

- ii. increasing membership numbers;
- iii. appointing a Director of Development.

2.2 Board report (paper)

The Board report was noted and John Harding advised that there was an error in that Rob Preston was not leaving his position. In fact the Board had reappointed Rob for a further 6 months with an option to extend, to undertake the core duties identified in the High Performance discussion paper provided to Conference.

With this correction, the Board report was noted.

2.3 Finance

a) 2009 financial update and forward estimates (paper)

Blair Trewin spoke to the financial papers he had provided and said that the budget projections should be interpreted as a reference point for new policy proposals. He explained the uncertain external environment and that state levies for 2011 had not yet been set but would need to be finalized at the AGM, even though it was not expected that ASC funding post-Crawford report would be known then.

The possible effects of a loss of funding and options for dealing with it were discussed. Blair advised that one option to maintain the budget at its current level in the event of a total loss of income was a level of \$1.40 per participant per event. When \$60,000 in development funding was cut from the budget in 2005, he said that much of the development activity that was then being undertaken was cut and remains not being done. In response Mike Dowling said that OA needs to be a properly resourced National Sporting Organisation which should be expanding not reducing operations. So new income streams need to be sought.

Hugh Cameron reported on the benefits achieved by increased resourcing of the IOF through appointing an assistant to the Secretary General and a 0.4 FTE Sports Director. Liz Bourne pointed to the large amount of development work being undertaken by state associations and said that there was a need to identify what development work and resources should be best undertaken nationally to support the grass roots work at the state and regional level.

Motion (Mayer/Prudhoe): Irrespective of government funding, the current level of funding in the budget projections be maintained, and the Board and the states look at how funding can be increased. Motion agreed.

Motion (Trewin/Wood): That the budget projections be adopted. Motion agreed.

b) Ansvar insurance sponsorship update.

Blair Trewin reported that Ian Baker had had discussions with Ansvar a few months ago and the sponsorship arrangements agreed by email back then differed markedly from new proposals in writing received recently. Ian would be having further discussions to clarify the situation.

2.4 Planning (background information only): bound copy of planning documents provided at the 2009 AGM in March

- a) Operational Cycle
- b) Strategic Plan
- c) High Performance Strategic Plan
- d) Operational Plans
- e) Statistics

An error in the participation tables was identified. WA statistics had been printed twice and no national figures published. The Executive Officer undertook to provide the national figures to any delegates interested.

2.5 Crawford report

(a) Summary of key points relevant to orienteering (paper)

This paper was noted. John Harding tabled a summary page for work shopping of the following 13 Crawford Report Challenges.

1. Increase participation of the 9 social inclusion groups (Inclusion Policy)

2. Increase membership numbers

- justify and increase govt/private sector funding
- improve sustainability through increased membership & participation

(Membership paper)

3. Increase attractiveness to recreational participants

- improve the health & wellbeing of the community by doing so

4. Look at new models of orienteering provision, including those being provided by independent operators

5. Is governance antiquated

- do paid staff have enough authority to move the sport forward in securing sponsorships etc

6. Do we do enough for our volunteers and coaches?

7. Can we tap into the ageing population to obtain more volunteers?

8. What can we do to recycle elite orienteers by keeping them involved post-retirement

9. Should we be more proactive in encouraging women to take senior positions

10. Are there alternative major funding streams to govt funding that we can pursue to improve sustainability?

11. How can we leverage the successes of our elite orienteers to increase participation?

12. Many large regional centres do not have orienteering clubs. What can we do to encourage the formation of more clubs in these centres? What are the obstacles?

13. Is there potential to share functions with like or non-like sports to achieve efficiencies (eg. lower public liability insurance costs, joint organisation of events, shared offices etc)

In general discussion on the Crawford report, it was noted:

- in some states grant funding is available for mapping as an infrastructure grant, but not in most
- the IOF has investigated recognizing adventure racing as a discipline but decided not to yet because there are so many private operators organizing many different versions of adventure racing
- any state orienteering association now can organize innovative events to attract adventure racers and others

(b) Implications of a major change in ASC funding (paper)

Blair Trewin spoke to his paper on options for cutting expenditure. This was noted.

(c) Workshop major opportunities and threats from the Crawford report

Workshop group reports included the following:

- Use of elites:
 - get articles on Adrian Jackson into mtn bike magazines to attract more mountain bikers
 - provide funding to representative orienteers conditional on performing certain tasks to promote the sport and assist in organization (already done by some states)
 - use elites (including WMOC medalists) in promotion/motivation to juniors to stay in the sport and to encourage others to take up the sport
- Developing new clubs in large regional centres without an orienteering presence
 - seed money to produce maps
 - take a major event to the new centre
 - get committed orienteers to travel to the centres to make maps & hold events
 - need a resident enthusiast to get a club going and maintain it

- tap into local media and sponsors
- some regional centres have not been considered in the past because bush terrain is unfriendly. However, park and street orienteering offer new opportunities as maps can be produced relatively quickly. Eg, the Geelong Summer Series had 4 events last year and 10 scheduled this year.
- New format options and marketing require perseverance, not just one off trials
 - evaluate and modify to improve, eg. Corporate Challenge in Tasmania
 - identify target groups
 - provide products that consider accessibility and lack of time
 - use website cross promotion
 - pay people to organize new models, eg. Corporate Challenge in Tasmania and WA, active and healthy parks program in Brisbane
 - orienteering should look at commercial opportunities for new events, eg. Duo events in Victoria
 - in QLD, 80% of people given free membership renew
- Governance:
 - no issues perceived
- Volunteers and coaches
 - should subsidise course setters and controllers working on bush events (NZ does this)
 - orienteering has been successful in tapping into the ageing population for helpers
 - elites who help should be rewarded and recognized
- Funding streams
 - draw more on local government sponsorship by seeking involvement at an early stage
 - more aggressively seek donations through the ASF
 - run commercial events that make money
 - seek opportunities for government grants, eg. SA government funds sport evaluations
- Sharing with other sports to achieve efficiencies
 - it was thought that there was potential to do this, especially with pooling numbers to get a better deal on insurance and government grants, but there was insufficient time to discuss it in more detail.

Conference agreed that a Director of Development, a marketing plan and a paid marketing manager were needed with the goals of:

- increased profile
- increased participation and membership

It was suggested that there be a one year marketing manager contract with an evaluation.

Mike Dowling moved, seconded by Paul Prudhoe, that the Board contract a person to write a marketing plan and scoping study for employing a marketing manager, and that the study and funding of a marketing manager be considered at the Annual General Meeting in April. This motion was carried.

2.6 Event Committee report (paper by Greg Hawthorne)

A. Forward calendar

Liz Bourne queried QLD holding the Australian Championships in 2016, as it was thought 2018 was allocated at an earlier meeting. Blair Trewin explained that this was within the normal cycle:

- 6 years apart for organizing each of the Australian Championships and Easter Three Days for NSW, VIC and ACT, and 8 years apart for the other states
- a 3 and a half year cycle for Aust Champs/Easter for NSW/VIC/ACT and 4 and a half years for the other states

B. 2011 Australian, Australian Schools and Oceania Championships

A number of options were explored for conducting the Australian and Oceania Relays and they all involved compromises. It was agreed that Thursday should be a rest day as it has been traditionally. It then came down to choice between combining the Oceania and Australian Relays on the Sunday or having the Schools Relays and Australia or Oceania Relays on the same day. As a principle Conference agreed (with a few dissenters) that primacy goes to the Oceania Relays, which should not be compromised. Therefore the Oceania Relays were locked in for Sunday.

Orienteering NSW, as organisers, agreed to support running the Australian Relays after the

conclusion of the Schools Relays and this was supported by Conference with 4 persons disagreeing (motion by Uppill/Prudhoe). Conference agreed that:

- i. for secondary school age children for the Australian Relays, the SSA age groups will apply, namely Junior Secondary and Senior Secondary, and that the medal winning teams in those categories in the SSA relays shall constitute the Australian Relay medal winning teams, as well as being the SSA medal winning relay teams. This avoids any necessity for juniors in these age groups to run twice while maintaining the integrity of the overall teams competition in the Australian Relays.
- ii. there will be a time gap between the conclusion of the SSA relays and the following Australian relays to ensure that there is no interference by the latter in the navigation of the finishing leg runners in the SSA relays.
- iii. the Australian relay age groups in the afternoon will be the open and Masters age groups, M20E and W20E and M/W10 and M/W12.

An email from Ian Dalton was received subsequent to this agreement being reached. It was agreed that the Board would consult with Ian Dalton and finalise arrangements.

2.7 Future of National Orienteering Day (paper and workshop)

There was general support for continuing with campaigns to attract and teach new members at the start of the summer series and at the start of the winter season/schools orienteering season each year, but no necessity to have these on the same day. For example, QLD has a very successful funded Come and Try it day on the first weekend in June.

Motion: That states be encouraged to continue with one or two National/State Orienteering Days and that the Director of Development and Marketing Manager coordinate these activities. Moved: Prudhoe/Dowling. Motion carried.

2.8 Updating the OA Risk Management Policy and Health and Safety Policies (papers and workshop)

Risk

Eric Morris identified 3 priority areas of risk for focus over the next 12 months:

- Access to areas
- Personnel
- Loss of existing areas due to development and bushfire

These 3 priorities would be included in a register of risk for 2010.

Access problems identified were

- Public safety
- Perceived environmental damage
- Fees for access
- Park management exclusion policies
- Development loss
- Conflict with other users over shared access

Solutions identified included

- Pooling of scientific papers from the IOF, OA and other sources
- Landowner testimonials
- Environmental impact studies
- Updating the QLD and SA guides to landowners on orienteering
- Face to face discussions with landholders

ACTION:

It was agreed that Liz Bourne and Adrian Uppill will review and update the Queensland version of a Landholder's Guide so that it can form the basis for each state to develop their own version.

The Board will develop a similar plan for managing personnel and loss of area risks.

Health and safety

Serious health and safety risks that might result in a fatality to competitors and course setters were discussed

- Lack of a recall procedure if a bushfire approaching or hazardous weather (falling trees, snow etc)
- Lack of equipment such as CB radios and EPIRBs for course setters and mappers
- Risks in sprint different: collisions with vehicles, other competitors, pedestrians
- No current sharing of information on management of serious incidents
- Risk plan needed for every Class A event
- SA has a very good h&s policy which is accepted by the insurer

ACTION:

1. Eric Morris will draft an overarching health and safety policy that lists principles.
2. Blair Trewin will produce a procedural manual as this is required for insurance purposes.
3. In future any state that has a serious incident should share information on it with the other states. The state President should receive an urgent copy of an incident report so that he or she is in a position to respond to media and other public queries and protect the image of the sport.

Motion: That the operational Manual be updated by replacement of the existing 1.17 Risk Management Policy with the updated one tabled at Conference by Eric Morris. Moved: Trewin/Brown. This was carried.

2.9 An inclusion policy for OA (paper)

It was noted that there should be a meet and greet person at events to welcome people and make them feel included and show them what to do, as well as ideally do a debrief when they finish. Liz Bourne noted that in QLD significant resources would be needed to fund someone to travel to Aboriginal communities to make maps and conduct events. Peter Mayer noted that when Trail O had been trialed in SA to encourage participation by people in wheelchairs, only one wheelchair person participated. However, Victoria and Tasmania had enjoyed success in encouraging people with a disability to participate.

It was resolved that the Executive Officer write to states seeking information on examples of inclusion of minority groups that had been tried and either worked or not worked, in order to collate this information and share it with all states.

Robert Spry recommended that the following be added to the part 3 inclusion strategies:

- v. Providing a range of courses in distance and level of difficulty to cater for people of different standards and abilities.

This was agreed.

Motion: That the amended inclusion policy be approved. Moved: Dowling/Prudhoe. This was carried.

2.10 Federal Industrial Award for Sporting Organisations (2010) (paper)

This paper was noted for information.

2.11 Membership Protection update (paper)

Conference disagreed with the ASC template wording on photographic images of children, supervision of children and travel for children.

Motion: The Board to finalise wording. Moved: Trewin/Prudhoe.

2.12 National events results (paper)

The issue of archiving of results was referred to the Board.

Motion: In relation to publication of the results of national international events in Australia, the organizer of each event shall publish the results in full on the internet and a hard copy shall be retained in the Orienteering Australia office. Moved: Uppill/Prudhoe. This was carried.

3 INTERNATIONAL

3.1 IOF Council (verbal report)

Hugh Cameron reported that:

- There was very positive feedback on WMOC and the World Games. WMOC was conducted in a tremendous atmosphere of goodwill by Orienteering NSW and OA.
- The sanction fee policy is currently under revision. Instead of a flat fee, a base fee plus fee per participant is being considered.
- The IOF secretariat has been strengthened (assistant to Secretary General and 0.4 FTE Sports Director) with positive results.
- The IOF has released funds for regional working groups in Europe and Asia. Australia should join with New Zealand to create an Oceania working group.
- The current elite program came into being in 2002. A review found 73% support by countries for annual WOCs. Some revision is likely for World cup events, allowing for innovation.
- The 2013 WOC is in Finland. Every odd year the Council appoints the WOC host country; in even years the General Assembly does.

- 2011 is the 50th anniversary of the IOF. Over the 50 years the number of countries has increased from 10 to 70, with 75 needed for the Olympic Games.
- There has been a lot of discussion about cooperation versus following, with examination of splits now telling a story. Good course setting was recommended. 3 minute start intervals are another consideration.
- The orienteers who stopped in the 2009 WOC relay to help an injured participant among the leaders have been nominated for the IOC Fair play Award.
- Christine Brown was congratulated and thanked for her work as the Senior IOF Event Advisor at the World Games in Taipei.
- In 2013 the World Games are being held in Columbia, and the IOF will investigate the possibilities for orienteering.
- After 22 years, Hugh's term on the IOF Council will finish in August 2010. OA will receive a letter in January asking whether the current member will re-nominate. When nominations are called, OA will nominate Mike Dowling.

3.2 IOF Presidents Conference (paper)

This paper by Mike Dowling was noted for information.

3.3 When should Australia next bid for and stage a World Cup event

It was agreed to support:

- a proposed NZ bid in 2013 to include the World Cup with the Oceania Championships
- a proposed 2015 Oceania Championships and World Cup in January in Tasmania

It was agreed also that:

- The World Cups need to be compulsory scoring events to get the best orienteers from Europe
- States should consider events in 2013 and 2015 compatible with a World Cup/Oceania Championships carnival.

4 TECHNICAL

A. Technical report, including update on developing the national orienteering database

Robin Uppill reported that she needs reports from major event controllers so that information can be shared to improve event management.

Online systems were discussed and it was noted that all states are doing things in this area but not all the same. Robin undertook to talk with NSW, WA and QLD about the systems they are developing.

B. Proposed Foot O rule changes (paper by Robin Uppill and response by Bruce Arthur)

i. Motion: That the following rule change be made in respect of spacing of controls. Moved Uppill/Dowling. The motion was carried.

19.4 Controls shall not be sited within 30 metres of each other (**15 metres for map scales 1:5000 or 1:4000**). These distances are the straight line distances and not the walking distances. (see also Appendix 2, #3.5.5).

ii. Motion: That the following rule change be made. Moved Uppill/Casanova. The motion was carried.

21.3 During the competition the only navigational aids that competitors **may use or carry** are the map and control descriptions provided by the organiser, and a compass.

iii. Amended motion: That the following rule change be made. Moved Arthur/Meyer. The motion was carried.

21.4 For Group A events and Selection Trials, competitors may not use or carry telecommunication equipment between entering the pre-start area and reaching the finish in a race, unless the equipment is approved by the organiser. GPS devices with no map function or signal to aid the user in finding direction can be used. The organiser may require competitors to wear a tracking device.

Good Friday events:

Richard Matthews advised that WA is planning to run the same program in 2011 as will be used in the ACT in 2010.

Motion: Delete the reference to the Family Relays in Rule 3.3 and delegate the guidelines to the Technical Committee. Moved: Trewin/Uppill. The motion was carried.

C. Proposed Rule changes from Controller Curricula updates

The following changes in red recommended by Bob Mouatt were proposed. Moved that they be accepted: Uppill/Trewin. The motion was carried.

Appendix 5. Event Controller Accreditation

Sub-group A1 Australian Championships (Long Distance, Middle Distance, Sprint and Relay),
Australian 3 Days (overall),
National Orienteering League Events (see also A2)

Sub-group A2 Australian 3 Days (single days)

National Orienteering League event in a series overseen by a Level 3 Controller

Accreditation Period

Re-accreditation period for Level 2 Event Controller, reduced from 10 to 8 years. It is mentioned at clause 5.3 and at the end of the table at clause 7.

4.2 Mapping (paper)

The mapping report was noted. Robin Uppill advised that the Mapping Committee now planned a half day meeting during the Australian Championships Carnival in Adelaide in late September 2010 in addition to the meeting held annually at the Australian Three Day Championships.

4.3 Information Technology (paper)

The IT paper was received and noted. There was some discussion on problems with SocialFX and whether better alternatives might be available. Robin Uppill invited Conference members to email concerns to her.

4.4 2009 World Masters Games and WMOC (verbal report)

Eric Morris reported very positive competitor feedback. There was general discussion on media coverage which had tended to be swamped by coverage of other sports.

Motion: That Orienteering Australia record its thanks to Orienteering New South Wales and event Director Nick Dent and the team behind him. Moved: Cameron/Jones. The motion was carried.

5 DEVELOPMENT

5.1 Development and Participation:

- a. information sharing: verbal reports from states on recent successful initiatives
 - b. scheduling a development and participation workshop
- This item was not discussed.

5.2 Boosting membership numbers for increased funding (papers by John Harding and Orienteering Tasmania)

Mike Dowling advised that in Tasmania the state government has funding criteria based on membership as follows:

500 members minimum: grant up to \$10,000

2000 to 3500 members: grant up to \$35,000

over 3500 members: grant of over \$35,000

A 500 member minimum was projected to around 22,000 for Australia.

Tasmania currently has 710 members, equivalent to a projected 30,000 for Australia.

In other states most associate members are school memberships.

Motions:

1. That OA extend the existing exemption fee indefinitely for casual members.
2. OA strongly encourages other states to adopt the Tasmanian model in order to maximize their membership numbers.

Moved: Trewin/Dent. The motion was carried.

5.3 The Australian Orienteer (paper)

The paper by Mike Hubbert was noted.

5.4 Silva sponsorship (verbal report)

Rob Preston reported that:

* sponsorship for 2010 was not confirmed yet

* Fiskars took over SILVA 2 years ago and want to see evidence that orienteering is growing as a sport

* a marketing manager is needed to do more to market SILVA and the NOL

* Fiskars is a major tool company and SILVA is only a small part of the business

Rob thanked all organizers of NOL events in 2009.

5.5 Schools (paper)

Ian Dalton's paper was noted.

6 HIGH PERFORMANCE

6.1 High Performance Discussion Paper

Eric Morris spoke to his paper and noted the uncertain future of ACTAS.

Eric's proposals were well received for rationalizing the High Performance Strategic Plan into core tasks to be undertaken by the HP Manager and non-core tasks which would be priorities for additional funding.

6.2 2009 World MTBO Championships

a) Coach Report (paper)

The report by Kay Haarsma was noted, and her three recommendations which would be discussed with the MTBO report.

6.3 2009 WOC and JWOC

Financial (paper). Blair Trewin's financial reports on WOC and JWOC were noted.

6.4 Australian Bushrangers.

Eric Morris reported that the New Zealand team would be coming to the WOC trials in May and the Australian Bushrangers would go to New Zealand for the NZ QBIII on the first weekend in June (one week before the Australian QBIII).

6.5 Selection

a) Senior Panel (paper)

b) Junior Panel (paper)

The reports by the chairs of the senior and junior selection panels were noted. Eric Morris reported that the Board had agreed to improvements in the junior selection process, with a delay of a week in naming the team to provide the selection panel and High Performance Director with more time to thoroughly review the selection process.

Paul Pacque is standing down from the Junior Selection Panel. Julian Dent advised that he was interested in replacing Paul on the Panel.

Motion: That the existing 3-person Junior Selection panel of Blair Trewin, Fiona Calabro and Roch Prendargast be appointed and the Board add additional persons as it sees fit.

Moved: Trewin/Morris. The motion was carried.

6.6 Coaching & Officiating Development Report (paper)

Dave Meyer's report was noted.

7 MOUNTAIN BIKE ORIENTEERING

7.1 2009 MTBO Report (paper)

Conference noted the MTBO report and the recommendations (with recommendation 3 amended to read 20 and 21 March 2010, instead of April). Bill Jones advised that the Board had already re-appointed Kay Haarsma as coach of the 2010 MTB WOC/JWOC team. Eric Morris advised that the appropriate actions now in respect of the team recommendations would be for Kay to discuss her thoughts on a team manager with him, and for Kay and the team selectors to talk to Rob Preston and himself after team selection but before a team announcement.

There needs to be a call by the chair of the selection panel for nominations for the team.

8 Other business

Mike Dowling advised that Orienteering Tasmania has received a government grant to develop a new orienteering brochure. He will circulate copies when it is ready.

The meeting closed at 3.10pm.

