



Saskatchewan Writers' Guild

STRATEGIC PLAN

2019-2023

Introduction

PLANNING PROCESS

The Board of Directors and staff of the Saskatchewan Writers' Guild (SWG) developed this strategic operational plan with assistance from Bruce Anderson, owner and facilitator with b-creative group, using current principles of community sector planning and development and tools used by leaders in the field of organizational development and behaviour.

This meeting included seven board members and the Executive Director who met with Bruce Anderson in November, 2018 for the initial facilitated strategic planning retreat in Saskatoon, SK. The board discussed and reflected on the mission, vision, core operating values and assumptions, which provide the foundation for the organization's approach to operations.

The environmental scan was reviewed, which included an internal organization assessment and interviews with several community stakeholders.

Introduction

PLANNING PROCESS

The group reviewed demographic, geographic, membership and programming data in order to determine what would support or limit the direction being set. The environmental scan and organizational assessment helped the SWG assess both the challenges and opportunities it is likely to face between 2019 to 2022 and set the context for the choices reflected in this strategic operational plan.

The Board developed objectives to guide their direction over the next four years. From these, the Strategic Operational Plan was developed to indicate who is doing what and when in how to achieve these goals. The Strategic Operational Plan is intended first as a record of the strategic planning process and the decisions reached by the Board of Directors and staff. Secondly, it presents the most comprehensive compilation of the operational plan and its component parts, and it is a valuable management tool that provides the Guild with a four year roadmap for decision-making, supports, services and organization development.

The Board of Directors and staff will monitor progress quarterly and will review and update the plan annually. A summary version of SWG Strategic plan is available to its primary and supporting partners and other stakeholders.

ORGANIZATIONAL OVERVIEW

Founded in 1969, the Saskatchewan Writers' Guild is a provincial cultural organization that represents writers in all disciplines and at all levels of achievement. It operates as a not-for-profit provincial cultural organization, fosters excellence in Saskatchewan writing and promotes public awareness of our literature. It acts as an advocate to improve the status of Saskatchewan writers, encourages the development of writers of all ages and levels through educational opportunities and strives to improve public access to Saskatchewan writers and their work. Membership is open to writers and those interested in Saskatchewan writing.

Mandate

The Saskatchewan Writers' Guild is a not-for-profit membership-driven organization that strives to sustain and enhance an environment in Saskatchewan where writers and all forms of writing flourish; to promote the well-being of all writers; and to advocate on their behalf.

Vision

As an advocate for the art and craft of writing, the vision of the Saskatchewan Writers' Guild is to continually support and promote all writers and their vital contributions to a healthy and vibrant society.

Mission

The Saskatchewan Writers' Guild serves, supports and champions diverse writers, cultivating a vibrant literary community.

Values

In all its endeavours the Saskatchewan Writers' Guild offers its members, colleagues and the public the highest standards of leadership, service and professionalism. The SWG is an inclusive organization open to all interested in writing; provides programs and services that are accessible to its members and to the public; is open and accountable in decision-making and the management of Guild resources. The SWG welcomes and encourages member participation; respects the skill, professionalism and diversity of writers; embraces and fosters diversity and inclusiveness; and supports and encourages all writers.

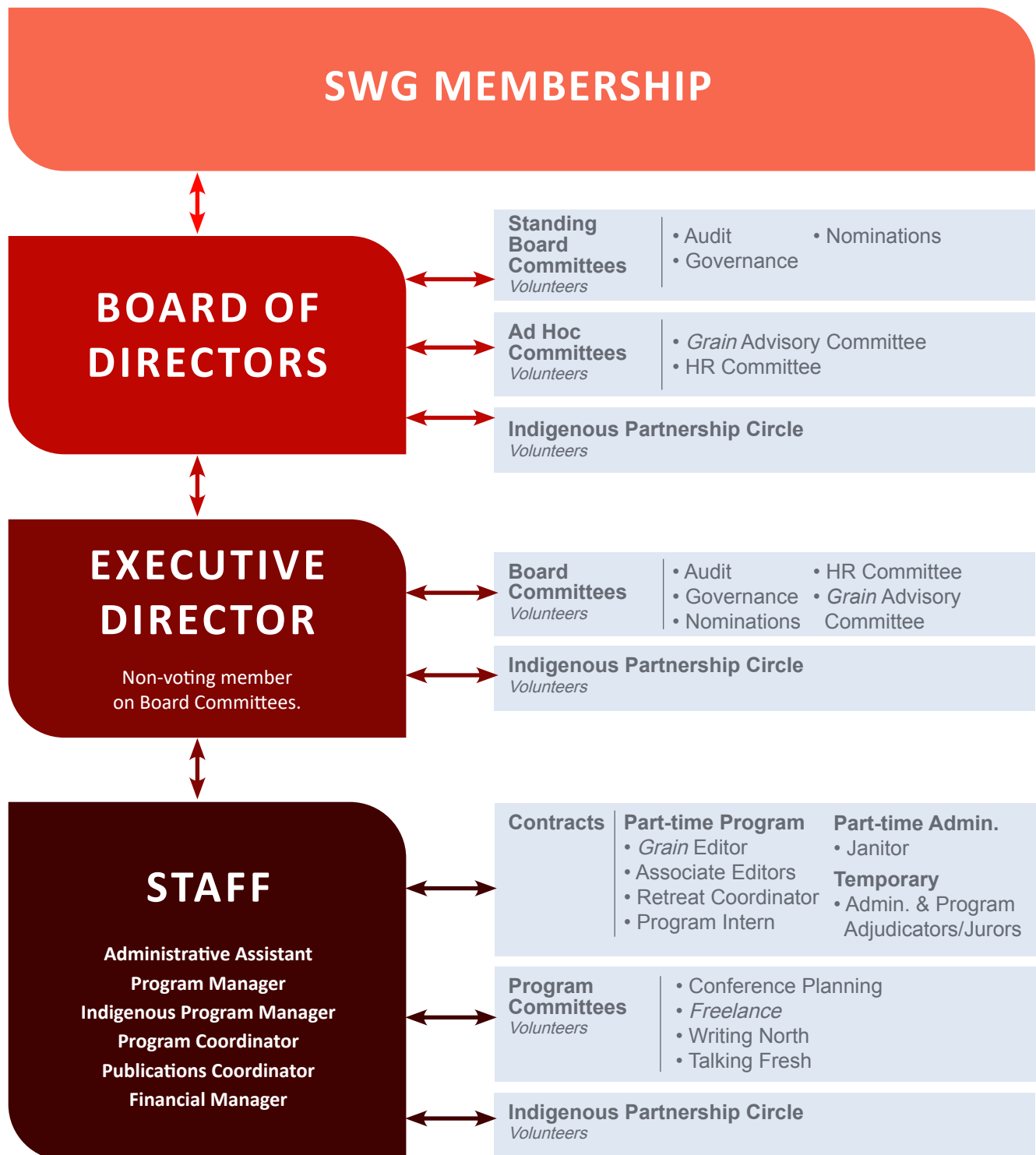
WE VALUE:

- Diversity
- Quality in all we do
- Value for members
- Openness and accountability
- Member participation
- Celebration of all stories

WE BELIEVE:

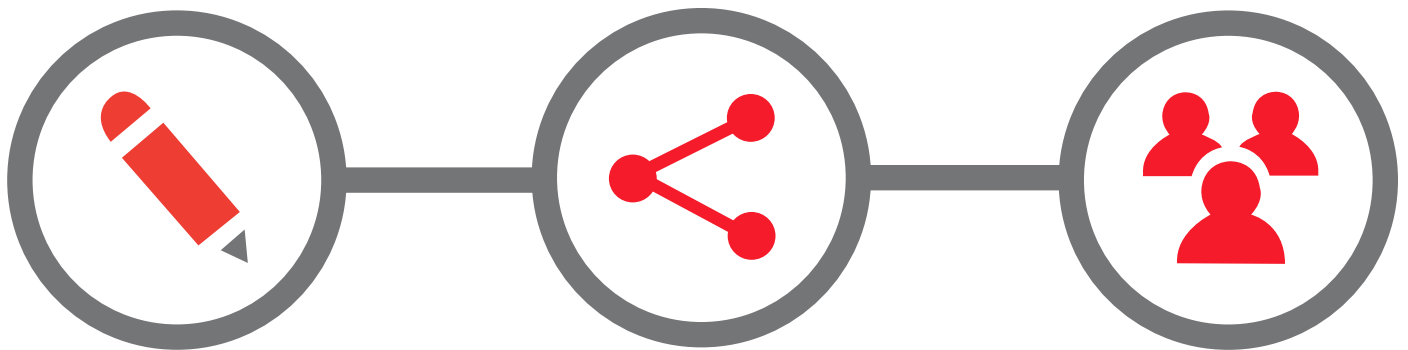
- Writing builds quality of life
- Writers can help each other
- SWG flourishes by serving members
- Inclusivity removes barriers

Organizational Chart



Ad Hoc means temporary committees for specific purposes. Ad Hoc committees report directly to the Board. Committees struck by operations report to the Executive Director or supervising staff.

CORE FUNCTION



SERVICE

We provide
inclusive services,
programs and events

SHARE

We help writers build
their own capacity and
potential skills

CONNECT

We connect writers and
readers, increasing public
awareness of the value of
writing

Strategic Board Ends

OBJECTIVES

RATIONALE

OUTCOMES

END 01

People of Saskatchewan who are inspired to write have opportunities to develop and share their writing.

Membership and diversity

Framework of support for writers

Writers develop and share their writing

END 02

The membership of the Saskatchewan Writers' Guild and its Board of Directors reflects the diversity of the province, operating on an established set of values.

Ensure accessibility

Inclusive and cohesive community

Increase rural/remote members

END 03

Saskatchewan Writers' Guild members will be actively engaged with the Guild and have a sense of belonging.

Evolve governance and systems

Meet member's needs and connect

Membership reflects the diversity of the province

Key Motivating Factors

STRATEGIC PLAN

SUMMARY



EXPECTED OUTCOMES

To continue to serve a diverse membership to ensure satisfaction



SELF EFFICACY

To demonstrate the SWG is inclusive and values diversity



COMMITMENT

Maintaining good relationships with funders; clear mission and valuable programming/ services

Key Factors 2019-2023



FUNDING

Financial insecurity: less grant funding and the need to be more self-sustaining



TECHNOLOGY

Keeping up with technological advances



LABOUR MARKET

Staffing issues - growing and sustaining employees



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