

From here, we soar



ANNUAL REPORT

2018 - 2019

MESSAGE FROM THE CHAIR AND CEO WILLIAM THOMPSON AND IAN MOSS

As we look back at the past year, it is apparent that it has been a time of significant change for Gymnastics Canada (GymCan) and for sport in Canada generally. It was not an easy year given the unexpected changes at the senior level of the organization, but in all challenges there are opportunities and GymCan is positioned to become a stronger and more resilient organization as a result.

We would be remiss if we did not acknowledge the fine work of our previous Chair (Richard Crépin), CEO (Peter Nicol) and departing Board members (Lynn Smith, Paula Gallant) for their efforts in leading the governance and management teams for the past number of years. Their efforts were significant to strengthening GymCan as an organization.

One item that has been a disrupter in Canadian sport this past year has been the media and government focus on safe sport. While internally we have been working for the past few years to significantly improve our safe sport initiatives, it is now very much under external scrutiny. This public and media focus on poor behaviour and maltreatment in sport is very much a challenge for us as a community. It is critical to our future survival that gymnastics is perceived by parents as a safe environment for their children. Collectively we must do all we can to ensure that this is the case. The silver lining of this focus on safe sport is that we have had the opportunity to launch a new National Safe Sport Strategy that is well coordinated with our member associations and which has made GymCan a leader in this area. While the focus has been very much on unfortunate situations, the real opportunity is to introduce tools and programs that make our sport truly welcoming and safe for all participants.

Gymnastics is a sport with few breaks in the year – our volunteer leadership team and professional staff continue to service the needs of the community daily and have also been able to implement new initiatives that will strengthen our reach at all levels. We saw the introduction of a new brand for Gymnastics Canada early in 2019 – a major accomplishment that has garnered several industry awards for its uniqueness and support content. Our new look will serve us well for the future in respect to the public positioning and profile that we seek to establish. From a programming perspective, the new initiatives with the hosting of the 2018 Canadian Gymnaestrada, the continued accelerated work on the NCCP transition documentation and CanGym program work, preparations for the first ever ACRO National Championships, and the continued success and progress shown in all areas of national team programming and national championship hosting initiatives, point to a mandate that is broad and ever developing. We thank the support provided to us in many areas by our member associations and the Local Organizing Committees that are so critical to the success of our national competitions and strategies.

As we move into our final year of the current Olympic quadrennial, we must not lose sight of the importance of providing our athletes, coaches, and officials with their best preparation possible for Olympic qualification and international success. What we accomplish now will determine our success at the Olympic Games. As a Board and staff, we refined the expectations on program deliverables within our overall Strategic Plan so that we remain focused on ensuring that these are delivered on time and within budget as we also prepare for discussions on what the next national Strategic Plan needs to include. All this work continues to be managed on a very limited national budget, so we always have an eye on all areas of service and overhead efficiency while exploring new revenue opportunities wherever possible.

2019 is our 50th year operating as a national organization and as such, we need to take the time to recognize and celebrate our past while preparing for another 50 years as a leading national sport in Canada. On behalf of the Board and staff, we want to thank everyone involved in our sport for their continued contributions and we look forward to sharing more exciting developments for our sport and organization well into the future.

Sincerely,



William Thompson



Ian Moss

INTERNATIONAL EXCELLENCE

Achieve podium results in all Olympic disciplines at Tokyo 2020 and beyond

NATIONAL TEAM STRATEGY

WORLD CLASS LEADERSHIP

- New national team leadership put in place to lead teams towards podium performances:
 - Men's Artistic (MAG) – Ed Van Hoof named Head National Team Coach in July 2018.
 - Women's Artistic (WAG) – Alex Bard named National Team Coach in September 2018; David Kikuchi & Lorie Henderson named as the Tokyo 2020 leadership team in December 2018.
 - Trampoline (TG) – Karen Cockburn named National Team Director in July 2018.
- Gymnastics Canada represented internationally by Elena Davydova (FIG WAG Technical Committee); Jeff Thompson (FIG MAG Technical Committee); Slava Corn (Honorary FIG Vice President; Council Member - FIG Gymnastics Ethics Foundation); H el ene Lalibert e (President, PAGU WAG Technical Committee); St ephane Duchesne (President, PAGU TG Technical Committee); Nancy Carss, (PAGU Acrobatic Technical Committee).

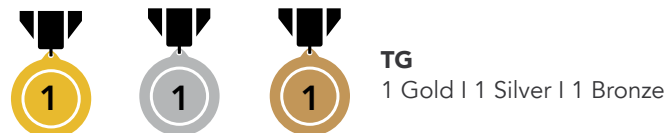


WORLD CLASS SYSTEMS

- Increased support from Own the Podium (OTP) for WAG and Trampoline.
- Completion of "Gold Medal Profiles" and "Athlete Development Pathways" in progress.
- Completed first site-visit and engagement with Yokkaichi, JPN in March 2019 – our host city leading into the Tokyo 2020 Olympic Games.
- Mahmoud Zaerian hired as new Integrated Support Team (IST) lead for MAG; Jean-Fran ois Mathieu continues as IST lead for WAG through Tokyo 2020; Manon C ot e hired as Chief Medical Officer for WAG.
- In collaboration with the Canadian Institute of Sport in Ontario, comprehensive IST support program established in rhythmic gymnastics (RG) featuring an IST lead, two physiotherapists, strength and conditioning programming and testing, nutrition, mental performance enhancement sessions, and Game Plan education.

WORLD CLASS RESULTS

- Gymnastics had the best World Championships results of ANY summer sport in 2018-2019 with 5 medals total:
 - WAG: 2 Silver, Shallon Olsen (VT), Ana Padurariu (BB); Team – 4th (PB)
 - TG: 1 Gold – Rosie MacLennan (TRA); 1 Silver – Rosie MacLennan & Sarah Milette (Synchro); 1 Bronze – (Team: Jon Schwaiger (DMT), Laurence Roux (DMT), J er emy Chartier (TRA), Rosie MacLennan (TRA), Michael Chaves (TUM), Zoe Hipel (TUM), Jason Burnett & Jake Cranham (SYN), Rosie MacLennan & Sarah Milette (SYN))



- A team of four athletes represented Canada at the 2018 Youth Olympic Games. Jérémy Chartier (TG) was selected as the Team Canada Flagbearer for the Opening Ceremonies, while Emma Spence (WAG) was selected as the Team Canada Flagbearer for the Closing Ceremonies. The team came home with 2 medals:



WAG
1 Bronze | Emma Spence (VT)

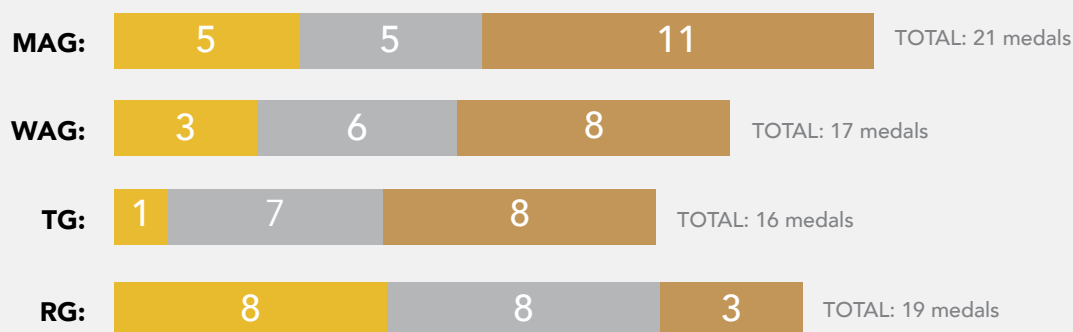


MAG
1 Silver | Félix Dolci (SR)

- At the 2019 Canada Winter Games, Félix Dolci (MAG) became the most decorated athlete in Canada Winter Games history with 11 medals total collected over two Games (2015, 2019).

INTERNATIONAL RESULTS (JR. & SR.):

(incl. World Championships, Youth Olympic Games, World/Challenge Cups, Jr & Sr Pan Am Championships, Pacific Rim Championships):



GOLD
SILVER
BRONZE

2018 CANADIAN CHAMPIONS

MAG (INDIVIDUAL ALL-AROUND):

Senior: René Cournoyer (QC)
Junior 16-17: Félix Dolci (QC)
Junior 14-15: Matthew Brown (NS)

WAG (INDIVIDUAL ALL-AROUND):

Senior: Ellie Black (NS)
Junior: Zoé Allaire-Bourgie (QC)
Novice: Rébékah Groulx (QC)

RHYTHMIC (INDIVIDUAL ALL-AROUND)

Senior: Sophie Crane (ON)
Junior: Natalie Garcia (ON)
Novice: Adel Karasik (ON)

TRAMPOLINE:

TRA Men's Senior – Jason Burnett (ON)
TRA Men's Junior – Jérémy Chartier (QC)
DMT Men's Senior – Jon Schwaiger (ON)
DMT Men's Junior – Gavin Dodd (BC)

TUM Men's Senior – Jon Schwaiger (ON)
TUM Men's Junior – Jean-Philippe Camirand (QC)
TRA Women's Senior – Sophiane Méthot (QC)
TRA Women's Junior – Sara-Jade Berthiaume (QC)
DMT Women's Senior – Jordyn Miller-Burko (ON)
DMT Women's Junior – Jordyn Yendley (BC)
TUM Women's Senior – Zoe Hipel (ON)
TUM Women's Junior – Emily Harrison (ON)

2018-2019 DISCIPLINE AWARD WINNERS

MAG:

Sr. Athlete of the Year – René Cournoyer
Sr. Coach of the Year – Jean-Sébastien Tougas
Age Group Coach of the Year – Nistor Sandro

WAG (INDIVIDUAL ALL-AROUND):

Sr. Athlete of the Year – Ellie Black
Jr. Athletes of the Year – Emma Spence & Zoé Allaire-Bourgie
Sr. Coach of the Year – David Kikuchi
Jr. Coaches of the Year – Elvira Saadi & Denis Vachon/ Katerine Dussault, Pierre Privé, Francine Bouffard

RG:

Sr. Athlete of the Year – Katherine Uchida
International Coach of the Year – Stefka Moutafchieva
Jr. Athlete of the Year – Michel Vivier
Domestic Coach of the Year – Natalia Popova

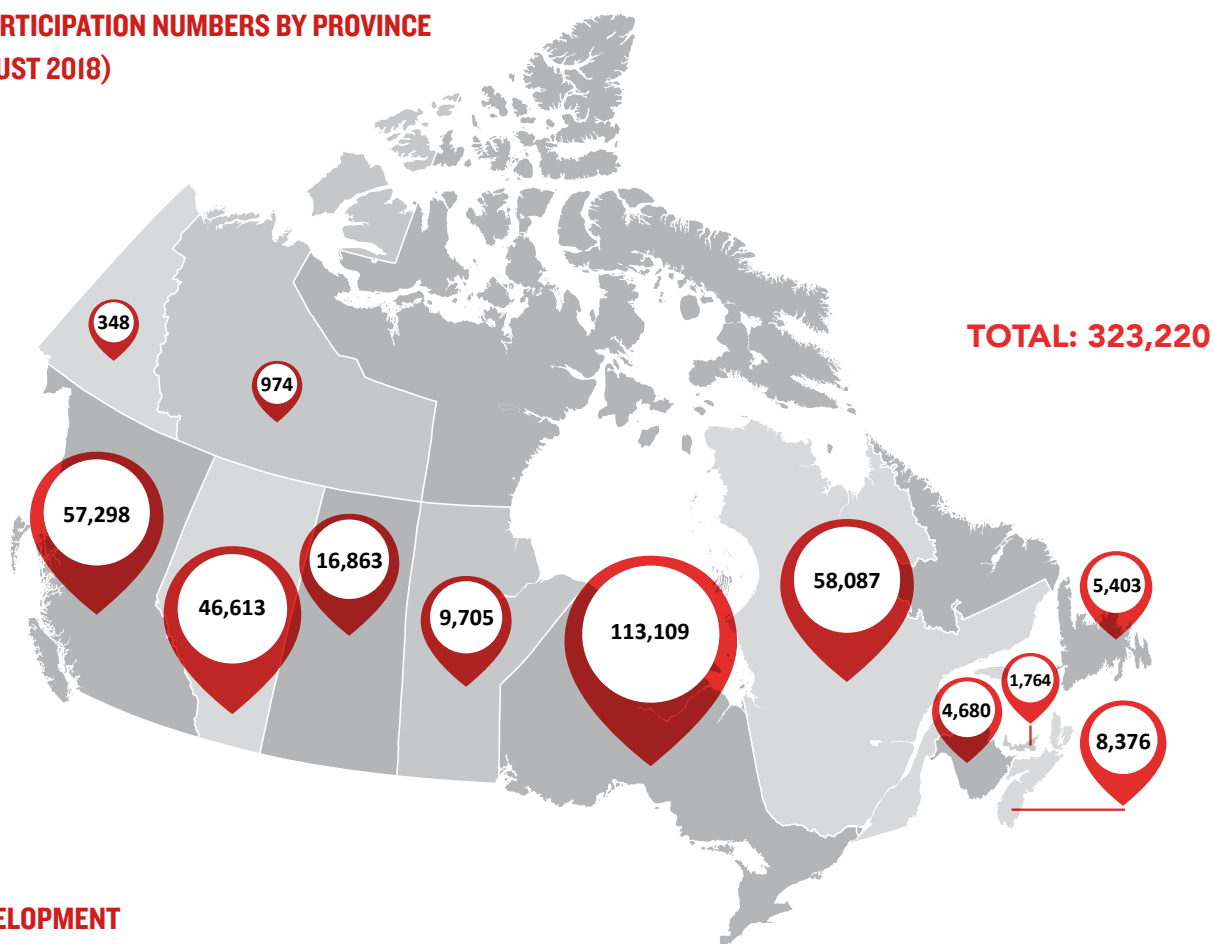
TG:

Sr. Athlete of the Year – Rosie MacLennan
Jr. Athlete of the Year – Jérémy Chartier
Sr. Coach of the Year – Dave Ross
Jr. Coach of the Year – Karina Kosko

SPORT DEVELOPMENT

INCREASED MEMBERSHIP AND IMPROVED TECHNICAL EXCELLENCE

GYMCAN PARTICIPATION NUMBERS BY PROVINCE (AS OF AUGUST 2018)



SPORT DEVELOPMENT

- CanGym development continues. To-date, three pilot phases have been initiated with clubs and coaches across the country, focusing on the physical literacy stages of development. Continued technical content development and piloting is planned for 2019-2020, including Active Start, Fundamentals, and Learn to Train.
- Acrobatic Gymnastics – Canada sent a team of 28 athletes and 6 support team members to the 2018 World Age Group Competitions in Antwerp, BEL from April 4-10 where three Canadian units qualified for finals – a first for Canada in any category and age group at this event. Mila Di Salle and Theo Chan finished 4th in 11-16 Mixed Pair; Lauren Bligh, Camile Calvo, and Emma Carlton finished 4th in 12-18 women's group, while Ava Gokiart and Evelina Merkulov finished 9th in 11-16 women's pair.



COACH EDUCATION

TOTAL # OF NCCP COURSES DELIVERED IN CANADA IN 2018-2019: **806**

Gymnastics Foundations (all disciplines): 688



57

COMPETITION 1 (ARTISTIC)



15

COMPETITION 2 (ARTISTIC)



1

COMPETITION 3 (ARTISTIC)



4

COMPETITION 1 (RHYTHMIC)



39

LEVEL COURSES (TRAMPOLINE)



2

LEVEL COURSES (RHYTHMIC)

NCCP TRANSITION UPDATE:



COMPETITION 1, 2, 3 (ARTISTIC)
Complete



COMPETITION 1 (TRAMPOLINE)
In development. First pilot course in June 2019



COMPETITION 1 (RHYTHMIC)
Conditional Approval received. Translation in progress for final approval



COMPETITION 2 (RHYTHMIC)
In development. First pilot course in December 2019



COMPETITION 1 (ACROBATIC)
In development. First pilot course in September 2019

HIGH PERFORMANCE COACH EDUCATION

- Congratulations to the 25 coaches who completed GymCan's 2-year Competition 4 course (3 MAG, 15 WAG, 7 TG coaches).
- GymCan is now revising the Competition 4 coach education pathway to add the Advanced Coaching Diploma as a pre-requisite.

OTHER

- Monthly conference calls conducted with the Coach Education Council.
- Coaching section of the GymCan website has been revised to provide more content and information for coaches and coach developers.
- GymCan continues to train Master Coach Developers for the PTSOs.
- GymCan continues to provide FREE Coach Evaluator training.
- GymCan has developed an exclusive PTO web page that contains up-to-date coach education documents that they may require.

ORGANIZATIONAL EXCELLENCE

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

SAFE SPORT

- Safe Sport Framework developed, which serves as an overarching guide for our vision of and commitment to Safe Sport and the corresponding policy, education, and advocacy initiatives that strive to further strengthen the administration and delivery of our programs, events, and services.
- First phase of National Safe Sport Policies developed and launched including: National Safe Sport Policy; Code of Ethics and Conduct; Abuse, Maltreatment, and Discrimination Policy; and Complaints and Discipline Policy; received Board of Directors approval on March 31, 2019.
- Consistent engagement with National Team athletes, coaches, and judges at GymCan events, training camps, and activities to provide educational workshops, share Safe Sport progress updates, and strengthen awareness of the Safe Sport program.
- Developed and launched the Safe Sport section of GymCan website to provide an overview of the program, links to policies, helpful resources, and information for reporting misconduct.
- Participated in the Sport Inclusion Task Force Pilot Project, initiated an LGBTQI2S Ambassador Program, and developed a strategic plan of initiatives designed to advance inclusion in Canadian gymnastics leading into Tokyo 2020 and beyond.

EVENTS

- Hosted the 2018 Canadian Gymnaestrada at the Richmond Oval in Richmond, BC from June 27 to July 1st. The theme was “Diversity through movement”.



51 REGISTERED GROUPS, 1174 REGISTERED PARTICIPANTS

PROVINCE	# GROUPS	# PARTICIPANTS
AB	22	380
BC	17	507
MB	2	73
ON	6	139
SK	3	52
NU	1	23

Performance Day 1 – Richmond Oval: 48 Group Performances

Performance Day 2 – Richmond Oval: 50 Group Performances

Performance Day 3 – Steveston Village Canada Day Festival: 23 City Performances

- Successfully delivered 7 domestic events across the country.
- Updated Event Hosting Manual for Local Organizing Committees to create greater efficiencies in event delivery.



MARKETING & COMMUNICATIONS

MARKETING

- New Gymnastics Canada brand launched on January 9, 2019.
- Although our individual disciplines are unique, they all celebrate movement of the human form. They also all share the idea of ‘sticking the landing’ or ‘presenting’ when embarking on a routine, or celebrating on the podium. Our new visual identity reflects this common position of pride and strength within the iconic maple leaf, while also equally representing the bilingualism that makes Canada unique. Modern, clean, and iconic, our new identity represents a nod to our past, as well as a firm step forward into the future.
- Our tagline celebrates that we are a foundation sport that prepares people to take incredible steps and stand on any number of podiums in life - “From here, we soar”.
- An anthem video showcased our new brand to the world. This short film captured the stunning imagery of the sport in its diverse forms while also showcasing some of our top athletes, and has won several awards, including: “Winner – Editorial Montage” from the Association of Independent Commercial Producers in April 2019, and the Gold medal in editing from the 2019 Marketing Awards.
- Our social media channels have also taken on the new brand and bilingual identity @gymcan1.
- All creative was developed by Toronto-based marketing agency DOT DOT DASH and was financially supported by the Canadian Olympic Committee’s NSF Sport Enhancement Initiative.

BUSINESS DEVELOPMENT

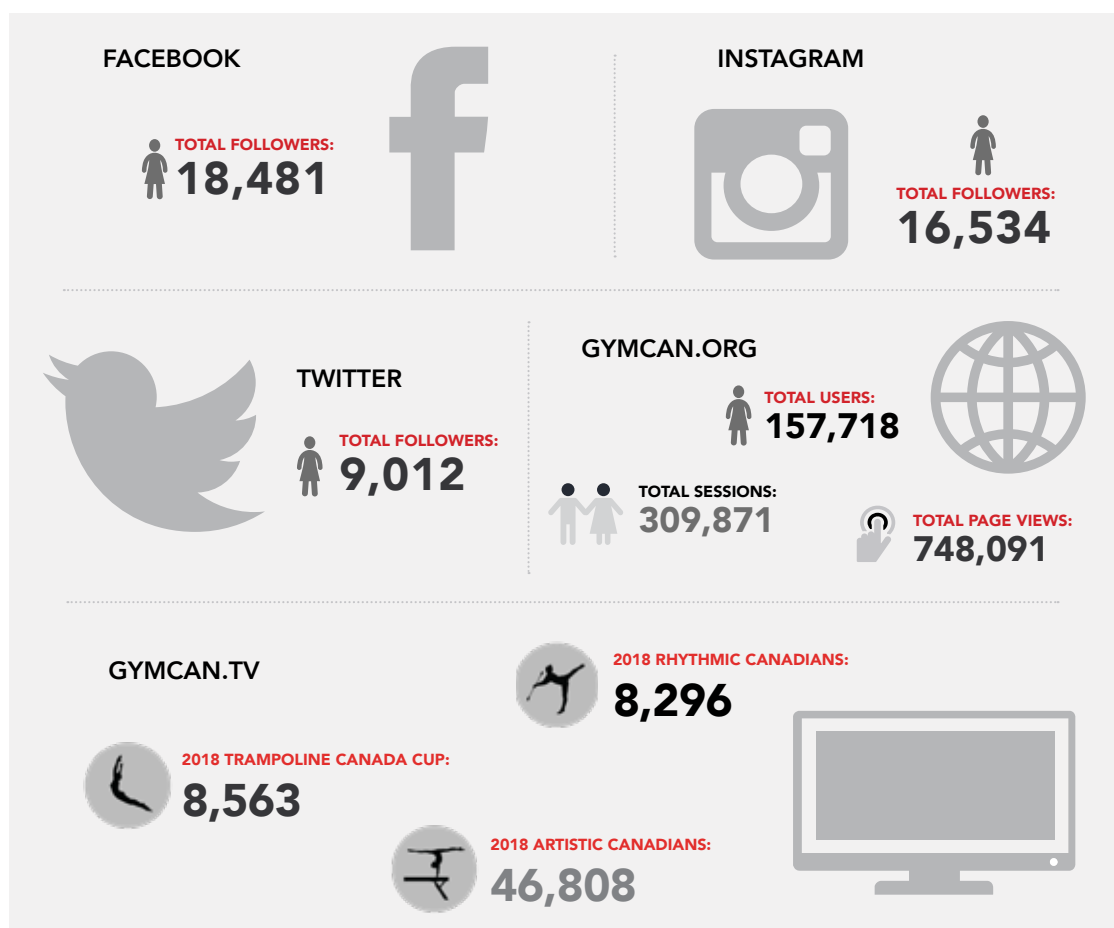
- New sponsorship deal signed with Venturelli S.r.l. in March 2019 as official technical apparel supplier of the rhythmic gymnastics national team; They join our other national team technical suppliers – Jagwear (women’s artistic & trampoline), and TURN Gymnastics Apparel (men’s artistic & trampoline).
- Partnership signed with FloSports to provide live and on-demand coverage worldwide of all national events on FloGymnastics through the Tokyo 2020 Olympic Games.
- RFP process commenced in March 2019 for new national team uniform sponsor.
- Photoshelter photography database continues to expand and now offers photo sales from selected events.

COMMUNICATIONS

- On-site event coverage of 8 domestic competitions in 2018-2019 including the 2018 Canadian Gymnaestrada and the 2019 Canada Winter Games; On-site event coverage of 3 international competitions in 2018 – the 2018 Commonwealth Games, 2018 Trampoline Gymnastics World Championships, and the 2018 Trampoline Gymnastics World Age Group Competitions.
- Over 280 press releases composed, posted to the website and social media channels, and distributed to the media in both English and French covering domestic and international events, as well as corporate communications.

SOCIAL MEDIA/WEBSITE REACH

DATE RANGE: (APRIL 1, 2018 – MARCH 31, 2019)



FINANCIAL MANAGEMENT

ACHIEVE FINANCIAL STABILITY AND GROWTH

LEAN MANAGEMENT PROCESSES

- Account coding system restructured to enable improved reports to be produced for multiple users and increased transparency.
- Trust fund processes and policies updated.
- Financial statement for athletes commission developed.
- Developing funding structure on safe sport development costs.
- Decrease in operational expenditures for 2020 budget by 160K.

FINANCIAL OPERATIONS OVERVIEW
FOR THE YEAR ENDED MARCH 31, 2019

REVENUE		
	2019	2018
Membership fees	\$2,507,174	\$2,620,177
Government contributions	\$1,697,000	\$1,610,465
Program initiatives	\$824,096	\$386,184
Events	\$815,128	\$2,445,451
Marketing, fundraising, and merchandising	\$421,024	\$217,875
Coaching and sport development	\$230,497	\$177,990
	\$6,494,919	\$7,458,142

EXPENSES		
National teams	\$3,564,999	\$2,949,063
Administration	\$923,811	\$1,172,794
Events	\$725,450	\$2,191,313
Education and sport development	\$578,702	\$530,416
Marketing, fundraising, and merchandising	\$511,498	\$310,338
Safe Sport	\$195,557	\$102,651
	\$6,500,017	\$7,256,575

Excess (deficiency) of revenues over expenses on general operations for the year	(\$5,098)	\$201,567
Other income/expenses:		
Unrealized gain on investments	(\$5,600)	
Inventory write-down	(\$17,426)	(\$51,808)
Excess (deficiency) of revenue over expenses	(\$28,124)	\$149,759

DISCIPLINES PROGRAM COSTS BREAKDOWN		
Women's Artistic	\$957,848	\$804,071
Men's Artistic	\$884,757	\$594,075
Trampoline	\$1,089,810	\$1,048,588
Rhythmic	\$632,584	\$502,329

GYMNASTICS CANADA BOARD OF DIRECTORS

AS OF MARCH 31, 2019

WILLIAM THOMPSON – Chair
JACK PAYNE – Vice-Chair
BARBARA BERGERON – Secretary
NICK LENEHAN – Director

TWYLA RYAN – Director
KIM SHORE – Director
ROSIE MACLENNAN – Athlete Representative

GYMNASTICS CANADA ATHLETE'S COMMISSION

ROSIE MACLENNAN – Chair
BRITTANY ROGERS – WAG Representative
SCOTT MORGAN – MAG Representative

ATHENA TSALTAS – RG Representative
TREVOR STIRLING – TG Representative

GYMNASTICS CANADA STAFF

AS OF MARCH 31, 2019

IAN MOSS – CEO
MARY DEGRASSE – Executive Assistant

HIGH PERFORMANCE

JASON WOODNICK – Program Manager, MAG
ED VAN HOOFF – Head National Team Coach, MAG
TERESA ORR – National Team Director, RG
BRIHANA MOSIENKO – Sr. Program Coordinator, RG
NIKI LAVOIE – Program Manager, TG
KAREN COCKBURN – National Team Director, TG
AMANDA TAMBAKOPOLOUS
 – Program Manager, WAG
ALEX BARD – National Team Coach, WAG
VÉRONIQUE DÉSJARDINS
 – Coordinator, High Performance
KRISTEN LEBLANC
 – Coordinator, High Performance

SPORT DEVELOPMENT/EDUCATION

SUZANNE FISHER – Program Manager, Education

MEREDITH WARNER
 – Program Manager, Sport Development
DENISE ALIVANTOV
 – Program Coordinator, Education
DENISE GAUTHIER
 – Program Assistant, Education

SAFE SPORT

ELLEN MACPHERSON – Director, Safe Sport

COMMUNICATIONS & MARKETING

JULIE FORGET – Director, Communications & Marketing

EVENTS

MARIÈVE REID – Director, Events

FINANCE

CHANTAL CLERMONT – Director, Finance
ANNIE CHEN – Assistant, Accounting

SPECIAL THANKS

Thank you to the provincial/territorial gymnastics federations/associations for their ongoing trust, support, and collaboration.

PROGRAMMING PARTNERS



CORPORATE PARTNERS



SUPPLIERS

