



Saskatchewan Powerlifting Association Corp.
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October 1, 2023

Dear SPA Membership,

The past year has been busy behind the scenes. I would like to take a moment to express appreciation and thanks to our current board members for the time and energy invested in continuing to build SPA. We continue to rebuild from the pandemic years while also taking concerted time and effort to navigate the current Canadian powerlifting climate.

I am happy to report that the work of the board and the association over the past year has provided movement in our strategic plans. Our membership numbers have reached pre-pandemic numbers, which puts us in a better position for long term goals. Members have the opportunity to be recognized for their record breaking accomplishments with our new records certificates. We also welcome two new provincial referees this year and potentially a third by the end of 2023; national referee recruitment continues to be a goal. More importantly, this past year has been centered around the theme of inclusivity. The Board has met on numerous occasions to discuss the CPU's Trans Inclusion Policy and has created opportunities for membership feedback to be utilized and discussed at the CPU level. Discussions at the CPU level have taken great care and consideration by SPA and other member provinces. In addition, the Parapowerlifting Committee has reconceptualized their approach to growing the sport, working with member provinces to create a framework for the sport across the country.

The SPA was able to send a larger team of 28 people to the 2023 CPU National Championships this year. I would like to thank the following sponsors again for their support and contributions: Gold Sponsor - Supplement World; Silver Sponsors - Foundation Fitness, Inner Strength Products; Bronze Sponsors: Olympia In Depth. We were also able to proudly celebrate the accomplishments of our athletes who were able to represent both Saskatchewan and Canada on the international stage at North American Powerlifting Championships and World Championships. Congratulations!

As we move forward, I am optimistic about the growth of the sport in Saskatchewan and the Board's concerted efforts in achieving the strategic goals we set out (you can review these in my attachment.)

Stronger Together,
Carolyn Tran

A handwritten signature in black ink, appearing to read "Carolyn Tran", written over a light blue horizontal line.

President
Saskatchewan Powerlifting Association

Strategic Directions

Membership

Objectives	Metrics
<ol style="list-style-type: none"> 1. Recruit and retain members of all diverse backgrounds 2. Recruit and retain members throughout province 3. Recognize member achievements/accomplishments 	<ol style="list-style-type: none"> 1. Increase membership 10% year on year 2. Retain 90% of current membership year on year 3. A minimum of 10 members in all 7 districts 4. Follow through on member recognition

Action Item	Who is responsible	What is being or has been done	What still needs to be done	Timeline
Promote/spotlight new & existing registered clubs (location, basic club info, etc.)	Registration Chair Social Media	Current registered clubs listed on the website Social media posts of registered clubs	Update website to current clubs New social media posts of clubs	Completed & Ongoing 2023-2024
Develop a committee focused on growing youth powerlifting	SPA Board to recruit	N/A at this time	Develop framework for youth powerlifting committee and call out for members	2023-2024
Athlete spotlights for accomplishments	Social Media Chair	Social media posts of athlete achievements	Continued posts of athlete accomplishments Increase posting on website	Completed & Ongoing
Certificates for records	Records Chair Social Media Chair	Certificate template has been created and approved Form to apply in on the SPA website Posted onto social media	Ongoing reminders for certificate applications post competition	Completed & Ongoing
Nominate athletes annually at provincial and national level	Membership, then SPA Board Approval, then President & Vice President presentation to CPU level	Nominations are done annually, prior to Nationals according to the deadline sent by the CPU secretary	Continue as the same	Completed & Ongoing

Competition Development & Facilitation

Objectives	Metrics
<ol style="list-style-type: none"> 1. Recruit and retain meet directors 2. Increase availability of meet director resources 3. Provide meet director education/resources 	<ol style="list-style-type: none"> 1. Run a full calendar of meets 2. Network of meet directors 3. Meet director debrief 4. Running 8 meets/year

Action Item	Who is responsible	What is being or has been done	What still needs to be done	Timeline
Improve and update meet director manual/checklist	President Vice President	Revision of meet director manual and checklist has been done Feedback of the manual and checklist is in process	Finalize manual and checklist for publication	2023-2024
Reach out to meet directors and ask to fill vacant competition slots	President Vice President	Call out to previous meet directors to fill spots in 2021	May need to continue to do this for Provincial Championships	Completed for 2021; Ongoing
Develop standardized form for athletes & volunteers to provide feedback to SPA for meet directors	President Vice President	In process of development	Pilot and release	2023-2024
Development of an incentive program for meet directors	SPA Board	N/A at this time	Review this item at SPA Board Meeting	2023-2024
Development of an equipment procurement plan	SPA Board Treasurer	Updated inventory of North and South recorded New Eleiko Bar & Collars have been purchased	New powerlifting rack for the North	2023-2025
Create a database of meet director information	Vice President Secretary?	N/A at this time	Discuss and develop meet director database	2023-2024

Promote Coaching & Officiating Excellence

Objectives	Metrics
<ol style="list-style-type: none"> 1. Increase and retain provincial referee numbers 2. Increase and retain national referee numbers 3. Retain current referees 4. Provide coach education/resources 	<ol style="list-style-type: none"> 1. 16 total provincial refs 2. 10 total national refs 3. Provision of coach education/resources

Action Item	Who is responsible	What is being or has been done	What still needs to be done	Timeline
Define & publish officiating pathway for becoming provincial referee to CAT I referee	Technical Chair Social Media Chair	N/A at this time	Develop infographic or some media to clearly define referee pathway for better understanding (Discuss at SPA Board Meeting)	2023-2024
Develop a referee recruiting strategy	Technical Chair	N/A at this time No formal strategy currently used other than receiving inquiries	Develop a formalized referee recruitment strategy with steps (Discuss at SPA Board Meeting)	2023-2024
Develop coach education resources	Technical Chair	N/A at this time	Review and discuss at SPA Board Meeting	2023-2024
Develop referee schedule based on competition calendar	Technical Chair Meet Directors to recruit referees	Spreadsheet on Google Drive which is utilized on a regular basis	Set the 2024 referee schedule based on the competition calendar	Ongoing
Develop continuing education plan for referees	Technical Chair	Continuing education in the form of online video has been sent to referees	Discuss more continuing education ideas at SPA Board Meeting	Ongoing

Foster Strong Governance

Objectives	Metrics
<ol style="list-style-type: none"> 1. Recruit new board members 2. Maintain financial stability and transparency 3. Renew and continually update Saskatchewan Powerlifting Association governance documents 	<ol style="list-style-type: none"> 1. Full board every year 2. Publicly available financial statements showing neutral cash flow 3. Update documents completed by August 31, 2022

Action Item	Who is responsible	What is being or has been done	What still needs to be done	Timeline
Develop board member job descriptions/manual	All SPA Board Members	All board members have started reviewing and developing manuals for their respective positions	Touch base on progress and discuss completion for 2024 at SPA Board Meeting	2023-2024
Update articles of incorporation, bylaws and policy documents	SPA Board	The new articles of incorporation, bylaw and policy documents were updated in 2022 Competition and Financial policies were reviewed and updated in 2023	Approval of 2023 Proposals at AGM 2024: Teams and Clubs; Provincial Referees; Records and Awards; & Doping Control. Harassment and Discrimination Policy may be included in this year due to CPU Trans Inclusion 2025: Equipment Policy; Harassment and Discrimination Policy; & Policy on Appeals	Ongoing for proposed changes to articles & bylaws for the AGM 2024-2025 for policies
Spotlight board positions on social media	Social Media Chair	N/A at this time	Review and discuss at SPA Board Meeting	2023-2024
Develop financial strategy	Treasurer	This is done on an ongoing basis with the Treasurer's activities and annually with the Financial Statements Financial policy has been reviewed and updated	Approval of 2023 Financial Policy Proposals at AGM Continue to discuss further options	Ongoing

Create Authentic Partnerships

Objectives	Metrics
<ol style="list-style-type: none"> 1. Become recognized provincial sporting organization with Sask Sport 2. Engage with sponsors 3. Increase number of registered clubs 	<ol style="list-style-type: none"> 1. Sask Sport recognition 2. Team SK apparel 3. 15 registered clubs

Action Item	Who is responsible	What is being or has been done	What still needs to be done	Timeline
Apply for Sask Sport	SPA Board	N/A at this time	Review and discuss at SPA Board Meeting	2023-2025
Develop recruitment plan for registered clubs	SPA Board	N/A at this time	Review and discuss at SPA Board Meeting	2023-2025
Develop a sponsorship strategy	SPA Board	N/A at this time	Review and discuss at SPA Board Meeting	2023-2025