



BOXING
ONTARIO

STRATEGIC
PLAN
2020
2024

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EXECUTIVE SUMMARY

As we enter the adjusted 2020-2024 quadrennial cycle, collaboration with our stakeholders across the province will be fundamental to our continued success. This cycle presents us with an opportunity to build on the core strategies and critical imperatives that formed the basis of the 2016-2020 strategic plan.

Boxing Ontario embarked on a collaborative process, engaging stakeholders at all levels, to gather feedback to assist us in the creation of the strategic plan for the 2020-2024 quadrennial. The Board of Directors endorsed the creation of an executive working committee (“EWC”) comprised of individuals with extensive expertise to help guide management in evaluating and incorporating stakeholder feedback into the development of the plan. A series of focus groups met over a seven-month period to answer questions posed through surveys and to provide valuable commentary. Through that dialogue, we confirmed that Boxing Ontario’s vision continues to represent the goals and aspirations of the boxing community in Ontario.

VISION

INSPIRING OUR ENTIRE
PROVINCE TO EMBRACE
THE JOY OF BOXING

MISSION

THE ADVANCEMENT OF
BOXING IN ONTARIO
THROUGH EDUCATION,
POSITIVE LEADERSHIP AND
INCLUSIVITY

VALUES

LEADERSHIP
ACCOUNTABILITY
INNOVATION
COLLABORATION
PURSUING EXCELLENCE

OUR VISION

Boxing Ontario will stand as a leader in combative sports inspiring our province to embrace the joy of boxing. We will focus on the development of comprehensive programs that support the athlete, coach, and official learning, lifelong participation and wellness through our implemented Long Term Athlete Development pathway. We value personal development, inclusivity and integrity, and will continue to grow through collaborative efforts to create partnerships in order to achieve excellence within all facets of the sport.

OUR MISSION

Boxing Ontario will stand as a leader in combative sports inspiring our province to embrace the joy of boxing. We will focus on the development of comprehensive programs that support the athlete, coach, and official learning, lifelong participation and wellness through our implemented Long Term Athlete Development pathway. We value personal development, inclusivity and integrity, and will continue to grow through collaborative efforts to create partnerships in order to achieve excellence within all facets of the sport.



CORE VALUES

INNOVATION

An innovation mindset will drive continuous improvement, creativity and a passion for inclusive, excellent initiatives designed through unique collaborations and partnerships.

LEADERSHIP

Boxing Ontario will provide significant leadership for the Ontario system working with members and participants to ensure the interests of the Olympics-Style boxing community are at the centre of all activities.

COLLABORATION

Boxing Ontario will collaborate with all system and sport stakeholders to deliver excellence, innovation, consistency and inclusiveness in programming, education, training and performance.

ACCOUNTABILITY

A relentless focus on accountability and transparency will ensure Boxing Ontario and all stakeholders deliver measurable results in superior quality, safe, relevant and meaningful programs in service of the entire Olympic-Style boxing community.

EXCELLENCE

Boxing Ontario, in collaboration with the Ontario boxing community, will build on a strong legacy of excellence by providing leadership and initiatives that inspire superior performance; attract and develop top calibre coaches and officials; and cultivate strong administrators, clubs, leaders and programs. Integrity embraces leadership behaviours.

“Plan The Work, Work The Plan”

~ Napoleon Hill

This strategic planning document is Boxing Ontario's roadmap for the future. The plan was built by members and will be executed upon by members. We will keep Boxing Ontario moving forward through our collective efforts. The information outline in the strategic plan provides the framework we intend to use to achieve our organizational goals. This framework will be used to track our successes to ensure we stay on course.

BOXING

OUR FOUNDATIONAL PILLARS

Boxing Ontario's strength as an organization will come from building upon the five pillars outlined in this strategic plan. The five pillars are there to guide our efforts and to enable us to become the organization we wish to be. The five pillars will see us striving towards operational excellence, creating developmental pathways for all members, increasing and diversifying revenue streams, sharing ideas through sound marketing and communications practices, and ensuring safe sport for all.

**OPERATIONAL
EXCELLENCE**

**DEVELOPMENTAL
PATHWAYS**

**GROWTH AND
SUSTAINABILITY**

**MARKETING AND
COMMUNICATIONS**

**SAFE SPORT AND
RISK MANAGEMENT**



OPERATIONAL EXCELLENCE

To keep Boxing Ontario moving forward we need to ensure sound policies and business practices are in place because a well run association will allow our sport and its members to flourish. The driving force behind operational excellence is:

-  A Unified Board Of Directors
-  Member-Driven Committees Executing On The Organization's Goals
-  Improved Business Processes Leveraging The Latest Technologies
-  Clearly Defined Roles And Reporting Structures Enhancing Workflow And Communication
-  Policies And Procedures Driving Good Business Practices
-  Transparency In Our All Of Actions And Decision Making

DEVELOPMENTAL PATHWAYS

At the heart of Boxing Ontario are its many members and volunteers who have a passion for the sport. Boxing Ontario's goal is to ensure all of its members achieve their objectives and find participation in the sport enjoyable and rewarding. Carving out clearly defined developmental pathways will provide members with a meaningful way forward. Central to these pathways our members will find:



GROWTH AND SUSTAINABILITY

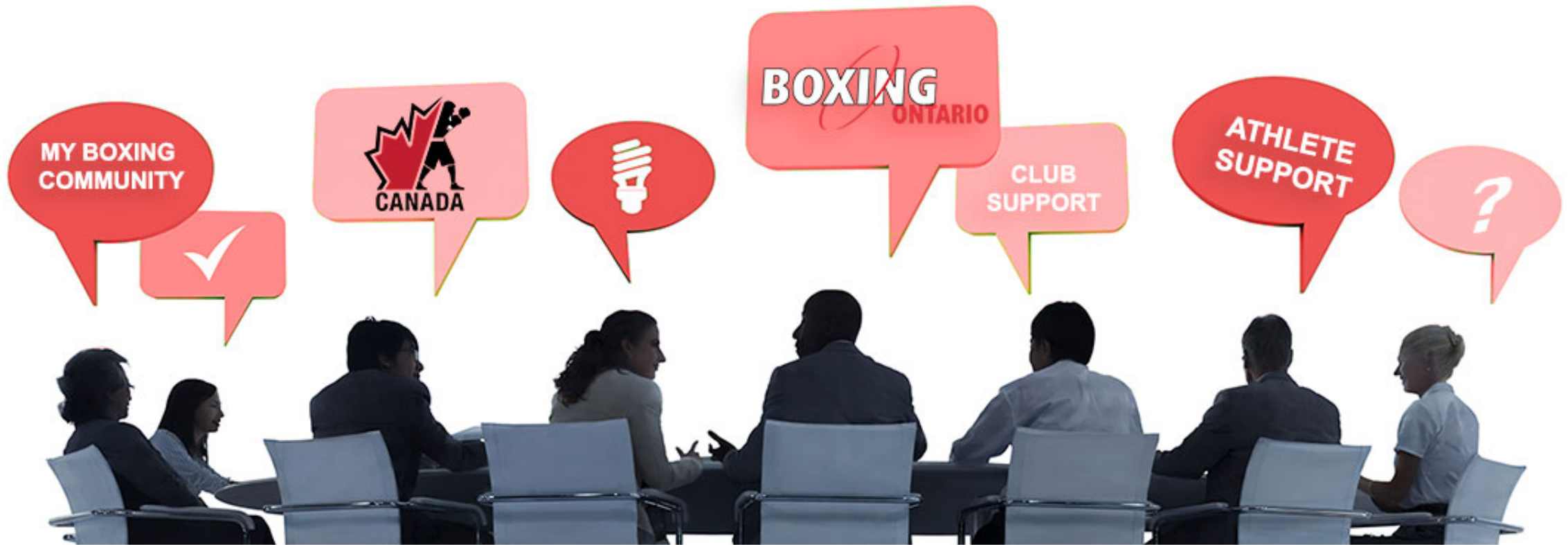
To help grow our sport, Boxing Ontario needs to not only increase but to diversify its revenue streams. Sound fiscal policies, targeted programs, and strategic partnerships that support expansion and diversification will be key to our efforts.

Building	Building programs and events that support the growth of Boxing Ontario and its member clubs
Forging	Forging strategic partnerships with other organizations
Leveraging	Leveraging the skills and expertise of our members
Identifying	Identifying new pathways for the organization
Exploring	Exploring licensing and sponsorship opportunities
Developing and Executing	Developing and executing upon a recovery plan to allow Boxing Ontario to thrive after the Covid-19 shutdown

MARKETING AND COMMUNICATIONS

Boxing Ontario has many great success stories to share and it starts with the building of a strategic marketing and communications plan. Helping to get the word out will take the form of:

- Cohesive communication strategy that leverages all of our web and social media platforms
- Extending our media outreach and increasing visibility outside of the boxing silo
- Revamping the website making information easier to access
- Creating social media policies to ensure the privacy of our members
- Enhancing our knowledge sharing efforts
- Driving fundraising efforts with strategic partners and the corporate community
- Virtual townhalls as a way to expand and enhance communication amongst members from all regions – this Virtual AGM is an example of our use of technology to bring the membership together.



SAFE SPORT AND RISK MANAGEMENT

For Olympic-Style boxing to grow as a sport, we need to ensure our collective actions and activities, whether it be in training or competition, take the principals of safe sport and risk management into consideration. Safety is everyone's responsibility. Boxing Ontario's commitment to safe sport includes:

- ✓ Ethical decision making at the heart of everything we do
- ✓ Developing policies promoting safe sport practices
- ✓ Providing relevant safety training to athletes, coaches, medical staff, volunteers and administrators
- ✓ Ensuring our members have access to the latest safe sport information
- ✓ Creating an environment that fosters collaboration between coaches, officials and medical staff
- ✓ Updating event and tournament practices to ensure safe sport is always in play
- ✓ Collaborating with government and medical experts to ensure a safe return to boxing post COVID-19

MEMBER DRIVEN COMMITTEES

BUILDING AN INCLUSIVE ORGANIZATION

Boxing may be an individual sport but there is a strong team component needed if you wish to be the best. In January 2020, Boxing Ontario reached out to members asking them to apply for one of its many committees. These committees are now in place, and they are busy crafting plans that are linked to our organization's future successes.

Our member-driven committees are leading the way and helping us to build a stronger, more cohesive organization. These committees are the foundation of the five pillars outlined in this strategic plan.

**STRATEGIC
PLANNING**

FINANCE

**FUND
DEVELOPMENT**

**OFFICIALS
COMMISSION**

**HIGH
PERFORMANCE**

COACHING

**FEMALE
DEVELOPMENT**

TOURNAMENTS

PRESENT BOXING ONTARIO COMMITTEES INCLUDE:

STRATEGIC PLANNING: A temporary committee brought together to help Boxing Ontario and its Board of Directors craft the 2020-2024 strategic plan. This plan is the foundation of the work and initiatives we will take on as an association.

FINANCE: Providing oversight on our association's budgeting activities, assisting in the writing of policies, and ensuring we meet the standards of a Provincial Sports Organization as set out by the Ministry of Heritage, Sport, Tourism and Culture Industries.

FUND DEVELOPMENT: Identifying and generating new and diverse revenue streams.

HIGH PERFORMANCE: Working to get Ontario athletes on top of the podium by creating results-driven programs and policies.

COACHING: Providing the resources and programs our coaches need to make their clubs and athletes a success.

OFFICIALS COMMISSION: Developing recruitment and training plans to ensure our officials have the resources they need to succeed. Safe Sport is at the heart of everything they do.

FEMALE DEVELOPMENT: Building programs to assist in female recruitment and retention. Ontario has a history of producing many of the World's top female athletes, and we want to ensure this tradition continues.

TOURNAMENTS: An ad hoc committee brought together to build a plan for the new Legends tournament, this committee will be transitioned to addressing the support our members will need once the COVID-19 restrictions are lifted and we are allowed to go back into our gyms.



MEASURING SUCCESS

*“Meeting Expectations Is Good.
Exceeding Expectations Is Better!”*

As an organization, we have set some lofty goals and we feel they are within our reach. To help track our performance, we will establish Key Performance Indicators to gauge the success of our programs and initiatives. Boxing Ontario commits to keeping the membership updated on the advancement and execution of the strategic plan through its various communication channels. In the weeks and months to come look for our updates, as well a more detailed formal report will be delivered at our next AGM.

CONTRIBUTORS

We are indebted to the many individuals who provided valuable feedback through the collaborative process that culminated in the 2020-2024 Strategic Plan.

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