



## WGC's Management 2018 AGM Reports

### Head Coach of Artistic Comp & Developmental 2018 AGM Report

#### **Highlights of programs:**

1. Successful first year of switching out of compulsory competitive program and incorporating Interclub Challenge guidelines to allow athletes at that level to flourish
2. Supportive, trusting and inquisitive parent group (that are the envy of other clubs)
3. Cohesive artistic comp coaching staff  
Bonus: first athlete sent to BC Winter Games in 14 years!

#### **Challenges of programs:**

1. Increasing needs of the TG program for space and equipment conflicting with AG needs, causing tension between coaches
2. Increasing meet costs vs budget
3. Coaches dissatisfied with meet compensation

#### **Next Steps in the programs:**

1. Find other training opportunities for higher-level athletes (visit a sister club, bring in coach)
2. Continue using the Interclub programs for our committed GFA athletes and allow identified younger developmental athletes training with the competitive team.
3. Look outside of the province/country for competitive opportunities for next season

### Equipment Manager 2018 AGM Report

#### **Highlights of our Facility:**

1. Safe, clean and organized gym more often than not
2. Equipment mostly in good shape
3. Reasonable budget for buying new and replacing/repairing equipment.

#### **Challenges of Facility**

1. Not all coaches are diligent in putting all equipment back in place
2. Not all coaches are diligent in necessary cleaning before they leave; not a job expectation
3. Having athletes move equipment without instruction or supervision results in damage

#### **Next Steps for Facility**

1. Hire rigger to inspect ropes, silks and bungee connection points.
2. Next season staff training to include minimum cleaning expectation
3. Update equipment 'wish list' and discuss next necessary purchases/replacements

### Head Coach of Trampoline 2018 AGM Report

Another year of amazing accomplishments from the Competitive Team including many top 3 (and top 10) placings and mobility achievements in all provincial meets and Canada Cup - and well will wait to see about Westerns and Nationals.

Better year (but still a long way to go) for scheduling proper use of trampoline equipment. Example DMT in front of the foam pit for a full run and learning new skills safely for both GFA and comp TG programs.

New tramp bed was fantastic for comp team to train on equipment they compete on. Was also great for Freestyle programs since different lines on the bed are better for their training.

Currently a coaching shortage - lost Kyle at the beginning of year who was the main coach for the GFA TG programs. Gaining back Matt Barlow has been a huge plus. Losing Head Coach Ali next year, so need to get AG coaches more willing to help coaching TG (since some are certified), and comp athletes into coaching. Also need money put aside in budget for level 2 courses.

Stronger group of 'regulars' to the GFA TG program, including a now full class of Pre-Competitive athletes who want the class to continue. Great programming improvements for TG GFA and Comp which you can tell from the success and development of the kids. Need to work with GymBC (if possible) develop better scheduling for competitions to decrease coach burn out and over time at every meet.

ALL management needs improvement to handle 'in the gym' issues such as scheduling, moving equipment, etc. WRITTEN OUT TRAINING MANUALS/PROCEDURES (for specific rules/policies if expected especially when it comes to equipment procedures - including better clean ups at end of night so active start morning coaches don't go overtime putting away equipment).

Better in-house paid training for new staff as they have big expectations they need to uphold. I think all staff feel every program would benefit from having a program manager who works at the front desk (and is always there at times that are scheduled so they can rely on help or a time to ask questions, or other needs such as first aid, etc.)

Lots more inquiry of people wanting to join competitive (and GFA) tramp which is always great!

## Head Coach of GFA 2018 AGM Report

### Successes:

- Coaches receiving certifications in the beginning of the year. Level two/ Parkour/ Tramp 1 or 2
- Development of parkour programs
- Consistent registration through year for GFA
- Reporting on athlete progress: Can gym for Fall session / Skill Report for spring session / Ribbon day for end of year
- New coach Cailub came with great Parkour knowledge and helped with GFA
- Delivery of GFA lesson planning based on previous years and LTAD plan
- Providing lesson plan outlines for coaches to learn and follow
- Encouraging coaches perform with a caring nature and reflect a respect for sport. While supervising responsibly effectively and responsibly.
- Ensuring a safe environment
- Gymnaestrada team successfully continued through the year. 22 athletes attend provincials and have 12 athletes going to nationals. We will know by the end of summer if we gained a spot to go to worlds July 2019

### Challenges:

- Equipment sharing between programs continued to prove problematic and effected the flow and delivery of GFA classes
- Scheduling conflict with equipment and multi level programs with younger and older children participating at the same time in the facility.
- Coach respect and cooperation for lesson planning and head coach direction for program delivery

- X gym takes away from the revenue of parent and tot classes
- No staff training

#### Next Steps:

- Coach training for GFA / AS specific based on Whistler Gymnastics facility and coach expectations
- Hiring someone with passion and drive for Active Start and GFA development
- Review new Cangym program

## Administrator 2018 AGM Report

The 2017/2018 season was a great success.

### **Registration**

- Comparatively higher this year between Whistler and Pemberton as our full year programs (interclub, competitive AG and competitive TG) were all full and have continued interest by member to join.
- Being flexible to accommodate all athletes on waitlist to either creating a new class OR expanding the class with more coaches OR CITS.
- Classes that were un able to run was do mainly to no coach available for that time or day OR the class ran in Fall and Spring session but not the winter session due to low registration. (This is because conflict of other activities in the sea to sky that are ONLY offered in the winter time)
- Transition to the new registration system has provided a great opportunity to clean up accounts for members information and focus on currant members and eliminate duplicate memberships.

### **Accounts Receivable:**

- Outstanding accounts are lower in amount then this time last year. (considering most are access programs and school groups that are still taking place)
- Transitioning to the new online registration system has made it much easier to follow up on outstanding invoices once all updates have been updated from Ivnet.
  - Members have the option to log in at any time to pay as oppose to only being able to pay at the beginning of the session.
  - Provided the opportunity to clean up outstanding invoices as well as credits from the previous years.
  - We are now able to have members save their credit card on their file to allow for easier auto billing and improves security for members. (pending policy changes in the fall)

### **Payroll:**

- Increased wages have started to put a strain on the bottle line.
  - Due to minimum wages increases
  - Due to length of service for long time coaches
  - Increased certifications among coaches (i.e. 7 new level 2 coaches)
  - Coaches requiring additional pay above and beyond their responsibilities and competitions ( ie overtime for TG competitions that don't follow the 4hr session format like AG) OR coaching rate for a meet is still currently \$15 per hour.

### **Drop In & Access Bookings:**

- **Exploration gym** has had a large increase in sales – Saturday we have opened up an additional hour in order to spread out the average of 35 – 40 members coming during the winter.
- **Adult Drop In** died off this year – however the adult class running month to month showed an increase in registration and allowed flexibility for adults to join and not have to commit to 3 months straight.
  - Flexibility for payments with the adult programs may be our only choice to accommodate this program.
- **Schools** have had a boom during the month of May with 9 groups booking

- **Trampoline access** during mornings and weekends is comparative to last year however is a great help leading up to year end.
- **Birthday Parties** have increased in revenue – most popular is the explore gym birthday which is very easy to staff (experience wise) and is very convenient for parents)
- **Silks access** – This has increased significantly due to Dani getting her residency. She is working around our schedule and started offering afternoon programs and weekends as well as running workshops and drop in sessions.

## Executive Director 2018 AGM Report

### **Highlights of year:**

1. Big push to increase revenue in the face of a coaching shortage, increasing costs and in the middle of a registration software upgrade to boot!
2. Dedicated group of parents, members, coaches & staff who put in a lot of personal effort to make the club run.
3. Successful performances and season goals reached by many of the Whistler Gymnastics athlete/coaches, and staff/BOD.

### **Challenges of year:**

1. Confusion regarding roles and responsibilities for working board, admin staff & coaches.
2. Continuing shortage of coaches, increasing costs and no clear future directives for long-term solutions.
3. Challenge to implement quick solutions for ensuring retention/recruitment of coaches given club's current reactive versus proactive governance structure, often leading to staff burn out.

### **Next Steps for the club:**

1. Address the underlying conflicts and challenges for coaches/staff by empowering them so they will be more efficient and successful.
2. Find new strategic measures which address the following issues - increasing expectations, mandates from other sport organizations, long-term accommodations to coaches/members, and aging infrastructure.
3. Develop realistic, progressive and up-to-date policies/procedures that deal with conflict of interest, human resources and risk management guidelines.