



2022 ANNUAL REPORT

December 2022



INTRODUCTION

CHAIR - SIMON LEW

What an exciting time it is for Australian Taekwondo (AusTKD), as we move towards the Green and Gold runway of Brisbane hosting the 2032 Olympic and Paralympic Games. We are taking the first step to kickstart the generational opportunity to showcase the value and benefits of Taekwondo as a martial art and sport for every Australian.

Sport is integral to our Australian identity and culture, where we value the virtues of “having a go”, fair play, and mateship. At AusTKD, we see Taekwondo as a vehicle to champion these values including those of our own: courtesy, integrity, perseverance, self-control and indomitable spirit. At AusTKD, we see Taekwondo as an opportunity to connect, unite, strengthen and inspire all Australians through the martial art and the sport.

The past year has seen us build from the ending of the global pandemic, guiding the safe return to sport and helping community clubs attract, retain and inspire members. The past 12 months have seen a lot of hard work modernising our constitution, governance structures, and national integrity framework to emulate best contemporaneous practice. We have made progress in leaps and bounds.

We have listened to the feedback from our members and have acted by evolving our membership offering to be more transparent, flexible and reflective of our martial arts members with the goal of consistency, process, and stability for club owners.

We have had an immensely successful Sporting Schools and Taekwondo Kickstarters program. The past year, Sporting Schools has generated almost \$500,000.00 in combined revenue into AusTKD clubs across Australia. We have also doubled our accreditation of kyorugi coaches and poomse coaches, and we hope to double our para-athletes with our para inclusion program.

The 2021 AusTKD Fight Night held in April 2022 was the first ever AusTKD event broadcast on international television through our broadcast partner 7Plus. We have put AusTKD in front of a global audience with a world-wide accessible broadcast, connecting AusTKD with the world. At the upcoming 2022 National Championships in Bendigo, we look forward to another Fight Night 7Plus broadcast, and we also look to double the athlete entrants from our 2021 National Championships in Brisbane.

Our recent medals from the overseas competition circuit have shown the grit and fighting spirit of our Australian athletes. A special mention to the fantastic efforts of Bailey Lewis winning a World Taekwondo Grand Prix Bronze and Matthew Summerfield winning Junior World Championships Bronze.

INTRODUCTION Cont-

Further progress was achieved with the secondment of Olympic Gold medallist DongMin Cha to AusTKD through the Kukkiwon Global Dispatch Program and the Korean Embassy - to mentor and develop our next generation of martial artists and athletes.

We had the Australian Olympic Committee officially recognise the National Performance Centre for Taekwondo and Judo in Melbourne as an Olympic Training Centre, and ex-Korean national coach Seokhum Lee was appointed as our National Coach.

Then we had AusTKD President Hassan Iskandar elected to the World Taekwondo Executive Council - the first time ever an Australian has been elected into that position.

And who could forget the remarkable story of eight female Taekwondo athletes who fled Taliban controlled Afghanistan for refuge in Australia. It was Ali Rahimi and Heather Garriock who worked around the clock to secure their safe escape from Afghanistan to Australia.

The standard of Taekwondo we deliver now has the capacity to shape Australia's long-term way of life, well beyond sporting boundaries. We aim to take a holistic approach to improve physical and mental health; to create a culture of connection and inclusion, embracing diversity and fostering a sense of belonging. A thriving Taekwondo community is key to AusTKD's vision of Connecting Everybody.

I would like to thank our major partners: Sport Australia and the Australian Institute of Sport, and our major sponsors - New Balance, ProYou, and Shogun Martial Arts - for their continued support.

At the end of another busy and productive year, I would like to thank our Executive team for their unwavering support and the AusTKD Board for their valuable input. My sincere thanks also to the hard-working staff, committee members, referees, coaches, and volunteers who work tirelessly on behalf of AusTKD. In particular, I wish to thank our CEO Heather Garriock who has worked tirelessly day and night. Their contributions make a real difference to our members, to Taekwondo the martial art and sport, and in ensuring that Taekwondo remains the premier martial art in Australia. I hope you are as proud of being a part of AusTKD as I am.



Dr Simon Lew
Chair Australian Taekwondo

BOARD



Simon Lew
Chair

Simon Lew is a dentist in private practice. He is the current Board Chair of AusTKD, having been elected in November 2020. Simon has been an AusTKD elected director since 2016, and is the former Chair of AusTKD's Finance, Audit, Risk Management (FARM) committee.

Simon is a Ministerial appointed member of the Boxing and Martial Arts Board for the SA Minister of Recreation, Sport and Racing. He is a governance committee member for the Australian Dental Association (ADA) NSW, and also serves as an elected Councillor for ADA TAS. He is a black belt in taekwondo working at a martial arts club in Sydney.

Simon has a double degree in dental science and dental surgery and an MBA from the University of Adelaide, and has also completed the AICD company directors course. Simon brings diverse experience in leadership, governance, strategy, risk, and finance.



Hassan Iskandar

Hassan Iskandar is a grandmaster black belt in taekwondo and owns and operates a successful martial arts club in Sydney. He has also served on the NSW state Board as President. He has degrees in management, marketing, risk and security, local government works, and civil construction.

Hassan brings a lifetime of experience in international taekwondo relations, martial arts and sports taekwondo. He is respected world-wide in the international taekwondo community, and has served on the World Taekwondo Development Committee.

Hassan is AusTKD's President, and he holds the AusTKD portfolio of AusTKD's grandmasters' advisory committee and historical committee. He is also an elected member of the Executive Council for World Taekwondo.

BOARD



Leanne Cunnold

Leanne Cunnold is the CEO of the Australian Remote Operations for Space and Earth (AROSE) consortium. Prior to this, Leanne served as Senior Vice-President for Schneider Electric in global communications, global strategy, M&A, and marketing.

Leanne has degrees in business, marketing, and management, and has completed the AICD company directors course.

Having worked at senior executive level with listed companies in Tokyo, Singapore, USA, and Hong Kong, Leanne brings over 25 years of global experience in IT, M&A, strategy, and digital transformation. Leanne's AusTKD portfolio is Chair of the governance committee.



Jean Kfoury

Jean (John) Kfoury is a manager with the South Australian State Government.

Prior to this, Jean owned and operated a successful security and private investigation company. Jean has also served in the Army Special Forces.

Jean is a Master black belt in taekwondo and a fitness instructor teaching in Adelaide. He has diplomas in business management, security and risk management, private investigation, property services, and training and assessment.

Jean brings global experience in taekwondo and is well respected internationally.

Jean is AusTKD's Secretary General, representing Australia at Kukkiwon and World Taekwondo. His AusTKD portfolio is on the grandmasters' committee and on the international relations committee.

BOARD



Adrian Hitch

Adrian K Hitch is a Grandmaster of Taekwondo and has served on various State and National Committees since 1981 covering coaching, technical and refereeing and is currently serving on the Grand Masters Advisory Board.

He is a school teacher holding a PhD and a number of other associated degrees.

He has headed a successful Taekwondo club in Adelaide for more than 45 years and has mentored a remote regional club for the past 9 years.



Justine Cameron

Justine Cameron is a Board Appointed Director.

Justine currently serves as both General Manager of Legal at AIA Group Limited Australia and Head of Regulatory and Compliance at CommInsure.

Justine has degrees in law and commerce. Having previously worked globally, she brings extensive experience to the Board as a senior lawyer, finance, risk and compliance expert.

Justine's AusTKD portfolio is Chair of AusTKD's FARM committee.

BOARD

Allan Malachowski is a Master black belt in taekwondo and a certified strength and conditioning coach. He owns and operates a successful martial arts and fitness club in Melbourne.

Prior to this, Allan owned and operated a successful financial planning business.

Allan has also previously served on the Board of AusTKD Victoria as President.

He has Masters in finance and is a CFP and has served as CFO at RANS Electrical.

Allan brings many years of experience in high performance taekwondo, having previously worked with the AIS Combat Centre.

Allan's portfolio is Chair of the High performance committee, and also Chair of the AusTKD Whole of Sport Advisory Board.



Allan Malachowski

Australian Taekwondo REFRESHED STRATEGIC PLAN 2022

STRATEGIC PLAN Update

Updated AusTKD Strategic Plan 2022

We reviewed our strategic plan and priority projects for 2021/22 to understand where the organisation was at and if we need to refresh the strategic plan, this was important to update a key area which was competitions and events so we could begin to focus on this pillar.

There is some updates wording around how we would like to be perceived as an organisation and what are our priorities leading in to next phase of the organisation.

At the heart of our strategic plan and the focal point for everything we do, are the people and communities involved in Taekwondo across five key areas:

1. Clubs & Members
2. Participation & Partnerships;
3. Pathways & National Teams
4. Events & Competitions
5. Leadership & Governance.

At Australian Taekwondo we know we exist to govern - we are responsible for bringing together and growing the Taekwondo community for the benefit of clubs, coaches, existing and future members and participants from all walks of life. But we also know that we stand for much more than that, we can connect and inspire our communities, bring the benefits of Taekwondo to more in society and promote the positive impacts of the martial art and sport.

VISION

Taekwondo connecting Everybody

MISSION

Grow Taekwondo in Australia as the leading martial art, sport and ultimately way of life by taking a holistic approach to improve physical and mental health, creating a culture of connection, inclusion, embracing diversity and fostering a sense of belonging.

OUR REFRESHED? STRATEGIC PILLARS

CLUBS & MEMBERS

GROW & RETAIN OUR TAEKWONDO CLUBS & MEMBERS

We wholeheartedly appreciate that it is the clubs, coaches & officials that provide gateways to participation & performance in Taekwondo..

PARTICIPATION & PARTNERSHIPS

ENSURE TAEKWONDO IS OPEN TO EVERYBODY

We will grow opportunities for our people & partners to work, support, sponsor & participate in our clubs, education & community settings.

PATHWAYS & NATIONAL TEAMS

CONNECT THE DEVELOPMENT OF OUR PARTICIPANTS

We will provide clear pathways & programs to national teams, which guide an individual's development at every step of their Taekwondo journey..

EVENTS & COMPETITIONS

DELIVER OPPORTUNITIES THAT EXCITE & INSPIRE

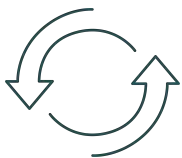
Deliver a comprehensive wide reaching & diverse calendar of high quality domestic & international competitions & events..

LEADERSHIP & GOVERNANCE

WORK TOGETHER WITH EVERYBODY WHO MAKES TAEKWONDO HAPPEN

We will invest in everybody who makes Taekwondo happen; our employee & volunteer capability & our governance and structures to enable us to achieve our ambitions.

FOCUS AREAS & WHAT SUCCESS LOOKS LIKE



CLUBS & MEMBERS

Grow and retain our Taekwondo clubs and members.

We wholeheartedly appreciate that it is the clubs, coaches and officials that provide the gateways to participation and performance in Taekwondo

Focus Areas:

Support our clubs & members to thrive.

We will promote and increase the visibility of our clubs, products, services and events; delivering exceptional support and value.

Create a club network

We will develop strategies and incentives to connect communities and improve communication and collaboration.

Extend & enhance our coach & official

development. We will support the development of coaches and officials at every level and in every discipline; retaining, upskilling and reskilling to increase the numbers who are active and qualified.

What success looks like:

- Our membership offer is supporting clubs, coaches and officials to thrive, be more connected and collaborative.
- Our re-energised membership continues to offer services and products that meet the diverse needs of our community.
- We are delivering access to high quality education, development and support to all coaches and officials across our clubs and community network.
- We have increased connection and communication with clubs and members; growing numbers in regional and rural areas.

FOCUS AREAS & WHAT SUCCESS LOOKS LIKE



PARTICIPATION & PARTNERSHIPS

Ensure Taekwondo is open to everybody..

We will grow opportunities for our people and partners to work, support, sponsor and participate in our clubs, education, and community settings.

Focus Areas:

Engage the next generation.

We will work to make Taekwondo a clear and accessible choice for all young people.

Grow diversity & representation.

We will ensure the Taekwondo community remains somewhere everyone feels welcome, respected and supported;; supporting access for a diverse range of participants.

Work well with our current and future partners.

We will work collaboratively with our partners to build a longer-term, holistic view of success and unlock sustained investment to support shared ambitions.

What success looks like:

- We have more young people choosing Taekwondo in order to lead active, healthy lives.
- Our Taekwondo community, participants and partners are more representative of wider society.
- We are providing safe, fair and inclusive environments in our clubs, education and community settings.
- We have stronger relationships and strategic alignment with partners and sponsors to grow investment.

FOCUS AREAS & WHAT SUCCESS LOOKS LIKE



PATHWAYS & NATIONAL TEAMS

Connect the development of our participants

We will provide clear pathways and programs to national teams, which guide an individual's development at every step of their Taekwondo journey.

Focus Areas:

Develop pathways that support participants to reach their potential.

We will have inclusive, clear & connected pathways to national teams; supporting our most talented to fulfil their potential.

Prioritise participant welfare.

We will uphold the highest standards of welfare; enabling our participants to thrive in both community & competitive environments.

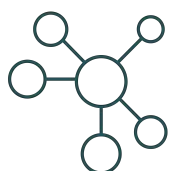
Deliver inspirational and sustainable performances.

Together with our clubs & states, we will provide sustainable development opportunities; defining clear selection processes and delivering inspirational performances that have the power to drive positive change in our communities.

What success looks like:

- We are providing a targeted support for athletes designed for their age & stage of development, to meet individual needs.
- We are enhancing the quality of programs in the daily training environments.
- We are growing the number of performance pods to increase accessibility & enable more athletes to train close to support networks.
- We have increased athlete, coach & club confidence in the holistic pathway strategy & delivery of programs.
- Targeted support for athletes and coaches is designed to meet individual needs, their age & stage of development.
- We have a growing & more diverse group of athletes filling our talent pipeline.
- We have a program of camps & competitions that prepare athletes to deliver great performances.

FOCUS AREAS & WHAT SUCCESS LOOKS LIKE



EVENTS & COMPETITIONS

Deliver opportunities that excite and inspire.

Deliver a comprehensive, diverse, and wide-reaching calendar of high quality domestic and international competitions and events.

Focus Areas:

Provide a shop window to our sport and Martial Art.

We will host domestic and international events in all disciplines; providing platforms for growth and success of our participants at every level.

Setting the standards

We will provide toolkits and resources to make staging events safe, simple and cost effective for our partners.

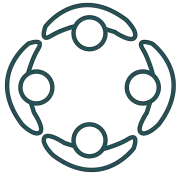
Showcase extraordinary sporting moments.

We will enable access to extraordinary moments in Taekwondo; securing TV/media deals; reaching new audiences & uplifting communities across the nation.

What success looks like:

- We are delivering exciting events that reach new audiences and increase viewing attendance across multiple platforms.
- Our events are inspiring participation and supporting talent identification and development.
- We are delivering high quality events, which consistently meet or exceed national standards.
- We have a growing, more diverse and increasingly engaged base (participants, fans, coaches & officials).

FOCUS AREAS & WHAT SUCCESS LOOKS LIKE



LEADERSHIP & GOVERNANCE

Work together with everybody who makes Taekwondo happen.

We will invest in everybody who makes Taekwondo happen; our employee and volunteer capability and our governance and structures to enable us to achieve our ambitions.

Focus Areas:

Grow a diverse and inclusive team

Together we will build a more inclusive and diverse community of staff, clubs, athletes and members. As one Taekwondo community, we will uphold the highest standards of governance, ethics, integrity and participant welfare.

Drive positive engagement with new and existing audiences.

We will take Taekwondo to the mass market, ensuring that we remain relevant and aspirational; building a broader, more diverse & sustained base for the future.

Generate increased revenue streams.

We will grow our organisation sustainably to enable reinvestment into Taekwondo for the benefit of our clubs, coaches, and members.

What success looks like:

- We are harnessing the strengths of our community to drive positive change across governance, inclusion, diversity and sustainability
- We are demonstrating improved governance at all levels of Taekwondo.
- We are increasingly using research, data and insight to make informed and future-focused decisions.
- We proactively champion & progress Taekwondo as a sport & martial art within the recreation, health & sport sectors.
- Our transformed brand continues to celebrate Taekwondo as a martial art & sport.
- Australian Taekwondo exemplifies all that we ask of others.



LEADERSHIP & GOVERNANCE (EMPOWER OUR PEOPLE & CULTURE)

GOVERNANCE

National/State Governance Reform - Constitution

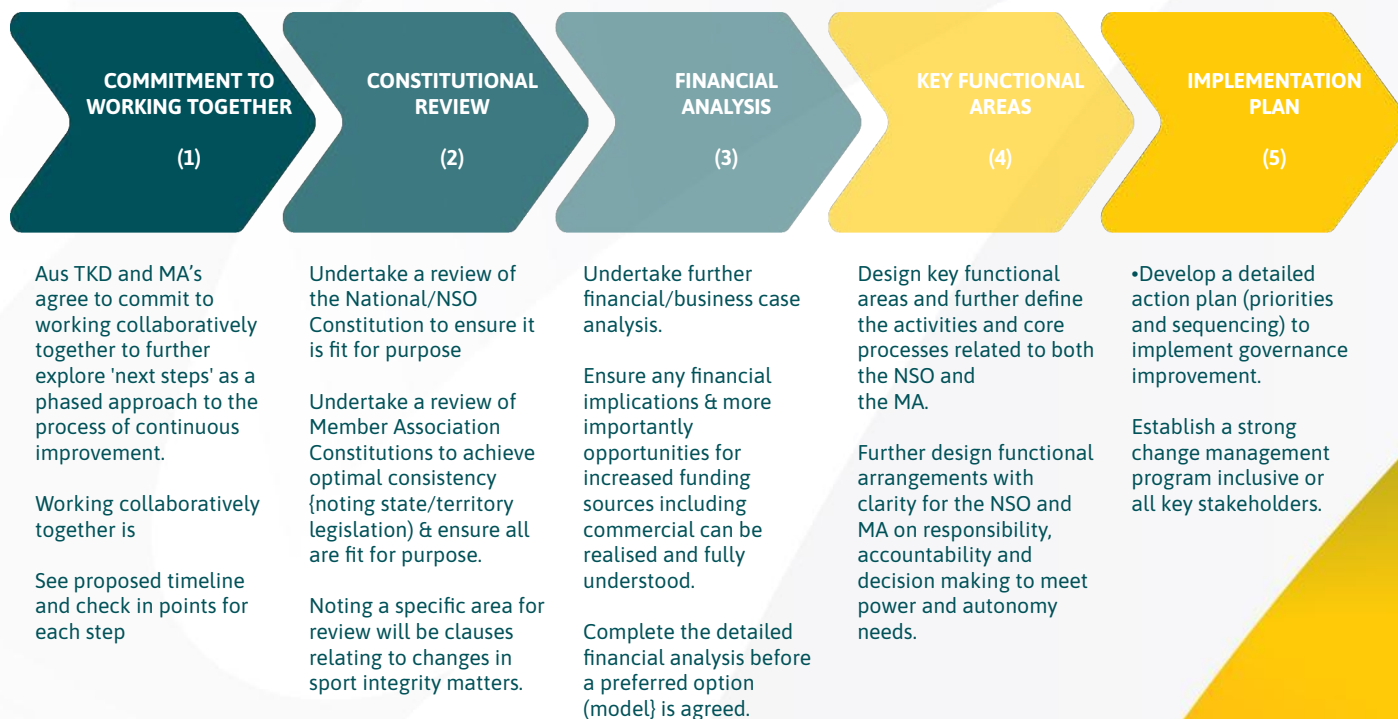
Australian Taekwondo received a small grant from Sport Australia to undertake a review of our governance and how it could be improved. The process we took was to survey the States and Board and gain an understanding of where we were at in regard to our governance.

The timeline below indicates the process we are following to increase our governance standards.

The past 4 months the National Constitution has been reviewed with the objective of getting it ratified this year by the members, once this has happened we can then work closely with the states to align their constitutions.

We are currently at step 2 of the process which it has taken longer than expected however the objectives for the start of next year are to align our Strategy, Calendar, Events and Competitions with the financial analysis taking place in conjunction with this.

Not all our states are recognised by their State Sport which is something we will endeavour to help them through so we can begin to help our states apply for state grants.



SPORT AUSTRALIA

GOVERNANCE Improvement

Survey

- The audience for the online Governance Improvement Survey were our Members (State Board Chairs, State Board Elected Directors and State Board Independent Directors). The survey was shared with the appropriate members via their State Board Chairs.
- Overall, there was high engagement from our members with the Survey (32 respondents or approximately 70% response rate) with a large proportion of the respondents (38%) coming from two member states (Victoria and Queensland).
- Clear themes have emerged around improving overall awareness of the governance and management of Taekwondo in Australia with only 57% of the Members who responded currently reporting a good overall awareness, while 83% reported they believed aligned governance and management is very important.
- When looking at specific aspects of Governance and Management there is a high awareness around vision and strategy which is highly aligned to the focus of AT over the last 12 months – setting a new vision for
- Taekwondo and building the national strategy collaboratively with Members.
- While Members report a reasonably high awareness of the current national strategy and believe it is important the results suggest an opportunity for improved understanding, translation to local Member State environments and support in driving alignment.
- An increased opportunity for both formal and informal communication mechanisms directly with Members is another clear theme identified across the survey.
- Overall, there is a strong mandate for a program of governance and management improvement and an acknowledgement of readiness and willingness to engage with change by Members.
- Trust and capability are two areas which will need dedicated focus to ensure that the required improvement and change can be realised. Open and transparent communication will be important as part of this process.

POLICIES

Adoption of ALL Sport Integrity Australia Policies

Australian Taekwondo has adopted Sports Integrity Australia's National Integrity Framework to protect the integrity of Taekwondo in Australia and ensure a safe, fair and healthy environment for participants at all levels. The National Integrity Framework sets the standard of behaviour accepted within our sport at all levels and applies to clubs, athletes, members, coaches, referees, volunteers, parents, and employees.

Social Media Policy

Our Social Media Policy outlines the protocols and expectations of members and affiliates in our community to ensure safe, fair, and respectful conduct when engaging on social media.

Director Code of Conduct

Objective:

The objective of this Policy is to promote high standards of conduct and ethical behaviour and establish a clear standard of behaviour for Directors of Australian Taekwondo (from now on referred to as AT).

Conflict of interest policy

Objectives

The policy provides the framework to identify, manage and record any conflict of interest, outside engagement, public comments or acceptance of gifts that may affect the governance and operation of Australian Taekwondo (AT). It is intended to supplement the separate conflict of interest principles that apply to the AT Board. These principles reside in AT's Board Charter.

POLICIES cont.

Membership Policy

Objectives

To develop and implement a framework for membership to AUSTKD that generates sufficient revenue and offers the correct opportunities to members and accounts for governance requirements for National Sporting Organisations (NSO) recognised by the Australian Government.

In addition, this policy sets out requirements for clubs and their obligations of membership subscription to AUSTKD.

Child/Cadet Head and Face Contact

Objectives

To protect Australian Taekwondo (AusTKD) athletes aged 14 years and under.

To ensure that AusTKD complies with the World Taekwondo (WT) Junior Sparring Rules pertaining to the refereeing of Head Contact.

To ensure that consistent rules are applied where Head Contact is made. Head Contact is defined as kicking to the head area above the collarbone as per the WT Competition Rules.

Nominations Committee

Manage the process to identify, nominate and select Director candidates and recommend preferred nominees for appointment or election to the Board



MEDIA & COMMUNICATIONS

OVERVIEW

Key Achievements

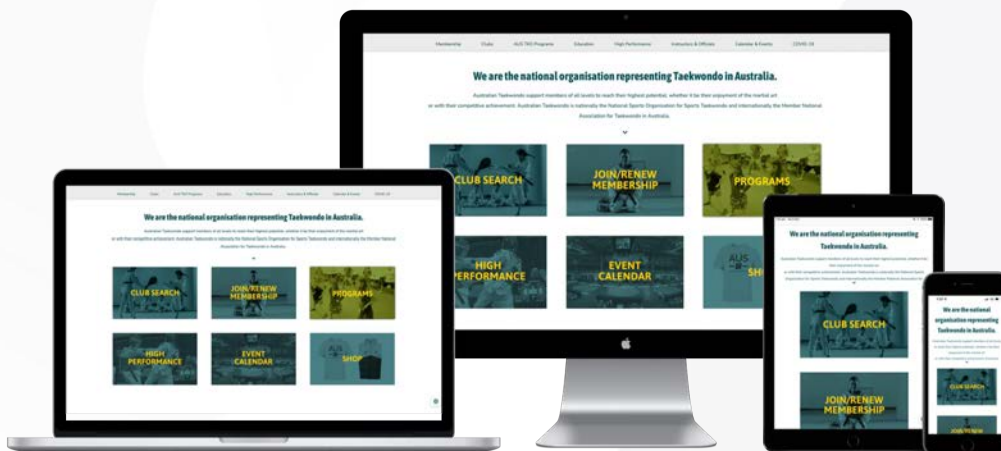
- Secured Australian Taekwondo's first ever broadcast deal
- Implemented Fight Night as a new commercial and entertainment product.
- Increased social media followers by 91.9%
- Launched a new website

Australian Taekwondo's communications and digital presence have taken a giant leap forward over the last 12 months.

Firstly, the organisation welcomed Bronwyn Slatter to the new role of Communications Manager to lead Taekwondo into a new era and elevate Australian Taekwondo's professional standards across its internal and external communications.

Embracing digital technology to advance Taekwondo has been prevalent and as a business and a sport, we can't stand still. We must continually adapt to remain connected to our current consumers but also be mindful of generational change and how different demographics interact differently when seeking information about Taekwondo. It's no longer one-size fits all.

To understand these changes, we implemented a new email system to understand how our clubs interact with the information we send. We also set up a text messaging service to notify clubs of important information. Our website has become a central source of information, receiving over 140,000 pages views in the last 12 months. We've also been significantly more active on social media, with our social posting increasing by 202.8%.

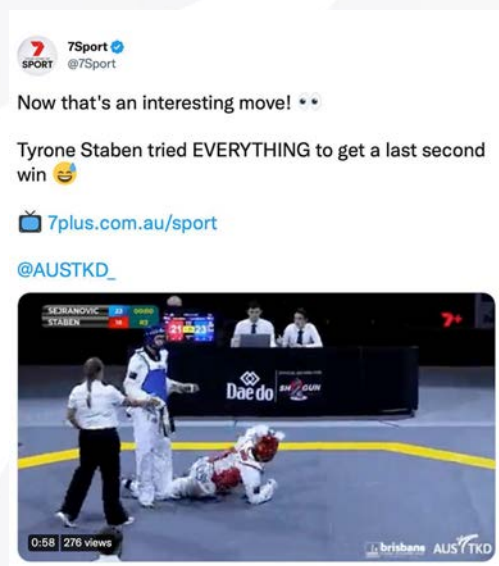
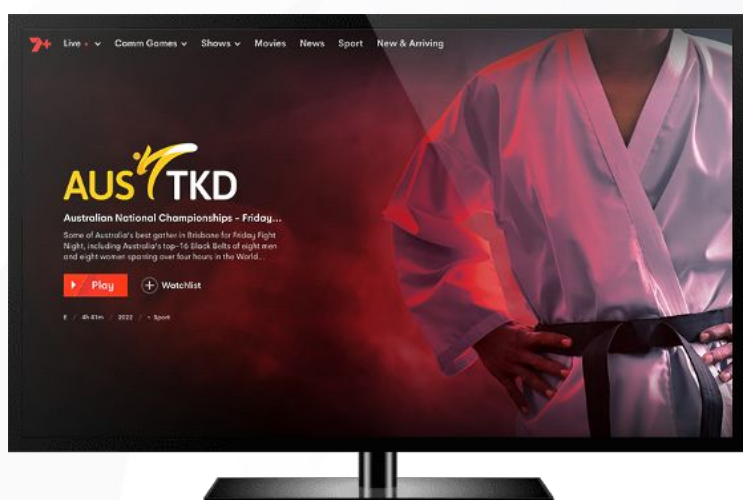


BROADCAST

We put Australian Taekwondo in front of a global audience with a broadcast offering accessible worldwide thanks to Channel Seven's broadcast video on demand platform, 7plus. 7plus leads the three traditional commercial broadcasters and is now viewed by 2.6 million Australians, with the dominant market being 16 to 39-year-olds.

Watching Taekwondo live proved popular, with fans consuming the equivalent of 115 days watching the 2021 Australian Taekwondo National Championships during the live broadcast reporting period. Fans enjoyed an additional 66,000 minutes of Video On Demand content in the following weeks.

This broadcast deal complements a new look Australian Taekwondo National Championships and an exciting step forward in transforming our events to give our members a world-class experience, build commercial opportunities, and increase public interest in Taekwondo to see more people connect with their local Taekwondo club.



DIGITAL & SOCIAL MEDIA

Club Communications

- 153 emails sent to clubs
- 1,601 text messages sent to clubs
- 66.46% of clubs engaged with Club Connect

Followers

The combined number of social followers across all AUSTKD social channels

Growth: 91.9%

Engagement

The number of likes, shares, and comments AUSTKD's social content has received

Growth: 158.7%

Impressions

The number of times AUSTKD's content is displayed on a person's social media feed.

Growth: 140.9%

Reach

The number of unique people who see AUSTKD's content.

Growth: 13.6%

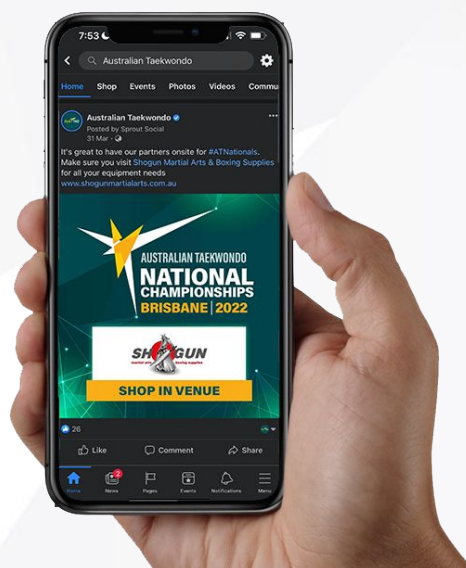
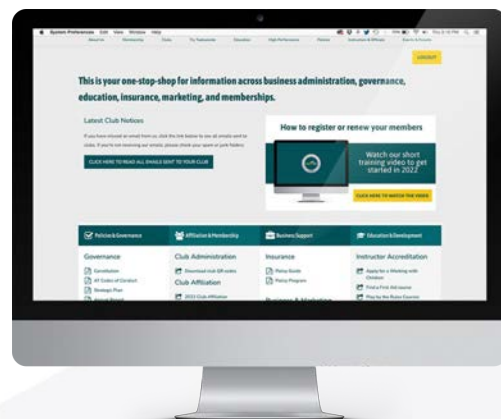
Published posts

The number of posts AUSTKD has published

Growth: 202.8%.

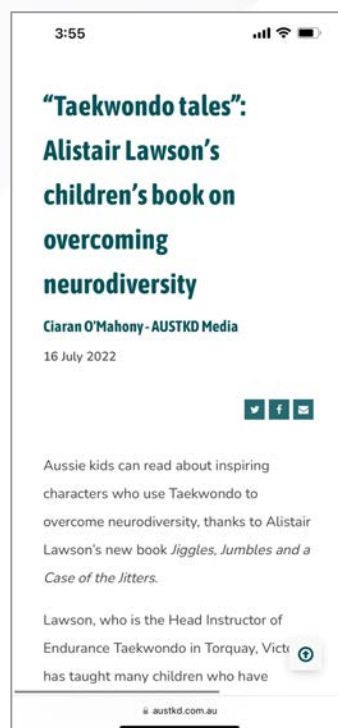
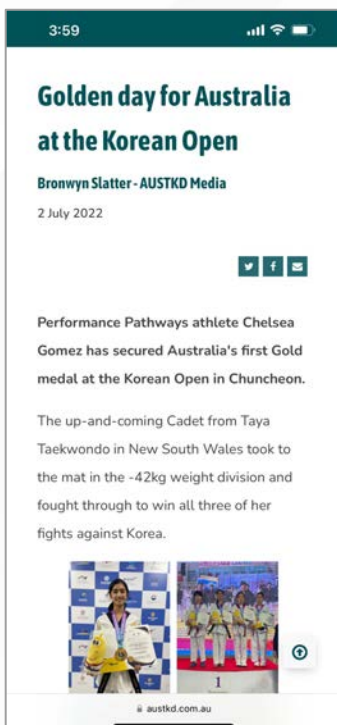
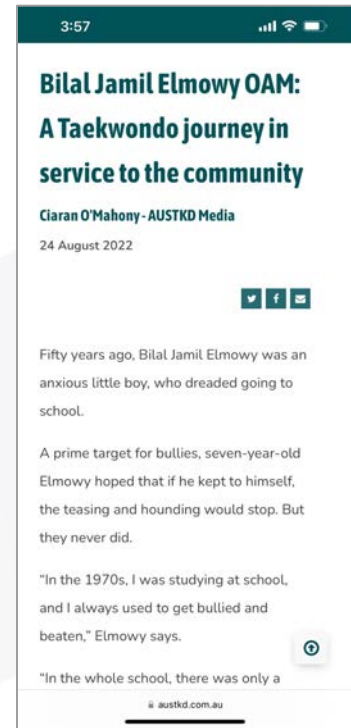
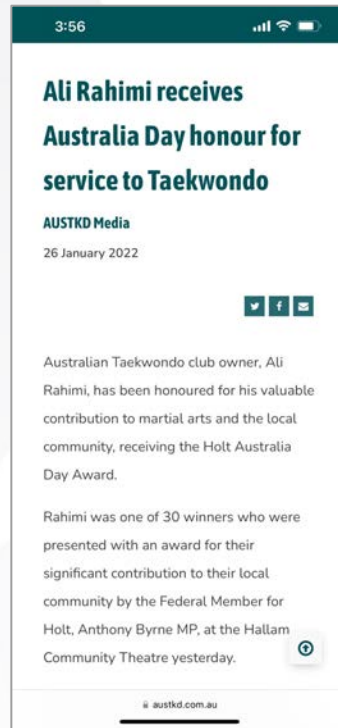
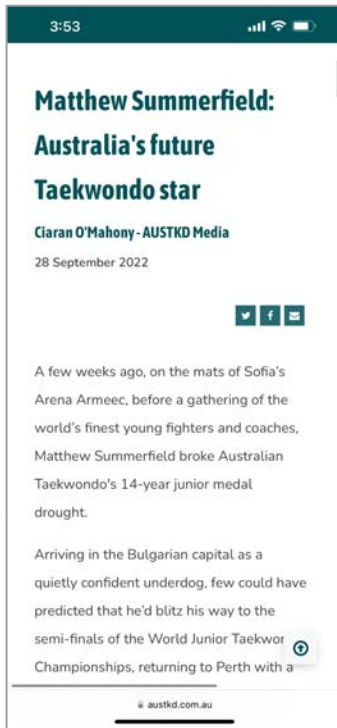
Website

Page views: 140,000



MEMBER STORIES

Our members have some great stories to tell. Below is just some of the articles Australian Taekwondo has produced to promote its members.





MARKETING & EVENTS

A NEW LOOK NATIONALS

It was great to deliver our first Fight Night and an experience that rivals the euro circuit and an asset we can now look to commercialise.

Event week saw our digital content reach 180,359 people, with 12,090 engaging with us (likes, shares etc.). In addition to this, four radio interviews took place during event week; Jessica Borg, Bailey Lewis, and Janine Watson each assisted Australian Taekwondo in promoting the event along the east coast.

Fans consumed the equivalent of 115 days watching the 2021 Australian Taekwondo National Championships during the live broadcast reporting period. Post event, just over 66,000 minutes of Video On Demand (VOD) were consumed. Australian Taekwondo will continue to work in developing this event to ensure the event becomes “the” event on the yearly calendar.

NATIONAL PARTICIPATION CAMPAIGN

We launched our first national participation campaign (#TryTaekwondo) in early 2022 to encourage more Australians to connect with their local Taekwondo club.

A cross-channel marketing campaign was implemented to ensure saturation and a unified message. Tactics incorporated into the promotional strategy included social media marketing, paid advertising, direct marketing, mobile marketing, digital advertising, and public relations.

A free marketing pack was distributed to all affiliated clubs allowing them to use pre-made marketing material or incorporate their club images and messaging into the marketing material provided. It was great to see a number of clubs use the free material supplied as part of their affiliation.

COMMONWEALTH GAMES BID

We left no stone unturned in our quest to see Taekwondo included on the programme for the Victoria 2026 Commonwealth Games.

Australian Taekwondo led a campaign that we were incredibly proud of and produced an application that surpassed the sport's previous attempts.

We sincerely thank World Taekwondo, the Commonwealth Taekwondo Union, CEOs and Presidents from the other Commonwealth nations, and our own athletes for their support and contribution to the application process - a true demonstration of Taekwondo. Connecting Everybody.

We're incredibly grateful to the clubs and members who supported our #KickForVic campaign and worked with us to support our lobbying. We will wait until the next opportunity arises to push for Taekwondo and its inclusion as a Commonwealth Games sport.

NATIONAL AWARDS & GALA NIGHT

Australian Taekwondo was pleased to launch a new National Awards framework This year.

This standardised framework aligns with the broader Australian sports landscape in providing recognition awards and is another positive step in professionalising and modernising Taekwondo in Australia. In 2022, a small number of award categories were on offer and we'll expand on these in 2023 to be more inclusive of disciplines and genders.

A new national awards night, the Green Carpet Gala, was also launched to unite and recognise the wider Australian Taekwondo community and celebrate the winners and finalists of our national awards. This annual event will grow to become Taekwondo's night of nights like other sporting codes.



ENERGISE OUR MEMBERSHIP



MEMBERSHIP SUMMARY 2022

2022 saw significant change to not only the Australian Taekwondo Membership offering and structure, but how clubs interact and engage with the offering through the new National Membership System - Revolutionise Sport.

Significant resources were invested by Australian Taekwondo to support affiliated clubs with their transition to Revolutionise Sport. Throughout 2022 over 300 one-on-one support sessions were delivered by Australian Taekwondo to connect with clubs and to resolve any general queries. Support sessions were greatly beneficial for clubs and provided Australian Taekwondo a key touch point with clubs, which will continue into 2023.

With such change, it is important that we work closely with our clubs and clearly identify priorities and timelines of when and how we will focus on new areas of the system. In early 2022, clubs prioritized the registration of their members in their club portals. As the year progressed, a large number of clubs explored the additional benefits of Revolutionise Sport and used these features alongside existing club systems or in place of club systems. Clubs were able to utilise features such as the website builder, event and class management system, communications, data management and financial management to streamline and modernise their club operations.

Working closely with clubs on how both their administrators and members engage with the platform will continue to be a priority in 2023 for Australian Taekwondo. Australian Taekwondo would like to thank all clubs for their patience during this transition of the National Membership System and looks forward to working closely with all clubs in 2023 to further refine and develop processes at all three levels of the sport. A summary of 2021 and 2022 is included below:

	FY21	FY22
Members Registered	16,321	16,339
Memberships Sold	19,212	16,339
Clubs	281	241
New Clubs	34	25
Non Renewing Clubs	32	50

MEMBERSHIP SUMMARY 2022

A detailed breakdown of the 2022 Membership Outline is included below.

2022 Affiliated Clubs: 241

2022 Affiliated Clubs State Breakdown

- WA: 20
- VIC: 65
- NSW: 87
- TAS: 6
- QLD: 36
- SA: 20
- ACT: 6
- NT: 1



Individual Memberships: 16, 339

Individual Membership Breakdown

- Individual Membership: 15,944
- Volunteer Membership: 138
- Kids Membership: 206
- Social Membership: 9
- Official & Referee Membership: 42

Individual Membership State Breakdown

- WA: 1306
- VIC: 6249
- NSW: 6624
- TAS: 159
- QLD: 1175
- SA: 540
- ACT: 98
- NT: 35

MEMBERSHIP SUMMARY 2023

Looking forward to 2023, Australian Taekwondo is excited to deliver the 2023 Membership Offering. After close consultation with clubs throughout 2022, the 2023 Membership Offering is shaped around meeting the needs of our members and providing us with a long term structure which allows the sport and the organisation to experience growth through efficient processes for all involved.

Australian Taekwondo is committed to listening to member needs and delivering value to clubs of all sizes and locations. In 2023 club membership will be tiered into one category - being the Accredited Club membership.

Australian Taekwondo will continue the existing governance standards for all affiliated clubs into 2023, which were introduced in 2022. A comparison between the 2022 and 2023 Membership Offering is included below:

Type	2022	2023 Early Bird	2023 Standard
Club Affiliation Fee	\$ 988.00	\$ 649.00	\$ 799.00
Club Affiliation Regional & University Clubs		\$ 549.00	\$ 699.00
Individual Membership	Sold through Club		
Basic Membership		Sold through Club	Sold through Club
National Athlete License		\$ 30.00	\$ 40.00
National Volunteer Membership	FREE		FREE
Officials and Referee Membership	\$40		\$40

For further information, please visit the Australian Taekwondo website.

CLUB MEMBERSHIP SUMMARY

2023



Included

Member of the NSO for Taekwondo in AUS	Y
Public Liability & Professional Insurance for your club	Y
Personal Accident Insurance for your members	Y
Dedicated online support from Australian Taekwondo	Y
Access to Club Hub and free business resources	Y
Membership management portal (hosted by Revolutionise Sport)	Y
A free website template* that connects directly to your portal	Y
Club listing on club finder	Y
Recognised as an affiliated club of AUSTKD	Y
A club welcome pack upon affiliation	Y
Eligible to enter athletes in AUSTKD run events	Y
Access to AUSTKD's Schools Program (Taekwondo Kickstarters) & paid coaching work	Y
Access to AUSTKD's older adults program (Fighting Falls) to run at your club	Y
Access to AUSTKD's Para Taekwondo program to run at your club	Y
Access to AUSTKD's Pathways Program	Y
Access to state events & programs	Y
Free access to AUSTKD's online MasterClass Education Program	Y
Access to AUSTKD's online Education Resource Hub 'E-trainU'	Y
Access to online coaching, inclusion, and referee training	Y
Access to free monthly Club Forums	Y
20% off AUSTKD merchandise	Y
Discounted Daedo equipment through Shogun Martial Arts	Y
Discounted apparel through New Balance	Y

INDIVIDUAL MEMBERSHIP SUMMARY 2023

INCLUSION	OFFICIALS & REFEREE	VOLUNTEER	BASIC INDIVIDUAL	NATIONAL ATHLETE LICENSE
Sold Through	AUSTKD	AUSTKD & CLUB	CLUB	AUSTKD
Full membership of AUSTKD	✓	✓	✓	✓
Members platform access	✓	✓	✓	✓
Personal Accident Insurance			✓	
Eligible to enter National Events (as a competitor)				✓
Eligible to attend National Events (as a non-competitor}	✓	✓	✓	
Eligible enter State Events (as a competitor)				✓
Eligible to attend State Events (as a non-competitor)	✓	✓	✓	
Eligible for National Pathway Programs				✓
Eligible to attend State Training				✓
Access to online coding & referee training	✓		✓	
Access to online Athlete Development				✓
20% discount on AUSTKD merchandise	✓	✓		✓
Access to AUSTKD Partner Discounts	✓	✓		✓
Access to monthly AUSTKD e-news	✓	✓	✓	✓

GROW OUR PARTICIPATION

PARTICIPATION

Participation

Schools

The 2022 year saw our second successful year the National Sporting Schools Program, which resulted in AusTKD providing increased opportunities to deliver Taekwondo into the primary school system and refer students back to clubs. This year we had approximately 21,000 primary school students exposed to Taekwondo and have now accredited a **total of 160 instructors** to deliver the program nationwide.

AUSPlay

Ausplay data from the 2021 calendar year was released in 2022 and saw approximately **101,000** people engaging in Taekwondo at least 4 times during the year. Approximately **38% were adults over the age of 15 and approximately 62% were children 0-14. 48,095 nominated Taekwondo** as the sport they most strongly associate with.

Research Projects

We finalised our first research project with Southern Cross University looking at the benefits of modified Taekwondo for Older Australians over a 6 week period **finding improvements in balance and strength**. We also commenced our second research project which will run a 12 week intervention using Taekwondo twice per week for older Australians. Our Older Australians program was rebranded to 'Fighting Falls' in 2022 to better align with national health priorities and give our instructors more opportunities to position themselves in the primary prevention health sector. In **2022 we accredited another 11 instructors taking our workforce to 33 Fighting Falls** instructors nationwide.

Para, Classification and Inclusion

Australian Taekwondo has taken part in **5 para-sport come and try days in 2022 and referred over 20 people with a disability to clubs nationwide**. Our classification processes and policies have been upgraded inline with Paralympics Australia requirements and December 2022 will see the delivery of the first Australian Taekwondo run national classifier training aiming to provide more classifiers throughout Australia for our para-athletes.

The later half of 2022 saw the launch of our inclusion campaign 'Grow with Taekwondo' with the objective of promoting Taekwondo to be more inclusive and get people with a disability involved in taekwondo and referred to clubs. The campaign and program has developed over **20 resources** for clubs to use, **developed 2 training modules** and engaging expert support to build their inclusion expertise. Australian Taekwondo has developed its own inclusion policy and over **15 staff and board members have completed inclusion training**. We are committed to continually embedding inclusion good practice into our business over the coming year.





PARTICIPATION cont.

Virtual Reality

Australian Taekwondo successfully received a Sport Australia Participation grant to develop and launch a virtual reality platform. Australian Taekwondo partnered with X-Venture to develop the platform to host innovative new online programs aimed at people in rural and regional areas and from culturally diverse backgrounds. The programs include TKD10 a new online introductory program to get into Taekwondo no matter where you are and Combat Kids which introduces kids to tricking. These programs will be launched in November 2022 with data available in 2023. These programs will grow the reach of Taekwondo in Australia no matter where someone is located.

MPP

2022 saw the adoption of the **National Integrity Framework (NIF) policies (6)** aligning Australian Taekwondo with Sport Integrity Australia (SIA). Australian Taekwondo also employed an Integrity Manager through SIA funding to manage complaints processes and implementation of the policies. **7 complaints were received in 2022 with 4 dealt with through Australian Taekwondo member protection processes and then 3 referred to SIA for independent** investigation once were signed up to the NIF. Our alignment with the NIF ensures fair and independent investigation of complaints and protection for our members.

Korean Grant

We successfully partnered with the Australia-Korea Foundation to implement a Taekwondo Health and Heritage project promoting the history of Taekwondo and its health benefits to our primary schools. This activity will promote history of Taekwondo to over **20,000 students nationwide**.

Member Capacity Building

Our new learning management system ETRAINU was launched providing our members with a leading platform for accreditation and capacity building. The system is fully integrated with our membership system and is currently **delivering 4 training modules** and accreditation in coaching, schools delivery, inclusion and refereeing. We will continue to add courses to the platform over the coming year.

OFFICIALS



KYORUGI REFEREES

2022 saw consistent delivery of Kyorugi Referee Courses across the country. In collaboration with State Bodies, the National Kyorugi Referee Committee (NKRC) should be congratulated for their outstanding effort to deliver the following Courses in 2022.

Course	Date	Attendees
Kyorugi National Online Refresher Course	Jan 23 2022	10
NSW 1st & 2nd Class Course	Feb 27 2022	2
VIC 1st & 2nd Class Course	March 6 2022	8
VIC 3rd & 4th Class Course	March 6 2022	15
NSW 3rd & 4th Class Course	March 13 2022	8
WA 1st & 2nd Class Course	March 20 2022	4
VIC 1st & 2nd Class Course	May 1 2022	5
VIC 3rd & 4th Class Course	May 1 2022	39
Kyorugi National Online Refresher Course	May 29 2022	36
WA 3rd & 4th Class Course	June 19 2022	21
WA 1st & 2nd Class Course	June 19 2022	10
QLD 1st & 2nd Class Course	June 26 2022	5
QLD 3rd & 4th Class Course	June 26 2022	4
QLD 3rd & 4th Class Course	June 2 2022	1
QLD 1st & 2nd Class Course	Sep 24 2022	3
QLD 3rd & 4th Class Course	Sep 24 2022	12
	Total	183

Current Accredited Kyorugi Referee totals are:

- National 1st Class: 25
- National 2nd Class: 14
- Senior National S Class: 9
- State 3rd Class: 21
- State 4th Class: 85

POOMSAE REFEREES

Poomsae

The National Poomsae Officiating Committee (NPOC) continues to drive the accreditation opportunities in collaboration with State Bodies. Delivering increased opportunities for Poomsae Officials across Australia is a key priority leading into 2023. The following courses were delivered in 2022:

Course	Date	Attendees
NSW Poomsae Seminar	May 15 2022	23
VIC Poomsae Seminar	October 9 2022	34

Current Accredited Poomsae Official totals are:

- Poomsae Referee 1st Class: 18
- Poomsae Referee 2nd Class: 7
- Poomsae Referee 3rd Class: 8
- Poomsae Referee 4th Class: 48
- Poomsae Referee S Class: 1



COACHES ACCREDITATION

Australian Taekwondo introduced a new process for Coach Accreditation, through Revolutionise Sport. This online process streamlined administration for all involved and allowed members to update and manage their accreditations through the system. To date, 329 Kyorugi and 67 Poomsae Coaches hold a current accreditation through the existing framework.

In 2023, the Coach Accreditations will run in line with the calendar year. This will allow coaches to keep track of their accreditation status alongside that of their membership. New course material is being developed with industry leaders to ensure the learning experience is relevant and reflects the latest World Taekwondo rules and regulations.

INTERNATIONAL ACCREDITATION COURSES

Volunteers

Australian Taekwondo introduced the Volunteer Membership category in 2022, which provides volunteers at club, state and national level the ability to hold an official membership with Australian Taekwondo. This plays a key role in formalising the volunteer relationship at all three levels of the sport and promotes a sense of belonging to the volunteer. Throughout 2022, Australian Taekwondo has seen 138 volunteers take up this membership option. Volunteer support across all National level competitions in 2022 has been strong, with volunteers playing a critical role in the transition to smoothcomp - Australian Taekwondos preferred competition management software.

In 2023, Australian Taekwondo will further refine and develop the volunteer membership offering to engage a wider audience and to deepen the understanding of key interest areas amongst volunteers across the country.

EVENTS

2022 has been a very busy year for Australian Taekwondo National level competition events and State level events and programs. Following the COVID-19 pandemic, Australian Taekwondo has seen a strong enthusiasm from its membership with the return of the events calendar.

Australian Taekwondo has partnered with Smoothcomp, the leading competition management software for martial arts. Smoothcomp has been rolled out in stages at different events throughout 2022 to ensure that the event processes of Australian Taekwondo are refined and developed as they work alongside or replace existing events processes. Smoothcomp takes the competition experience online for event administrators, athletes, coaches and spectators through online live draws, results and overall event management.

Australian Taekwondo would also like to acknowledge the successful collaboration with State Bodies in delivering key National events throughout 2022. This collaborative approach has been restored following the COVID-19 pandemic and processes continue to be refined as events are delivered. State Bodies play a critical role in event delivery and Australian Taekwondo would like to say thank you to those State Bodies involved in 2022 events.

The below schedule outlines all key events and programs that were delivered by Australian Taekwondo and in collaboration with State Bodies.

Event / Program	Date	Attendees
NSW Performance Pathway Development Camp & ID Competition	Feb 5 2022	454
VIC Performance Pathway ID Camp	Feb 20 2022	63
NSW Pathway Development Training	Feb 26 2022	81
SA Pathways Development Camp	March 20 2022	30
2021 National Championships (postponed)	April 1 & 2 2022	355
National Performance Pathway Training Camp	April 21 2022	54
NSW Performance Pathway Training Camp	May 14 2022	131
ACT Kyorugi Development Session	May 15 2022	30
Cadet & Junior World Championship Selection Event	June 4 2022	148

EVENTS

Event / Program	Date	Attendees
NSW State & Pathway Development Training	July 16 2022	114
SA State Development Training	Aug 6 2022	60
SA Pathways Development Training	Aug 7 2022	34
Oceania Championships & Senior World Championships Selection Event	August 13 & 14 2022	261
WA State Development Training	27 Aug 2022	49
WA Pathways Development Training	28 August 2022	47
WA Pathways Talent ID Session	28 August 2022	21
NSW State Development Training	10 September 2022	63
ACT State Development Training	24 September 2022	12
NSW & ACT Performance Pathway Training Camp	29 September 2022	64
SA Performance Pathway Training	22 October 2022	36
2022 National Championships	December 3 & 4 2022	1422



CONNECT OUR NATIONAL TEAMS AND PATHWAYS

Kyorugi

HIGH PERFORMANCE ATHLETE PROGRESSION



Taekwondo Athlete Progression in Australia



Categorisation	Uncategorised	Emerging	Developing	Podium Potential	Podium Ready	Podium
Performance Indicators	<ul style="list-style-type: none"> Participation at State and National Championships 	<ul style="list-style-type: none"> Top-8 at Cadet/Junior World Championships Multiple Top-8's at Junior/Senior Continental Open events (excl. Oceania) Medalist at State & National Championships Physical, technical competencies and performance behaviors (tested at National Championships) 	<ul style="list-style-type: none"> Medalist at Junior World Championships Medals at high-quality G1/G2 events Top-16 at Grand Prix events 	<ul style="list-style-type: none"> Top-8 at Grand Prix events Top-16 at World Championships (minimum of two fights) # of wins against Top-10 WRL ranked athletes 	<ul style="list-style-type: none"> Top-8 at Olympics / Paralympics or World Championships Top-8 on the WT Senior Olympic Ranking 	<ul style="list-style-type: none"> Medalist at Olympic / Paralympic Games Medalist at World Championships Medalist at Grand Prix Final
Programs & Activity	AT Foundation Level Programs <ul style="list-style-type: none"> Club training and competition State competition State Development Programs 	Performance Pathway Program Fighting Futures Squads Invitation through performance at training and competition at a state and national level. <ul style="list-style-type: none"> NSW / VIC / QLD: <ul style="list-style-type: none"> State-based weekly training sessions Technical coaching Strength and conditioning Squad-based performance support provision ACT / SA / WA: <ul style="list-style-type: none"> State-based camp activity Technical coaching Performance support education National Futures Squad <ul style="list-style-type: none"> State-based weekly training sessions National Training Camps International Training, Camp and Competition support Competition Environment: <ul style="list-style-type: none"> Cadet/Junior World Championships High-quality WT Ranked G1/G2 events Junior/Senior Continental Open events State and National Competitions 	National Performance Program <ul style="list-style-type: none"> National and International Training, Camp and Competition support National Performance Centre (Melbourne): <ul style="list-style-type: none"> Daily performance environment Technical coaching Strength and conditioning training Sports medicine, psychology, nutrition, performance analysis, athlete wellbeing and engagement services Competition Environment: <ul style="list-style-type: none"> Olympic and Paralympic Games World Championships Grand Prix events High-quality WT Ranked G1/G2 events 			



HIGH PERFORMANCE REPORT

Overview

The 2021/22 period was the first full financial year of operations for our high performance partner program – the Combat Institute of Australia (CombatAUS). It was an incredibly busy year dealing with the ongoing challenges of COVID, the Tokyo Olympic and Paralympic Games and the general re-engagement with international competition in early 2022.

In the past year, this dedicated high performance approach has been able to attract and leverage a significantly greater level of system investment and engagement across both high performance and pathways programs to better serve athletes and their development towards international success.

We have enhanced the world class daily training environment for athletes, with the CombatAUS National Performance Centre in Melbourne now offering athletes the opportunity to train at an officially recognised Olympic Training Centre with fully embedded performance support staff from the Victorian Institute of Sport (VIS). We have also invested through the NSW Institute of Sport (NSWIS) to deliver critical performance support services for targeted performance pathways athletes that supplement the great work being delivered by AT's Pathways coaches. This now provides an enhanced platform for athletes to make the most of their potential on the world stage.

Tokyo Olympic Games

Australia was represented in Tokyo by four athletes (noted below), three of which were competing at their first Olympic Games, along with Head Coach Karim Dighou and Assistant Coach Ali Khalil.

- Safwan Khalil (58kg) – third Olympic Games
- Jack Marton (80kg) – Olympic debut
- Stacey Hymer (57kg) – Olympic debut
- Reba Stewart (+67kg) – Olympic debut

The Australian team arrived in Tokyo direct from Australia following a heavily COVID-impacted preparation. The team was unable to compete in the 15 months prior to the Games and admirably dealt with ongoing domestic-based lockdowns here in Australia which also limited domestic-based preparation opportunities.

Whilst overall results in Tokyo were not where we would like them to be, we recognise the impact of limited preparation, with most of the athletes competing against Top 5 Olympic ranked athletes in their opening fight providing further context.

HIGH PERFORMANCE PROGRAM

Other key competition results

After a two-year international hiatus for most of Australia's high performance program athletes it was exciting to see athletes competing back on the world stage in early 2022. Activity saw the team head to Europe for competitions in March, complimented by a training camp with the French National program at INSEP. On this tour Australian athletes delivering some impressive medal winning performances at European Open competitions. These included:

- Anastasia Typou (57kg) winning bronze at the Sofia Open
- Bailey Lewis (58kg) winning silver at the Belgium Open
- Leon Sejranovic (74kg) winning bronze at the Belgium Open
- Saffron Tambyrajah (49kg) winning bronze at the Belgium Open

In June, the National Performance Centre (NPC) squad headed to Korea for a mix of competition and training camps exposure, including a week at the Korean National Training Centre and a week with professional club Samsung, both of which were extremely valuable opportunities for the group. The tour finished with competition at the Korean Open with both Bailey Lewis (58kg) and Saffron Tambyrajah (49kg) winning bronze in their respective events.

Meanwhile in Europe some of the Emerging athlete cohort competed at the Croatia Open in June with two athletes (supported through the NSWIS program) delivering medal outcomes – Juliet Lahood (46kg) winning silver and Emily Stellino (73kg) winning bronze.

These collective performances and the quality of broader high performance activity sets a great platform for the high performance program, its coaches and athletes to build on in the years ahead.



HIGH PERFORMANCE PROGRAM cont.

Coaching Update

Following an extensive recruitment process we were excited to confirm Mr Seokhun Lee as our new National Performance Coach. Seokhun arrived in Australia in February 2022 and brought with him great coaching pedigree and experience gained through lead roles with both the Korean national team and professional club programs in Korea. Seokhun has implemented an adjusted high performance coaching philosophy that has the athletes engaging with great enthusiasm and energy.

It is important to acknowledge the significant contribution of our former National Coach Karim Dighou over his four years in charge of the National program. Karim was at the forefront of the establishment of the National Performance Hub in Melbourne and oversaw a team that delivered two quarter-final results at the 2019 World Championships and many other international medal outcomes. Thankfully Karim is not lost to Australian Taekwondo, and we are sure he will provide further value to the sport in Australia through his now club coaching role in Melbourne and beyond.

Furthermore, we would like to acknowledge Safwan Khalil who more than admirably stepped into the coaching role at the NPC in Melbourne from November to March in the midst of a tricky transition period for the NPC and high performance program. Safwan provided great energy and professionalism to the environment and was the lead coach for the team that headed to Europe in March that delivered the results noted above, a role that critically allowed Seokhun to arrive, connect, observe and learn before taking over the leadership of the program.

National Performance Centre

In January, in an evolution from the previous National Performance Hub, and as a significant and considered high performance strategic commitment for the sport in Australia, we established a full-time athlete-centred, coach-led performance environment in Melbourne called the CombatAUS National Performance Centre (NPC). This involved significant infrastructure projects, most of which were supported through the AIS' Small NSO Infrastructure Grant program to enable a co-located full-time performance environment for Taekwondo and Judo. The NPC performance environment is now recognised by the Australian Olympic Committee as an official Olympic Training Centre.

Further to the facility, the NPC program sees an expanded partnership with the Victorian Institute of Sport that has delivered embedded staff across Strength & Conditioning, Physiotherapy, Nutrition, Psychology and Performance Lifestyle (also known as Athlete Wellbeing and Engagement), as well as direct access to the VIS Medical Hub and Sport Science project teams as required, supporting the performance needs of the now fourteen full-time athletes in the program. For more details please [click here](#). Below is the final list of NPC athletes for 2022:

ATHLETE INTERNATIONAL PERFORMANCES

Competition activity

Following the 2022 World and Oceania Championships selection event held on the Gold Coast in August there has been a significant body of competition for Australia's high performance athletes. This has largely centred on three specific sets of competitions, with athletes engaged in certain campaigns on the basis of their development and performance needs and opportunities. Below is an outline of this activity:

2022 Oceania Championships - Tahiti

Whilst the standard of these competitions was relatively low, it was a key program focus given the significant world ranking points on offer across three competitions – The Oceania Presidents Cup, The Oceania Championships and the Tahiti Open. Unfortunately, a lack of competitive depth in many divisions limited the overall scale of ranking points applied and having three competitions on three consecutive days also created some significant performance and health (weight management) challenges for the group, a situation that we were extremely thankful to have VIS Nutrition expertise to help navigate.

2022 Grand Prix – Paris and Manchester

Australia was represented at the Paris GP by four athletes – Bailey Lewis, Tom Afonczenko, Leon Sejranovic and Reba Stewart. This was the first time most of these athletes had been on the mat with the world's best since pre-Covid and was a great opportunity to test the group in advance of the 2022 World Championships. The standout performance came from Bailey Lewis who defeated three Top 15 ranked athletes on his way to a bronze medal – Australia's first GP medal since 2014.

At the Manchester GP we only had Bailey and Reba compete given athlete invites and others choice to focus on world championship preparations. Bailey lost a tight match to the home nation in the opening round before Reba defeated the world number 15 in her first ever GP win, and losing a super close fight to the current world number 5.

European Opens

Throughout October Australia had athletes competing and winning medals in Open competitions across the world. Arash Mozhdeh Jouybari, as part of his preparations for the World Championships, won bronze in Costa Rica and Silver in Montenegro, whilst Tyrone Staben and Liam Sweeney won bronze medals at the Dutch Open before Liam won bronze and Rebecca Murray won silver at the Serbian Open. It is great to see such activity again, and great to see the elevated general standard of Australian athletes through these performances.

ATHLETE INTERNATIONAL PERFORMANCES cont.

Coaching Update

As reported earlier in the year we chose to press pause on the recruitment of an assistant/ scholarship coach to support National Performance Coach Seokhun Lee in leading the NPC and broader High Performance program. In doing so we wanted to allow time for Seokhun to understand the environment here in Australia and connect with coaches, thereby allowing him to be more informed as to who he wishes to have in such a role.

Having subsequently initiated a coach-engagement strategy to best facilitate this and provide opportunity for targeted coaches to spend time and connect with Seokhun, and following consultation with Australian Taekwondo, CombatAUS can confirm that Ryan Carneli will officially commence in the role of National Program Coach, commencing on Monday the 5th of December. It is exciting to have finalised this position and provide a further response to the recommendations that were tabled following the Tokyo Debrief process.

Training Camps

In August we hosted a group of eight Korean athletes and two coaches for two weeks at the National Performance Centre (NPC) in Melbourne. This was a very targeted group of athletes aimed at providing significant stimulus to the training environment in a critical training phase prior to the above set of competitions. This is a type of activity that we will continue to explore with the next targeted camp to be held with Indonesian training partners through December.

Throughout October the NPC also hosted the majority of the 2022 World Championships team for extended training and sparring sessions including our Sydney-based athletes and coach in Ben Camua, Juliet Lahood and Safwan Khalil respectively. This has the team focussed and ready to go for the Championships from 14-20 November in Guadalajara, Mexico.

A message Seokhun Lee, National Coach



I would like to note down the various aspects of my experience as the Australian National Taekwondo coach for 8 months thus far. Australia's system differs from other national and professional TKD teams where the athletes are paid contracted rates of wages or salaries. Australian athletes are offered budgeted financial support for their preparations and training for competitions far and wide. The athletes give their all in their own work life during the day, all the while adhering to taxing training programs that are run twice per day in the AM and PM.

Watching the athletes give their 100% to training even though there would be physical limitations due to exhaustion, personally made me reflect on myself about a number of things as well. Furthermore it has motivated me as their coach to answer their show of passion by bringing my best to the training sessions every single day and be there to direct them as well as I possibly could. Our athletes' passion in Taekwondo is something of pure sportsmanship and workmanship that is driven not by dollars, but by honor and pride.

In the beginning my lack of ability to communicate and build rapport effectively came as a little bit of a challenge, but with time and effort we were able to overcome trivial matters and the athletes soon improved noticeably. This improvement in the athletes' skills have earned them places on the podium across a number of open competitions, and quite memorably, Bailey (-58kg) placing 3rd on the podium in the Paris Grand Prix 2022. We were also able to come out on top a number of times against athletes in the 4th place of the World Rankings throughout the competition.

Our Women's Division also produced commendable results during the Manchester Grand Prix with their noticeable improvement on overall performance from the 2020 Tokyo Olympics. From a loss with a lot of difference in points to only just giving away the win by an advantage. As our national team is reaping in experience at a higher level through many close-call matches, other athletes who are inspired and also want to aim high, bring their positive energy to training which is thankful to see as a coach.

The competitions that are planned to be held in November 2022 and May 2023 are something to look forward to with anticipation. Recalling from my past experience as the Korean National TKD Team coach, there were times where Australian athletes, regardless of the result of the matches, were quick to exhaust and lose momentum and energy, but now our athletes are giving their 100% till the end of their matches even against high-ranking athletes albeit the results are a loss.

I would say it is our shared ambition to come out with a medal in the 2024 Paris Olympics for the first time in 24 years and place Australian Taekwondo at a higher level internationally. Lastly I would like to please extend my gratitude to all the executives and team members at AusTKD and CIA.,

Best regards, Seokhun Lee



PERFORMANCE PATHWAYS

A number of successful national camps were held by pathways for Pathway athletes, which included athletes from nearly all states. Additionally, a successful NSW camp facilitated by Pathway Lead Mr Ali Khalil was held for both pathways and non pathways athletes.

The pathways program also attended the tournament in Korea to give athletes development opportunities before the Cadet and Junior World Championships. The team was primarily led by Pathways lead Mr Ali Khalil and a number of pathways designated coaches from a number of states.

The fledgling underpinning program consisting of state performance committees supported a successful camp hosted by taekwondo Victoria with participation of QLD, ACT, SA, NSW, WA and Vic athletes and coaches.

Australian Performance Pathways in 2022 engaged in a strategy of enhanced cooperation with state associations in offering seminars utilising Mr Dongmin Cha former Olympic Champion to increase technical improvement opportunities for athletes, in 2023 the intention is to expand these ongoing seminars to include specific coach education sessions.

Australian Taekwondo embarked on the process of putting the pathway lead role out to tender with an interview panel made up of the CEO, the National Performance Director, a non-aligned coach, a representative from Combat Aus and a representative of The Australian Institute of Sport. The result of interviews which were conducted over a number of rounds, is the engagement of Ms Carmon Marton as the Pathways Lead. Ms Marton comes with an extensive record as a competitor having won a WT World Championships and representing Australia at 4 Olympic Games.

We thank Mr Ali Khalil the outgoing Pathways lead who has for a number of years led pathways, represented Australia at World Championships and Olympic Games. Mr Khalil has been instrumental in aiding the success of many athletes over the years and we wish him continued success in all his endeavours.



PERFORMANCE PATHWAYS

CADET WORLD CHAMPIONSHIPS

Five Aussies claimed impressive victories in their opening matches, defeating opponents from across the globe. Atharva Pansare won a very technical contest against Omid Eram of Canada in the Round of 64, before beating Serbia's Andrej Ivanovi in the Round of 32. He was eventually defeated by the tournament's bronze medallist, Thanpoom Fuangnoi.

Mila Clark and Angelus An both impressed in battling past Macedonian and Swedish opponents respectively, before losing tough contests in the Round of 16. Akon Baak gave one of Australia's standout performances with a comprehensive victory over Chinese Taipei's Lin-en Tsai, before losing to the eventual gold medallist Kimi Laurene Ossin. Lacie Gleeson also impressed against an Iranian opponent, before losing a competitive bout against silver medallist Parnian Saki. Other notable performances included Diego Querubin and Leonardo Angell's efforts against the gold and bronze medallists in their respective divisions.





PERFORMANCE PATHWAYS

JUNIOR WORLD CHAMPIONSHIPS

Matthew Summerfield was Australia's standout performer, besting Algeria, Portugal, Bulgaria and Croatia in a brilliant run to the Semi Finals. There, he was narrowly defeated (PTF 2:1) by Italy's gold medallist, Angelo Mangione. Bianca Motta, Damon Motta and Sofia Querubin all made impressive runs to the Quarter Finals, falling just short of bronze in defeats to Chinese Taipei (bronze), Thailand (silver) and Iran (gold).

Maddison Camillo, Jake Buhagiar and Xavier Nikolovski all impressed en route to the Round of 16, where they lost competitive bouts with their division's silver, bronze and gold medallists. Giuliana Masiello and Reyna Herbertson also reached the Round of 16, before falling to Turkey and Uzbekistan.

Ava Tang, Ryan Yoo, Jamie Cefai and Angus Tranter also put in strong efforts in Round of 32 defeats to Quarter Finalists from Poland, Great Britain, Spain and Kazakhstan. Overall, ten Aussies made the Round of 16, four made the Quarter Finals, and one took home bronze.





CONNECT OUR NATIONAL TEAMS AND PATHWAYS

Poomsae Performance

POOMSAE PERFORMANCE

Australian Poomsae continued to have success at both live and online WT competition. This is despite several years of no live competition for Poomsae in Australia and generally Australian Athletes adopting online competition later than other countries.

WORLD CHAMPIONSHIPS

Australian Taekwondo had to prepare for the World Championship competition with the majority of countries having had live competition for several months and the World Championships being the teams first live competition in nearly two years. Despite this the team overall managed to place 15th out of 62 nations led by a Silver Medal Garnered by Mrs Bronwyn Butterworth. A number of the teams younger athletes garnered scores that exceeded previous World Championship scores for our teams. Although these athletes did not make the finals, the general improvements bode well for the future.



NAME	DIVISION	RESULT
Butterworth, Bronwyn	+ 65 Individual Female	2 nd Place
Carmela Hartnett	u60 Individual Female	5 th Place
David Atkinson	+65 Individual Male	5 th Place
Robert Pace	U60 Individual Male	5 th Place

POOMSAE PERFORMANCE

WORLD ONLINE CHALLENGE

Australia had success across the World Online Poomsae Challenge with a number of our athletes having success at various rounds of the series.

ONLINE SELECTION CHAMPIONSHIP

Australian Taekwondo Poomsae Performance instigated our first online national team selection trials with a total of 93 entries. The framework, process and policies were put in place for team selection so as to facilitate the necessary competition. The national Poomsae Officiating committee then implemented the plan and technical management of the competition.

POOMSAE PERFORMANCE

OCEANIA/ASIA VIRTUS GAMES

Australian Taekwondo through its Performance Director facilitated our role in managing the Taekwondo component of the Virtus games conducted in Brisbane on the 8th & 9th of November 2022. The management of the competition was assisted by Australian Taekwondo Queensland and the National Poomsae Officiating Committee.. Australia's lone competitor garnered a gold medal. While many para events are yet to be largely populated by Australian Competitors, Australian Taekwondo is committed to enhancing and creating opportunities for inclusiveness across our para community.



NAME	DIVISION	RESULT
Chaeyon Seo	Under 30 Female	Gold

NATIONAL PERFORMANCE STRUCTURE

The first draft of a national performance structure was sent earlier in the year to several states for comment and feedback. While the feedback was positive around the document, reviewers indicated that they thought that such a wide ranging program may be beyond their means to implement.

A second part draft was sent in October around the feedback and received positive reviews. It is anticipated that a complete draft of the new document will be sent to the review group in December and once agreed will be sent to all State Poomsae performance committees for further input and discussion



FINANCIALS

FINANCIAL STATEMENTS

The Audited Financial Statements show a loss of \$148.6k in the 2021/22 financial year compared to a loss of \$88.3k in 2020/21. It should be noted that the loss is as a result of grant proceeds of \$300k being recognised as revenue in the 2020 financial year. The corresponding grant expenses incurred in the current year amounted to \$129.0K. Additionally, 136.4K worth of underspent grants were carried forward to the following year which further contributed to the loss.

If the 148.6k loss is adjusted for the 129.0K in grant expenses and the carry forward of underspent grants the profit would be 116.8K. Increases in grant income came through two unbudgeted grants secured by the management team of 166K. Membership revenues were up on the previous year which contributed a further 9.1k to profit. Small business grants were received 34.1K against 108.2K in the previous year. Increases in sponsorship and merchandise income contributed a further 11.0K to revenue.

Savings in Employee costs of 68.5K allowed for additional unbudgeted contractors to be employed costing only an additional net 51.2K. Other expenses included a once off investment in newly branded merchandise that reduced profits by 38.5K. The resumption of overall activities due to Covid restrictions being lifted meant overall cost increases however grants and event incomes covered these increases in costs.

The Balance Sheet shows \$1217.2k of cash, total assets of \$1416.0k and liabilities of \$1349.0k, which includes deferred membership revenue and grants received in advance of 1174.3k, resulting in \$67.0k of net assets.

Overall, the finances of the organisation are being well managed with revenues increasing and costs being controlled. The board is closely monitoring the overall strategy and management is invested in the betterment of Taekwondo in Australia. Continued support of members and the Taekwondo community will be required to continue building equity into the future.

Summary - Chair Simon Lew

I remain grateful to be in the rare position of leading an ambitious organisation that is constantly looking to improve and grow itself whilst striving to support and inspire its members.

Regardless of the achievements and progress made so far, we have a lot more to do to ensure all members are well placed for any future challenges. The core focus is still to ensure that AusTKD evolves from a membership organisation to a professional standards organisation. We look forward to holding ourselves and our members to a higher standard.

In 2023, we strive to grow Taekwondo in Australia as the leading martial art, sport and ultimately way of life by taking a holistic approach to improve physical and mental health, creating a culture of connection, inclusion, embracing diversity and fostering a sense of belonging.

Finally, I also acknowledge and thank the many Australians who share our national love of Taekwondo, the martial art and the sport. Especially all the volunteers who are coaching, managing or otherwise helping out our grassroots local clubs and communities, providing opportunities for our youth and seniors to learn, play and enjoy the rewards of Taekwondo, self-defence, discipline, and physical activity. They represent in so many ways the best of our country and are an inspiration to all of us.

On behalf of the Australian Taekwondo Board, I thank you all for your ongoing connection and commitment to the advancement of Taekwondo in Australia.



Simon Lew
Chair Australian Taekwondo

Summary - CEO Heather Garriock

It has been a challenging yet rewarding year leading Australian Taekwondo as Chief Executive Officer.

We set out in 2020 to modernise, commercialise and professionalise Australian Taekwondo by building a solid team we believed could execute. Our focus has always kept the deep tradition and history of the Martial Art with shared efficiencies.

We have made an effort at all times to make sure the states and clubs are at the heart of our decision-making. There are times we have nailed it, and other times we missed the mark, but together we must work collaboratively to grow Taekwondo so it can become Australia's leading martial art. There have been many areas of focus for us as an organisation. To reflect on how far we have come, the key wins as an organisation have been:

A new Strategic Plan: developed in consultation with and support of the member states, crafting a new bold vision that reflected the importance and opportunity for both the sport and the martial art

A total re-brand of Taekwondo in Australia: both the national body and all of the member states and territories, aligned to the new Strategic Plan

Digital transformation: resulting in the first broadcast deal in the history of Australian Taekwondo, partnering with 7plus for the 2021 and 2022 National Championships.

Governance reform: developed a strong partnership with the Australian Sports Commission for a transparent review and benchmarking; won an ASC capability grant, delivering constitutional alignment across all member states and territories.

Commercial growth: Record commercial deal for Australian Taekwondo

Membership reform: improved services and increased value to participants and clubs, a new centralised registration system for national and member states and territories, and a nationally aligned event delivery system.

Virtual Reality Educational Platform: Won an ASC participation grant to deliver quality education in regional and remote communities.

Summary - CEO Heather Garriock cont.

Refugee Rescue from Afghanistan: in collaboration with the Australian Government and World Taekwondo Oceania, we rescued 8 Afghan nationals when the Taliban returned to power. In collaboration with the Australian Olympic Committee, we also assisted in settling another Taekwondo athlete, a human rights activist, and his family in Australia.

Commonwealth Games Bid: Together with World Taekwondo and CEOs and Presidents from other Commonwealth nations, we project managed Taekwondo's bid for inclusion in the 2026 Commonwealth Games and submitted an application that we were incredibly proud of.

The Board and Staff of Australian Taekwondo have raised the bar with their commitment, passion and hard work - thank you for trusting in the direction we want to take the business.

For the current members, thank you for your support. We still have a lot of work to do together in the coming year to ensure Taekwondo continues to thrive.

This year has undoubtedly been a year of progression and modernisation. If you had said to me this time last year Australian Taekwondo would be a pioneering sport within the Virtual Reality world, I would not have believed it. Look out for our virtual world that participants can access anywhere and anytime.

The coming year will be about growing Taekwondo and connecting everybody. We hope to have you with us on this exciting journey.



Heather Garriock
Chief Executive Officer

OUR SPONSORS

We thank our valued sponsors, who provide us with much needed support throughout the year and deliver many benefits to our members.



Official Team Apparel Partner



Official Martial Arts Supplier



Corporate Partner



Corporate Partner



Official Broadcast Partner

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AIS

Sport Australia/AIS

High Performance, Participation, Better Aging/Schools Program



Paralympics Australia



Paralympics Australia

Para athlete classification support



Sport Australia

Australian Government agency responsible for supporting and investing in sport



AUSTRALIAN OLYMPIC COMMITTEE

Australian Olympic Committee

National Olympic Committee



KUKKIWON
WORLD TAEKWONDO HEADQUARTERS

Kukkiwon

World Taekwondo Headquarters, and World Taekwondo Academy



WORLD TAEKWONDO

World Taekwondo

World Taekwondo Federation

night & day

Night and Day

Branding • Digital • Marketing





TAEKWONDO

connecting everybody

Chair Australian Taekwondo

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