



GYMNASTICS COACHES ASSOCIATION

OUR VOICE

US GYMNASTICS COACHES ASSOCIATION USGCA

HOW WE GOT HERE

The erosion of the US gymnastics coach has been slow, but steady. Since the 'one person' decision-maker method of training was instituted within the US, the personal coach has taken a back seat. By placing our trust into a system that had success in other countries, mainly the personal coach of US women gymnasts, sometimes through fear of retribution, has largely had their voice removed from the decision-making process in training our athletes. Secretive meetings, behind the curtain decisions as to who "made the team" has certainly played a role in the current climate today.

However, the pendulum has swung too far in trying to correct itself. The gymnastics pyramid top caused a huge wave of uncertainty and fear among the coaching ranks, and yet the governing "top" has not reached out effectively with a clear path outlining the future of the entire pyramid. Instead we find ourselves trying to make sense of the current leadership, the USA Gymnastics (USAG) Board of Directors and the path they are forging...seemingly at the direction of the US Olympic Committee (USOC). We as coaches, as part of the internal training of our athletes at all levels, are wondering when and where the next issue will arise.

OUR VOICE

There is no direct voice for such an important part of the success equation, the coach. All coaches and judges organizations have been placed in the USA Gymnastics Advisory Council...one of 22 other groups with one (1) vote represented on the USAG Board of Directors. The needs of Special Olympics or the YMCA as part of this Council, for example, are far different from what coaches and judges organizations needs are.

Collegiate coaches organizations, as members of the Advisory Council, are capable of forging their own path as college gymnastics is independent of USAG and make their own decisions based on what is best for gymnastics on college campuses.

Gymnastic club owners have an NGB Business Seminar, with leaders showing new methods, revitalizing old marketing, etc., to the select owners group. And with the recent formation of new owners organization, the US Gymnastics Club Owners Association, their needs within the gymnastics community are covered.

HOW A COACHES ORGANIZATION CAN HELP ELEVATE THE STANDARD OF THE GYMNASTICS CULTURE AND MORAL CODE

The development and emergence of the new US Gymnastic Coaches Association (USGCA) comes at a critical time for our sport as we undergo fundamental ethical standards and moral code changes. At least five (5) profound challenges presently dominate our sport and the role played within it by the professional gymnastics coach:

1. There is an unprecedented crisis of confidence in the governance of the sport.
2. There are increasing concerns over the unbridled singular governance of gymnastics.
3. Threats to the integrity of gymnastics are ever increasing, especially through the continual reemergence of inappropriate coach/trainer/provider behavior.
4. The pessimistic view that gymnastics has lost its way, that it no longer serves the greater good or promotes the values that make gymnastics such an important sport for the mainstream.
5. An increasing understanding by the general public that coaches, who make our sports activities possible, are being subject to unacceptable risks, demands and changes to their way of life with little or no input.

The profound nature of these challenges now facing gymnastics call for a strong, independent, professional and well-resourced response on behalf of a most significant stakeholder, the coach. As coaches, to make the changes we need, we must change the moral code from which we all function from— a formal coaches organization can help accomplish this.

The USGCA aims to recognize and 'hear' the coaches voice and their concerns. As athletes come and go, the coaches remain a steadfast part of

the training equation. With no input, there is no recognizable voice...it is not the recognition we want, but rather the voice to be heard.

We aim to foster a culture of continuous learning and professional development. We want to improve the systems we use to collect, share and disseminate leading-edge thinking and practice across all areas of expertise. This will ensure coaches and trainers have access to the latest developments in sport science and sport medicine.

STANDARD OF EDUCATION

USAG previously had a science-driven section with the likes of Dr. George, Mas Wantanabe and Dr. Sands to name a few. Results of the 1984 US men's Olympic team and the implementation of the TOPS program for the women show the definitive results of what a science-driven approach can accomplish. We need to again invest heavily in cutting-edge scientific research to assist coaches and athletes, particularly with sports medicine, management, pedagogy, methodology and sport specific skills and training.

US gymnastics coaches work hard at their craft and remain in the middle income earning bracket for most of their career. Coaches in the US have made a huge impact on the lives of athletes, families and the sport itself and should have more direct impact avenues on their future than what is currently available to them for education.

Currently, the gymnastics NGB solely decides the educational path for gymnastics coaches. Many other sports rely heavily on a coaches organization to help or guide in this educational process. It is important for the coach to have an increased roll and input into the educational plan; the Standard of Education needs to be a collaborative effort.

The USGCA will bring together a diverse range of coaches at all levels and all disciplines and will proactively adopt a robust, democratic and accountable governance structure. By working with other powerful national specific associations such as US Gymnastics Athletes' Coalition (USGAC) and US Gymnastics Club Owner's Association (USGCOA), the USGCA will be the voice for the current under-represented coach. Through a national mobilization and outreach campaign, USGCA will seek to secure the

fundamental rights of gymnastic coaches in all disciplines. Our intent is not to control the national governing body's programming, but to control our own destiny as professional coaches on many fronts.

BENEFITS OF THE USGCA

Employment Networking

Accept employment needs of the gyms AND employment needs of individual coaches, judges, teachers, etc. Currently, our NGB only accepts, 'Coaches needed' by gym owners. If possible, develop a better system of coaches wanting to look or pursue a new employment opportunity without destroying their current position or the gym, by posting it publically.

Industry Discounts

Seek relationships with outside vendors such as Gymnastics Progressions, Gymneo.TV, IG Magazine, Suppliers, Equipment companies and more for industry discounts or partnerships. Use the power of numbers to attract, solicit and invite cooperation with outside vendors and interested parties.

Insurance Benefits

We are actively working with major insurance providers to have the abilities to obtain health and dental insurance, and more via group policies.

Polling

As the single voice for coaches, the use of polls to keep abreast of the issues and concerns. These can be very useful in presenting information forward to our NGB and other entities.

Education

Coaches at each gymnastics layer are an underserved community. Each year, veteran coaches, sport scientists and coaching educators expand the knowledge pool of how to coach more effectively, yet the majority of coaches do not have access to this information.

Both the US Departments of Education and Health & Human Services acknowledge better-trained coaches help reduce sports-related injuries by applying risk-management practices which aid in identifying potential hazardous conditions before they threaten athletes. Legal precedents indicate trained sport coaches are easier to defend against accusations of negligence.

PARTNERSHIPS/CAREER BUILDING OPPORTUNITIES

Commit to partnering with organizations such as the United States Sports Academy (USSA), Positive Coaching Alliance (PCA), National Association of Sport & Physical Education (NASPE) (*or other educational organizations*) to provide coaches with an opportunity to earn continuing education credit through an accredited, independent, not-for-profit degree granting institution.

While our NGB offers its university courses, there are no pure science-based bio mechanics, anatomy, physics, etc. courses and courses to date do not fulfill any college or university credits. USECA and other current individual gymnastics organizations need to continue their work within their disciplines, and encourage members to seek out and attend NGB courses as well as pursuing college credit courses.

THIS IS YOUR COACHES ASSOCIATION

As a most comprehensive coaches network, we proudly elevate the standard. We are coaches, leaders and advisors, dreamers and winners. We build excellent people, not just excellent athletes—we improve athletes lives in many areas—it is not about just winning medals.

We are gymnastics community agents, talent managers, masters of our sport, remaining committed to learning and pushing the limits of our own potential. We build and nurture the comprehensive network of our hardworking peers. We are driven to improve and advance the sport we love through the athletes we lead, through the fellow coaches we are lucky to call peers. This group is where we are celebrated. Through our moral code, this is where we grow and nurture. This is where leadership lives—this is your USGCA.

OUR VISION REFLECTS WHO WE ARE

USGCA is the unified voice of gymnastic coaches and leads the industry steering the growth and management of the sport's coaches. USGCA will strive to have a dynamic partnership with the governing body on all levels and be the premier driving source of professional development and educational programs on coaching, operations, branding and marketing that assist its member coaches in improving their quality and popularity.

OUR CORE VALUES REFLECT WHAT WE DO

The USGCA provides its membership four strategic goals to fit within the core services we will offer our peers – Stewardship, Education, Opportunity, Advocacy.

STRATEGIC PLANNING COMMITTEE

Members of the USGCA Strategic Planning Committee will meet and create in winter 2020/21 the strategic path for the coaches organization.

STRATEGIC PLANNING PROCESS

The USGCA Strategic Plan 2020-24, developed in winter 2020/21, will work with a series of selected topics, the committee will create the basic concepts for the USGCA's vision and goals. Through continued communications, the committee will finalize strategic vision and goal statements as well as formulate objectives the association needs to realize in order to achieve the goals.

CODE OF ETHICS

The NGB Code of Ethics provides a framework of principles and behaviors which coaches of gymnastics follow. The codes success rests with the ability of the coach to embrace and endorse ethical behavior that prioritizes the well-being of the athletes they serve, their own education and exhibit honesty and respect toward colleagues and peers. The USGCA will enforce the NGB's Code of Ethics as well as the USGCA's CETA Code.

OUR EXECUTIVE STAFF

Consists of: Executive Director, Vice Chairman, Secretary/Treasurer, Director of Membership and Benefits, Manager of Education, Manager of Marketing.

OUR LEADERS

USGCA relies on its members to help run an efficient organization. The Board of Directors oversees the general operation of the organization and ensures the association has the resources necessary to meet the needs of its members and is composed of voting board members. Daily operation of

the USGCA is handled through the Executive Committee members. Additionally, USGCA will have multiple committees and working groups that assist in growing our vision and mission.

Member coaches have the opportunity to volunteer on the USGCA Board of Directors, committees, and working groups. Coaches can also volunteer by manning the service booth at the annual NGB's Congress. We will also encourage our NGB to review the extensive list of our professional presenters for continual education at Regional and National Congresses.

SUMMARY

Wealth of Knowledge

We are fueling the gymnastics industry growth in everything from nutrition to annual planning. We are THE MOST COMPREHENSIVE COACHES NETWORK and should be setting the standards within our industry for our coaches.

Gymnastics Industry Climate

The climate within the gymnastics industry needs changing, especially the coaches corner. We, as coaches, need to help make these changes. We are elevating the standard—become one of us.

Personal

It has been the tradition of the USECA since 1976 to provide forward reaching education for gymnastics coaches. With our new totally *separate* addition of USGCA, a 501(c)3 non profit, we open up the avenue for a voice to all coaches within all disciplines.

Passionate

Coaches who care deeply about education, research, and community outreach are committed to helping you, your peers, in achieving your personal coaching goals.

Proud

Alumni located in all parts of the US are ready to welcome you into the USGCA family and offer networking opportunities.

COMMITTEES & WORKING GROUPS

The Gymnastics Course Catalog offers courses that could be taught by outside educators and eventually receive accreditation for continuing education abilities.

NOTE: *Suggested courses outlined above are for the Artistic Women—each discipline will have their own disciplines information covered where relevant.*

NGB National Congress. Topical presentations designed as continuing education or supplemental educational activity, Congress sessions may cover a wide range of topics from the technical coaching and program management domains. Congress offerings are listed on NGB website. Each session is one hour and should count as one ‘Gymnastics Academy’ unit—minimum of six units earned in a 12-month period required to extend an existing certification.

INCOME & REVENUE

Membership dues (minimal) will be assigned to the membership base. As a 501(c)3 IRS non profit, grants and fund raising for USGCA is available.

Recognition Committee

Each USGCA recognition committee is responsible for selecting the winner(s), based on specific criteria of the recognition for which it is responsible. Individual committee members are delegated to closely following the top prospects for their committee's recognition and for encouraging the coaches in their region to nominate candidates and vote for winners.

AWARDS & RECOGNITIONS

The USECA, since its inception, has implemented an annual set of coaching awards traditionally given out during NGB National Congress. Throughout the years, awards and the prestigious ceremony was pushed to the background. With dwindling attendance for the annual USECA General Meeting, these very important awards from USECA and the NGB have not received the attention they deserve.

For coaches, choreographers, contributors and judges who have spent most of their lives within the sport of gymnastics giving back to the industry, there

is so little recognition for their life's work. Awards could take on a different form than in the past...rings, glass mug sets, small plaques and certificates and include a small write up in their local paper. Sample award ideas:

Power of Influence Award—A coach who has had a powerful influence on not only their athletes, but their staff and community as well. From gym owner to part time coach, this award is nominated from the ranks of our membership to the most deserving “Influencer”.

Jackie Fie Judge Professional Award—A judge who is not necessarily the longest serving within the judging community but who has made a major impact on our industry. Giving an award to a deserving judge who reflects the same professionalism and influence on the athletes, coaches and the sport in general as did FIG Brevet Judge Jackie Fie.

Spirit of Giving Award (Retired)—An individual who embodies the essence of gymnastics. Those who gave their effort, knowledge, resources and time to our industry for over 30 years.

Chairman's Award—At the sole discretion of the USGCA's Chairman, this award is for the deserving person who has made a large difference in the gymnastics industry. From the beginning ranks to the experienced coaching ranks, this annual awardee is selected by the current Chairman of the USGCA

Gymnastic Supplier's Award—Voted by the BOD of the USGCA, the gymnastics supplier that has had the most influence within the industry in a variety of categories for the past year.

Media Awards—The Broadcasting Scholarship, to a gymnast/coach intending to pursue graduate work and a career in sports journalism. Present an annual award to a member of the media who has best displayed a commitment to gymnastics and to advancing the role of the media in promoting the sport.

Merit Awards

Coaches working in the industry for 5, 10, 15, 20 or more years should be recognized by their peers. Create a website location for coaches

reaching specified milestones—It is sometimes a sacrifice to stay in coaching as it is a middle income paying career.

Coaches Poll Committee

Each USGCA Coaches Poll is prepared by the Executive Committee on a periodic basis throughout the year. Results are published in social media and website.

Committees

- CETA Committee
- Executive Committee
- Diversity & Inclusion Committee
- Education Committee
- Finance & Audit Committee
- Nominating Committee

Working Groups

Working groups are created or authorized by the Board of Directors, Executive Committee and/or Executive Director to study particular issues or questions and make recommendations based on their findings. Working groups may have members of the Board of Directors, members of the association, staff members, and nonmembers who are experts in the subject matter.

- Governance Working Group
- Membership & Stewardship Working Group
- Advocacy Working Group
- Benefits Working Group
- Recognition Group
- Polling Group

USGCA EDUCATIONAL VISIONARY STANDARDS

Through all avenues available, whether USGCA Standards, Gymnastics NGB or other courses, education is of utmost importance in the gymnastic coaches positive growth. We will set suggested norms and standards for all levels and disciplines of gymnastic coaches.

Current NGB University

- U100: Fundamentals of Gymnastics Instruction (4-5 hrs)
- U101: Safety & Risk Management (4-5 hrs)—Every 4 yrs, Pro Members
- U103: NGB Fitness
- U105: Double-Goal Coach: Coaching for Winning & Life Lessons (1 hr) w/PCA
- U107: Pro First Aid with Skills Training (4.5 hrs) Every 2 years
- U108: Pro First Aid (4.5 hrs) Every 2 years
- U109: Blood borne Pathogens (48 mins)
- U110: SafeSport (3 x 30 mins = 1.5 hrs) Every 4 years
- U200: Development Coaches Course: Sports Science (3 hrs)
- U205: Double-Goal Coach®: Culture, Practices, and Games (1 hr)
- U301: Stewards of Children (2.5 hrs)
- U302: Recognizing and Responding (1 hr)
- U305: Double-Goal Coach®: Developing Triple-Impact Competitors (1 hr)
- U310: Regional Congress
- U410: National Congress
- W200: Development Coaches Course: Hands On Training (HOTD) (6 hrs)
- W202: Women's Meet Director Course (unknown)
- W300: Women's Junior Olympic Coaches Course (3-day, 35 hrs)
- W310: Regional Junior Olympic Compulsory Workshop
- W311: National Junior Olympic Compulsory Workshop
- W315: Junior Olympic Regional Training Camp - See Reg. website for details
- W316: Beginning Optional (Level 6/7) Camp
- W317: Intermediate/Advance Optional Camp (Level 8-10)
- W400: Women's National Coaches Course (3-day, 35 hrs)
- W410: Development Training Camp
- W411: Junior Olympic National Team Training Camp (invitation only)
- W412: Junior Olympic 9/10 Camp (invitation only)
- W413: National Training Camp (invitation only)
- W414: Elite Zone (No longer valid)
- J313: Beginning Optional Skill Evaluation: Dance for Balance Beam (1 hr)

USGCA Timeline

- 06/01/2018: Discussion with USECA Boards members the need for a non profit 501(c)3 organization to aid in the plight of the US gymnastics coach
- 08/01/2018: Domain name secured: godaddy.com
- 08/12/2018: Complete TX registration, EIN number
- 08/12/2018: Set up of first draft of website
- 08/18/2018: Continue IRS 1023-S non profit request to federal government
- 08/18/2018: Continue work on website; Charter, Mission and Vision
- 08/29/2018: Complete IRS paperwork for non profit status
- 11/01/2018: Selection of Steering and Organization Committee
- 11/10/2018: First agenda topics finalized
- 01/10/2-19: IRS grants USGCA official 501(c)3 status

USGCA For Discussion

- Membership fee structure— \$35?....\$50?....more?...less?
- Membership gift—small bag with logo?...coffee mug with logo?... (stay away from gifts that requires sizing)
- When to post full info on USGCA
- Should be a new FB page and not USECA? (but USECA has almost 15,000)



USECA, established 1976, is proud to announce the **first**
non-profit gymnastics coaches organization:
US Gymnastics Coaches Association
Stewardship. Advocacy. Opportunity. Education.
Details at USAGYMCOACH.ORG