



Strengthening Our Gymnastics Community: Gymnastics BC & The Operational Enhancement Initiative

◆ Why the Operational Enhancement Initiative (OEI) Matters:

- Sport organizations need more support as governance & safety expectations grow.
- OEI helps build stronger, sustainable systems for the future.

🔍 OEI Focus Areas

1. Organizational Priorities
2. Standards of Practice
3. Leading Practices
4. Sport Culture Index

🔑 Key Pillars of the OEI Review

✓ Strategic Planning

- Align future plans with OEI findings & Sport Culture Index results.

✓ Governance & Board Structure

- Clear Board vs. Staff roles
- Director elections reform
- Conflict of loyalty and interest clarified

✓ Human Resources

- Staff performance plans aligned with strategy
- CEO evaluation & succession planning needed

✓ Financial Planning

- Strong reporting & budgeting systems
- Need updated policies & improved statutory filings reporting

✓ Risk Management

- Insurance coverage in place
- Risk Registry & Policy in progress

✓ Safe & Inclusive Environments

- Safe Sport policies adopted
- DEI framework under development

✓ Program Evaluation

- Annual club/member feedback loops
- Continuous improvement based on summit reviews

GymBC's Organizational Priorities

1. Harness the **PASSION** in our community
2. Support **GOOD GOVERNANCE** at all levels of the sport
3. Advance a **CULTURE OF BELONGING** through Diversity, Equity and Inclusion
4. Guide aligned **STRATEGIC PLANNING**

Recommendations Summary

Area	Recommendation
Legal & Bylaws	Simplify membership classes, clarify registrant definitions
Governance	Create full elected Board, formalize Board-CEO boundaries
Committees	Clarify roles & election of Technical Chairs
HR	Activate CEO evaluations, define succession plans
Finance	Update policies, designate Finance Director
Risk	Finalize Risk Policy & Registry
Safe Sport	Align policies with GymCan & Sport Safeguarding BC
Evaluation	Broaden surveys, integrate data into planning

Key Takeaways for Members

- ✓ Stronger, more inclusive governance is conceivable
- ✓ Aligned strategic direction will enhance the gymnastics community
- ✓ Better club support will increase good governance alignment
- ✓ Transparent operations builds trust and a positive culture
- ✓ Enhanced safe sport environments benefit ALL participants