

# WHANGAREI ACADEMY OF GYMNASTICS

**VISION:** *Growth and Excellence Through Gymnastic Sports.*

**MISSION:** *To nurture a thriving gymnastics family that embraces physical and mental health through the joy of gymnastics.*

STRATEGIC OBJECTIVES	STRATEGIC GOALS	MEASURES	ACTIONS
<b>ENVIRONMENT:</b> <i>Maintain the organisation, facility, and equipment in an inclusive, fun, safe environment.</i>	Maintain facility and equipment health and safety standards.	Maintain weekly and monthly H&S checks.	Annual audit of facility equipment registers.
			Mitigate and minimise identified H&S risks.
			Develop safety check plan and safety management system (SMS).
	Ensure financial viability to meet future equipment costs.	Developing relationships with funders and ensure LTP strategic equipment purchases.	Relationship servicing plan.
			Develop decision making process for equipment purchase.
			Annual funding plan.
	Extend the gymnasium to accommodate future growth.	Facility extension project. Acquire WDC approval and seed funding.	Inclusion on the WDC LTP.
	Improve cultural competence.	Club Management, Committee and Leads to complete inter-cultural capability e-learning.	Te Reo email greeting and sign off in office communications.
			Include cultural capability learning discussion at Committee and Lead meetings – cultural needs.
	Create a positive environment that everyone wants to be part of.	Positive trend of numbers in classes.	Lead role for capturing athlete voice.
		Track how people are hearing about WAGS.	Implement behaviour policy for members, coaches, parents.
		Appropriate class ratios.	Question on enrolment – how did you hear about WAGS?
<b>GROWTH &amp; SUSTAINABILITY:</b> <i>Grow, retain, and stimulate participation.</i>	Do the programmes we offer meet community needs.	Actions implemented from survey.	Increasing awareness of individuality (Neurodiversity)
			Description of structure communicated to all.
			Collaborative opportunities – work together and respect the uniqueness of each person.
		Increase in number of athletes 13+ yrs.	Distribute survey to members annually in term 3.
			Investigate ways to get meaningful feedback from athletes.
			Investigate growing therapy/abilities programme.
	Increase reach to schools.	Number of school programmes delivered/interaction with schools.	Compile statistics each term and compare numbers.
			Develop a plan for option for those 13+ yrs, target high schools.
			Actively communicate with all schools to engage with school visit programme.
			Develop a school's programme - plan, how, ratios, structure document.
			Create a schools' info pack.
		Number of touch points with other organisations.	Sharing resources, participate in networking and regional events.



	Encourage collaboration opportunities with those in the gymnastics and wider sport sector.	Number of projects undertaken with strategic partners.	Investigate potential collaboration on programmes.
	Create a positive volunteer culture.	Positive trend in number of volunteers.	Volunteers are acknowledged at all events, verbally and on social media platforms.
		Volunteer management plan.	Establish and maintain a 'volunteer' job ladder.
	Show appreciation through reward and recognition.	Achievement, service rewards, honours board.	Send in long service award nominations to GNZ.
			Create honours board for display and honour board criteria.
			Create criteria to acknowledge and communicate forms of success in all programmes – gymnast of the month, coach of the month, volunteer of the month.
	Create connections with potential sponsors to grow diverse income streams.	Increase in number of new sponsors.	Communicate what we can offer to sponsors (value).
		Targeted funding goals/projects	Committee involvement in fundraising.
			Establish fundraising groups.
<b>DELIVERY:</b> <i>Increase awareness and value through <u>connection</u>.</i>	Ensure programmes are up to date, fit for purpose and adequately resources.	Participant centred or new initiative programmes/events.	Recognise Balance is better principles.
		Financial viability for each programme	Perform service review for each programme every term.
	Develop methods for communicating with parents about progress of their child.	Positive response in club survey regarding coach interaction with parents.	Consensus and understanding around passing/moving up steps/levels.
			Communication of pathways within programmes – aligning expectations.
			Introduce ideas around parent spectators.
	Monitoring and goal setting to support athlete progression (physical and emotional).	Athlete enjoyment and retention.	Lead Coaches to create purposeful plans for competitive athletes aligned with club philosophy.
			Age and stage appropriate options.
	Professional development plan for all coaches and staff (technical and soft skills).	Coaching courses attended and achieved.	Survey all coaches annually to document coaching goals and track progress.
		Annual performance appraisal completed.	Develop and maintain an HR Management Plan.
	Process, policies, and systems supporting the club in a clear and transparent way.	Communication of P&P on a variety of platforms.	Review all club policies and develop a review plan.
	Identify recruitment methods for coaches and volunteers.	Committee and volunteer roles/advisory groups.	Annual committee effectiveness review.
		Coach/Committee recruitment matrix	Develop HR Plan for recruitment process.
	Relevant tools that communicate the worth and value of gymnastic programmes.	Number of community events attended to advertise WAGS.	Attend at least 2 events per year.
		Create and distribute promotional material.	Create posters, digital and hard copy for programme information and advertising.