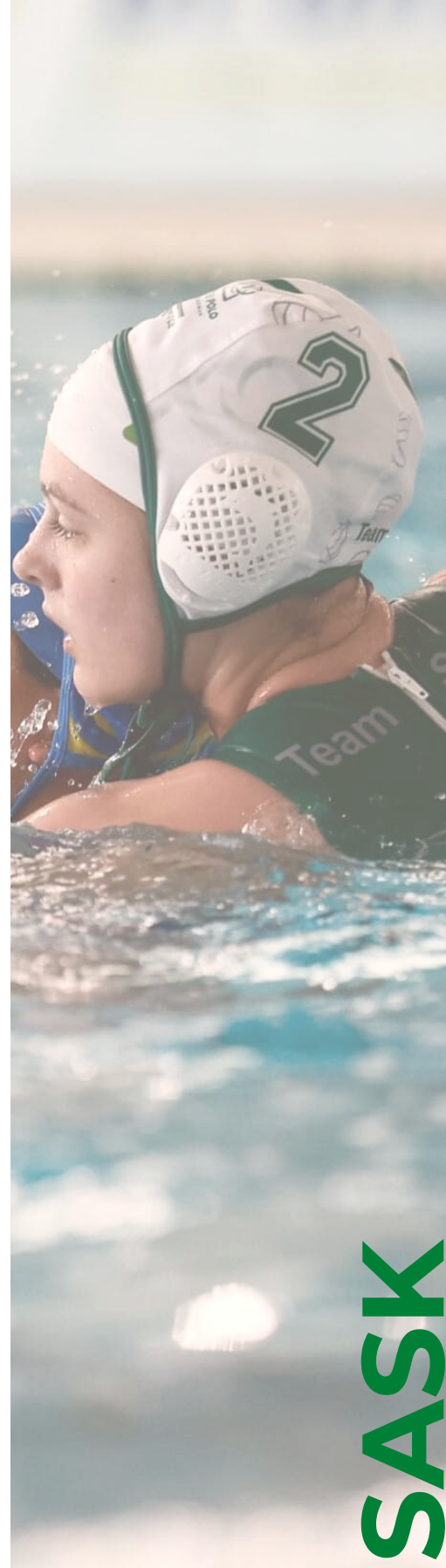
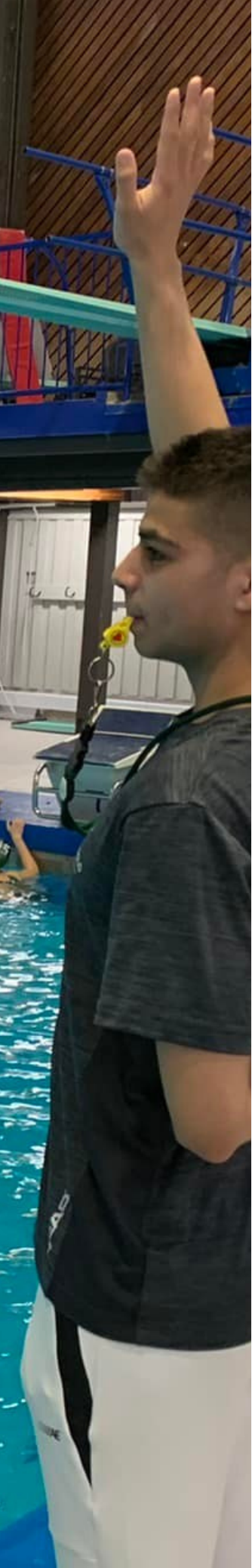


# STRATEGIC PLAN

JAN 1 2023 - DEC 31 2027



TEAM SASK



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# Introduction

This is Water Polo Saskatchewan's (WPS) Strategic Plan for 2023-2027. On September 26th, 2022, representatives from the WPS Board, its staff, and clubs met at the Mosaic Stadium in Regina, Saskatchewan, to address two goals. First, they met to review, examine, and further develop the strategic plan. Second, the group met to extend the planning cycle for an additional two years, further envisioning objectives, strategies, and actions. This plan is effective beginning January 1, 2023, half way through the existing fiscal year of 2022-2023. The planning cycle ends December 31, 2027. The next strategic plan will be prepared November 2027.

The strategic planning group focused on maintaining and extending the priorities, strategies, and actions that are working well, while identifying opportunities to improve areas in the plan based on monitoring, reporting, external scanning, and experience. The result is a plan with six priorities: (1) competitive excellence, (2) membership growth, (3) capable and competent human resources, (4) effective stakeholder interactions, (5) evaluation and risk management, and (6) holistic monitoring of process. The priorities, including their goals, objectives, strategies, and actions guide Water Polo Saskatchewan to continue to foster national leadership in the sport.





# Vision, Mission, and Values

## Vision

To be a national leader in water polo

## Mission

Water Polo Saskatchewan

- provides leadership resources and services to enable its members to achieve EXCELLENCE in water polo
- encourages PARTICIPATION through athlete centred and member driven programming
- builds CAPACITY in the sport, including through the development of partnerships with its stakeholders
- Provides strong ADMINISTRATION that is accountable and responsive to its members



# Values

**Accountability:** We believe in holding ourselves accountable for our actions and holding our membership accountable for their actions.

**Athlete-Centred:** We believe that funding and program decisions should be made with the individual athletes in mind.

**Development:** We believe in empowering our members by providing opportunities to improve their skills and abilities, as well as overcome their difficulties.

**Excellence:** We believe in the pursuit of personal and organizational excellence.

**Fairness:** We believe in striving to be fair in our dealing with members and stakeholders.

**Integrity:** We believe in maintaining dignity and upholding our values in all actions.

**Relationships:** We believe in fostering goodwill and friendship in all our relationships.

**Responsive:** We believe in being responsive to our members' concerns and needs.

**Sportspersonship:** We believe in fair play and playing in the spirit of the game: this includes behaving in an ethical manner with integrity and respect for all.





# Priorities and Goals

<b>Competitive Excellence</b>	To continue to follow and exceed Long-Term Development recommendations for training and competition
<b>Membership Growth</b>	To increase new membership and retain current membership in each club and with respect to new regions
<b>Human Resources</b>	To maintain human resource allocations for continued success in competitive excellence and to facilitate knowledge and resource sharing for membership growth
<b>Stakeholder Interactions</b>	To build and to have relationships and interactions with stakeholders that advance WPS' priorities
<b>Evaluation</b>	To ensure coaches, staff, and volunteers advance WPS' strategic priorities and adhere to its vision, mission, and values
<b>Monitoring</b>	To ensure policies, procedures, and the strategic plan are reviewed and progress is monitored



## Water Polo Saskatchewan

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All six priorities are important. They work together to target different, but inter-related functions in WPS. 'Competitive Excellence' and 'Membership Growth' are correlates crucial for funding from SaskSport. 'Human Resources' and 'Stakeholder Interactions' focus on the means to achieve excellence and growth. 'Evaluation' and 'Monitoring' are key priorities in the realm of governance that aim to ensure WPS manages risk and aligns organization action with strategic priorities specifically, and with WPS' vision, mission and values more broadly.





# The Strategic Plan





# Competitive Excellence

Goal

To continue to follow and exceed Long-Term Development (LTD) recommendations for training and competition

Mission Focus

Excellence

Objectives

- All competitive athletes are achieving at least 80% of the recommendations from Water Polo Canada and LTD regarding training and competition
- WPS is introducing athletes to the competitive stream or competitive-like training and competition at increasingly younger ages



TEAM SASK ATHLETES  
REPRESENT AT YOUTH  
WORLD CHAMPIONSHIPS

# Competitive Excellence

Strategies	Actions	Responsibility
1.1. Compete at the highest levels of the game provincially, nationally, and internationally	1.1.a. Structure and deliver a competition program that maximises LTD recommendations	WPS Staff
	1.1.b Identify and develop opportunities for athletes, coaches, and officials to excel, outside of LTD recommendations	WPS Staff
	1.1.c. Assist athletes financially who are entering the excellence stream (e.g., age-group national and senior national teams)	WPS Staff and WPS Board
1.2. Train to compete at the highest levels of the game	1.2.a. Ensure all programs align with the LTD model (i.e., centres, programs, camps, and leagues)	WPS Staff
	1.2.b. Encourage opportunities for athletes to access and stay in Team Sask high performance programs	WPS Staff





# Competitive Excellence

Strategies	Actions	Responsibility
<b>1.3. Develop and increase infrastructure to support competitive excellence</b>	<b>1.3.a. Develop coaches for competitive excellence through formal and informal feedback</b>	<b>WPS Staff delivers and facilitates; Clubs recruit</b>
	<b>1.3.b. Develop officials for competitive excellence through formal and informal feedback</b>	<b>WPS Staff delivers and facilitates; Clubs recruit</b>
	<b>1.3.c. Encourage clubs to support entry to high performance opportunities within the province.</b>	<b>WPS Staff facilitate; Clubs implement</b>
	<b>1.3.d. Facilitate sharing of practices, drills, and videos of skills among contract and volunteer coaches</b>	<b>WPS Staff facilitates; Clubs share</b>
	<b>1.3.e. Recognize participants (i.e., athletes, coaches, and officials) that promote competitive excellence in the province</b>	<b>WPS Staff facilitate and clubs share knowledge and implement</b>





# Membership Growth

Goal

To increase new membership (i.e., recruitment) and retain current membership (i.e., retention)

Mission Focus

Participation

Objective

- To recruit and retain athlete membership in each club with innovative and context-dependant approaches



# Membership Growth

Strategies	Actions	Responsibility
2.1. Increase number of registered athletes	2.1.a. Maintain and update, where necessary, the Seal Program and its wide-spread use in Saskatchewan	WPS Staff
	2.1.b. Identify opportunities for Indigenous participation	WPS Staff
	2.1.c. Identify opportunities for participation from newcomers	WPS Staff
	2.1.d. Identify opportunities for club development in Moose Jaw and Swift Current	WPS Staff
	2.1.e. Facilitate Executive Committee for Sport Promotion and Marketing	WPS Staff facilitate; Board participates; Clubs lead and decide
2.2. Increase retention of current athletes	2.2.a. Maintain WPS services such as Community League events and Provincials	WPS Staff
	2.2.b. Identify opportunities for younger athletes to enter and enjoy Community League events and provincials	WPS Staff and clubs



# Human Resources

**Goal**

To maintain human resource allocations that foster long-term, province-wide success

**Mission Focus**

**Capacity**

- To maintain continual contract human resource levels for long-term competitive excellence and membership growth
- To develop and support retention of club coaches and volunteers

**Objectives**



# Human Resources

Strategies	Actions	Responsibility
<b>3.1. Maintain coaching support to clubs</b>	<b>3.1.a. Maintain coaching and programming in service level agreements with clubs</b>	<b>WPS Staff and clubs</b>
	<b>3.1.b. Continue to send WPS staff to coach in clubs without service level agreements</b>	<b>WPS Staff and clubs</b>
<b>3.2. Ensure long-term sustainability of contract human resources</b>	<b>3.2.a. Periodically review human resource policies and procedures</b>	<b>WPS Board reviews; WPS Staff reports</b>
	<b>3.2.b. Periodically scan external trends in compensation, risk management, and professional development</b>	<b>WPS Board</b>
	<b>3.2.c. Develop succession plans for Executive Director and Provincial coaching positions</b>	<b>WPS Board</b>
	<b>3.2.d. Develop professional development plans and job descriptions for any new full-time staff</b>	<b>WPS Board</b>
	<b>3.2.e. Ensure all WPS Board positions are filled</b>	<b>WPS Board</b>



# Human Resources

Strategies	Actions	Responsibility
<b>3.3. Develop and retain community coaches and volunteers</b>	<b>3.3.a. Develop community coaches in all centres by identifying formal training and mentorship</b>	<b>WPS Staff and clubs</b>
	<b>3.3.b. Develop community officials in all centres through formal and informal feedback</b>	<b>WPS Staff</b>
	<b>3.3.c. Recognize all participants that promote membership growth in the province</b>	<b>WPS Staff</b>
	<b>3.3.d. Engage membership in winter and summer social events to increase connectivity and to provide recognition opportunities</b>	<b>WPS Staff</b>





# Stakeholder Interactions

**Goal**

To foster and have relationships and interactions with stakeholders that advance WPS' priorities

**Mission Focus**

Capacity & Administration

**Objectives**

- To develop, prioritize, and advocate for stakeholder relationships that support competitive excellence and membership growth
- To continue to develop and adapt communication streams with stakeholders that are clear and address their evolving demands



# Stakeholder Interactions

Strategies	Actions	Responsibility
4.1. Develop and prioritize high quality stakeholder relationships	4.1.a. Maintain and respond to knowledge-gathering from member stakeholders	WPS Staff and WPS Board
	4.1.b. Prioritize and develop relationships with other stakeholder groups who support competitive excellence	WPS Staff
	4.1.c. Prioritize and develop relationships with other stakeholder groups who support membership growth	WPS Staff
4.2. Advocate through stakeholder interactions	4.2.a. Advocate for facilities, where needed, that support competitive excellence and membership growth	WPS Staff, WPS Board, and Clubs
	4.2.b. Advocate for services and programs from Water Polo Canada that advance WPS' priorities	WPS Staff and WPS Board





# Stakeholder Interactions

Strategies	Actions	Responsibility
4.3. Establish clear and adaptive communication streams	4.3.a. Periodically identify member stakeholders' expectations and needs for communications	WPS Staff and WPS Board
	4.3.b. Identify novel ways to address member stakeholders' expectations and needs about communications	WPS Staff
	4.3.c. Disseminate accessible communication strategy, annually, that responds to member stakeholders	WPS Staff
	4.3.d. Provide up-to-date weekly and yearly calendars	WPS Staff



# Evaluation

**Goal**

**To ensure all coaches, staff, and volunteers advance WPS' strategic priorities and adhere to its vision, mission and values**

**Mission Focus**

**Administration**

**Objectives**

- **To ensure coaches and staff evaluations are regular, timely, and oriented to WPS' vision, mission, and values**
- **To evaluate and mitigate risk related to all participants who interact directly with minors**





# Evaluation

Strategies	Actions	Responsibility
5.1. Periodically evaluate full-time staff	5.1.a. Formally evaluate Executive Director and Head Provincial Coach	WPS Board
	5.1.b. Formally evaluate other full-time staff and part-time staff	Executive Director
5.2. Support informal evaluation	5.2.a. Identify and address demands for informal evaluation of community coaches	WPS Staff
	5.2.b. Identify and address demands for informal evaluation of community officials	WPS Staff
5.3. Create and foster a safe and inclusive sport environment for all participants	5.3.a. Ensure any Safe Sport certification requirements are met, following WPS policy	WPS Board and WPS Staff
	5.3.b. Annually assess risk and risk mitigation opportunities for minors	WPS Board and WPS Staff
	5.3.c. Develop safe sport processes that align with key stakeholders	WPS Board and WPS Staff
	5.3.d. Partner with clubs to implement sport training and mitigation	WPS Board, WPS Staff, and Clubs

# Monitoring

Goal

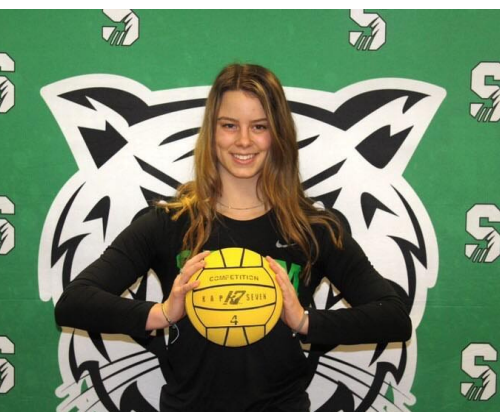
To ensure policies, procedures, and strategic plan are reviewed and progress is monitored

Mission Focus

Administration

Objectives

- To conduct regular review of policies and operational procedures
- To report and monitor strategic plan implementation





# Monitoring

Strategies	Actions	Responsibility
<b>6.1. Regularly review policies, resources, and stakeholder perspectives</b>	<b>6.1.a. Periodically report on operational procedures, compliance to policies, and internal/external events that shape operations and compliance</b>	<b>Executive Director</b>
	<b>6.1.b. Review and revise bylaws, board policies, and organizational policies</b>	<b>WPS Board</b>
	<b>6.1.c. Develop and implement membership survey biennially</b>	<b>WPS Board</b>
<b>6.2. Adhere to Sask Sport's mandate</b>	<b>6.2.a. Ensure WPS adheres to Sask Sport's mandate and any reporting requirements</b>	<b>WPS Board and Executive Director</b>
<b>6.3. Report and monitor strategic plan implementation</b>	<b>6.3.a. Conduct monitoring and quarterly reporting on strategic plan implementation</b>	<b>Executive Director and WPS Board</b>
	<b>6.3.b. Prepare and implement strategic planning process for the next planning cycle</b>	<b>WPS Board and Executive Director</b>



# Further Guidance and Reporting





Actions	2023	2024	2025	2026	2027
<b>Competitive Excellence</b>					
<b>1.1.a. Structure &amp; deliver a competition program that maximises LTD recommendations</b>	<i>Continue</i>	<i>Continue</i>	<i>Continue</i>	<i>Continue</i>	<i>Continue</i>
<b>1.1.b Identify and develop opportunities for athletes, coaches, and officials to excel, outside LTD recommendations</b>	<i>Continue</i>	<i>Continue</i>	<i>Continue</i>	<i>Continue</i>	<i>Continue</i>
<b>1.1.c. Assist athletes financially who are entering the excellence stream (e.g., age-group national and senior national teams)</b>	<i>Continue</i>	<i>Continue</i>	<i>Continue</i>	<i>Continue</i>	<i>Continue</i>
<b>1.2.a. Ensure all programs align with the LTD model (i.e., centres, programs, camps, and leagues)</b>	<i>Continue</i>	<i>Continue</i>	<i>Continue</i>	<i>Continue</i>	<i>Continue</i>
<b>1.2.b. Encourage opportunities for athletes to access and stay in Team Sask high performance programs</b>	<i>Continue</i>	<i>Review &amp; improve</i>	<i>Continue</i>	<i>Review &amp; improve</i>	<i>Continue</i>

<b>Actions</b>	<b>2023</b>	<b>2024</b>	<b>2025</b>	<b>2026</b>	<b>2027</b>
<b>1.3.a. Develop coaches for competitive excellence through formal and informal feedback</b>	<i>Continue</i>	<i>Continue</i>	<i>Continue</i>	<i>Continue</i>	<i>Continue</i>
<b>1.3.b. Develop officials for competitive excellence through formal and informal feedback</b>	<i>Continue</i>	<i>Continue</i>	<i>Continue</i>	<i>Continue</i>	<i>Continue</i>
<b>1.3.c. Encourage clubs to support entry to high performance opportunities within the province</b>	<i>Continue</i>	<i>Strategize with clubs</i>	<i>Implement</i>	<i>Review &amp; adjust</i>	<i>Continue</i>
<b>1.3.d. Facilitate sharing of practices, drills, and videos of skills among contract and volunteer coaches</b>	<i>Review &amp; adjust</i>	<i>Continue</i>	<i>Review &amp; adjust</i>	<i>Continue</i>	<i>Review &amp; adjust</i>
<b>1.3.e. Recognize participants (i.e., athletes, coaches, and officials) that promote competitive excellence in the province</b>	<i>Continue</i>	<i>Continue</i>	<i>Continue</i>	<i>Continue</i>	<i>Continue</i>



<b>Actions</b>	<b>2023</b>	<b>2024</b>	<b>2025</b>	<b>2026</b>	<b>2027</b>
<b>Membership Growth</b>					
<b>2.1.a. Maintain and update, where necessary, the Seal Program and its wide-spread use in Saskatchewan</b>	<i>Continue</i>	<i>Continue</i>	<i>Review &amp; improve</i>	<i>Continue</i>	<i>Continue</i>
<b>2.1.b. Identify opportunities for Indigenous participation</b>	<i>Strategize with clubs</i>	<i>Implement</i>	<i>Monitor</i>	<i>Review &amp; broaden</i>	<i>Implement</i>
<b>2.1.c. Identify opportunities for participation from newcomers</b>	<i>Strategize with clubs</i>	<i>Implement</i>	<i>Monitor</i>	<i>Review &amp; broaden</i>	<i>Implement</i>
<b>2.1.d. Identify opportunities for club development in Moose Jaw and Swift Current</b>	N/A	<i>Strategize</i>	<i>Implement</i>	<i>Monitor</i>	<i>Review &amp; adjust</i>
<b>2.1.e. Facilitate Executive Committee for Sport Promotion and Marketing</b>	<i>Continue</i>	<i>Continue</i>	<i>Review &amp; adjust</i>	<i>Continue/Implement</i>	<i>Continue</i>

<b>Actions</b>	<b>2023</b>	<b>2024</b>	<b>2025</b>	<b>2026</b>	<b>2027</b>
<b>2.2.a. Maintain WPS services such as Community League events and Provincials</b>	<i>Continue</i>	<i>Continue</i>	<i>Continue</i>	<i>Continue</i>	<i>Continue</i>
<b>2.2.b. Identify opportunities for younger athletes to enter and enjoy Community League events and provincials</b>	<i>Continue</i>	<i>Strategize with clubs</i>	<i>Clubs Implement</i>	<i>Review and adjust</i>	<i>Continue</i>
<b>Human Resources</b>					
<b>3.1.a. Maintain coaching and programming in service level agreements with clubs</b>	<i>Review &amp; adjust agreements, where necessary</i>	<i>Review &amp; adjust agreements, where necessary</i>	<i>Review &amp; adjust agreements, where necessary</i>	<i>Review &amp; adjust agreements, where necessary</i>	<i>Review &amp; adjust agreements, where necessary</i>
<b>3.1.b. Continue to send WPS staff to coach in clubs without service level agreements</b>	<i>Continue</i>	<i>Continue</i>	<i>Continue</i>	<i>Continue</i>	<i>Continue</i>
<b>3.2.a. Periodically review human resource policies and procedures</b>	<i>Continue</i>	<i>Continue</i>	<i>Continue</i>	<i>Continue</i>	<i>Continue</i>



Actions	2023	2024	2025	2026	2027
<b>3.2.b. Periodically scan external trends in compensation, risk management, and professional development</b>	<i>Continue</i>	<i>Continue</i>	<i>Continue</i>	<i>Continue</i>	<i>Continue</i>
<b>3.2.c. Develop succession plans for Executive Director and Provincial coaching positions</b>	<i>Develop &amp; approve</i>	<i>Monitor</i>	<i>Monitor</i>	<i>Monitor</i>	<i>Monitor</i>
<b>3.2.d. Develop professional development plans and job descriptions for any new full-time staff</b>	<i>Monitor</i>	<i>Monitor</i>	<i>Monitor</i>	<i>Monitor</i>	<i>Monitor</i>
<b>3.2.e. Ensure all WPS Board positions are filled</b>	<i>Continue</i>	<i>Continue</i>	<i>Continue</i>	<i>Continue</i>	<i>Continue</i>
<b>3.3.a. Develop community coaches in all centres by identifying formal training and mentorship</b>	<i>Continue training &amp; discuss with clubs</i>	<i>Continue training &amp; Implement any actions</i>	<i>Continue training &amp; monitor</i>	<i>Continue training &amp; monitor</i>	<i>Continue training &amp; review and adjust actions</i>

<b>Actions</b>	<b>2023</b>	<b>2024</b>	<b>2025</b>	<b>2026</b>	<b>2027</b>
<b>3.3.b. Develop community officials in all centres through formal and informal feedback</b>	<i>Continue</i>	<i>Continue</i>	<i>Continue</i>	<i>Continue</i>	<i>Continue</i>
<b>3.3.c. Recognize all participants that promote membership growth in the province</b>	<i>Continue</i>	<i>Continue</i>	<i>Continue</i>	<i>Continue</i>	<i>Continue</i>
<b>3.3.d. Engage membership in winter and summer social events to increase connectivity and to provide recognition opportunities</b>	<i>Continue</i>	<i>Continue</i>	<i>Continue</i>	<i>Review approach &amp; improve</i>	<i>Continue</i>
<b>Stakeholder Interactions</b>					
<b>4.1.a. Maintain and respond to knowledge-gathering from member stakeholders (e.g., member meetings, surveys, discussions)</b>	<i>Continue</i>	<i>Continue</i>	<i>Continue</i>	<i>Review approach &amp; improve</i>	<i>Continue</i>
<b>4.1.b. Prioritize and develop relationships with other stakeholder groups who support competitive excellence (e.g., Level 10 Fitness, Martin Collegiate)</b>	<i>Continue</i>	<i>Continue</i>	<i>Continue</i>	Conduct stakeholder analysis	Address & improve



<b>Actions</b>	<b>2023</b>	<b>2024</b>	<b>2025</b>	<b>2026</b>	<b>2027</b>
<b>4.1.c. Prioritize and develop relationships with other stakeholder groups who support membership growth</b>	<i>Continue</i>	<i>Continue</i>	<i>Continue</i>	Conduct stakeholder analysis	Address & improve
<b>4.2.a. Advocate for facilities, where needed, that support competitive excellence and membership growth</b>	<i>Identify &amp; participate</i>	<i>Identify &amp; participate</i>	<i>Identify &amp; participate</i>	<i>Identify &amp; participate</i>	<i>Identify &amp; participate</i>
<b>4.2.b. Advocate for services and programs from Water Polo Canada that advance WPS' priorities</b>	<i>Continue</i>	<i>Continue</i>	<i>Continue</i>	<i>Continue</i>	<i>Continue</i>
<b>4.3.a. Periodically identify member stakeholders' expectations and needs for communications</b>	<i>Continue</i>	<i>Continue</i>	<i>Continue</i>	<i>Continue</i>	<i>Continue</i>
<b>4.3.b. Identify novel ways to address member stakeholders' expectations and needs about communications</b>	<i>Continue</i>	<i>Continue</i>	<i>Continue</i>	<i>Continue</i>	<i>Continue</i>

<b>Actions</b>	<b>2023</b>	<b>2024</b>	<b>2025</b>	<b>2026</b>	<b>2027</b>
<b>4.3.c. Disseminate accessible communication strategy, annually, that responds to member stakeholders</b>	<i>Review, adjust &amp; implement</i>	<i>Review, adjust &amp; implement</i>	<i>Review, adjust &amp; implement</i>	<i>Review, adjust &amp; implement</i>	<i>Review, adjust &amp; implement</i>
<b>4.4.d. Provide up-to-date weekly and yearly calendars</b>	<i>Continue</i>	<i>Continue</i>	<i>Continue</i>	<i>Continue</i>	<i>Continue</i>
<b>Evaluation</b>					
<b>5.1.a. Formally evaluate Executive Director and Head Provincial Coach</b>	<i>Continue</i>	<i>Continue</i>	<i>Continue</i>	<i>Continue</i>	<i>Continue</i>
<b>5.1.b. Formally evaluate other full-time staff and part-time staff</b>	<i>Continue</i>	<i>Continue</i>	<i>Continue</i>	<i>Continue</i>	<i>Continue</i>
<b>5.2.a. Identify and address demands for informal evaluation of community coaches</b>	<i>Strategize with clubs</i>	<i>Implement</i>	<i>Monitor &amp; adjust</i>	<i>Strategize with clubs</i>	<i>Implement</i>



<b>Actions</b>	<b>2023</b>	<b>2024</b>	<b>2025</b>	<b>2026</b>	<b>2027</b>
<b>5.2.b. Identify and address demands for informal evaluation of community officials</b>	<i>Strategize with clubs</i>	<i>Implement</i>	Monitor & adjust	<i>Strategize with clubs</i>	<i>Implement</i>
<b>5.3.a. Ensure all Safe Sport certification requirements are met, following WPS policy</b>	<i>Continue</i>	<i>Continue</i>	<i>Continue</i>	<i>Continue</i>	<i>Continue</i>
<b>5.3.b. Annually assess risk and risk mitigation opportunities for minors (e.g., criminal record changes, Respect in Sport)</b>	<i>Continue</i>	<i>Continue</i>	<i>Continue</i>	<i>Continue</i>	<i>Continue</i>
<b>5.3.c. Develop safe sport processes that align with key stakeholders</b>	<i>Co-develop &amp; implement</i>	<i>Review &amp; adjust</i>	<i>Review &amp; adjust</i>	<i>Review &amp; adjust</i>	<i>Review &amp; adjust</i>
<b>5.3.d. Partner with clubs to implement safe sport training and mitigation</b>	<i>Co-develop &amp; implement</i>	<i>Review &amp; adjust</i>	<i>Review &amp; adjust</i>	<i>Review &amp; adjust</i>	<i>Review &amp; adjust</i>

Actions	2023	2024	2025	2026	2027
<b>Monitoring</b>					
<b>6.1.a. Periodically report on operational procedures, compliance to policies, and internal/external events that shape operations and compliance</b>	<i>Continue</i>	<i>Continue</i>	<i>Continue</i>	<i>Continue</i>	<i>Continue</i>
<b>6.1.b. Review and revise bylaws, board policies, and organizational policies</b>	<i>Continue</i>	<i>Continue</i>	<i>Continue</i>	<i>Continue</i>	<i>Continue</i>
<b>6.1.c. Develop and implement membership survey biennially</b>	<i>Revise survey</i>	<i>Implement</i>	<i>Organize</i>	<i>Implement</i>	<i>Organize</i>
<b>6.2.a. Ensure WPS adheres to Sask Sport's mandate and any reporting requirements</b>	<i>Continue</i>	<i>Continue</i>	<i>Continue</i>	<i>Continue</i>	<i>Continue</i>



<b>Actions</b>	<b>2023</b>	<b>2024</b>	<b>2025</b>	<b>2026</b>	<b>2027</b>
<b>6.3.a. Conduct monitoring and quarterly reporting on strategic plan implementation</b>	<i>Continue</i>	<i>Continue</i>	<i>Continue</i>	<i>Continue</i>	<i>Continue</i>
<b>6.3.b. Monitor strategic planning effectiveness and revise the plan, when and where necessary</b>	<i>Review &amp; revise, where necessary</i>	<i>Review &amp; revise, where necessary</i>	<i>Review &amp; revise, where necessary</i>	<i>Review &amp; revise, where necessary</i>	<i>Review &amp; revise, where necessary</i>
<b>6.3.a. Prepare and implement strategic planning process for the next planning cycle</b>	<i>n/a</i>	<i>n/a</i>	<i>n/a</i>	<i>n/a</i>	<i>Prepare Strat Plan Developed in Nov.</i>