

SOA STRATEGIC FRAMEWORK 2023-2027



Informed by a review of internal programs and services, a confirmation of the SOA’s mission, vision, and values; a Starting with Why exercise, a SWOT Analysis, and the broader discussion at a Strategic Planning Session on August 27, 2023, the SOA Board of Directors have outlined four strategic priority areas for 2023-2027. These will guide SOA’s actions over the next four years, emphasizing four key areas/themes:

2023-2027 STRATEGIC PRIORITY	ACTIONS
<p>PRIORITY 1: Diversity & Inclusion</p> <p>Provide and support access to experiences and participation in orchestral music.</p>	<ul style="list-style-type: none"> • Prioritize support for inclusive programs that increase access for underserved communities (e.g., geographic, cultural, and/or income-related barriers). • Connect/collaborate with SOA Members on diversity/outreach plans and activities. • Work with other organizations to reduce duplication/maximize opportunities to collaborate. • Showcase diversity/inclusion success stories of SOA Members • Finalize/approve SOA’s diversity/outreach plan/policy. • Implement/monitor/communicate diversity plan and activities. • All Directors to complete D&I training (including TRC module).
<p>PRIORITY 2: Good Governance</p> <p>Maintain good governance practices.</p>	<ul style="list-style-type: none"> • Review governance policies and bylaws annually to confirm relevance within context of current trends/community needs • Approve new and revised policies as required and adopt • Develop new policies for identified areas of need • Update Finance Policy • Create succession plan for Board of Directors • Create succession plan for Executive Director • Support professional development opportunities for BOD that enhance directorial responsibilities

<p>PRIORITY 3: Build Relationships</p> <p>Expand internal and external communications and engagement activities to build wider community connections and more effective relationships and partnerships with collaborative organizations and SOA Members.</p>	<ul style="list-style-type: none"> <input type="checkbox"/> Review and finalize communications plan <input type="checkbox"/> Expand communications channels and presence (e.g., social media, web, physical, in-person) <input type="checkbox"/> Explore an online survey to connect with members and community (and establish baseline) and confirm current needs and wants <input type="checkbox"/> Expand website to include more Member success stories <input type="checkbox"/> Compile “matrix” of service delivery by members to see where we can engage in more efficient collaboration to reduce duplication, save resources, and enhance exposure <input type="checkbox"/> Investigate rebranding (obtain quotes for brand (logo development) and website and explore outside options for funding)
<p>PRIORITY 4: Enhance & Share Resources</p> <p>Secure and enhance resources to support SOA members.</p>	<ul style="list-style-type: none"> <input type="checkbox"/> Continue to develop inventory of non-funding resources (e.g., member library password access, data-sharing, Diversity & Inclusion-related training (including opportunities that introduce members and audiences to new and expanded cross-cultural experiences) <input type="checkbox"/> Share resources through expanded communications channels <input type="checkbox"/> Create a job board on the website for Members to utilize as a resource <input type="checkbox"/> Share links to outside funding opportunities on the website and social media channels, where applicable <input type="checkbox"/> Investigate quarterly learning/networking opportunity that could be provided in collaboration with members and other orchestral associations (e.g., Scheduled Zooms or pre-recorded interviews with Member Group representatives to be shared online: “Tell us about your organization, the challenges you face, and where you’re finding success.”) <input type="checkbox"/> Utilize communications channels to encourage member collaboration <input type="checkbox"/> Develop programs that align with SaskCulture priorities and respond to current needs and opportunities in SK

