

Gymnastics Ontario's 2024 Strategic Plan Overview

Our Vision
<i>To generate gymnastics 4 life</i>

Our Mission
Gymnastics Ontario advocates, promotes, and leads the development of quality programs and serves to enhance foundational movement, achieve athletic excellence, and foster lifelong fitness for all participants.

Our 2024 goals are:			
1.0 Increasing Participation	2.0 Enhancing Development	3.0 Generating Excellence	4.0 Sustaining Organizational Effectiveness
We have enhanced our communications and engagement with our members and our stakeholders to support the retention and growth of gymnastics across Ontario	We have strengthened the organizational capacity of clubs so they can better offer a quality experience and programs for athletes, coaches and officials	We have a defined provincial pathway(for athletes, coaches and judges) to achieve high performance success	We have the capacity necessary to lead the organization with an efficient and effective governance and organizational structure
When we achieve these goals, the following outcomes will be achieved:			
G.O. Is a recognized and trusted partner in the gymnastics community	G.O. has a stronger and more connected club development system across Ontario	G.O. is consistently among the top 3 performing provinces at Nationals and Easterns	G.O. is more effective and efficient, viewed as a leading PSO by our members and our funders, and the gymnastics community nationally
In order to achieve these priorities we will focus on the following objectives:			
1.1 Develop a targetted approach for non competitive and non G.O. member clubs	2.1 Design and deliver an efficient online coaching education program	3.1 Provide funding support for training and competitive opportunities for athletes across all disciplines	4.1 Develop succession plans for key volunteers, Board, staff, coaches and officials
1.2 Develop a provincial marketing campaign to increase the visibility of gymnastics to Ontarians	2.2 Explore feasibility of G.O. hosting events to ensure highest standards of quality are maintained	3.2 Maintain professional development opportunities for technical leaders	4.2 Integrate risk management and Management by Values into G.O. business to foster a high performing culture
1.3 Develop a benefit of membership package to strenthen relationship with G.O. clubs	2.3 Encourage clubs to adhere to the True Sport Principles	3.3 Develop a high performance pathway for athletes, coaches, and judges	4.3 Review the organization's policies and organizational structure and implement recommended enhancements
1.4 Develop a communications plan to ensure all key stakeholders have access to timely and accurate information	2.4 Review, update and communicate G.O. programs, club guideline, sanction protocols, insurance coverage and rules to ensure an enhanced and safe club and competition	3.4 Provide incentives to retiring athletes to become coaches or judges	4.4 Update G.O. technologies so they are effectively meeting the needs of G.O. and its clubs
			4.5 Review financial mangement systems, policies and procedures to ensure we are operating as effectively and efficiently as possible
We will know we are successful because, by 2020:			
# of participants who are participating, performing and competing in the sport across all disciplines	# of coaches who have succesfully completed the online coaching education program	The number of training and competitive opportunities funded for athletes has increased from X to X	G.O. human resources, financial and technical manuals and policies have been updated
Conversion rates from taking a class to enrolling in a program across all disciplines has increased from X to X	# of clubs enrolled in High Five	# of athletes, coaches and judges who have been transferred to the national level;	Our technology is meeting our needs
Perception of trust in our organization has increased from X to X	Registration handbook for clubs has been reviewed and updated, including a hosting strategy for GO sanctioned events	The number of professional development opportunities	Risk management and G.O. values have been integrated into all levels of G.O. business
A communications plan has been developed and key messages reinforced in all internal and external communications	The number of clubs who have endorsed and adopted the True Sport Principles	X amount of Podium finishes at Eastern Canadian Championships; Canadian Championships;	Greater seperation and clarity of roles between Board and Staff

We are guided by our Values				
Collaborative Leadership	Shared Transparency	Philosophy of Fairness	Diversity of Involvement	Gymnast Centered Culture
We research and incorporate relevant information. We are structured to support ethical decision-making. We are empowered to make good decisions.	We communicate proactively. We are open to sharing so that trust is maintained and fostered. We adapt and respond to the environment.	Philosophy of Fairness: Our actions and decisions reflect our compassion for others. We work together to define the rules and standards required to support a safe and accessible environment. We assume good will.	We listen to understand. We welcome alternative ways of looking at things. We intentionally seek out different perspectives to encourage multiple voices.	This philosophy drives our decisions. We never lose sight of what matters. We strive to create a positive sport experience for all participants.