

Last updated: 6 March 2020

### TWIF POLICY PLAN & BUDGET 2020 to 2024

Vision: As an International Federation our mission is to provide the structure and good governance necessary for the well-being and global development of the tug of war sport

No	Aspect	Activity	Responsible Person	By when	2020/21	2021/22	2022/23	2023/24	Total
1	<b>ORGANISATION</b>								
1.1	Sponsors & Optimised income	Coordinate/Update/Review agreement with Protocol Sports	AR & DM	Annually					£0
		Evaluate proposals/responses	AR & DM	Ad hoc/When required					£0
		Re-look strategy/approach wrt tenders (fee structure) and allocation of future TWIF events (consider host cities rather than host countries/members/obtain input and examples from other sporting codes)/Develop new contract with legal inputs	ExCo	2020/21	£1,000	£1,000			£2,000
		Identify and equipment that can be officially licensed by TWIF to develop funding base (in conjunction with Protocol Sports)	AR & DM	2020/21					£0
		Ensure that a "sustainability" agenda is followed with all TWIF events (climate change challenge)	ExCo and Event Organisers	Continuous					£0
	<b>Sub-Total</b>				£1,000	£1,000	£0	£0	£2,000
1.2	Information Technology	Assist members with a basic (Excel based) competition programme/Programming & Development as required	MH + PD	2020/21	£2,000				£2,000
		Review & Update to a more modern programming language/platform of TWIF competition/accreditation programme	PD (& Bruce)	by Sept 2021	£15,000				£15,000
		Identify and attract depth for IT expertise and capacity	ExCo/Members	Continuous	£500	£500	£500	£500	£2,000
		Move TWIF server to "cloud"/ Ensure security and privacy protection	PD	by Sept 2021	£1,200	£1,200	£1,200	£1,200	£4,800
		Maintain / update / support for software programme	PD (& Bruce)	Continuous	£500	£500	£500	£500	£2,000
		Update/replace/add laptops as necessary	PD (& Bruce)	Continuous	£500	£500	£500	£500	£2,000
	<b>Sub-Total</b>				£19,700	£2,700	£2,700	£2,700	£27,800
1.3	Anti-Doping - "Clean sport & Fair Play"	Work with NF's to obtain 100% adherence to "whereabouts" requirements to avoid unnecessary missed tests, including updating detail on ADAMS	PD	Continuous					£0
		Maintain number of "out of competition" tests as required by IOC/WADA - align with ITA agreement/Ensure adequate number on "in competition tests" as per compliance requirements	PD	Continuous	£12,500	£13,000	£14,000	£15,000	£54,500
		Attend and participate in WADA simposia	PD + BZ	Annually	£1,500	£1,500	£1,500	£1,500	£6,000

		Attendance of DCO of TWIF and related events	PD + BZ	Annually	£750	£750	£750	£750	£3,000
		Work with members to achieve 100% annual returns, including reports on tests carried out by NF's	PD+MH	Annually					£0
		Ensure that each member has an appointed national anti-doping official	MH	Continuous					£0
		Ensure education/e-learning of all participants (pullers, officials & supporters) utilising WADA tools	PD	Continuous					£0
	Sub-Total				£14,750	£15,250	£16,250	£17,250	£63,500
1.4	Management & Administration	Re-define responsibilities and duties of Executive Committee, Commissions and Officers	ExCo	Annually					£0
		Ensure Good Corporate Governance and adherence to sound policies and principles, governance criteria and international best practices	AR +ExCo	Continuous					£0
		Develop a formal policy to protect and define the use of TWIF logo and related IP issues	ExCo	Congress 2021					£0
		Appoint officials of Commissions (4 year period) and for TWIF events as required	ExCo	Congress 2020/ Continuous					£0
		Monitor activities requiring outside expertise and outsource as necessary	ExCo	Continuous	£2,500	£2,500	£2,500	£2,500	£10,000
		Monitor female/youth participation in our sport at all levels and encourage remedial measures where appropriate	ExCo	Annually					£0
		Develop a framework to increase the pool of TWIF officials and to "entice" them to attend TWIF championships	ExCo	By Congress 2021	tbc	tbc	tbc	tbc	£0
		Establish a pool of experienced coaches/judges/recorders to assist with presentation of development seminars and to respond to training needs of members	ExCo	Annually as per approved schedule	£3,500	£4,000	£4,000	£5,000	£16,500
	Sub-Total				£2,500	£2,500	£2,500	£2,500	£10,000
	<b>TOTAL ORGANISATION</b>				<b>£37,950</b>	<b>£21,450</b>	<b>£21,450</b>	<b>£22,450</b>	<b>£103,300</b>

2 PROMOTION									
2.1	Olympic Inclusion	TWIF will represent and continue to work towards Olympic inclusion via Sport Accord and other appropriate platforms (IWGA, ARISF, Commonwealth, etc)	AR	Annually	£1,200	£1,300	£1,400	£1,500	£5,400
		Continued participation at TWG as apex multi-sport event	TWIF	2021 & 2025					£0
		Consider participation in Power Games for next tier countries as a development stepping stone (without compromising participation in TWG)	ExCo	by April 2021	tbc	tbc	tbc	tbc	£0
	<b>Sub-Total</b>				£1,200	£1,300	£1,400	£1,500	£5,400
2.2	Schools and Youth organisations	Work with each member to have tug of war introduced as part of physical education or games programmes in schools and youth organisations/Share best practice and succes stories	ExCo	Continuous					£0
		Update and utilise available resource material to assist with promotion under the youth	ExCo	2022		£2,000			£2,000
		Produce new material	ExCo	When required	£2,000		£2,000		£4,000
	<b>Sub-Total</b>				£2,000	£2,000	£2,000	£0	£6,000
2.3	Image and Presentation	Work to achieve full uniformity of dress code by teams and officials at major events	Exco	Continuous					£0
		Renew/modernise/replace clothing of officials as and when required	JW	At TWIF events	£2,500	£2,500	£2,500	£2,500	£10,000
		Refine and improve means of communicating with spectators at TWIF events (check organisers manual for guidance)	Organisers + MH	At TWIF events					£0
		Work with Organising Committees of TWIF events to ensure full compliance with Organisers Manual/Highlight and agree key success elements in period leading up to events/Ensure post-event evaluations & corrective actions	Exco	Continuous					£0
		Develop an App to inform participants of arrangements at events inc Draws, Corners, briefings etc etc	PD	By Sept 2020					£0
	<b>Sub-Total</b>				£2,500	£2,500	£2,500	£2,500	£10,000
2.4	Use of Media, PR & Publications	Publish streaming video from championships	Organisers	All events					£0
		Update/maintain TWIF web-site with relevant information and guidance material	MH	Continuous					£0
		Utilise social media platforms (Facebook, Twitter, Apps)	MH	Continuous					£0
		Cultivate contacts with key media people at international level	MH	Continuous					£0
		Continue with periodic editions of TWIF Magazine	MH	3-4x per year	£1,500	£1,500	£1,500	£1,500	£6,000

	Establish link on TWIF website of video and photos of TWIF events	MH + PD	When available					£0
	Develop new TWIF website	PD + MH	By April 2021	£1,500				£1,500
Sub-Total				£3,000	£1,500	£1,500	£1,500	£7,500
<b>TOTAL PROMOTION</b>				<b>£8,700</b>	<b>£7,300</b>	<b>£7,400</b>	<b>£5,500</b>	<b>£28,900</b>

3	<b>MEMBERS</b>								
3.1	Expand Membership	Establish and maintain regular contact with potential new members	JW	Continuous					£0
		Encourage existing members to seek contact with non-member neighbouring countries (fellowship programme)	ExCo	Continuous					£0
		Make available membership application forms where required (Redesign application form)	JW	By April 2020/ Continuous					£0
	Sub-Total				£0	£0	£0	£0	£0
2.2	Assist new members	Ensure regular communication	JW	Continuous					£0
		Encourage fellowship programme and training assistance from neighbouring countries	ExCo	Continuous					£0
		Organise training/development courses for officials and coaches, either on national or regional basis	JW	As approved per annual plan	£4,000	£4,000	£4,000	£4,000	£16,000
		Encourage participation at TWIF championships	ExCo	Continuous					£0
	Sub-Total				£4,000	£4,000	£4,000	£4,000	£16,000
2.4	Assist established members	Organise training/development courses for officials and coaches where required	JW	As approved per annual plan	£2,500	£2,500	£2,500	£2,500	£10,000
		Organise courses to up-grade/refresh judges and recorders to TWIF panel	TAC	2022 & 2024		£5,000		£5,000	£10,000
		Develop new training material (Coaching & Judging/recording)	JW	By April 2021	£5,000	£5,000	£5,000	£5,000	£20,000
		Assist and ensure that Intl Reps communicate fully with their members in distribution of information	MH	Continuous					£0
		Explore, maximise and support options relating to regional TWIF events (Europe, Asia, Africa, etc)	ExCo	Continuous					£0
	Sub-Total				£7,500	£12,500	£7,500	£12,500	£40,000
	<b>TOTAL MEMBERS</b>				<b>£11,500</b>	<b>£16,500</b>	<b>£11,500</b>	<b>£16,500</b>	<b>£56,000</b>
	<b>TOTAL</b>				<b>£58,150</b>	<b>£45,250</b>	<b>£40,350</b>	<b>£44,450</b>	<b>£188,200</b>