating in gymnastics. Clubs adopt diversity/inclusion statements into missions and values.



GYMNASTICS SASKATCHEWAN
Strategic Plan 2020-2024



DEFINITION

This strategic priority supports athletes, coaches and officials for improved athlete and team performance results at the provincial, western, national and international levels. It includes programs and initiatives intended to provide opportunities for athletes to engage in talent identification, training, competition and Team Sask selection programs. Excellence provides for coaches and officials education and training at the competitive and high performance levels.

PROGRAMS SUPPORTED

- ✓ Inter-Club, Provincial and National Stream Programs
- ✓ Athlete Talent ID, Training and Sask First Programs
- ✓ Team Sask Competition and Training – Provincial, Western, National, International
- ✓ TSG Gymnaestrada for Canadian and World Gymnaestrada
- ✓ Coaches Training, Education and Mentorship, NCCP Competition Stream
- ✓ Coach Selection and Support to Competitions
- ✓ Officials Training and Education
- ✓ Officials Selection and Support to Competitions
- ✓ Sanctioning Events

STRATEGIC PRIORITY - EXCELLENCE

STRATEGIC ACTIONS	OUTCOMES
Gym Sask supports clubs in the delivery of high quality, systematic and integrated programs for inter-club stream athletes.	All competitive clubs have registered athletes participating in provincially recognized JO, Fast Cat, Rhythm Cat, pre-competitive and inter-club programs.
Gym Sask leads and supports high quality, systematic and integrated talent identification and competition programs for provincial stream athletes.	All competitive clubs are participating in provincially recognized programs for WAG, MAG, TG, ACRO and RG Provincial Stream levels. Provincial Champions are declared in all competitive levels.
Gym Sask leads and supports high quality, systematic and integrated talent identification, development and competition programs for national level and high performance athletes.	Sask First team athletes are identified and selected in all competitive disciplines annually and are provided with training and competition opportunities. Team Sask athletes are supported financially to attend major events. Team Sask athletes have podium and medal results. National Team athletes are supported to competitions and camps.
Gym Sask trains, educates and mentors coaches in the NCCP Competition Stream.	All competitive clubs employ trained or certified NCCP coaches.
Gym Sask supports Team Sask coaches to attend competitions and training camps with our athletes.	Team Sask coaches are 100% funded to attend competitions and camps with their athletes.
Gym Sask trains and educates judges at all levels.	Judging certification and education courses are held annually to meet the needs of judging development and numbers required.
Gym Sask assigns and supports judges to attend provincial championships and out of province competitions.	Judges attend every event (where possible) when Team Sask athletes are competing and are 100% funded.
Gym Sask leads the planning and delivery for the hosting of major events in Saskatchewan.	Hosting strategies and a rolling four year hosting plan is in place for Western events based on a rotation system between the provinces. Multi discipline Provincial Championships are held annually. The possibility and feasibility of hosting national events is reviewed annually.
Gym Sask establishes Calendars of Events and sanctions club programs, invitational competitions and other events.	Events and club travel are sanctioned annually. Events calendar meets the needs for provincial competition development and in-province participation.



LEADERSHIP

DEFINITION

This strategic priority includes strategies and initiatives intended to strengthen our capacity to engage in opportunities to improve in the areas of governance, leadership, financial management, policy development, interaction with allied agencies, and supporting our clubs in their growth and development.

PROGRAMS SUPPORTED

- ✓ Bylaws, Governance and Operational Policies
- ✓ Strategic and Operational Planning
- ✓ Gym Sask Board Development, Education and Succession
- ✓ Human Resources, Staff and Volunteer
- ✓ Financial Management/Grants
- ✓ Partnerships, Alliances and Inter-Organizational Collaborations
- ✓ Advocacy
- ✓ Club Networking, Education and Development

STRATEGIC PRIORITY - LEADERSHIP

STRATEGIC ACTIONS	OUTCOMES
Gym Sask establishes bylaws, policies and procedures that ensure effectiveness in Board governance and organizational operations.	Bylaws, policies and procedures are reviewed and updated annually to ensure successful sustainability and operations of our organization.
Gym Sask develops, implements strategic and operational plans that lead to organizational success, and regularly measures progress towards established outcomes.	Strat plan developed for 4 years, and long term plans are incorporated into annual operational plans. Board and staff reviews and measures progress toward outcomes quarterly.
Gym Sask is led by a team of qualified, passionate and dedicated professionals, both staff and volunteer.	Board Development and Nominations Committee in place to ensure Board succession. CEO hires and leads a team of expert and professional staff to carry out the mandates and plans of the organization.
Gym Sask provides training, education, development, mentorship and succession planning for our Board members and staff to ensure long term stability of our organizational leaders.	Board Development and Nominations Committee in place to ensure Board education and development. CEO provides mentorship, guidance and support to staff regarding professional development opportunities.
Gym Sask is financially secure and stable and operates under established auditing principles.	Gym Sask carries an ongoing reserve fund balance of 50% of our annual operating costs.
Gym Sask offers training and education opportunities for club development and for club volunteers/staff.	"Gym Sask Summit" conference held related to club Board development.
Gym Sask provides opportunities for member clubs to connect, collaborate, share information and resources.	Prepare club directory with club staff, and their areas of expertise to share with our network. Provide communique/newsletter from Gym Sask to share news, learnings, info.
Gym Sask is a leader, a respected representative and an advocate for the sport and our members, at the provincial and national levels.	Ongoing active representation/leadership at Gym Canada and Sask Sport by staff and volunteers. One Gym Canada volunteer Board member by 2024. Support a nomination to the Sask Sport Board by 2024.



AWARENESS

DEFINITION

This strategic priority includes strategies and initiatives intended to develop and implement promotions and marketing programs to make the public and members aware of gymnastics as a safe sport and a foundational sport. It also serves to publicly celebrate the successes of our organization, our programs and our participants, and promote the many benefits of gymnastics.

PROGRAMS SUPPORTED

- ✓ Safe Sport and Participant Well-Being
- ✓ Membership Services
- ✓ Awards and Recognition
- ✓ Communications
- ✓ Marketing and Promotions



STRATEGIC PRIORITY - AWARENESS

STRATEGIC ACTIONS	OUTCOMES
Gym Sask creates awareness of gymnastics as a foundation and life-long sport for the development of physical literacy.	Ongoing promotion campaigns are in place specific to foundational sport awareness.
Gym Sask implements safe sport policies for our participants' well-being, and to safeguard children and participants from abuse, harassment or discrimination.	100% of clubs have safe sport policies adopted by 2024.
Gym Sask provides member services to clubs to ensure viable and sound operations and management.	Insurance is secured for members. Dispute resolution and operational policies are in place.
Gym Sask celebrates, recognizes and promotes the successes and achievements of our current and former members.	An annual awards gala is held. An Awards Committee is in place to recognize and nominate members for internal and external awards.
Gym Sask creates and implements marketing and social media campaigns to increase the visibility of the sport of gymnastics in general and to promote the successes of our athletes.	Ongoing promotion campaigns are in place specific to general gymnastics awareness, and the promotion of Gym Sask/Team Sask accomplishments.
Gym Sask develops and delivers promotions and marketing programs and communication strategies that foster the sharing of information between clubs and across all facets of the organization.	Visuals and promotional materials are created and distributed to clubs for their use. Directory of expert club leaders is available. Social media and promotional campaigns are designed and implemented to promote benefits of membership.



Membership has its privileges!

As a participating member of our club you have access to **Gym Sask membership** benefits:

- » Safe and sanctioned events, competitions, training camps, galas and interclub activities
- » Provincially and nationally regulated coaching and officials certification programs
- » Coaching workshops recognized by Coaches Association of Canada as approved personal development points for coaches
- » Coach and volunteer screening policies
- » Comprehensive sport liability insurance
- » Progressive developmental and competitive programs for long term athlete development
- » Canadian Gymnastics Week participation
- » Respect in Sport and Making Ethical Decisions program for harassment and abuse education for coaches, parents and athletes
- » Coach Development Opportunity Grants for coach membership, recreational and competitive coaches
- » National programs and materials for WAG, MAG, TG, RG, Acro, Gym for All
- » Professional and dedicated staff and technical committees
- » Membership in a respected national organization - *Gymnastics Canada*
- » CANGYM and CANJUMP recreational national badge programs
- » Safe sport for everyone



I
Love
GYMNASTICS

**GYMNASTICS
SASKATCHEWAN**

300 – 1734 Elphinstone Street
Regina, SK • S4T 1K1

www.gymsask.com

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