

# 2022-2026 BC Wrestling Association Strategic Plan

## About BCWA

The British Columbia Wrestling Association (BCWA) is a not-for-profit sports association established in 1970. We are the Provincial governing body for the sport of amateur wrestling in British Columbia and the official representative of Wrestling Canada Lutte in British Columbia.

The BC Wrestling Association is governed by a volunteer Board of Directors to provide direction in supporting the approximately 3,000 registered members comprising of athletes, coaches, officials, associates, and volunteers. By delivering sport development opportunities and guidance, events hosting and sanctioning, insurance and liability protection, and membership governance, BC Wrestling Association strives to ensure the sport's sustainability and safety.

## Vision

To be recognized as a gold standard wrestling organization in Canada in the areas of governance, participation, performance excellence, and sport development.

## Mission

To provide opportunities for participation, performance, and promise in the wrestling community in British Columbia. We will achieve this by:

1. Providing a welcoming and safe environment for all.
2. Unifying and guiding the wrestling community.
3. Delivering gold standard programs and services.
4. Encouraging athlete, coach, official and club participation through organizational procedures and communication structures.
5. To foster a culture of excellence.

## Values

**Respect** – We respect our sport and its role in both community and personal development. It is integral to our culture.

**Ethics** – We believe in fair play, integrity, and respect in the pursuit of excellence.

**Transparency** – We disclose information, opportunities, and decisions in a clear, open, accessible manner, listing and openly communicating with our members and stakeholders.

**Equality of Opportunity** – We believe that our sport must be open and inclusive.

**Excellence** – We believe in providing maximum elite, competitive training opportunities.

## **Who we are and what we do:**

Identifying the roles and responsibilities of BCWA provides focus for development of strategic objectives.

### **Roles and Responsibilities of BCWA:**

- a) Insurance & Liability Protection
- b) Sport Safety
- c) Sport Sustainability
- d) Sport Development (ie. Athlete, coaches, officials, support staff and volunteers)
- e) Tournaments & Event Hosting
- f) Governance & Sanctioning
- g) Guidance
- h) Representative of national sports organization (Wrestling Canada)
- i) Partner of province of BC by delivering wrestling programming
- j) All qualifying events – sanction BC athletes outside the province – that are members of our association

### **BCWA's scope of operation:**

- a) School (Highschool and Post Secondary) vs Club – BCWA's jurisdiction is club only.
- b) Members only club – not required to be a member.
- c) Geography – BCWA operates in BC and supports and sanctions members participation in national and international wrestling activities.

### **BCWA's Jurisdiction**

- a) Clubs
- b) All ages
- c) High performance
- d) After high-school
- e) Year round
- f) All non-school events (camps, tournaments and training)

### **Outside of BCWA's Jurisdiction**

- a) School
  - i. High School Zones Championships
  - ii. Provincial Championships
  - iii. School vs school competitions

## Strategic Objectives

Strategic Objectives have been developed for each programming and operational component. These strategies provide a general description of what will be undertaken. The Plan has been organized by programming and operational areas of emphasis as determined by the Board of Directors centered on information collected from memberships through surveys. Strategic objectives were developed for each area of emphasis to provide further distinction of directional focus.

The four areas of emphasis identified are:

- Grassroots
- High-Performance
- Accessibility
- Coaching

### Area of Emphasis: Grassroots

We are committed to promoting “grassroots” wrestling:

#### Strategic Objectives

1) 50% increase the number of participants in existing Programs
2) Add 5 active programs in the province (i.e. clubs that wrestlers can join), a minimum of one of which is outside the Lower Mainland
3) Host at least 6 events or camps in the coming year
4) Develop a draft “how to grow a successful grassroots program” document [by identifying current successful aspects of our programs]

### Area of Emphasis: High-Performance

We are committed to our high performers:

#### Strategic Objectives

1) Define, identify and communicate the benefits and achievements of BCWA investing in high performance
2) Achieve, maintain, and exceed \$80,000 in funding
3) Explore alternative funding sources (other than government)
4) Increase conversion rate to 30% of targeted athletes

5) National results - 40% medalists from BC (each level)
6) International team numbers - 30% (each level)
7) BC wrestler on the podium at Worlds (each level)

**Area of Emphasis: Accessibility**

We are committed to making wrestling accessible:

Strategic Objectives

1) Understand current state
2) Establish a framework for decision making to integrate accessibility into all program decisions (framework must include considerations of geography, socioeconomic, Indigenous and gender)
3) Connect with the Indigenous games and ISPARC to see how BCWA can best support a minimum of one wrestling program or event (support may include funding)
4) Identify any additional accessibility factors where there is an opportunity for focus

**Area of Emphasis: Coaching**

We are committed to our coaches:

Strategic Objectives

1) Increase the pool of NCCP coaches by 5% per year
2) Have at least one coach developer per zone
3) Add two more “coaching coaches” sessions in the next year
4) Develop a coach mentorship program
5) Offer at least one coach/ wrestling development event for teachers