

# SAISIA

Saskatchewan Association of  
Immigrant Settlement and  
Integration Agencies



Association des agences  
d'établissement et d'intégration  
des immigrants de la Saskatchewan

## Strategic Plan

2026 – 2031





## **Organizational Strength:** Resilience, Diversification, and Organizational Health

### Goal 1: Strengthen organizational resilience.

#### Outcome 1.1

##### Actionable Items:

##### Advance financial and governance diversification.

- Secure new partnerships and/or funding sources in order to diversify revenue streams and reduced reliance on any single source.
  - Broaden and diversify membership to strengthen organizational resilience, as measured by increased cross-sector representation and reduced dependence on any single member group.
  - Ensure board composition reflects a broad range of skills, sectors, and newcomer agency representation.
  - Review, update, and implement governance policies.
- 

#### Outcome 1.2

##### Actionable Items:

##### A healthy, values-driven organizational culture enabled by effective internal systems and operational excellence.

- Clarify roles and responsibilities among staff.
- Ensure consistency of policies, procedures, and documentation.
- Implement accountability mechanisms.

# Strategic Priorities



## Advocacy:

SAISIA is the Sector's Voice

**Goal 2: Strengthen SAISIA's visibility and credibility as a trusted sector leader.**

### Outcome 2.1

SAISIA fosters alignment and collective voice among newcomer agencies to influence policy and funding environments. The organization is invited to sit on key government and sector advisory tables.

#### Actionable Items:

- Hold regular consultations with provincial and federal decision-makers.
- Ensure consistent brand and messaging applied across communications channels.
- Develop annual advocacy agenda with clear priorities and messaging.
- Convene quarterly sector roundtables or forums.
- Develop shared advocacy priorities in collaboration with members.
- Policy briefs or position papers produced on key sector issues (e.g., funding models, workforce needs).
- Embed feedback loop to ensure member insights inform SAISIA's advocacy agenda.

# Strategic Priorities



## Sector Capacity and Resources:

Equip newcomer agencies with the information, tools, and learning opportunities needed to strengthen service quality and organizational effectiveness.

### Goal 3: Strengthen capacity and skills across newcomer-serving organizations.

#### Outcome 3.1

Newcomer-serving organizations demonstrate enhanced capacity, skills, and knowledge, reflected in improved service quality, stronger collaboration, and evidence-informed programming across the sector.

#### Actionable Items:

- Develop and offer online onboarding training opportunities.
- Develop annual professional development calendar with training in priority areas (e.g., governance, trauma-informed practice, data literacy).
- Facilitate peer learning exchanges.
- Create a centralized knowledge hub, dashboard, or resource repository to be utilized by members.
- Conduct annual research projects on emerging sector needs, in conjunction with partners such as academic institutions or think tanks. Share findings with members and use to inform programming and/or advocacy.

SAISIA has the courage to shape a better future for newcomers to Saskatchewan.