Saskatchewan WTF Taekwondo Association LONG TERM PLAN (2012 to 2016)

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 2012 to 2016 and follows the 2012 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 2008 –12 planning and operating period brought us to placing 2 individuals on the national teams.

Autumn Ashcroft was one of 8 senior female athletes on the national team that represented Canada at the World Championships in Korea. Francis Bazin was one of 10 male athletes that made the junior national tem. The junior Team represented Canada at the Pan-Am Championship in Las Vegas. Francis captured a bronze medal for Canada at this prestigious event. This is a significant accomplishment for a small Province with a modest athlete participation base in comparison with other mainstream team oriented sports.

Saskatchewan has also had participation and certification of PATU (Pan-American Taekwondo Union) Poomse judges as well as 2 new International Referees.

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 is also one active NCCP facilitator for the Taekwondo Canada programs that has been able to deliver those programs. The NCCP program for Taekwondo also incorporates the LTAD for the sport.

Step	Category	Project	Duty or Cmtee
1.0	Administration	Directors Orientation Manual	VP
2.0	Administration	Staff Evaluation	Financial
3.0	Administration	Communications Review	Secretary
4.0	Administration	Annual LTP evaluation	President
5.0	Administration	Tournament Sanction Policy	Secretary
6.0	Administration	Develop Hosting Manual	Technical
7.0	Administration	Trust fund	Treasurer
8.0	Administration	Privacy & Screening Policy	Secretary
9.0	Administration	Financial Planning Committee	Treasurer
10.0	Administration	Promotional & Marketing	Marketing
11.0	Administration	Fundraising Plan	Treasurer
12.0	Administration	Review of all other committees	President
13.0	Capacity and Interaction	Membership Policy Review	VP
14.0	Capacity and Interaction	Privacy Policy Review	Secretary
15.0	Capacity and Interaction	Indigenous Involvement Plan	Grassroots
16.0	Capacity and Interaction	Provincial Events	Technical
17.0	Capacity and Interaction	Officials Education & Certification	Referee Chair
18.0	Capacity and Interaction	LTP Policy	Technical
19.0	Capacity and Interaction	Volunteer Recruitment	Awards
20.0	Capacity and Interaction	History and Archive Collection	Awards
21.0	Capacity and Interaction	Awards	Awards
22.0	Capacity and Interaction	LTAD Implementation	Grassroots
23.0	Participation & Excellence	Officials (Poomsae)	Poomsae Chair
24.0	Participation & Excellence	Officials (Kyorugi)	Referee Chair
25.0	Participation & Excellence	Athletes (Poomsae & Hanmadang)	Poomsae Chair
26.0	Participation & Excellence	Athletes (Kyorugi)	Technical
27.0	Participation & Excellence	Coaching	Technical

Step	Category	Project	Detail	Focus	Duty or Cm
1.1	Administration	Directors Orientation Manual	Strike Committee		VP
1.2	Administration	Directors Orientation Manual	Complete Manual		VP
1.3	Administration	Directors Orientation Manual	Distribute Manual		VP
2.1	Administration	Staff Evaluation	Identify staff requirements and descriptions		Financial
2.2	Administration	Staff Evaluation	Identify related expenses: salary and/or office		Financial
2.3	Administration	Staff Evaluation	Identify and secure new funding needs		Financial
2.4	Administration	Staff Evaluation	Advertise, interview and hire required staff		Financial
3.1	Administration	Communications Review	Strike Committee		Secretary
3.2	Administration	Communications Review	identify improvements		Secretary
3.3	Administration	Communications Review	Youth and participant interaction		Secretary
3.4	Administration	Communications Review	Board presentation and review		Secretary
3.5	Administration	Communications Review	Implementation		Secretary
4.1	Administration	Annual LTP evaluation	To evaluate and modify LTP		President
4.2	Administration	Annual LTP evaluation	To evaluate and modify LTP		President
4.3	Administration	Annual LTP evaluation	To evaluate and modify LTP		President
4.4	Administration	Annual LTP evaluation	present new LTP to members for approval		President
5.1	Administration	Tournament Sanction Policy	Set Hosting Committee	Determine minimum reqmts	Secretary
5.2	Administration	Tournament Sanction Policy	Provincial Hosting Agreement	parameters to host provincials	Secretary
5.3	Administration	Tournament Sanction Policy	SASK TKD Event Sanction	Sanction for private events	Secretary
6.1	Administration	Develop Hosting Manual	Set Committee	gather available information	Technical
6.2	Administration	Develop Hosting Manual	Develop Hosting Manual "for dummies"	guideline for new hosts	Technical
6.3	Administration	Develop Hosting Manual	Present to Board	for approval and distribution	Technical
7.1	Administration	Trust fund	Continue to build Trust Fund	Reach \$45G	Treasurer
7.2	Administration	Trust fund	Continue to build Trust Fund	Reach \$60G	Treasurer
7.3	Administration	Trust fund	Continue to build Trust Fund	Reach \$75G	Treasurer
7.4	Administration	Trust fund	Continue to build Trust Fund	Reach \$85G	Treasurer
8.1	Administration	Privacy & Screening Policy	Set Committee		Secretary
8.2	Administration	Privacy & Screening Policy	Develop and present policy to board		Secretary
9.1	Administration	Financial Planning Committee	Set Committee		Treasurer
9.2	Administration	Financial Planning Committee	present new budget to board		Treasurer
9.3	Administration	Financial Planning Committee	analyze budget to actual		Treasurer
9.4	Administration	Financial Planning Committee	New Cycle		Treasurer
9.5	Administration	Financial Planning Committee	New Cycle		Treasurer

9.6	Administration	Financial Planning Committee	New Cycle		Treasurer
9.7	Administration	Financial Planning Committee	New Cycle		Treasurer
10.1	Administration	Promotional & Marketing	Strike Committee		Marketing
10.2	Administration	Promotional & Marketing	Gather popularity stats	Most nations TKD #2 behind	sc Marketing
10.3	Administration	Promotional & Marketing	Present Report to Board		Marketing
11.1	Administration	Fundraising Plan	Strike Committee		Treasurer
11.2	Administration	Fundraising Plan	Progress report to board	Corporate Sponsors	Treasurer
11.3	Administration	Fundraising Plan	recommendations to Board	Planned Giving	Treasurer
11.4	Administration	Fundraising Plan	Implementation	Alumni Donations	Treasurer
11.5	Administration	Fundraising Plan	Yearly Progress Review		Treasurer
11.5	Administration	Fundraising Plan	Yearly Progress Review		Treasurer
12.1	Administration	Review of all other committees	Reports from all standing committees	Improvements identified	President
12.2	Administration	Review of all other committees	recommendations to Board	written reports	President
12.3	Administration	Review of all other committees	Board analysis and approval	incldg STI representation	President
12.4	Administration	Review of all other committees	Implementation of new guidelines		President
13.1	Capacity and Interaction	Membership Policy Review	Strike Committee		VP
13.2	Capacity and Interaction	Membership Policy Review	Report to Board		VP
13.3	Capacity and Interaction	Membership Policy Review	Analyze recommendations		VP
14.1	Capacity and Interaction	Privacy Policy Review	Possible topic for Membership committee		Secretary
15.1	Capacity and Interaction	Indigenous Involvement Plan	Strike Committee		Grassroots
15.2	Capacity and Interaction	Indigenous Involvement Plan	Grassroots participation and promotion		Grassroots
15.3	Capacity and Interaction	Indigenous Involvement Plan	NAIG Games		Grassroots
16.1	Capacity and Interaction	Provincial Events	Strike Committee	Review Guidelines	Technical
16.2	Capacity and Interaction	Provincial Events	Review Bidding Policy		Technical
16.3	Capacity and Interaction	Provincial Events	Event Sanction guidelines		Technical
16.4	Capacity and Interaction	Provincial Events	Present to Board for approval		Technical
17.1	Capacity and Interaction	Officials Education & Certification	Referee committee to study	certification process	Referee Ch
17.2	Capacity and Interaction	Officials Education & Certification	Present to Board for approval	certification process	Referee Ch
18.1	Capacity and Interaction	LTP Policy	Strike Committee		Technical
18.2	Capacity and Interaction	LTP Policy	Present to Board for approval		Technical
18.3	Capacity and Interaction	LTP Policy	Implementation & Review		Technical
18.4	Capacity and Interaction	LTP Policy	Implementation & Review		Technical
18.5	Capacity and Interaction	LTP Policy	Implementation & Review		Technical
19.1	Capacity and Interaction	Volunteer Recruitment	Strike Committee		Awards

19.2	Capacity and Interaction	Volunteer Recruitment	identify volunteers and cmte members		Awards
19.3	Capacity and Interaction	Volunteer Recruitment	recruit volunteers	Board & Cmtees	Awards
19.4	Capacity and Interaction	Volunteer Recruitment	Cycle of identification		Awards
20.1	Capacity and Interaction	History and Archive Collection	Strike Committee		Awards
20.2	Capacity and Interaction	History and Archive Collection	Collect Data		Awards
20.3	Capacity and Interaction	History and Archive Collection	Publish Data		Awards
21.1	Capacity and Interaction	Awards	Awards Director to Study		Awards
21.2	Capacity and Interaction	Awards	Report to Board		Awards
21.3	Capacity and Interaction	Awards	Possible Annual Awards dinner	timed with AGM or Provincials	S Awards
21.4	Capacity and Interaction	Awards	Expand Volunteer Recognition		Awards
22.1	Capacity and Interaction	LTAD Implementation	Strike Committee		Grassroots
22.2	Capacity and Interaction	LTAD Implementation	Consult with TKD CDA		Grassroots
22.3	Capacity and Interaction	LTAD Implementation	Present to Board for approval		Grassroots
23.1	Participation & Excellence	Officials (Poomsae)	Strike Committee	find suitable members	Poomsae C
23.2	Participation & Excellence	Officials (Poomsae)	Operation plan	provincials expansion	Poomsae C
23.3	Participation & Excellence	Officials (Poomsae)	Presentation to Board for approval	written report	Poomsae C
23.4	Participation & Excellence	Officials (Poomsae)	Implementation	Action Plan	Poomsae C
23.5	Participation & Excellence	Officials (Poomsae)	Review Policy	Annual review & AGM report	Poomsae C
24.1	Participation & Excellence	Officials (Kyorugi)	Continued recruitment	expand referee tem	Referee Ch
24.2	Participation & Excellence	Officials (Kyorugi)	Refine Mentoring Process	enrich education process	Referee Ch
24.3	Participation & Excellence	Officials (Kyorugi)	Financial support for education	identify critical needs	Referee Ch
24.4	Participation & Excellence	Officials (Kyorugi)	Produce more National level referees	encourage experience	Referee Ch
25.1	Participation & Excellence	Athletes (Poomsae & Hanmadang)	Strike Committee		Poomsae C
25.2	Participation & Excellence	Athletes (Poomsae & Hanmadang)	Operation plan	Poomsae seminars	Poomsae C
25.3	Participation & Excellence	Athletes (Poomsae & Hanmadang)	Hanmadang Competition development	Event plans	Poomsae C
25.4	Participation & Excellence	Athletes (Poomsae & Hanmadang)	Hanmadang Competition development	Demo (Team & Single)	Poomsae C
25.5	Participation & Excellence	Athletes (Poomsae & Hanmadang)	Hanmadang Competition development	Breaking	Poomsae C
25.6	Participation & Excellence	Athletes (Poomsae & Hanmadang)	Hanmadang Competition development	Weapons	Poomsae C
25.7	Participation & Excellence	Athletes (Poomsae & Hanmadang)	Hanmadang Competition development	Poomsae (Team & Single)	Poomsae C
26.1	Participation & Excellence	Athletes (Kyorugi)	Strike Committee	brainstorm	Technical
26.2	Participation & Excellence	Athletes (Kyorugi)	Grassroots developmental plan	Skills Drill competition	Technical
26.3	Participation & Excellence	Athletes (Kyorugi)	HP Physical	desired fitness level & Field Te	::Technical
26.4	Participation & Excellence	Athletes (Kyorugi)	HP Technical	elite camps or seminars	Technical
26.5	Participation & Excellence	Athletes (Kyorugi)	HP evaluation	ranking system	Technical

Summary List of Goals by Category

27.1	Participation & Excellence	Coaching	Identify coaching pool	Names and needs	Technical
27.2	Participation & Excellence	Coaching	LF personal development	LF refresher courses	Technical
27.3	Participation & Excellence	Coaching	encourage participation	financial incentives	Technical
27.4	Participation & Excellence	Coaching	NCCP education level	inform of national reqmts	Technical
27.5	Participation & Excellence	Coaching	More SASK coaches educated	encourage personal developm	«Technical

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 	 Splintered Taekwondo Styles (ITF, GTF, etc) Volunteer recruitment Structured HP Program Structured Poomse Program Structured Hanmadang Program Smaller province and talent pool depth Public knowledge and promotion Communication with general membership No Part/Full time staff 		
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 	 Taekwondo Canada disagreement regarding 2010 election process T.C. lack of consultation with partners regarding the development and implementation of the membership policy Lack of needed funding for professional staff. Costs of HP opportunities and Educational Programs Loss of mentoring opportunities to maintain instruction and delivery of high quality programs 		

SASKATCHEWAN WTF TAEKWONDO ASSOC. INC.

Committee Duties Draft Outline for Revision

Technical Committee

- Develop a plan to co-ordinate the training of SASK athletes and Coaches
- Run regional provincial training clinics that act as a talent ID vehicle
- To provide the environment to share and learn preparation methods, technical improvements and strategy theory for Coaches and athletes.
- To promote and encourage fitness education through NCCP.
- Development of Provincial coaches towards a National Level Coach.
- To involve the personal coaches in the athletes training program in order to build support and consistency in their training program.
- Co-ordinate the requirements to run a Sanctioned Provincial Event
- Committee member sits on the Long Term Plan Committee

Tournament Organizing Committee

- Sub Committee of Technical Committee
- Organizing of black belt competition at Provincials including draws
- Details of expectations & guidelines,
- Provincial medals (ordering and stock)
- Which incomes to share and allowable expenses
- What is hosting risk? (t-shirts, other sales, programs...)
- Guidelines for a sanctioned Provincial Event
- Produce a "Hosting manual"

Referee committee

- Set levels & criteria of referees
- Determine when, where to conduct and oversee seminars & testing
- Select & delegate qualified seminar instructors & assistant instructors
- Keep ID records of referees (including level & experience)
- Issue certificates and member ID cards
- Have a contact & mailing list available for tournament hosts
- Referee Chairman is to be the chairman for the Provincials and SASK WTF Sanctioned events

Policy & Procedure Committee

- Policy & Procedure manual update
- Five Year Plan to renew
- Constitutional revisions

Membership Committee

- Collecting of fees and original receipts
- Entry into database of information for associations use
- Privacy monitoring

History committee

 To compile and maintain tournament records of Saskatchewan athletes at the National and International level. This record shall be available in the handbook and revised upon each new printing. It is possible that this could be included on the web site either as a downloadable Handbook document or as a page on it's own.

Harassment & Screening committee

- Secure copy of policy on computer disk.
- Finalizing of guidelines
- Zone and school reps
- Securing of information
- Board to be final appeal process

Communications Committee

- Newsletter
- Web site

Awards Committee

- All forms required for all "Awards" available.,
- General notification of deadlines, eligibility details and follow-up report requirements to Grandmasters, Board, Instructors and students in a timely manner.
- Final notification of deadlines to Grandmasters, Board, Instructors and students especially to any deserving athlete's that have not yet submitted.
- Collection of award nomination forms.
- General notification of award nomination list to SASK WTF board for review.
- Keep a file of all submitted award nomination forms and correspondence for future reference with a copy going to the Secretary for archival filing.
- Notification to the successful award nominee's and their follow-up report requirements and deadlines.
- Confirm in writing that the follow-up report satisfies all of the requirements of the awards to the board of SASK WTF and specifically the Treasurer.
- Searching and applying for any outside grants that are available.

Committee Chairman filled by Board of Directors Positions

Secretary

Ensure all information is communicated to directors

Minutes

Meeting notices

Secure and reserve meeting room

Up to date constitution on file available upon request

Keeper of the archives and web site

Treasurer

Book keeping oversight Budget (Sport Profile) SASK Sport reports (Follow-up) Map Grant Splits STI Committee member

Vice President

STI Committee member

S.T.I. Committee

Composed of Vice President, Treasurer and two additional members Recommend SASK WTF representative for S.T.I. Board positions Ensure minutes of meetings are passed on to directors in a timely fashion Ensure that SASK WTF is present at all SASK Sport meetings and AGMs

President

Chair SASK WTF meetings as per constitution.

Represent or appoint the SASK WTF representative at Taekwondo Canada meetings and functions as required.

To first consult with board regarding decisions on Taekwondo Canada matters through appointed member or written reports.

To report on a timely basis results of Taekwondo Canada meetings.

To share all correspondence available between the Taekwondo Canada directors and Executive.

Co-ordinate communication between the SASK WTF Board and Executive as well as all committees

Old Guidelines listed for update and revision

SPORT PROFILE COMMITTEES and Budget Process

Budget Process

- 1. SASK Sport's **Sport Profile Seminar** to be attended by directors responsible for budget.
- 2. The directors are to inform the members of each school of any changes and ask for their input for suitable projects that need to be included in the Sport Profile.
- 3. Branch school instructors are to set up project submissions according to member's recommendations and submit to the board of directors.
- 4. Directors meeting to draft the budget in consultation from the Board of Directors.

Sport Profile Committee:

- 1. The compiling of the finished budget or Sask Sport Profile will be the responsibility of the Treasurer or whomever the Treasurer may require to assist. The finished budget has to be approved at Board of Directors meeting prior to submission to STI and Sask Sport
- 2. input for the budget shall come from any and all Directors with input through them from the membership.
- compile a preliminary budget report with projected grants and membership numbers for discussion, revision and approval at a Board of Director's meeting preferably held in November. This draft report should be available to the Directors at least two weeks before the Board Funding meeting.
- 4. Complete the Year end follow-up report for STI and Sask Sport.

Sport Profile Definition and Guidelines:

- the annual budget is the Sports Profile Grant Application that is required by Sask Sport and approved by the board of Directors. The document becomes a pre-approved spending plan to allow the projects to run their course without further board meetings or delays in payments. Any revisions will require SASK WTF Board of Director's approval and a written request to Sask Sport. Sask Sport will require that SASK WTF receive their written approval before the changes can be implemented.
- 2. The fiscal year of the Corporation is April 01 to March 31 of the following year
- 3. Grants are to be spent according to Sask Sport's guidelines
- 4. Provincial projects are to be funded first and the balance loosely split according to membership, with consideration to their self help contribution.
- 5. Self Help that is raised by local associations to meet their requirement shall have those funds returned to that local area to complete projects that were requested in the budget process. Before SASK WTF can release these funds, the expense claim will have to be signed by the signing authorities of that local association. Signing authorities of the local associations will have to be members of SASK WTF.
- 6. Membership fees shall be placed in a Special Directors Fund that shall be used by the Board's discretion for special projects that may arise, such as an Inter-national Referee Seminar, Junior Nationals, Inter-national Competitions, Permanent Trust Fund, etc.

7. Saskatchewan athletes, coaches and officials must be a paid up member before receiving any SASK WTF funds

Annual General Funding Sub-Committee:

- 1. shall be composed of a chairperson appointed from the board of directors and as many committee members that are deemed necessary. It should be the same construction as the Sport Profile Committee.
- 2. the chairperson must understand the Sask Sport Profile guideline and follow-up
- 3. shall receive their input and advice from the branch clubs and instructors as to their wishes for programs in their area with great consideration to the special advisors' instruction and guidance
- 4. shall use a report from the Budget Committee to establish funding divisions according to Sask Sport and Saskatchewan W.T.F. Taekwondo Association Inc. guidelines
- 5. shall compile a report for the budget committee that indicates what spending blocks the projects appear in. The projects are to be broken down into each area (zones) and what expenditure amounts are being funded from self help, grants or a combination of both. The projects require dates of completion.
- 6. Follow-up reports on the projects are required 1 month after the fiscal year end. It is to include information on all aspects of each project including dates, number of athletes, etc.
- 7. shall inform the Directors of all committee meetings for their attendance if they are available.

Sask First Sub-Committee:

- 1. shall be composed of a chairperson appointed from the board of directors and as many committee members that are deemed necessary
- 2. the chairperson must understand the Sask Sport Profile guideline and follow-up
- 3. shall receive their input and advice from the branch clubs and instructors for programs that have special emphasis on the elite Athletes and Provincial Team with great consideration to the special advisors' instruction and guidance
- 4. shall use a report from the Budget Committee to establish funding divisions according to Sask Sport and Saskatchewan W.T.F. Taekwondo Association Inc. guidelines
- 5. shall compile a report for the budget committee that indicates what spending blocks the projects appear in. The projects are to be broken down into each area (zones) and what expenditure amounts are being funded from self help, grants or a combination of both. The projects require dates of completion.
- 6. Follow-up reports on the projects are required 1 month after the fiscal year end. It is to include information on all aspects of each project including dates, number of athletes, etc.
- 7. shall inform the Directors of all committee meetings for their attendance if they are available.

Fundraising Sub-Committee:

- 1. composed of an appointed board member as chairperson with as many committee members as required by the chairperson
- 2. purpose to co-ordinate fundraising methods and develop corporate sponsors

3. to compile and report to the Budget Committee chairperson of the projected new fiscal year's sponsorship, Self Help and Membership Fee's Revenue. In short, all revenue except the Sask Sport Grants. The report should be delivered to the President and Secretary/Treasurer by January 1st of each year.

Special Committees:

1. any special committee that will be required shall report their findings in a written report. The report shall be signed by the chairperson then delivered to the President, the Secretary/Treasurer and all of the board members. Further action will be a decision of the board.

Sask Sport AGM:

1. shall be attended by the President and the Secretary/Treasurer or board members approved in their absence. The attendee shall make a written report for all board members.

S.T.I. Committee

- 1. VP and/or Treasurer should be the SASK WTF chairs for this committee
- 2. 3 to four members
- 3. Recommend individuals to run for STI Board positions