

STRATEGIC PLAN

GROWING
TOGETHER,
CREATING
OPPORTUNITIES

2025-2029





OUR VISION

All children and youth discover and achieve their dreams and grow up to be healthy, successful, and active participants in society.

OUR MISSION

To provide safe, supportive places where children and youth can experience new opportunities, overcome barriers, build positive relationships, and develop confidence and skills for life.

Our Core Values

Belonging

We welcome everyone in a safe, accepting environment based on belonging and positive relationships.

Respect

We ensure that everyone—children, youth, families, volunteers, staff—is heard, respected, valued and treated fairly.

Encouragement & Support

We encourage and support every child and youth to play, learn and grow to achieve their dreams.

Working Together

We work together with young people, families, volunteers, our communities and governments.

Speaking Out

We speak out for children, youth and families so that we can make our world better.





CULTIVATING A THRIVING WORKPLACE

BGC Saskatoon will be an employer of choice to attract and retain top talent.

CLUB OBJECTIVES

BGC Saskatoon will have an employee value proposition (EVP)

BGC Saskatoon will develop and implement a retention and recruitment strategy

WE WILL:

- Conduct an employee wage and compensation review
- Undertake staff surveys to evaluate impact and enhance workplace culture
- Develop a strategy to ensure a living wage for all
- Ensure that hiring practices align with our EDI (Equity, Diversity, Inclusion) objectives
- Review organization structure to align with growth aspirations





FOSTER A CULTURE OF BELONGING

BGC Saskatoon will be thoughtful and responsive in addressing issues related to equity, diversity, and inclusion. BGC will authentically engage with Indigenous communities.

CLUB OBJECTIVES

BGC Saskatoon will strive to purposefully include equity-deserving communities with intentional programming based on the demographics of our communities

BGC Saskatoon will commit to furthering their EDI learning journey

BGC Saskatoon will commit to deepening our understanding of Indigenous Peoples and communities including how to deliver on the T&R Commission Calls for Action



WE WILL:

- Conduct a comprehensive review of current programs to ensure they are welcoming, diverse and accessible for racialized/marginalized children, youth, and families.
- Conduct an EDI Assessment which addresses overall Club Operations
- Develop an EDI action plan based on assessment results, identify key priorities, and set plan into action
- Respond, formally, to the Truth & Reconciliation Calls to Action
- Commit to the full implementation of the Indigenization Process



INSPIRE INVESTMENTS IN BGC

BGC Saskatoon will increase funding by retaining current funders and attracting new funders.

CLUB OBJECTIVES

BGC Saskatoon will have sustainable and diversified funding

BGC Saskatoon will have growth ambition related to revenue and investment in the communities we serve

WE WILL:

- Build a fund development plan that allows for allocation and resourcing funds to ensure diversification of funds.
- Ensure financial growth and budgets align with planned program growth and development
- Evaluate BGC Saskatoon Fundraising needs and develop & implement a fundraising strategy
- Ensure that annual fund development exceeds inflation.





ELEVATE OUR INFLUENCE

BGC Saskatoon will be recognized as the leading child and youth serving organization and a partner of choice.

CLUB OBJECTIVES

BGC Saskatoon will build strong partnerships, amplify our influence, and ensure our credibility and reputation within the communities we serve and by our stakeholders

BGC Saskatoon will actively engage with all levels of government. We will prioritize brand awareness, advocacy, and establish ourselves as a partner of choice

WE WILL:

Develop and implement strategies for marketing and communications

Build collaborative networks to inform future partnership, stakeholders, and growth.

Develop and implement an Government Relations Plan to effectively demonstrate our ability to address community needs and drive positive change through strategic partnerships and innovative solutions





DEEPEN AND EXPAND LIFE CHANGING IMPACT

BGC Saskatoon is invested in proving and improving the Club experience for all Club participants. BGC Saskatoon is committed to providing a high-quality experience to more children and youth.

CLUB OBJECTIVES

BGC Saskatoon will ensure quality programming for children, youth, and families

BGC Saskatoon will grow to respond to increasing community needs within Saskatoon and neighbouring communities

BGC Saskatoon will strategically grow participant numbers and/or program offerings in order to ensure the delivery of services across the developmental continuum.

WE WILL:

Develop strategies to deepen our impact based on our Learning & Impact Improvement results

Develop and implement an expansion strategy to expand programs into neighbouring communities

Ensure that BGC Saskatoon has the capacity, resources, partnerships, and leadership to respond to expansion opportunities

Prioritize expansion of Early Years, Youth Programs, and Rosewater Connection





STRENGTHEN OPERATIONAL EXCELLENCE

BGC Saskatoon has the resources, infrastructure and administrative platforms to effectively monitor, deliver and report on programs and services.

CLUB OBJECTIVES

BGC Saskatoon will improve our capacity to collect, maintain and report accurate data

BGC Saskatoon will have strong leadership at all levels of the organization

WE WILL:

Ensure that data managements systems are supporting the operations, people and process needs of our Club

Invest in and cultivate the leadership necessary to meet both our current and future needs

Collaborate provincially for operational and governance excellence

Achieve Operational Excellence





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