



OUR STRATEGY

2018-2021 Strategic Plan

Our Vision

To motivate & build life skills for our community through gymnastic sports

Our Mission

To provide the best opportunity for participants of all ages & abilities, to develop fundamental movement and life skills through Gymnastics in a challenging, fun and safe environment



Our Values



- **Enjoyment**
 - Fun, inclusive, positive experience
- **Achievement**
 - Goal setting, learning, excellence
- **Confidence**
 - Courage, life skills, bravery, self belief
- **Challenge**
 - Perseverance, commitment, determination
- **Team Work**
 - Respect, honesty, friendship, trust
- **Safe**
 - Caring, awareness, great equipment

Our Objectives

Be The Best

Increase awareness and value through communication

Growth & Sustainability

Grow, retain and stimulate participation

Strategies

- Develop tools and avenues to increase promotion to the community
 - Build strong links with strategic partners involved in gymnastic sports
 - Communicate the worth and value of gymnastics programs
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- Provide a variety of classes to meet community needs
 - Encourage progression through classes
 - Develop methods for communicating with parents about progress of their child
 - Increase reach to schools

Measures

- Track how people are hearing about WAGS
 - Member survey results “Value of WAGS”
 - Number of gymnasts from other clubs who attend our competitions
 - Number of Community events attended to advertise WAGS
 - Number of projects undertaken with strategic partners
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- Trend of numbers in class graduating classes
 - Number of school attendees attending school days
 - Increased positive response in club survey in regards to coach interaction with parents
 - Number of School programmes delivered/Interactions with schools

Our Objectives

A safe fun environment

Maintain facility and equipment quality standards

Life skills

Recruit and develop quality coaches, staff and volunteers

Strategies

- Maintain the Facility Maintenance Plan
- Ensure financial viability to meet future equipment costs
- Monitor and prioritise equipment upgrades
- Provide a Safe Environment for all

- Create a positive volunteer culture
- Support and provide access to up-skilling opportunities for coaches and staff
- Identify recruitment methods for coaches and volunteers
- Clearly defined coach pathway

Measures

- Condition profile of equipment remains above "Average"
- Renewing equipment at rate comparable to its condition/age
- H&S accident and near miss register trend is reducing
- Number of identified H&S risks is reducing on register each year

- Trend in number of volunteers at each event
- Coaching courses attended and achieved
- Results of staff survey

Our Actions

Be The Best

Increase awareness and value through communication

Growth & Sustainability

Grow, retain and stimulate participation

- Establish club open days
- Develop and implement a media/public relations plan
- Maximise and maintain the information available online
- Develop resources to showcase the value of the classes and programmes
- Place One high impact add in the newspaper each year/every 6 months to increase awareness
- Attend community events to increase awareness and exposure
- Development and implementation of a schools programme
- Development of conditioning and fitness programmes
- Conduct GymSports NZ Service Review
- Monitor and revise cost fee structure
- Establish codeshare opportunities with other clubs
- Maintain register of progression for gymnasts
- Continue to provide incentives for progression
- Develop a member induction booklet

Our Actions

A safe fun environment

Maintain facility and equipment quality standards

- Build maintenance register that is linked to Health and safety priorities
- Create schedule of upgrades for existing equipment and plan investment for upgrades.
- Review signage in the facility for consistency and understanding
- Create schedule for new equipment purchase

- Develop and maintain a facility improvement plan for the club - Office, Catering, Gym floor
- Budget for investment and maintenance
- Continue to increase value of investments

Life skills

Recruit and develop quality coaches, staff and volunteers

- Develop and implement a volunteer recognition scheme
- Develop and implement a coach education plan
- Develop an induction process for coaches

- Establish and maintain volunteer database
- Implement an online document sharing system
- Develop a committee succession plan