



**Gymnastics Federation**

**American Samoa**

**Strategy 2019 - 2023**

# 2017 - 2020 Gymnastics Federation American Samoa Strategy Map

**Vision Statement: Gymnastics – Movement Begins Here**

## Our Mission

To promote gymnastics as the foundation for all sport and develop future champions

## 2020 Performance Indicators / Aspiration

- 300 registered members (athletes)
- Representation at an international &/or FIG event

## Strategic Priorities

01 Engage & Enthuse

02 Enable

03 Excel

04 Endure

## Performance Measurement

- 5 Clubs conducting regular gymnastics programs
- 300 registered members (athletes)

- 20 accredited coaches
- 5 clubs in American Samoa

- Participants attending an international event
- Gymsports offered at clubs are: GfA, ACR, FreeG & AER
- National Championships conducted

- Recognised and affiliated with the NOC.
- Partnership developed with the Department of Youth & Women Affairs
- GFAS successful in securing funding from NOC

## Strategic Initiatives

1.1 Build the Gymnastics profile in American Samoa

1.2 Develop and implement an engagement strategy for out-of-school-hours programs

1.3 Create a digital database of registered members (athletes)

2.1 Build the capacity and capability of the club infrastructure to ensure 3 viable clubs

2.2 Build the capacity and quality of the coaching work force

3.1 Develop pathways and programs for all Gymsports that lead to a performance / competition infrastructure

4.1 Build financial capabilities of the organisation to achieve the strategic direction

4.2 Build the capability of the board and the organisation

4.3 Build and enhance stakeholder relationships

## Core Values

Excellence

Leadership

Integrity

Teamwork

# 01 Engage and Enthuse

We will raise awareness and heighten perceived value of the sport of gymnastics in schools and communities of American Samoa.

## 2019– 2023 GOALS / KPIs

- 5 Clubs conducting regular gymnastics programs
- 300 registered members (athletes)

## TRANSFORMATIONAL STRATEGY

*Advocate fundamental movement as an essential life skill for a child's development and position Gymnastics as the primary provider of fundamental movement programs in communities.*

## 2020 OUTCOMES

- GFAS website content developed
- 1000“Likes” on GFAS Facebook page
- 2 workshops/courses conducted by local gymnastics presenters

## 2020 Strategic Initiatives/Projects

### 1.1 Build the Gymnastics profile in American Samoa

- Build content on GFAS website to at least 9 pages
- Maintain GFAS Facebook Page and release regular updates to the community and increase following
- Support clubs to expand programs

### 1.2 Develop and implement an engagement strategy for out of school hours programs

- Work with DYWA and ASNOC to promote gymnastics in American Samoa
- Encourage at least 2 individuals to establish privately owned clubs/programs

### 1.3 Create a digital database of registered members (athletes)

- Create a club member registration form
- Encourage clubs to provide regular athlete member registration lists

## 02 Enable

We will improve the capacity and capability of coaches and clubs to deliver quality services and experiences to participants.

### 2019– 2023 GOALS / KPIs

- 20 accredited coaches
- 5 clubs in American Samoa

### TRANSFORMATIONAL STRATEGY

*Build the workforce capabilities for Gymnastics with enhanced education opportunities and by embracing new technologies that supports the workforce needs.*

### 2020 OUTCOMES

- 3 active affiliated clubs
- 10 accredited coaches

### 2020 Strategic Initiatives/Projects

#### 2.1 Build the capacity and capability of the club infrastructure to ensure 5 viable clubs

- Identify venue locations appropriate and available for gymnastic activities
- Research opportunities to procure donated equipment from US Mainland, Hawaii, Australia, and New Zealand

#### 2.2 Build the capacity and quality of the coaching work force

- Develop a mentor system for current coaches
- Conduct continuous coach development opportunities
- Actively market to job seekers to undertake coaching courses
- Continue to build the number of coaches & judges by conducting free courses for all disciplines

# 03 Excel

We will provide competition opportunities within American Samoa

## 2019 – 2023 GOALS / KPIs

- Participants attending an international event
- Gymsports offered at clubs are: GfA, ACR, FreeG & AER
- National Championships conducted

## TRANSFORMATIONAL STRATEGY

*Enhance and improve clubs delivery of all gymsport programs through clearly defined pathways to events and programs for athletes and coaches.*

## 2020 OUTCOMES

- American Samoa Gymnastics Championships conducted
- National gymnasts (athletes) Clinic conducted

## 2020 Strategic Initiatives/Projects

### 3.1 Develop pathways and programs for all Gymsports that lead to a performance / competition infrastructure

- Develop an event strategy
- Conduct introductory competition in at least one Gymsport
- Offer a National Clinic for coaches and athletes

# 04 Endure

We will build a sustainable business model to ensure the long-term future for Gymnastics Federation of American Samoa.

## 2019 – 2023 GOALS / KPIs

- Recognised and affiliated with the ASNOC.
- Partnership developed with the Department of Youth and Women's Affairs
- GFAS successful in securing funding from ASNOC

## TRANSFORMATIONAL STRATEGY

*Develop and build an organisation that maximises efficiencies via clearly articulated roles and responsibilities and delivers financial capability through diverse income sources.*

## 2020 OUTCOMES

- Recognised by ASNOC as a member in good standing
- GFAS maintains official FIG recognition
- Policies Developed:
  - Grievance policy
  - Selection policy
  - Codes of conduct
  - Financial delegations
- Risk Register and calendar of review developed for all policies

## 2016 Strategic Initiatives/Projects

### 4.1 Build financial capabilities of the organisation to achieve the strategic direction

- Develop Board Governance & other policies
- Develop a Risk Management Framework across the organisation
- Establish a register and calendar of review for all policies with all documents receiving board review once every two years

### 4.2 Build the capability of the board and the organisation

### 4.3 Build and enhance stakeholder relationships