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Overall Goals for the Two-Year Period 2003-2004:

- Provide well-trained referees to meet our customers' needs.
- Simplify the administrative process and streamline the paper transaction flow (e.g., registration, database and payments).
- Enhance the Coordinator position to relieve volunteers from menial tasks so that they have more time and energy to apply to programs.
- Select key personnel.
- Find a way to get Oregon referees on the road to national grades.

Goals for 2004:

- Hold regular meetings of the ORC.
- Prepare a comprehensive budget.
- Finish design of an ORC website and attempt to implement it by August 31.
- Push Oregon referees to become national referees:
 - Try to get one Oregon referee to grade 4 this year.
 - Establish a program that will lead to have at least 5 national referees by 2007.
 - Use the Manchester United event as a stepping stone for national candidates (Academy).
- Improve communication:
 - Act as a forum for the various associations and leagues to communicate (OYSA, GPSD, OPSL, NISOA, NUWS).
 - In the busy fall period, try to get them to match the right referees to the right assignments
- Improve the instruction process:
 - Assure that all required grade maintenance testing is done.
 - Introduce use of laptops and projectors in classes.
 - Meet once with all instructors for instructional and team-building purposes.
 - Develop a program for field training for all referees that can be held all over the state.
 - Develop a plan for the next Oregon Referee Institute.

- Improve the assessment process:
 - Assure that all required grade maintenance assessments are done.
 - Find at least two new assessors who are retired grade 5/6 and no longer referee.
 - Write a new policy for upgrade and assessment.
 - Meet once with all assessors for instructional and team-building purposes.
 - Re-establish the informal feedback program.
 - Satisfy every reasonable request for an assessment/evaluation this fall.

- Improve the Professionalism Committee process:
 - Develop written policies and information about the purpose of the committee that can be distributed and published on the website.

- Convert the ORC into a new nonprofit corporation:
 - Open a new corporate bank account separate from OASA.
 - Seek 501(c)(3) nonprofit status from the IRS.