

Gymnastics New Zealand

Setting up for clear direction and growth



New Zealand is a fast-evolving nation when it comes to sport.

organisation trust



New Zealand RUGBY UNION

stoic



less transparent



pakeha focused



colonial based sports



focus on results



From



personality trust



balanced wellbeing



expect openness and transparency



cultural awakening



progressive sports experiences



focus on behaviours



To

Within gymnastics there has been a two-speed problem.

1. Non-competitive have a lack of support, structure and scaled challenge.

2. Competitive has created too much pressure.

'perfection'

'power imbalance'

'immaturity'

'training on injury'

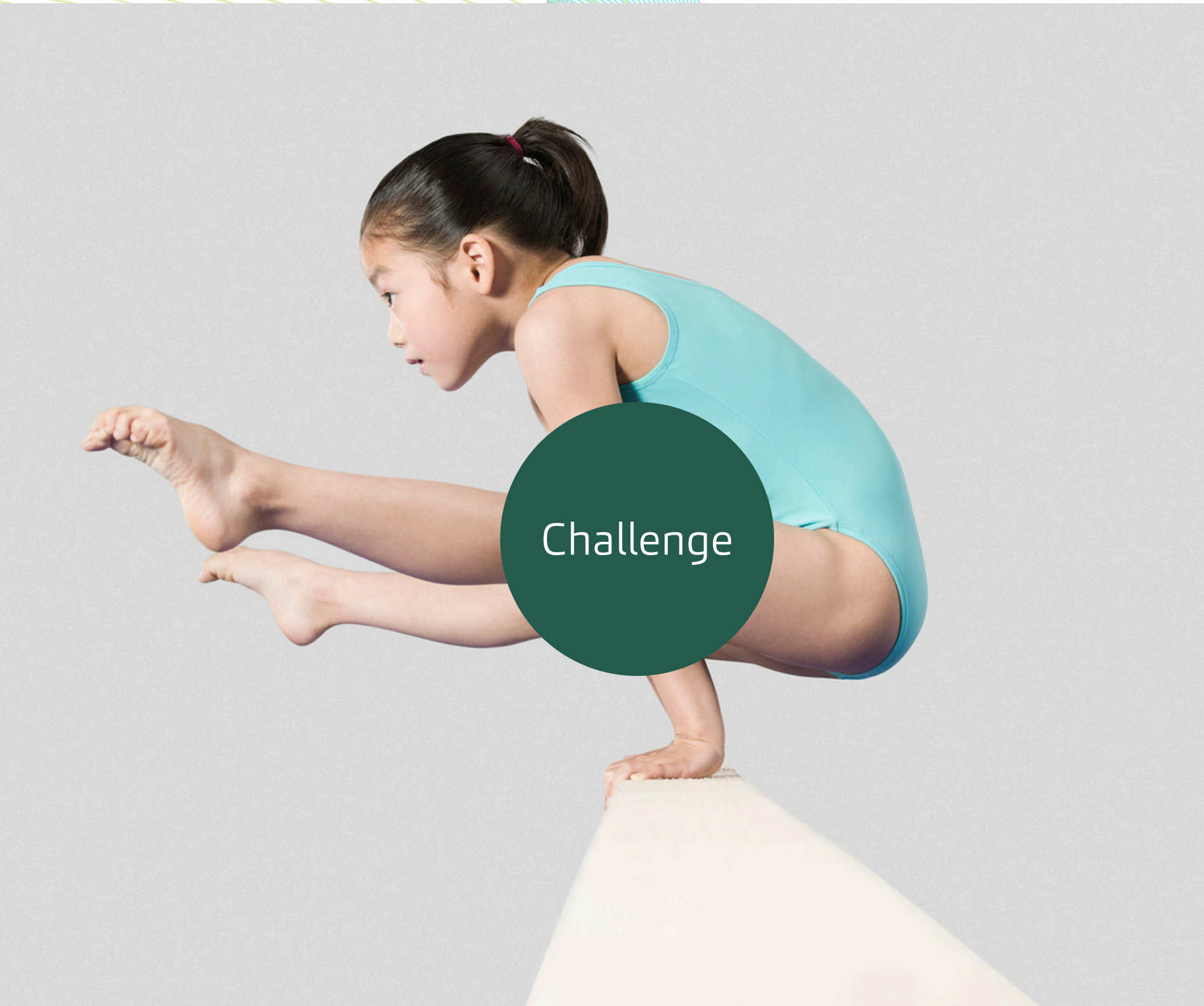
'prescriptive'

'physical stress on developing bodies'

'body image'

'leotards and periods'

We need to manage a core tension for our young athletes.



Challenge



Fun

This is critical because it is what will keep them in our sport.

Gymnastics is the ultimate sport for full development.

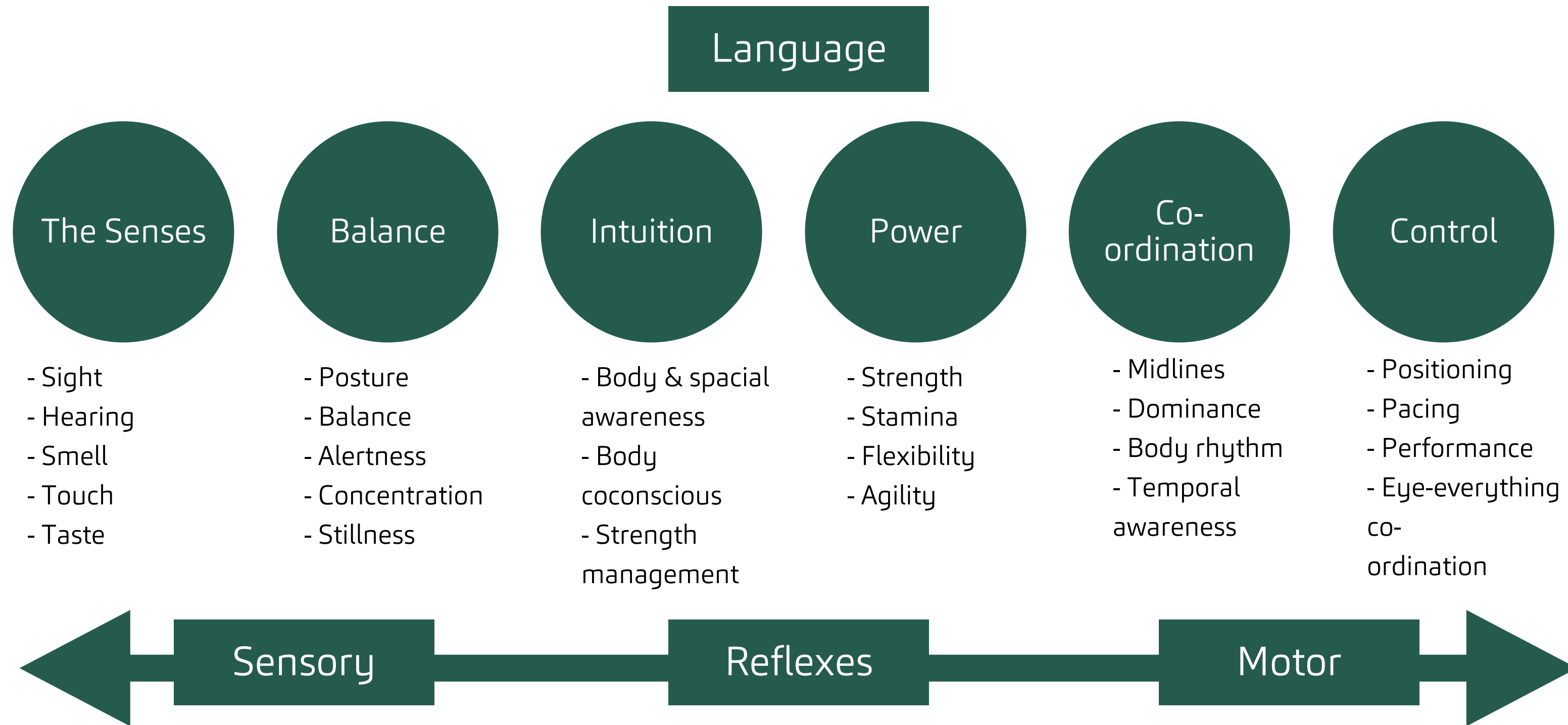


Involves the complete human skillset.

Underpins fun and achievement in other sports.

We can underpin a person's success and confidence in physical activity and sport, for a lifetime.

This is because we are holistic and foundational.



This is about both our head and our body.

We have a strong framework to move us forward.

Integrity

- counselling
- complaints
- athlete voice
- monitoring

Health and Wellbeing

- injury
- mental health
- attire
- athlete framework

People and Programmes

- judging
- coaching
- technical frameworks
- education

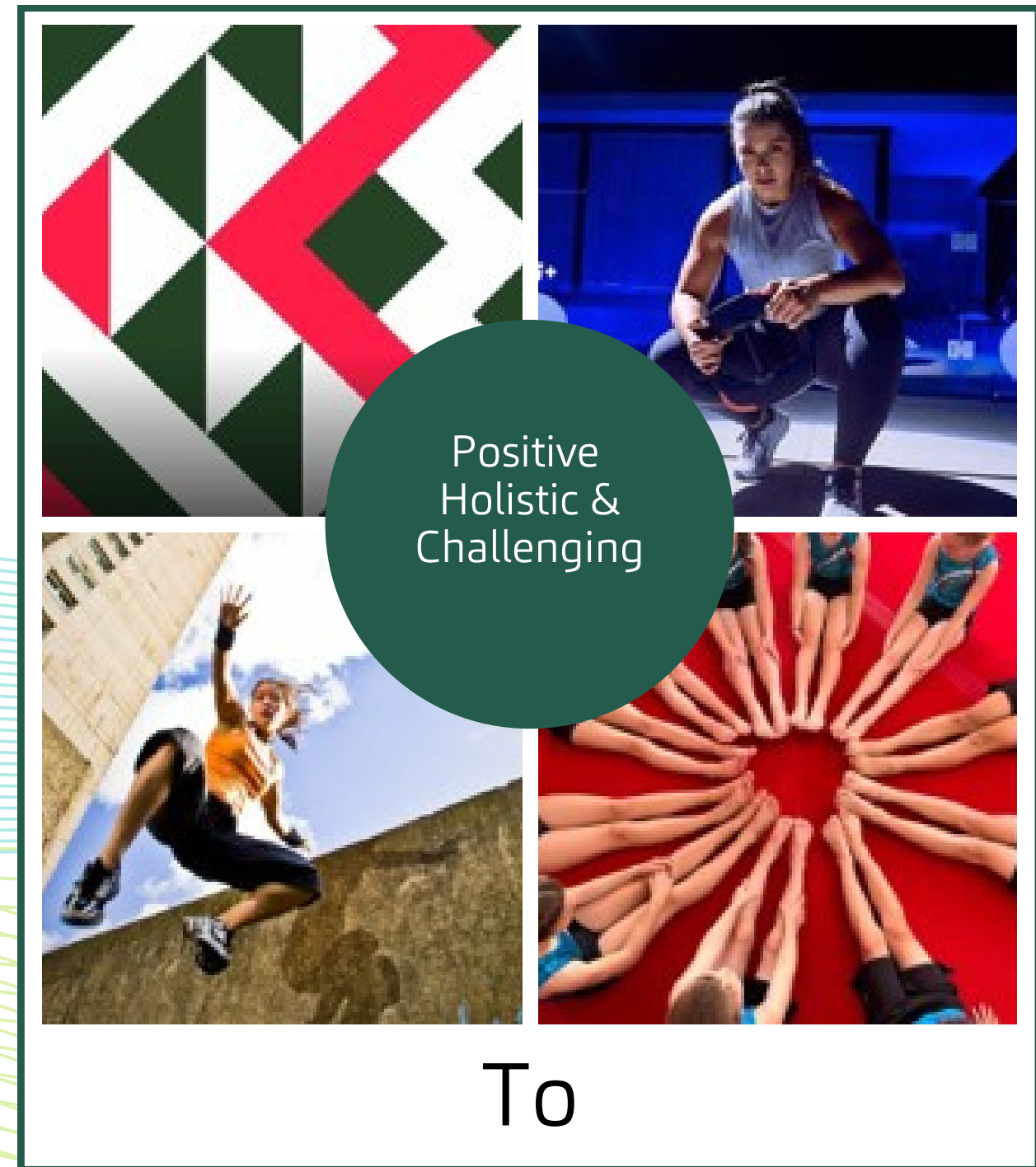
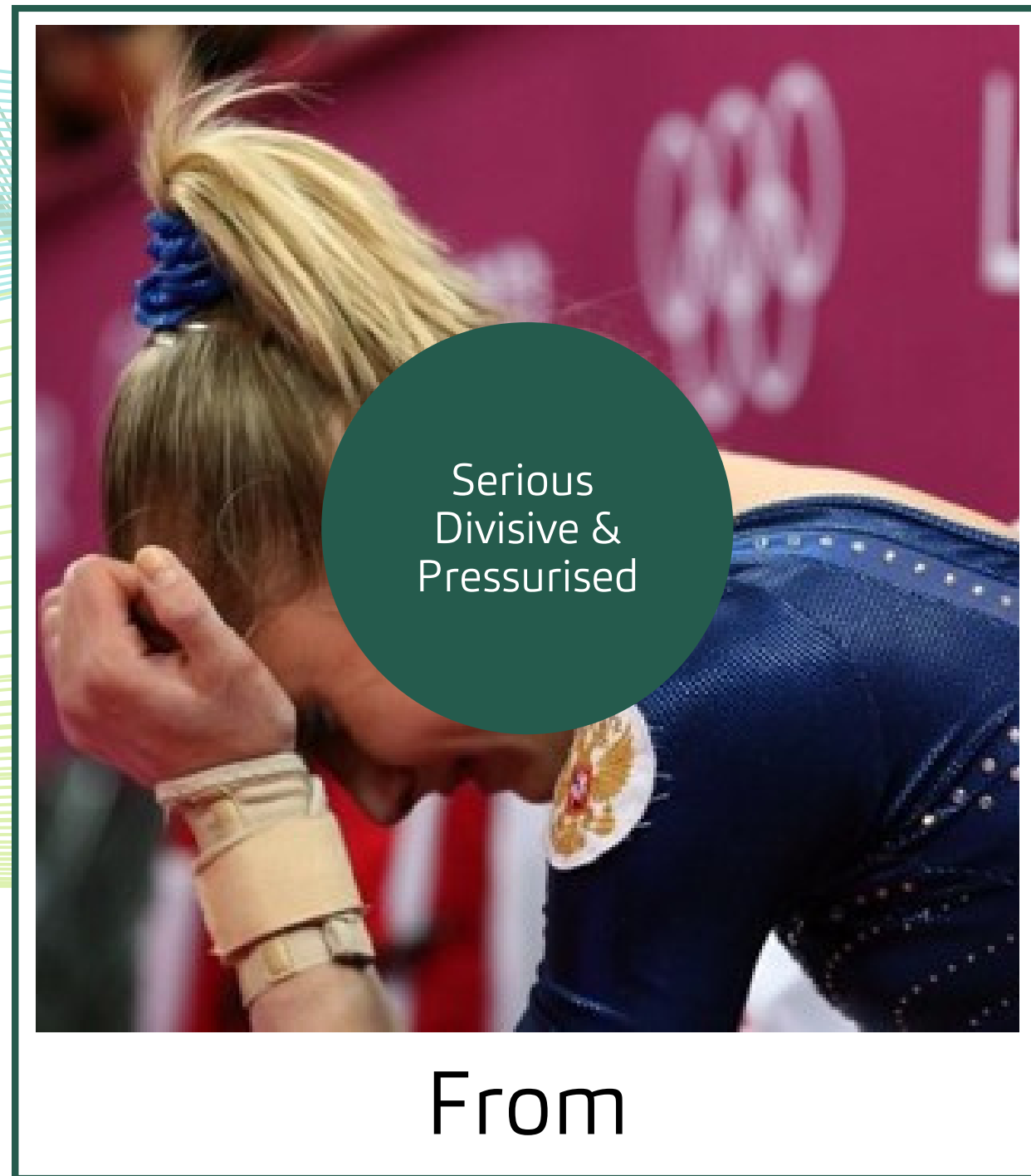
Environment and Culture

- leadership
- local level



This is about a sport
that is integral in
shaping the
confidence of a
forward focused
New Zealand.

This is about a shift in public perception.



Strategic Plan

2024 - 2030





**To be New
Zealand's
first choice
sport.**

**A vision we can measure and
be inspired by.**

Gymnastics is a core foundational
sport, whether we are your first
sport, or your forever sport.

Gymnastics sets you up for life.



To enable
POSITIVE
gymnastics
experiences for
EVERYBODY.

A purpose that guides and motivates.

Our athletes, our volunteers, our clubs, our officials and our people are the reason we are here.

Everybody involved in our sport deserves a positive enjoyable fun experience at every level of sport.

Our Values.

Manaakitanga

(care for others, bring alongside)

We are inclusive and connected.

We work to understand others perspectives.

We invite people on our waka.

Manahau

(joyful, positive energy)

We stay positive and find the fun.

We celebrate and build on success.

Rangatiratanga

(action, leadership)

We genuinely engage and stay open and transparent.

We are accountable for our actions.

We focus on continual improvement.

Manawanui

(steadfast, committed)

We are courageous in our actions.

We can do hard things.

We build a resilient culture.

Our Vision

To be New Zealand's first choice sport.

Our Purpose

To enable POSITIVE gymnastics experiences for EVERYBODY.

Our Role

As an International Gymnastics Federation member, Gymnastics New Zealand is the national governing body for gymnastics in New Zealand. We look after the sport across all codes from grassroots, through to high-performance athletes.

Growth in Participation

- 5% year on year membership growth (noting membership model might change reporting)
- Improvement Voice of Participant score for members

Thriving Club Community

- 80% of clubs meeting the 'club performance capability' standard (to be developed in 2025)
- Increase in coach numbers in the system and take up coach development

Effective Performance Pathways

- Achievement of performance targets for all codes

Long Term Goals and Metrics

Our Foundation Principles

Diversity, Athlete Voice, Participant Wellbeing, Environmental Sustainability, Our commitment to uphold the mana of Te Tiriti o Waitangi and the principles of Partnership, Protection and Participation

Underpinned By Our

Our Values

Manaakitanga (care for others, bring alongside)
Manahau (joyful, positive energy)
Rangatiratanga (action, leadership)
Manawanui (steadfast, committed)

Foundations

2030 Aspirations

Metrics

	Diversity	Athlete Voice	Participant Wellbeing/ Hauora	Environmental Sustainability
2030 Aspirations	<ul style="list-style-type: none"> • Increase in the positive perception of gymnastics as a sport for all New Zealanders • Initiatives in place to drive male participation • Welcoming environment for participants regardless of background – e.g. age, ethnicity, disability, culture, sexuality • Gymnastics NZ have improved cultural capability in te ao Maori 	<ul style="list-style-type: none"> • Participants have a say in how gymnastics is run and delivered within NZ • Agreed approach on how best to engage with all athletes irrespective of age and/ or stage • Decisions are made factoring in the voice of athletes 	<ul style="list-style-type: none"> • Less safeguarding issues genuinely occurring • Greater openness for people to raise concerns and feel safe in doing so • Gymnastics NZ staff are training and supported on integrity issues 	<ul style="list-style-type: none"> • Reporting mechanism in place for Gymnastics NZ’s environmental footprint, with an agreed plan in place on how to reduce this • Work with clubs to future proof facilities given climate changes and the potential impacts of this – e.g. damage to facilities, access to events
Metrics	<ul style="list-style-type: none"> • Annual reporting of membership data diversity statistics (benchmark in 2023) to allow prioritisation • Measures show a lift in participation of people with disabilities of 5% 	<ul style="list-style-type: none"> • Improved participant experience as evidenced by the VOP surveys • Agreed Athlete voice to Gymnastics NZ board 	<ul style="list-style-type: none"> • Safeguarding concerns dealt with quickly/ effectively • Relevant VOP questions have a clear improvement in scores • Workplan recommendations have been delivered 	<ul style="list-style-type: none"> • Reduction in carbon use by Gymnastics NZ • Climate impacts included within the service reviews

Long Term Goals

2030 Aspirations

Metrics

