Saskatchewan WT Taekwondo Association

LONG TERM PLAN (2020 to 2024)

Values – A culture of respect, discipline, honesty, integrity, loyalty and indomitable spirit are at the centre of Taekwondo instruction and education.

Vision – continuous improvement in all aspect of participant'sTaekwondo experience. Educational opportunities for instructors/coaches, training opportunities for elite athletes, experience opportunities for referee development, quality instruction for recreational participants, that will result in World Taekwondo Federation style's popularity increasing at the Grassroots level to the #3 most popular sport in our province.

Mission Statement – to provide an environment of support and guidance for Taekwondo to thrive and grow in Saskatchewan through meaningful involvement of all Saskatchewan members.

PREFACE

This plan contemplates the five year term of 2020 to 2025 and follows the 2020 Summer Olympic year in which Taekwondo was again a full participation, medal sport. The work done by the directors and instructors of all participating Saskatchewan Taekwondo schools, clubs and academies throughout the 2017 –2020 planning and operating period brought us to researching and prepping a Provincial training concept with three roundtable discussion with coaches, instructors and parents. This set the groundwork for a Plan in early 2020 to formalize a guideline and process that will lead to an implementation of a structured SASK WT Program. The concept will include the Grassroots level with an implementation of skills development and a described pathway to elite status.

Saskatchewan will also have participation and certification of PATU (Pan-American Taekwondo Union) Poomse judges as well as training for a new International Referee.

Provincial referee seminars have been conducted on a regular basis continuing the development of the referee corps at the introductory level.

During that last LTP period the NCCP program has had seminars conducted in Saskatchewan. There currently is no certified active NCCP facilitator for the Taekwondo Canada programs in Saskatchewan. The NCCP program for Taekwondo also incorporates the LTAD for the sport.

SWOT Analysis

STRENGTHS	WEAKNESSES
 Strong member support General trust by members & clubs of each other Emphasis of traditional Taekwondo values: respect, integrity, discipline Taekwondo is #2 most popular sport in most countries behind soccer Minimal cost compared to many other sports Daedo scoring systems in place for provincial events Professional Executive Director 	 Splintered Taekwondo Styles (ITF, GTF, etc) Volunteer recruitment Structured HP Program Structured Poomse Program Smaller province and talent pool depth Public knowledge and promotion Communication with general membership Electronic Poomsae Scoring System costs
OPPORTUNITIES	THREATS
 Indigenous and NAIG Games involvement PATU and WTF Poomse seminars available Many national & international HP camps Raise public awareness to the long term societal benefits of traditional Taekwondo discipline Member involvement and communication Fundraising committee Recognition program to generate excitement Provincial games involvement Finish and implement the SASK Elite Program Structured Hanmadang Program and development of "Skills Drills" 	 Taekwondo Canada in Financial distress T.C. lack of consultation with partners regarding the development and implementation of the membership policy Costs of HP opportunities and Educational Programs Continued rising costs of National events. Rebuilding of Provincial Team and the loss of a majority of our older competitors for mentoring opportunity History Committee still not formed and as the past contributors age that history may be lost

Summary List of Goals by Pillar Category

Row Labels	Step	Detail	Focus
<u>Administra</u>	<u>ition</u>		
	1.1		
	Direc	tors Orientation Manual	
		Strike Committee	
			- 2 to 3 members
	1.2		
	Direc	tors Orientation Manual	
		Complete Manual	
			- Write, Review, Finalize
	1.3		
	Direc	tors Orientation Manual	
		Distribute Manual	- Proof & circulate
			- Proof & circulate
	2.1	E al ada a	
	Staff	Evaluation	
		Review staff requi	rements and descriptions - Identify tasks
	2.2		
		Evaluation	
	Stan		penses: salary and/or office
		Neview related exp	- Quantify
	2.3		
		Evaluation	
			d secure new funding needs
			- Review Guidelines
	3.1		
	Com	munications Review	
		Strike Committee	or E.D. only
			- HR requirements
	3.2		
	Com	munications Review	
		identify improvem	ents
			 update website & social media
	3.3		
	Com	munications Review	
		Youth and particip	
			- How to reach public
	3.4		
	Com	munications Review	
		Board presentatio	n and review

- Final brainstorm

Administral 3.5

Communications Review

Implementation

- effective rollout

4.1

Annual LTP evaluation

To evaluate and modify LTP

- analyze progress

4.2

Annual LTP evaluation

To evaluate and modify LTP

analyze progress

- analyze progress

4.3

Annual LTP evaluation

To evaluate and modify LTP

4.4

Annual LTP evaluation

present new LTP to members for approval - New LTP 2025 to 2029

5.1

Tournament Sanction Policy

Evaluate and revise

clarify wording

5.2

Tournament Sanction Policy

Pass revised policy

- template to host provincials

5.3

Tournament Sanction Policy

Review SASK TKD Event Sanction

- Review Guidelines

6.1

Develop Hosting Manual Set Committee

- gather available information

6.2

Develop Hosting Manual

Develop Hosting Manual "for dummies"

- guideline for new provincials hosts

6.3

Develop Hosting Manual

Present to Board

- for approval and distribution

Administra	Trust fund					
		Continue to build	Trust Fund			
			- Reach \$65K			
	7.2					
	Trust fund					
		Continue to build	Trust Fund			
			- Reach \$70K			
	7.3					
	Trust fund					
		Continue to build				
			- Reach \$75K			
	7.4					
	Trust fund					
		Continue to build				
	• /		- Reach \$80K			
	8.1					
	Privacy & Screen	• •				
		Set Committee wit	h Board members plus			
	8.2		- separate policy or as addendum to current policy			
	o.z Privacy & Screeni					
	-		ent policy to board			
		Develop and press	- Implement and advertize			
	9.1					
	Financial Planning	a Committee				
		Set Committee				
			- could use Financial Cmtee			
	9.2					
	Financial Planning	g Committee				
		- present new budg	et to board			
			Sept to Nov			
	9.3					
	Financial Planning	g Committee				
	i	analyze budget to	actual			
			1/4 ly review			
	9.4					
	Financial Planning	g Committee				
	I	New Cycle				
			revise budget			
	9.5					
	Financial Planning	-				
	I	New Cycle	anview hundred			
			revise budget			
	9.6	- 0				
	Financial Planning	y committee				

Summary List of Goals by Pillar Category

Administrat Financial Plan **New Cycle** revise budget 9.7 **Financial Planning Committee New Cycle** revise budget 10.1 Promotional & Marketing **Strike Committee** How to reach public 10.2 Promotional & Marketing Gather popularity stats Most nations TKD #2 behind soccer 10.3 Promotional & Marketing **Present Report to Board** Advertise & implement 11.1 Fundraising Plan Strike Committee Identify potential sources 11.2 **Fundraising Plan** Progress report to board **Corporate Sponsors** 11.3 **Fundraising Plan** recommendations to Board Planned Giving 11.4 **Fundraising Plan** Implementation Alumni Donations 11.5 **Fundraising Plan Yearly Progress Review** evaluate progress and identify new opportunities 12.1 Review of all other committees

Reports from all standing committees

Improvements identified

12.2

Review of all other committees

recommendations to Board

Administral Review of all c recommendations to written reports

12.3

Review of all other committees

Board analysis and approval

incldg STI representation

12.4

Review of all other committees

Finalization of new guidelines

Implement and advertize

Capacity and Interaction

13.1

Membership Policy Review

Strike Committee

HR requirements

13.2

Membership Policy Review

Report to Board

identify benefits

13.3

Membership Policy Review

Analyze recommendations

promote benefits

14.0

Privacy Policy Review (blank)

(blank)

14.1

Privacy Policy Review

Possible topic for Membership committee

discussion

15.1

Indigenous Involvement Plan Strike Committee

HR requirements

15.2

Indigenous Involvement Plan

Grassroots participation and promotion

Identify opportunities

15.3

Indigenous Involvement Plan NAIG Games

build participation

16.1

Provincial Events

Strike Committee

Capacity ar	Provincial Eve	Strike Committee	HR requirements
	16.2		
	Provincial Event	ts	
		Review Bidding P	olicy
			template budget
	16.3		
	Provincial Event	ts	
		Review Event San	ction guidelines
			revise current policy
	16.4		
	Provincial Event	ts	
		Present to Board	
			Implement and advertize
	17.1		
	Officials: Refere		
		Referee committee	-
			certification process
	17.2		
	Officials: Refere		
		Technical acquisit	
			Poomsae scoring and IVR
	18.1		
	LTP Policy		
		Strike Committee	
			HR requirements
	18.2		
	LTP Policy		
		Present to Board	ror approval related to Annual Evaluation
	40.0		Telated to Annual Evaluation
	18.3		
	LTP Policy	Implementation 9	Poview
		Implementation &	Evaluate progress
	18.4		Evaluate progress
	LTP Policy	Implementation &	Poviow
		implementation &	Evaluate progress
	18.5		
	LTP Policy		
		Implementation &	Review
			Evaluate progress
	19.1		
	Volunteer Recru	itment	
		Strike Committee	

Capacity ar	19.2						
	Volunteer Recru	uitment					
		identify volunteers	s and cmte members				
			Recuitment				
	19.3	19.3					
	Volunteer Recru	uitment					
		Board and Commi	ttee				
			Strategies				
	19.4						
	Volunteer Recru	uitment					
		Cycle of identification					
			Succession Planning				
	20.1						
	History and Arch						
		Strike Committee					
			HR requirements				
	20.2						
	History and Arch	nive Collection					
		History Data					
			Collect & inventory data				
	20.3						
	History and Arch						
		Publish Data					
			Circulate history				
	21.1						
	Awards						
		Awards Director to					
			analyze current practise				
	21.2						
	Awards						
		Report to Board					
			recommendations				
	21.3						
	Awards						
		Possible Annual A					
			timed with AGM or Provincials				
	21.4						
	Awards						
		Expand Volunteer	timed with AGM or Provincials				
			timed with AGM of Provincials				
	22.1						
	LTAD Implemer						
		Strike Committee	UP roquiromente				
	22.2		HR requirements				
	22.2						

What are recommendations 22.3 LTAD Implementation Present to Board for approval discussion 17.3 Officials: Referees **National Referee Study Group** certification process 17.4 Officials: Referees Present to Board for approval certification process **Participation & Excellence** 23.1 Officials (Poomsae) Strike separate Committee? HR requirements 23.2 Officials (Poomsae) **Operation plan** provincials expansion 23.3 Officials (Poomsae) Presentation to Board for approval written report 23.4 Officials (Poomsae) Implementation Action Plan 23.5 Officials (Poomsae) **Review Policy** Annual review & AGM report 24.1

Consult with TKD CDA

Officials (Kyorugi)

Continued recruitment

expand referee tem

24.2

Capacity ar LTAD Implementation

Officials (Kyorugi)

Refine Mentoring Process

enrich education process

Participatio Officials (Kyorugi) **Financial support for education** identify critical needs 24.4 Officials (Kyorugi) Produce more National level referees encourage experience 25.1 Athletes (Poomsae & Hanmadang) Strike Sask Elite Committee HR requirements 25.2 Athletes (Poomsae & Hanmadang) **Operation plan** Poomsae seminars 25.3 Athletes (Poomsae & Hanmadang) Hanmadang Competition development Event plans 25.4 Athletes (Poomsae & Hanmadang) Hanmadang Competition development Demo (Team & Single) 25.5 Athletes (Poomsae & Hanmadang) Hanmadang Competition development Breaking 25.6 Athletes (Poomsae & Hanmadang) Hanmadang Competition development Weapons 25.7 Athletes (Poomsae & Hanmadang) Hanmadang Competition development Poomsae (Team & Single) 26.1 Athletes (Kyorugi) **Strike Committee HR** requirements 26.2 Athletes (Kyorugi) Grassroots developmental plan Skills Drill competition

26.3

Athletes (Kyorugi)

Summary List of Goals by Pillar Category

Participatio Athletes (Kyor HP Physical

desired fitness level & Field Test

26.4

Athletes (Kyorugi)

HP Technical

elite camps or seminars

26.5

Athletes (Kyorugi)

HP evaluation

ranking system

Summary List of Goals by Year

Row Labels	Project	Detail	Focus
<u>2020</u>			
<u>Administratior</u>	_		
	Annual L I	P evaluation	(
		To evaluate and modi	
	Communi	actions Deview	- analyze progress
	Communic	cations Review	- D only
		Strike Committee or E	
	Directors	Orientation Manual	- HR requirements
	Directors	Complete Manual	
		Complete Manual	- Write, Review, Finalize
		Strike Committee	
		Sunke Committee	- 2 to 3 members
	Financial	Planning Committee	2 10 3 members
	i manciari	analyze budget to act	tual
			- 1/4 ly review
		present new budget t	-
		present new budget t	- Sept to Nov
		Set Committee	
			- could use Financial Cmtee
	Privacy &	Screening Policy	
	-	Develop and present	policy to board
			- Implement and advertize
		Set Committee with B	Board members plus
			- separate policy or as addendum to current polic
	Promotion	nal & Marketing	
		Strike Committee	
			- How to reach public
	Tourname	nt Sanction Policy	
		Evaluate and revise	
			- clarify wording
		Pass revised policy	
_	_		- template to host provincials
<u>Capacity and I</u>			
	Awards		
		Awards Director to St	-
			- analyze current practise
	History an	d Archive Collection	
		Strike Committee	
			- HR requirements
	LTAD Imp	lementation	
		Strike Committee	

Capacity and Inter-	LTAD Impleme LTP Policy	Strike Committee	- HR requirements
		Present to Board for appr	roval
			- related to Annual Evaluation
		Strike Committee	
			- HR requirements
	Membership Pol	icy Review	
		Strike Committee	
			- HR requirements
	Officials: Referee	es	
		Referee committee to stu	dy
			- certification process
		Technical acquisitions	
			- Poomsae scoring and IVR
	Provincial Event		
		Strike Committee	
		., .	- HR requirements
	Volunteer Recru		
		Strike Committee	LID requiremente
Participation & E.	vcollonco		- HR requirements
<u>r ai licipation & L</u>	Athletes (Kyorug	vi)	
	Allileles (Kyolug	Strike Committee	
		Suike Committee	- HR requirements
	Athlatas (Pooms	ae & Hanmadang)	- my requirements
	Allileles (LOUIIS	Hanmadang Competition	development
		nannadang competition	- Event plans
		Operation plan	
		-poration plan	- Poomsae seminars
		Strike Sask Elite Commit	
			- HR requirements

<u>2021</u>			
Administration			
	Annual LTP eva	luation	
		To evaluate and modify	LTP
			- analyze progress
	Communicatior	ns Review	
		Board presentation and	review
			- Final brainstorm
		identify improvements	
			- update website & social media
		Youth and participant in	
			- How to reach public
	Develop Hostin	-	
		Set Committee	
			- gather available information
	Directors Orien		
		Distribute Manual	
			- Proof & circulate
	Financial Plann	•	
		New Cycle	rovice hudget
	Eundraicing Dia		- revise budget
	Fundraising Pla	Progress report to board	d
		FIOGLESS TEPOLE TO DOAL	- Corporate Sponsors
		Strike Committee	
		Sunke Committee	- Identify potential sources
		Yearly Progress Review	
			- evaluate progress and identify new opportunities
	Promotional & I	Marketing	
		Gather popularity stats	
			- Most nations TKD #2 behind soccer
	Review of all ot	her committees	
		recommendations to Bo	pard
			- written reports
		Reports from all standin	ng committees
			- Improvements identified
	Staff Evaluatior		
	Tournament Sa	nction Policy	
		Review SASK TKD Even	t Sanction
			- Review Guidelines
	Trust fund		
		Continue to build Trust	
			- Reach \$65K

Capacity and Interaction Awards

Capacity and In	Awards	Report to Board	
			- recommendations
	History and Are	chive Collection	
		History Data	
			- Collect & inventory data
	Indigenous Inv		
		Strike Committee	
			- HR requirements
	LTAD Impleme		
		Consult with TKD CDA	
		Describe Describer	- What are recommendations
		Present to Board for app	
	I TD Daliay		- discussion
	LTP Policy	Implementation & Review	A/
			- Evaluate progress
	Membership Po	nlicy Review	- Evaluate progress
	Membership I C	Report to Board	
		Ropolitio Doulu	- identify benefits
	Officials: Refer	ees	, , , , , , , , , , , , , , , , , , ,
		National Referee Study (Group
		-	- certification process
		Present to Board for app	roval
			- certification process
	Privacy Policy	Review	
		Possible topic for Memb	
			- discussion
	Provincial Ever		
		Review Bidding Policy	
			- template budget
		Review Event Sanction g	
	Volunteer Recr	uitmont	- revise current policy
	Volumeer Reci	Board and Committee	
		Doard and Committee	- Strategies
		identify volunteers and o	-
			- Recuitment
Participation & E	xcellence		
	Athletes (Kyoru	ıgi)	
	-	Grassroots development	tal plan
			- Skills Drill competition
		HP Physical	
			- desired fitness level & Field Test
		HP Technical	
			- elite camps or seminars

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Participation &
                     Athletes (Poomsae & Hanmadang)
                                      Hanmadang Competition development
                                                               - Demo (Team & Single)
                                                               - Breaking
                     Coaching
                                      encourage participation
                                                               - financial incentives
                                      Identify coaching pool
                                                               - Names and needs
                                      LF personal development
                                                               - LF refresher courses
                                      More SASK coaches educated
                                                                - encourage personal development
                                      NCCP education level
                                                               - inform of national regmts
                     Officials (Kyorugi)
                                      Continued recruitment
                                                               - expand referee tem
                     Officials (Poomsae)
                                      Operation plan
                                                               - provincials expansion
                                      Presentation to Board for approval
                                                               - written report
                                      Strike separate Committee?
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- HR requirements
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<u>2022</u>			
Administration			
	Annual LTP eva	aluation	
		To evaluate and modi	fy LTP
			- analyze progress
	Communication	ns Review	
		Implementation	
			- effective rollout
	Develop Hostin	g Manual	
		Develop Hosting Man	ual "for dummies"
			- guideline for new provincials hosts
		Present to Board	
			- for approval and distribution
	Financial Plann	ning Committee	
		New Cycle	
			- revise budget
	Fundraising Pla	an	
		recommendations to	Board
			- Planned Giving
	Promotional &	Marketing	
		Present Report to Boa	ard
			- Advertise & implement
	Review of all ot	her committees	
		Board analysis and a	oproval
			- including STI representation
	Trust fund		
		Continue to build Tru	st Fund
			- Reach \$70K
<u>Capacity and Ini</u>	teraction		
	Awards		
		Possible Annual Awa	
			- timed with AGM or Provincials
	History and Arc	chive Collection	
		Publish Data	
			- Circulate history
	Indigenous Invo		
		Grassroots participati	-
			- Identify opportunities
	LTP Policy		
		Implementation & Rev	
			- Evaluate progress
	Membership Po	-	
		Analyze recommenda	
			- promote benefits
	Provincial Even	nts	

Capacity and In Provincial Eve. Present to Board for approval - Implement and advertize Volunteer Recruitment Cycle of identification - Succession Planning Participation & Excellence Athletes (Kyorugi) HP evaluation - ranking system Athletes (Poomsae & Hanmadang) Hanmadang Competition development - Weapons - Poomsae (Team & Single) Officials (Kyorugi) Financial support for education - identify critical needs **Refine Mentoring Process** - enrich education process

Officials (Poomsae)

Implementation

- Action Plan

<u>2023</u>		
Administration		
	Annual LTP evaluation	
	present new LTP	to members for approval
		- New LTP 2025 to 2029
	Financial Planning Committee	
	New Cycle	
		- revise budget
	Fundraising Plan	
	Implementation	
		- Alumni Donations
	Review of all other committees	
	Finalization of ne	ew guidelines
		- Implement and advertize
	Trust fund	
	Continue to build	l Trust Fund
		- Reach \$75K
Capacity and In	teraction	
	Awards	
	Expand Voluntee	r Recognition
		- timed with AGM or Provincials
	Indigenous Involvement Plan	
	NAIG Games	
		- build participation
	LTP Policy	
	Implementation 8	& Review
		- Evaluate progress
Participation &	<u>Excellence</u>	
	Officials (Kyorugi)	
	Produce more Na	ational level referees
		- encourage experience
	Officials (Poomsae)	
	Review Policy	
		- Annual review & AGM report

2024 Administration Financial Planning Committee New Cycle - revise budget Fundraising Plan Yearly Progress Review - evaluate progress and identify new opportunities Trust fund Continue to build Trust Fund - Reach \$80K

Matrix Summary List of Goals by Step

1.1 2020 Administration Directors Orientation Manual Strike Committee -2 to 3 members VP 1.3 2020 Administration Directors Orientation Manual Omplete Manual - Write, Review, Finalize VP 2.1 2021 Administration Staff Evaluation Review staff requirements and descriptions - Identify tasks Financial Critee 2.2 2021 Administration Staff Evaluation Review related expenses: salary and/or origice - Quantify Financial Critee 2.3 2021 Administration Staff Evaluation Review (lentify and secure new funding identify improvements - Review Guidelines Financial Critee 3.1 2020 Administration Communications Review Strike Committee or E.D. only identify improvements - Review for each public Executive Director 3.3 2021 Administration Communications Review Youth and participant interaction - How to reach public Executive Director 3.4 2021 Administration Annual LTP evaluation To evaluate and modify LTP - analyze progress President 4.4 2023 Administration Annual LTP evaluation To evaluate and modify LTP - analyze progress President	Step		Year	Category	Project	Detail	Focus	Duty or Cmtee
1.2 2020 Administration Directors Orientation Manual Complete Manual -Write, Roview, Finalize VP 1.3 2021 Administration Staff Evaluation Directors Orientation Manual Proof & circulate VP 2.01 Administration Staff Evaluation Review staff requirements and descriptions - Identify tasks Financial Crntee 2.3 2021 Administration Staff Evaluation Review related expenses: salary and/or office -Quantify Financial Crntee 3.1 2020 Administration Communications Review Strike Commutee or E.D. only identify and secure new funding -Review Guidelines Executive Director 3.3 2021 Administration Communications Review Board presentation and review -How to reach public Executive Director 3.4 2021 Administration Communications Review Board presentation and review -Final brainstorm Executive Director 3.4 2021 Administration Annual LTP evaluation To evaluate and modify LTP -analyze progress President 4.1 2020 Administration Annual LTP evaluation To evaluate and modify LTP -analyze progress President 4.2 2022 Administration Tou	1.1	th	2020	Administration	Directors Orientation Manual	Strike Committee	- 2 to 3 members	VP
1.32021 AdministrationDirectors Orientation Manual Staff EvaluationDistribute Manual Review staff requirements and descriptions-Proof & circulate Identify tasksVP2.12021 AdministrationStaff EvaluationReview related expenses: salary and/or office- Quantify- QuantifyFinancial Crutee2.22021 AdministrationStaff EvaluationReview related expenses: salary and/or office- Quantify- Review GuidelinesFinancial Crutee3.12020 AdministrationCommunications ReviewStrike Committee or E.D. only -update website & social media- HR requirementsExecutive Director3.32021 AdministrationCommunications ReviewStrike Committee or E.D. only -update website & social media- How reach publicExecutive Director3.42021 AdministrationCommunications ReviewYouth and participant interaction media- How reach publicExecutive Director3.42021 AdministrationAnnual LTP evaluationTo evaluate and modify LTP - analyze progress- FresidentExecutive Director4.12020 AdministrationAnnual LTP evaluationTo evaluate and modify LTP - analyze progressPresident4.22021 AdministrationAnnual LTP evaluationTo evaluate and modify LTP - analyze progressPresident4.22020 AdministrationToumament Sanction PolicyPass revised policy - revise add modify LTP- analyze progressPresident5.32022 AdministrationToumament Sanction PolicyPass revised policy - covaluate an			2020	Administration	Directors Orientation Manual		- Write, Review, Finalize	VP
2.12021 AdministrationStaff EvaluationReview staff requirements and descriptions - Identify tasksFinancial Crutee2.22021 AdministrationStaff EvaluationReview related expenses: salary and/or office- QuantifyFinancial Crutee2.32021 AdministrationStaff EvaluationReview Identify and secure new funding needs- Review GuidelinesFinancial Crutee3.12020 AdministrationCommunications ReviewStrike Committee or E.D. only identify improvements- HR requirementsExecutive Director3.32021 AdministrationCommunications ReviewYouth and participant interaction Board presentation and review- How to reach publicExecutive Director3.42021 AdministrationCommunications ReviewYouth and participant interaction Board presentation and review- How to reach publicExecutive Director4.12020 AdministrationAnnual LTP evaluationTo evaluate and modify LTP P as analyze progress- President4.32023 AdministrationAnnual LTP evaluationTo evaluate and modify LTP P ass revised policy- analyze progressPresident5.12020 AdministrationTournament Sanction PolicyPass revised policy Pass revised policy- template to host provincial Pass r			2021	Administration	Directors Orientation Manual	•		
2.32021 AdministrationStaff EvaluationReview Identify and secure new funding needs- Review GuidelinesFinancial Cmtee3.12020 AdministrationCommunications Review Communications ReviewStrike Committee or E.D. only identify improvements- HR requirements - update website & social mediaExecutive Director media3.32021 AdministrationCommunications Review Communications ReviewYouth and participant interaction Board presentation and review- Hina brainstormExecutive Director - Final brainstorm3.42022 AdministrationCommunications Review Communications ReviewYouth and participant interaction Implementation To evaluate and modify LTP - analyze progress- How to reach public - Executive Director4.22021 AdministrationAnnual LTP evaluation To uranent Sanction Policy To annual LTP evaluation To uranent Sanction Policy 2.2To evaluate and modify LTP - analyze progress- analyze progress - resident5.32022 Administration Tournament Sanction Policy Tournament Sanction Policy 2.2Tournament Sanction Policy Pass revised policy- New LTP 2025 to 2029 - evaluate and modify LTP - analyze progress- New LTP 2025 to 2029 - enalyze progressPresident - enalyze progress6.32022 Administration Tournament Sanction Policy 2.2Present to Board Continue to build Trust Fund- Review SASK TKD Event Sanction - elarify wording- Review Guidelines - searcer - analyze progress- resident - enalyze progress7.12021 Administration 7.1Trust fund Continue to build Trust Fund<			2021	Administration				Financial Cmtee
3.12020 Administration 2.2Communications Review Communications Review Communications Review Communications Review Communications ReviewFire Strike Committee or E.D. only identify improvements- HR requirements - update website & social media3.32021 Administration 2.2Communications Review Communications Review Communications Review Collate and modify LTP Commolfy LTP Communet Sanction Policy Communet Sanction Policy Communet Sanction Policy Communet Sanction Policy Communet Sanction Policy Communet Sanction Policy Continue to build Trust Fund Continue to build Trust Fund Communet Sanction Policy Continue to b	2.2		2021	Administration	Staff Evaluation		- Quantify	Financial Cmtee
3.2 2021 Administration Communications Review identify improvements - update website & social media Executive Director 3.3 2021 Administration Communications Review Youth and participant interaction - How to reach public Executive Director 3.4 2021 Administration Communications Review Board presentation and review - effective rollout Executive Director 3.5 2022 Administration Annual LTP evaluation To evaluate and modify LTP - analyze progress President 4.3 2023 Administration Annual LTP evaluation To evaluate and modify LTP - analyze progress President 5.1 2020 Administration Tournament Sanction Policy Evaluate and revise - learly wording Evacutive Director 5.3 2021 Administration Tournament Sanction Policy Review SASK TKD Event Sanction - Review Guidelines Evacutive Director 6.3 2022 Administration Tournament Sanction Policy Review Guidelines - for approval and distribution Technical 7.4 2022 Administration Trust fund Continue to build Trust Fund - Reach \$70K Treasurer 7.3 2022 Administration	2.3		2021	Administration	Staff Evaluation		- Review Guidelines	Financial Cmtee
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4.12020 AdministrationAnnual LTP evaluationTo evaluate and modify LTP- analyze progressPresident4.22021 AdministrationAnnual LTP evaluationTo evaluate and modify LTP- analyze progressPresident4.32023 AdministrationAnnual LTP evaluationTo evaluate and modify LTP- analyze progressPresident4.42023 AdministrationTournament Sanction PolicyEvacutive Director- clarify wordingExecutive Director5.12020 AdministrationTournament Sanction PolicyPass revised policy- template to host provincialsExecutive Director5.32021 AdministrationDevelop Hosting ManualSet Committee- gather available informationTechnical6.12022 AdministrationDevelop Hosting ManualSet Committee- gather available informationTechnical7.12021 AdministrationTrust fundContinue to build Trust Fund- Reach \$65KTreasurer7.32023 AdministrationTrust fundContinue to build Trust Fund- Reach \$75KTreasurer7.42024 AdministrationTrust fundContinue to build Trust Fund- Reach \$80KTreasurer7.42020 AdministrationPrivacy & Screening PolicySet Committee with Board members plus- Reach \$80KTreasurer7.42020 AdministrationPrivacy & Screening PolicySet Committee with Board members plus- Reach \$80KTreasurer7.42020 AdministrationPrivacy & Screening PolicySet Committee with Board members plus-	3.4		2021	Administration	Communications Review	Board presentation and review	- Final brainstorm	Executive Director
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4.32022 Administration 4.4Annual LTP evaluation Annual LTP evaluation Annual LTP evaluation Annual LTP evaluation Annual LTP evaluation Annual LTP evaluation Annual LTP evaluation Tournament Sanction Policy Tournament Sanction Policy 5.3To evaluate and modify LTP present new LTP to members for approval Pass revised policy Pass revised policy Pass revised policy- analyze progress President President President President President Pass revised policy Pass revised policy Pass revised policy Pass revised policy Pass revised policy Pevelop Hosting Manual Develop Hosting Manual Develop Hosting Manual Develop Hosting ManualTo evaluate and modify LTP present new LTP to members for approval Pass revised policy Pass revised policy Pass revised policy Pevelop Hosting Manual Develop Hosting Manual- analyze progress President President Present new LTP to members for approval Pass revised policy Pass revised policy Pass revised policy Pevelop Hosting Manual Present to Board Continue to build Trust Fund- analyze progress President Present new LTP to 2025 to 2029 Pass revised policy Present new budget Trust Fund- mealyze progress President President Present new budget to baard Present new budget to baard Present new budget to baard Present president Present new budget to baard Present new budget to baard Present new budget to baard Present policy to baard- analyze progress President President President Present new budget to baard Present	4.1		2020	Administration	Annual LTP evaluation	To evaluate and modify LTP	- analyze progress	President
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7.12021 AdministrationTrust fundContinue to build Trust Fund- Reach \$65KTreasurer7.22022 AdministrationTrust fundContinue to build Trust Fund- Reach \$70KTreasurer7.32023 AdministrationTrust fundContinue to build Trust Fund- Reach \$75KTreasurer7.42024 AdministrationTrust fundContinue to build Trust Fund- Reach \$80KTreasurer8.12020 AdministrationPrivacy & Screening PolicySet Committee with Board members plus- separate policy or as addendum to current policySecretary8.22020 AdministrationPrivacy & Screening PolicyDevelop and present policy to board- Implement and advertizeSecretary9.12020 AdministrationFinancial Planning CommitteeSet Committee- sept to NovTreasurer9.22020 AdministrationFinancial Planning Committeepresent new budget to board- Sept to NovTreasurer9.32020 AdministrationFinancial Planning CommitteeNew Cycle- revise budgetTreasurer9.42021 AdministrationFinancial Planning CommitteeNew Cycle- revise budgetTreasurer9.52022 AdministrationFinancial Planning CommitteeNew Cycle- revise budgetTreasurer	6.2		2022	Administration	Develop Hosting Manual	Develop Hosting Manual "for dummies"		Technical
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7.32023 Administration 2024 Administration 8.1Trust fund Trust fund Trust fund Privacy & Screening PolicyContinue to build Trust Fund Continue to build Trust Fund Set Committee with Board members plus- Reach \$75K Reach \$80KTreasurer Treasurer8.22020 Administration 9.1Privacy & Screening Policy Financial Planning Committee Financial Planning CommitteeDevelop and present policy to board Privacy & Screening Policy- Implement and advertize set CommitteeSecretary addendum to current policy9.32020 Administration 9.3Pinancial Planning Committee Financial Planning CommitteeDevelop and present policy to board present new budget to board analyze budget to actual- Implement and advertize set to NovSecretary Treasurer9.42021 Administration 9.5Financial Planning Committee Financial Planning CommitteeNew Cycle New Cycle- revise budgetTreasurer9.52022 Administration Financial Planning CommitteeFinancial Planning Committee New CycleNew Cycle New Cycle- revise budgetTreasurer	7.1		2021	Administration	Trust fund	Continue to build Trust Fund	- Reach \$65K	Treasurer
7.42024 AdministrationTrust fund Privacy & Screening PolicyContinue to build Trust Fund Set Committee with Board members plus- Reach \$80KTreasurer8.12020 AdministrationPrivacy & Screening PolicySet Committee with Board members plus- separate policy or as addendum to current policySecretary addendum to current policy8.22020 AdministrationPrivacy & Screening PolicyDevelop and present policy to board- Implement and advertizeSecretary9.12020 AdministrationFinancial Planning CommitteeSet Committee- could use Financial CmteeTreasurer9.22020 AdministrationFinancial Planning CommitteePresent new budget to board- Sept to NovTreasurer9.32020 AdministrationFinancial Planning CommitteeNew Cycle- revise budget- revise budgetTreasurer9.42021 AdministrationFinancial Planning CommitteeNew Cycle- revise budgetTreasurer9.52022 AdministrationFinancial Planning CommitteeNew Cycle- revise budgetTreasurer	7.2		2022	Administration	Trust fund	Continue to build Trust Fund	- Reach \$70K	Treasurer
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8.22020 AdministrationPrivacy & Screening PolicyDevelop and present policy to board- Implement and advertizeSecretary9.12020 AdministrationFinancial Planning CommitteeSet Committee- could use Financial CmteeTreasurer9.22020 AdministrationFinancial Planning CommitteeSet Committee- Sept to NovTreasurer9.32020 AdministrationFinancial Planning Committeenalyze budget to actual- 1/4 ly reviewTreasurer9.42021 AdministrationFinancial Planning CommitteeNew Cycle- revise budgetTreasurer9.52022 AdministrationFinancial Planning CommitteeNew Cycle- revise budgetTreasurer	8.1		2020	Administration	Privacy & Screening Policy	Set Committee with Board members plus	- separate policy or as	Secretary
9.12020 AdministrationFinancial Planning CommitteeSet Committee- could use Financial CmteeTreasurer9.22020 AdministrationFinancial Planning Committeepresent new budget to board- Sept to NovTreasurer9.32020 AdministrationFinancial Planning Committeenalyze budget to actual- 1/4 ly reviewTreasurer9.42021 AdministrationFinancial Planning CommitteeNew Cycle- revise budgetTreasurer9.52022 AdministrationFinancial Planning CommitteeNew Cycle- revise budgetTreasurer							addendum to current policy	
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9.32020 AdministrationFinancial Planning Committeeanalyze budget to actual- 1/4 ly reviewTreasurer9.42021 AdministrationFinancial Planning CommitteeNew Cycle- revise budgetTreasurer9.52022 AdministrationFinancial Planning CommitteeNew Cycle- revise budgetTreasurer	9.1		2020	Administration	Financial Planning Committee	Set Committee	- could use Financial Cmtee	Treasurer
9.32020 AdministrationFinancial Planning Committeeanalyze budget to actual- 1/4 ly reviewTreasurer9.42021 AdministrationFinancial Planning CommitteeNew Cycle- revise budgetTreasurer9.52022 AdministrationFinancial Planning CommitteeNew Cycle- revise budgetTreasurer	9.2		2020	Administration	Financial Planning Committee	present new budget to board	- Sept to Nov	Treasurer
9.5 2022 Administration Financial Planning Committee New Cycle - revise budget Treasurer	9.3		2020	Administration	Financial Planning Committee		- 1/4 ly review	Treasurer
9.5 2022 Administration Financial Planning Committee New Cycle - revise budget Treasurer	9.4		2021	Administration			-	Treasurer
9.6 2023 Administration Financial Planning Committee New Cycle - revise budget Treasurer	9.5		2022	Administration			-	Treasurer
	9.6		2023	Administration	Financial Planning Committee	New Cycle	- revise budget	Treasurer

9.7	2024 Administration	Financial Planning Committee	New Cycle	- revise budget	Treasurer
10.1 10.2	2020 Administration 2021 Administration	Promotional & Marketing Promotional & Marketing	Strike Committee Gather popularity stats	 How to reach public Most nations TKD #2 behind soccer 	Marketing Marketing
10.3	2022 Administration	Promotional & Marketing	Present Report to Board	- Advertise & implement	Marketing
11.1	2021 Administration	Fundraising Plan	Strike Committee	- Identify potential sources	Treasurer
11.2	2021 Administration	Fundraising Plan	Progress report to board	- Corporate Sponsors	Treasurer
11.3	2022 Administration	Fundraising Plan	recommendations to Board	- Planned Giving	Treasurer
11.4	2023 Administration	Fundraising Plan	Implementation	 Alumni Donations 	Treasurer
11.5	2024 Administration	Fundraising Plan	Yearly Progress Review	 evaluate progress and identify new opportunities 	Treasurer
11.5	2021 Administration	Fundraising Plan	Yearly Progress Review	 evaluate progress and identify new opportunities 	Treasurer
12.1	2021 Administration	Review of all other committees	Reports from all standing committees	 Improvements identified 	President
12.2	2021 Administration	Review of all other committees	recommendations to Board	 written reports 	President
12.3	2022 Administration	Review of all other committees	Board analysis and approval	- including STI representation	President
12.4	2023 Administration	Review of all other committees	Finalization of new guidelines	- Implement and advertize	President
13.1	2020 Capacity and Interaction	Membership Policy Review	Strike Committee	- HR requirements	VP
13.2	2021 Capacity and Interaction	Membership Policy Review	Report to Board	- identify benefits	VP
13.3	2022 Capacity and Interaction	Membership Policy Review	Analyze recommendations	- promote benefits	VP
14.1	2021 Capacity and Interaction	Privacy Policy Review	Possible topic for Membership committee	- discussion	Secretary
15.1	2021 Capacity and Interaction	Indigenous Involvement Plan	Strike Committee	- HR requirements	Grassroots
15.2	2022 Capacity and Interaction	Indigenous Involvement Plan	Grassroots participation and promotion	- Identify opportunities	Grassroots
15.3	2023 Capacity and Interaction	Indigenous Involvement Plan	NAIG Games	- build participation	Grassroots
16.1	2020 Capacity and Interaction	Provincial Events	Strike Committee	- HR requirements	Technical
16.2	2021 Capacity and Interaction	Provincial Events	Review Bidding Policy	- template budget	Technical
16.3	2021 Capacity and Interaction	Provincial Events	Review Event Sanction guidelines	- revise current policy	Technical
16.4	2022 Capacity and Interaction	Provincial Events	Present to Board for approval	- Implement and advertize	Technical

17.1	2020 Capacity and Interaction	Officials: Referees	Referee committee to study	- certification process	Referee Chair
17.2	2020 Capacity and Interaction	Officials: Referees	Technical acquisitions	- Poomsae scoring and IVR	Referee Chair
17.3	2021 Capacity and Interaction	Officials: Referees	National Referee Study Group	- certification process	Referee Chair
17.4	2021 Capacity and Interaction	Officials: Referees	Present to Board for approval	- certification process	Referee Chair
18.1	2020 Capacity and Interaction	LTP Policy	Strike Committee	- HR requirements	President
18.2	2020 Capacity and Interaction	LTP Policy	Present to Board for approval	- related to Annual Evaluation	President
18.3	2021 Capacity and Interaction	LTP Policy	Implementation & Review	- Evaluate progress	President
18.4	2022 Capacity and Interaction	LTP Policy	Implementation & Review	- Evaluate progress	President
18.5	2023 Capacity and Interaction	LTP Policy	Implementation & Review	- Evaluate progress	President
19.1	2020 Capacity and Interaction	Volunteer Recruitment	Strike Committee	- HR requirements	VP
19.2	2021 Capacity and Interaction	Volunteer Recruitment	identify volunteers and cmte members	- Recuitment	VP
19.3	2021 Capacity and Interaction	Volunteer Recruitment	Board and Committee	- Strategies	VP
19.4	2022 Capacity and Interaction	Volunteer Recruitment	Cycle of identification	- Succession Planning	VP
20.1	2020 Capacity and Interaction	History and Archive Collection	Strike Committee	- HR requirements	Awards
20.2	2021 Capacity and Interaction	History and Archive Collection	History Data	- Collect & inventory data	Awards
20.3	2022 Capacity and Interaction	History and Archive Collection	Publish Data	- Circulate history	Awards
21.1	2020 Capacity and Interaction	Awards	Awards Director to Study	- analyze current practise	Awards
21.2	2021 Capacity and Interaction	Awards	Report to Board	- recommendations	Awards
21.3	2022 Capacity and Interaction	Awards	Possible Annual Awards dinner	- timed with AGM or Provincials	Awards
21.4	2023 Capacity and Interaction	Awards	Expand Volunteer Recognition	- timed with AGM or Provincials	Awards

22.1	2020	Capacity and Interaction	LTAD Implementation
22.2	2021	Capacity and Interaction	LTAD Implementation
22.3	2021	Capacity and Interaction	LTAD Implementation
23.1	2021	Participation & Excellence	Officials (Poomsae)
23.2	2021	Participation & Excellence	Officials (Poomsae)
23.3	2021	Participation & Excellence	Officials (Poomsae)
23.4	2022	Participation & Excellence	Officials (Poomsae)
23.5	2023	Participation & Excellence	Officials (Poomsae)
24.1	2021	Participation & Excellence	Officials (Kyorugi)
24.2	2022	Participation & Excellence	Officials (Kyorugi)
24.3	2022	Participation & Excellence	Officials (Kyorugi)
24.4	2023	Participation & Excellence	Officials (Kyorugi)
25.1	2020	Participation & Excellence	Athletes (Poomsae & Hanmadang)
25.2	2020	Participation & Excellence	Athletes (Poomsae & Hanmadang)
25.3	2020	Participation & Excellence	Athletes (Poomsae & Hanmadang)
25.4	2021	Participation & Excellence	Athletes (Poomsae & Hanmadang)
25.5	2021	Participation & Excellence	Athletes (Poomsae & Hanmadang)
25.6	2022	Participation & Excellence	Athletes (Poomsae & Hanmadang)
25.7	2022	Participation & Excellence	Athletes (Poomsae & Hanmadang)
26.1	2020	Participation & Excellence	Athletes (Kyorugi)

Strike Committee			
Consult with TKD CDA			
Present to Board for approval			
Strike separate Committee?			
Operation plan			
Presentation to Board for approval			
Implementation			
Review Policy			
Continued recruitment			
Refine Mentoring Process			
Financial support for education			
Produce more National level referees			
Strike Sask Elite Committee			
Operation plan			
Hanmadang Competition development			
Strike Committee			

- HR requirements	Grassroots
- What are recommendations	Grassroots
- discussion	Grassroots
- HR requirements	Referee Chair
- provincials expansion	Referee Chair
- written report	Referee Chair
- Action Plan	Referee Chair
- Annual review & AGM	Referee Chair
report - expand referee tem	Referee Chair
- enrich education process	Referee Chair
- identify critical needs	Referee Chair
- encourage experience	Referee Chair
- HR requirements	Referee Chair
- Poomsae seminars	Referee Chair
- Event plans	Referee Chair
- Demo (Team & Single)	Referee Chair
- Breaking	Referee Chair
- Weapons	Referee Chair
- Poomsae (Team & Single)	Referee Chair
- HR requirements	Sask Elite Cmte

26.2	2021 Participation & Excellence	Athletes (Kyorugi)
26.3	2021 Participation & Excellence	Athletes (Kyorugi)
26.4	2021 Participation & Excellence	Athletes (Kyorugi)
26.5	2022 Participation & Excellence	Athletes (Kyorugi)
27.1	2021 Participation & Excellence	Coaching
27.2	2021 Participation & Excellence	Coaching
27.3	2021 Participation & Excellence	Coaching
27.4	2021 Participation & Excellence	Coaching
27.5	2021 Participation & Excellence	Coaching

Grassroots developmental plan
HP Physical
HP Technical
HP evaluation
Identify coaching pool
LF personal development
encourage participation
NCCP education level
More SASK coaches educated

- Skills Drill competition	Sask Elite Cmte
- desired fitness level & Field Test	Sask Elite Cmte
- elite camps or seminars	Sask Elite Cmte
- ranking system	Sask Elite Cmte
- Names and needs	Sask Elite Cmte
- LF refresher courses	Sask Elite Cmte
- financial incentives	Sask Elite Cmte
- inform of national reqmts	Sask Elite Cmte
 encourage personal development 	Sask Elite Cmte