



**RINGETTE
SASKATCHEWAN**

RINGETTE SASKATCHEWAN STRATEGIC PLAN

2024-2028



OUR STRATEGIC PLAN

This strategic plan will assist Ringette Saskatchewan in focusing our efforts to fulfill our mission and achieve our collective vision.

This strategic plan encourages and promotes a pro-active, results-oriented approach, helps to balance short-term pressures with long-term thinking and permits flexibility to adapt to change.

This strategic plan enhances our organizational capacity to generate new ideas and options, encourages a team approach to strategic decisions, and provides a systematic approach to decision-making, accountability, and evaluation of progress.

We will use this strategic plan as our guide to help us work together to achieve our mission and work towards the attainment of our desired future state.



OUR MISSION



The Mission Statement describes what is the primary purpose of Ringette Saskatchewan. It helps to inform people as to what we do and how we do it. It helps to guide our decisions and helps the organization to maintain its focus.

Ringette Saskatchewan develops young individuals into community leaders through leadership, a safe and positive team sport experience, lifelong engagement, and opportunities for excellence.

OUR FUTURE VISION

Our Vision Statement reflects the preferred future state for Ringette Saskatchewan and all our members and stakeholders. It inspires people to work collectively towards achieving that future and creating outcomes that our members and others can support. It clearly describes what the organization is striving to create in the future.

Ringette Saskatchewan envisions a future where ringette is universally recognized and celebrated in the province. We strive to create more opportunities for players, coaches, and officials, with teams flourishing everywhere throughout the province.



OUR VALUES

*Values answer a simple question:
how do we do what we do?
Leaders and employees should be proud of them,
as they define the organization's culture and
identity. Values are the core principles that guide
behaviours for all employees and volunteers.*

COLLABORATION

We believe in working collaboratively in the spirit of good sportsmanship.

ATHLETE-CENTRED

We focus on our athletes and strive to provide them with positive, fun, and developmentally appropriate experiences.

EXCELLENCE

We believe in the pursuit of excellence at all levels for all athletes, coaches, officials, volunteers, board, and staff.

RESPECT

We respect and trust each other as individuals and treat everyone fairly.

HONESTY

We are open, transparent, and accountable for what we do.

LIFELONG COMMUNITY

We believe Ringette is more than a game, it is a community that promotes lifelong friendships.



THE ROLES WE PLAY

- We promote the growth of Ringette in Saskatchewan.
- We foster and promote the fun and enjoyment of Ringette.
- We foster the growth of both young citizens and adult leaders.
- We cultivate and nurture the development of role models.
- We help to develop healthy bodies and minds by providing a safe and positive environment.
- We implement and oversee rules and regulations for provincial programs and competitions.
- We support competition and performance excellence for our athletes.
- We enhance the competency of our coaches, officials, volunteers, and associations through education and training.
- We provide leadership, resources, governance, and advocacy to empower our members.
- We collaborate with the Ringette community provincially and nationally.

OUR STRATEGIC PRIORITIES

Four interrelated, mutually supportive strategic priorities are at the heart of the strategic plan for Ringette Saskatchewan. These are all equally important for the organization to achieve its Mission and realize its Future Vision.

Our Strategic Priorities:

- *Enhancing the Athlete Experience*
- *Growing the Sport of Ringette*
- *Excelling in Governance*
- *Developing our Volunteer Capacity*



ENHANCING THE ATHLETE EXPERIENCE

Ringette Saskatchewan will provide resources and learning opportunities that will develop athlete pathways and promote a lifelong participation in the sport.

OUTCOMES

- Increased athlete development opportunities for athletes to pursue their own goals at all levels.
- Increased athlete recruitment and retention.
- Training and support for all levels of the sport and positions in the game.
- Transition athletes into the Active for Life stage of LTAD and into volunteers, coaches, and officials.

STRATEGIC ACTIONS

- Implement relevant recommendations from Ringette Canada's Competition Review.
- Continue to provide nutrition, mental wellness, and fitness training sessions for athletes/
- Develop a plan for regular athlete development camps and events at all levels.
- Continue to evaluate and further develop the Children's Ringette program.
- Continue to develop Gym Ringette resources.
- Provide resources for coaches and athletes with drills and practice plans for all positions and for all levels.
- Oversee the Saskatchewan Winter Games and Canada Winter Games programs.
- Continue to promote athlete-centered Provincial Championships for all levels.
- Implement Safe Sport policies and procedures.



GROWING THE SPORT OF RINGETTE

Ringette Saskatchewan will offer opportunities and experiences that will increase the membership and growth in all aspects of the Association.

OUTCOMES

- Increased number of registrants.
- Increase the number of Saskatchewan communities actively engaged in ringette.
- Expanded Gym Ringette programming.
- More opportunities for athletes and volunteers to participate.
- Increased sponsorships and funding.

STRATEGIC ACTIONS

- Develop and maintain a comprehensive programming structure including Gym Ringette and Come Try Ringette.
- Create a working sub-committee to oversee ongoing opportunities for programming and services for the membership with a focus on growth.
- Develop a comprehensive marketing strategy or plan that will increase public awareness and visibility of ringette in Saskatchewan.
- Develop an implementation plan to introduce the sport to new communities and help establish new programs.
- Work towards increasing media awareness and providing opportunities for streaming games and events.
- Sustain support and interest in the Saskatchewan Heat NRL team.
- Continue to support University Ringette in Saskatchewan.



EXCELLING IN GOVERNANCE

Ringette Saskatchewan will offer opportunities and experiences intended to strengthen the capacity to provide leadership in the areas of governance, policy development, interaction with allied agencies, and support for our members in their growth and development.

OUTCOMES

- Strong relationships with external stakeholders have been developed and maintained.
- Mutually beneficial collaborations have been established with funders and other supporters.
- An enhanced governance framework with established review processes, education and transparency is in place.
- Bylaws, policies and procedures are reviewed and updated to ensure sustainability of the organization.
- Ringette Saskatchewan is financially secure and stable.
- An ongoing, annual planning process is in place.

STRATEGIC ACTIONS

- Create a plan for review of cycles with key dates for planning and the development of policies and processes.
- Develop board and operational committees, reporting structures, and terms of reference for all areas of volunteer activity.
- Develop processes for effective oversight of the financial affairs of the organization including the development of an annual budget that reflects the strategic priorities.
- Develop processes for recruitment, selection and onboarding of board members that maintains the continuity of the board.
- Develop processes to engage members and solicit feedback.
- Create an annual board work plan with key dates and defined board responsibilities and deliverables.
- Continue with an annual operational planning process that includes monitoring and evaluating organizational performance.
- Identify opportunities for leadership development for key volunteers which could include workshops, seminars, or mentorship programs that help volunteers develop the skills necessary to take on leadership roles within the organization.



DEVELOPING OUR VOLUNTEER CAPACITY

Building our human capacity (coaches, officials, volunteers) by providing training opportunities and delivering positive experiences for all involved.

OUTCOMES

- Well-trained coaches, officials, and volunteers at all levels.
- A safe and inclusive environment for our players, coaches, officials, and volunteers.
- Increased number of qualified coaches and officials.
- Increased number of organizational volunteers.
- Lifelong engagement of athletes, families, and key supporters.

STRATEGIC ACTIONS

- Develop a program dedicated to the ongoing recruitment and training of coaches at all levels which will provide potential coaches with the necessary skills, knowledge, and resources to succeed in their roles.
- Develop a comprehensive plan that focuses on the active recruitment, retention, and support of officials including strategies for attracting new talent, retaining existing members, and providing ongoing support to ensure their success.
- Develop a plan for the recruitment, orientation, and onboarding of all board members to ensure that new board members are effectively integrated into the organization and are fully aware of their roles and responsibilities.
- Continue to recognize coaches, officials, and volunteers including awards, certificates, or public acknowledgments that celebrate their contributions to the organization.
- Provide educational opportunities for board members, committee chairs, and staff to enhance skills, productivity, and capacity of the organization.
- Create opportunities for members to connect, collaborate, and to share information and resources.

