



# Archery Guyana's National Development Plan

## **Introduction**

Archery Guyana's National Development Plan is for a comprehensive programme to develop target archery as a recreational and competitive sport in Guyana, the goal of which is to promote Guyana at the World level and Olympic level, and have the systems in place to support a continuing development of archers.

This Document describes the plan for development of archery in Guyana.

There are several areas that must be developed simultaneously to have a comprehensive archery development programme in Guyana.

1. Development of archers
2. Development of coaches and judges
3. Development of physical facilities (both training and competition)
4. Development of competitions locally and regionally

The most obvious development is the athletes. However, without the supporting development of coaches, judges and physical facilities and competitions the archers cannot successfully progress, reach their goals, and become international competitors.

## **Archery Overview**

The G.S.S.F. as at April 30, 2015, in keeping with the objectives of establishing sport shooting on solid foundations and promoting growth of sport, was deemed temporarily affiliated to the World Archery Federation.

Guyana's permanent affiliation was then successfully voted at Congress on July 24th 2015 in Denmark.

## **Progress thus far by Archery Guyana.**

(i) **Archery Guyana Logo** – The Logo was approved and is now a familiar logo. The Federation currently has 2 Banners with the Logo which are used at all the Archery events.

(ii) **Archery Guyana Shirts** - For the Launch a number of shirts were designed and kindly sponsored by member of Federation, Mr. Robert Badal and Pegasus Hotel. These shirts are available for sale at \$5,000.00 each and funds go towards the Archery Fund-raising project.

### **(iii) Guyana's PVC Archery Project**

In 2015, the GSSF in collaboration with World Archery Americas, concluded phase one of its inaugural PVC Archery Development Seminar in Georgetown, conducted by international archer/coach Mr. Diego Torres of Columbia.

Mr. Torres was hosted in Guyana by the GSSF to conduct various seminars for members of the Federation: the focus of which were archery safety, the fabrication of PVC bows and teaching the correct form for target archery. Seminars were geared to give participants the knowledge as to how to further develop this longstanding Olympic sport by making these low cost bows which will then be used for training and local competitions. Shooting practice sessions were scheduled to ensure that members practice the fundamentals of the sport of Archery from the beginning.

Mr. Torres had indicated he is very happy that he is working with a lot of beginners so therefore no "bad-habits" would already have been cultivated with respect to form which is significantly harder to remedy.

The Seminar which was held twice saw participants instructed in hands on fabrication of PVC target archery bows, complete with stabilizer system. Members were trained in the safe use of power tools and handling chemicals in order to shape and assemble these low cost archery tools.

This phase materialized several PVC Bows for use by the members of the GSSF. Nineteen members took part and are now able to continue the project which is now present in four countries, namely Columbia, Bolivia, Paraguay and Guyana.

The second phase of the Seminar involved members receiving expert coaching in the correct form of archery, safety instructions, using the several newly fabricated bows at both indoor and outdoor facilities. Shooting sessions were held thanks to the assistance of the Government of Guyana, Ministry of Education, Department of Sport and the National Sports Commission. These sessions were held at the National Gymnasium, Georgetown for indoor and at the Leonora Synthetic Track, West Coast Demerara for outdoor shooting.

**(iv) Official Launch of Archery Guyana**

This was scheduled to coincide with the end of Diego's trip and was held in August 2015 at the Carifesta Sports Club which was a successful event and included speeches from Diego, representing World Archery Americas, Vidushi Persaud, President of the GSSF, Mr. Alfred King, Ministry of Education, Department of Culture, Youth and Sport and Ministry of Indigenous Affairs. A display ensued with local archers who came from 9 outlying hinterland areas. Members of the media came out and tried the bows and reported on the event. Mr. King officially launched Archery Guyana by firing the first arrow.

**(v) Heritage Games 2015**

Following the launch of Archery Guyana the Federation was happy to be involved in the Heritage Games 2015 held at the National Aquatic Centre, on 20th September, 2015.

The Heritage Games 2015 saw the inauguration of Swimming and Archery as competitive sports for the Indigenous communities, both of which are a part of the life and culture of our first peoples. This was alluded to by both Prime Minister Moses Nagamootoo and Junior Minister within the Ministry of Indigenous Affairs, Valerie Garrido-Lowe in their feature addresses to the crowd of competitors and fans who gathered at the National Aquatic Centre at Liliendaal.

This successful collaboration resulted in the first ever target archery competition to showcase how Olympic target archery is done, since the sport of target archery is new to Guyana. On display were ArcheryGuyana's newly-made Olympic-styled PVC target archery bows, complete with the stabilizers which were on hand for anyone who wished to inspect and test. Notably Prime Minister Nagamootoo stepped forward and took the first shot.

The archery competition saw many eager participants, some of whom had never even used a bow before but were encouraged by the fact that there were trophies to be won. Before the start of the competition, everyone present was advised of the strict safety rules which are a standard of the World Archery and its affiliated organisations. The enthusiastic archers enjoyed the competition, each shooting 2 rounds at 25meters with locally made indigenous bows and arrows and 2 rounds at 18meters shooting with their own bows and arrows, in both male and female

In general, there is little knowledge of archery in Guyana at this time. Therefore, to develop archers that could qualify for international competition, whether it be regional competition, continental competition, the World Championship, or the Olympic Games, a comprehensive development programme is necessary to support the athletes.

Development has to start at the grassroots level and clearly define all levels of development so archers can actively participate at any level. Those wanting to compete internationally should have a pathway and the support needed to progress to that level. Participants wishing to compete locally or regionally will also be supported and encouraged. Athletes will be encouraged at all ages and skill levels.

**(vi) National Sports Commission:** Our first archery competition under the "50 Shades of Games" theme was held in March 2016, and was graced by the presence of the Director of Sport, Mr. Christopher Jones.

**(vii) Olympic Day 2016:** In June 2016, to commemorate Olympic Day, the Federation hosted a competition.

**(viii) Heritage Games Archery Tournament:** Archery Guyana proudly for the second year, hosted the archery competition for the Ministry of Indigenous Affairs' Heritage Games 2016 in September. This was a 2-day tournament which saw over 80 participants from indigenous communities, and members of the general public. The Heritage Games format however was a barebow or traditional archery competition, as opposed to our other olympic recurve competitions.

(ix) **Outdoor Archery Practice :** Archery Guyana has acquired two more target stands. They were kindly donated by the Ministry of Indigenous Affairs through Mr. Ivan Persaud of the Swimming Association. Permission was thereafter granted by the Ministry of Education, Department of Culture, Youth and Sport for the use of the Carifesta Ground on Sundays for our outdoor practice, which recently started.

(x) **Our First Fundraiser:** Archery Guyana also held its first fundraiser in December at the St Joseph Mercy Hospital Fair. This was done with targets and equipment provided by Mr. Nicholas Hing (using Archery Guyana's equipment would have meant some amount of initial training for recurve shooting), and with the assistance of other members. Prizes were provided by St Joseph Mercy hospital. Our archery game was very well received by the crowds at the fair and we made over \$42,000, half of which goes to the Hospital.

(xi) Archery Guyana recently reported on the vibrant Archery activities which have commenced since January, 2017. Chairman of the Archery Committee, Mr. Nicholas Hing, reported at the Federation's recently held AGM that both Indoor and Outdoor Archery practice sessions are ongoing on a weekly basis. The Federation has access to the National Gymnasium on the weekdays and thanked Director of Sport, Mr. Christopher Jones and the National Sports Commission for the collaboration to ensure that these sessions are hosted and the facility is made available for such practice sessions.

For 2017, permission was secured from the Ministry of Education, Department of Culture, Youth and Sport for the use of the Carifesta Sports Club Ground on Sundays for Outdoor Archery Practice which has started since January. Thanks were extended to the Honourable Minister Nicolette Henry and Deputy Permanent Secretary Steve Ninvalle.

**GOA – Guyana Olympic Association -** Most of Guyana by now and certainly all of our members should be aware of the significant strides the Federation has been taking to launch and introduce Archery to Guyana. Support as it relates to this prominent Olympic sport has been gained from the Government via the Ministry of Education, Department of Sport and the National Sports Commission to ensure that our local Archers are given a fair chance to compete internationally and later at the Olympic level.

It has been crushingly disappointing that our request for affiliation and approval made to the GOA since 2014 is still pending.

This position taken over the years by the GOA has all but halted the progress made for Archery. The GSSF, having gained International recognition and affiliation to the Swiss based World Archery Federation, is viewed as the recognised body for the sport of Archery in Guyana. This international affiliation was granted and is currently maintained by the GSSF after having fulfilled all the criteria set out by the IOC's governing body for Archery. Additionally, Guyana is now enlisted as active for the Olympic sport within the zone of World Archery Americas, and is officially represented by the Federation in this regard.

Despite numerous reminders and attempts over the past years to engage GOA's attention, along with the provision of documentation from the World Archery Federation confirming us as a legitimate affiliate, we have, on a now monthly basis been asking the GOA to revisit our request.

We went on to secure additional letters sent from World Archery Americas to the National Olympic Committee of Guyana (i.e. GOA) so as to facilitate our affiliation to Guyana's NOC, which is a requirement for our local Archers to participate in qualifying World events and to begin training for the Olympics, where there is a real chance Archery can bring home Olympic medals in years to come but there is a resounding silence of the current

Executive Committee of the GOA to the request for affiliation to the Guyana Olympic Association only as it related to the sport of Archery in Guyana.

An invitation from World Archery Americas was received inviting Guyanese archers to participate in the South American Games, however due to lack of proper archery equipment and funding and the reply to our request for affiliation from our local NOC, we were unable to do so.

Archery Guyana also has a national archery development programme which has not yet been put into action for a number of reasons:

- Not enough trained and dedicated archery coaches
- Not enough equipment
- Finances needed for travelling to different regions of the country

### ***Section I: Athlete Development***

A comprehensive development programme has to have a path that archers can follow for progressive advancement to higher and higher levels of skill. This programme is one that allows a person to progress and have the support of the programme to continue their development.

**Present Sources of Archers** – Archery instruction in Guyana is currently limited to the members of Archery Guyana. Presently, there are no other sources of people coming into archery.

This Section outlines a complete developmental programme for taking beginning archers to the elite level.

#### ***Level 1 – Introductions In and Outside the Schools***

**In the schools**, a 2-day introduction to archery would include exposure to recurve and compound bows.

The purpose of the initial school programme is, through experiential learning, introduce students to range safety, the discipline required for shooting, basic shooting technique required to become an archer. Students will learn some basic solid shooting technique and gain a sense of what archery is like. Exposure to two primary bow types (recurve and compound) will allow participants to experience both. Later, they can determine the archery path they prefer.

***The School Introduction allows the Instructor conducting the programme to:***

- 1) Assess students for the ability to learn technique,
- 2) Determine if there are those with the ability to group arrows regardless of technique (who could be taught technique), and
- 3) Assess the desire of each participant to learn and progress. Instructors conducting the Introductions would encourage individuals they see as potential competitors to join a club or AG

**For individuals not in a school programme**, a series of Introductions would be held throughout the country. These are one-time or short term exposures, and will allow people outside of the schools to see what archery is like and start the learning process.

The Instructor(s) conducting the Introductions are watching for:

- 1) Individuals with good body awareness, as evidenced by the ability to take instruction and do what is requested,
- 2) Those with interest/desire to learn more about shooting properly, and
- 3) Those with a natural ability coupled with desire. These individuals would be encouraged to join the Club Programme or AG

## *Level 2 – Clubs*

Clubs will be opened to all interested persons. Basically clubs fall into two Categories: *school clubs* and *independent clubs*.

**School Clubs** – These clubs are envisaged to be part of an after-school programme to begin teaching participants WA shooting technique and track both learning and shooting success. Clubs are where the bulk of initial instruction is done. Coaches guide archers and teach/reinforce techniques during each session.

The programme is structured similar to the USA Archery JOAD (Junior Olympic Archery Development) programme, but with combined indoor and outdoor achievement levels. The beginning of the programme starts like the JOAD indoor achievement programme, and transitions to the outdoor programme

At each level of achievement in the Programme, archers will demonstrate progress in learning proper technique and shooting a Minimum Qualifying Score (MQS) for the level. The Instructor will determine that the archer knows and properly uses the technique required for that level before the archer is eligible to shoot in an Achievement Scoring Event. The Achievement Scoring events will be held on a regular basis. Scores from tournaments may be used.

It is envisaged that in the future, there will be competitions between schools in Guyana and possibly schools in neighboring countries. Competitions are described in Section V of this Development Plan.

Those who have improved in both skill and score (High Achievement Ranking) will be considered for the next level – the National Development Team (NDT).

**Independent Clubs** – For individuals not in school, Independent Clubs will support the training of archers. Completing the Introduction to Archery, the Clubs are for people who have the interest and desire to continue in archery, whether for competition or recreation.

Coaches teach archers solid shooting technique, watching for those individuals who show promise in performance and ability to learn.

The Independent Clubs use the same Achievement Programme that is conducted in the School Clubs, and has a similar achievement programme for adults.

Adults and youth over 18 could also assist coaches in the Introductions if they show knowledge of technique. Those that reach a designated level of achievement and show knowledge of WA may assist coaches with training.

Like the School club programme, from this group, archers showing promise in competition performance may be considered for the next level – the National Development Team.

## *Level 3 - The National Development Team (NDT)*

The National Development Team is comprised of individuals that both Club Coaches and the National Coach feel have promise to become solid competitors and possibly compete internationally. Participation at this level is based upon invitation to join the NDT by the National Coach, following evaluation by Club Coaches and recommendation by the respective Club Coach to the National Coach.

**Qualifying Requirements** -- The criteria for consideration for NDT is as follows.

1. Solid shooting technique.
2. A Minimum Qualifying Score (MQS) listed in Appendix for this level.
3. A minimum age of 13 (8th grade) (age 16, or 10th grade to travel with team without parent)
4. Membership to Archery Guyana
5. Meet World Archery's residency requirements.

**Privileges** – As a member of the NDT, the archer will have the following privileges.

A shirt showing he/she is a member of the NDT for that year.

Being able to represent Guyana in regional competitions. They may receive funding (as available) for competing in local and regional competitions.

**Responsibilities** – A person on the NDT must fulfill the following items to remain on the NDT.

Attend at least two of the three training sessions held each year.

Complete the weekly training log and turn it in to the National Coach each week.  
Exhibit behavior appropriate for a competitive athlete.  
For those in school/university, maintain a B average academic.  
Participate in a minimum of 6 local and regional tournaments annually.  
Give back to the archery community by assisting coaches with the school programmes and with archery clubs.

Participants in this programme will be required to sign a contract agreeing to these conditions. They must maintain or show improvement in performance to continue in the programme, and will be evaluated annually by the National Coach for continued participation in the Programme.

Those with a commitment to train and show promise in performance may be invited to join the National Team.

#### *Level 4 – The National Team (NT)*

Club coaches and the National Coach will evaluate the NDT athletes and assess their promise as competitors. Those fulfilling NDT requirements and showing promise in performance may be invited by the National Coach to the National Team. This is for elite Guyanese athletes, those wanting to participate in international competition, beyond the regional level. The NT will have two levels – an A and B team. All archers coming into the NT will be on the B team, and can progress to the A team with increased performance.

**Qualifications** – To be a part of the NT, an archer must fulfill the following requirements.

Invitation is from the National Coach.

Meet all Level 3 requirements

Have a MQS as shown in Appendix for this level.

Guyanese residency as required by the International Olympic Committee

Successfully participated as a member of the NDT and fulfilled the NDT requirements on an ongoing basis.

Membership to Archery Guyana

**Privileges** – Those participating at this level receive the following privileges.

For the B Team, a shirt with Archery Guyana logo, but without the lettering required for international competition. A Team members have competed internationally, so their shirts will have the IOC/WA required lettering on the back.

Participation in World Archery events representing Guyana.

Working directly with the National Coach 2-3 times a year.

Be eligible for events with funding. Team members have funding priority for international competitions.

**Responsibilities** -- As a member of the NT, the athlete has the following responsibilities.

Show leadership to the NDT by supporting and assisting NDT coaches.

Show evidence of serious training, completing the NT Training Log and turning it in to the National Coach.

Must meet the requirements established by WA as identified in the WA Constitution, *Chapter 2 - Eligibility Code* for athletes and team officials.

For students in school/at university, maintaining a B average for academic.

Evidence successful performance in local and regional competition (consistently placing in the upper 2/3rds of the field).

Evidence appropriate sportsmanship behavior representative of an elite athlete when in competition

Attend all Guyana National tournaments

Continued participation on the NT will come from evaluation of performance and completion of the required criteria by the National Coach.

## *Level 5 - Olympic Team*

Selection of the Olympic Team comes from an open National Qualification Tournament. Those recurve archers finishing in the top 3 positions (3 male and 3 female) will comprise the team.

**Qualifications** – To be a part of the Olympic Team, an archer must fulfill the following requirements.

Finish in the top 3 places at the National Qualification Tournament.

Have a MQS as shown in Appendix for this level (MQS must be obtained within the Olympic cycle at any qualifying competition).

Guyanese residency as required by the International Olympic Committee

A minimum age as required by the International Olympic Committee

Membership to Archery Guyana

**Responsibilities** – The members of the Team will be required to attend a training camp for just the Olympic Team members and attend a designated competition for the Team. Expenses, as available, would sought to be covered.

## *Section II: Coach Development*

Currently there is one main Coach and Chairman of the Committee Mr. Nicholas Hing. He is assisted from time to time by 2-3 other members.

Coaches must be throughout Guyana to identify archery talent and develop it. Coaching is a combination of both a teachable skill and an art. Some people have the technical skill but cannot coach effectively; some have the ‘art,’ but need to learn the technical skills. To coach successfully, a person needs to have the following qualities:

Knowledge of WA shooting technique and shot cycle and demonstrate understanding of the underlying principles.

The ability to see if an archer is shooting properly, and identify any changes/refinements necessary to help the individual improve.

The ability to make the archer understand the necessary change/refinement and get the archer to do it properly.

Be able to relate to the archer and build confidence and faith in self so the archer can perform well.

In competition, be able to make the competitors perform their best under any conditions.

Along with the development of archers, the Coach Development Programme starts individuals along the coaching path. Ideally, coaches have had some experience shooting. It is not a requirement, but it gives the coach a deeper understanding of what is needed for performance.

The programme in Guyana would have the following levels. All would require a certification from Archery Guyana and be approved by the National Coach and/or the Board. Club and National Coaches require WA recognition. All coaches/instructors must be at least 18 years of age.

Individuals wishing to become coaches must first become a Range Officer and successfully complete the requirements needed to apply for becoming an Instructor.

### *Instructor*

These persons would lead the General Introductions for adults and run the school programme that exposes youth to archery. While running the Introductions, they would be actively looking for archery talent, referring those people to the After School Programmes or the local Club.

### *Club Coach*

These are coaches more specifically trained to start teaching WA to those in after school programmes and in the Clubs. They would have a higher certification level than the Instructors.

Working routinely with the archers coming into the system, they teach and reinforce the WA shooting technique.

They would be responsible for gathering data to support a nomination to the National Development Team, and provide data on Club and After School Programme Participants.



### ***National Coach***

Head of the archery competition programme in Guyana, the National Coach is responsible for overseeing and coordinating the training programmes for archery in Guyana. The primary day-to-day focus would be working with the high-performing athletes who are preparing for international competition, and attending the competitions with the National Team.

The National Coach would also be responsible for training additional coaches, as needed, and monitor their coaching skills.

The National Coach will be compensated for travel, per diem while training in Guyana and at competitions. Face time with athletes will be compensated as funds are available.

### ***Section III: Judge Development***

Judges are the authority responsible for presiding over archery competitions from a neutral point of view and making on-the-fly decisions that support AG and WA rules. Judges are accountable for interpretation of the rules, ensuring fair play and scoring, and with the Range Officer ensuring safety for athletes, spectators and the public.

#### ***Range Officer***

This is for a person who is responsible for maintaining range safety when archers are shooting.

Range officers are expected to be familiar with Requirements for Range Safety (Appendix 5, 6),

Rules for running a range safely (Appendix 7) and Rules for Individual Shooting Safety

(Appendix 8). A range officer can receive certification from World Archery, USA Archery,

National Rifle Association (Archery), VIAF or other certifying agency that requires a written test of the rules and regulations for range safety. The minimum age of a person running a practice range or competition is 18 and they must be approved by the Board of AG.

The Range Officer is responsible for the following:

- Maintaining range safety

- Condition of the targets and target faces

- Having clear shooting and waiting lines

- Maintaining proper whistle control of the archers throughout the time they are there.

A Range Officer can become a Club Judge by application to the National Judge.

#### ***Club Judge***

A Club Judge conducts interschool or interclub competitions.

#### **Requirements:**

- Satisfying requirements for Range Officer.

- Making sure the competition field meets minimum standards for a tournament.

- Running the tournament according to Archery Guyana rules and regulations.

#### ***National Judge***

A National Judge is responsible for running competitions between other countries as well as the National Championship.

#### **Requirements:**

- Active participation as a Club Judge.

- Have had 2 experience as an Club Judge and have judged a minimum of 6 tournaments

- Be approved by the Archery Guyana Board and National Coach.

At large competitions, each National Judge can be assisted by a maximum of 2 Club Judges so those people can gain experience and work towards becoming a National Judge.

#### ***Section IV: Training and Competition Facilities***

Within Guyana, shooting and training facilities allow archers and developing competitors to train and increase skills. The following types of facilities are needed.

##### ***Fields***

Practice fields where members of school and independent clubs can come and routinely practice. Fields for school clubs ideally are near or in the school so students can easily access them. These fields may be as small as a ¼ acre back yard, as long as they can be made safe for athletes, spectators and the public.

For the NDT and NT, a field would be designated as the National Training Center.

Whenever there is a Training Camp scheduled, the members of the Team(s) would gather there.

For National and potentially International competitions, a large field is required.

The ***Range and Tournament Rules*** describe shooting safety, range setup and running a safe competition.

***AG presently has permission from the Sports Ministry to use 2 fields for archery. Leonora Track & Field Centre and the Carifesta Sports Complex Ground.***

##### ***Equipment***

The equipment; bows, arrows and related personal equipment, targets and instructor time may be provided in cooperation with AG and various stakeholders.

This programme may assist in the introductions and school/university related programmes. Additional collaboration may be possible with the Department of Sports, Parks and Recreation for club level activities.

All equipment used in AG training or competition events are required to meet safety standards (Range and Tournament Rules, Part 4).

##### ***Archer Safety and Behavior***

When at the range, archers need to follow the general rules of range safety and safe shooting.

(Range and Tournament Rules, Parts 3 and 4).

#### ***Section V: Competitions***

AG would like to hold a number of different competitions broadly categorized as “Local” and “International.” Local shoots are coordinated by AG with a focus on individual preparation for international events (CAC Games, Pan American Games, World Cup, World Championship, Olympics, etc.). International shoots are those that strictly adhere to the rules and regulations established by WA.

##### ***Archery Guyana Competitions***

***Fun Shoots*** – These shoots are organized at the local range level. The scores may be used to determine the progression of individuals, but are not used in determining a person’s ranking or in the NDT or NT.

***Regional Competitions*** – Distance matches. A distance match is a match in which competitors shoot on their home ranges using standard targets (target and distance will be determined for each match. The digital photos of the targets, and score sheets for each end are sent to competition coordinator for scoring confirmation and ranking for awards. This will fill the need for specialized matches among groups that are unable to support their own separate competition.

These distance matches can include different age and equipment groups. An official group must have a minimum of 3 competitors in the group (i.e., three archers between 14 and 17 years old shooting recurve bows).

***The National Championship*** – National qualification tournament will be held in August of every year. The tournament will not conflict with either the Pan-Am or Olympic tournament. This tournament shall be run under World Archery rules.

##### ***International Competitions***

These competitions are held entirely outside of Guyana. They may be in other Caribbean nations or Puerto Rico, or the United States.

***CAC Games etc.***

***Pan-American Trials*** – A national qualification tournament will be held every 4 years prior to the Pan American Games. The tournament will be held with sufficient lead time to allow selected athletes time to prepare for the Games. This tournament shall be run under World Archery rules.

***Olympic Trials*** – National qualification tournament will be held every 4 years prior to the Summer Olympics. The tournament will be held with sufficient lead time to allow selected athletes time to prepare for the Olympic Games. This tournament shall be run under World Archery rules.

***Present Analysis***

<b>Present Analysis</b>				
	<b>Human</b>	<b>Physical</b>	<b>Financial</b>	<b>Operational</b>
<b>STRENGTHS</b>	0 (under 18yrs) youth participation  Great increase in demand to participate.	Part time use of 3 sports venues		No clubs  No certified Level I coaches  No certified judges
<b>WEAKNESSES</b>	No underprivileged youth archers No Youth Archers  No Para-archers	Practice fields are all untenured  Practice fields hinder access for para-athletes	Heavy dependence on support from the Ministry of Sport and present members	No independent transport to support outreach programme.  Insufficient capacity to accommodate demand.
<b>OPPORTUNITIES</b>	Use of parents and non-archers for coaching and administration.  Involvement by youth and disabled.	Indoor facility to allow year-round training.  Upgrade facility to accommodate the mobility needs of the disabled.		

## **ALIGNMENT STRATEGIES**

A number of actions have emerged as a result of the present analysis presented earlier. In essence they represent the gaps between the desired results and our current reality.

	<b>KEY SUCCESS FACTOR</b>	<b>ACTION THEMES</b>
1.	Expanding our archers database.	Start School Programmes Increase participation by youth (under 18yrs) in rural areas Expose underprivileged youth to archery Start clubs, particularly in rural areas Host local tournaments

### **1. Expanding our archers' database**

<b>ACTION THEMES</b>	<b>STRATEGIES</b>	<b>DECLARED RESULTS</b>	<b>BY WHEN</b>
Increase participation by youth (under 18yrs) in schools and rural areas	Host one-day archery clinic in targeted rural areas.	Increase youth membership by 40%	September 30, 2018
	Conduct youth and scout archery camps.		
Expose underprivileged youth to archery	Host an introductory archery clinic with homes that care for underprivileged youth.	20 individuals	June 30, 2018
Increase the number of clubs, particularly in rural areas	Increase public awareness utilizing archer's achievements to promote awareness of the sport.	Increase the number of clubs by 2	September 30, 2018
	Conduct feasibility on group expressing interest.		
	Conduct administrative, coaching and judging courses for the new club.		
	Acquire equipment for new club starter kits.		
Host local tournaments	Host the National Indoor Tournament	Host the Indoor, Outdoor and Junior tournaments	December 30, 2017
	Host the National Outdoor Tournament		

#### **4. Support for Elite Athletes**

ACTION THEMES	STRATEGIES	DECLARED RESULTS	BY WHEN
Establish a high-level training programme	Develop and implement a high level training cycle for elite archers.	Develop and implement a high-level training programme	January 31, 2019
	Conduct Sport Psychology education and awareness.		
	Conduct nutrition and hydration education and awareness.		
	Conduct WADA education and awareness.		
	Provide equipment for elite archers.		
	Engage the services of an international coach for elite archers.		
Participation in regional and international Tournaments	Implement a policy for national team selection.	Attend 1 regional and 3 international tournaments	September 30, 2018
	Develop partnerships with corporations for sponsorship.		
	Engage in other fund raising activities.		
	Provide uniforms for archers attending international tournaments.		
	Attend 1 regional and 3 international tournaments.		
Maintain relationships with Regional and international governing bodies by attending congress	Attend COPACO congress	2 meetings	August 31, 2018
	Attend World Archery congress		

#### **Forming Clubs**

Target schools: Marian Academy, St. Stanislaus,

Target organizations: Boy Scouts, Girl Guides, Police Youth groups, Church groups

### **5. Establish full time Administrative and Coaching Staff**

ACTION THEMES	STRATEGIES	DECLARED RESULTS	BY WHEN
Establish full-time administrative and coaching staff.	Develop job descriptions and compensation packages and advertise.	General Manager, 1 National Coach and 2 stipend club coaches per club	December 31, 2020
	Appoint a General Manager, a National Coach.		
	Develop criteria for club coaches and engage same.		
	Develop a stipend package for judges.		

### **6. Establishment and Development of Permanent Facility.**

ACTION THEMES	STRATEGIES	DECLARED RESULTS	BY WHEN
Acquire Basic equipment	2 x - Basic First Aid Kit 3 x - Archery Targets 2 x - Backstop Safety Net		April 2017
Development of existing Archery fields.	Hold discussions with local government bodies for acquisition of land for the establishment of archery fields.	Obtain letters of comfort for the use of the existing spaces	January 31, 2020
	Approach corporate sponsors for material for the development of archery fields.		
	Acquire equipment to support club development.		
Establish a national indoor archery specific facility.	Hold discussions with corporate sponsors and local government bodies for acquisition of land and building for the establishment the national indoor archery facility.	Acquire and outfit an indoor space for the year-round training of archers, coaches and judges	September 30, 2020
	Develop partnerships with other organizations of interest.		
Gears needed	Cost for gears Per school or club		