North Peace Gymnastics Association

Strategic Plan

2024 – 2027

Our Vision is

To be the leader in physical literacy in northern BC.

Our Mission is to

- Offer first class, provincially recognized programming that gets the kids in the car without you asking twice.

- Encourage and offer skill development that instills life-long positive physical literacy

- Create an environment that is safe, inclusive and family oriented

- Be an organization that is financially viable

Our Goals and Objectives

Goal #1

Further skill development to create provincially renown and distinguished programming

Objectives:
1. Enhance staff recruiting, training and celebration
2. Increase online presence

Goal #2

Encourage and supports a safe, inclusive and family oriented environment

Objectives:
1. Review member programs and Board committees
2. Ensure Privacy of Information is managed inline with regulations
3. Research best practices
4. Review and revise Employee handbook
5. Develop an exceptional professional development Program

Goal #3

Ensure financial viability

Objectives:
1. Partner program
2. Ongoing review of the policies

Our Strategies and Timelines

Goal	Objective	Strategy	Timeline	Responsibility

1. Further skill development to create provincially renown and distinguished programming	1. Enhance staff recruiting, training and celebration	1. Recruiting
		  1. Research, best practises and implement
		  2. Research competitive HR benefit package
		  3. Active hiring
			2024-2025	Executive Director

		2. Training
		  1. Create a professional development policy, inclusive of time off to take courses, fees, return of service
		  2. Include matching professional development into annual appraisals.
		  3. Seek grants to assist with costs.
			2024-2025	

		3. Mentoring
		  1. Add this to staff handbook.
		  2. Look for ways to enhance mentoring between staff, and with colleague, associations,
			When revising staff handbook	

		4. Celebration
		  1. Staff meetings,
		  2. Staff, get together's
		  3. Increased micro dosing of honest and meaningful appreciation
		  4. Update and revise employee handbook
			When revising staff handbook	

Our Strategies and Timelines continued…

Goal	Objective	Strategy	Timeline	Responsibility
1. Further skill development to create provincially renown and distinguished programming	2. Ramping up online presence	1. Ramping up engagement 1. Social media policy 2. Code of conduct 3. Engage in more community events 2. Technical 1. Outsourcing or hiring a media technician 3. Have fun 1. "Coach from the North" 2. Northern. Perspective"	Begin now Begin now Begin now	Executive Director

Our Strategies and Timelines continued…

Goal	Objective	Strategy	Timeline	Responsibility

2. Encourage and. supports a safe, inclusive and family oriented. environment	1. Review Member Programs and Board committees	1. SWOT Analysis of programs
		  1. Include financial viability of each program
		  2. Link with staffing
		  3. Link with partner program
		  4. Review Gym BC regulations for opportunities
		  5. Public facing initiatives
		    1. Link programs for parents
		    2. Celebrate participant successes
		    3. Seek opportunities to engage with seniors and First Nation communities
			2024-2025	Executive Director

		2. Create a list of board committees
		  1. HR
		  2. Finance and audit
		  3. Nominating
		  4. Pr
		  5. Ad Hoc
		    1. Fundraising
		    2. Partnership
			Monthly	Chair/Governance Committee

Our Strategies and Timelines continued...

Goal	Objective	Strategy	Timeline	Responsibility
2. Encourage and supports a safe, inclusive and family oriented environment	2. Privacy of information	2. Review privacy of information policy to ensure it is up to date with the legislation and add to Employee Handbook	Now	Executive Director
	3. Research best practices	3. Research best practices of like organizations and bring forward industry best practices in management and operations for consideration.	2024-2025	All
	4. Review and revise Employee handbook	4. Ensure related policies are up. to date. Connect this to: 　1. Annual appraisals 　2. Professional development 　3. Staff meetings	Must be complete for annual appraisals at year end	Executive Director
	5. Develop an. exceptional professional development program	5. Training plans outlined in annual appraisals • Sharing up updated training opportunities • Connecting with NLC for any Continuing Education opportunities • Making staff meetings a priority • Adding proD to the staff meeting agendas	Now and ongoing	Executive Director

Our Strategies and Timelines continued...

Goal	Objective	Strategy	Timeline	Responsibility
3. Ensure financial viability	1. Partner program	Connect with SWOT to support program initiatives. Consider: 1. Indigenous communities 2. Businesses (BA5) 3. City of Fort St John 4. PRRD 5. District of Taylor 6. Literacy Society 7. NP Division of Family Practice 8. SD60 9. CCRR 10. CDC 11. NPSHS - SONS - Seniors Association - Abbeyfield	Outreach can start after the SWOT analysis is done Create the why story	Executive Director
	2. Ongoing review of Policies	1. Photo Policy 2. Ensure Privacy officer position	Can begin immediately	Chair/Vice Chair/ED

GANTT Chart

Tasks/months	April	May	June	July	Aug	Sept	Oct	Nov	Dec	Jan	Feb	Mar
Privacy of information policy	■											
Staff Handbook	■	■	■									
Online objectives	■	■		■	■	■	■	■	■	■	■	
Develop a ProD Program	■	■										
Mentoring		■	■									
Celebration			■									
SWOT					■	■	■					
Research best practices						■	■	■	■	■	■	
Enhance recruiting and training							■	■				
Public facing initiatives								■	■	■		
Pro D Policy									■	■	■	
Partner program									■	■		
Potential board committees		■	■	■	■	■	■	■	■	■	■	■
Ongoing review of Policies	■	■	■	■	■	■	■	■	■	■	■	■
Legend for responsibilities		■ ED				■ Board						