

# **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's Taekwondo 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
<ul style="list-style-type: none"> <li>• Strong member support</li> <li>• General trust by members &amp; clubs of each other</li> <li>• Emphasis of traditional Taekwondo values: respect, integrity, discipline</li> <li>• Taekwondo is #2 most popular sport in most countries behind soccer</li> <li>• Minimal cost compared to many other sports</li> <li>• Daedo scoring systems in place for provincial events</li> <li>• Professional Executive Director</li> </ul>	<ul style="list-style-type: none"> <li>• Splintered Taekwondo Styles (ITF, GTF, etc)</li> <li>• Volunteer recruitment</li> <li>• Structured HP Program</li> <li>• Structured Poomse Program</li> <li>• Smaller province and talent pool depth</li> <li>• Public knowledge and promotion</li> <li>• Communication with general membership</li> <li>• Electronic Poomsae Scoring System costs</li> </ul>
OPPORTUNITIES	THREATS
<ul style="list-style-type: none"> <li>• Indigenous and NAIG Games involvement</li> <li>• PATU and WTF Poomse seminars available</li> <li>• Many national &amp; international HP camps</li> <li>• Raise public awareness to the long term societal benefits of traditional Taekwondo discipline</li> <li>• Member involvement and communication</li> <li>• Fundraising committee</li> <li>• Recognition program to generate excitement</li> <li>• Provincial games involvement</li> <li>• Finish and implement the SASK Elite Program</li> <li>• Structured Hanmadang Program and development of "Skills Drills"</li> </ul>	<ul style="list-style-type: none"> <li>• Taekwondo Canada in Financial distress</li> <li>• T.C. lack of consultation with partners regarding the development and implementation of the membership policy</li> <li>• Costs of HP opportunities and Educational Programs</li> <li>• Continued rising costs of National events.</li> <li>• Rebuilding of Provincial Team and the loss of a majority of our older competitors for mentoring opportunity</li> <li>• History Committee still not formed and as the past contributors age that history may be lost</li> </ul>

## Summary List of Goals by Pillar Category

Row Labels	Step	Detail	Focus
<b>Administration</b>			
	1.1	Directors Orientation Manual	
		<b>Strike Committee</b>	- 2 to 3 members
	1.2	Directors Orientation Manual	
		<b>Complete Manual</b>	- Write, Review, Finalize
	1.3	Directors Orientation Manual	
		<b>Distribute Manual</b>	- Proof & circulate
	2.1	Staff Evaluation	
		<b>Review staff requirements and descriptions</b>	- Identify tasks
	2.2	Staff Evaluation	
		<b>Review related expenses: salary and/or office</b>	- Quantify
	2.3	Staff Evaluation	
		<b>Review Identify and secure new funding needs</b>	- Review Guidelines
	3.1	Communications Review	
		<b>Strike Committee or E.D. only</b>	- HR requirements
	3.2	Communications Review	
		<b>identify improvements</b>	- update website & social media
	3.3	Communications Review	
		<b>Youth and participant interaction</b>	- How to reach public
	3.4	Communications Review	
		<b>Board presentation and review</b>	- Final brainstorm

Administrative

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

4.3

Annual LTP evaluation

**To evaluate and modify LTP**

- analyze progress

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

7.1

Administrative 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 Trust Fund**  
- Reach \$75K

**7.4**  
Trust fund

**Continue to build Trust Fund**  
- Reach \$80K

**8.1**  
Privacy & Screening Policy

**Set Committee with Board members plus**  
- separate policy or as addendum to current policy

**8.2**  
Privacy & Screening Policy

**Develop and present policy to board**  
- Implement and advertize

**9.1**  
Financial Planning Committee

**Set Committee**  
- could use Financial Cmtee

**9.2**  
Financial Planning Committee

**present new budget to board**  
Sept to Nov

**9.3**  
Financial Planning Committee

**analyze budget to actual**  
1/4 ly review

**9.4**  
Financial Planning Committee

**New Cycle**  
revise budget

**9.5**  
Financial Planning Committee

**New Cycle**  
revise budget

**9.6**  
Financial Planning Committee

## Summary List of Goals by Pillar Category

<u>Administrative</u>	Financial Plan	<b>New Cycle</b>	
			revise budget
	<b>9.7</b>		
	Financial Planning Committee	<b>New Cycle</b>	
			revise budget
	<b>10.1</b>		
	Promotional & Marketing	<b>Strike Committee</b>	
			How to reach public
	<b>10.2</b>		
	Promotional & Marketing	<b>Gather popularity stats</b>	
			Most nations TKD #2 behind soccer
	<b>10.3</b>		
	Promotional & Marketing	<b>Present Report to Board</b>	
			Advertise & implement
	<b>11.1</b>		
	Fundraising Plan	<b>Strike Committee</b>	
			Identify potential sources
	<b>11.2</b>		
	Fundraising Plan	<b>Progress report to board</b>	
			Corporate Sponsors
	<b>11.3</b>		
	Fundraising Plan	<b>recommendations to Board</b>	
			Planned Giving
	<b>11.4</b>		
	Fundraising Plan	<b>Implementation</b>	
			Alumni Donations
	<b>11.5</b>		
	Fundraising Plan	<b>Yearly Progress Review</b>	
			evaluate progress and identify new opportunities
	<b>12.1</b>		
	Review of all other committees	<b>Reports from all standing committees</b>	
			Improvements identified
	<b>12.2</b>		
	Review of all other committees	<b>recommendations to Board</b>	

Administrative

Review of all recommendations to written reports

**12.3**

Review of all other committees

**Board analysis and approval**

inclg STI representation

**12.4**

Review of all other committees

**Finalization of new guidelines**

Implement and advertize

Capacity and Interaction

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**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 Events

**Review Bidding Policy**

template budget

**16.3**

Provincial Events

**Review Event Sanction guidelines**

revise current policy

**16.4**

Provincial Events

**Present to Board for approval**

Implement and advertize

**17.1**

Officials: Referees

**Referee committee to study**

certification process

**17.2**

Officials: Referees

**Technical acquisitions**

Poomsae scoring and IVR

**18.1**

LTP Policy

**Strike Committee**

HR requirements

**18.2**

LTP Policy

**Present to Board for approval**

related to Annual Evaluation

**18.3**

LTP Policy

**Implementation & Review**

Evaluate progress

**18.4**

LTP Policy

**Implementation & Review**

Evaluate progress

**18.5**

LTP Policy

**Implementation & Review**

Evaluate progress

**19.1**

Volunteer Recruitment

**Strike Committee**

HR requirements

Capacity ar

19.2

Volunteer Recruitment

**identify volunteers and cmte members**

Recruitment

19.3

Volunteer Recruitment

**Board and Committee**

Strategies

19.4

Volunteer Recruitment

**Cycle of identification**

Succession Planning

20.1

History and Archive Collection

**Strike Committee**

HR requirements

20.2

History and Archive Collection

**History Data**

Collect & inventory data

20.3

History and Archive Collection

**Publish Data**

Circulate history

21.1

Awards

**Awards Director to Study**

analyze current practise

21.2

Awards

**Report to Board**

recommendations

21.3

Awards

**Possible Annual Awards dinner**

timed with AGM or Provincials

21.4

Awards

**Expand Volunteer Recognition**

timed with AGM or Provincials

22.1

LTAD Implementation

**Strike Committee**

HR requirements

22.2

Capacity ar

LTAD Implementation

**Consult with TKD CDA**

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

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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

Officials (Kyorugi)

**Continued recruitment**

expand referee tem

24.2

Officials (Kyorugi)

**Refine Mentoring Process**

enrich education process

24.3

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

<u>Participatio</u>	Athletes (Kyorugi)	<b>HP Physical</b>	desired fitness level & Field Test
	<b>26.4</b>		
	Athletes (Kyorugi)	<b>HP Technical</b>	elite camps or seminars
	<b>26.5</b>		
	Athletes (Kyorugi)	<b>HP evaluation</b>	ranking system

## Summary List of Goals by Year

Row Labels	Project	Detail	Focus
<u>2020</u>			
<u>Administration</u>			
	Annual LTP evaluation	<i>To evaluate and modify LTP</i>	- analyze progress
	Communications Review	<i>Strike Committee or E.D. only</i>	- HR requirements
	Directors Orientation Manual	<i>Complete Manual</i>	- Write, Review, Finalize
		<i>Strike Committee</i>	- 2 to 3 members
	Financial Planning Committee	<i>analyze budget to actual</i>	- 1/4 ly review
		<i>present new budget to board</i>	- Sept to Nov
		<i>Set Committee</i>	- could use Financial Cmtee
	Privacy & Screening Policy	<i>Develop and present policy to board</i>	- Implement and advertize
		<i>Set Committee with Board members plus</i>	- separate policy or as addendum to current policy
	Promotional & Marketing	<i>Strike Committee</i>	- How to reach public
	Tournament Sanction Policy	<i>Evaluate and revise</i>	- clarify wording
		<i>Pass revised policy</i>	- template to host provincials
<u>Capacity and Interaction</u>			
	Awards	<i>Awards Director to Study</i>	- analyze current practise
	History and Archive Collection	<i>Strike Committee</i>	- HR requirements
	LTAD Implementation	<i>Strike Committee</i>	

<b><u>Capacity and Inter</u></b>	LTAD Impleme	Strike Committee	- HR requirements
	LTP Policy		
		<i>Present to Board for approval</i>	- related to Annual Evaluation
		Strike Committee	- HR requirements
	Membership Policy Review		
		Strike Committee	- HR requirements
	Officials: Referees		
		<i>Referee committee to study</i>	- certification process
		<i>Technical acquisitions</i>	- Poomsae scoring and IVR
	Provincial Events		
	Strike Committee	- HR requirements	
Volunteer Recruitment			
	Strike Committee	- HR requirements	
<b><u>Participation &amp; Excellence</u></b>			
Athletes (Kyorugi)			
	Strike Committee	- HR requirements	
Athletes (Poomsae & Hanmadang)			
	<i>Hanmadang Competition development</i>	- Event plans	
	<i>Operation plan</i>	- Poomsae seminars	
	Strike Sask Elite Committee	- HR requirements	



2021

Administration

*Annual LTP evaluation*

*To evaluate and modify LTP*

- analyze progress

*Communications Review*

*Board presentation and review*

- Final brainstorm

*identify improvements*

- update website & social media

*Youth and participant interaction*

- How to reach public

*Develop Hosting Manual*

*Set Committee*

- gather available information

*Directors Orientation Manual*

*Distribute Manual*

- Proof & circulate

*Financial Planning Committee*

*New Cycle*

- revise budget

*Fundraising Plan*

*Progress report to board*

- Corporate Sponsors

*Strike Committee*

- Identify potential sources

*Yearly Progress Review*

- evaluate progress and identify new opportunities

*Promotional & Marketing*

*Gather popularity stats*

- Most nations TKD #2 behind soccer

*Review of all other committees*

*recommendations to Board*

- written reports

*Reports from all standing committees*

- Improvements identified

*Staff Evaluation*

*Tournament Sanction Policy*

*Review SASK TKD Event Sanction*

- Review Guidelines

*Trust fund*

*Continue to build Trust Fund*

- Reach \$65K

Capacity and Interaction

*Awards*

**Capacity and In**

- Awards*
  - Report to Board*
    - recommendations
- History and Archive Collection*
  - History Data*
    - Collect & inventory data
- Indigenous Involvement Plan*
  - Strike Committee*
    - HR requirements
- LTAD Implementation*
  - Consult with TKD CDA*
    - What are recommendations
  - Present to Board for approval*
    - discussion
- LTP Policy*
  - Implementation & Review*
    - Evaluate progress
- Membership Policy Review*
  - Report to Board*
    - identify benefits
- Officials: Referees*
  - National Referee Study Group*
    - certification process
  - Present to Board for approval*
    - certification process
- Privacy Policy Review*
  - Possible topic for Membership committee*
    - discussion
- Provincial Events*
  - Review Bidding Policy*
    - template budget
  - Review Event Sanction guidelines*
    - revise current policy
- Volunteer Recruitment*
  - Board and Committee*
    - Strategies
  - identify volunteers and cmtc members*
    - Recruitment

**Participation & Excellence**

- Athletes (Kyorugi)*
  - Grassroots developmental plan*
    - Skills Drill competition
  - HP Physical*
    - desired fitness level & Field Test
  - HP Technical*
    - elite camps or seminars

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 reqmts

*Officials (Kyorugi)*

*Continued recruitment*

- expand referee tem

*Officials (Poomsae)*

*Operation plan*

- provincials expansion

*Presentation to Board for approval*

- written report

*Strike separate Committee?*

- HR requirements

2022

Administration

*Annual LTP evaluation*

*To evaluate and modify LTP*

- analyze progress

*Communications Review*

*Implementation*

- effective rollout

*Develop Hosting Manual*

*Develop Hosting Manual "for dummies"*

- guideline for new provincials hosts

*Present to Board*

- for approval and distribution

*Financial Planning Committee*

*New Cycle*

- revise budget

*Fundraising Plan*

*recommendations to Board*

- Planned Giving

*Promotional & Marketing*

*Present Report to Board*

- Advertise & implement

*Review of all other committees*

*Board analysis and approval*

- including STI representation

*Trust fund*

*Continue to build Trust Fund*

- Reach \$70K

Capacity and Interaction

*Awards*

*Possible Annual Awards dinner*

- timed with AGM or Provincials

*History and Archive Collection*

*Publish Data*

- Circulate history

*Indigenous Involvement Plan*

*Grassroots participation and promotion*

- Identify opportunities

*LTP Policy*

*Implementation & Review*

- Evaluate progress

*Membership Policy Review*

*Analyze recommendations*

- promote benefits

*Provincial Events*

- 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

2023

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 new guidelines*

- Implement and advertize

Trust fund

*Continue to build Trust Fund*

- Reach \$75K

Capacity and Interaction

Awards

*Expand Volunteer Recognition*

- timed with AGM or Provincials

Indigenous Involvement Plan

*NAIG Games*

- build participation

LTP Policy

*Implementation & Review*

- Evaluate progress

Participation & Excellence

Officials (Kyorugi)

*Produce more National 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



## Matrix Summary List of Goals by Step Category

Step	Mon	Year	Category	Project	Detail	Focus	Duty or Cmtee
1.1		2020	Administration	Directors Orientation Manual	Strike Committee	- 2 to 3 members	VP
1.2		2020	Administration	Directors Orientation Manual	Complete Manual	- Write, Review, Finalize	VP
1.3		2021	Administration	Directors Orientation Manual	Distribute Manual	- Proof & circulate	VP
2.1		2021	Administration	Staff Evaluation	Review staff requirements and descriptions	- Identify tasks	Financial Cmtee
2.2		2021	Administration	Staff Evaluation	Review related expenses: salary and/or office	- Quantify	Financial Cmtee
2.3		2021	Administration	Staff Evaluation	Review Identify and secure new funding needs	- Review Guidelines	Financial Cmtee
3.1		2020	Administration	Communications Review	Strike Committee or E.D. only	- HR requirements	Executive Director
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	- Final brainstorm	Executive Director
3.5		2022	Administration	Communications Review	Implementation	- effective rollout	Executive Director
4.1		2020	Administration	Annual LTP evaluation	To evaluate and modify LTP	- analyze progress	President
4.2		2021	Administration	Annual LTP evaluation	To evaluate and modify LTP	- analyze progress	President
4.3		2022	Administration	Annual LTP evaluation	To evaluate and modify LTP	- analyze progress	President
4.4		2023	Administration	Annual LTP evaluation	present new LTP to members for approval	- New LTP 2025 to 2029	President
5.1		2020	Administration	Tournament Sanction Policy	Evaluate and revise	- clarify wording	Executive Director
5.2		2020	Administration	Tournament Sanction Policy	Pass revised policy	- template to host provincials	Executive Director
5.3		2021	Administration	Tournament Sanction Policy	Review SASK TKD Event Sanction	- Review Guidelines	Executive Director
6.1		2021	Administration	Develop Hosting Manual	Set Committee	- gather available information	Technical
6.2		2022	Administration	Develop Hosting Manual	Develop Hosting Manual "for dummies"	- guideline for new provincials hosts	Technical
6.3		2022	Administration	Develop Hosting Manual	Present to Board	- for approval and distribution	Technical
7.1		2021	Administration	Trust fund	Continue to build Trust Fund	- Reach \$65K	Treasurer
7.2		2022	Administration	Trust fund	Continue to build Trust Fund	- Reach \$70K	Treasurer
7.3		2023	Administration	Trust fund	Continue to build Trust Fund	- Reach \$75K	Treasurer
7.4		2024	Administration	Trust fund	Continue to build Trust Fund	- Reach \$80K	Treasurer
8.1		2020	Administration	Privacy & Screening Policy	Set Committee with Board members plus	- separate policy or as addendum to current policy	Secretary
8.2		2020	Administration	Privacy & Screening Policy	Develop and present policy to board	- Implement and advertize	Secretary
9.1		2020	Administration	Financial Planning Committee	Set Committee	- could use Financial Cmtee	Treasurer
9.2		2020	Administration	Financial Planning Committee	present new budget to board	- Sept to Nov	Treasurer
9.3		2020	Administration	Financial Planning Committee	analyze budget to actual	- 1/4 ly review	Treasurer
9.4		2021	Administration	Financial Planning Committee	New Cycle	- revise budget	Treasurer
9.5		2022	Administration	Financial Planning Committee	New Cycle	- revise budget	Treasurer
9.6		2023	Administration	Financial Planning Committee	New Cycle	- revise budget	Treasurer

## Matrix Summary List of Goals by Step Category

9.7	2024 Administration	Financial Planning Committee	New Cycle	- revise budget	Treasurer
10.1	2020 Administration	Promotional & Marketing	Strike Committee	- How to reach public	Marketing
10.2	2021 Administration	Promotional & Marketing	Gather popularity stats	- Most nations TKD #2 behind soccer	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

## Matrix Summary List of Goals by Step Category

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

## Matrix Summary List of Goals by Step Category

22.1	2020	Capacity and Interaction	LTAD Implementation	Strike Committee	- HR requirements	Grassroots
22.2	2021	Capacity and Interaction	LTAD Implementation	Consult with TKD CDA	- What are recommendations	Grassroots
22.3	2021	Capacity and Interaction	LTAD Implementation	Present to Board for approval	- discussion	Grassroots
23.1	2021	Participation & Excellence	Officials (Poomsae)	Strike separate Committee?	- HR requirements	Referee Chair
23.2	2021	Participation & Excellence	Officials (Poomsae)	Operation plan	- provincials expansion	Referee Chair
23.3	2021	Participation & Excellence	Officials (Poomsae)	Presentation to Board for approval	- written report	Referee Chair
23.4	2022	Participation & Excellence	Officials (Poomsae)	Implementation	- Action Plan	Referee Chair
23.5	2023	Participation & Excellence	Officials (Poomsae)	Review Policy	- Annual review & AGM report	Referee Chair
24.1	2021	Participation & Excellence	Officials (Kyorugi)	Continued recruitment	- expand referee tem	Referee Chair
24.2	2022	Participation & Excellence	Officials (Kyorugi)	Refine Mentoring Process	- enrich education process	Referee Chair
24.3	2022	Participation & Excellence	Officials (Kyorugi)	Financial support for education	- identify critical needs	Referee Chair
24.4	2023	Participation & Excellence	Officials (Kyorugi)	Produce more National level referees	- encourage experience	Referee Chair
25.1	2020	Participation & Excellence	Athletes (Poomsae & Hanmadang)	Strike Sask Elite Committee	- HR requirements	Referee Chair
25.2	2020	Participation & Excellence	Athletes (Poomsae & Hanmadang)	Operation plan	- Poomsae seminars	Referee Chair
25.3	2020	Participation & Excellence	Athletes (Poomsae & Hanmadang)	Hanmadang Competition development	- Event plans	Referee Chair
25.4	2021	Participation & Excellence	Athletes (Poomsae & Hanmadang)	Hanmadang Competition development	- Demo (Team & Single)	Referee Chair
25.5	2021	Participation & Excellence	Athletes (Poomsae & Hanmadang)	Hanmadang Competition development	- Breaking	Referee Chair
25.6	2022	Participation & Excellence	Athletes (Poomsae & Hanmadang)	Hanmadang Competition development	- Weapons	Referee Chair
25.7	2022	Participation & Excellence	Athletes (Poomsae & Hanmadang)	Hanmadang Competition development	- Poomsae (Team & Single)	Referee Chair
26.1	2020	Participation & Excellence	Athletes (Kyorugi)	Strike Committee	- HR requirements	Sask Elite Cmte

## Matrix Summary List of Goals by Step Category

26.2	2021 Participation & Excellence	Athletes (Kyorugi)	Grassroots developmental plan	- Skills Drill competition	Sask Elite Cmte
26.3	2021 Participation & Excellence	Athletes (Kyorugi)	HP Physical	- desired fitness level & Field Test	Sask Elite Cmte
26.4	2021 Participation & Excellence	Athletes (Kyorugi)	HP Technical	- elite camps or seminars	Sask Elite Cmte
26.5	2022 Participation & Excellence	Athletes (Kyorugi)	HP evaluation	- ranking system	Sask Elite Cmte
27.1	2021 Participation & Excellence	Coaching	Identify coaching pool	- Names and needs	Sask Elite Cmte
27.2	2021 Participation & Excellence	Coaching	LF personal development	- LF refresher courses	Sask Elite Cmte
27.3	2021 Participation & Excellence	Coaching	encourage participation	- financial incentives	Sask Elite Cmte
27.4	2021 Participation & Excellence	Coaching	NCCP education level	- inform of national reqmts	Sask Elite Cmte
27.5	2021 Participation & Excellence	Coaching	More SASK coaches educated	- encourage personal development	Sask Elite Cmte