



**SOUTHERN INTERIOR  
CONSTRUCTION ASSOCIATION**

# Strategic Plan

July 2023-June 2026

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## Executive Summary

In October 2022, the board of directors for the Southern Interior Construction Association developed the following **Strategic Plan** based on initial input from staff.

In their strategic planning session, the board formulated **Objectives** that relate to each **Strategic Goal**. These objectives give specific direction to staff for the upcoming three years.

Quarterly progress reports will be provided by the CEO to the board with an annual summary report at year end. These reports will include details on milestone achievements, called **Key Performance Indicators (KPIs)**; proof that progress is on track.

This three-year **Strategic Plan** is to be reviewed and, if necessary, refreshed annually by the board. Progress reports will be delivered to the members at their Annual General Meetings. A new three-year strategic plan will be developed in the fall of 2025, with its commencement to occur in July 2026.

## Who We Are

Our history began when the Kamloops & District Building Exchange was created by a group of contractors in 1960. Their purpose was to create a central location for members to view plans. The demand grew and in 1967 the need to expand was facilitated with a full-time staff person in a self-contained building.

The South Okanagan Contractors Association was formed by J.W. Dalrymple and H.S. Kenyon in 1948. As the membership grew, it became apparent that the two organizations could function more efficiently as one. The organizations became one in 1962, and in 1969 the Southern Interior Construction Association (SICA) was registered under the provincial Societies Act.

The operations of the Society are to be chiefly carried on in the areas lying south of Williams Lake and east of Hope, British Columbia.

Today SICA's membership numbers at 390 and consists of general contractors, trade contractors, consultants (architects and engineers), lawyers, accountants and public owners.

SICA is governed by a board of 25 directors and has a staff of 9, led by our CEO.

## Our Mission

To make our industry better.

## Our Vision

To be the new standard of sustainability and growth for our industry.

## Our Core Services

We work to meet the needs of our members through delivery of the following:

- Advocacy
- Education & Training
- Meetings & Events
- Projects & Tendering
- Member Benefits

## Our Core Values

Throughout our organization, we strive for member satisfaction and growth through the following principles:

- Innovation – *We find new ways to accomplish a goal. We make a difference for today with tomorrow in mind.*
- Commitment – *We are committed to our members. Our actions adhere to high ethical standards.*
- Wisdom – *We are the resource to connect our industry to training and knowledge.*

## Our Strategic Goals

The key areas of focus identified by the board of directors and staff for July 2023 through June 2026 are:

- **EVOLVE**  
*We adapt to sustain our future.*
- **INFLUENCE**  
*We strengthen the voice of our industry.*
- **LEAD**  
*We are the leading force in workforce development and training.*

## Strategic Plan

This three-year plan, developed by the Board of Directors and Chief Executive Officer, outlines the goals to be achieved by June of 2026.

### Strategic Goals:

#### 1. EVOLVE

*We adapt to sustain our future.*

##### **Objectives:**

- 1.1 Build an association culture that creates membership opportunities and drives engagement.
- 1.2 Ensure the organization adopts best practices in technology and communications platforms.
- 1.3 Achieve long term financial viability.

#### 2. INFLUENCE

*We strengthen the voice of our industry.*

##### **Objectives:**

- 2.1 Foster an environment of collaboration with industry stakeholders.
- 2.2 Strengthen relationships with local governments.

#### 3. LEAD

*We are the leading force in workforce development and training through innovation.*

##### **Objectives:**

- 3.1 Set the standard for member ethics and best practices.
- 3.2 Advance the image of the construction industry as a rewarding, safe, and inclusive career choice.
- 3.3 Develop educational programs that demand high standards of professional practice.