



# Orienteering Tasmania Inc.

## Annual Report for 2018

SUPPORTED BY



Tasmanian  
Government

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

*Host: 2020 Australian Orienteering  
Championships*

# Orienteering Tasmania Incorporated

## The Board

### OT Executive

President	Ian Rathbone
Vice Presidents	Jo-Anne Bissett Kim Nankervis
Secretary and Public Officer	Bernard Walker
Treasurer	Andrea Schiwy

### OT Directors

Director Development	Mike Calder
Director Performance	Judy Davis
Director Technical	Greg Hawthorne

## Officers

### Mapping, Events & Results

SportIdent Equipment - South	Jeff Dunn, Martin Bicevskis
Sportident Equipment - North	Chris Brown
Sportident Equipment - North West	Jo Bissett
Event Information Manager	Jeff Dunn
Mapping Officer	Greg Hawthorne
Events Results Manager	Jeff Dunn
Event Software Manager	Greg Hawthorne
Map Printing Officer - Hobart	Mike Morffew
Map Printing Officer - Launceston	Paul Pacque

**Coaching & Teams**

State Coaching Co-ordinator	Jon McComb
NOL & JNOL Coach	Jon McComb
School Team Coach	Jon McComb
Coach in Residence Coordinator	Jon McComb, Mike Calder
NOL/JNOL Manager	Dirk Nankervis
Schools Team Manager	Meisha Austin
Chair of Selectors	Judy Davis

**Marketing, Communications & Orienteering Development**

Marketing & Communications Manager	Miriam Whittington
OA Magazine Liaison	Bert Elson
Permanent Course Manager	Bert Elson
Sporting Schools Coordinator	Jane Calder

**Calendar & IT Services**

Event Program Coordinator	Kim Nankervis
Eventor Manager	Ian Rathbone
Website Managers	Ian Rathbone, Bernard Walker
Membership System Manager	Bert Elson

**Member Protection Information Officers & Junior Fundraising**

MPIO - North	Peter Hoban
MPIO - North West	Jo Bissett
MPIO - South	Sue Hancock
Twilight Series Manager - Hobart	Mike Calder
Twilight Series Manager - Launceston	Christine Brown
Junior Fund Raising Officer	Meisha Austin

## **PRESIDENT'S REPORT**

In 2018 orienteering in Tasmania continued to grow and develop with the EasterTas2018 carnival being the outstanding achievement of the year. The success of the carnival was due to outstanding leadership, management and commitment by everyone involved. Around 100 elites and 500 non-elites attended the main Australian 3 Day Carnival and 350 of these competitors stayed on for the Bay of Fires 3 Days carnival. We are greatly indebted to EasterTas2018 Carnival Director Bert Elson and his team for providing us with an exceptional carnival.

### **Structural Review**

One of the first jobs of the 2018 Orienteering Tasmania Board was to review our structure and a number of significant changes were made. The first was to create the new position of State Coaching Co-ordinator. Jon McComb took on this role and both juniors and older orienteers benefitted enormously from Jon's programs and coaching weekends.

The second major change was to create the position of Marketing and Communication Manager and following her very successful marketing of the Easter carnival, Miriam Whittington agreed to continue in this role. The improvements made by Miriam include more frequent and quality news items posted on the OT website and social media; and integrating of all news into the bulletin.

Other minor changes were made to the management structure to clearly identify roles and responsibilities. The new OT management structure is available to download from 'Administration' on the OT website.

### **Strategic Planning**

A major goal for the Board for 2018 was to re-set our Strategic Plan for the next 3 years. The review process took significant time particularly for OT Secretary, Bernard Walker who took the initiative to develop a new model for laying out our Strategic Plan. The new 2019-2021 plan covers our goals, objectives, values and strategies that are linked to the portfolios managed by the directors and the executive (see Appendix 1).

### **Events and Celebrating Success**

The OST series continued to flourish in 2018 with the statewide OST series growing to 14 events. At the conclusion of the series in September, the well-attended annual awards and dinner evening was held at St Helens. Many thanks to Cathy and Jon McComb and Vice President Jo Bissett for providing a wonderful night of celebration for all our orienteers.

The growth in participation at twilight events was a highlight of the year and can be attributed to excellent organisation and quality promotion. The creation of a spring twilight series in the North West also contributed to this growth. As can be seen in the Development Report (page 9) there has been considerable growth in casual membership and participation.

Developing an events calendar for the coming year is quite a task and I thank Vice President Kim Nankervis for co-ordinating the preparation of the 2019 calendar with clubs and other stakeholders.

**Development under the leadership of Mike Calder**

Again in 2018 development of orienteering continued at a notable rate, thanks to the superb leadership by Mike Calder as the Director of Development. As Mike steps down from the Board, it is a good time to reflect on his achievements. Over the last four years under Mike's leadership, we have seen the growth of the Coaches-In-Residence program, introduction of the very successful Sporting Schools program and introduction of the Outreach program. The Outreach program was designed and developed by Mike to tap into Sports Commission participation grants and has received full funding three years in a row. All these programs have been very successful and have led to large numbers of children learning and loving to be orienteers.

I commend Mike for his outstanding work and leadership over the last 4 years. His full report commences on page 9 and covers the achievements in Sporting Schools; the success of the Outreach program; the development of new permanent courses; the achievements made by our coaches in residence; and the increases in participation and casual membership in 2018. Thank you Mike, and also thank you Jane as Sporting Schools Co-ordinator.

**Performance and thank you Judy Davis**

Judy is stepping down as Director of Performance after 4 years of managing the performance portfolio. Through her guidance and working closely with her team, Tasmanian orienteering has maintained strong representation and success in national orienteering. I thank Judy and her team leaders (Jon McComb, Meisha Austin, Miriam Whittington and Christoph Prunsche) for their excellent work again in 2018.

Judy's full report is provided on page 14 and covers 2018 Schools Team; National Orienteering League; Elite Rankings, International Representation; Coaching and Training; and the State Honour Team. We are very appreciative of Judy's good work and the huge contribution made by the coaches, organisers and selectors under her guidance.

**Technical Directions headed up by Greg Hawthorne**

Mapping became a major focus for Greg in 2018 including: searching for new areas to map for AusChamps2020; creating a new map for Stonehenge; maintaining existing maps; and geo-referencing older maps. In 2018 he also increased opportunities for people to gain accreditation by running event-planning and event-controlling workshops in both Launceston and Hobart.

In Greg's report on page 16, he provides other details on mapping; course controller training; and details on how two of our controllers have gained further accreditation. I would like to thank Greg for his guidance and leadership throughout 2018.

**IT System Review**

In addition to his role as OT Secretary, Bernard Walker took on the role to review and improve our IT systems. Part of this review was to ensure that our systems, particularly our websites and online systems, meet required security benchmarks. Changes were put in place to protect privacy and security as well as new and better ways for managing documents on our website. Bernard's review identified that our 'Active Collab' system will become vulnerable and he has commenced migration to a new online tool 'Freedcamp' that will be used for discussions and storing documents and maps.

**AusChamps2020**

Early in 2018, Warwick Moore was appointed by the Board as carnival director for The Australian Championships to be held in Tasmania in 2020.

Progress on AusChamps2020 to date includes:

- Most Team Leaders have been appointed
- OA Controller, Roger Harlow, has appointed his team of course planners/controllers
- The event centre will be at St Helens and all events will be within driving distance
- Mapping of some of the new areas has already been completed
- Event website will be launched shortly
- Planning for the Schools Championships is well advanced
- Marketing strategy has been developed

**Board Governance**

At the Annual general Meeting in 2018 the OT Board became truly representative of all clubs and regions of Tasmanian by having for the first time, vice-presidents from both the north and northwest of the state. For 2018, Kim Nankervis came on board as OT Vice President and Bernard Walker took over the role of OT Secretary. The Board operated throughout 2018 with all positions filled. The Board held five full-day meetings and two Executive meetings.

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.

**Dissolution of WROC**

For a number of years the Wellington Ranges Orienteering Club struggled to obtain new members. In past years, proposals were considered to try to address the imbalance of numbers in the southern clubs, but these proposals were never enacted. A merger and rebranding was also considered but this was not found to be acceptable by all parties. At the end of 2018, WROC decided to dissolve the club and pass its funds onto the Australopers club. Past Australopers President, Sally Wayte and incoming President, Bert Elson have assisted the movement of WROC members to Australopers and have made them feel very welcome.

**Orienteering Australia Levies**

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 events such as EasterTas2018 and AusChamps2020.

The shortfall in OA revenue due to cuts from the Australian Sports Commission has led to all states agreeing to pay higher levies to OA to help cover the shortfall. This will mean that in 2019 the OT Board will need look at increasing membership fees and/or event fees for 2020.

**Government Grants**

In 2018 OT received \$21000 of funding provided via the Tasmanian Government, Community Sport and Recreation, annual grant program. These funds were met on a dollar for dollar basis by OT and used for club development; participation; community, marketing and promotion; coach development; and official development. For 2019, OT will receive \$22000 of funding and this will be used in a similar manner but with a large chunk to be set aside for mapping for AusChamps2020.

In 2018 OT was successful in obtaining Australian Sports Commission funds made available through Orienteering Australia for participation. This was used for the 'Outreach' program to develop participation in our sport across the state. A further grant of \$9000 has been provided for 2019.

**Financials under the stewardship of Andrea Schiwy**

After 12 years as OT Treasurer, stalwart Andrea Schiwy is handing over the financial reins. Andrea's commitment to maintaining OT's strong financial situation has been achieved in every one of those years. She has done this through careful financial planning, meticulous book keeping and unwavering commitment. I cannot thank Andrea enough for what she has done in shaping our finances and keeping us on track.

Andrea has finalised the OT 2018 Financial Report which has met with the approval of our new auditor, Michael Kennett. The report will be available for downloading under 'Administration' on the OT website. A summary of OT's financial position is provided by Andrea on page 17 of this report. The report shows that OT remains in a sound financial situation with adequate reserves at the end of 2018.

**New Board in 2019**

Under our constitution, the president can serve a maximum of 3 years, so my time is up. It is a good thing to have that in our constitution, as it provides a mechanism for renewal. Together with other Board members, we have been working on a succession plan for the Board for many months. I leave with every confidence that the new board to be elected at the March AGM, will lead us well in 2019 and beyond.

For the new Board members, their first challenge will be understanding their roles and responsibilities and the mechanics of how the Board operates. Already planning is underway for the Board's first meeting in late March which will focus on induction and developing the 2019 Operational Plan.

**Other Challenges**

The question of succession planning for our three orienteering clubs, remains a big challenge. We rely too much on a handful of people and need to find ways to ease experienced orienteers into taking on responsibilities within clubs.

The Aus Champs in 2020 will soon become the focus of everyone's attention. Warwick and his team leaders will be looking at producing a first class carnival and will need us all to assist particularly as things ramp up towards 2020. Please volunteer for the organising teams or if you would like to help, but don't know what you could do, please give your name to Sally Wayte, who will find an appropriate role for you.

In concluding my report I wish to thank the Board for the wonderful support that they provided me over my years serving as Vice President and President. I will look back on my years on the Board satisfied that collectively we maintained high standards of governance and played our part in maintaining and developing orienteering in Tasmania.



***Ian Rathbone***

***President Orienteering Tasmania***

## DIRECTORS' REPORTS

### DEVELOPMENT REPORT for 2018

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

Sporting Schools is funded by the federal government and 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 2018 we mapped and introduced orienteering into 9 primary schools (5 in the south, 2 in the north and 2 in the northwest). The response from the teachers and children has been very positive. During the year we used 9 coaches from the south, 2 from the north and 2 from the northwest. 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.

<b>Sporting Schools Summary</b>			
<b>Income</b>		<b>Expenditure</b>	
Illawarra Primary	\$ 3,200.00	coaching	\$ 17,832.60
Waimea Heights	\$ 2,505.00	administration	\$ 1,567.38
New Town Primary	\$ 2,660.00	bookkeeper	\$ 527.55
Scotch Oakburn (mapping)	\$ 270.00	expenses	\$ 643.44
Andrews Creek Primary	\$ 1,790.00	superannuation	\$ 883.47
Fahan	\$ 760.00	workers compensation	\$ 320.00
Stella Maris	\$ 3,260.00		
Bowen Road Primary	\$ 1,830.00		
Newstead Christian School	\$ 1,730.00		
<b>TOTAL</b>	<b>\$ 18,005.00</b>		<b>\$ 21,774.44</b>

#### Outreach

In 2018 we received a grant of \$9,047 to conduct activities where it was likely that we would attract people new to orienteering. By charging some organisations for our services, we managed to stretch the amount we could spend by a further \$6080.

We conducted 25 activities (15 in the south, 9 in the north and 1 in the northwest). We conducted a beginner's workshop and ran newspaper ads in all centres. 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.

Thanks to Jane Calder for managing Sporting Schools and the schools part of the Outreach program so efficiently.

<b>Community Outreach Summary</b>			
<b>Income</b>		<b>Expenditure</b>	
grant	\$ 9,047.00	coaching	\$ 10,158.30
charges for services	\$ 6,080.00	administration	\$ 1,984.08
		bookkeeper	\$ 529.94
		superannuation	\$ 536.87
		workers compensation	\$ 318.00
		expenses	\$ 193.40
		newspaper ads	\$ 2,439.84
<b>TOTAL</b>	<b>\$ 15,127.00</b>		<b>\$ 16,160.43</b>

### **Permanent Courses**

With the success of the permanent courses at Upper Ridgeway and the Domain, work has continued on developing additional permanent courses. In late 2018 a new set of courses at Gordons Hill was added to the website. These were requested by the Outdoor Education teacher at Rose Bay High and are accessible to anyone, particularly school groups. New permanent controls have been installed at the Waterworks and Risdon Brook Dam and a set of courses at each venue has been completed and are now available on the website. Coningham is progressing and we are looking at Waverly Park and Hobart College being completed in 2019.

In 2018 Domain was downloaded 97 times (About 60 unique people). Ridgeway downloaded 79 times (About 50 unique people).

A minor issue has been damage to hole punches. This is obviously a problem in Europe where permanent courses have specially designed vandal-proof hole punches. Given the random occurrence of damage to ours we believe it is more a case of users ripping their map out of the hole punch too quickly and breaking the upper arm. We currently have a supply of punches from Latvia and are simply replacing broken ones as we hear of instances.

Bert Elson  
Permanent Courses Coordinator

### **Coaches-in-Residence**

This scheme is now in its 5th year. In April we bade farewell to Mark Purkis in the south and Antonia Haga in the north. In the south we welcomed back Christoph Prunsche, while Ksenia Torganova and Ekaterina Savkina were warmly greeted by the northern community. The cost of hosting Ksenia and Ekaterina is being shared by EVOG and OT.

These young people have been embraced by the Tasmanian orienteering 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, Allen, Butler, Pacque/Brown, Nankervis, McDonough 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 Christoph's use.

<b>Coach in Residence Summary</b>	
<b>Expenditure</b>	<b>\$</b>
Accommodation	7,253.29
Expenses	2,136.74
Living Allowance	2,908.33
Bookkeeper	377.00
Superannuation	599.92
Workers Compensation	320.00
<b>TOTAL</b>	<b>13,595.28</b>

## Participation

### **2018 (2017) (2016) (2015)**

	<b>Events</b>	<b>Numbers</b>	<b>Average</b>	<b>% inc / dec (2018/17)</b>
Northern Twilight	12 (12) (11) (12)	424 (513) (513) (461)	35 (43) (47) (38)	-27
Southern Twilight	11 (15) (14) (15)	1818 (2607) (2859) (2533)	165 (174) (204) (169)	-5
Northern Local	4 (5) (5) (6)	119 (96) (150) (143)	30 (19) (30) (24)	58
Southern Saturday	3 (5) (7) (6)	247 (423) (730) (507)	82 (85) (104) (85)	-4
*Southern Sunday	14 (10) (16) (9)	894 (804) (1206) (645)	64 (80) (75) (72)	-20
Northwest Local	8 (6) (9) (3)	97 (126) (194) (26)	12 (21) (22) (9)	-42
Northwest Schools	4	73	18	
** OST	10 (13) (13) (17)	891 (1179) (1254) (1379)	89 (91) (90) (81)	-2
Tas Relay Champs	1	69		
All Schools Champs	1 (1) (1)	90 (52) (78)	90 (52) (78)	73
***Easter Carnival	3	2240	747	
Bay of Fires 3 days	3	1036	345	
LSSSA	7	1281 (2178) (1500)	183 (363) (265)	-50
Tas School Champs	1	90	90	
Southern Summer Cup	5 (5)	301 (283)	60 (57)	5

EVOC Summer Cup	6 (7)	161 (250)	27 (36)	-25
Northern Schools Champs	1	87	87	
Northern Night	2	22	11	
Southern Night	1	38	38	

\*Numbers skewed by several events held in dreadful weather

\*\*OST 3, 4, 5 and 6 were not included as they were part of the Easter carnival

\*\*\* includes OST 3, 4, 5 and 6, which were part of the Easter carnival

Some observations:

- Participation in OST events has remained stable for 3 years – about 90 participants per event
- Twilight events were down in the north and stable in the south
- Numbers were up for the Northern Winter Series, held on Sundays
- Southern Sunday events were down, but these results were skewed by dreadful weather for some of them.
- Southern Saturday events were stable. Over the past 4 years, Saturday events have attracted 20% more participants than Sunday events.
- Special mention to Jo and Rod Bissett for their efforts in the northwest, hosting 8 local events and 4 schools events.
- Night events are not popular.

## Membership

MEMBERS	2018	2017	2016	2015	2014	2013
FULL MEMBERS	288	327	295	267	257	287
CASUAL MEMBERS	856	539	777	501	518	454
<b>TOTAL</b>	<b>1144</b>	<b>866</b>	<b>1072</b>	<b>768</b>	<b>775</b>	<b>741</b>

## % Change in Membership

MEMBERS	% increase in 2018	% increase since 2013
FULL MEMBERS	-12	0
CASUAL MEMBERS	59	89
<b>TOTAL</b>	<b>32</b>	<b>54</b>

## 2018 Club Membership (2017) (2016)

ALT	176 (192) (186)
EVT	54 (72) (54)
PFT	10, (8) (6)
WRT	48 (55) (49)
<b>TOTAL</b>	<b>288 (327) (295)</b>

### **On-Line Presence**

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

### **Publications**

A decision was made to discontinue OKnow, thanks to Martin Bicevskis for his wonderful efforts in re-vitalising it. All information is now being directed through our website, facebook, twitter feed and weekly newsletter. Thanks to Miriam Whittington, who has driven welcome changes to these publications, they are clear, succinct, and directed to newcomers as well as regulars. The bulletin goes to everyone on our circulation list, both full and casual members, and is currently sent out to over 1038 people each week. Plus 621 people like and follow our facebook page.

### **Australian Orienteer**

During the year we received and distributed 4 editions of Australian Orienteer. Members can opt for the electronic or paper version. Thank you Bert.

### **Conclusion**

This is my fourth and final report as Director of Development. In that time there have been big efforts in the south, north and northwest to attract people to our sport. This is reflected in the numbers of people attending our beginner events – mainly Twilight. However there is a disappointing transition of these people to our regular weekend events. This problem is not restricted to Orienteering, as many other sports report the same issue.

I am handing over to the new director with great confidence that he will bring new energy and a different perspective to this important position.

Mike Calder  
Director of Development

## PERFORMANCE REPORT FOR 2018

Tasmanian orienteers continue to perform well in national and international events. Our 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 2018:

### **Schools Team**

In 2018 the Tasmanian Schools Team gained 6<sup>th</sup> place at the Australian Schools Orienteering Championships.

Very special thanks to the management and coaching team of Jon McComb, Meisha Austin, Miriam Whittington and Christoph Prunsche. The job of taking 20 teenagers away to the Australian Carnival is no easy one. I thank them for the professional, calm and sensible way in which they dealt with the myriad of situations that arose. Without these adults, the Tasmanian Schools team would not be able to compete, so it is incumbent on all the competitors behave in a manner that reflects well on their schools, their parents, their state but most particularly themselves.

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.

2019 will see a change in the Australian Schools Championships in that will be no reserves. This means all team members will have equal status. A team of 20 will be named with a maximum of 6 in any age class.

### **National Orienteering League**

Tasmania came 3<sup>rd</sup> in Junior Women and 6 in the Junior Men. The overall individual placings included Rachel Allen 7<sup>th</sup>, Zoe Dowling 3<sup>th</sup>, Joseph Dickenson 5<sup>th</sup>

In the NOL Brodie Nankervis came third place overall and Jarrah Day 8<sup>th</sup>.

Thanks to Dirk Nankervis who yet again provided ongoing support as the 2018 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.

\$2500 (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.

### **Elite Rankings**

In Juniors: Zoe Dowling 3, Mikayla Cooper 8, Rachel Allen 13, Joseph Dickenson 4 and Jed Fleming 8.

In Seniors, Brodie Nankervis 6, Jarrah Day 11.

### **International Representation**

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

### **Coaching and Training**

I would like to thank State coach coordinator, Jon McComb for all his hard work for providing excellent coaching sessions throughout the year for all Tasmanian orienteers. He was also the recipient of the Coach of the Year award.

Christoph Prunsche was our Coach in Residence and he also was assistant coach for the Schools team at the Australian Championships. Thank you to Jon McComb who coordinated the coaching sessions Christoph ran. Thank you also to Jeff Dunn and Sally Wayte who provided their home as a place for Christoph to stay. Mike Calder arranged for paid coaching at local schools in the Schools Sport Australia program

### **State Honour Team**

2018 saw a different take on the State team. An algorithm devised by Jeff Dunn selected the best 3 competitors in each age group from OST events to make up the Honour team. It was announced on the website and e bulletin late in 2018.

### **In Summary**

2018 has been another fine year for (high) performance orienteering for Tasmanians with the potential for this to improve in the future.

Judy Davis  
Director of Performance

## **TECHNICAL REPORT FOR 2018**

### **Mapping**

The major activity in mapping for 2018 was a new map (“Stonehenge”) near the existing Font Hill map that will debut later in the year as part of a two-day event. Other projects in the mapping sphere were:

- the on-going maintenance of the existing maps;
- the search for areas to use for our next major carnival (the Australian championships carnival in September-October 2020);
- a program to accurately geo-reference maps produced in a bygone era;
- updating our mapping software.

### **Event Controlling**

In 2018, we conducted course-planning and event-controlling training courses in Launceston and Hobart. Two of our controllers (Catherine McComb and Clare Hawthorne) attended an Orienteering Australia level-three controller’s course as a pre-requisite to attaining Level three controller accreditation. In addition, Catherine attended an International Orienteering Federation Event Adviser workshop to gain accreditation as an IOF Event Adviser.

Greg Hawthorne  
Technical Director

## **FINANCIAL REPORT FOR 2018**

Orienteering Tasmania remains in a strong financial position with around \$120,000 in the bank at the end of 2018.

At the end of 2015 we had boosted our bank balance from around \$135,000 in 2006 to \$170,000. The board looked at ways of utilising these funds and decided to invest in coaching and development, including the successful 'Coaches in Residence' program.

In February this year the board approved a three year budget which continues on with the coaching expenditure and we have planned to reduce our funds to around \$60,000 after the 2020 Australian Championships. This is more than enough liquidity to meet our ongoing commitments. Decisions will need to be made in the next one to two years as to whether we continue with our current spending and/or put up our membership and entry fees.

In 2018 we made a profit of from the Easter carnival of over \$33,000 and during the year we spent a total of \$45,000 on maps. We made an overall loss of around \$5,000.

Andrea Schiwy  
Treasurer/Director Finance

## Appendix 1



# Strategic Plan 2019 – 2021

## Our Goal

Orienteering in Tasmania will be an inclusive, well managed sport and recreational activity that provides a range of opportunities for participation in urban and bush environment for both recreational orienteers and elite performers.

## Our Values

At Orienteering Tasmania we will:

- Be characterised by the spirit of friendship
- Be member focused
- Act with honesty and integrity
- Be fair in all our dealings
- Recognise and reward achievements by our athletes, officials and volunteers
- Be accountable and responsible for our actions
- Respect the areas used to conduct orienteering events, and the interests of the relevant landowners
- Promote a safe and healthy orienteering community
- Make the most of every opportunity to be innovative leaders
- Foster inclusivity and implement programs that encompass people from all walks of life

## Our Objectives

Orienteering Tasmania in partnership with Orienteering Australia, affiliated clubs and Sport & Recreation Tasmania will:

Code	Objective
OB1	Increase the profile of orienteering within the community
OB2	Maintain or increase membership numbers
OB3	Maintain or increase the number of events attended (including permanent & MapRun courses)
OB4	Increase the number and skill levels of our volunteers and paid employees
OB5	Provide a state-wide program of orienteering events that fosters participation, enjoyment, and the development of orienteering skills
OB6	Provide coaching and funding programs that facilitate competitive excellence in national competition
OB7	Ensure events are organised and executed to a high technical standard
OB8	Ensure our programs foster inclusiveness, gender equity and protect members from harm
OB9	Achieve high standards of risk management, governance and financial administration
OB10	Work with Orienteering Australia and meet our commitments to organise high quality national and/or international events as required
OB11	Recognise volunteer service and excellence within competition

## Our Strategies

Orienteering Tasmania in partnership with Orienteering Australia, affiliated clubs and Sport & Recreation Tasmania will:

Portfolio	Objective	Strategies
Development	OB1	ST1 - Promote orienteering as an internationally recognised sport and recreational activity within the community and government via direct contact and electronic media
	OB2, OB3	ST2 - Use research and/or surveys to understand orienteering’s target “audience” and what would influence them to become members and/or attend more events
	OB2, OB5	ST3 - Maintain a high level of engagement with existing members
	OB2	ST4 - Offer and publicise events, benefits and/or financial incentives that attract new members
	OB3, OB5	ST5 - Offer and publicise events and/or financial benefits that encourage members to attend more events
Technical	OB4	ST6 - Train and maintain the skills of sufficient event controllers, course planners and operators of event software
	OB4	ST7 - Develop mapping skills within Tasmania and recruit high standard Australian and overseas mappers as required
	OB7, OB8	ST8 - Map or re-map sufficient areas to allow the implementation of OT’s annual calendar of events and upcoming national or international events
	OB7	ST9 - Procure and maintain high quality equipment and event management software
	OB4, OB7	ST10 - Provide tools to ensure that organising events is as easy and efficient as possible
	OB4, OB7	ST11 - Monitor events to ensure that orienteering technical standards meet those required by the relevant orienteering rules and provide feedback to organisers if they do not
Performance	OB4	ST12 - Train and maintain the skills of sufficient coaches and team managers
	OB6	ST13 - Develop and implement coaching programs that assist orienteers of all abilities improve their technical skills

	OB6	ST14 - Develop and implement programs to select and train representatives of State teams
	OB6	ST15 - Assist representatives of State and National teams attend national/international competition
Governance & Administration	Many	ST16 - Produce an annual state-wide calendar of orienteering events and coaching sessions that encourages participation by people of all ages and abilities in both an urban and bush environment
	OB8	ST17 - Develop and implement policies that foster inclusiveness, gender equity and that protect members from harm
	OB9	ST18 - Evaluate and manage risks that might impact OT's activities
	OB9	ST19 – Use external grants and internal revenue to maintain a balanced budget over a rolling five-year period along with sufficient cash reserves to protect OT from possible reductions in external funding.
	OB9	ST20 - Maintain a high standard of Information Technology services (website & social media platforms, databases, reporting tools). Protect all systems against data loss and/or or security breaches
	OB9	ST21 – Ensure that significant volunteer positions are filled, Strategic & Operational planning is conducted, and that Board succession planning is in place
	OB9	ST22 - Ensure that member clubs remain viable and ensure that clubs are represented on the OT Board
	OB9	ST23 – Comply with our legal and taxation responsibilities
	OB9	ST24 – Ensure important information is shared with clubs and members of OT and request and accept feedback on OT's activities
	OB10	ST25 - Plan and conduct a successful Australian Championships carnival in 2020
	OB10	ST26 - Financially support and liaise with Orienteering Australia.
	OB11	ST27 - Ensure that volunteer service is recognised, and documentation of awards remains up to date