



# PROJECT 2020...More opportunities for everyone.

## Community Support Plan - May 2018

Dear Community,

In February 2018, Gymnastics New Zealand announced that the New Zealand Gymnastics Championships will be moved to the July school holidays from 2020. This decision was made to create new opportunities for more participants to accomplish with the growth and retention strategies set out in our strategic plan.

Since then, a strategy has been developed to guide and support the organisation, clubs and other stakeholders through the planning and transition phase to full implementation in 2020. The process has been aptly named **'Project 2020.'**

This documentation outlines the detail of the Community Support Plan, who will be involved in the planning and decision making, what information our community can expect and when. This document, and the subsequent project implementations, will support clubs with their own planning leading into 2020.

### 2020 Community Support Plan

Feedback from the 2014 and 2017 community surveys proposing a change, and subsequent submissions have been stringently analysed. This analysis has identified eight key areas of community need which have formed the basis for the plan outlined in this document. Other areas of need may also arise as we start along the process and, consequently, additional projects may be included to address this.

The change of the New Zealand Gymnastics Championships date will have varying impacts on member clubs and the gymnastic sports community. Some clubs might make very little change while others might need to make larger adjustments. Wherever your club sits on this scale, Gymnastics New Zealand are committed to supporting you through this transition.

### Who will be involved?

The projects are integrated across many aspects of our codes and club activities so each project will involve a lot of detailed planning. This will require a range of involvement from different areas of the gymnastic sport community, including clubs, administrators, Technical Committees and other relevant stakeholders. While many of the projects will be facilitated by the Gymnastics New Zealand Community Sport Team, working groups will also be established to provide the collaborative input required across codes.

In addition, a 'Reference Group' has been established to provide the checks and balances on various aspects of the process. The Project 2020 Reference Group includes – Tony Compier (CEO) and Mark Figgitt (Board Representative). The Gymnastics New Zealand Board will receive ongoing update reports and have an opportunity to feedback on the process.

### **Timeframes**

The projects have been initially prioritised for development in relation to when we believe the community will need this information. The approximate timeframe for the release of each project has been outlined on the last page of this document, however, timeframes may be adjusted once the project plans have been developed.

### **Club Planning**

We encourage clubs to start thinking about what the change might mean for them. The Club Transition Checklist (Project 2) has been identified to support clubs with their planning for transition in 2019 and beyond. Some questions to think about;

- What does the change mean for our club?
- What areas does it impact?
- Does the project plan cover our needs for calendar changes in 2020?
- What other information/support do we need?

Along the transition and planning process clubs might come across potential issues that they may not have thought about before. In order to respond to any challenges along the way, we need to know about them. There will be an open feedback process whereby clubs can communicate any issues to us directly at any time. Clubs are invited to contact Gymnastics New Zealand on the following email with any challenges or questions relating to project 2020 - [project2020@gymnasticsnz.com](mailto:project2020@gymnasticsnz.com)

We invite you to review the projects and timelines and send through any feedback to the project2020 email address above by **15 June 2018**.

### **Change rationale document: (From GNZ website)**

[National Championship date change 'white paper' Sep 2017 - GymnasticsNZ](#)

## 2020 Community Support Plan

| <u>Project</u>   | <u>Who</u>  | <u>Timeline (end project)</u>       |
|--|---|-------------------------------------|
| <b><u>CLUB OPERATIONS</u></b>  |   |                                     |
| <p>Identified need: Changes in the event calendar may impact on administration work load, volunteer and coach management, training seasons and holiday timetables.</p> <p><b>Project 1: <u>Club Human Resource (HR) needs analysis and support developed</u></b><br/>A drill down on the identified need areas to highlight the support required.</p> <p><b>Project 2: <u>Project 2020 Club Transition Checklist</u></b><br/>A checklist for clubs to support planning in the year leading up to 2020.</p> | <p>RM Team</p> <p>Club input and testing</p>  | <p>On-going</p> <p>October 2018</p> |
| <b><u>EVENT PATHWAYS</u></b>   |   |                                     |
| <p>Identified need: Club certainty around national championship event structure and dates to support club planning and budgeting for 2020.</p> <p><b>Project 3: <u>Review and establish National Championship event structure</u></b><br/>Includes qualifying competition structures (Local, Regional, National), International Calendars, event processes and allocation of events.</p>   | <p>GNZ Event Manager</p> <p>Nationals Working Group</p> <p>Technical Committee consultation</p>             | <p>February 2019</p>                |
| <p>Identified Need: Event pathways to support retention of all members, of all abilities, for life long participation.</p> <p><b>Project 4: <u>Event opportunities for all (competitive and GFA)</u></b><br/>Finalisation of national programmes, pathways/structures and opportunities for all codes outside of National Championship calendar.</p>   | <p>GNZ Programme Manager</p> <p>GFA Event pathway working group</p> <p>Technical Committee consultation</p> | <p>July 2019</p>                    |

|  |  |                                      |
|--|--|--------------------------------------|
| <b>PEOPLE</b> (Athletes, parents, coaches, judges)   |  |                                      |
| <p>Identified need: Information for parents, coaches and clubs on athlete development and pathways to support athlete needs including season aligned training systems, management of life –family, injury prevention, holidays and other sporting commitments.</p> <p><b>Project 5: <u>Athlete well-being project</u></b><br/>To provide guidance on the over-all well-being of athletes.</p>  | <p>GNZ Community Sport Team Leader/independent lead?</p> <p>Expertise (Internal and external)</p>        | <p>October 2019</p>                  |
| <p>Identified need: The potential for more event opportunities requires more judge resource at all levels and impacts on the work-load of judges and therefore long-term retention.</p> <p><b>Project 6: <u>Judge development</u></b><br/>Programmes to support the recruitment and retention of judges including pathways, mentoring and support.</p>   | <p>Education Team</p> <p>Judge development Working Group</p> <p>Technical Committee Judging Advisors</p> | <p>December 2019</p>                 |
| <b>GYMNASTIC CODES</b>   |  |                                      |
| <p>Identified need: Reduced time frame to implement change of international codes every four years requires timeline and resource planning.</p> <p><b>Project 7: <u>Four year cycle schedule and support plan for FIG Code of Points (CoP) changes</u></b><br/>Each code will assess their need for CoP changes in 2020 and beyond. Planning for the changes will include identifying the volunteer and staff resource required to integrate CoP changes. This project will require alignment with the 2020 Education calendar (due Oct 2020).</p>   | <p>GNZ Education Team</p> <p>Technical Committees Judge and Coach advisors</p>                           | <p>Feb 2020</p>                      |
| <b>EDUCATION</b>   |  |                                      |
| <p>Identified need: Calendars for clubs to plan ahead for education requirements and budgeting.</p> <p><b>Project 8: <u>Coach and Judge Education Calendars</u></b><br/>Education courses in 2020 will be held at different times of the year. A transition <b>Education Calendar for 2019</b> is required to ensure sufficient courses are available to meet coach and judge needs leading into 2020. By October 2019, a draft 2019 transition calendar will be provided along with a 2020 Overview Calendar indicating what times of the year different courses will be held (not actual dates).</p> | <p>GNZ Education Team</p> <p>Technical Committees Judge and Coach advisors</p>                           | <p>October 2018<br/>October 2019</p> |

**2020 Community Support Plan - Timeline**

| 2018   |         |         | 2019  |  |         |         |                               |         | 2020    |           |         |
|--|---------|---------|---|--|---------|---------|-------------------------------|---------|---------|-----------|---------|
| Jul-Aug  | Sep-Oct | Nov-Dec | Jan-Feb   | Mar-April  | May-Jun | Jul-Aug | Sep-Oct                       | Nov-Dec | Jan-Feb | Mar-April | May-Jun |
| <b>Project 8:</b> Education Calendars<br>2019 Transition and 2020 Overview |         |         |   |  |         |         | Draft 2020 Education Calendar |         |         |           |         |
| <b>Project 2:</b> Club Transition Checklist                                |         |         |   |  |         |         |                               |         |         |           |         |
| <b>Project 3:</b> National Championship Event structure                    |         |         |   |  |         |         | Draft 'All Events Calendar'   |         |         |           |         |
| <b>Project 4:</b> Event opportunities for all (competitive and GFA)        |         |         |   |  |         |         |                               |         |         |           |         |
|  |         |         | <b>Project 5:</b> Athlete well-being project    |  |         |         |                               |         |         |           |         |
| <b>Project 6:</b> Review Judge development                                 |         |         |   | <b>Project 6:</b> Develop Judge recruitment and retention initiatives  |         |         |                               |         |         |           |         |
| <b>Project 1:</b> Club Operations/HR Needs analysis                        |         |         |   | <b>Project 1:</b> Development and roll-out of club support initiatives |         |         |                               |         |         |           |         |
|  |         |         | <b>Project 7:</b> Change of Code of Points Plan |  |         |         |                               |         |         |           |         |