



Saskatchewan Horse Federation

2025-2027 Strategic Plan



The Saskatchewan Horse Federation's Strategic plan is set to begin in January 2025 with a focus to lead, promote and advance all equine sport interests in Saskatchewan.

About the Saskatchewan Horse Federation

The Saskatchewan Horse Federation was established and originally operated in conjunction with Fairs and Exhibitions. Following that, we joined the Sask Sport family and became a Provincial Sport Governing Body.

Our Mandate is to increase awareness of horse sport and its associated benefits for both individual and community. We strive to increase competencies in athletes, coaching, officiating and competitions, while fostering fun and lifelong participation.

Horse Sport is Unique

Our membership profile is extremely varied, and in addition to the Olympic disciplines that we are mandated to serve under our National Sport Organization's jurisdiction, we serve members in a wide variety of other sport and recreation areas. Many of these groups have unique development pathways for both horse and rider, as well as varying definitions of coaching and officials. While under our umbrella as clubs, these groups operate with their own rules and are accountable to other governing authorities. This makes the work of developing a three-year plan challenging, as we endeavour to keep everyone's best interests in mind.



The Strategic Planning Process

Starting in January of 2024, the Saskatchewan Horse Federation Board and Staff (with the guidance of a consultant) began the process of reviewing our 2022-2024 Strategic Plan. With member needs at the forefront of all discussions, we examined what was left to accomplish in 2024 and designed a go-forward plan that would seamlessly transition us to the next three years.

The planning process involved integrated strategic/operational planning, with consideration of effective use of both financial and human resources. Discussion included clear delegation of tasks as well as measurable benchmarks and outcomes.



Our 2025-27 Mission:



To lead,
promote and
advance all
equine sport
interests in
Saskatchewan

Our Vision:

Lead in the growth and development of equestrian activities for Saskatchewan residents, promoting lifelong participation.

Our Values: R-I-D-E-S

Respect – Genuine regard for our conduct, our horses, and others

Integrity – Commitment to the consistent delivery of programs and services to our members

Diversity – Inclusion of and sensitivity to the needs of our diverse membership and under-represented groups

Excellence – Upholding high standards in all that we do

Sustainability – Maintain and support the organization through financial accountability and a strong volunteer base



Strategic Objectives





1. **Athlete Development** (through SHF Long Term Equestrian Development Model - LTED)
 - a. Continue to develop programming that provides coordinated developmental pathways for Coaches, Officials, Athletes, Competitions and Horses (C-O-A-C-H)
 - b. Outreach to Equine Diversity groups to help create/understand their unique pathways and build better relationships
 - c. Continue with initiatives that support sanctioned competitions so that established standards of **fair play**, **safety** and **equine welfare** are met
2. **Industry/Equine Health and Welfare**
 - a. Continue the emphasis on the importance of Equine Welfare
 - b. Explore the Horse development pathway for equine athletes
 - c. Maintain relationships with provincial industry partners

Strategic Objectives (Cont'd)

3. Governance

- a. Clarify roles and responsibilities of Board and Staff ensuring a collaborative approach to program delivery
- b. Follow pathways for new ideas so Board and Staff are empowered to make change in an organized manner
- c. Practice the 4- way test for decision making

SHF Guiding Principles for Decision Making

-  Does it advance the aims, goals and objectives of the Federation?
-  Is it sensitive to the diversity of our membership?
-  Do we have the financial and human resources to implement?
-  Will it leave the organization in a better place?



Strategic Objectives (Cont'd)

4. Enhanced Community awareness through Communications

- a. Explore new and innovative communications strategies to reach existing and new members
- b. Build awareness of programming and grants supporting athletes, coaches, officials, competitions, industry and equine diversity groups
- c. Review all social media platforms
- d. Develop plans to celebrate 50th anniversary
- e. Build a closer relationship with the provincial Discipline groups, ensuring their program opportunities serve all sport districts

5. Sustainability

- a. Ensure human and financial resources are in place and able to deliver programs
- b. Develop a Board and volunteer recruitment strategy

Next Steps

1. An Operational Plan, based on the above strategies will be developed, tied to the budget, and brought to the Board for approval.
2. Tasks will be delegated to Staff and committees for further development and will be implemented after Board approval.

Review

The Board will perform an annual review of the projected targets to make sure we remain on task.



We endeavour – in all we do – to be sensitive to each and every member, while remaining focused on the primary goals of promoting the healthy lifestyle, the community benefits, and the solid citizens that are the hallmarks of a successful horse sport program.

NOTE: All photos showcase our Saskatchewan athletes.