



Orienteering
tasmania

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Orienteering Tasmania Inc.

Annual Report for 2015

SUPPORTED BY



Tasmania
Explore the possibilities

Winner:

**2013 Community Organization Award
Premier's Physical Activity Council**

Host:

**2015 Oceania Championships and Round 1 of
the IOF World Cup**

Host:

2016 National Orienteering League Round

Host:

2018 Australian Three Days

Host:

2020 Australian Championships

Orienteering Tasmania Incorporated

The Board

President	Warwick Moore
Vice Presidents	Ian Rathbone Jo-Anne Bissett
Secretary and Public Officer	Peter Cusick
Treasurer/Director Finance	Andrea Schiwy
Director Development	Mike Calder
Director Performance	Judy Davis
Director Technical	Roger Harlow

Officers

<i>eBulletin</i> Editor	Jane Cusick
Mapping	Greg Hawthorne
Membership	Bert Elson
<i>OKnow</i> Editor	Mary Hawthorne
OA Annual Conference Delegates	Ian Rathbone and Warwick Moore
Public Courses	Martin Bicevskis and Bert Elson
Sporting Schools Manager	Jo Bissett
Website	Ian Rathbone

PRESIDENT'S REPORT

Introduction

2015 was, indeed, a busy year for orienteering in Tasmania. The year started with the outstandingly successful Oceania Championships and Round One of the IOF World Cup, in which most of our members were involved in some way, many with very heavy organisational loads. There followed a full calendar of events, both local and state-wide in the new Orienteering Series Tasmania (OST). The introduction of Sporting Schools added a further dimension to the extensive programme and there were other "outreach" events conducted through the year.

As a sport, a primary measure of success must be our performances at national and international level. In this regard, 2015 was a very successful year with five Tasmanians selected to represent Australia at both the World Championships and the Junior World Championships. Our orienteers performed well in the National Orienteering League, and, in particular, the Junior National Orienteering League.

Our Schools Team was victorious in the Australian Schools Championships (for the fourth time in the last five years!) and continued its run as the most successful schools team in Australia for more than a decade.

In other areas, total membership remained stable with a small decline in casual memberships being offset by a small increase in full memberships; Orienteering Tasmania's financial situation remains strong with sound financial reserves despite a larger than usual operating loss; on average there was a scheduled public orienteering event conducted approximately every three and a half days throughout the year; and the Board had a full complement of members during the year.

The Board

The 2015 Annual General Meeting saw three changes to the Board. After the untiring leadership he provided as Director of the Oceania carnival, Vice President, Bernard Walker, stepped down from his position. There were no nominations for the position and it was left vacant. Following the Board meeting Jo-Anne Bissett was approached and accepted the position of Vice president. Bert Elson and Jan Hardy also stepped down from the Board and were replaced by Mike Calder, who was elected Director Development, and Judy Davis, who was elected Director Performance. The position of Secretary remained vacant at the AGM but shortly thereafter, Peter Cusick was approached and accepted the position. From that time onwards Orienteering has had a full Board.

I would like to record the appreciation of the Board and the thanks of the orienteering community for the work of the outgoing Board members, Bert, Jan, and Bernard. All

three made significant and valuable formal contributions to our sport as members of the Board and have contributed, and I am sure will continue to contribute, in so many other ways.

Although half the positions on the Board changed hands, the transition was seamless with the new Board members taking up their positions and tasks with enthusiasm.

The Board held four full-day meetings during this reporting period (between the AGMs). No issues arose which necessitated an Executive meeting during the year. As usual, the Board was well-prepared for meetings and all issues were resolved by universal agreement rather than by vote, except where a formal motion is required for external agencies. With two members residing outside Hobart, one meeting was held in Campbell Town and three in Hobart. The use of ActivCollab continued to increase as an effective means of communication and as a central electronic repository for all our official documents, including our maps.

Membership

Membership has declined from 775 in 2014 to 768 in 2015, with the small decline being due to fewer casual memberships while there was a small increase in full members.

In the past we have used a local system for recording and updating memberships which has relied on manual updates, particularly of casual memberships. However, with the adoption of Eventor for handling membership, now and in future, there should be a more consistent and current set of figures on which to base knowledge of membership growth or decline.

Decline in membership is in line with Australia-wide, cross-sport research showing the increasing trend towards people becoming “consumers” of sport while not wishing to make a greater commitment by way of helping in the sport’s management, officiating etc. Our relatively small change in membership numbers indicates that we are holding our own.

Finance

Orienteering Tasmania’s finances remain strong.

Generally Orienteering Tasmania plans to make small trading losses each year on the basis that we make substantial profits with each major national or international carnival that we hold.

During 2015 Orienteering Tasmania made a ‘trading loss’ of \$15,905. This compares with a much smaller loss during 2014, a loss that was more typical. The larger loss for 2015 was due to the budgeted increase in expenditure on mapping, part of a planned two-year mapping project that will continue this year.

The larger trading loss was more than offset by the overall profit of \$28,286 from the 2015 Oceania and World Cup carnival in January 2015. This figure does not include the value of the additional resources acquired for the carnival and distributed to clubs, and the value of new maps produced.

As at 31 December 2015 Orienteeing Tasmania had reserves of just over \$160,000. A three year budget for 2016-2019 has been prepared and the Board has the capacity to spend about \$40,000 to \$50,000 on special projects over the next few years.

The Board has maintained 2016 membership fees at the same level as in 2015. Some work has been done on the rationalization of event fees for 2016 and a paper was circulated for discussion by clubs. The intention was to reduce and simplify the plethora of different event fees. As a result the four levels of fees have been reduced to two and fees have risen slightly for adults, while they have fallen for youths and families.

Orienteeing Tasmania was again successful in obtaining a grant from the Department of Sport and Recreation. The grant contributed to our junior camps; to the ongoing communications that we provide, including *OKnow*, the *Australian Orienteer*; the webpages and server costs; support for the start of Sporting Schools; and made a major contribution to the cost of mapping and mapping-related technology. All of the Key Performance Indicators related to the Government Grant for 2015 were met and, as a result, a further grant for 2016 has been approved. The Board thanks the Government of Tasmania, through the Department of Communities, Sport and Recreation, for their continued financial support and advice.

Orienteeing Tasmania also acquired a number of other grants. 2015 saw the introduction of Sporting Schools, and Orienteeing Tasmania obtained funding from the Australian Sports Commission, through Orienteeing Australia, to better prepare for its introduction. A further grant enabled us to purchase mapping software for school map production. An additional late grant was received from the same source for the upgrade of permanent courses and this is currently being implemented.

During the year further grants were received to support participation projects to be undertaken during 2016. One grant will help provide local events for school communities who have engaged Orienteeing Tasmania through the Sporting Schools project. A second grant will help fund an extension of the good work that recently has been done with schools and communities on the East Coast.

2015 saw Andrea Schiwy complete her tenth successive year as a member of the Board, the last nine as Treasurer. The Treasurer's workload has increased over the years, and in 2015, included finalising the Oceania finances, handling grants from various sources, looking after funds raised to support Hannah Goddard, and dealing with the introduction of Sporting Schools, as well as the traditional transactions of the organisation. Once again, Andrea has managed the Orienteeing Tasmania Finances astutely, as well as

contributing valuable advice to the Board in other matters. I express the thanks of the Board, and the wider orienteeing community, for the work that Andrea continues to do on our behalf.

Events

The 2015 Orienteeing program included a total of 98 formally organised events – not including *Sporting Schools* activities. At a rate of approximately one every three and a half days this is a huge number for a small organisation, especially given the nature of our sport and the intricate planning it requires.

The Orienteeing Series Tasmania state-wide series and the Oceania events involved 41 course planners and 32 controllers, while most of these people, and many others, were involved in local events in the north, northwest, and south. In particular, I would like to pay tribute to the work of Martin Bicevskis who has made event organisation so much easier by all his innovations and his untiring efforts, and also to Sally Wayte and Jeff Dunne for their work in the south organising the local event series.

On behalf of the Board and all orienteers, I thank every member who has been involved in ensuring the success of our events, in whatever capacity.

2016 will have a similar packed programme and I thank Ross Kelly for his work in drafting the schedule once again. The programme continues to evolve with the inclusion of sprint and middle distance events. We need to provide more of these events so that our better orienteers can practice the related skills that they need in order to be competitive at national level and push for national selection. I urge all orienteers to support these events as an essential part of our season.

It is pleasing to see the rejuvenation of Pathfinders club. As I have mentioned in previous years it is most important that we support events on the Northwest Coast, where we have scheduled state-wide events again this year. I urge you all to attend have a run on an interesting new map in Burnie.

Participation

The use of Eventor for recording details of all events, has made a huge difference to the data on participation that we are able to analyse. I thank Ian Rathbone for the work he has done, ensuring that all events are properly set up and recorded in Eventor, and I note that clubs are now beginning to take control over the management of their events in this software. We will need all clubs to take on this task in future.

Naturally, participation was up during 2015 mainly because of the Oceania carnival. There was a total of 12,251 entries in our events during the year. (This figure does not include school students who participated in *Sporting Schools* or other school-based orienteeing.) Leaving out Oceania events, total participation in OST and Local events during 2015 was 6064, up from 5797 during 2014.

Technical

Events continue to be conducted at a very high technical level, overseen by our small band of event controllers.

I urge anyone interested in organising events or planning courses to become a qualified controller. If you have not done a course previously, you will learn a lot about orienteering. If you have been qualified in the past please renew your qualification. It will help you keep up to date and it also hold you in good stead in the unlikely event of legal action. We ought to be able to show that all our events are conducted by properly qualified personnel who act in accordance with their qualifications and our published policies and rules.

All events continued to be conducted using digital technology and this is improving each participant's experience. Technology moves forward remorselessly and the next innovation, Sportident Air+ touchless punching, will need to be considered as part of the lead-up to the Three Days in 2018.

Governance

Orienteering Tasmania continues to be highly-regarded for its management and governance practices and processes.

The Australian Sports Commission expects state sporting organisations to be well-aligned with their national bodies, and Orienteering Tasmania's plans are consistent with the aims and objectives of Orienteering Australia. Orienteering Australia has modified its Strategic Plan during 2015 and some work will be required by Orienteering Tasmania during 2016 to bring our plan into line – a requirement of the Australian Sports Commission and our own Department of Communities Sport and Recreation. The Key Performance Indicators in our State Grant application continue to be closely aligned with our current Strategic Plan.

Maps are our major resource. During 2015 considerable work was done by a number of mappers to bring many of our local maps up to date. The Board set aside funds for further mapping work during 2016 as part of the two-year major project. Thanks are due to Roger Harlow, to our Mapping Officer, Greg Hawthorne, and to our mappers for their ongoing work on this project.

The Board has completed negotiations with Parks and Wildlife Service to obtain an agreement giving Orienteering Tasmania a general authority to conduct events on the ten maps we have of PWS – managed land. The new agreement is lodged in the Event Organiser's Toolkit. There are a couple of requirements of event organisers as a result of this agreement and I urge you to read the agreement if you are conducting such an event.

Marketing our sport to the general public is not always a high priority but the Board has now established a Marketing Policy and Plan which should help direct our limited resources to where they are most likely to be successful. Our website, with its regularly updated news items and information about events is expertly maintained by Ian Rathbone and provides the central source of information for the sport. We are indebted to Ian for his efforts in this area. Thank you, too, to those who provided news items for inclusion on the web page and/or *OKnow*.

During the year the Board gave due consideration to the new *Working with Children and Vulnerable People* legislation. A new policy has been developed and approved by the Board and is now available on our website. Essentially, the law requires adults who have extended contact with minors, in certain circumstances, to obtain a Working with Children Check. Our policy identifies those people in orienteeing who should obtain a check. The list includes Board members, as well as coaches and managers of junior teams, and organisers of events conducted primarily for children. The law places the onus is on the individual to ensure they are covered.

There is an opportunity here for one or two of our younger, IT savvy orienteers to take over roles within this electronic marketing and communication programme, as their contribution to the sport. Already, a small group has begun working on social media marketing with the assistance of Kristin Raw. We thank them for their contributions and look forward to seeing this initiative grow.

Jane Cusick, editor of our weekly *eBulletin*, provides a sterling service and a constant flow of information to over 700 interested casual or full members. We thank her for her invaluable contribution

Mary Hawthorne has expressed a desire to step down from her position as Editor of *OKnow* after 13 years of service. Mary feels a new editor with fresh ideas might give the journal a boost. We all owe Mary a huge debt of gratitude for her work producing something like 60 issues of the newsletter, which we have all enjoyed reading.

Links with Orienteering Australia

In order to conduct the sport of Orienteering in Tasmania we must maintain our affiliation with Orienteering Australia. To do this, we are required to pay certain fees and levies to help fund the work of Orienteering Australia, and in return for specific items such as the national magazine. In return we are entitled to be represented at the Orienteering Australia AGM and on the various committees, as well as to send delegates to the Orienteering Australia Annual Conference and, of course, to conduct national and international events such as Oceania and the World Cup races held in January 2015.

Orienteering Australia must face up to some hard decisions this year. The Australian Sports Commission has changed the funding model for sport and changes to the funding of Orienteering Australia have come into effect this year. The main thrust of the changes

means that OA will receive no money for high performance or for management of the national office. From now on funding is only being provided for increasing participation. This funding goes mainly to states through participation grants, such as the grants we have received for starting the Saturday Series in Hobart and for upgrading the Public Courses. It is clear that OA now has very little direct income but has continuing large expenses, in particular for maintaining the national office and for preparing the national teams for the World Championships.

During 2016, Orienteering Australia will manage the loss of its traditional source of funds by substantially drawing down its reserves and by cutting expenses. This is unsustainable and it is inevitable that the states will have to provide greater funding to OA. Exactly how this comes about will be the core of discussions with the states this year.

Eventor will eventually become the definitive results database for orienteering in Australia and now has the functionality to handle membership. Tasmania makes full use of the software and all our events are recorded in Eventor. This means that up to now we have paid increasing amounts to OA in Eventor levies which are based on entries and/or results. The new membership system has become operational and Tasmania has quickly moved to using Eventor for membership renewal.

Ian Rathbone has been the Chair of the OA Eventor Working Group and, as such, his contribution to orienteering Australia-wide has been enormous. I thank him for the huge amount of work he has done at the national level, in addition to the smooth implementation of Eventor in Tasmania and, in 2015, managing Eventor for the Oceania carnival.

One of the outcomes of the changes to Eventor is that a centrally-managed membership database for all orienteers in Australia becomes a possibility. This has some potential advantages and will be canvassed amongst the states during 2016.

At the recent annual conference the question of a change in governance of Orienteering Australia was canvassed and discussed. It was resolved that at this stage there was insufficient reason to implement a move to a corporate governance style.

Performance

Tasmanian orienteers continue to perform very well in national and international events, backed up by their own hard work and the help of the coaches, team officials and supportive parents.

With good coaching and better depth, Tasmania maintained its grip on the Australian Schools Championships even if by the narrowest of margins. Jarrah Day and Joseph Dickenson gained selection in the 2015 Schools All Australian Orienteering Team.

In the National League, the junior teams were again to the fore with the women taking first place and the men second. Our leading woman, Anna Dowling, was second overall and our leading man, Jarrah Day, was third. We continue to struggle to field teams in the senior competition. However, Brodie Nankervis, gained fourth place overall in his first year as a senior, an outstanding performance. I would like to thank those athletes living on the mainland who continue to represent Tasmania. Our participation in the National League depends greatly on Dirk Nankervis, who again managed the teams, and I thank him on behalf of all involved for his dedication.

Hanny Allston and Brodie Nankervis both represented Australia in the 2015 World Orienteering Championships in Scotland in August. Hanny excelled in the sprint with a fabulous 6th placing, 10th in the long, and 21st in the middle distance. 2015 was Brodie's first year in open elite competition, so it is an outstanding achievement that he was selected for the WOC team. Hanny also continued her role as National JWOC Team Coach.

Another performance worth noting is that of Clare Hawthorne who placed 7th in W40 at the World Masters Long Distance Championships, a great result.

In the area of coaching, a number of orienteers have gained their first coaching qualifications (Level 0) brought about by the need to be qualified to take part in the Sporting Schools programme. Together with the excellent coaching activities demonstrated by our orienteers in residence, David Parkin and Christophe Prunsche, I hope this inspires more people to take up a coaching qualification and, for others already qualified, to move to the next level. Not only does this help the sport as a whole but also it will improve the coach's own orienteering performance.

International Contributions

Mike Dowling continued to serve as one of three Vice Presidents of the International Orienteering Federation (IOF), the peak body of the sport.

Oceania 2015

The Oceania Championships and Round 1 of the IOF World Cup was conducted in January 2015 and by all measures was a great success.

Any carnival of this size and complexity requires detailed and comprehensive planning over a period of several years. The success of the carnival is a testament to the outstanding leadership of Bernard Walker, and the hard work of the Organising Committee, as well as the wider orienteering community who supported the project.

The technical quality of the events was very high and no protests were lodged. Competitors praised the variety of terrain and the technical quality of the courses. International visiting orienteers, coaches and media were particularly glowing in their

praise for all aspects of the carnival and this was reflected in their blogs and in the international media reports.

The addition of the Hobart Shorts to the carnival proper was a huge success and many thanks must go to Bert Elson for developing the concept and doing most of the organisation and course setting.

Mainland and international visitors for the carnival were estimated to take up 10 000 bed/nights of accommodation, contributing greatly to the Tasmanian economy.

A further boost to Tasmania's image overseas was provided by the many blogs and Facebook comments provided by the international visitors which included some great photos of Tasmania's iconic tourist attractions.

Finally, it should be mentioned that David Marshall's course for the World Cup Long Distance race was judged second best course of the year by orienteers voting on the World of O website.

The Future

As I step down as President after the completion of my three year term, I believe our sport in Tasmania is in a strong position. However, there are some issues and challenges that we will have to face in the near future.

As I predicted last year federal funding for sport has been removed from national bodies and put into funding based on participation. This presents both challenges and opportunities.

As a state, we need to be proactive in developing projects that will allow us to source participation funding from the \$200,000 that the ASC has allocated to Orienteering Australia. For 2016 states put forward submission for projects worth \$350,000 approximately so only the best submissions were successful. The key point is that money will only be forthcoming if the project actually produces a measurable increase in participation.

As an example, we currently have a project for the re-development of our public courses. It was initially unsuccessful in the first round of ASC funding in 2015 because it was unlikely that we could measure participation. We now plan to count participation by requiring users to regularly download new suggested courses from our website. This is a new way of thinking about counting participation and we may never meet the people who download courses from our website. They may become a new class of orienteering participant, following the trend towards participation in unscheduled activities.

Submissions for participation funding for projects to be implemented in 2017 will need to be forthcoming before June, so some work is required before then if we are to be

successful. Clubs may apply!

When I took up the Presidency, three years ago, I raised the issue of paying people to undertake some of the tasks that we do on a voluntary basis. I believed it was becoming necessary if we wanted to maintain our offerings in the face of an ageing and static or declining membership and the popular trend towards people becoming “consumers” of sport. At the time this was put on hold by the Board as being unnecessary. Since then there has been pressure from the ASC to make sport financially sustainable, with less reliance on volunteers, and we can be sure that this pressure will continue. We have for many years paid for mapping to be done. More recently we have paid small contributions to members for conducting the Saturday series when this was funded externally from a participation grant. Sporting Schools is being conducted using paid coaches, with the money again coming from external sources. So we are moving inevitably, I believe, in the direction I had foreseen.

I believe there will be further need to consider paying some people to do tasks that were once in the realm of volunteers. Tasks like mapping are technical, highly skilled and time-consuming so we have been happy to pay people for this work, although probably not at a level commensurate with their skills and the time the mapping takes. Sporting Schools is a completely new venture, something we would not normally do, and so it seems acceptable for payments to be made for this activity. It is inevitable that future discussion and decision-making will need to revolve around where we draw the line between volunteering and being paid for other tasks that formerly were done solely by volunteers. Many of us will find this a difficult debate.

As mentioned previously, Orienteering Australia faces serious funding issues, starting this year and becoming critical for next year. Funding to the national body is declining while participation funding increases state income. Solutions will have to be found this year and they will have to involve a greater transfer of funds from states to OA, or transfer of some tasks from OA to states, in order to maintain current services. Tasmania will need to be actively involved in the search for solutions. I believe it is inevitable that Orienteering Australia levies on such things as events, Eventor use, and on memberships will have to increase and states may find that new levies or charges will need to be introduced.

A move to a corporate organisational model has been mooted for Orienteering Australia. This was canvassed by OA at the annual conference and set aside for the time being. Once again the ASC is pushing this agenda. Changes in the relationships between OA and states are likely to evolve over the coming years and we need to be alert to the implications.

One related change now under consideration is a move to a national member database. This is possible now because we have the technology to do this easily. However, there are a large variety of membership models throughout Australia and a national

membership system will require all states to move to a single model. What changes will this bring about for Tasmania is not yet clear. It is probable that here will need to be a common, Australia-wide definition of members and non-members or casuals. A further possibility is that membership fees will be set centrally and standardised across Australia. OA plans to circulate a discussion paper on a national membership system during this year with the aim of making a decision at the December annual conference.

A more local issue that needs to be resolved in the near future is the future of *OKnow*. As indicated earlier, Editor, Mary Hawthorne, has expressed a wish to step down. It is probably a good time to reconsider the future of *OKnow* in its current form.

Whether or not factors external to OT cause changes in membership, I believe we need to give more attention to what we offer our members. Other than cheaper event fees, what is the value of membership? If we want to attract and keep full members, what can we provide as incentives – especially if *OKnow* is no longer produced?

On a happier note, our turn to host the Australian Three Days has been moved back one year to 2018, at our request (2017 clashes with New Zealand hosting the World Masters) and our next turn to host the Australian Championships will be in 2020. I am pleased to report the Bert Elson has taken on the task of Carnival Director for 2018 so we are in good hands once again.

Conclusion

Throughout this report I have mentioned the particular contributions of a number of people. The following Directors' reports will mention many more.

I acknowledge that it is always a risk mentioning individuals, as so many others willingly contribute to our sport in all manner of voluntary activities that make our unique sport so enjoyable and enable it to function so efficiently. Club committees, social event organisers, event planners and controllers, mappers, coaches, team managers, BBQ chefs, uniform designers, toilet and trailer transporters, all come to mind. To everyone who has made a contribution, however small, I pass on to you the sincere and grateful thanks of the Board and the orienteeing community. Your enthusiasm, intelligence, cooperation and hard work makes the work of the President and Board so much easier.

Finally, I would like to thank the Board for their on-going work, support and guidance, and wish the new President and Board the very best for 2016.



Warwick Moore
President

DIRECTORS' REPORTS

DEVELOPMENT REPORT

As its name suggests, the Development portfolio oversees the development of the sport in Tasmania through exposure to orienteeing experiences, publicity and marketing.

Sporting Schools

This federal government scheme commenced in July and enables primary schools to contract sporting organizations to conduct activities within their school. Orienteering is one of the 32 sports chosen. In order to become "sporting schools ready", we applied for and received a \$5,050 grant to develop teaching packages and resources, train coaches to deliver the packages and contract members to create maps of schools as needed. Jo Bissett has done an excellent job as administrator of the scheme and is being paid from money received in the grant. So far seven coaches and seven mappers have been involved. We have also received a grant to buy an OCAD license for use in mapping schools.

Since July we have mapped and introduced orienteeing into 10 primary schools. The response from the teachers and children has been very positive, but our biggest challenge is to transition some of these children and their families to our club events.

School	Num Sessions	Students per Session	Total Participations
Waimea Heights Primary	4	28	112
Somerset Primary School	7	46	318
East Tamar Primary School	4	10	40
Waverley Primary School	4	28	112
Margate Primary School	4	220	880
Springfield Gardens Primary School	4	12	48
Corpus Christi Catholic School	4	53	212
Fahan Junior School	4	60	240
Lindisfarne Primary School	4	56	224
Lindisfarne North Primary School	4	85	340
TOTALS		598	2526

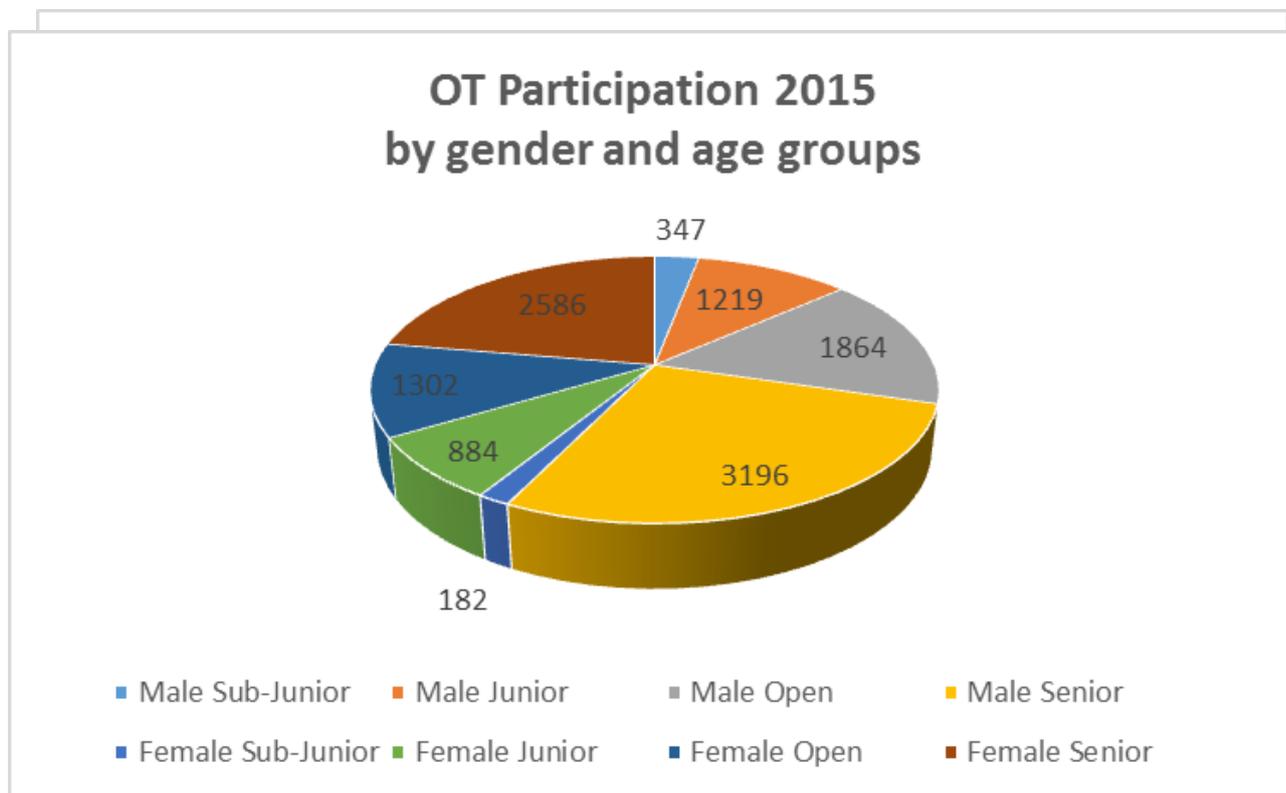
ASC data shows that the take up of students transitioning into club events can be raised from 2% to as high as 40% if there are follow up events immediately after a school

engagement. If the research and these figures are correct, there is the potential to attract many children and their parents to club events. To this end we applied for and received a \$6,600 grant to run free events for parents and participants on weekends immediately following the completion of the Sporting Schools program. Shortly we will appoint two people to administer the follow-up events: one in the north and one in the south of the state. These administrators will form teams of people who will be paid to run the events.

More schools are contracted in 2016. 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. In particular we need more coaches in the Launceston area.

Participation

	Events	Numbers	Average
Northern Twilight	12	461	38
Southern Twilight	15	2533	169
Northern Saturday	6	143	24
Southern Saturday	6	507	85
Southern Sunday	9	645	72
Northwest Local	3	26	9
Statewide	17	1379	81



Northwest

We purchased 20 SI units and 40 Pcards for use in the northwest.

East Coast

A submission for the development of orienteering on the East Coast has been approved. This \$7,000 grant will be used to provide a number of introductory orienteering sessions to the schools, to upgrade school and town maps and to run an inter-school competition day in Term 4 involving all schools. The focus will be on Grade 5 and 6 primary students at all schools, with the possibility of involving students from St Helens and St Marys District High Schools. In addition our club events on the East Coast will be actively promoted through the schools and communities. This program will be driven by John and Val Brammall and Roger Harlow, and will commence in April 2016.

Outreach

In the south, events in conjunction with the Botanical Gardens Spring Festival and Knocklofty Open Day attracted about 600 participants, while school activities (other than Sporting Schools) over 200 participants. Many new people were introduced to orienteering and, as usual at these events, free tickets for club events were handed out.

In the north, “Come and Try” events attracted 444 participants and school events (other than Sporting Schools) over 1000 participants.

Membership

Ian Rathbone and Bert Elson have worked hard during the year to reorganise the membership database in line with Eventor.

MEMBERS	2015	2014	2013
FULL MEMBERS	267	257	287
CASUAL MEMBERS	501	518	454
TOTAL	768	775	741

PARTICIPATION	2015	2014	2013
World Cup, Oceania, Hobart Shorts	6187		
Tasmanian OST and Local events	6064	5797	6322
TOTAL	12251	5797	6322

Orienteers-in-Residence

This year we bade farewell to Henrik Knudsen and Richard Parkin, and welcomed Christoph Prunsche. These young men have been embraced by the Tasmanian

orienteering community and have run regular training sessions, improved our fitness, assisted at events, worked in schools and established 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, Duckett/Bush and Calder families, and in particular the Butler family, who welcomed Henrik and now have Christoph staying with them for his entire five month stay. We also need to thank Jane Pulford who has generously (and nervously?) lent her car for the use of our visiting coaches.

While the orienteer-in-residence scheme has been an Australopers initiative, the costs are not insignificant and OT has shared the costs with Australopers.

I believe there is enough work around the state for two visiting orienteers, so in 2016 we hope to engage two people, one in the north and one in the south. OT will pay all expenses, but the clubs will have to host the orienteers and provide a means of transport.

On-Line Presence

The website continues to be our principal contact with members and the wider public. We are particularly indebted to Ian Rathbone as webmaster for his ongoing development work and for posting news and other information on a regular basis. Ian also maintains a Facebook and Twitter presence.

Marketing

We applied unsuccessfully for a grant to conduct social media marketing campaigns to coincide with the start of the local series in Hobart and Launceston. However we will proceed with these as the cost will be minimal. The aim is to attract people who are already engaged in similar sporting activities (e.g. fun runs, park runs, cross country, athletics).

Kristin Raw has offered her time and expertise to initiate and supervise the campaigns. Kristin is the Marketing and Events Manager for the Australian Antarctic Division, so she brings considerable expertise to the task. She will work with some of our younger members, but we need everybody's help to like and share the posts which will appear on our Facebook, Twitter feed and Instagram accounts. Yes, even the oldies!

Publications

O Know: We thank Mary Hawthorne who has continued to edit our bimonthly magazine, O Know. We now distribute this predominantly by email but still print a limited number of copies for those requesting these.

Australian Orienteer: During the year we received and distributed 4 editions of Australian Orienteer.

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 600 people each week. Our thanks to Jane Cusick who edits the bulletin each week.

The Future

The process of growing our numbers is a challenge as all sports are attempting the same, some with much greater resources than us. The results may not be seen immediately, however it is essential that we continue to allocate resources in this quest, even though some of our initiatives may not succeed. I believe we are on the right track to replenishing our aging stock with new families.

**Mike Calder,
Director of Development**

PERFORMANCE REPORT

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.

The following are some of the achievements of our representative Tasmanian orienteers in 2015.

Schools Team

This year our Schools Team won the Australian Schools Orienteering Championships, for the fourth time in five years. This fine result indicated the depth and consistency of the performances with senior relay team gaining 2nd place and the junior relay teams gaining 3rd place.

Jarra Day and Joseph Dickenson particularly excelled in their races and were named as members of the All Australian Orienteering Team 2015 (formerly called the Honour team).

Congratulations to all the athletes, but also special thanks to the management and coaching team of Gayle and Mark West, Mike Dowling & Kylie Gluskie.

Thanks also to our State selectors – Jan Hardy, Judy Davis and Kylie Gluskie. Once again team selection was no easy matter, due to a pleasing depth of field. (2016 will have two more selectors, Ashley Nankervis and Mike Dowling thus ensuring all three major clubs are represented)

National Orienteering League

Tasmania continues to excel in the Junior Orienteering League with the women gaining first place (Victoria second) and the men second place (to Victoria first). The overall individual placings included Jarrah Day 3rd, Ashley Nankervis 6th, Seb O'Halloran 11th, Anna Dowling 2nd, Zoe Dowling 9th, Nicola Marshall 10th and Hannah Goddard 11th.

We do not have as many senior orienteers competing regularly in the National Orienteering League. The highlight was Brodie Nankervis's 4th place overall, which is a fantastic result for one who was in first year elites. Perhaps, in future years, Tasmania will be able to field a team. Thank you to the expats who continue to "play" for Tasmania – it is very much appreciated. Thanks to Dirk Nankervis who provided great ongoing support as the 2015 NOL/JNOL Team Manager and to Brodie Nankervis who is taking up the role of coach for the team during 2016.

Many thanks also to Liz Butler for her ongoing role in acquiring and distributing the Foresters uniform.

International

Hanny Allston and Brodie Nankervis both represented Australia in the 2015 World Orienteering Championships in Scotland in August.

Hanny excelled in the sprint with a fabulous 6th placing, 10th in the long, and 21st in the middle distance. She was clearly the best performed Australian and is ranked first in Australian (again).

2015 was Brodie's first year in open elite competition, so it is an outstanding achievement that he was selected for the WOC team. Brodie already is ranked 7th overall in Australia. We will see more of him!

In the **Junior World Championships** in Norway, we had an unprecedented 3 competitors from Tasmania; Anna Dowling, Hannah Goddard and Jarrah Day. All three represented their country with distinction, especially given that for Hannah and Jarrah it was their first time in the Australian Junior team.

Hanny also deserves particular mention in her role as the JWOC National Coach, providing the benefit of her experience to all our up-and-coming Australian juniors. In December, she gave an inspiring talk to our aspiring JWOC candidates, outlining her experiences and the level of commitment and training required to perform well, both nationally and internationally.

Congratulations to Claire Hawthorne for her 7th placing in W40 at the World Masters Long Distance Championships held in wet, boggy Sweden.

Coaching and Training

2015 saw quite a few people gaining the Level 0 coaching certificate, with many conducting coaching courses for the Sporting Schools program initiated by Mike Calder. A Level 1 coaching course is being planned for those people wanting to move to the next level during 2016.

Many coaching sessions were run in 2015. Two training camps for the Schools orienteers were held with excellent attendance numbers. Particular thanks go to Mike Dowling and Mark West for their work with the schools orienteers, and to Brodie Nankervis and Christophe Prunsche who coordinated and ran another training camp in December for the JNOL orienteers.

2015 saw Richard Parkin, from Britain earlier in the year and Christophe Prunsche from Germany more recently as our coaches in residence in the south of the state. Both ran many excellent training sessions with many keen orienteers attending. Thank you to

Bert Elson who originally initiated the program and to Mike Calder who continued to promote and organise this program. Planning is afoot to extend this program to the north in future.

In Summary

2015 has been another excellent year for (High) Performance Orienteering in Tasmania.

Judy Davis

Director Performance

TECHNICAL REPORT FOR 2015

Mapping

Mapping has again been a primary focus this year, with the creation of some 16 new school maps under the impetus of the Sporting Schools initiative, the updating of some 12 existing maps and the prospect of significant new areas designated for Easter 2018, which is our next major national responsibility. The deployment of reserve funds in the mapping area has included purchase of a new colour printer/copier for production of quality maps. Greg Hawthorne continues to provide his expertise to us as Mapping Officer and is always ready to offer valuable support to the Technical Director in this and other areas.

Program of Events

Our Events program has again been efficiently designed with the guidance of Ross Kelly whose 'big picture' insights helped shape an effective year's offering. Our reach into the North West continued with further enjoyable State Events run by and with Pathfinders, a process that will extend into 2016 and beyond. A state-wide program is important to us as an organisation, and not simply for reasons of funding. New maps for the North West are in active development.

Course Planning

Excellent course planning and its recognition is a key factor in our sport and I know that our many talented planners do not get the acknowledgement they deserve, beyond the simple thanks they receive on event days. To remedy this, I propose that Planners for State Championships and National events be invited to submit notes on their planning approach after their successful events are run. These would then be archived with the courses for the event and the whole package would be made available to assist future planners on the same or related maps. This will provide exemplars for new planners to follow as well as being a de facto recognition system. This ought to begin with our Oceania/World Cup Planners from 2015, as well as the 2015 Championship planners, all of whom attracted acclaim for their courses. I invite them to begin the process by sending me files of their courses and any notes they wish to add.

OST Points

Generation of competition points (OST and Excellence points) has been difficult without a formal Statistician. It was hoped that the Eventor system could generate these points automatically, but this also proved problematic. The Technical Director has implemented an Excel spreadsheet system to process input results from Eventor with a little manual intervention, and this should provide a more prompt delivery of points in 2016.

Changes to Technical Rules

OA Rules were again updated in 2015 in minor detail and will likely again be 'tweaked' in 2016. The increase in median age of orienteers and the consequent need for courses with challenging navigation and decreased physical demand is a feature of some of the changes and we have echoed this in more clearly specifying the requirements for our OST Course 6. The other change which may be needed concerns the management of Sportident Air+ touchless punching which might impact fairness if not properly regulated. Martin Bicevskis remains our authority and manager for 'matters Sportident' and I thank him for his ongoing dedication in this important role.

Event Controllers

Event Controllers are the quality managers for our sport and I thank those who have gained accreditation or re-accreditation to perform this important task for us at whatever level. Warwick Moore and Bert Elson are now accredited at Level 3, giving us a team of seven able to oversee national events. Sally Wayte and Mike Calder join the Level 2 team which focusses on State level events, and I am headhunting some experienced orienteers who I know have part-accreditation at Level 1 to 'beef up' our local events controllers. Controlling events is not always a comfortable role and can require considerable tact, since we know that planners invest a great deal of creative energy and time in their work. Fairness and enjoyment should be the watchwords for courses while we ensure they are within the rules.

I thank the many experienced mentors who have assisted me in my understanding and obligations in this role – John and Valerie Brammall, Christine Brown, Paul Pacque and the redoubtable Tony Mount. It has been a particular pleasure to serve on the Board with Warwick in the Chair and to benefit from Ian Rathbone's IT skills in many areas of my portfolio.

Roger Harlow
Technical Director
February 2016