

# **Saskatchewan Amateur Wrestling Association**



## **Year in Review 2023-2024**

**Saskatchewan Amateur Wrestling Association serves to encourage the widest participation and highest proficiency in amateur wrestling in SASKATCHEWAN and thereby contribute to amateur wrestling in Canada**

## **Board and Staff**

### **Board of Directors:**

Clark Gawryluik	President	Rosetown	Term Ends 2024
Levi Hurlburt	VP Finance	Moose Jaw	Term Ends 2025
Andrea Newsham	VP Admin	Saskatoon	Term Ends 2026
Curtis Biem	VP Technical	Swift Current	Term ends 2025
Taylor Hoffman	Member at Large	La Ronge	Term Ends 2026
Roxanne Richards	Member at Large	Prince Albert	Term Ends 2026
Greg Kiraly	Member at Large	Weyburn	Term Ends 2024
Richard Baker	Member at Large	Regina	Term Ends 2024
Rob Nelson	Member at Large	Regina	Term Ends 2024

### **Non-Voting Observers to the Board:**

Ryan Forsberg	SAWOA Rep	Regina	
Andrew Johnson	Male Athlete Rep	Saskatoon	Term Ends 2024
SueAnne Harms	Female Athlete Rep	Saskatoon	Term Ends 2024

### **Administrative Staff:**

Tom Waldron	Executive Director ( six month leave)
Angela Cromarty	Executive Director- Interim
Wendy Marcotte	Grassroot Technical Director

## **2023- 2024 Committees**

### **Finance and Audit Committee**

#### ***Levi Hurlburt, Chairperson***

Clark Gawryluik, Chris Brownrigg, Terry Johnson,

### **High Performance Committee**

#### ***Curtis Biem, Chairperson***

Chris Brownrigg, Ryan Forsberg, Roxanne Richards

HP Advisors: Shane Bradley, Vanessa Brown, Dan Olver

Russell Fersch (partial year) resigned earlier in year

Wendy Marcotte (partial year) resigned as well due to accepting the grassroots position

### **Admin. Committee**

#### ***Andrea Newsham, Chairperson***

Brian Lunde

## Sask Wrestling Partners 2023 – 2024

Thank you to all our Partners for a great 2023-2024 season on the mats!



UNITED WORLD  
WRESTLING

United World Wrestling and Wrestling Canada Lutte have provided ongoing updates about National and International events as well as shared regular updates on the status of how the pandemic has impacted wrestling around the world. We are proud to be part of a network where athletes, coaches and officials are supported and look forward to a fantastic next season!

Wrestling Canada Lutte has recently released the final report of the Safety-First National Task Force. The mandate of the Task Force was to provide suggestions and strategies about how to implement the recommendations and key considerations of the various constituent groups.



## **President, Clark Gawryluik**

### 2023-2024 Presidents Report

The 2023-2024 season has been another outstanding year for Sask Wrestling, both on and off the mats. Weyburn successfully hosted the U13 and under Provincials, while Saskatoon took the lead for the U15 to master's event. Both clubs did an outstanding job in their respective roles.

This year, we welcomed the addition of a Grassroots Coordinator to Sask Wrestling, which marks a significant step in reaching out to underrepresented areas of the province. It's inspiring to witness the growing interest in the sport, and the potential for future growth in wrestling is limitless.

The board has made continued progress in enhancing its Governance Effectiveness, with improvements to various policies and procedures.

As I conclude my six-and-a-half-year tenure on the board of directors, I take this opportunity to reflect on the journey from June 2018 to today. The strides we've made in governance, financial responsibility, and organizational culture have laid a strong foundation for the future.

I would like to express my heartfelt gratitude to my fellow board members for their dedication and hard work throughout the past year. Additionally, a big shout-out to the Sask Wrestling staff for their relentless efforts in promoting and developing the sport of wrestling in Saskatchewan.

Thank you all for your commitment to this incredible sport!

Respectfully submitted

Clark Gawryluk  
President, Sask Wrestling

## **Administration Committee, Andrea Newsham, Chairperson**

I was welcomed to the Sask Wrestling Board in November 2023. The President provided much useful information to me, to get me up to speed and onto the main task for the year, which was to update our existing policies to conform with Sask Sport directives and policies on Safe Sport. The policy review and re-write took several months to complete and was finalized in June 2024. The new Sask Wrestling Safe Sport policies are available on the Sask Wrestling website.

I also conducted a review of the other Sask Wrestling policies and have identified necessary changes for the upcoming year.

As a new member to the Board, I was aware that Sask Wrestling was lacking an Orientation Package for new members. Such a package helps new members understand the background to the Board, Sask Wrestling's mission and values, and sets out the ethical duties and

responsibilities for non-profit board members. It also sets out the Strategic Plan and day to day work of the board. I began work on creating an Orientation Package this year, which will be available to new and existing Board members after the AGM in November 2024.

The creation of the Executive Director and Grassroots Technical Coordinator positions in 2023 has changed the role of the VP Admin, as those positions now cover some of the work formerly done by the VP Admin. Identifying new responsibilities and forming a committee to assist in VP Admin work will be important for the upcoming year. As well, Bylaw amendments to address the changes in the VP Admin role will be required.

It was my pleasure to work with the Board this past year.

### **Finance Committee Report – Levi Hurlburt, Chairperson**

Saskatchewan Wrestling had a solid year for the 2023-2024 fiscal year, with a decent surplus. We continue to improve our working relationship with our funding partner, and are seeing improvements in that relationship. We continue to provide more direct to athlete funding and fewer third party grants. The grassroot technical coordinator has had some challenges but we are hoping to see some growth in areas that wrestling does not currently have a large footprint in and with continuing to support the existing programs in the association.

A notable operational improvement this year was our transition from TD Bank to Affinity Credit Union. This change has been smooth and has resulted in enhanced service and ease of business. The switch has also enabled us to introduce e-transfers for our members, significantly improving office efficiency and streamlining our financial processes.

Additionally, we have developed a new sponsorship program aimed at increasing self-help revenue. This initiative will help us maintain and enhance our current programs. Our goal for this year is to secure some funding from provincial crown corporations during our provincial events.

# **Technical Report – Curtis Biem, Chairperson**

## High Performance and Technical Committee Year in Review

2023-2024

Respectfully submitted by VP Technical - Curtis Biem.

The HP-Technical committee was made up of Curtis Biem, Shane Bradley, Vanessa Brown, Chris Brownrigg, Russel Fersch, Ryan Forsberg, Daniel Olver, Roxanne Richards with ex official members Clark Gawryliuk, Matt Fedler, and Wendy Marcotte. The committee met monthly throughout the year except for July and August.

The work of the committee was focused as much as possible on meeting SaskWrestling's mission and vision (below) with particular focus on the High Performance, Technical, Competitive and Developmental, and Grassroots aspects of the [Strategic Plan](#).

**Mission:** Sask Wrestling's mission is to grow, promote and govern the sport of Wrestling in Saskatchewan and to encourage the widest participation and highest proficiency in amateur wrestling in the province and thereby contribute to amateur wrestling in Canada.

**Vision:** Our vision is for amateur wrestling to be accessible and available to everyone throughout Saskatchewan and that more youth and adults are able to fully achieve their human and athletic potential on and off the mat and that we can create world-class citizens.

The committee studied multiple topics and made policy and procedural recommendations to the SaskWrestling Board of Directors including the below.

### **High Performance**

- High Performance Policy was used for the season with Carding and Travel funds allocated, the policy was updated and clarified for use in the 2024-25 season.
  - An athlete contract and expense submission form was developed and these were completed by athletes.
  - Athletes who completed their documentation received their funding within the timelines set in the policy.
- High Performance Capacity Grant requirements were met and funding was released.

### **Technical**

- Official Development program was successful with a mentorship program that helped developmental officials rapidly improve their skills. This program will be extended into the 2024-25 season.

### **Competition and Development**

- The Canada Games Coaching team was selected.
  - Vanessa Brown, Rob Nelson, Laryssa Barry, and Paul Tokarz.
  - The Canada Games development and selection process will take place throughout the 2024-25 season.
- Sask Wrestling Awards policy committee was formed and created a policy to be implemented in the 2024-25 season recognizing the recipients from the 2023-24 season. A supporting nomination document was developed to accompany this policy.
- The realignment of the age group provincial championships were implemented with the new configuration being U9, U11, U13 categories being grouped together and the U15, U17, U19, Jr., Sr., V&M being grouped together.
- The Sask Wrestling Veterans and Masters Provincial Championships were defined and inaugurated.
- The Coaching Certification Program has been revamped with Saskatchewan now having three facilitators: Shane Bradley, Eric Honetschlager, and Ron Gonzales. When 20 coaches have completed the prerequisite modules online and have expressed interest, the facilitators will offer the Technical and Tactical clinic.

### **Grassroots**

- General Guidelines for Youth Wrestling in Saskatchewan were developed.
- Wendy Marcotte was hired to replace Matt Fedler as the Grassroots Technical Director.
- The Grassroots Technical Director has offered clinics and introductory experiences in several locations some resulting in new clubs being registered with Sask Wrestling.

I thank the committee for their work this past season. Below are some recommendations for priorities for the 2024-25 season.

- Create performance goals, metrics for measuring success, and strategies for achieving those goals that align with the strategic plan



## **HP Coach Report – Submitted by Shane Bradley**

Shane Bradley – Northern High-Performance Coach  
Report to SAWA AGM – 2023-4 Competitive Season  
Shane Bradley – Northern High-Performance Coach

### **Athlete Training and Identification**

#### **1. Tournaments - Coordinated and/or attended the following as a coach:**

- Travelled and coached:
  - Domestic - Dino Open, SFU, U of S Huskie, Dino Cup, U of A, Guelph, Canada West, USport, Bishop Ryan HS, Matmen Classic, WCL National Team Trials, WCL U15,U17,U19 Nationals.
  - International – U17 Pan Am Championship – NYAC – New York, Sassari tournament, Italy
- Attended the Saskatoon City Wrestling Championships and the SHSAA Provincial Championships.

#### **2. Performance – See SAWA HP athlete list for individual performances**

- **Highlights**
  - Katie Dutchak and Hunter Lee place second at Olympic Trials
  - Andrew Johnson wins Non-Olympic Trials and a spot on the Sr World Team
  - Liz Chapman (U17) and Sierra Mullin (U-20) compete for Canada at the Pan Am Championships
  - Saskatoon Jr Huskies win 2 National Team Titles (U17 women, U19 men)
  - Named WCL lead coach for the U17 Pan Am Team to Dominican, coaching staff for Sassari, Italy and Sr Worlds

#### **3. Camps/Clinics/Competitions**

- Coordinated and attended the Christmas Crunch Wrestling Camp in Saskatoon. Approximately 70 athletes from around Saskatchewan attended.
- Coordinated and attended the Mid-Season Camp in Saskatoon in Feb. Approximately 60 athletes from around the province were in attendance including a few new athletes who have been identified as having the potential to be future High-Performance athletes

#### **4. NCCP programming**

- Was part of the WCL working group to revise Intro to Comp Coaching training modules
- Was trained to facilitate new Intro to Comp Technical and Tactical modules along with coaches Eric Hoenschleger and Ron Gonzales

- Facilitated 2 Intro to Comp Technical and Tactical sessions through WCL
- Evaluated 4 coaches (2 from Sask) for Intro to Comp

## 5. Other

- Wrestling Commissionaire for Saskatoon High Schools

## **HIGH PERFORMANCE POSITION TENTATIVE WORK PLAN**

**Sept 1, 2024 – April 2025**

**ATHLETE TRAINING** – Approx. 16 - 24 hours/week.

Jr. Huskies Wrestling Club Head Coach

- Regular program - Monday, Wednesday, Thursday training sessions
- HP Program (new) – Mon, Tues, Thurs, Fri training sessions
- Canada Games identification program
- U of S Huskies Assistant Coach
  - Monday, Tuesday, Wednesday, Thursday, Saturday
- Will be involved with Training and Coaching any athletes who make a National Team Program. This may include the Jr. National A/B Team, UWW Cadet A/B Team, U-23 Teams or Senior Teams
- Coaching, programming and coordinating training for Senior HP athletes preparing for National and International competitions
- Wrestling Canada Coaching staff for Senior World Championships in Albania.

## **CAMPS**

Note – all Saskatchewan camps are open to any Provincial athlete or coach (by invitation)

- HP High School training Camps with ROC (Calgary) – Oct 18-19 and in conjunction with the Huskies Open – Nov 29-30
- Coordinate summer camp opportunities for interested age group athletes (potential sites include Oregon, Sweden, Canada Cup, Japan)
- Christmas Crunch Camp – Dec 27-30, 2024
  - Coordinate all aspects of the camp
- Mid Season Camp – Feb 18-21, 2025
  - Coordinate all aspects of the camp
- Pre-National Age Group Camp – Dates TBA
  - Coordinate all aspects of the camp

**SPORT SCIENCE** – 2 hours per week plus during camps

- Saturday Strength and Conditioning Sessions
  - Work in consultation with Ignite, Craven Sport Services to coordinate activities
- Development and coordination of Sask Wrestling Sport Science series – this will be remote sessions on nutrition, injury recovery and strength and conditioning. Programming will be through zoom so that all athlete/parents can be involved.
- Camp activities
  - Sport Science will be integrated into all camps (ex. Nutrition, Mental training and Strength and Conditioning)

## **COACH TRAINING AND CERTIFICATION-** hours dependent on need

- Currently all coaching training is through WCL but planning on running a pilot Technical and Tactical in Sask

## **COMPETITION –**

- I plan on attending the following:
  - Dino Open
  - SFU
  - Bishop Ryan & Matman (Ontario)
  - NYAC
  - California training camp and Sorrento Open High School
  - Golden Bear Invitational
  - Guelph Open
  - CWUAA Championship
  - Klippan - Sweden
  - USport Championships
  - SAWA Jr/Sr Provincials
  - SAWA Cadet/Juvenile Provincials
  - Canada Wrestling National Team Trials
  - Canada Wrestling U-17/U-19 National Championships
  - Various International competitions dependent on athlete YPI's and National Team placements.
- I will be attending the following to identify athletes if available
  - Numerous Saskatoon High School Competitions
  - Saskatoon High School City Championships
  - SHSAA Provincial Championships
  - Canada Games trial

## **Assistant HP Coach Report – Submitted by Vanessa Brown**

Vanessa Brown – High Performance Assistant Coach September 1,2023 – August 31, 2024

Vanessa Brown – High Performance Assistant Coach  
September 1,2023 – August 31, 2024

Attended/Attend Huskie practices 5 times a week and Jr Huskies two – three times a week during the regular season.

Attend practices during the summer to help coach our HP athletes training for international competitions. Attend any camps that may come up.

## **1. Tournaments coached at :**

- Calgary Dino open , SFU, Minot, Huskie open, Ontario tour – Matmen and Bishop Ryan Open  
- Jurassic Classic, Dino Cup , Golden Bear Invitational, Ascendant, Can West, Usports, Olympic trials  
, SAWA provincials – All age groups  
Canadian Wrestling Championships – All age groups

## **2. Results:**

### **SFU (carding tournament)**

Gold: Katie Dutchak, Myah Phillips, Angela Aalbers  
Silver: Taylor Follensbee, SueAnne Harms  
4th Place - Sierra Mullin, Myah Clatney

### **Bisop Ryan**

**1<sup>st</sup> Place** – Zechariah Topping, Max Kershaw  
**2<sup>nd</sup> Place** - Wynn Griffith, Avery Clatney

### **Matman Classic U17**

1st Place- Elaine King  
2<sup>nd</sup> Place – Jacob Kozak  
3<sup>rd</sup> Place- Avery Clatney, Azianne Meszaro

### **Matman Classic U19**

1<sup>st</sup> Place - Avery Clatney, Elaine King  
2<sup>nd</sup> Place - Wynn Griffith, Zechariah Topping

### **Jurassic Classic**

Gold: Zechariah Topping of Saskatoon Jr Huskies  
Silver: Noah Remy, Owen Ferchuk of Prince Alberta WC, Wynn Griffith, Matthew Yong of Saskatoon Jr Huskies  
Bronze: Meghan Harvey, Max Kershaw, Jacob Kozak of Saskatoon Jr Huskies, Sarah Murphy of Prince Alberta WC  
4th Place - Mercedes Norrine, Azianne Meszarus, Emma Carmalt, Jacob Cardinal of Saskatoon Jr Huskies, Nathaniel Dupuis of Prince Albert WC

Congratulations to the other sask athletes that travelled with club teams

Gold: Reid Forsberg of Ascendant Martial Arts, Brady Ross of CatTown/Southern Sask  
4<sup>th</sup> : Ellia Gaudet of CatTown/Southern Sask  
5th Place - Levi Little of Ascendant Martial Arts

**\*\*For the Dino Cup we had selected the team based off how the best individual result in each weight for the province from the Jurassic Classic/**

On the Womens side we had Ellia Gaudet from Regina( who chose not to stay) Noah Remy, Kayley Clarke and Sarah Murphy from PA. The remaining weights were filled by Jr Huskie's.

2nd Place - Kayley Clarke

3rd Place - Taryn McKay, Mikayla Keats, Noah Remy, Emma Carmalt, Sarah Murphy

The women had a tight battle with Ontario and pulled out the win, women came 4<sup>th</sup> overall.

For the male dual team we had Reid Forsberg (had no matches) Brady Ross from Regina (Brady also chose not to stay) Nathaniel Dupuis and Owen Ferchuck from PA. The remaining weights were filled by the Jr.Huskies.

1st Place - Reid Forsberg, Zechariah Topping

2nd Place - Wynn Griffith, Deandrae Jabaybay, Yuel Kebrom, Jacob Kozak, Owen Ferchuk

3rd Place - Max Kershaw, Tyler Langford, Jacob Cardinal

Male dual team came second having beat Ontario and Alberta

We set up exhibition matches for the remaining athletes that did not make the dual team, We took 5 PA males, 3 Females and 1 male from Colonsay

### **Canadian Team Trials**

2<sup>nd</sup> – Katie Dutchak, Hunter Lee

### **CanWest Individual**

1<sup>st</sup> Place – Abby Wolfe, Sierra Mullin, SueAnne Harms, Myah Phillips, Drake Buechler, Cole Sanderson

2<sup>nd</sup> Place – Caitlin Clatney, Angela Aalbers, Donovan Neudorf, Mohsen Keramati, Owen McGillivray

3<sup>rd</sup> Place – Myah Clatney, Ali McPhee, Jenna Patrician, Cale Mohan, Abdullah Tausif, Dillon Hammer, Layne Motley

Men's Team 2<sup>nd</sup> overall and women 3<sup>rd</sup>.

### **Usport Championships**

2nd Place - Abby Wolff, Sierra Mullin, SueAnne Harms, Caitlin Clatney, Myah Phillips, Judah Arthurs

### **2024 Canadian Wrestling Championships ( Ottawa)**

#### **CADET**

1<sup>st</sup> place - Elizabeth Chapman

2<sup>nd</sup> place - Wynn Griffith,

3<sup>rd</sup> place - Zechariah Topping , Max Kershaw, Elaine King

Club Team Award – Saskatoon Jr Huskies

#### **JUNIOR**

2<sup>nd</sup> place – Matthew Yong, Abby Wolff, Sierra Mullin,

3<sup>rd</sup> place - Julia Petryna

## **SENIOR**

2<sup>nd</sup> place - Donovan Neudorf, Aleksander Eisler, - Katie Dutchak,

3<sup>rd</sup> place - SueAnne Harms, Caitlin Clatney,

## **2024 Canadian Wrestling Championships ( Mississauga)**

### **U19**

1st Place - Zechariah Topping

2<sup>nd</sup> place - Javier Tonita-Charriez, Max Kershaw, Matthew Yong

### **U15**

2<sup>nd</sup> place - Maddex Isabelle

3<sup>rd</sup> place - Pascal Lavertu

### **U17**

1<sup>st</sup> place- Brooklynn Dieter

3<sup>rd</sup> place - Avery Clatney, Elaine King, Natalie Heggstrom

### **3.Training Camps attended:**

- Post hound high school camp with Alberta
- Jr Huskie Xmas Crunch Camp - Saskatoon
- Holiday Hammer - Regina
- Wrestle Like a girl – Calgary
- Feb Break Camp @ U of S

### **4. Other:**

- Olympic Trials prep
- Set up a official's clinic, worked with the official's and got about 30 people trained up
- Organize remote access to HP Athletes weight training program once we have identified athlete's
- Organized the upcoming sport science series Jan 16 Lisa Hoffart on Mental Performance, Jan 23<sup>rd</sup> Jessica Pawlik on Injury Care & Prevention and Jan 30<sup>th</sup> with Heather Hynes on Sport Nutrition
- Went to the Spanish Grand prix with Katie Dutchak and Andrew Johnson, Katie Placed 3<sup>rd</sup>. Stayed for the Mens and womens camp with both Andrew and Katie.

-Will be involved with training and coaching any Saskatchewan athletes who make a nationals team program or who we have identified as a potential HP athlete.

-Will assistant Shane with the planning of camps and tournaments as well as organizing sport science opportunities.

- Set up training for Myah Phillips in Vancouver to train with Justina for her Olympic qualifier tournament.

# **Grassroots Coordinator- Submitted by Wendy Marcotte**

Wendy Marcotte- June 2-2024 to present

**Grassroots Technical Coordinator Report**

**October 22nd**

## **2023/2024 Report**

### **Grassroots**

My position as “Grassroots Technical Director” began in the middle of June. Although I’ve only been in the position for 5 months, there is lots that has happened and I have even more planned for the upcoming season!!

- During the summer I hosted 2 “Try Wrestling” events and coordinated with other clubs to run several more “Try Wrestling” events which resulted in multiple clubs gaining new members.
- In July, Ascendant’s Wrestling Club Hosted Saskatchewan’s First Beach Wrestling tournament in Regina and in August I hosted the 2nd Beach wrestling tournament at Kenosee Lake.
- Since starting my position I have been able to help 3 new towns start their own wrestling Club and in turn gain 3 new SAWA coaches and lots of new wrestlers!
- In September I attended CAWA’s AGM in Ottawa and had the privilege of networking with the other provinces and territories. I look forward to applying everything I’ve learned in the near future.
- I have traveled to 5 different schools in Saskatchewan and ran gym classes for the day, introducing wrestling to hundreds of future wrestlers.
- The office got some Sask Wrestling stickers printed and I have been handing them out at schools and “Try Wrestling” events.

In the upcoming months I will be focusing on the following:

- Preparing for the 2026 Winter Games, including but not limited to finding coaches for all districts and identifying athletes that are in the qualifying age group. Hosting identification camps early in the process to help create awareness of the Winter Games and reach as many athletes as possible. I would love to have all teams filled with athletes from their own districts.
- Starting new Clubs in the Winter Games districts that lack SAWA teams.
- Working on developing a plan for the 2027 NAIG games.
- We will be applying for a summer student grant. If we are approved for the grant, the plan is to attend as many schools we can across the province throughout May and

June. Additionally, we will run summer wrestling camps around rural areas of the province. We will run some beach wrestling events across the province.

- Purchase more small promotional products/ advertisements to have for wrestling events and tournaments.
- Stocking the online store with mat tape and cleaning products. SAWA can purchase in bulk and sell to smaller clubs at a discounted rate than what they could elsewhere.



## **Club Membership: 2023-2024**

- Ascendant Martial Arts – Regina (DISTRICT: Regina)
- Cattown Wrestling Club – Regina (DISTRICT: Regina)
- Duck Lake Wrestling Club (DISTRICT: Rivers West)
- Elrose wrestling Club- Elrose (DISTRICT: Rivers West)
- Modern Wrestling Club, Saskatoon (DISTRICT: Saskatoon)
- Moose Jaw Kinsmen Wrestling Club (DISTRICT: Southwest)
- Mustangs Wrestling Club (DISTRICT: Rivers West)
- Northern Pikes Wrestling Club, Meadow Lake (DISTRICT – Rivers West)
- Outlook Wrestling Club (DISTRICT: Prairie Central)
- Prince Albert Wrestling Club (DISTRICT: Lakeland)
- Regina Advanced Wrestling Academy (DISTRICT: Regina)
- Regina Midwest Wrestling Club (DISTRICT: Regina)
- Regina Wolverines Wrestling Club (DISTRICT: Regina)
- Royals Wrestling Club (DISTRICT: Rivers West)
- Sask Valley Bears Wrestling Club (DISTRICT: Lakeland)
- Saskatoon Junior Huskies (DISTRICT: Saskatoon)
- Saskatoon Wrestling Club (DISTRICT: Saskatoon)
- South Sask Wrestling Club (DISTRICT: Regina)
- Swift Current Titans Wrestling Club (DISTRICT: Southwest)
- Top Gun Wrestling Club (DISTRICT: Regina)
- Weyburn Wrestling Club (DISTRICT: Southeast)
- WWR Club (DISTRICT: Southeast)

**Saskatchewan  
Amateur  
Wrestling  
Association  
(Sask Wrestling)**



**Strategic Plan**

# September 1 2022 – August 31, 2025

## **OUR STRATEGIC PLAN**

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Our strategic plan will assist the Saskatchewan Amateur Wrestling Association (Sask Wrestling) in focusing its efforts to fulfill our mission and achieve a collective vision that will result in a better and stronger organization to meet the needs of the people we serve.

This plan encourages and promotes a pro-active, results-oriented approach; helps to balance short-term pressures with long-term thinking and permits flexibility to adapt to change.

This strategic plan enhances our organizational capacity to generate new ideas and options, encourages a team approach to strategic decisions and provides a systematic approach to decision-making, accountability and evaluation of progress. The plan is also a key tool for the association to use to monitor the results we are working toward and to measure our progress as we implement the plan.

## **WHAT IS A STRATEGIC PLAN?**

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A strategic plan determines where the association is going over the next three years and how it's going to get there. A strategic plan is a coordinated and systematic way to develop a course and direction for Sask Wrestling; however, it is strategic in nature and does not focus on the operational activities needed to fully implement the plan. Those operational activities will be reflected in the business or operational plan and supported through the process of developing a budget.

The strategic plan is a tool to help the Board and management of Sask Wrestling make informed decisions and to focus their work as a service delivery organization. The strategies in the plan reflect the priorities for action and help the board and management to focus their efforts on the activities that will assist in achieving the mission and serve in helping to achieve the organizational vision.

As we build on our successes and opportunities with a new Strategic Plan, Sask Wrestling is proud to continue to support, guide and lead the direction and delivery of wrestling in Saskatchewan at all levels.

### **Mission Statement**

*The Mission Statement describes what is the primary purpose of Sask Wrestling. It helps to inform people as to what we do and how we do it. It helps to guide our decisions and helps the organization to maintain its focus.*

## **OUR MISSION**

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***Sask Wrestling's mission is to grow, promote and govern the sport of Wrestling in Saskatchewan and to encourage the widest participation and highest proficiency in amateur wrestling in the province and thereby contribute to amateur wrestling in Canada.***

### **Vision Statement**

*Our Vision Statement reflects the preferred future state for Sask Wrestling and for all the people we serve. It inspires people to work collectively towards achieving that future and creating outcomes that members, leaders and others can support. It clearly describes what the organization is striving to create in the future.*

## **OUR VISION**

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***Our vision is for amateur wrestling to be accessible and available to everyone throughout Saskatchewan and that more youth and adults are able to fully achieve their human and athletic potential on and off the mat and that we can create world-class citizens.***

## **OUR ORGANIZATIONAL VALUES**

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*Our values provide the principles and beliefs that guide our behaviours, decision-making processes, actions, programs and services. These help the Board, management, and membership determine the behaviours that are acceptable.*

We commit to the following organizational values to direct our decisions and behaviors:

- RESPECT** We respect everyone’s ideas, contributions and hard work to facilitate an environment that all members are proud of.
- INTEGRITY** We are honest, trustworthy, accountable and ethical in all we do. We value the opportunities for our members to experience personal growth regardless of the level of involvement.
- TRANSPARENCY** We share information, experiences, successes and failures openly to learn and grow our community and our sport.
- EXCELLENCE:** We strive to develop an organization which promotes excellence and we work to provide opportunities for all our members to pursue their own idea of personal excellence.
- INNOVATION** We ask questions, investigate ideas, look for creative solutions and believe that anything is possible.
- COLLABORATION** We seek connections, start conversations, build relationships, and we collaborate with our wrestling community and the broader sporting community.
- INCLUSION** We are welcoming and work to create a membership which reflects the diversity of the population. We are committed to pro-active inclusion so that Wrestling has a place for everyone.

**CELEBRATION**

We celebrate our successes and recognize and value the contributions of our current and former members. We make sure our participants feel appreciated and valued.

**JOY**

We use our drive and commitment to energize, engage and inspire. Passion is at the heart of our organization.

## **GUIDING PRINCIPLES**

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There are a number of principles that have guided the Sask Wrestling strategic planning process. These are the mindsets that have informed our approach and are the lens through which the five strategic priorities have been articulated. These include:

- SAFE SPORT:** We believe that all athletes, coaches, officials, staff, and volunteers have the right to participate in a safe and inclusive training and competitive environment that is free from abuse, harassment, bullying, or discrimination.
- ETHICAL SPORT:** We believe in an ethical approach to sport and are committed to cultivating environments that promote fairness, integrity, responsibility, and respect at all times.
- RELEVANCY:** We want to stay relevant to our members and our community, and will continue to work towards modernizing and upgrading our approach, technology, processes, and platforms. We acknowledge the geographic and demographic differences of our members and respect our varying priorities.
- CLUB SUPPORT:** We believe that our clubs are the heart of the sport and we will continue to find new and innovative ways to support member clubs in facilitating the growth and development of amateur wrestling in Saskatchewan.
- CLEAN SPORT:** We believe that it's important to enhance the culture of our sport by providing powerful educational tools to equip all of our athletes and students with resources to build life skills and core values for success on and off the field of play and to train and compete cleanly.

When interpreting Sask Wrestling's strategic priorities and objectives for the next three to four years, it is important that these guiding principles be kept top of mind and that they guide the decision-making processes of the association.

## **THE ROLES WE PLAY**

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- ✓ We foster and promote the fun and enjoyment of the sport of wrestling.
- ✓ We encourage the public to participate in our sport to increase physical literacy, build self-confidence and lifetime involvement.
- ✓ We help to develop young citizens and adult leaders.
- ✓ We develop healthy bodies and minds in a safe and positive environment.
- ✓ We establish rules and regulations for provincial programs and competitions.
- ✓ We support competition and performance excellence for our clubs, provincial teams and individual athletes.
- ✓ We host Provincial Championships and successful major events in cooperation with our clubs.
- ✓ We increase sport literacy and competency and provide ongoing education for coaches, officials, volunteers and clubs.
- ✓ We provide leadership, resources, governance and advocacy for our members.
- ✓ We collaborate with other key leaders in sport and in the wrestling community provincially and nationally.
- ✓ We strengthen our organization for the short term but also for those who will follow us.



## **ORGANIZATIONAL PILLARS – OUR STRATEGIC PRIORITIES**

Five interrelated, mutually supportive strategic priorities are at the heart of the strategic plan for Sask Wrestling.

- ❖ **Fostering grassroots community development**
- ❖ **Supporting our member clubs and their participants**
- ❖ **Developing our athletes at all ability levels**
- ❖ **Promoting coaching and officiating excellence**
- ❖ **Improve leadership, governance and strategic processes**

## **STRATEGIC PRIORITY – FOSTERING GRASSROOTS COMMUNITY DEVELOPMENT**

### **Objectives:**

- Fostering grassroots community development and the establishment of new clubs.
- Developing programs and activities for new and current members to engage in a variety of roles and programs at all levels.
- Growing the membership through diverse populations, new opportunities, and fostering overall enjoyment by participants.
- Growing the base of participants in the sport of Wrestling.

## **Strategic Actions:**

- Develop a grassroots development plan that encompasses all under-represented groups within the province.
- Identify human resource requirements for grassroots development that may include short-term contract employment to increase awareness of Wrestling in communities and to assist with the recruitment of potential sport leaders to support new club development.
- Develop a plan to increase the visibility of the sport and enhance the brand of Sask Wrestling, including awareness in communities with existing High School Programs.
- Develop a grassroots community skills development program in elementary schools (Grades 4 and up) that will act as a feeder system to grow involvement in High School Wrestling Programs.
- Develop a program to prepare athletes, teams and programs to compete in the Saskatchewan Games.
- Create a club development program targeting communities that support high school wrestling programs.
- Introduce a developmental committee that is responsible for the creation and facilitation of an overall developmental plan which focuses on increasing numbers and competitive abilities.
- Create a 'Club in a Box' program and appropriate developmental materials. This can include the establishment of a mentorship program that pairs existing clubs with a community wishing to develop a club.
- Investigate the possibility of a recreation program for older participants. A Master's Division for various ages and abilities.
- In consultation with existing clubs, develop a pathway to bridge participation from grassroots to high-performance with reference to advance planning for Saskatchewan Games and a transition to NAIG and the Canada Games Program.

## **STRATEGIC PRIORITY – DEVELOPING OUR ATHLETES (HIGH PERFORMANCE)**

### **Objectives:**

- Supporting athletes, coaches and officials for improved athlete and athlete performance results at the provincial, national and international levels.
- Delivering programs and initiatives intended to provide opportunities for athletes to engage in talent identification, training, competition and selection programs.
- Developing our athletes also provides for coaches and officials education and training at the competitive and high-performance levels.

### **Strategic Actions:**

- Develop a comprehensive High-Performance Development plan including a pathway from grassroots to excellence.
- Identify the typical athlete and coach pathway from grassroots to high performance success and then identify the pathway to advance to national and international opportunities.
- Explore the possibility of the development and support for a recognized high-performance training centre in Saskatchewan.
- Explore the possibility of employing a Provincial Coach Developer who can work with coaches and programs throughout the province.
- Develop standards and plans for competitions and tournaments to ensure quality and consistency of events from year to year.
- Create a high-performance pathway that allows athletes to target specific milestones in their training that also includes opportunities for assessment and feedback.
- Develop programs and policies for the selection and support of athletes qualifying for Canada Games, regional, national and international competitions.

- Develop messaging and process to lobby for the reinstatement of the wrestling program at the University of Regina.
- Identify funding opportunities and supports for high performance athletes that enhance their technical training, which can include opportunities as role models for Wrestling.
- Develop a comprehensive quadrennial plan for preparation of athletes and coaches for the Games cycle.
- Work towards the establishment of a provincial coach that could help clubs and develop curriculum for the development of athletes and coaches.
- Investigate the possibility of developing programs within Saskatchewan Colleges/Technical Institutes.

## **STRATEGIC PRIORITY – SUPPORTING OUR MEMBERS**

### **Objectives:**

- Increasing the engagement of member clubs with Sask Wrestling and with the programs offered.
- Growing and retaining members and fans with opportunities to learn, compete and support the sport.
- Increasing the overall number of clubs and participants affiliated with our existing clubs.
- Providing valued services that assist the membership in attracting new athletes, coaches and administrators.

## **Strategic Actions:**

- Conduct a needs assessment with the clubs to determine the services desired on an annual basis.
- Identify best practices to help coaches and volunteers understand how to run a successful club.
- Develop an effective communication plan for our members that recognizes the varied preferences for a variety of communication tools. (Website, Newsletters, Social Media, etc.)
- Develop a strategy for the continued growth and development of female wrestling to increase athlete recruitment, retention and talent development in all areas of Saskatchewan.
- Identify specific tools that can provide ongoing assistance with fund development and sponsorship for clubs.
- Identify ways that existing clubs can support the development of new clubs and to partner with them.

## **STRATEGIC PRIORITY – IMPROVE LEADERSHIP, GOVERNANCE AND STRATEGIC PROCESSES**

### **Objectives:**

- Provide a clear strategic direction for the association and the sport of wrestling with specific objectives defined in a strategic plan that is reviewed and assessed regularly.
- Ensure continuity and consistency in direction provided by the Board of Directors to enhancing the long-term viability of the organization.
- Move to a policy-based board where processes and decisions are governed by policy and strategies.
- Evaluate both short-term and long-term talent and diversity and inclusion needs; develop and implement a talent acquisition and retention strategy to close identified gaps.

### **Strategic Actions:**

- Commit to the review and revisiting bylaws, board governance policies and best practices on an ongoing basis.
- Develop processes for effective oversight of the financial affairs of the organization including the development of an annual budget that reflects current identified priorities.
- Create governance policies that clearly articulate the different expectations and roles of the board and of management and reflect the role of the board as the governing body for the association.
- Develop a committee structure that identifies board governance committees and operational committees with clear terms of reference and reporting roles.
- Develop formal processes for recruitment and selection of board members that maintains the continuity of the board.
- Develop a process for development of board agendas to reflect strategic items and performance goals.

- Create an annual board work plan with key board goals, responsibilities and deliverables.
- Provide a program of ongoing training and education for the board members.
- Formalize criteria and processes for staff reporting to the board.
- Further develop board committee structure with clear terms of reference and reporting structures.
- Continue with an annual strategic planning process that includes external monitoring and evaluating of the organization's performance.
- Develop a process for the board to evaluate its own performance on an annual basis: i.e. board effectiveness survey by external support.
- Develop a staffing plan for the association that includes administrative and technical requirements.

## **STRATEGIC PRIORITY – PROMOTING COACHING AND OFFICIATING EXCELLENCE**

### **Objectives:**

- Ensuring that there are well-trained coaches, officials and volunteers at all levels.
- Develop a formal recruiting strategy that includes information on training and support for coaches and officials at all levels.
- Develop a formal recognition program for coaches, officials and volunteers.

### **Strategic Actions:**

- Develop a program for the ongoing training of coaches at all levels including the development of a community coaching program as well as incorporation of the NCCP modules available.

- Work collaboratively with the Saskatchewan Amateur Wrestling Officials Association (SAWOA) to develop a program for the ongoing recruitment and training of officials at all levels.
- Develop and promote a pre-NCCP program to provide new coaches with introductory coaching training and skills.
- Develop and introduce a coaching tool kit – ‘Coach in a Box’ program that will enhance the sustainability of both new and existing wrestling clubs.
- Develop and promote an apprentice coaching program so that volunteer coaches are supported through their initial coaching endeavors.
- Create programs and materials for coaches and clubs that focus on skill development at the grassroots levels.
- Develop strategies and a process for recruitment of retiring athletes to become coaches or officials.