

Minutes

MEETING OF THE BOARD OF ORIENTEERING AUSTRALIA

7.30PM (AEST), MONDAY 5 JULY 2021

Attendance

Jenny Casanova (JC), Mike Dowling (MD), Bill Jones (BJ), Andrew Lumsden (AL), Richard Mountstephens (RM), Craig Steffens (CS) (Directors), Matthew Dunstan (MDu) (General Manager)

Apologies: Hanny Allston

Minutes of the 7 June 2021 Board meeting

Motion: The minutes be accepted. *Moved:* AL; *Seconded:* BJ. Passed unanimously.

Matters arising

The Board accepted Orienteering Tasmania's reply to OA's post June Board meeting response to OT's request to for OA to underwrite the 2021 Australian Championships Carnival.

Strategy

Orienteering Australia's Strategic Plan extends to 2021. The Board created a Working Group to review the plan by late August. The Group will consist of HA, MD, MDu and RM. It will review the current Plan, examine the opportunities and threats to OA, ensure the Plan aligns with SportAus' framework and send a short questionnaire to States.

ONZ proposal for Oceania Knock-Out Sprint

ONZ suggests OA and ONZ propose to the International Orienteering Federation (IOF) that a knock-out sprint be added to the Oceania Championships in 2022. This would give our Elites and juniors a chance to practice their sprint orienteering at an international level. In addition, the winners of 21E are entitled to start at the next Knock Out Sprint World Championships. The Board agreed with this proposal and that OA and ONZ should request IOF to allow an Oceania Knock Out Sprint Championship in 2022.

The Board noted that we need a discussion with ONZ about future Oceania Championships. This might result in a change to the IOF Competition Rules in regard to timing of Oceania Championships.

JC will tweak the wording of the ONZ proposal.

High Performance

Restructure of High Performance squads

The Board endorsed the High Performance Management team's proposal that a temporary squad structure be utilised for the remainder of 2021 and be reviewed once OA Strategic plan for 2022 onwards has been developed.

The restructure would temporarily reduce the number of OA squads to 2, with States to provide a squad structure to athletes who are not in the OA squads. The two squads would be:

- High Performance Squad: designed to meet the needs of athletes aiming to excel at the world orienteering championships in 2022 and 2023.
- National Development Squad: designed to meet the needs who are aiming for senior representation at world championships or world cups from 2022-2024.

State/territories would be encouraged and supported to support athletes who are hoping to excel at national level events, in either the senior or junior category. There would be scope for athletes in the two OA squads to be mentors/coaches for these state level squads.

The current squad structure is outlined on the OA [website](#). Current squad membership is [here](#).

High Performance Report June 2021

The Board received and accepted this Report.

Finance

RM presented revenue and expenditure against budget. The revenue forecasts are heavily dependent on whether events will be curtailed due to COVID restrictions. High Performance expenditure will be significantly lower than usual due to Australia not being represented at the World Orienteering Championships, Junior World Orienteering Championships and MTBO World Orienteering Championships.

The High Performance Team had asked about a timeline for decision on HP expenditure. The Board decided it was happy to receive requests for funding training camp during 2021/22. Proposals to fund the Australian team to the Oceania Championships will be considered at the November Board meeting.

General Manager

MDu noted that grants and projects will be a big job. He is talking to State Presidents and is working with AL and RM. He noted sports administration is quite similar between sports.

Human Resource management

The Board noted that human resource management is a three way split between the General Manager, Finance Director and the relevant oversight Director.

The day after the meeting, Paul Prudhoe (former Executive Officer) provided access to the folders with the relevant contracts.

Sport Australia Capability Grant program

OA's application for a \$30,000 2021/22 grant for the Coaching for Everyone project was unsuccessful. We can aim to start the project in 2022 with, we hope, funding from the Sport Australia Core Participation funding for 2022/23. Some of the market research aspects of the grant may be funded by 2021/22 Core Participation funding.

Technical

Nil report.

MTBO

CS noted that the IOF has established an Under 23 World MTBO Championships in both MTBO and SkiO for a trial period. The IOF is surveying member federations on what to call this Championship.

Secretary

Meeting with States

The meeting at 8.00pm (AEST), Monday 19 July will primarily deal with family membership structures. MD will Chair the meeting.

Eventor administrators

AL has been asked should Eventor Administrators to have a Working with Children Check; they have access to a range of personal information. MDu noted the Checks are for people who have contact with children, so Administrators do not need one.

Governance and Organisational Enhancement Plan

MDu and AL have met with Damien Jennings from Sport Australia in regard to this SportAus requirement.

We have undertaken to do the following.

- Review the Director's Code of Conduct (SportAus has supplied a template) and ensure all directors sign-off on it.
- Identify strategic and/or collaborative activities requiring stakeholder engagement to form engagement strategy.
- Identify priority diversity targets and create action plan to achieve targets. We want to fill vacancies on the Board with people who: 1) have appropriate skills or knowledge; 2) are willing to work constructively; and/or 3) who are from a State, gender or age group that is under represented on the Board.
- Develop a register to record potential directors as the opportunity arises. We said "Discussion on what extra directors we might need and who can fill those roles and who can replace MD as Chair to be held as part of the strategic planning process (sessions being scheduled for August)."

Motion: the Board approve the Governance and Organisational Enhancement Plan. *Moved:* AL, *Seconded:* MD. Approved unanimously.

General business

Chair

MD said his IOF workload will be reducing soon (with the completion of the Fair Play in Orienteering Report). He is prepared to Chair OA until the AGM in 2022.

Motion: The Board appoint MD as Chair. *Moved:* CD. *Seconded:* JC Passed unanimously.

Coaching Framework development

MD noted the Framework needs to be more user friendly. He will talk to HA. She and Brodie Nankervis will then initiate the next stage of the coaching accreditation project.

Next Board meeting

7.30pm (AEST) Monday, 2 August 2021

Agenda items should be notified to AL at least a week beforehand and papers should be supplied five days before.

The Board will discuss the 2021 Australia New Zealand Challenge at the August meeting.

The meeting closed at 8.58pm.