



# Orienteering Tasmania Inc.

## Annual Report for 2017

SUPPORTED BY



Tasmanian  
Government

*Host: 2017 National Orienteering  
League Round*

*Host: 2018 Australian Three Days and  
National Orienteering League Round*

*Host: 2020 Australian Orienteering  
Championships*

# Orienteering Tasmania Incorporated

## The Board

President	Ian Rathbone
Vice Presidents	Jo-Anne Bissett Bernard Walker
Secretary and Public Officer	Peter Cusick
Treasurer/Director Finance	Andrea Schiwy
Director Development	Mike Calder
Director Performance	Judy Davis
Director Technical	Greg Hawthorne

## Officers

Chair of Selectors	Judy Davis
OKnow Editor	Martin Bicevskis
eBulletin Editor	Jane Cusick
Mapping Officer	Greg Hawthorne
Event Software Manager	Greg Hawthorne
Sportident Equipment Manager	Martin Bicevskis
Event Information Manager	Ian Rathbone and Jeff Dunn
Statistician	Jeff Dunn
Membership Officer	Bert Elson
NOL Manager	Dirk Nankervis
Junior Training Squad Manager	Miriam Whittington
Permanent Course Manager	Bert Elson
Sporting Schools Manager	Mike Calder and Jane Calder
Australian Orienteering Magazine	Bert Elson
IT Services	Ian Rathbone and Bernard Walker

## **PRESIDENT'S REPORT**

2017 was a year for growing our sport, developing our orienteers and preparing for the Easter 2018 orienteering carnival.

The year started with a flurry of activity as our newly appointed Coaches in Residence jumped out of the blocks by providing summer events in the north and south of the state. The EVOC Summer Cup was particularly successful, giving orienteers a mix of genuine bush events and urban orienteering.

The event calendar in 2017 provided thirteen Orienteering Series Tasmania (OST) events and a raft of weekend and mid-week events that were spread throughout the year. The increase in events across all regions lead to increases in both participation and membership. This is discussed further in the development report on page 7.

In March 2017 Tasmania successfully hosted a round of the National Orienteering League (NOL) series, providing locals and interstate visitors with important training for the Oceania and World Masters events that were held in April in Auckland. In New Zealand it was great to see Tassie orienteers supportive of each other as they embraced the technical challenges of the competitions with enthusiasm. I congratulate the Tassie podium finishers as well as those orienteers who achieved personal bests in NZ.

Unfortunately 2017 saw heartbreak for a number of orienteering families with the Hawthorne, Brammall and Hall families, losing loved ones. The hearts of all orienteers went out to these families and they continue to remain in our thoughts. Peter Hall and John Brammall will long be remembered for the enormous time and effort they put into state and local orienteering. John's work at the national and international level was also significant. To honour John's legacy, Orienteering Tasmania renamed the 'UFO Orienteering Club Trophy for Individual Excellence' to the 'John Brammall Trophy for Individual Excellence'.

In September we broke with tradition by celebrating the annual awards night at the conclusion of the OST series. This gave competitors immediate feedback instead of having to wait until March 2018. I would like to thank Vice President, Jo Bissett for putting the night together, (twice in the one year) and our statistician, Jeff Dunn who was under the pump to deliver final results. The Board has been looking to enhance the awards celebration and has accepted an offer by Cathy and Jon McComb to further rejuvenate the awards night in 2018.

### **Development, Performance & Technical Achievements**

Development of Orienteering continued at a remarkable rate in 2017, thanks to the excellent leadership by Mike Calder as Director of Development and the outstanding efforts by the team that Mike has lead. His full report is provided on page 7 and covers our continuation with Sporting Schools; the success of the Outreach program; the development of new permanent courses; the achievements made by our coaches in residence; and increases in participation and growth of membership in 2017. Well done Mike, and also Jane as Sporting Schools Co-ordinator. Well done, junior coaches and Coaches in Residence!

Performance achievements continued in 2017 under the watchful eye of Judy Davis as Director of Performance. Judy was ably assisted by Miriam Whittington, Gayle and Mark West, Jon McComb and Meisha Austin. Judy's full report is provided on page 12 and covers 2017 Schools Team; National Orienteering League; Elite Rankings, International Representation; Coaching and Training; Junior Training Squad; and the State Team. We are gratefully indebted for Judy's good work and the huge contribution made by the coaches, organisers and selectors.

Technical achievements in 2017 include strong leadership put into overseeing mapping and other technical work, ahead of Easter 2018 by Technical Director, Greg Hawthorne. In Greg's report on page 14, he provides details on mapping completed in 2017; course controller training; and upcoming changes to event management software. I would like to thank Greg for taking over this important area and for providing us with his astute leadership.

### **Issues, Reviews & Board Governance**

One of the bigger issues that the OT Board had to deal with in 2017, was the remuneration of coaches and other orienteers for performing coaching and other work associated with our programs such as Sporting Schools and Outreach. This required OT to put these programs on hold while we sought a decision from the Australian Taxation Office (ATO). Following the ruling, OT now uses a payroll service to manage superannuation and taxation as well as to notify employees of their pay and deductions. OT also now provides workers compensation insurance to cover these employees.

In 2017 and in early 2018, the Board reviewed the roles and responsibilities of Board Members and other orienteers who take on leadership roles. I thank Vice President, Bernard Walker for initiating this review. Some of the changes that have already occurred is the appointment of Jon McComb as State Coach Co-ordinator. Under the restructure, our Coaches in Residence will be working under Jon's leadership. Coming soon will be a new position for Marketing and Communication which will help the Board continue to improve communication, particularly through the use of social media. A copy of the 'Orienteeing Tasmania Management Structure' is included as an appendix to this report.

The Board operated throughout 2017 with all positions filled. Greg Hawthorne replaced Roger Harlow at the AGM as Technical Director. The Board held five full-day meetings and one Executive meeting following the 2017 AGM. Orienteering Tasmania continues to be highly-regarded for its management and governance practices and processes; meeting Australian Sports Commission and Tasmanian Community Sport and Recreation requirements. We have in place a Land Tenure agreement with the Parks and Wildlife Service and similar agreements are being considered with local councils.

I would like to thank the members of Board for their on-going support and hard work. Most will be returning for another year with some of them keen to swap to a different role for 2018. Our Secretary, Peter Cusick is stepping down and I thank him for his good work over the last two years. I would also like to thank our four state clubs for providing us with a rich program of events and for the ongoing support they have provided to the Board and to state orienteeing.

## **Orienteering Australia Matters, Grants and Finances**

To continue to conduct orienteering in Tasmania, we need to maintain our strong affiliation with Orienteering Australia. This requires us to pay certain fees and levies to help fund the work of Orienteering Australia. In return we are eligible to be represented at the Orienteering Australia AGM and at the Orienteering Australia Annual Conference as well as conduct national and international events such as NOL events in 2017 and Easter 2018.

Due to the loss of 'Whole of Sport' funding from the Australian Sports Commission last year, Orienteering Australia has had to find a way to fund a \$40 000 black hole from 2018 onwards. To address this shortfall OA has cut expenditure on the high performance program and states have agreed to pay higher levies to OA to cover the remainder. This may mean that in 2019 onwards membership fees and/or event fees may need to be increased.

In 2018 Orienteering Australia will continue to explore how best to restructure itself as a modern sporting organisation. OA will also be doing a major review of its strategic plan in 2018 and the OA President aims to attend a meeting with the OT Board to work with us on the national strategic plan. OT welcomes the OA review of strategic planning as we also need to put in place a revised strategic plan for the next three years.

With ASC participation funding being halved to OA from 2018 onwards, OT has applied for a single grant to cover the 'Outreach' program. We have not received approval for this funding at this stage. However, OT has received confirmation that our application for \$21000 of funding provided via the Tasmanian Government, Community Sport and Recreation annual grant program, has been approved. These funds will be met on a dollar for dollar basis by OT. As in 2017, the funding will be used for club development; participation; community, marketing and promotion; coach development; and official development.

At the conclusion of 2017, OT remained in a sound financial situation with adequate reserves for 2018. At the final OT Board meeting for 2017/2018, the Board approved the 2018-2020 budget proposed by the OT Treasurer, Andrea Schiwy. Andrea's Financial Report for 2017 is available as a separate document and will be published on the OT website after it is approved at the Annual General Meeting. I wish to publically thank Andrea for the outstanding work that she continues to do year after year in the management of our finances.

## **The Challenges Ahead**

As Easter 2018 draws closer I am filled with confidence that Bert Elson and his team have done everything necessary to create an exciting and challenging Easter Carnival. When entries closed on 28<sup>th</sup> February there were over 600 competitors entered for the Australian 3 days. The addition of a second 3 day event at the Bay of Fires has been well received, with over 350 orienteers entering the series. To the course planners, controllers and administrators who have put in so much time and effort, I thank you most sincerely and look forward to enjoying what you have planned for us.

Before the Easter carnival has begun, planning has already commenced to assemble a team to plan and run the Australian Orienteering Championships in 2020 which Tasmania is hosting. There is much to do in 2018 and 2019 in sorting out maps, arenas, courses and helpers. In the coming months we will be announcing the event director, team leaders and other details.

One of the biggest challenges facing our sport is the question of sustainability of our orienteering clubs. We rely too much on a handful of people to do everything. It is difficult for clubs, particularly the small clubs, to deal with succession. All clubs need more adults to become involved and over time to take on responsibilities within clubs. The Orienteering Tasmania Board is prepared to assist clubs in growing their clubs. As a first step we are hoping to be able to provide funding for a development officer in the north of the state. Their role would be to promote the sport in the community, targeting adults and their families.

In concluding my report I look forward to the Easter 2018 carnival and the many challenges ahead for the Board and our orienteering clubs as we continue to develop and grow our sport in 2018.



***Ian Rathbone***

***President Orienteering Tasmania***

# DIRECTORS' REPORTS

## DEVELOPMENT REPORT

As its name suggests, the Development portfolio oversees the development of the sport in Tasmania through exposure to orienteering experiences, publicity and marketing. Basically, its success is measured by the number of people orienteering.

### Sporting Schools

This federal government scheme enables primary schools to contract sporting organisations to conduct activities within their school. Orienteering is one of the 32 sports participating in Sporting Schools.

In 2017 we mapped and introduced orienteering into 13 primary schools (7 in the south and 6 in the north). The response from the teachers and children has been very positive. During the year we used 11 coaches from the south and 6 from the north. We have developed an excellent set of teaching materials and are happy for more people to join our team and earn some money in the process.

	Activity	classes	weeks	total classes	kids	participations
					1229	4964
<b>Term 1</b>						
	Cottage School	1	4	4	18	72
	Dominic	8	4	32	224	896
	Lilydale	1	7	7	16	112
	Leighland	1	4	4	28	112
	Westbury	2	4	8	49	196
<b>Term 2</b>						
	Kingston Primary	8	4	32	192	768
	St Anthonys	4	4	16	104	416
	St Thomas More	6	4	24	116	464
<b>Term 3</b>	none					
<b>Term 4</b>	Lansdowne Primary		4	20	149	596
	St Brigids Catholic		4	8	50	200
	Collinsvale Primary		4	8	32	128
	St Finn Barrs Catholic		4	12	76	304
	Sth Hobart Primary		4	28	175	700

Our sporting schools program was suspended in Term 3 while we implemented advice from the ATO.

Sporting Schools is fully funded by the federal government. Income for the year was \$26,082.50 and expenditure \$22,326.73

## Outreach

We received a grant of \$6,600 to conduct activities where it was likely that we would attract people new to orienteering. We conducted 23 activities (14 in the south, 8 in the north and 1 statewide). In September we manned a booth at ACHPER (Tasmanian Health and PE Teachers conference). Members of the OT community were paid to organise and run the events. At each of these activities we handed out promotional brochures and free tickets to events. By charging some organisations for our services, we managed to stretch the amount we could spend to \$11,731.

	Activity	sessions	participants
		<b>51</b>	<b>1805</b>
<b>Term 1</b>			
	Hutchins	5	125
	Taroona HS	8	240
	Claremont College	3	90
	Goulburn St		95
	Healthy Hobart Orienteering Demo	1	66
	Brooks High School Mental Health Day	1	30
	Ravenswood Primary School	2	120
	George Town Primary School	3	119
	Trevallyn Primary School	1	60
	Lilydale District School	5	130
	West Launceston Primary School	<b>1</b>	<b>2</b>
	Port Dalrymple School (map created, cancelled)	0	0
	Orienteering Course at the finish of Parkrun Launceston	1	328
	Hobart Bush Adventures	1	15
<b>Term 2</b>			
	Elizabeth College (Class A)	4	30
	Elizabeth College (Class B)	2	15
	Claremont College	2	15
	Cottage School	4	20
<b>Term 3</b>	ACHPER Conference	1	50
<b>Term 4</b>	Sorell Primary	1	20
	South Hobart Primary Fair	1	100
	Healthy Hobart	1	33
	Bush Ventures	1	50
	Lilydale Primary School	2	52

**Income:**

Grant from OA:	\$ 6,600.00
Charges for services:	\$ 5,122.50
<b>TOTAL INCOME:</b>	<b>\$ 11,722.50</b>
<b>Expenditure:</b>	<b>\$ 11,731.90</b>

**Permanent Courses**

Orienteeing Tasmania first set up permanent courses over 20 years ago. These consisted of metal plates welded to star pickets and were located in often difficult to find locations – aimed at providing training for experienced orienteers.

Since then it has become apparent that the demand for permanent courses is from school and community groups where predominantly easy to medium navigation is desired and our old star pickets are definitely a safety no-no in the eyes of councils and other landowners.

So 2017 saw us implement the first of a new style permanent orienteeing course. Elements of the new program are:

1. Aimed at school groups and beginners (though with a few more difficult legs available for experienced orienteers)
2. Specific courses made available (eg short, medium) rather than just a scatter map. Courses to be changed every few years.
3. Maps available online and at no cost as a development initiative
4. A requirement to register and hence receive the weekly bulletin before downloading any maps.
5. All controls being 80mm x 80 mm numbered plates attached to existing infrastructure (screwed to fence posts, glued to rock faces, etc)
6. Each control also has a manual punch attached adjacent to it.
7. Maps to have boxes for punching printed on them. This adds to the fun aspect for school groups.

In November 2017 the new online registration and download system came online with courses at the Domain and Upper Waterworks available. We are receiving 2 or 3 new registrations each week.

New permanent controls are being put out at Lower Waterworks, Risdon Brook and Coningham at present and those maps will be available during 2018.

Bert Elson,  
Permanent Courses Coordinator

**Coaches-in-Residence**

This scheme is now in its 4th year. In 2017 we bade farewell to Michal Hubacek and Jeremy Genar. We welcomed Mark Purkis and his partner Charlotte Watson to the south and Antonia Haga to the north.

These young people have been embraced by the Tasmanian orienteeing community and have run regular training sessions, improved our fitness, organised events, mapped, worked in

schools and established long lasting friendships. We gain much from our interaction with international orienteers and I am sure they do too.

This scheme would not be possible without the families who have taken them into their homes. Thanks to the Dunn/Wayte, Enkelaar, Allen, Butler, Pacque/Brown and McLean/Niles families for generously opening their homes and looking after them. We also need to thank the Bicevskis family for lending their car for Mark and Charlotte's use.

Expenditure in 2017 (for Michal, Jeremy, Mark and Antonia)

Living Expenses	\$ 2972.50
Accommodation	\$ 7225.00
Car	\$ 2636.88
Other (eg petrol, event entry)	\$ 922.77
<b>TOTAL</b>	<b>\$ 13757.15</b>

### Participation

The 2016 participation numbers were an aberration, they were over 20% above the 2015 figures across the state and may have been incorrect. Hence I have included numbers for the past 2 years. The final column tables the % increase over 2 years and shows modest growth across most event types.

#### 2017 (2016) (2015)

	Events	Numbers	Average	% increase (2017/16)	% increase (2017/15)
Northern Twilight	12 (11) (12)	513 (513) (461)	43 (47) (38)	-9	13
Southern Twilight	15 (14) (15)	2607 (2859) (2533)	174 (204) (169)	-15	3
Northern Saturday	5 (5) (6)	96 (150) (143)	19 (30) (24)	-37	-21
Southern Saturday	5 (7) (6)	423 (730) (507)	85 (104) (85)	-18	0
Southern Sunday	10 (16) (9)	804 (1206) (645)	80 (75) (72)	7	11
Northwest Local	6 (9) (3)	126 (194) (26)	21 (22) (9)	-5	133
OST	13 (13) (17)	1179 (1254) (1379)	91 (90) (81)	1	12
All Schools Champs	1 (1)	52 (78)	52 (78)	-33	
NOL	2 (2)	166 (78)	83 (39)	112	
LSSSA	6	2178 (1500)	363 (265)		
Other Southern	6	352	59		
Southern Summer Cup	5	283	57		
EVOC Summer Cup	7	250	36		
EVOC Training St Morris	1	21	21		
L'ton Winter Sprint	6	340	57		

### Membership

MEMBERS	2017	2016	2015	2014	2013
<b>FULL MEMBERS</b>	327	295	267	257	287
<b>CASUAL MEMBERS</b>	539	777	501	518	454
<b>TOTAL</b>	866	1072	768	775	741

Excluding the spike in the 2016 figures, the Casual Members numbers show steady growth over the past 4 years.

**2017 Club Membership (2016 in brackets)**

ALT	192 (186)
EVT	72 (54)
PFT	8 (6)
WRT	55 (49)
TOTAL	327 (295)

**On-Line Presence**

We are indebted to Ian Rathbone, Bernard Walker and Jeff Dunn for our web, Facebook and Twitter presence.

**Publications****O Know**

Martin Bicevskis has maintained its excellent standard. To relieve some of the pressure on Martin, the magazine is now published quarterly.

**Australian Orienteer**

During the year we received and distributed 4 editions of Australian Orienteer. Thank you Bert.

**Email Bulletin**

The weekly email bulletin remains a key means of communication with members and casual orienteers. The bulletin goes to everyone on our circulation list, both full and casual members, and is currently sent out to over 800 people each week. Our thanks go to Jane Cusick who edits the bulletin each week.

**Conclusion**

The growth in membership and participation has shown slow but steady growth over the past 4 years.

Mike Calder,  
Director of Development

## PERFORMANCE REPORT FOR 2017

Tasmanian orienteers continue to perform very well in national and international events.

Our good performances are underpinned by the many volunteers and family members who support the athletes in a variety of ways. Orienteering in Tasmania provides many opportunities for athletes to excel in national and international competitions.

Here are some of the achievements of our representative Tasmanian orienteers in 2017:

### Schools Team

In 2017 our very young Schools Team acquitted themselves well at the Australian Schools Orienteering Championships gaining 4<sup>th</sup> place (improving from 2016).

Well done to Rachel Allen and Mikayla Cooper who were named in the All Australian team.

Congratulations to the athletes, but also special thanks to their management and coaching team of Gayle and Mark West, Jon McComb and Meisha Austin. This year we farewell Gayle and Mark from the team after many years of outstanding service. Meisha steps up as Manager and Jon as coach. We are looking for two more adults travel with the team in 2018 one of which needs to have teacher registration as decreed by the SSA.

Thanks also to our State selectors – Judy Davis, Bernard Walker and Donelda Niles. Once again team selection was no easy matter, due to a pleasing depth of field.

### National Orienteering League

Tasmania continues to excel in the Junior Orienteering League with both the women and men gaining third place for Tasmania.

The overall individual placings included Rachel Allen 4<sup>th</sup>, Zoe Dowling 5<sup>th</sup>, Joseph Dickenson 2<sup>nd</sup> and Jarrah Day 3<sup>rd</sup>.

Many thanks goes to Brodie Nankervis who competed in the National Orienting League, gaining fourth place overall.

Thanks to Dirk Nankervis who yet again provided great ongoing support as the 2017 NOL/JNOL Team Manager. He has kindly agreed to be the manager again next year. Thanks also to Brodie Nankervis who was the coach for the team.

\$2000 (from OT) was distributed amongst athletes who travelled interstate to NOL/JNOL events to help with expenses. OT encourages the competitors to find sponsorships and to fundraise to help with costs of travelling.

Thanks also to Liz Butler for her ongoing role in acquiring and distributing the Foresters uniform. 2017 saw the addition of a sprint top which was well received by competitors. Thank you to Meisha Austin for redesigning a new uniform for both the Foresters and Schools team.

### **Elite Rankings**

In Juniors: Zoe Dowling 2, Rachel Allen 4, Joseph Dickenson 2 and Jarrah Day 4.

In Seniors: Brodie Nankervis 4

### **International Representation**

Brodie Nankervis represented Tasmania for WOC, and for JWOC we had four competitors: Zoe Dowling, Rachel Allen, Joseph Dickenson and Jarrah Day. All five represented their country (and state) well.

Rachel Allen and Amy Enkelaar competed in the Australian Schools team which competed in New Zealand in April 2017.

Hanny Allston was the Manager of the 2017 JWOC team.

### **Coaching and Training**

2017 saw quite a few people gaining the Level 0 coaching certificate.

Two Level 1 coaching courses were conducted by Chris Brown in Launceston .and in Hobart in 2017. Thank you very much Chris.

In 2018, we have State Government funding so that more Level 1 coaching courses can be conducted later in the year. The funding also allows for people to travel interstate to attend a Level 2 workshop.

Jon McComb has been appointed to the new position of State Coach Coordinator for 2018 and you have all already seen much of the good coaching opportunities he is providing.

### **JT Squad**

Many hours of hard work by Miriam Whittington has seen the continuation of the junior training squad which has been successful at increasing participation outside schools events by creating and fostering social networks, building confidence orienteering and exposing children and their families to wider possibilities in orienteering. Many coaching opportunities have been and are being offered.

### **State Team**

2018 will see a change in the way the State team is selected. The team will be announced at the awards night and will be based on algorithm from OST events. (It does take into account those people who run “up” and to those 15 year old junior schools competitors who must run course 7 for Schools selection.)

### **In Summary**

2017 has been another fine year for (high) performance orienteering for Tasmanians with the potential for this to continue in the future.

Judy Davis

Director of Performance

## **TECHNICAL REPORT FOR 2017**

### **Mapping**

The major activity in mapping for 2017 was the remapping of “Sandstone Valleys” for the 2018 Australian 3Day Championships (where it will be re-badged as “Lovelybanks”). This was a significant project, and the first time Orienteering Tasmania had commissioned Lidar photogrammetry for a map. Although we have competed on the “Sandstone Valleys” map for almost twenty years, we considered that it was inconsistently mapped and not up to the standard required of a national championship. Although expensive, the detail and accuracy provided by the basemap and associated high-resolution aerial photography enabled mapper Alex Tarr to map far more efficiently than he would have been able to do with a basemap derived from existing aerial photography.

In addition to the remap of “Sandstone Valleys”, around twenty other maps were remapped and updated in 2017.

### **Event Controlling**

As most orienteers who have organized an event know, orienteering is one of the more technically challenging sports around. At the highest level, the range of skills required to successfully stage a major competition might seem a bit daunting, but via the controller-level structure, we have a path for people to achieve the skills required to confidently undertake event management.

In 2017, OT conducted training for Level two controllers (controlling races within a major carnival), and we anticipate offering introductory (Level one controller) courses, as well as another level two controller course in 2018. Training for level three controllers is normally provided by Orienteering Australia, and earlier this year (2018) two of our level two controllers attended a level three controllers’ workshop in Adelaide.

### **Event Management Technology**

Orienteering Tasmania has used the AutoDownload event management software for a number of years, and in 2017 the developers of the software announced that it would be replaced with a new version called SiTiming. As further development of AutoDownload has ceased, we will move to SiTiming in 2018, with the East Coast 3Day being its first major event.

Greg Hawthorne  
Technical Director

## Appendix 1

### ORIENTEERING TASMANIA MANAGEMENT STRUCTURE

The Orienteering Tasmania Board is elected at an Annual General Meeting of Full member of Orienteering Tasmania. The President can serve a maximum term of three consecutive years. Any club with no member elected at the AGM may appoint one representative with full rights. All Board Members are volunteers. Full Board position descriptions are available in the Operational Manual 1.4.

### OT Board

#### Executive

##### President

Manage Board  
Executive duties

##### Vice President

Manage Board  
Executive duties

##### Vice President

Manage Board  
Executive duties

##### Secretary

Manage Board  
Executive duties

##### Treasurer

Manage  
Finances and  
budget  
Executive  
duties

#### Directors

##### Director

**Technical**  
Direct team  
responsible for  
competition  
quality

##### Director

**Performance**  
Direct team  
responsible for  
improving  
performance

##### Director

**Development**  
Direct team  
responsible for  
marketing and  
development

### Orienteering Tasmania Affiliated Clubs

#### Australopers Orienteering Club

Southern Tasmania

#### Esk Valley Orienteering Club

Northern Tasmania

#### Pathfinders Orienteering Club

North-western Tasmania

#### Wellington Ranges Orienteering Club

Southern Tasmania

**Other Voluntary Positions** (Appointed by the Board or directly by individual Directors. All positions are voluntary.)

