

SPECIAL OLYMPICS SASKATCHEWAN

2024-2027 STRATEGIC PLAN

PREPARED BY:
MORGAN CARVER, CEO

2024

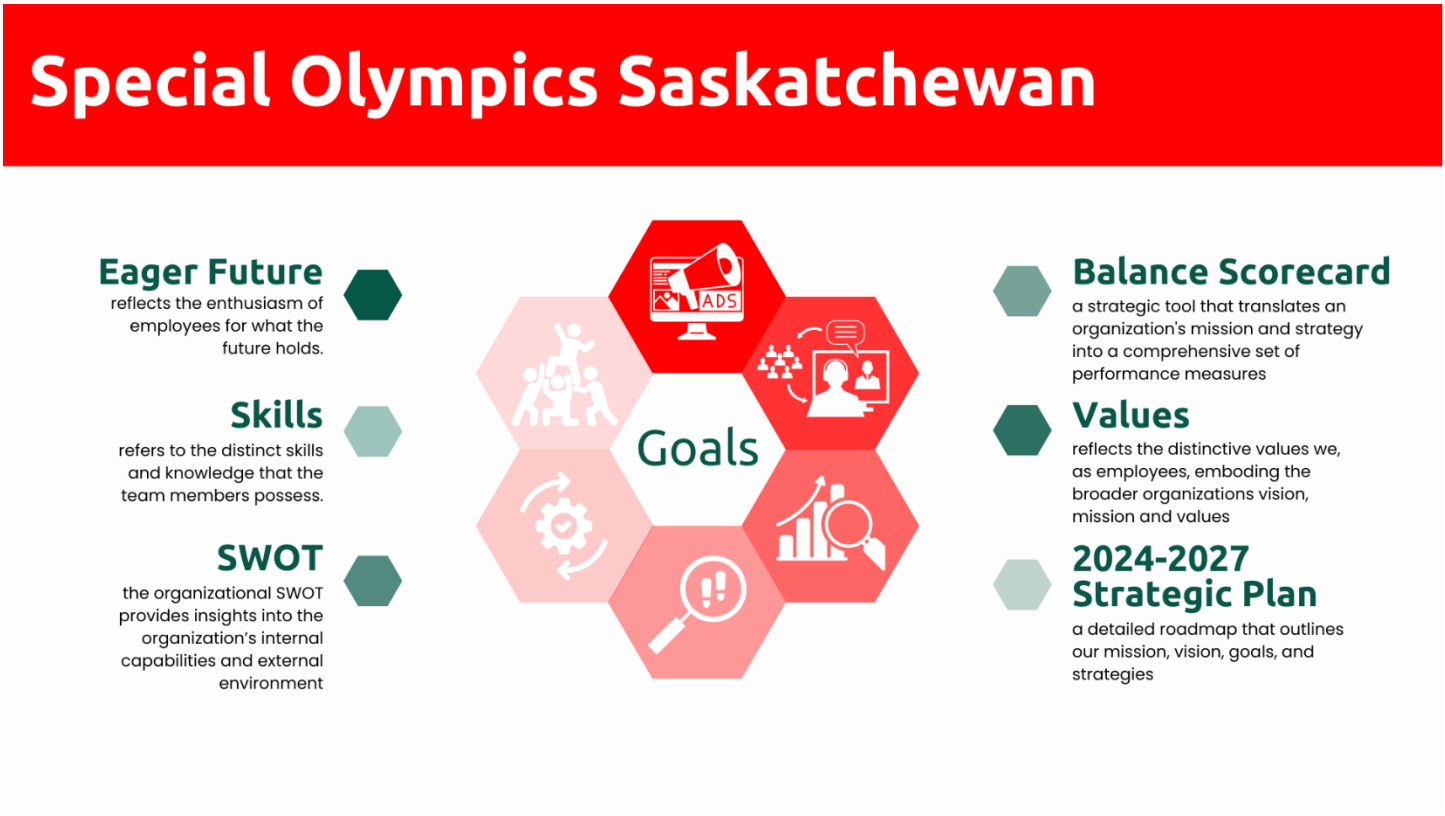
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1121 WINNIPEG STREET
REGINA, SK S4R1J5

Table of Contents

Overview 3
SWOT Analysis 4
Skills 5
Eager Future 6
Values 7
Strategic Plan 8
Balanced Scorecard 11
Conclusion 12

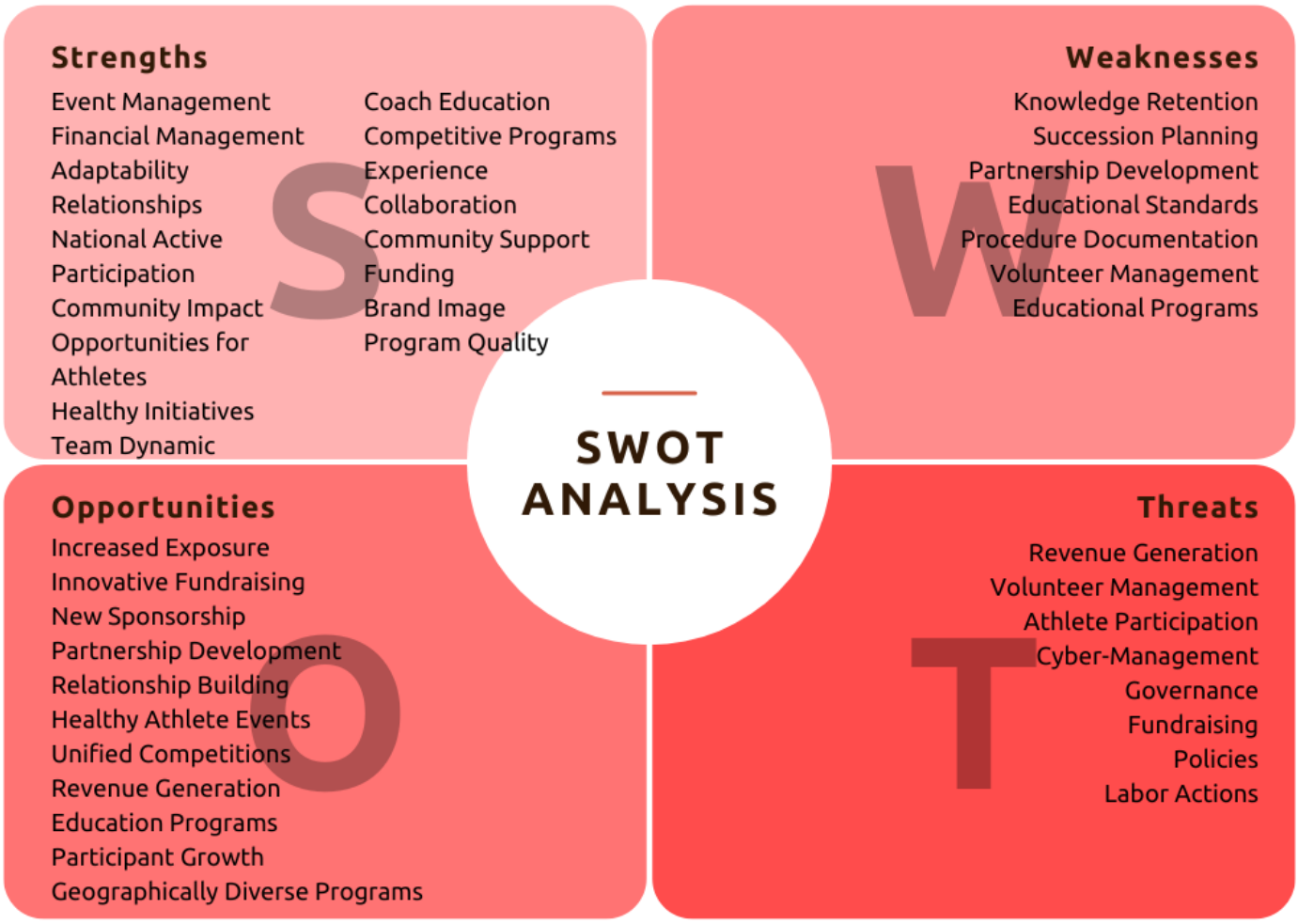
Overview

The following document presents the Special Olympics Saskatchewan strategy for 2024-2027, a roadmap with immense potential for our organization's future. It begins with a SWOT analysis and skill repository, comprehensively understanding our current position. The plan, structured with a balanced scorecard approach, offers a panoramic view of our performance across financial, customer, and internal processes and innovation. It sets forth specific, measurable goals that resonate with our mission and values and are deeply rooted in them and, importantly, align with the Special Olympics Canada strategic plan by 2027. This alignment underscores our unwavering commitment to a unified vision and strategy, depicting a bright and successful future prosperous.



SWOT Analysis

The SWOT analysis for SOS has provided invaluable insights that are instrumental in shaping our strategic direction. It has illuminated our strengths, including our significant impact on communities, dedicated team, robust community support, and positive brand reputation, all of which position us firmly in our sector. It has also brought to light our weaknesses, such as insufficient procedure documentation, limited revenue streams, and volunteer turnover, which we must address to ensure our progress. Moreover, it has identified exciting growth opportunities. These include forging new partnerships to expand our reach, leveraging technology to enhance our digital presence, and diversifying our program offerings to cater to a broader range of demographics.



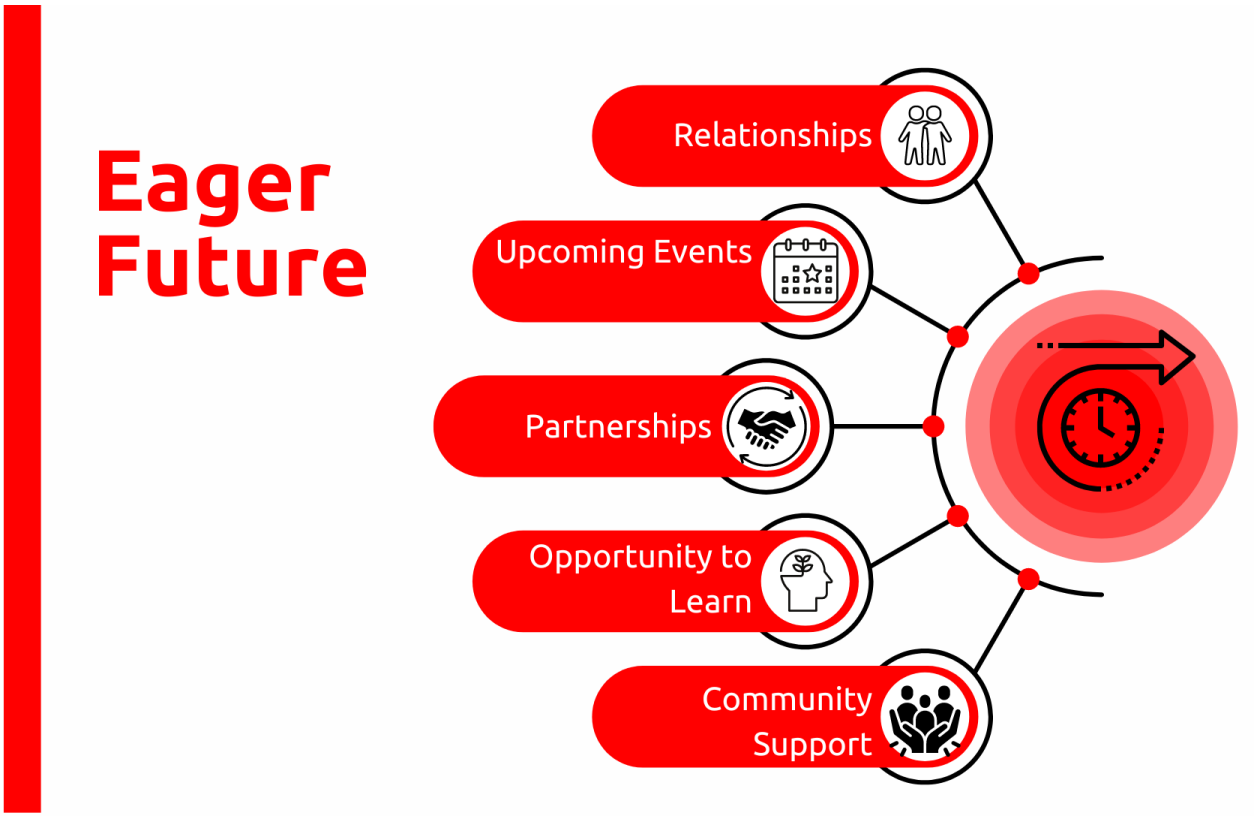
Skills

The employees at Special Olympics Saskatchewan are the backbone of our success. They possess many essential skills and expertise crucial for our organization's growth. These skills, including technical know-how and soft skills such as communication and leadership, are not just assets but are the driving force behind our innovation, productivity, and customer satisfaction. We are committed to continuous skill development initiatives as part of our strategic plan. This ensures that employees are always up to date with industry trends, adaptable to evolving technologies, and equipped to tackle new challenges effectively. We aim to develop a dynamic and highly skilled workforce capable of thriving in today's competitive business landscape and contributing to our organizational objectives.



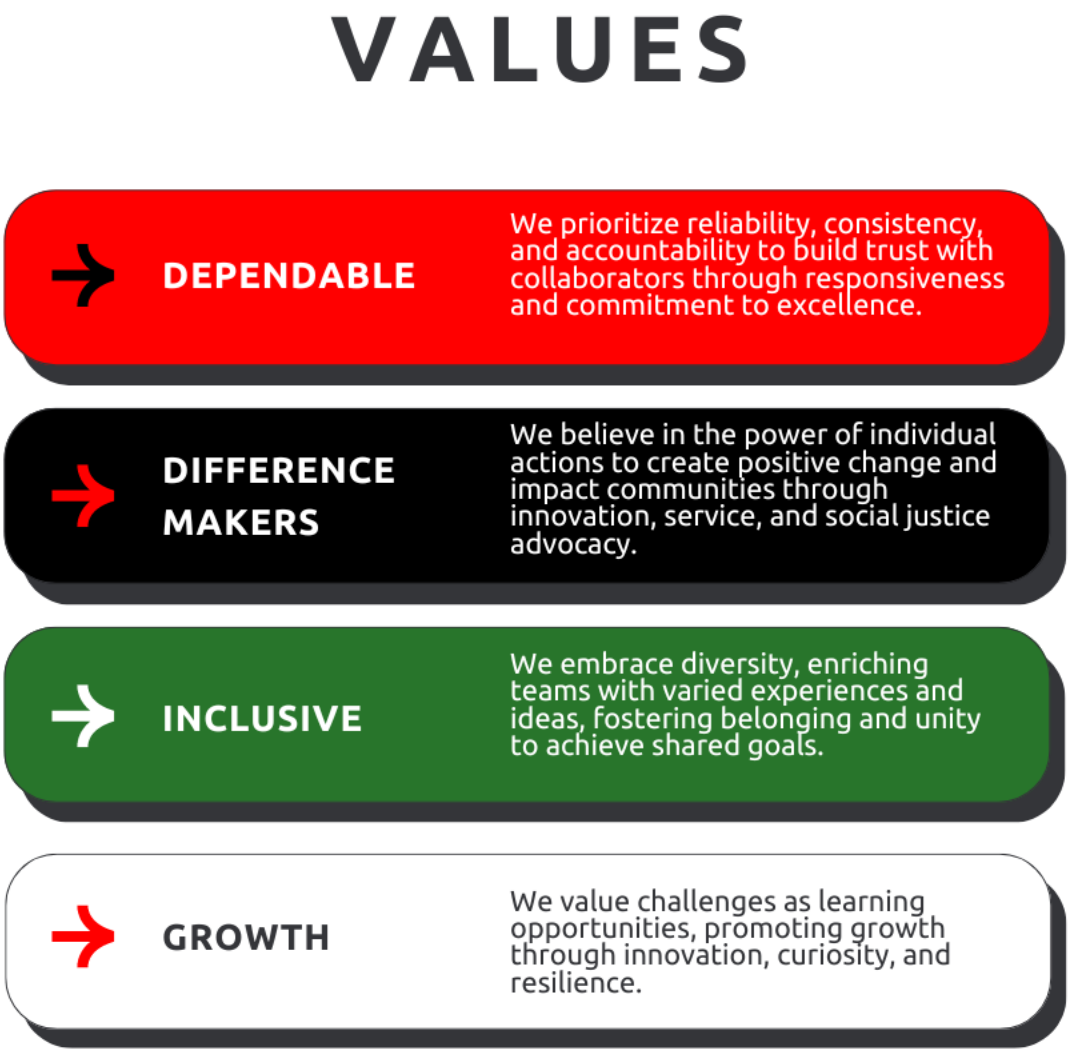
Eager Future

This section encapsulates the organization's fervent anticipation and proactive stance toward what lies ahead. It embodies collective excitement and readiness to embrace new opportunities, navigate challenges, and realize aspirations. As we chart our course forward, we do so with enthusiasm and determination, fueled by our commitment to innovation, growth, and excellence. With an "eager future" mindset, we envision a landscape brimming with possibilities, where creativity flourishes and bold ideas are brought to fruition. Guided by this optimistic outlook, we forge ahead with confidence, poised to shape a future that is vibrant, impactful, and full of promise.



Values

Growth is more than just a metric; it's a core value that drives us forward. Special Olympics Saskatchewan believes in continuous improvement, individually and collectively. We embrace challenges as opportunities for learning and development, striving to push boundaries, expand our horizons, and unlock our full potential. With a steadfast commitment to growth, we foster an environment of innovation, curiosity, and resilience, where every setback is viewed as a stepping stone towards more significant achievements. As we nurture a culture that values progress and personal advancement, we empower ourselves and each other to reach new heights of success and fulfillment.



Strategic Plan

The Special Olympics Saskatchewan (SOS) 2024-2027 strategic plan is designed to meet the specific needs of our organization while aligning with the broader objectives set forth by Special Olympics Canada (SOC). This comprehensive roadmap focuses on enhancing our program offerings, expanding our reach, and improving the overall experience for our athletes, volunteers, and partners. Key initiatives include increasing athlete participation through inclusive and diverse programs, strengthening our volunteer base with targeted recruitment and training, and securing sustainable funding through innovative fundraising and strategic partnerships. By leveraging the support and guidelines from SOC, we aim to enhance our impact, ensuring that every athlete has the opportunity to thrive both on and off the field. Our commitment to excellence, community engagement, and continuous improvement drives us forward as we work collaboratively to build a more inclusive and empowering future for all members of the Special Olympics community.

SOC has introduced three new pillars to its strategic plan: 1) Grow and Retain Athletes, 2) Grow high-quality sports programs and events, and 3) Grow and retain volunteers. The following section focuses on the priorities outlined by SOC where SOS priorities align and SOS-specific priorities outside of the SOC plan.

Special Olympics Canada

Special Olympics Saskatchewan



Grow and Retain Athletes

Provide a pathway for youth athletes to transition from school to community programs

Recruit athletes from underserved populations

Grow youth school programs

Recruit from doctor and counsellor networks

Provide additional opportunities for athletes to interact

Foster a community feeling with athletes, coaches and volunteers

Establish smooth school-to-community transitions

Expand the reach of athletes and programs

Encourage initiatives that promote diversity and inclusion

Special Olympics Saskatchewan

Special Olympics Canada

Special Olympics Saskatchewan



Grow high-quality sports programs and events

Strategically offer new sports to attract athletes from underserved populations

Innovate our program delivery model

Widen reach of existing sports programming

Continue providing virtual options

Elevate competitions

Increase health-related programming

Increase athlete leadership programming

Leverage partnerships

Expand the reach of athletes and programs

Sustain high-quality programming

Boost external collaboration opportunities

Boost sponsorship opportunities

Encourage initiatives that promote diversity and inclusion.

Special Olympics Canada

Special Olympics Saskatchewan



Grow and retain volunteers

Identify volunteer managers to support volunteer capacity

Implement a volunteer management system

Leverage existing volunteers to expand the community

Enhance volunteers connection to athletes

Strengthen recognition programs

Leverage partners

Foster a community feeling with athletes, coaches and volunteers

Foster volunteer mental well-being

Maintain and increase CEC membership

Increase volunteer membership

Enhance and elevate community procedures

Special Olympics Saskatchewan

Enhance brand visibility across the province

Boost revenue and broaden its sources

Enhance oversight standards

Enhance cyber-management

Foster an organization centered around innovation, transparency, trust, and empathy

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Enhance leadership skills at all levels

Encourage a culture of continuous learning

Enhance operational efficiencies

Manage risks proactively

Maintain a balanced budget

Maintain transparency in financial matters

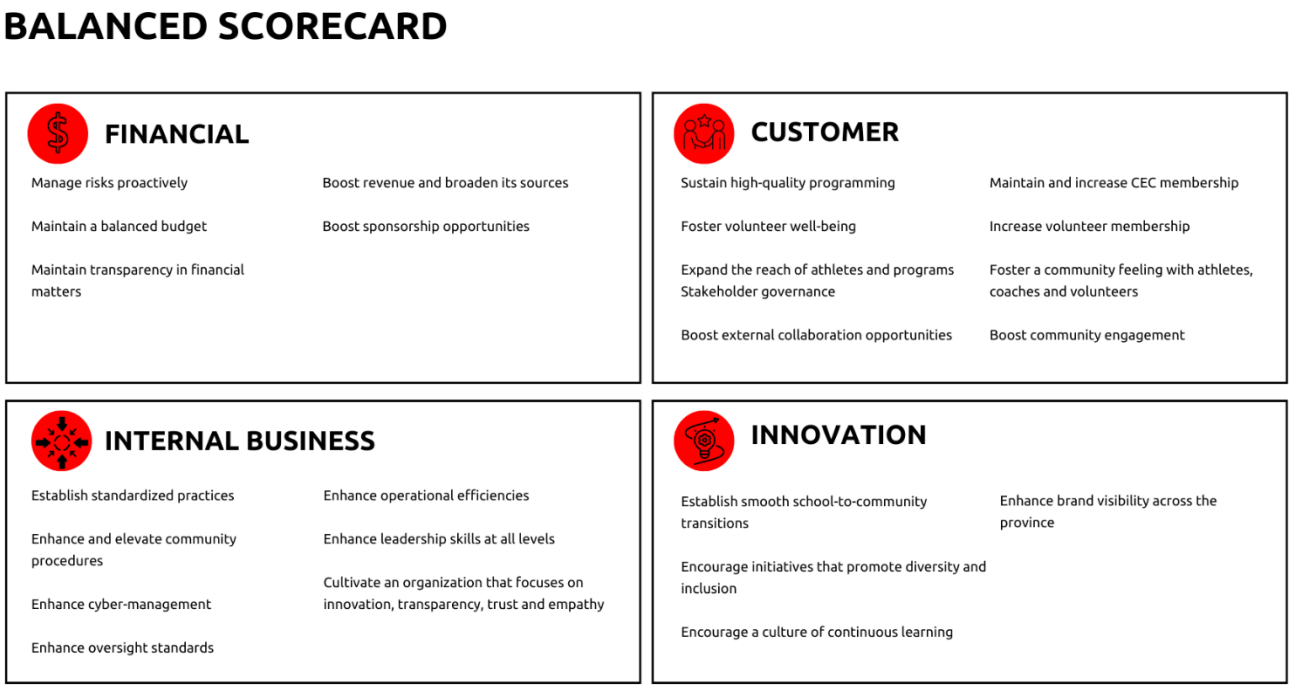
Establish standardized practices

Boost community engagement

Balanced Scorecard

A balanced scorecard is a strategic performance management tool that translates an organization's mission and strategy into a comprehensive set of performance measures across financial, customer, and internal processes and learning and growth perspectives to ensure all aspects of the business are aligned toward achieving its objectives.

As we embark on a new year filled with possibilities, monitoring existing metrics and introducing new ones is essential to understand our current position and future direction better. Depending on the specific metric, these metrics will be evaluated quarterly, semi-annually, or annually and aligned with the balanced scorecard as a consistent measure.



Conclusion

In conclusion, our 2024-2027 strategic plan is a meticulously crafted blueprint that sets the stage for our organization’s future success. Through a comprehensive SWOT analysis, we have identified our strengths to build upon, our weaknesses to address, our opportunities to seize, and the threats to mitigate. By focusing on the essential skills required and utilizing a balanced scorecard approach, we ensure that our strategies are aligned with our mission and operational objectives. Our core values guide every decision and action, including growth, inclusivity, and dependability. This strategic plan charts our course for the next three years and reaffirms our commitment to excellence, innovation, and community impact. Together, we are poised to achieve our ambitious goals and make a meaningful difference in the lives of those we serve.