



ANNUAL REPORT

2023



ABOUT ARGOS GYMNASTICS



"THANK YOU SO MUCH FOR EVERYTHING YOU HAVE DONE AS A CLUB TO SUPPORT MY DAUGHTER THIS YEAR, IT IS AMAZING TO SEE SUCH AN INCLUSIVE AND SUPPORTIVE GYM AND WE LOVE BEING A PART OF ARGOS. GYMNASTICS HAS REALLY HELPED MY DAUGHTER BRING HER SPARK BACK"

RACHEL - VIA EMAIL

ARGOS Gymnastics Club supports the participation of over 3000 members a year across several styles of gymnastics, including trampoline, tumbling, and artistic gymnastics at recreational and competitive levels from preschool to adult.

ARGOS stands for Artistic, Rhythmic, General Organisation of Sports. It is also the name of two Greek heroes, one a warrior showing strength and power (the gymnast), the other had 100 eyes (the coach!).

We are committed to providing quality gymnastics for all, regardless of age, ability or social background and believe gymnastics provides not only a foundation for any sport, but essential skills for life – self management, teamwork, commitment and resilience.

PRESIDENTS REPORT

EMMA CRONIN



2023 felt like a year of bedding down and returning to relative 'normal', however in review it was another exceptional year of firsts as we;

- Cracked the 3000 member mark, averaging 761 members per term
- Hosted the Midlands Elementary champs (and a whole lot of other events)
- Welcomed Carolyn Steeves as our new WAG coach
- Paid off a long standing bank loan, making us debt free
- Tidied up our title confirming ARGOS as mortgage free
- Became 'Safeguarding Children' compliant with Gymnastics NZ

There was a very full season of events hosted by ARGOS, and I'd like to thank all those that volunteered their time to help out. A huge team effort goes into the organisation of our home events and ARGOS are incredibly lucky to have an amazing staff who work tirelessly to make every event a success. We also have an amazing Senior Competitive Team who dedicate their time to give back to the club at every event and they should be commended for their hard work and generosity.

2023 was also a time of closure for some very special gymnasts. We said farewell to our most senior gymnast, Arianna Golding who has been with the club for 11 years. Her accolades are too many to name but highlights include winning two international competitions

in Hawaii in January 2023. ARGOS extends its thanks to her family for all their support throughout the years.

Another long term WAG member, Kendall Robson also retired, but we are fortunate that both gymnasts continue to share their expertise, coaching the Junior WAG team. We also sadly farewelled Aimee Mitchell who coached our Junior WAG and pre-school program.

The Committee were successful with several grant applications securing funding for new lighting equipment and a sound system along with financial help towards a special needs program and staff wages. A huge shout out to the DIA, TECT, TAB, NZCT and Grassroots for their support.

The Committee completed a Health and Safety review, including achieving Safeguarding Children compliance with GNZ. We also began rolling out new initiatives in our competitive program focussing on gymnast well-being and enhanced communication and engagement with our competitive families.

Our website was revamped and refreshed. Program fees were reviewed and have sadly increased across all classes to meet the increased wages and operational costs inflation brings.

In reviewing our strategic goals from last year, all were largely met with the exception of the building. This has stalled due to flooding/drainage issues that we are trying to resolve. A number of potential new building sites were investigated and we will continue to look at options for future expansions. In the meantime, we have committed to spending some funds on improvements to the building and will be seeking grants to support this throughout 2024.

Thank you to the committee for all your hard yards: attending committee meetings, reviewing policies and financials, setting budgets, seeking grants, volunteering at events and all the other bits and pieces that need to happen to run a not-for-profit club.

On reflection, what I found incredibly rewarding in 2023 was seeing the crowds that attended the end of year Competitive and Club display days. Both were superb events that really speak volumes for our club. I also really liked seeing the social media posts of kids just having fun doing gym and all the amazing things they achieve and all the ways it's kept exciting throughout the year with dress ups, themes and rewards all organised by our awesome team of staff.

ARGOS STRUCTURE

Our Senior staff include;

- Stephanie Kerr** Centre Manager
- Emma McCarthy** Customer Service & GFA Coach
- JaNyce Johnson** Head Coach WAG & Tumble
- Carolyn Steeves** Senior WAG Coach
- Cara Forster** Head Coach Recreational
- Riley Maguire** Head Coach MAG & Tramp
- Ella Scrivens** Junior MAG and GFA Coach
- Khloe Perry-McGrath** Preschool & Adapted Classes Coach

Our coaching staff include;

- Enika Daisley, Dana Doyle, Charlotte Grey, Renee Gledhill, Isla Wills, Chloe Hunt, Charlie Murray, Adelle King, Jesse Torstorson, Dylan Jackson, Katharina Kersten, Ashley Meares, Pippa Cronin, Kendall Robson, Sarah Green, Kendall Robson & Ariana Braid.

Volunteers

We are extremely grateful to Gavin Lodge, Cushla lacarrino, Donna Jarden, Peter Rowland and Lenka Wilson, our judges, who contribute many hours of quality judging at our competitions.

We would also like to thank Rob Jackson, Scott Sambell, Donald Kerr and Wayne Becker for their generous help, Nikki and Stuart Scrimgeour, Anna and Caleb Standen for their help and advice, Danielle Wannop and Kelly Hunt who work tirelessly in the canteen, and Shane Eastergaard for building maintenance.

Sponsors

ARGOS would also like to thank our sponsors for their continuing support: Keam Standen Lawyers, Bay Karts, Stroud Homes and The Wellness Den.

COMMITTEE

ARGOS is governed by a volunteer committee, parents of gymnasts who meet monthly. The members of the committee are:

- EMMA CRONIN** Chairperson & WAG Parent
- CARMEN MONTGOMERIE** Secretary, Grants & WAG Parent
- DEBBIE HUGHES** Treasurer & WAG Parent
- KAT HAMILL** GFA Parent
- DANIELLE WANNOP** Canteen Manager & WAG Parent
- NIKKI SCRIMGEOUR** MAG Parent
- HELEN MCBURNEY** WAG Parent
- JO BURRELL** WAG Parent





OUR VISION

CREATING AN INCLUSIVE COMMUNITY WHERE EVERYONE CAN REACH THEIR POTENTIAL THROUGH GYMNASTICS

OUR MISSION

OUR MISSION IS TO ENCOURAGE MOVEMENT, SUPPORT GROWTH AND FOSTER SUCCESS BY PROVIDING QUALITY GYMNASTICS THAT IS DELIVERED WITH INTEGRITY, RESPECT AND EXCELLENCE.



ARGOS' VALUES

GYMNASTICS FOR ALL

WE ENSURE THAT WE ARE OPEN TO EVERYONE. WE CREATE A SAFE ENVIRONMENT THAT WELCOMES DIVERSITY, PROMOTES RESPECT, AND EMPHASISES PARTICIPANT WELL-BEING.

TEAMWORK

TOGETHER WE ARE STRONGER.

WE KNOW THAT CULTURE CREATES CHAMPIONS - WE INVEST IN MAKING ARGOS GYMNASTICS A GREAT PLACE TO WORK, VOLUNTEER, AND BELONG.

FUN

WE ENCOURAGE A POSITIVE EXPERIENCE FOR ATHLETES, COACHES, AND PARENTS.

EXCELLENCE

WE STAND FOR EXCELLENCE.

WE LEAD BY EXAMPLE.

WE ARE DRIVEN TO MAKE GYMNASTICS THE BEST IT CAN BE.





CENTRE MANAGER'S REPORT

STEPHANIE KERR

As I move into my fourth year as Centre Manager at ARGOS, it brings me real joy to see a club that is thriving, growing and living up to its values.

Our staff are amazing. Their dedication to the sport, team work and their ability to make everyday fun, makes it a pleasure to be at the gym. They are continually learning, mentoring and coaching each other to be the best they can be.

To our extremely capable and inspiring committee, thank you for your on-going efforts to serve ARGOS Gymnastics. You lead, guide and support our community in all that you do, providing a better gymnastics experience for every member.

I would like to thank all our volunteers who donate time, products, food and raffles to make all our competitions a success. Your help means that profits can go straight back to the club benefitting all our codes.

And lastly, I would like to acknowledge the commitment and dedication of our members, from our preschool parents, right through to our adult gymnasts. You bring such energy through our doors, and we love seeing you back term after term, watching you grow and master the sport of gymnastics.

CODES

Registrations have continued to grow year on year, but the success of our membership is the retention of gymnasts that has reached an all-time high. This is due to the delivery of much sought after programmes and excellence in coaching.

This year we introduced Excel to our Gymnastics for All (GfA) program. The introduction of this level of GfA has resonated with many of our members with spots highly sought after.

We also introduced T&C, a trampoline and gymnastics hybrid class aimed specifically at boys. Having identified a gap in the market, we've enticed boys back to traditional gymnastics but with the added

fun of flipping out on the trampoline. This class has proved popular and we now have four weekly classes.

Preschool classes were once again filled to capacity. Quality coaching has seen a huge retention of our preschoolers and adapted classes.

The competitive program was helped out with a much-needed coaching injection with the arrival of Carolyn Steeves from the USA. We will continue to go through the cycle of losing our older senior gymnasts as they leave the sport, but are boosted by a large number of juniors who continue to impress with their skills and commitment.

COMPETITIONS

ARGOS hosted a huge seven home competitions! We finally got over the 2-year COVID curse and held our first Senior Competition since 2020, followed closely by the Midlands Elementary Competition. Our Recreational Competitions excelled with full programs and competitors. The crowning jewel being our second 'GFA in the Bay' Recreation Competition. ARGOS joined forces with Te Puke Gymsport and Impact. It was heavily supported by the Midlands Regional clubs and was a financial success for all three clubs. This competition is only going to grow, with 2023 numbers way up on those attending in 2022. AIMS Games was a huge success with 92 schools attending the gymnastics tournament over 5 days.

THE FUTURE

As I look to the future, I will be continuing to focus on driving innovative programs and operational efficiencies as well as continuing our growth strategies. We are at near capacity with many of our programs, so to move forward we need to consider new or improved premises. Discussions have commenced and we will continue to move these forward to create a gymnasium for all.

We've set a high bar, but we have the support from the club and committee to achieve great things.

OUR PROGRAMMES & EVENTS

WE PRIDE OURSELVES ON BEING ALL ABOUT INCLUSION, SUPPORT AND ENCOURAGEMENT



PRESCHOOL

141 GYMNASTS PER TERM



RECREATIONAL

550 GYMNASTS PER TERM



COMPETITIVE

86 GYMNASTS PER TERM

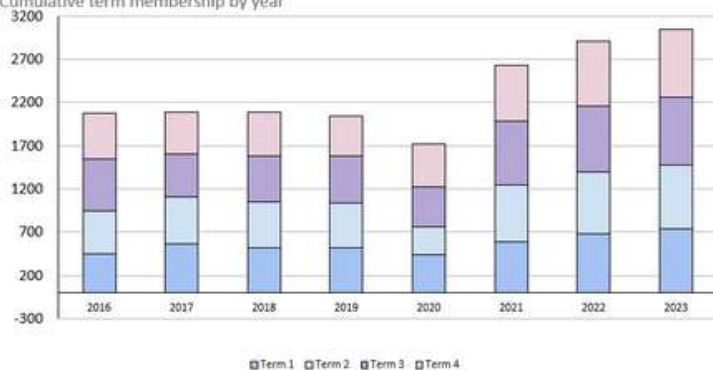


ADAPTED CLASSES

50 GYMNASTS PER TERM

ARGOS hosts a range of community recreational and competitive local events. Hosting competitions helps to provide some revenue for our club. ARGOS are proud to host a Junior and Senior Artistic Competition, Midlands Regional Championships, Schools Gym Festival for years 3 - 8, AIMS Games and the ARGOS Recreational Gymnastics Festival aimed at participation and fun.

Cumulative term membership by year



Post Pandemic numbers have grown considerably, helped by the introduction of new programs, excellent coach training, top equipment and a sound support system.



We value diversity and work with the community to provide private and group lessons for gymnasts that are neurodiverse, blind low vision, hearing impaired, and physically disabled.

We have partnered with the Child Development Service, Homeschool Bay of Plenty, Tauranga Special School to coach a range of ages and abilities whilst giving our coaches the opportunity to engage, learn and bring gymnastics into their world.

STRATEGIC DIRECTION

"EFFORTS AND COURAGE ARE NOT ENOUGH WITHOUT PURPOSE AND DIRECTION" JOHN F KENNEDY



2023 was a year of action at ARGOS with both staff and committee hitting many of their KPIs.

Our first focus concentrated on member retention. We created a three pronged approach that included improving communications, both in planning and delivery, member engagement and improved staff engagement.

To support this initiative we revamped our website and newsletter to be more efficient, user friendly, and to contain quality relevant information. We also emailed in-depth communications to parents outlining the gymnast pathway, skills and requirements of each CfA level. Social Media continued to be relevant and fun for users, highlighting the successes of the club and its members.

Our second focus was to deliver quality programs and events. The establishment of the Excel program created a pathway for gymnasts that allowed them to compete the same progressions and high level skills that the STEPs program does, but without the time commitment and pressures, and with a more relaxed focus around competitions. The Excel program now

has 63 gymnasts over 3 levels and has created a pathway for many girls who want gymnastics to be their sport of choice. Excel can be accomplished on a two-day a week commitment, with shorter training sessions, and allows for gymnasts to progress at different rates on different apparatus.

In order to create quality programs, we need quality staff. ARGOS leads in continuous learning and training. We ensure staff are trained in not only gymnastics, but class behaviour management, first aid, judging and leadership. Riley Maguire achieved the FIG Level 2 Qualification for Men's Artistic Gymnastics and now leads the biggest MAG team in the Bay of Plenty. Many of our younger coaches passed their XTND GNZ coaching qualifications. Our commitment to training and mentoring has seen us retain great staff that are motivated to learn more and consistently improve, resulting in the retention of happy members.

Another focus in 2023 has been the upkeep and maintenance of our building. Being at capacity has its disadvantages in that we are bursting at the seams size-wise and need to look for new premises or renovate our

existing building. There have been many hurdles to jump over; we have had meetings with the TCC, had draft plans drawn up and have considered alternative buildings. All have been met with major roadblocks. This is not the end though. We enter 2024 with renewed vigour and will continue to apply for facilities funding to upgrade our kitchen and bathrooms until we can find the perfect space to land.

In 2024 our commitment to increase sponsorship and funding will be at the forefront of our goals. We foresee a tougher year financially, and with inflation continuing to rise, we are well aware of the need to keep fees low to ensure we are able to offer gymnastics to our entire community.

Planning has set ARGOS up in good stead. We are meeting our targets and setting new timeframes for existing goals yet to completed.

STRATEGIC PLAN 2024

1

ARGOS is the gymnastics club of preference in BOP, exemplifying a positive, engaging club culture.



KEY INDICATORS

- Engagement by members improves (volunteering, participation in events, social media hits).
- Member retention increases, enrolments at capacity
- Club Values well known and exhibited by all.

2024 FOCUS

- Focus on whanaungatanga (forming and maintaining relationships and strengthening ties).
- Improved competitive programme communications, planning and delivery
- Improve understanding and engagement of members
- Enable processes to support volunteer succession

2

ARGOS delivers quality programmes and events



- Enrolments at capacity across all programmes.
- Member retention increases.
- Utilisation of space optimised during offpeak periods.
- Event quality and participation increase.

- Maintain quality event delivery and recognition as an exemplar provider of events.
- Prioritise events that support gym for our community and ARGOS.
- Increase competitive membership and retention

3

ARGOS supports its members and staff to be their best



- Gymnast progression improves:
- recreation levels advanced yearly.
 - competitive gymnast representation and performance at regional and national competitions improves.
 - Staff retention improves.
 - Staff qualifications progressed annually.

- Roll out of Competitive Programme Plan.
- Retain recreation achievement progress and communicate gymnast pathway options.
- Support staff PD pathways
- Celebrate gymnast success

4

ARGOS provides exemplary equipment and facility



- New Equipment (50K annually).
- Improved facility - building extension progressed.

- Prioritise grant funding for key gym equipment and building improvement needs.
- Progress alternative options for a build.

5

ARGOS has a sound support framework



- Financially robust - annual revenue 100K via grants and sponsors, reserves established, operating sustainably
- Committee membership solid, regular meetings, achieving strategic goals.
- Systems and processes are reviewed annually.

- Review systems to support committee succession
- Enable more sponsors/support

FINANCIALS

DEBBIE HUGHES

2023 has flown by and ARGOS Gymnastics Club Inc. finished the financial year to 31 December 2023 right on track with our strategic focus and in a strong & stable position. These financial statements have been audited and we thank Bethlehem Accounting & Taxation Services for providing ARGOS with the official Financial Statements for the year ended 31 December 2023.

The overall surplus achieved is an extremely good result and a reflection of the diverse and popular classes now offered over a range of age groups, communities and gymnastics codes. As a not-for-profit organization this surplus will be recycled back into the club benefiting all ARGOS members.

ARGOS continued throughout 2023 to drive new initiatives to increase capacity, introduce new classes, and maximize the use of the gym whilst connecting with our community to meet the needs for special adaptive & community group classes. It reinforces one of our core values "Gymnastics for All."

This is reflected in an increase in the total income of \$98,403 compared to the 2022 year with increases in the Programme Income across all codes as well as the Preschool & Adapted Classes. The Holiday Programme continued to be very popular amongst our community and we continued to host great events such as AIMS Games, School Fests, GFA in the Bay and Recreational & Competitive competitions.

Total expenses of \$735,576 in 2023 were up just over 17% on the 2022 financial year, with the majority of the costs being salaries and wages and the continuation of increased costs of goods & services.

ARGOS was fortunate enough to receive just over \$40,000 in grant income during the 2023 year. The ability to apply & receive grants in an ever increasing competitive market continues to be of huge financial support to ARGOS and we thank all those grant providers.

ARGOS achieved a huge financial milestone in 2023 with the full repayment of its long standing loans with the ANZ. The club is now mortgage free which allows greater freedom to continue to explore options in the property market or development of existing property. During the year ARGOS paid interest costs of \$2,500 and the club repaid \$80,456 in principal.

ARGOS is committed to providing the best service to our community whilst maintaining our costs and always looking at ways we can further improve our income in order to return these benefits to our members.



GRANTS

WE ARE EXTREMELY GRATEFUL FOR THE GENEROUS ASSISTANCE OF MANY GRANT ORGANISATIONS WHO ENABLE US TO ENSURE OUR EQUIPMENT IS REGULARLY UPDATED AND OUR FACILITY IMPROVED. IN 2023 WE RECEIVED THE FOLLOWING GRANTS:



GRASSROOTS TRUST \$7174
Stereo and Public Address System



PUB CHARITY \$7212
Gym Lighting



COMMUNITY MATTERS \$3000
Adapted Class Coach Salary



NZCT \$30000
Staff Salaries



TAB \$8365
Pommel and Matting



TECT \$17005
Pommel and Safety Matting, T-Trainer and Cover, Springboards, Landing Mat, Wedges

