



Manitoba Gymnastic Association

Strategic Plan

2023-2027

Strategic Pillars

Sport Initiation – Support the development and growth of fundamental gymnastics programs throughout Manitoba.

Initiative 1: Initiate a Gymnastics for All Committee to foster collaboration and community.

- Develop terms of reference and role of the committee.
- Determine meeting schedule.
- Identify goals and objectives.

Initiative 2: Promoting the sport of gymnastics and MGA member clubs.

- Perform a SWOT analysis of existing promotional efforts.
- Promote the direct benefits to participants (i.e. physical literacy, fundamental movement patterns, etc).
- Implement a social media calendar to formalize communications.
- Time efforts with the Olympic Cycle.

Initiative 3: Increase access to programming.

- Survey member clubs to determine where capacity exists.
- Identify areas where new programs could be developed.
- Utilize schools to give children access to try gymnastics.

Initiative 4: Facilitate collaboration between disciplines, clubs and officials.

- Have out of province coaches lead training camps for all levels of competitive athletes.
- Develop mentorship and apprenticeship programs for coaches and officials.

Operational Efficiency – Be efficient, service-oriented and financially responsible.

Initiative 1: Strengthen Governance

- Governance Education
 - BOD Self Evaluation (Quarterly)
- Review and update:
 - Board and Committee Structure
 - By-Laws
 - Policies and Procedures
 - Technical Regulations
- Development of BOD Orientation Manual

Initiative 2: Integrate Technology

- Complete implementation of Member Management Software.
- Implement unified online waivers.
- Transition paperwork to electronic submission and storage.

Initiative 3: Improve Communication

- Launch member information bulletins.
- Create an annual membership survey.
- Promote MGA service offerings.

Performance Pathway – Achieve individual and team success provincially and nationally.

Initiative 1: Identify and support current and future national coaches.

- Conduct an HR inventory within the province to identify gaps to target with future initiatives.
- Offer mentorship and apprenticeship programs.

Initiative 2: Increase the level of performance of the provincial team at events.

- Increase opportunities to train as a team.
- Increase opportunities for officials training.
- Implement base scores for qualifying to provincial teams.

Initiative 3: Increase sport science knowledge and resources.

- Education for clubs and coaches on benefits.
- Partnerships with local providers.

Initiative 4: Retain officials and coaches.

- Recognize and appreciate long-term coaches and officials.
- Develop resources for clubs to attract and retain.

Culture

Initiative 1: Develop, educate and implement a robust Safesport policy suite.

- Policies to Implement: Safesport Policy, Whistleblower Policy
- Policies to Update: Code of Conduct and Ethics, Discipline and Complaints Policy, Screening Policy

Initiative 2: Form a Diversity, Equity and Inclusion subcommittee.

- Develop terms of reference and role of the committee.
- Determine meeting schedule.
- Identify goals and objectives.