



Orienteering Tasmania Inc.

Annual Report for 2016

SUPPORTED BY



Tasmanian
Government

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

*Host: 2016 National Orienteering League
Round*

*Host: 2017 National Orienteering League
Round*

Host: 2018 Australian Three Days

Host: 2020 Australian 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	Roger Harlow

Officers

eBulletin Editor	Jane Cusick
Mapping	Greg Hawthorne
Membership	Bert Elson
NOL Manager	Dirk Nankervis
OKnow Editor	Martin Bicevskis
OA Annual Conference Delegates	Ian Rathbone and Jo-Anne Bissett
Public Courses	Bert Elson
Sporting Schools Manager	Jo-Anne Bissett/Jane Calder
Statistician	Roger Harlow
Website	Ian Rathbone and Bernard Walker

PRESIDENT'S REPORT

Introduction

2016 provided Tasmanian orienteeing organisers a little breathing space following the previous hectic year with the outstandingly successful Oceania Championships and Round One of the IOF World Cup. However, the year still included an extended calendar of events, both local and state-wide in the Orienteeing Series Tasmania (OST). The expansion of Sporting Schools added further breadth to the extensive program as did the 'Outreach', 'East Coast' and 'Orienteeers-In-Residence' projects all of which focused on increasing participation.

In 2016 our full membership improved and there was a large increase in casual memberships which resulted in our total membership exceeding 1000 members for the first time. This growth was attributed to a number of factors including growth in participation at twilight events, better promotion and the impact of 'Sporting Schools', 'Orienteeers-In-Residence', the 'Outreach' project and other programs.

Orienteeing Tasmania's financial situation remains strong despite an operating loss for the second year in a row; our mapping program resulted in upgrades to scores of maps; the number of scheduled public orienteeing event again grew; the development of a new online *OKnow* was well received locally and interstate; and the Board had a full complement of members during the year and contributed strongly in national orienteeing matters.

The Board

The 2016 Annual General Meeting saw Warwick Moore step down as President after serving the maximum of three consecutive years. This was Warwick's second three year stint and makes him the longest serving OT President. The resulting vacancy for Vice President created by my taking on of the Presidency, was filled by Bernard Walker who had previously occupied this position in 2014. All other positions on the Board were filled by existing Board members who had renominated.

The Board operated throughout 2016 with all positions filled. With only minor changes to the Board at the start of 2016, the transition was seamless with the Board members continuing to play their role as part of an enthusiastic team. To assist in transitioning, Warwick Moore agreed to stay on as Immediate Past President.

I would like to place on record the appreciation of the Board and the thanks of the orienteeing community for the outstanding work performed by Warwick Moore in his role as President over recent years. Amongst his achievements are the strong leadership role that he played in supporting the Director of the Oceania Carnival in 2015; the development of an agreement with Parks & Wildlife Service to provide authority to conduct orienteeing events on reserved and crown land; and the solid relationship that he helped build between Community, Sport & Recreation that resulted in excellent funding outcomes for orienteeing.

The Board held five full-day meetings following the 2016 Annual General Meeting. No issues arose which necessitated an Executive meeting during the year. With two members residing outside Hobart, one meeting was held in Devonport, one at Coles Bay and the remaining three

in Hobart. The Board continued to make greater use of 'Active Collab' (a web based software system) for managing online discussions and other communication. 'Active Collab' also provided the Board with a central electronic repository for all official documents, including all orienteeing maps.

Governance

Orienteeing Tasmania continues to be highly-regarded for its management and governance practices and processes. We meet the Australian Sports Commission expectations for state sporting organisations in that we are well-aligned with our national body, Orienteeing Australia. Orienteeing Tasmania's plans are consistent with the aims and objectives of Orienteeing Australia and our strategic plan is aligned with the Orienteeing Australia strategic plan.

The Board has recently completed negotiations with Parks and Wildlife Service with both parties signing off on a revised agreement for 2017 giving Orienteeing Tasmania a general authority to conduct events on the ten maps we have of Parks and Wildlife Service managed land. There are some requirements to meet under this agreement and it is therefore important that event organisers take a look at the agreement available on the website in the Event Organiser's Toolkit. The latest 2017 event calendar includes a column to indicate 'PWS' to show the events covered by the agreement.

Members of the Board along with coaches and managers who work with children are required to obtain a *Working With Vulnerable People* (WWVP) clearance. I urge all coaches and managers of junior teams, and organisers of events conducted primarily for children, to complete an online application form and present it at a Service Tasmania outlet. Volunteers only pay a small fee to obtain a WWVP card which Orienteeing Tasmania will reimburse by contacting the Treasurer. Orienteeing Tasmania is required to maintain a register so please email performance@tasorienteeing.asn with the details provided on the card when it arrives. The law places the onus on the individual to ensure they have a WWVP clearance.

Orienteeing Australia

To continue to conduct the sport of orienteeing in Tasmania we need to maintain our affiliation with Orienteeing Australia. This requires us to pay certain fees and levies to help fund the work of Orienteeing Australia. In return we are entitled to be represented at the Orienteeing Australia AGM and on the various committees, as well as to send delegates to the Orienteeing Australia Annual Conference and to conduct national and international events such as NOL events in 2016 & 2017 and Easter 2018.

Due to the loss of 'Whole of Sport' funding from the Australian Sports Commission last year, Orienteeing Australia continues to face increasing budget pressure. For 2016 and 2017, Orienteeing Australia will continue to find savings and use its cash reserves to maintain the bulk of its programs. However, this is unsustainable in future years and a \$40 000 black hole will occur from 2018 onwards. To address this shortfall the 2016 Annual Conference, which was attended by Jo-Anne Bissett and myself, considered a range of options. The Conference recommended adopting the NZ model, where WOC representatives pay for their own accommodation at WOC events. It also recommended that WOC elites are to be encouraged

to take a more proactive role in the promotion of orienteering and in organising fund raising events.

For some time Orienteering Australia has been considering moving to a national membership model. This has been a trend in other sports. The recommendations from the conference leaves the management and control of membership firmly with states and clubs. This means that there will be little change in the way we will continue to manage membership in moving to a national model. The actual changes are now more about maintaining a national database which will reflect all states and clubs membership. A driver for this change is having accurate membership data that can be validated by the Australian Sports Commission in the future.

For Tasmania we are already recording all full members in Eventor so the only administrative change will be adding all casual members into Eventor. This may require finding a way to share the work around so that our current membership officer, Bert Elson is not overloaded. The other changes will require improvements to Eventor and to the Orienteering Australia website which everyone would welcome.

Orienteering as a sport is not viewed by the Australian Sports Commission (ASC) in the same light as many other sports. Participation funding from the ASC for example will be halved from 2018 onwards. This is due to the reclassification downwards by the ASC of our sport. As mentioned above, we need to take steps to improve our data collection methods of our membership numbers and participation rates, and this data needs to be able to withstand scrutiny by an outside agency. In addition to this, Orienteering Australia needs to take steps to improve its governance, increase its number of coaches and address issues with the makeup of the Board.

As part of improving its governance, consideration is being given by Orienteering Australia to changing from being an 'incorporated association' to being a 'company limited by guarantee'. Research to date has shown that Orienteering Australia could essentially retain its current operational structure as a company. This wouldn't necessitate increasing hours or salary of staff.

Membership and Participation

Membership has increased significantly from 768 in 2015 to 1072 in 2016. This increase revealed a 10% increase in full members and a massive 55% increase in casual members. This is the first time that Tasmanian orienteering membership has exceeded 1000 members.

Participation rates at events have also shown a large increase particularly in the North West (144% increase), Northern Saturday (25% increase), Northern Twilight (24% increase), Southern Saturday (22% increase), Southern Twilight (21% increase) and OST (11% increase).

These figures do not include participation outside of organised events where there has been 4467 participations in the Sporting Schools program, 1949 participations in the Outreach project, 1500 participations in LSSSA and 700 participations in the East Coast Schools Project.

Such an increase in membership and participation does not occur without substantial work and planning. Much of this increase has been due to the uptake of the 'Sporting Schools' program, the implementation of the 'Orienteers-In-Residence' program, the continuation of the 'LSSSA'

program and the implementation of the 'Outreach' and 'East Coast Schools' projects. But it is the people delivering these programs and the organisers of so many successful events who deserve the credit for this substantial improvement in both membership and participation.

Financial Report

This year Orienteering Tasmania made a 'trading loss' of \$39,875. This was much larger than 2015 (\$15,905) and was due to a decision by the board to invest some of our cash surplus in development; in particular the Orienteers in Residence Program - \$6,875; Sporting Schools - \$1,096 (net of grant income); and East Coast Project - \$2,719 (net of grant income); a total of \$10,690. We also spent a considerable amount on new equipment and software, a total of \$16,392 (\$12,726 was included in plant and equipment and depreciated); and mapping (\$19,166 in addition to Easter mapping of \$11,654).

A major expense for the year that was not budgeted for, was printing. We spent an additional \$4,875. Some of this can be explained by the fact that we bought a new printer and spent \$2,400 up front on consumables. However the rest appears to be from increased usage; in particular map printing. Some of this increase would be due to printing maps for sporting schools but it is not clear why costs went up so much. OT will be asking clubs to review how many maps are being printed for events.

As at 31 December 2016 OT had just over \$105,000 in the bank. A three year budget for 2017-2019 has been prepared. The Budget assumes that the Orienteer-in-Residence program will continue and this will run down our funds to about \$70,000 by the end of 2019, assuming we make about \$25,000 profit from Easter 2018. Expenditure will have to be reined in at that point if there are no other significant changes in our financial position. In summary, our financial position is strong (still!).

The above Financial Report was prepared by Andrea Schiwy who completes her eleventh successive year as a member of the Board, the last ten as Treasurer. The Treasurer's workload has continued to increase particularly in dealing with paying mappers, coaches and reimbursing expenses for the many people involved in the new projects mentioned above. As always, Andrea has managed the Orienteering Tasmania Finances astutely, as well as contributing valuable advice to the Board in other matters. On behalf of the Board and the wider orienteering community, I sincerely express thanks to Andrea for the outstanding work she continues to do on our behalf.

Grants and Fees

The Board has maintained 2017 membership fees and event fees at the same level as in 2016. The move to a simplified fee structure in 2016 and the changes made Eventor in 2016 to handle full members and casuals, have simplified collection of fees for both pre-entry and enter-on-the-day events.

In 2016 a Community Sport and Recreation grant for \$18000 was received and this was matched with a similar amount by Orienteering Tasmania. This 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 Sporting Schools materials, lesson plans and school kits; 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 2016 were met. The Board thanks the Government of Tasmania, through the Department of Communities, Sport and Recreation, for their continued financial support and advice.

For 2017 Orienteering Tasmania has successfully obtained a \$20600 Community Sport and Recreation grant. With Orienteering Tasmania's matching amount, the total of \$41200 will be allocated to mapping \$14000, development \$14700, communication and promotion \$9500, coaching courses \$1000 and controller courses \$2000.

Following on from an initial start in the previous year, 2016 saw Orienteering Tasmania become more active in the Federal Government's 'Sporting Schools' project. Orienteering is one of 32 sports competing for this funding that is allocated by individual schools.

Throughout the year, eleven primary schools were mapped and introduced to orienteering through the Sporting Schools project. The team of Sporting Schools orienteering coaches across the state delivered the program to just over a thousand students. We owe a great deal of thanks to Mike Calder for initiating the program and getting everything in place. Thanks also goes to Jo-Anne Bissett and Jane Calder who served as Sporting Schools Administrator at various stages throughout 2016. The position of Administrator was recently advertised and a selection panel consisting of myself, Warwick Moore and Judy Davis appointed Jane Calder to this position for 2017. Further details on the Sporting Schools project, including the schools involved, is provided in the Development Report located towards the end of this document.

In 2016 Orienteering Tasmania also acquired two grants from the Australian Sports Commission via Orienteering Australia. These grants were provided for projects that would improve participation in orienteering.

The first grant of \$6600 funded the 'Outreach' project which was used to run activities to target children who had been through the Sporting schools program. The aim of the project was to create a pathway for these children into mainstream orienteering. In total 1949 participants took part in the project and much of the increase in participation at local events can be attributed to this very successful project. I would like to thank Mike Calder for his vision and planning of this project and others involved in the delivery of the project. Further details on the 'Outreach' project, including the schools involved, is provided in the Development report located towards the end of this document.

The second grant of \$7000 funded the East Coast Schools Orienteering program. This project was developed by John and Valerie Brammall with the aim of introducing orienteering in six East Coast state schools, and with the longer term aim to hopefully involve them in the Sporting Schools Program and to have orienteering become one of the sports they offer. A broader aim was, through this program, to encourage participation in orienteering events based on the East Coast. 169 children from year four to year six attended the two sessions provided at each school. To support the program Orienteering Tasmania assisted in setting up a permanent course at the Spring Bay Youth camp. I would like to thank John and Valerie for their excellent work in executing this project.

Development

In addition to the grants mentioned in the previous section that have boosted the development of our sport, the orienteeing-in-residence program has provided a massive shot in the arm to many aspects of our sport across the state.

This year saw the expansion of the program into the north of the state and continued again in the south. The two experienced European orienteers who took up these roles were Jeremy Genar and Michal Hubacek and they brought to Tasmania their partners Silke and Zuzana. The achievements of Michal and Jeremy include organising events, mapping, working in schools and running training sessions. The recent summer series in both the north and south were initiatives provided by Michal and Jeremy. We all owe much to Michal and Jeremy for the energy that they have injected into our orienteeing program.

There are a number of families that I need to thank on behalf of the orienteeing community for supporting Michal, Zuzana, Jeremy and Silke while they have been with us. Firstly we are greatly indebted to the Nankervis family who welcomed Jeremy and Silke into their home throughout their stay. Similarly in the south I would like to thank the Butler, Carroll, McComb and Dunn/Wayte families for accommodating Michal and Zuzana. I would also like to thank the Enkelaar family for providing Michal with a vehicle.

As part of our development program, Orienteeing Tasmania maintains a website, a number of Facebook sites, Twitter account and regularly communicates to members via the *eBulletin* and *OKnow*.

Our website provides regularly updated news items and is our central source of information for the sport. The website automatically obtains information on upcoming events and results from Eventor. When news items are posted on the site, they are automatically posted onto Facebook and Twitter. A separate website and Facebook site has been setup for Easter 2018 and I thank Bernard Walker and Miriam Whittington for initiating this endeavour.

Jane Cusick, editor of our weekly *eBulletin*, has again provided a constant flow of information to over 700 interested casual or full members. We thank Jane for her excellent work throughout 2016 in maintaining this vital communication.

Martin Bicevskis, editor of the *OKnow* has done an amazing job in turning the *OKnow* into an online publication. Martin has gone to enormous trouble to pack the *OKnow* with a diverse range of interesting articles that are presented electronically. I commend Martin for this initiative which has been extremely well received by Tasmanian and interstate orienteers.

Mike Calder as the Director of Development has achieved noteworthy outcomes through his leadership and the variety of programs that he has helped put in place. This is evident by the number of new faces we are seeing at our events and the improvements we are seeing in our young orienteers. I really appreciate what Mike has achieved and I urge everyone to read Mike's Development report which is located towards the end of this document.

Events

The 2016 Orienteering program included a total of 67 formally organised events – not including *Sporting Schools, Outreach or East Coast Schools project* activities.

In 2016 the Orienteering Series Tasmania (OST) state-wide series offered thirteen events and the total number of participants was 1332. There were thirty five local weekend events offered across the state and these were attended by 2191 participants. Twenty five week night events were provided and 3213 people participated. Three school championship events were provided and 326 students and adults participated. One MTBO event was provided and attended by 30 participants.

The growth of orienteeing on the NW coast reflects the great work being undertaken by Pathfinders and in particular by Jo-Anne and Rod Bissett. Last year Pathfinders offered 7 local events and these were attended by approximately 100 participants with a further 57 participants attending the OST event at Devonport.

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. I would like to particularly express my thanks to the pool of people who have been prepared to be course planners, course controllers and event organisers. Behind the scenes there are many people who deserve thanks. In particular I would like to thank Martin Bicevskis for his efficient work in managing orienteeing equipment and I would also like thank Sally Wayte and Jeff Dunne for their tireless work in organising multiple series in 2016.

Technical

Although our events continue to be conducted at a very high technical level, we need a larger pool of course controllers and course planners as too much is falling on a handful of people. Our Technical Director, Roger Harlow has been working on providing an online controller's course. He plans to pitch this course at level 2 bypassing the need to train up level 1 controllers. The online course is being tested and when it is publically made available, I urge anyone interested to take up this opportunity.

In Roger's Technical report located towards the end of this document, he outlines how we have improved mapping by creating 29 maps across the state which includes 11 bush maps and 15 park/sprint maps. We recently invited all our mappers to a Board meeting and evaluated what has been achieved and planned our mapping requirements for 2016. Roger's Technical report also covers the events program, course planning, competition points and OA Rules. Please take the time to read Roger's report.

Due to his new commitments with the Bendigo bank at St Helens, Roger will be stepping down from the Board. I would like to acknowledge the achievements that Roger has enjoyed through his roles over a number of years as Technical Director, Vice President and OT Statistician. I will miss his strong leadership, loyalty and astute decision making on the Board, as well as his openness, caring nature and good sense of humour.

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.

As reported by Director of Performance, Judy Davis in her Performance Report located towards the end of this document, our Schools Team acquitted themselves well at the Australian Schools Orienteering Championships gaining 5th overall. Rachel Allen and Joseph Dickenson particularly excelled overall and so were named as members of the All Australian Orienteering Team 2016.

I would like to join Judy in congratulating the athletes involved and thank the management and coaching team of Gayle and Mark West, Mike Dowling and Meisha Austin. Thanks also goes to the state selectors Jan Hardy, Judy Davis, Mike Dowling, Ashley Nankervis and Kyle Gluskie for their good work.

Our Junior Orienteering League team excelled in 2016 with the women gaining first place and the men gaining second place. Unfortunately we didn't have enough numbers to field a senior team in the National Orienteering League but some good individual results were recorded. Further details on individual results are covered in Judy's Performance Report.

I would like to add my thanks to Judy's to all the people who have supported our NOL and JNOL teams. In particular, thanks goes to Dirk Nankervis (Team Manager), Brodie Nankervis (Coach) and Liz Butler (Uniforms).

A number of Tasmanians were listed in the elite rankings. In Juniors we saw Zoe Dowling 3rd, Anna Dowling 5th, Rachel Allen 7th and Jarrah Day 5th. In Seniors it was Brodie Nankervis 7th and Grace Crane 6th. Internationally we were again represented by Anna Dowling, Zoe Dowling and Jarrah Day. Rachel Allen and Amy Enkelaar have been named in the Australian Schools team to compete in New Zealand in April 2017 and Hanny Allston will be the Manager of the 2017 JWOC team.

In order to increase participation outside of school events, Judy Davis and Miriam Whittington have been working on creating a 'JT Squad' which will build confident orienteers and expose them to all types of orienteering including bush orienteering. At this stage 18 young people have signed up to the JT Squad which will get into full swing in 2017.

I would like to thank Judy for her great work in driving the Performance agenda and I urge everyone to please read her Performance Report.

International Contributions

In 2016 Mike Dowling continued to serve as one of three Vice Presidents of the International Orienteering Federation (IOF), the peak body of the sport.

2017 and Beyond

The changing face of Australian Sports Commission funding will create considerable challenges at the national level. The halving of participation funding in 2018, will also impact on states and territories. Collectively we have to become less reliant on ASC funding and we need to continue to improve participation without spending our reserves below an acceptable level.

We have started moving to a model of paying people to undertake some of the tasks that we normally do on a voluntary basis. There are issues for the Board to resolve around paying people for their time and the Board will be focusing on these issues at its next meeting.

The sustainability of a number of our projects needs to be considered. The Board is already starting to look at projects like 'The East Coast Schools' project to see if it is possible to achieve growth of orienteering on the East Coast without external funding. The 'Orienteers-In-Residence' is starting to hit a different issue with sustainability. The program relies on orienteering families hosting our visitors and we cannot expect the same families to do this year after year. While continuing to run the 'Orienteers-In-Residence as long as possible, it is important that we don't rely on it to deliver our baseline events program.

It is Tasmania's turn to host the Australian Three Days in Easter 2018 and the Australian Championships in 2020. Although we have announced Bert Elson as the Carnival Director for 2018 and Miriam Whittington as the Publicity Officer, we will soon be advertising for a Carnival Director for the 2020 AusChamps.

I am looking forward to seeing the JT Squad progressing in 2017. I am confident that this carefully planned program will enable Miriam Whittington and her team to have a big impact on the development of our young orienteers.

In concluding my report, I would like to thank the Board for their on-going work and support. I am hoping most will be returning for another year and I am looking forward to working with the new Technical Director in 2017.



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 orienteeing experiences, publicity and marketing.

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 chosen.

In 2016 we mapped and introduced orienteeing into 11 primary schools. The response from the teachers and children has been very positive. We now have 14 coaches (8 in the south, 5 in the north and 1 in the east) who are qualified to deliver Sporting Schools packages into schools. 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. Sporting Schools is fully funded by the federal government.

School	Number of Sessions	Number of Students	Total Participations
Goulburn St Primary	16	100	400
St Pauls Catholic School Bridgewater	7	24	170
Launceston Prep School	8	44	176
South Hobart Primary	36	225	900
Southern Christian School	16	108	432
St Johns Primary School Richmond	5	25	125
Princes St Primary	28	175	700
Waimea Heights Primary	8	25	200
Perth Primary School	8	50	200
Calvin Christian School	20	128	500
Sacred Heart	16	116	664
TOTALS		1020	4467

Outreach

Our biggest challenge is to transition school children and their families to our club events. To that end we applied for and received a grant of \$6,600 to run activities to target the children who have been through our Sporting Schools program. We broadened its scope to include

secondary schools and activities like “Kids in the Park”. At each of these activities we handed out promotional brochures and free tickets to events. The total amount spent was \$6555. We have received another grant of \$6,600 to run similar activities in 2017.

Activity	Place	Participants
Hutchins School taster	Hutchins	175
St Pauls Catholic School Bridgewater	St Pauls	290
Goulburn St Primary follow-up	Knocklofty	30
Kids in the Park	Sandown Park	300
Scottsdale Primary Taster	Launceston	80
Goulburn St Primary fair	Goulburn St	100
South Hobart Primary fair	South Hobart	120
Sorell Primary School taster	Wentworth Park	30
Kids in the Park	Taste of Tasmania	533
Waimea Heights follow-up	Waimea Heights Primary	200
Elizabeth College taster	Knocklofty	55
Bruny Island ranger activity	Quarantine Station	36
TOTAL		1949

East Coast Schools Orienteering Project

This project was initiated by John and Val Brammall with the aim of introducing orienteering into the six East Coast state schools, with the longer term aim of involving them in orienteering events based on the East Coast.

Participation

In all 169 children from years Four to Six in the six schools were involved. Two sessions were conducted with each school, with children generally running in two courses at every session (i.e. just over 700 results/downloads).

School	No.
Bicheno	34
St Helens	35
St Marys	51
Orford	14
Triabunna	20
Swansea	15
Total participants	169

The challenge is to maintain the excellent initial work. We have identified a personal trainer who operates her own business from Swansea and is now accredited as an orienteering Sporting Schools coach.

Expenditure

We received a grant of \$7,000 to implement the project. A total of \$8158.50 was spent.

Public Courses Project

Orienteeing Tasmania has maintained a number of permanent courses over the years but the markers are no longer seen as environmentally friendly and the printed packages have looked dated in recent times. In 2015 and 2016 OT received grants to start upgrading our permanent courses. Bert Elson took the opportunity in Europe in 2016 to study a number of permanent courses and is modelling the new permanent courses being set up in southern Tasmania on examples he saw in the Northern Hemisphere.

In 2016 we had several hundred individually numbered control markers manufactured and during the summer of 2016/2017 a number of large START / FINISH signs have been prepared. Bernard Walker has set up a page on the OT website which will go live in early 2017 with our first revitalised permanent course – Upper Ridgeway. The new system will involve participants opening the new webpage, registering with Orienteeing Tasmania and then downloading an instruction sheet and a map of their choice – Novice, Short, Medium or Long. Over time other courses will be offered on each map. A set of permanent courses has also been set up at the Spring Beach Youth Camp where orienteeing is now being offered as an activity to all visiting school groups. It is hoped to have up to 10 permanent course venues in place by the end of 2017.

Orienteers-in-Residence

This scheme is now in its 3rd year. It started off as an Australopers initiative, but has now been fully taken over by OT and expanded to include the north. This year we bade farewell to Christoph Prunsche, welcomed Jeremy Genar and his partner Silke to the north and Michal Hubacek and his partner Zuzana to the south.

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 orienteeers 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 Butler, Allen, Carroll, McComb, Dunn/Wayte and Nankervis families for generously opening their homes and looking after them. We also need to thank Jane Pulford and the Enkelaar family who have generously (and nervously?) lent their cars for the use of our visiting coaches.

Expenditure in 2016 (for Christoph, Jeremy and Michal)

Living Expenses	\$ 2249
Accommodation	\$ 3700
Car	\$ 170
Other (eg petrol, event entry)	\$ 1113
TOTAL	\$ 7232

Of this total, OT paid \$5947 and Australopers \$1285

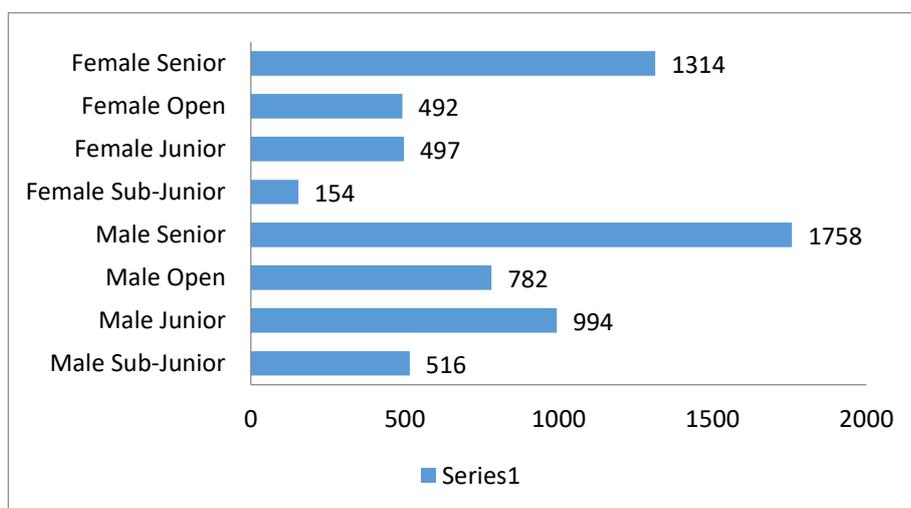
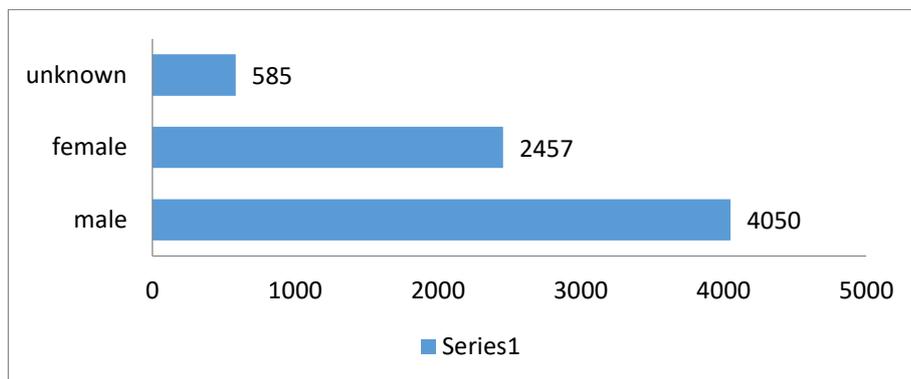
Participation

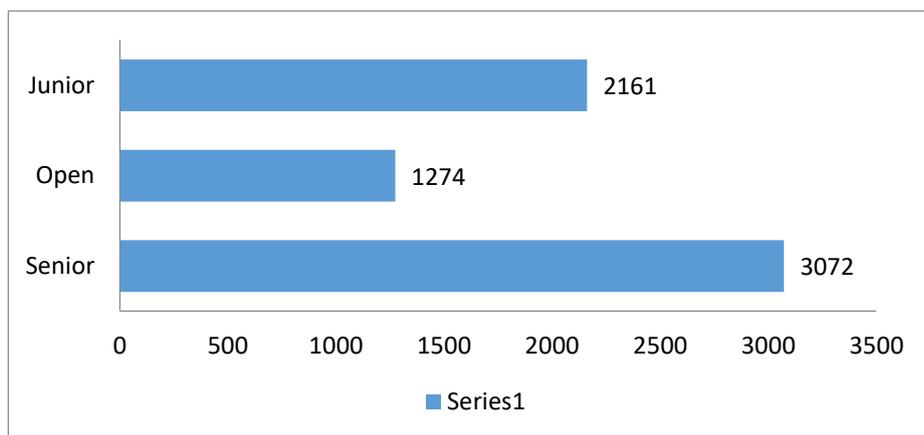
There has been a significant trend upwards across all categories of events (except Southern Sunday events)

2016 (2015 in brackets)

	Events	Numbers	Average	% increase
Northern Twilight	11 (12)	513 (461)	47 (38)	24
Southern Twilight	14 (15)	2859 (2533)	204 (169)	21
Northern Saturday	5 (6)	150 (143)	30 (24)	25
Southern Saturday	7 (6)	730 (507)	104 (85)	22
Southern Sunday	16 (9)	1206 (645)	75 (72)	4
Northwest Local	9 (3)	194 (26)	22 (9)	144
OST	13 (17)	1254 (1379)	90 (81)	11
All Schools Champs	1	78	78	
MTBO	1	30	30	
NOL	2	78	39	
LSSSA	6	1500	265	

Participation by Age and Gender





Membership

There has been a significant increase in membership, in particular casual members.

MEMBERS	2016	2015	2014	2013
FULL MEMBERS	295 (+10%)	267	257	287
CASUAL MEMBERS	777 (+55%)	501	518	454
TOTAL	1072 (+40%)	768	775	741

Club Membership

ALT	186
EVT	54
PFT	6
WRT	49
TOTAL	295

On-Line Presence

The website continues to be our principal contact with members, casuals and the wider public. We are particularly indebted to Ian Rathbone and Bernard Walker as webmasters for their ongoing website development work. Ian also maintains Eventor and posting news on the website along with news feeds to Facebook and Twitter. Jeff Dunn similarly assists with website news and the management of Australopers events in Eventor.

Publications

O Know

Is there a better orienteering magazine in the universe? Thank you Martin!

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 go to Jane Cusick who edits the bulletin each week.

Conclusion

The growth in membership and participation is significant and is the result of a lot of effort. We should be proud of our achievements in 2016.

Mike Calder

Director of Development

PERFORMANCE REPORT FOR 2016

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 2016:

Schools Team

This year our Schools Team acquitted themselves well at the Australian Schools Orienteering Championships gaining 5th overall. In the long distance event Zoe Dowling came second with Rachel Allen and Joseph Dickenson third in the Senior races.

Rachel Allen and Joseph Dickenson particularly excelled overall and so were named as members of the All Australian Orienteering Team 2016

Congratulations to the athletes, but also special thanks to their management & coaching team of Gayle and Mark West, Mike Dowling and Meisha Austin. Thanks also to our State selectors – Jan Hardy, Judy Davis, Mike Dowling, Ashley Nankervis and Kylie Gluskie. 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 the women gaining first place (Victoria second) and the men second place (to Victoria first) (again).

The overall individual placings included Jarrah Day 4th, Ashley Nankervis 6th, Seb O'Halloran 11th, Anna Dowling 3rd, Zoe Dowling 4th, Ella Johnston 8th and Rachel Allen 10th.

Many thanks go to Brodie Nankervis (fifth overall), Nicola Marshall and Grace Crane for being our main competitors in the National Orienteering League. Unfortunately we do not have adequate numbers in the senior league to field a team.

Thanks to Dirk Nankervis who yet again provided great ongoing support as the 2016 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.

\$3300 (from OT and fundraising) was distributed amongst athletes who travelled interstate to NOL/JNOL events to help with expenses.

Thanks also to Liz Butler for her ongoing role in acquiring and distributing the Foresters uniform. 2016 saw the addition of a sprint top which was well received by competitors.

Elite Rankings

In Juniors: Zoe Dowling 3, Anna Dowling 5, Rachel Allen 7 and Jarrah Day 5.

In Seniors: Brodie Nankervis 7 and Grace Crane 6.

International Representation

Whilst Tasmania had no representative for WOC, for JWOC we had three competitors for the second year in a row; Anna Dowling, Zoe Dowling and Jarrah Day. All three represented their country well in tough conditions in Switzerland.

Rachel Allen and Amy Enkelaar have been named in the Australian Schools team to compete in New Zealand in April 2017.

Hanny Allston will be the Manager of the 2017 JWOC team.

Coaching and Training

2016 saw quite a few people gaining the Level 0 coaching certificate.

A Level 1 coaching course was conducted by Chris Brown in Launceston in October with 6 people attending. Thank you very much Chris.

In 2017, 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 which will be held during the Australian Championships carnival.

JT Squad

Many hours of hard work by Miriam Whittington has seen the introduction of a junior training squad aimed 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. Already 18 juniors have signed up for this exciting new initiative.

Many coaching opportunities are being offered with each member also been given a compass and squad training top. It also gives our older juniors opportunities to mentor those newer to the sport.

In Summary

2016 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 2016

Mapping always forms a major part of this portfolio and 2016 was no exception. Mappers Mike Morffew, Paul Pacque, Mark Hey and Peter Hoban have collectively been responsible for updating or creating some 29 maps across the State, including 11 bush maps, 15 park or sprint maps, and one MTB map. The Sporting Schools program has also supported mapping in many schools. Greg Hawthorne continues to oversee this process as Mapping Officer and has always offered ready support me as Technical Director in this and other areas.

Our **Events program** has again been effectively crafted with the guidance of Ross Kelly whose holistic insights help shape a diverse and challenging 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 2017 and beyond. A statewide program is crucial to us as an organisation, a consideration which has a funding dimension, but also embraces talents and enthusiasms across Tasmania. Further new maps for the North West are under consideration.

Excellent course planning and its recognition is a key factor in our sport and Planners for State Championships and National events have begun to submit course files for their events, often with added notes, to assist succeeding Planners on the same or related maps. These will be available through OT's Active Collab system online, providing exemplars for new planners to follow as well as being a *de facto* recognition system. This should include our Oceania/World Cup Planners from 2015, as well as the 2016 Championship planners, all of whom attracted acclaim for their courses. I invite the NOL and Championships Planners for 2017 to continue and enrich this process.

Competition points compilation and publication has continued using Excel spreadsheet and MS Access database systems to process results from Eventor. With the advent of a new Statistician team in Sally Wayte and Jeff Dunn, this will provide a more prompt and accurate delivery of points in 2017.

OA Rules were again updated in 2016 in minor detail and will likely again be 'tweaked' in 2017. 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. In my 2015 report I alluded to the management of *Sportident Air+* touchless punching which might impact fairness if not properly regulated. I'm not aware that this has surfaced as a significant issue. Martin Bicevskis remains our authority and manager for 'matters Sportident' and I thank him for his ongoing dedication in this important role.

Event Controllers are the quality managers for our sport and I again thank those who have gained accreditation or re-accreditation to perform this important task for us at whatever level. With the cooperation of our webmaster and Bernard Walker, I have been developing an online component for the training involved in Controller Accreditation and this is now available for trial. I have proposed to the Board that we accredit only at Level 2, in order to simplify the process, but that we include the Level 1 syllabus module "Course Planning" as part of that training. The logic behind this is the adoption of Eventor with pre-entry for all events, making a Level 2 qualification the sensible choice for all Event Controllers. A combined syllabus will

provide a more balanced skill set for officials, and the online aspect will appeal to younger contenders.

Controlling events is not always a comfortable role and can require much tact, since Planners invest a great deal of themselves in their work. Fairness and enjoyment should be the watchwords for courses while we ensure they are within the rules.

I thank the many mentors who have assisted me in carrying out this role over the past three years, and in particular John and Valerie Brammall, Christine Brown, Paul Pacque, and Greg Hawthorne. It has been a particular pleasure to serve on the Board with Ian Rathbone in the Chair and to benefit from his IT skills in many areas of my portfolio.

Roger Harlow
Technical Director