



PLAN OF ACTION

2020

9. May 2019 updated version

International Federation of Aesthetic Group Gymnastics, IFAGG

PLAN OF ACTION 2020

Year 2020 will be IFAGG's 16th year of activity. IFAGG will concentrate to be professional on every level. Essential is to spread the sport and acquiring new members. IFAGG's strategical mission is to work to enable reaching Sport Accord requirements (min. 40 A-members). Many steps have already been taken. It is important to strengthen the finances and to make our federation stronger in all levels. Naturally, important part of that is getting more countries and people among this sport in different levels, different competition categories and divisions.

IFAGG work together toward our vision with clear roles and professionalism. IFAGG Council need to appoint more working groups and make detailed action plan for staff, Council, Presidents, working groups and other main voluntaries.

IFAGG will organize education for coaches who are new in our sport and also courses for those coaches that are coming from other gymnastics sport. In addition, there will be courses for coaches and judges whose knowledge of Aesthetic Group Gymnastics, AGG is already on a high level. It is important that we can offer our members courses and knowledge of AGG. Our aim is organize educational courses and events for basic level of AGG so that it would be easier to start the sport of AGG.

Developing competition system and structure to offer wider possibilities practise AGG. The work has already started, and new competition categories and divisions has started already year 2017. Short program will be an easy way for new teams and countries to enter among IFAGG. Last year Technical Committee worked with short program for children categories, what will create new prospects. Mixed teams' competitive divisions have already taken place and the aim is to spread them wider - for example to schools and universities. Sport of AGG is a tool against physical inactivity in every age. IFAGG will start to prepare more possibilities to practise AGG as a physical activity.

IFAGG has develop ethical code further and is time for renew the judging work, developing the working system, rules and regulations. IFAGG has acquired new members very quickly. Spreading the sport and supporting these new members in their AGG work will be one of our priorities. IFAGG encourages new countries to start organizing AGG competitions and events.

During the year 2019 there has been challenges with IFAGG register "Hoika" (CRM – customer relationship management). Target is that register will be fully settled. Important area is to develop the co-operation with universities and FISU (International University Sport Federation). In Europe IFAGG has already co-operated with EUSA (European University Sports Association) and IFAGG's aim is to spread the sport with FISU to universities worldwide. AGG as students' sport offers a possibility to spread the sport and needs development work. AGG in Universities is also a platform for inclusion of mixed-gender team events, what is one of IOC recommendation.

Ethical matters will continue emphasizing during year 2020. Ethic code implementations in all levels and spread it for members as well putting ethics in practise is one of the priorities during 2020. Anti-doping work is something that will be developed and updated constantly. In IFAGG Statues is written, that IFAGG declares doping is prohibited and WADA Code shall apply. The ethics belong in every area of our activity. The healthy aspects of this sport are our strength and we will continue to get these areas even stronger. This means strong co-operation with rules and education.

Economically IFAGG still needs to find solutions to increase incomes to develop our federation. IFAGG's finance is based on principle of good governance. We will spread the model of good governance also to our members.

The commitment of our officials and volunteers are crucial to the development of our federation. The more people would give their knowledge to the use of IFAGG, the more we benefit. IFAGG wants to spread the sport of AGG widely!

ADMINISTRATION

Aims and Tasks

The IFAGG is a non-profit international federation, and it has been properly and legally registered as such. Its mission and purpose is strictly to advance the sport of Asthetic Group Gymnastics (AGG). IFAGG is the supreme authority on all matters relating to International Aesthetic Group Gymnastics.

IFAGG shall

- Spread the sport of AGG and promote its development.
- To encourage friendly relations between all AGG gymnasts.
- To conform with and respect the general principles and rules of the international sport movement.

The tasks of IFAGG

- To act as a supreme authority on all matters relating to international AGG.
- To commission and supervise World Championships in all recognized disciplines of AGG.
- To commission and supervise other IFAGG international competitions.
- To draw up universal rules and guidelines for AGG and supervise their proper application.
- To develop AGG education and supervise it.
- To maintain cordial relations with other international sports organizations and to represent the interests of AGG in its dealing with them.

General Assembly is the highest decision-making power in the IFAGG. Members have the right to be represented there. General Assembly will take place annually. Council of IFAGG is elected by the General Assembly. Council will lead IFAGG between General Assemblies. IFAGG promotes professionalism and democracy in governance.

GOVERNANCE

General Assembly

Council

Technical Committee

Judges Committee

Development Committee (promotion and development)

Education Committee

Managing Group /office

Council

The Council will develop and evaluate strategical work. IFAGG strategy is important to all IFAGG members; as well as all IFAGG officials and volunteers may study the values, vision and strategy and evaluate its signification on their own work.

During the year 2020 Council will look into the structures of its members and encourage them to build national AGG organisations (A-members) and make their own AGG education and competition systems stronger in accordance with IFAGG rules and regulations.

Council can form such permanent or temporary committees or working groups as it deems appropriate, to assist carrying out and fulfilling tasks assigned by the General Assembly or specified in agreed long term plan. Committees are responsible directly to Council. Council is responsible to set up clear form about the roles, responsibilities and duties to all IFAGG members. Council is responsible to see if statues need to be rewrite for GA approval.

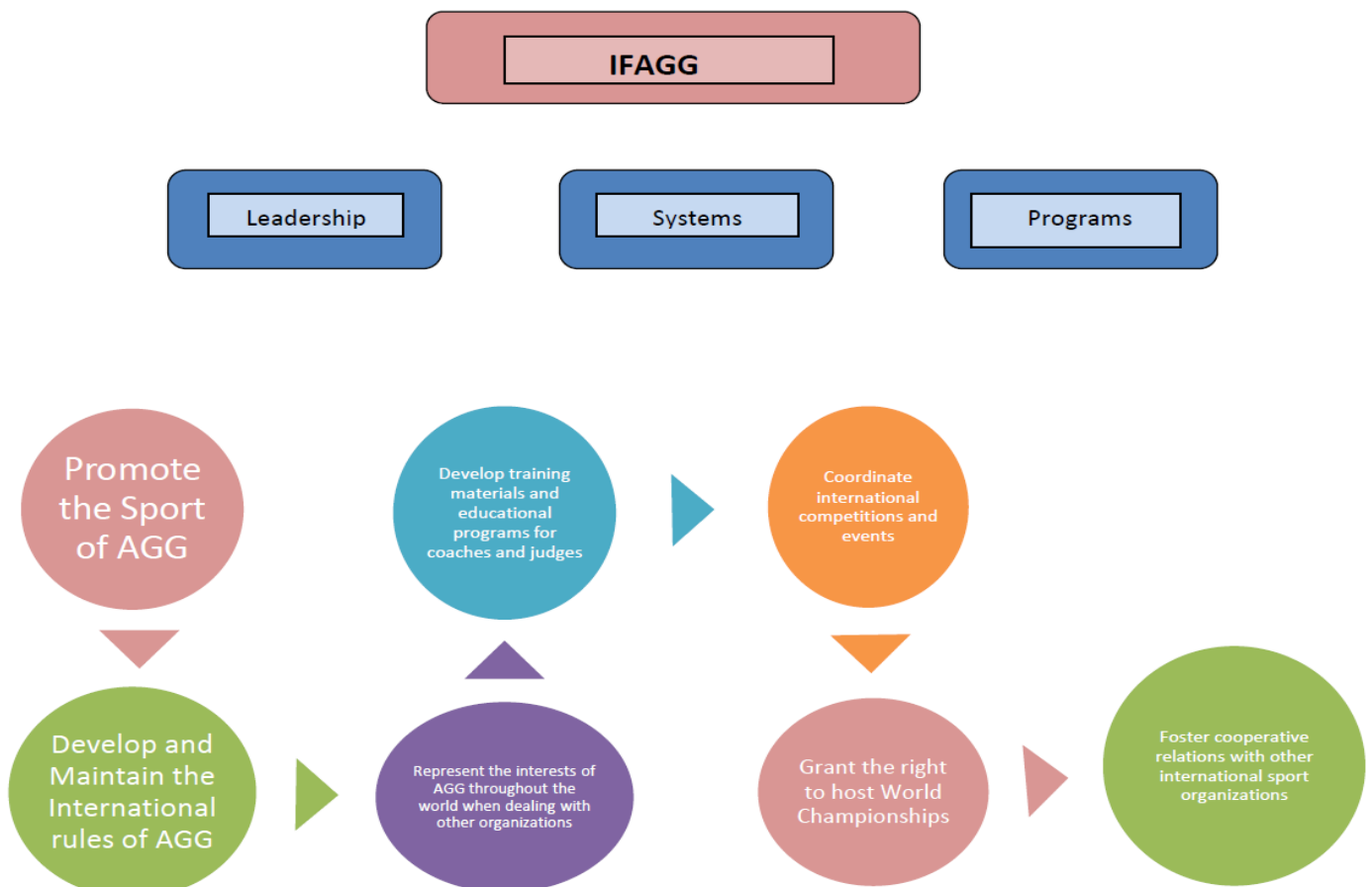
The Promotional work will be a part of special projects to answer the need of the field of AGG and administration of IFAGG executed by the Executive Director. This is based the strategy in order to spread the sport and to acquire new members/countries in IFAGG.

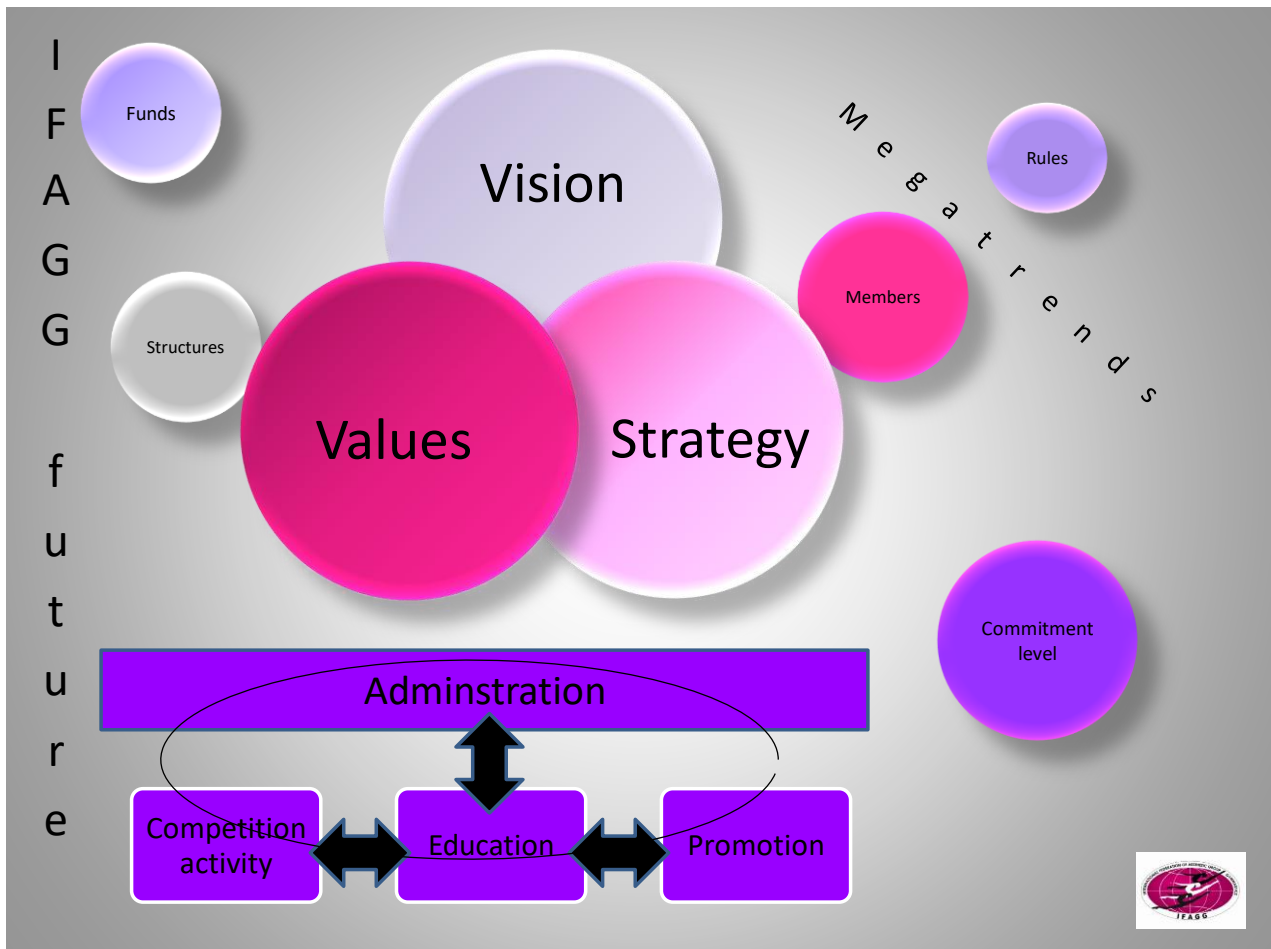
All the announcements will be made by the IFAGG official channels; IFAGG info letters to members and IFAGG webpages.

The President of IFAGG is the superior at the Office. The Executive Director and secretariat will take care of the daily matters. IFAGG will implement register for administrating member contacts, licenses etc. (CRM - *customer relationship management*) during 2019. This supports good governance and transparency in administration and helps with important statistics. Council will have at least 4 meetings during the year.

IFAGG office

IFAGG office services will be purchased from Finland. Council will decide and make the agreement with the office.





Council will have 3–5 meetings during the year. IFAGG will maintain the good relationships with other international and national associations and sport federations.

COMPETITION ACTIVITIES

Council gives the tasks for Technical Committee for prepare proposals concerning mainly competition activities.

Technical Committee will evaluate and develop the competition system, competition events and regulations for future (2020 and onward) Competition system with short program for children categories started in 2019. World Championships event 2020 will take place in Sofia, Bulgaria. Other A-category competition events will be World Cup competitions and Challenge Cup

competitions for juniors. IFAGG will arrange student competitions and other international competitions and tournaments in different levels (A- and B-category competitions).

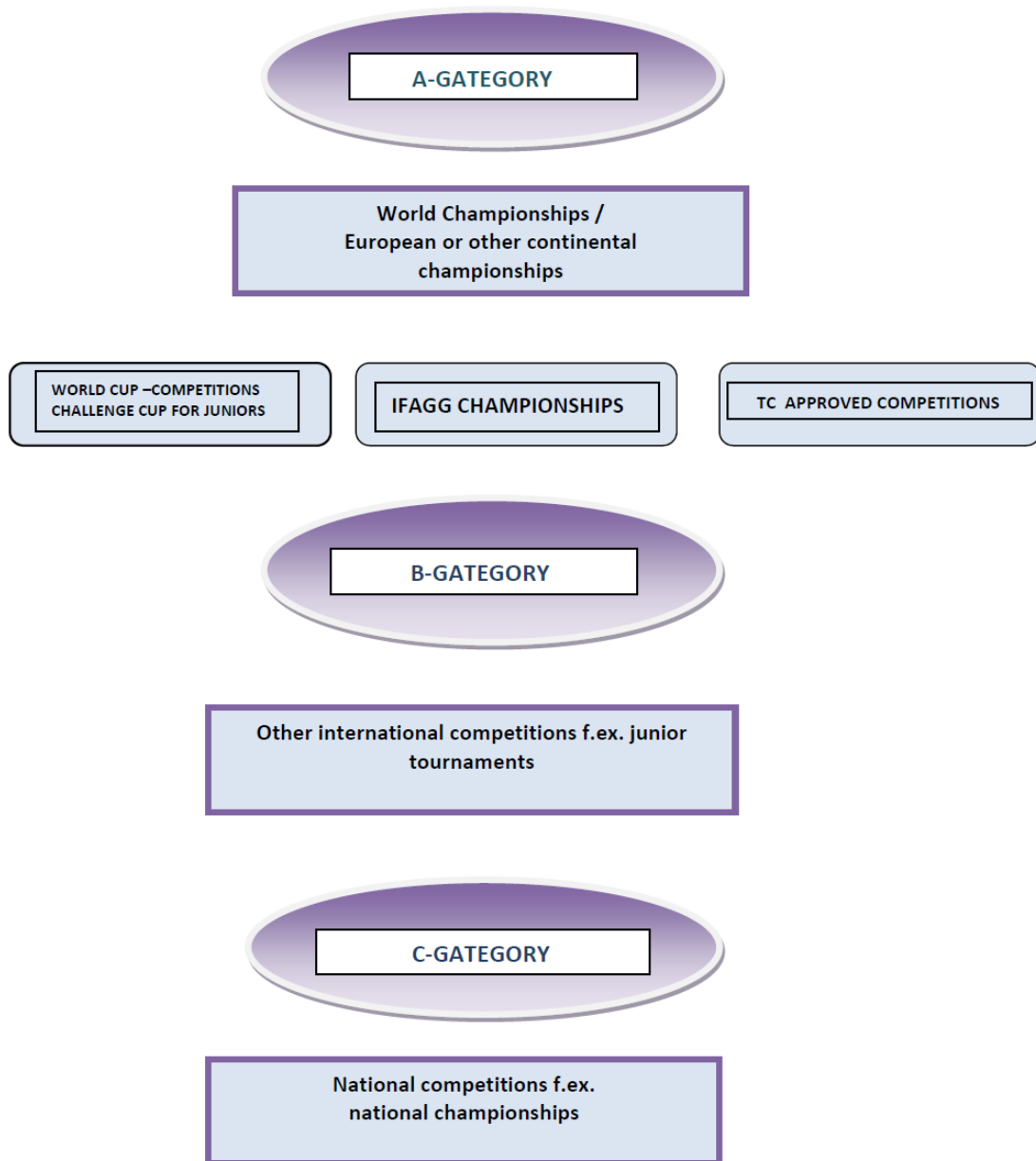
More competitive or performance divisions needs to give wider possibilities to practice AGG for example in schools and universities. Sport of AGG is a tool against physical inactivity in every age. IFAGG have started to prepare more possibilities to practise AGG as physical activity (i.e. national level school activities, “hobby groups” etc.).



IFAGG Competition events:

- World Championships
- Junior World Championships
- IFAGG Trophy
- European Championships and other Continental championships
- Four Continents Competition
- World Cup and Challenge Cup for juniors
- University teams / Students' competitions

Competition structure

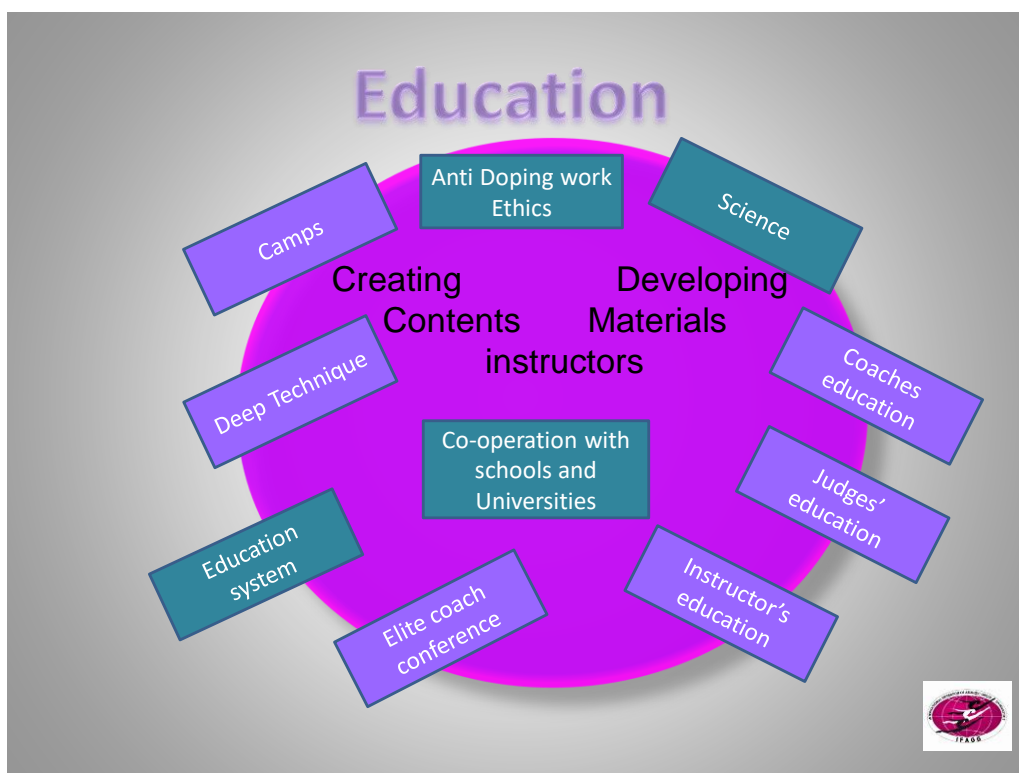


ETHICAL AND ANTI-DOPING WORK

Ethical work will be emphasized. This will be one of the priorities of IFAGG. Implementation to Code of Ethics will be done in every area of activities. Anti-doping work and ethical code are included in every event. The Anti-Doping Work of IFAGG will follow up the WADA's anti-doping code. Equality, ethics and anti-doping work will be part of every education during 2020.

The ethicality is one of the most important values of IFAGG. Good governance and responsibility are the basis for IFAGG activities. Fair play, sportsmanship, neutral and honest judging are the guidelines, which IFAGG values, follows and develops in all its actions. IFAGG, its members and every person involved in IFAGG activities are obligated to follow good spirit of the sport, the principles of Fair Play and ethical values of the sport. We will spread IFAGG value-based education to our members.

EDUCATION

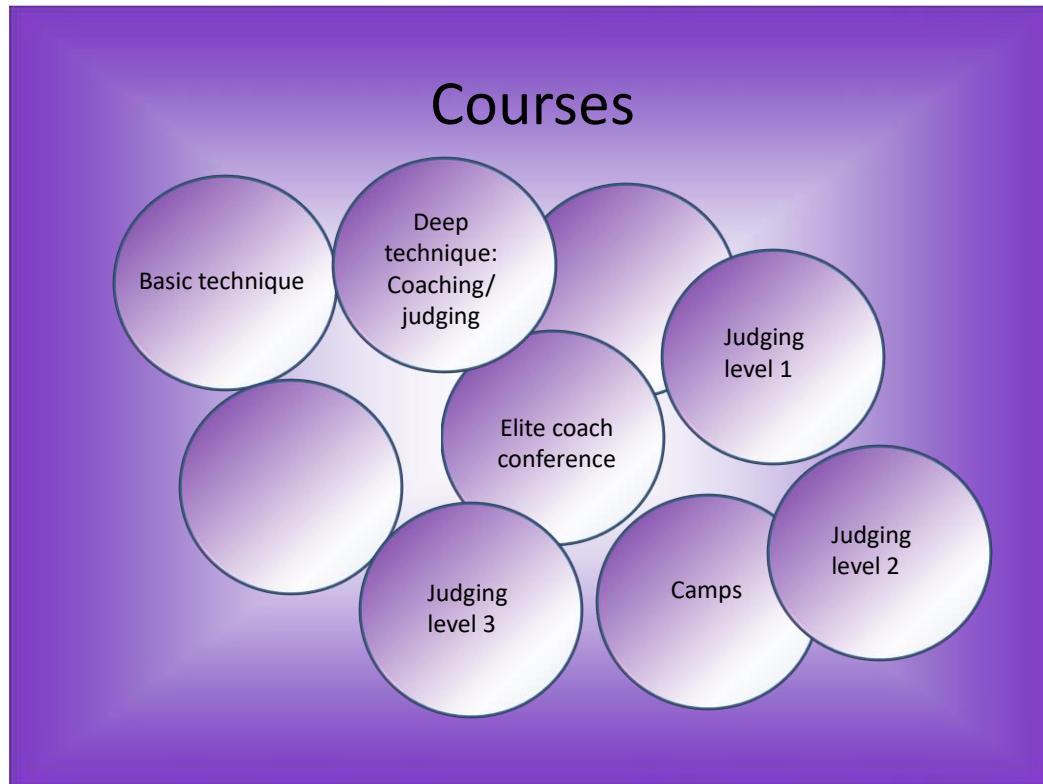


IFAGG is developing the education of AGG, producing materials and educating AGG by organizing educational events, workshops, conferences, network meetings and clinics.

IFAGG will be arranging educational events, where will be separate clinics concerning AGG administration for responsible person in member nations, coaches and judges education as well as rules conference. Develop for judging work and judging education system will be evaluated.

IFAGG is also responsible for national level AGG education (coaches, judges, administration etc.). IFAGG nominate IFAGG official instructors to ensure common policy and IFAGG line in all IFAGG rules and regulations. This means that only IFAGG confirmed instructors verify also national educations. This based that IFAGG must ensure common policy and underline philosophy of AGG sport as well IFAGG values.

IFAGG will also arrange judge's course levels 1–3, deep technique course, master classes for coaches and i.e. scientific conference, international camp and workshops to spread the sport of AGG. Education an important part of developing AGG and making sure that AGG will retain its fundamental idea.



SPREADING THE SPORT OF AGG

IFAGG will promote and spread the sport for new countries. "How to get started" AGG promotion events as workshops and courses will be offered for new (also non-member) countries. IFAGG educates and consults new teams/countries to help them to start coaching and educating AGG. Ambassadors will be help with this. Build the specific strategy for spread the sport through the media (broadcasting contracts, international media conferences etc.). High-level AGG cannot exist without offering sport of AGG to population at large. That is the reason why IFAGG will develop new possibilities to practise our sport and same time spread it worldwide.

Same time while spreading the sport IFAGG want to protect its members, already IFAGG, sport of AGG and IFAGG logo trademark protections has been done. IFAGG also underlining that IFAGG owns the rules and only members have the right use IFAGG rules.

JUDGES WORK

IFAGG will develop judge system to be ethical and more professional. It is needed to have more judges and open system for judges education.

COMMUNICATIONS

Action plan of 2020 includes updating work of a promotion tools. IFAGG will utilize more tools in social media. Also, internet broadcasting from IFAGG events is strongly recommended for all competition organizers.

Produce and develop a media kit (which every International competition organizer can use, adding just specific competition information - like competition schedule etc.), to enhance media coverage at each major event. Compile a video library from International AGG competitions and World Championships, for purposes of sales and for archiving. Guide ongoing work on IFAGG web page - which is the main source for up-to-date information about IFAGG's events and general information. For IFAGG members newsletters will be delivered by email. Ensure IFAGG's visibility during IFAGG's competitions and events.

PROMOTION

IFAGG main goal is to promote AGG and IFAGG globally in as many countries as possible with the goal of increasing IFAGG's membership and the public's awareness of the Sport of AGG.



FINANCES

Operating budget must keep in balance. That is the fundamental step toward securing the development and future of AGG. So, the operating budget will be stabilized through self-financing principles.

IFAGG finances base is built in membership fees. The main incomes are licenses, membership fees and participation fees. The subsidy from Finland's Ministry of Education and Culture has been the most important support to IFAGG to secure activity.

IFAGG's aim is to increase the number of members to 50 during future years. Upcoming year 2020 target is to obtain 35 A-members and help our B-members to develop their organisation for A-membership. This is always based on national regulations and law.

IFAGG is also constantly trying to find sponsors and partnerships for IFAGG. IFAGG is searching for specialized trustable agency or subcontractor for build partnerships. In every sector the actions have been planned to support to develop IFAGG as well as its economic development. That means the incomes and expenses have to be kept in good balance. Competition actions, educational activities, marketing and other activities are counted to increase incomes to develop IFAGG. For the activities that means the some renew and updates for i.e. regulations.

INTERNATIONAL FEDERATION OF AESTHETIC GROUP GYMNASTICS, IFAGG

ACTUAL ACTIVITIES	Budget
Incomes	
Participation fees (courses)	13 000
Organizing fees	12 000
License incomes	43 000
Other incomes	0
Incomes total	68 000
Expenses	
Personnel expenses	
Salaries	18 000
Personnel side expenses	6 000
Personnel expenses total	24 000
Other expenses	
Meetings	7 000
Office services	28 000
Outsourcing services	8 000
Travel and accomodation	18 000
Material expenses	8 000
International relations and PR	4 000
Developing and spread the sport	20 000
Other costs (phone, web, insurance etc.)	14 000
Other expenses total	107 000
Expenses total	131 000
PROFIT OF ACTUAL ACTIVITIES	-63 000
FUNDRAISING	
Incomes	
Membership fees	42 000
Agreement fees	1 000
Other incomes	0
Incomes total	43 000
Expenses	
Agreement expenses	0
Others	0
Expenses total	0
PROFIT OF FUNDRAISING	43 000
Result before subsidy	-20 000
SUBSIDY	
Ministry of Culture and Education (FIN)	20 000
SUBSIDY TOTAL	20 000
RESULT OF THE ACCOUNTING PERIOD	0