

ANNUAL
REPORT

2015-2016



GYM nastics
nastique
CANADA



Message from the Chair and President/CEO Richard Crépin and Peter Nicol

On behalf of Gymnastics Canada, it is our pleasure to provide you with our 2015-2016 annual report.

2015/16 marked another year of continued transition and growth for Gymnastics Canada. Going into the fourth year of our strategic plan, and the final year of the Olympic cycle, much focus was placed on preparing our teams and athletes for qualification for Rio. Additionally, staffing changes dedicated additional resources to communications, coaching education, and sport development.

On the international stage, the highlights of the year include the outstanding results at the Pan Am Games in Toronto where our athletes used the hometown crowd to propel them towards bringing home 13 medals (5 gold, 3 silver, and 5 bronze); and the World Championships where the women's artistic gymnastics team achieved their best result since 1989 finishing 5th in the team event, earning them a spot at the Olympic Games in Rio, and trampoline qualifying one spot at their World Championships. Finally, after making it to the test event in Rio in April, trampoline qualified one male athlete, and men's artistic also qualified one athlete bringing our Olympic team total to eight.

This past year also witnessed the largest Canadian delegation to date participating at the World Gymnaestrada in Helsinki, Finland, in July. The continued growth of this event speaks well for the Gymnastics for All program and demonstrates the growing potential across the country. On the coaching education side, formalized plans have been developed to complete the NCCP transition project. 2016 will see much progress, including the implementation of a Learning Management System that will be used for the delivery of most courses by December.


Further developments on the organizational side included the formalization of the GCG Communications Plan and the development of the new GCG website. The new website, along with a greater presence on social media, helped increase GCG's visibility and engagement with the gymnastics community in Canada and internationally. A new events hosting model was also developed this past year, after considerable work and consultation with the provincial and technical working group that was created for this purpose. The new model, outlined in the new hosting manual, allows opportunities for provinces/territories, clubs, and cities to send in their applications to host GCG domestic events.

As we enter the last year of the cycle and strategic plan, much effort was placed on the drafting of the new GCG Strategic Plan for 2017 to 2020. The process began as part of the annual GCG board and staff retreat in December and continued with further consultation and input from members, the board, staff, and external stakeholders. A huge thanks to all those who provided their very valuable feedback and input, and for helping us develop our future together.

Finally, much progress has been made on the hosting of the 2017 Artistic Gymnastics World Championships, with positive progress being made on the organizational and promotional side. With a little more than one year to the event, the daily pace of the organizing committee has picked up and the number of staff and volunteers working on the project continues to grow.

Once again, we would like to thank the board, staff, and members for your continued support. With your valuable assistance we continue to move the yardsticks forward and to build a strong Federation. We look forward to further teamwork as we move into the next cycle and the launch of our new strategic plan as we continue to:

build the **foundation,**
create **champions,**
and **inspire the nation.**

 Richard Crépin

2015-2016 AT A GLANCE

INTERNATIONAL EXCELLENCE

TOP 8 NATION AND PODIUM RESULTS AT THE 2016 AND 2020 OLYMPIC GAMES

NATIONAL TEAMS

- Increased efficiencies with standardization of processes and support across all disciplines.
- Consistently delivered development camps in several disciplines.
- Program development momentum resulted in best performance by a WAG team at World Championships since 1989 (6th).
- Qualifications for RIO: WAG Team, Wmns TG, MAG team, RG individual, Mens TG advanced to test event.

RESULTS AT INTERNATIONAL EVENTS



WORLD CHAMPIONSHIPS

1 GOLD
1 BRONZE



PAN AM GAMES

5 GOLD
3 SILVER
5 BRONZE



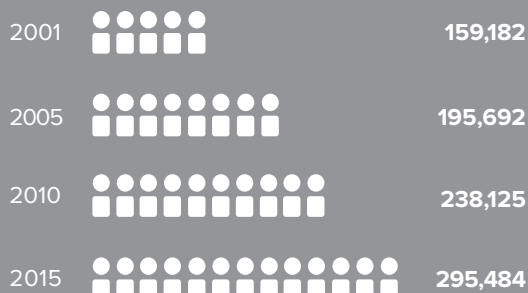
WORLD CUP

1 SILVER
1 BRONZE

SPORT DEVELOPMENT

INCREASED MEMBERSHIP AND IMPROVED TECHNICAL EXCELLENCE

GROWTH IN PARTICIPATION



NCCP DEVELOPMENT

COMPETITION 1 (Introduction)

Conditional Approval March 2016 (WAG, MAG).

COMPETITION 2 (Introduction Advanced)

Conditional Approval March 2016 (WAG, MAG).

COMPETITION 3 (Development)

Pilots planned for fall 2016 (WAG, MAG).

COMPETITION 4 (Development Advanced)

Conditional Approval March 2016 (WAG, MAG, TG, RG).

NCCP LEARNING MANAGEMENT SYSTEM

(Project with Gymnastique Quebec)

Set to launch in April 2016.

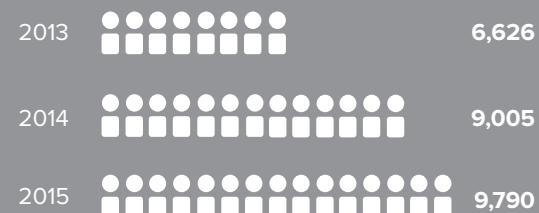
GYM FOR ALL

GYMNAESTRADA GROWTH IN PARTICIPATION



- Comprehensive needs assessment completed with the PTOs regarding the future direction of sport development programming.

NCCP EVENT PARTICIPATION



ORGANIZATIONAL EXCELLENCE

GYMNASTICS CANADA IS RECOGNIZED AS AN EXCELLENT ORGANIZATION
BY ITS MEMBERS, EMPLOYEES, FIG, AND PARTNERS

HUMAN RESOURCES

- Changes to the organizational structure & staffing have resulted in a culture shift in the office.
- Hired: Director, Communications & Marketing; Managers for Coach Education and Sport Development.
- Increased collaboration between BOD/PTOs/Staff:
 - ▶ Board/Staff Retreats
 - ▶ Working Groups
 - ▶ Coffee Calls
 - ▶ Attendance at PTO AGMs
- HR Manual updated and employee evaluation process overhauled.
- Respect in the Workplace training implemented for all staff.

OFFICE PROCEDURES

- Development and implementation of Standard Operating Procedures (Office, Communications, Finance).
- Centralized IT support system resulting in enhanced operational capability for staff.
- On-line meeting capability now in place.
- Phone systems updated & new cell phone contracts for increased savings.

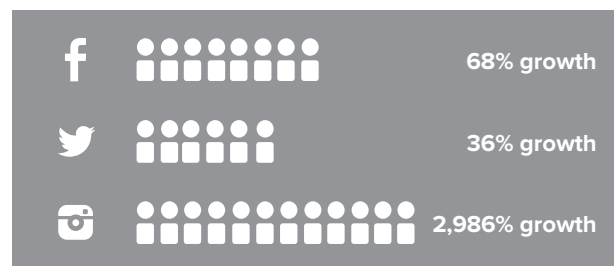
EVENTS

- Events Hosting Working Group formed to create:
 - ▶ New hosting model/agreement structure.
 - ▶ New hosting manual launched March 2016.
 - ▶ New bidding manuals launched March 2016.

COMMUNICATIONS & MARKETING

- Communications plan completed focusing on increasing awareness, building community engagement, and supporting national team athletes.
- Website – complete rebuild.
101K users (April 1, 2015 to March 31, 2016).
Increase of 79% over last year.
- Increased CBC Coverage of World Championships.
- GCG Brand refreshed and consolidated.
Tools & templates developed to ensure consistency across all platforms.

- Increased engagement on social media platforms.



COMMERCIAL AND FINANCIAL GROWTH

GYMNASTICS CANADA BUDGET HAS INCREASED SIGNIFICANTLY IN ORDER TO PROVIDE
SUSTAINABLE RESOURCES FOR THE FEDERATION

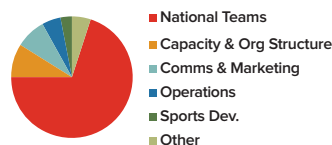
SPONSORSHIPS

- Sponsorship Agreement renewed with Gymnova SA for technical equipment at events.
- New contract signed with Jagwear for women's leotards in artistic and trampoline gymnastics.

FINANCE

Achieved annual surplus target of \$50K

ALLOCATION OF 2015-16 ADDITIONAL FUNDING



FINANCIAL OPERATIONS OVERVIEW

FOR THE YEAR ENDED MARCH 31, 2016

REVENUE

	2016		2015	
Government Contributions	\$1,831,950	27%	\$1,900,125	29%
Membership Fees	\$1,986,588	29%	\$1,491,137	23%
Events	\$2,047,072	30%	\$2,228,175	34%
Marketing, fundraising, and merchandising	\$402,293	6%	\$439,517	7%
Program initiatives	\$511,465	7%	\$389,135	6%
Coach education and sport development	\$58,811	1%	\$64,988	1%
	\$6,838,179	100%	\$6,513,077	100%

EXPENSES

	2016		2015	
National Teams	\$3,015,423	45%	\$2,506,565	39%
Events	\$1,931,326	29%	\$2,270,816	35%
Coach education and sport development	\$301,776	4%	\$337,451	5%
Marketing, fundraising, and merchandising	\$392,983	6%	\$302,433	5%
Administration	\$1,065,896	16%	\$1,056,485	16%
	\$6,707,404	100%	\$6,473,750	100%

Net revenue before undernoted

\$130,775

\$39,327

Inventory write-down

\$75,966

\$4,637

NEW REVENUE FOR THE YEAR

\$54,809

\$34,690

SPECIAL THANK YOU TO:

The provincial/territorial gymnastics federations/associations, the GCG Board of Directors and GCG Committee Members for their ongoing trust, support, and collaboration.

All the GCG staff and consultants. You are a true reflection of the quality of this organization and your dedication and commitment is greatly appreciated by the Canadian gymnastics community.

COVER PHOTO CREDIT: Canadian Olympic Committee

PARTNERS



OWN THE | À NOUS LE
PODIUM | PODIUM



coach.ca
REACH HIGHER

SPONSORS/SUPPLIERS



jagwear
gymnastic apparel



RICOH
imagine. change.
imaginer. changer.



Boulevard Travel
Your Personalized Specialists

