






## 2023-2027 Strategic Plan

May 2025 Update

### Legend

-  **Green** = On track / actively progressing
-  **Yellow** = Making progress, but needs attention
-  **Red** = Limited or stalled progress, major challenges



*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. Support recreational and program development.***

- Develop terms of reference (including role, objective, meeting frequency, etc) and confirm structure post-RGM merger.
- Recruit a diverse mix of committees with varying levels of experience from all disciplines.
- Set 1 clear goal annually that align with available capacity.

**Status:** ●

**Summary of Progress:** Committee meeting in Nov 2023, ideal terms of reference/meeting schedule/role were discussed. Karly to draft some working documents but progress paused due to capacity.

**Next Steps:** Pause pending Governance Review and potential RGM merger updates. RGM has a strong Gymnaestrada community, two groups need to weigh in what best fits the needs of all groups to meet a united goal.

***Initiative 2: Increase access to programming by continuing to expand introductory opportunities and build club level capacity in underserved areas.***

- Launch a club capacity survey to identify growth or support needs.
- Utilize schools to give children access to try gymnastics through bilateral grant program.
- Document and shift the successful components to operations after 2025.

**Status:** ● - Membership has grown by 5.7% (9333 YTD) which meets Initiative #2 goal, however falls short for Initiative #3.

**Summary of Progress:** Partnered with WSD to facilitate PD opportunity for teachers in division, applied for bilateral funding to continue partnership. Ran “Intro to Competition” program for Moosehorn gymnastics to help bridge knowledge gaps to allow them to launch competitive programming thereby increasing access for Interlake communities.

**Next Steps:** Roll out bilateral program plan. Consult with Ops Council on existing membership surveys to leverage for this initiative.

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

***Initiative 1: Conduct a review of Board Governance Structure to modernize governance model in light of RGM merger and technical committee challenges.***

- Begin formal governance review including board structure and committee roles.
- Clarify expectations and authority for technical committees and operations.

**Status:** ●

**Summary of Progress:** Karly reviewed Governance Essentials content along with Sport Law Board Orientation and Evaluations webinars. Kathy Hare facilitated Board Governance Education, following BOD debriefed on MGA needs. Agreement to move forward on 3<sup>rd</sup> party facilitation of Governance review, application for initiative funding, paused due to potential RGM merger re: SMB new Recognition policy. Ongoing updates to policy review tracker. Approved Policy Updates: D&O, Champion Performance Fund, Jack Mowat Fund, Conflict of Interest, Sport Program Funding. Policy Work: Team Travel Policy Subcommittee.

**Next Steps:** Contact SMB to get status update on RGM merger and reach out to Steve at Sport Law.

***Initiative 2: Strengthen internal and external communication, especially prior to and during the merger transition.***

- Launch member information bulletins.
- Establish a framework for consistent updates to various stakeholders
- Build a clear flow of communication from staff and board to technical committees to operational leads.
- Clarify and reinforce the processes for technical committees and align their vision for athletes, coaches and officials for each discipline.

**Status:** ●

**Summary of Progress:** Implementation of Activity Messenger (platform for member information bulletins) and increased social media engagements (5.9% increase (1407) of IG and 11.6% increase (951) of FB users)

**Next Steps:** Meet with Activity Messenger re: Info Bulletins. Start Technical Committee structure to understand inconsistencies amongst disciplines that could be streamlined.

***Initiative 3: Conduct a continual, board-driven review of policies.***

*Ensure MGA's policies remain current, inclusive, and practical for use.*

- Launch the policy review process by evaluating the technical committee structure and decision-making role.
- Develop a clear policy review framework and schedule for the board.
- Integrate Safe Sport and other critical items into core governance policy.

**Status:** New, not started.

**Next Steps:** Following AGM meet with the new Board to discuss next steps.



## *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.
- Maintain access to NCCP opportunities and existing mentorship programs.

**Status:** ●

**Summary of Progress:** Piloted L1-2 Judges Mentorship program, C2 WAG/MAG offered, partial database for National level coaches has been created to track needs.

**Next Steps:** Continue work on HR Inventory and present results to Technical Committees for feedback in conjunction with discipline program plans. Finalize course(s) for identified gaps, C3 Certification.

### ***Initiative 2: Ensure MGA athletes/coaches/officials have the tools, support, and experience to participate at their highest level.***

- Adjust supports for athletes based on coach input and evaluation.
- Modernize officials' structures to clarify and build support for advancement.
- Continue base score implementation and monitor impacts annually.

**Status:** ●

**Summary of Progress:** 2023/24 had increased opportunities for team training, increased opportunities for officials' development through online clinics, base scores implemented updated for TG/MAG and WAG has agreed upon base scores for 2025/26 season.

**Next Steps:** Monitor base score against results from Westerns and Canadians, compile various PTO judging structure information for judges review, Technical Committee season debrief and plan adjustment.

### ***Initiative 3: Build common team culture through shared training and relationship-building opportunities within disciplines.***

- Consider engaging external facilitation to support culture-building and reflective practice across teams.
- Strengthen team identity and connection through intentional experiences grounded in shared values.

**Status:** ●

**Summary of Progress:** Athlete/coach camps run for all disciplines in 2023/24. Stalled due to volatile culture emerging within groups.

**Next Steps:** Connect with external 3<sup>rd</sup> party to discuss goals and objectives.

## Culture

### ***Initiative 1: Embed Safe Sport principles into core governance and operations.***

- Finalize integration of Safe Sport and Whistleblower policies as well as updated Screening, Code of Conduct and Discipline and Complaints Policy.
- Evaluate effectiveness annually as part of board driven policy review group.

**Status:** ●

**Summary of Progress:** Research and review of screening policies and consultation with NSO on their direction going forward. Code of Conduct and Discipline and Complaints policy on hold due to external factors (i.e. understanding SMB direction).

**Next Steps:** Obtain copy of NSOs final version, review in conjunction with SMB template and existing MGA policy.