



Orienteering Tasmania Inc.

Annual Report for 2019

SUPPORTED BY



**Tasmanian
Government**

*Host: 2020 Australian Orienteering
Championships*

Orienteing Tasmania Incorporated

The Board

OT Executive

President	Sally Wayte
Vice Presidents	Jo-Anne Bissett Kim Nankervis
Secretary and Public Officer	Bernard Walker
Treasurer	Dirk Nankervis

OT Directors

Director Development	Anthony Stoner
Director Performance	Clare Hawthorne
Director Technical	Greg Hawthorne

Officers

Technical

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

Performance

State Coaching Co-ordinator	Jon McComb
NOL & JNOL Coach	Brodie Nankervis
School Team Coach	Jon McComb
NOL/JNOL Manager	Dirk Nankervis

School Team Manager	Meisha Austin
Chair of Selectors	Donelda Niles
Awards Coordinator	Cathy McComb

Development

Marketing & Communications Manager	Miriam Palmer
e-bulletin Editor	Miriam Palmer/Sally Wayte
Outreach Manager	Mike Calder
OA Magazine Liaison	Bert Elson
Permanent Course Manager	Bert Elson
Sporting Schools Coordinator	Jane Calder
Twilight Series Manager - Hobart	Mike and Jane Calder
Twilight Series Manager - Launceston	Christine Brown

Calendar & IT Services

Event Program Coordinator	Kim Nankervis
Eventor Administrator	Ian Rathbone
Freedcamp Administrator	Bernard Walker
Website Managers	Ian Rathbone, Bernard Walker
Event Information & Results Manager	Jeff Dunn
Membership Manager	Bert Elson

Member Protection Information Officers

MPIO - North	Peter Hoban
MPIO - North West	Jo Bissett
MPIO - South	Sue Hancock

PRESIDENT'S REPORT

2019 was an enjoyable year of business-as-usual for Orienteeing Tasmania - a brief respite between our successful organisation of the Easter 3 Day Carnival in 2018, and our responsibilities for organising the Australian Orienteeing Championships in 2020.

Events

Our premier bush orienteeing event program, the Orienteeing Series Tasmania, continued successfully in 2019 with a full program of 14 statewide events. In addition, almost 90 other events were held in locations all over the State – catering for school children, newcomers and seasoned orienteers of all ages. Development Director Anthony Stoner will give a fuller report on event participation.

At the conclusion of the OST series in September, a well-attended annual awards dinner was held in Hobart. Many thanks to Cathy and Jon McComb and Vice President Jo Bissett for organising the awards and providing an excellent night of celebration for all our orienteers. Cathy has now been appointed to the new position of OT Awards Coordinator.

Developing an events calendar for the coming year is a major task and we thank Vice President Kim Nankervis for co-ordinating the preparation of the 2020 calendar with clubs and other stakeholders.

Board Governance

The Board operated throughout 2019 with all positions filled. The Board held six full-day meetings and one Executive meeting.

With half of the OT Board new to their roles in 2019 the first couple of meetings focussed on induction and operational planning, in order to understand our roles and responsibilities and the mechanics of how the Board operates. Thanks to outgoing Board members Ian Rathbone and Andrea Schiwy and our Secretary Bernard Walker for providing training on the wonderful world of Board Governance; the OT Constitution; our Operational Manual (which documents our policies and procedures); OT's organisational structure; the budgeting and grants process; our collaboration software; and strategic planning.

A three-year Strategic Plan had been developed in 2018 to cover OT's goals, objectives, values and strategies. We used this to create our 2019 Operational Plan which guides the activities of the Board throughout the year. The development of the 2019 Operational Plan led to a review of all policies in the OT Operational Manual.

New policies were developed on the following topics: *Paid Employees; Volunteer Reimbursement; Schools Team Official Reimbursement; and State Awards Rules and Guidelines*. Substantial updates were made to the policies for *Funding and Resources* and *Tasmanian Team Selection*. Particular thanks must go to Performance Director Clare Hawthorne, who took the lead for most of this work.

A review of event and membership fees was conducted, leading to an increase in fees for OST events only, as these events were identified as struggling to break even. Fees were last increased more than six years ago.

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 continue to maintain our land use agreement with the Parks and Wildlife Service.

Government grants

In 2019 OT received \$21,000 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 mapping for the 2020 Aus Champs, supporting training camps, the Coach-in-Residence program, as well as communication and promotion.

We were also successful in obtaining almost \$10,000 in Australian Sports Commission funding made available through Orienteering Australia for participation. This was used for the 'Outreach' Program to develop participation in our sport across the state. Thanks to previous Development Director Mike Calder for obtaining this funding and managing the Outreach Program.

We have also received grants supporting the Australian Orienteering Championships. Thanks to the efforts of AOC2020 Event Director Warwick Moore, we were fortunate to receive a \$30,000 grant from the Events Tasmanian Attraction Fund, as well as a \$3,000 grant from the Communities, Sport and Recreation National Championships scheme.

Orienteering Australia

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 the 2020 Australian Orienteering Championships.

President Sally Wayte and Immediate Past President Ian Rathbone attended the OA Annual Conference held in Canberra in December. OA supported Ian's attendance in order for him to give a presentation on the substantial work he has done developing a membership and participation report generator based on data in Eventor. This is now available to all States and will be invaluable for managing membership data and compiling required participation reports.

Australian Championships 2020

AOC2020 Event Director Warwick Moore reports that work is on track for the Australian Championships to be held in Tasmania later this year.

- Two new maps near St Helens were completed by mapper Rob Plowright and will be used for the Australian Long and Middle Distance Championships.
- Event locations are now locked-in and event planning is well-underway, with excellent technical guidance from Event Technical Director Roger Harlow. Planners and controllers are already out in the field.

- Our event website, managed by Marketing Manager Miriam Palmer, is active and being added to as information becomes available.
- Entries opened on 1 February. Thanks to Entries and Results Manager Ian Rathbone for taking on the huge task of setting up Eventor for entries.
- Awards Organiser Cathy McComb has sourced some unique Tasmanian-made products for awards.
- Logistics manager Bert Elson is busy working on logistics and equipment and has secured in-kind sponsorship from AutoRent Hertz to supply trucks for the logistics team.
- Start Team Manager Lindsay Pender has recruited a full complement of volunteers for his team.
- Competitor Services Manager Kim Nankervis has been developing merchandise, including an O-top, and she is working on the location of registration in the centre of Launceston in the Civic Square.
- Volunteer Coordinator Sally Wayte has secured Kellrairie Units as accommodation for volunteers, and this is almost booked out.
- Meisha Austin, as the Schools Program Manager, has secured accommodation for the school teams in St Helens, and organisation for the School Champs is progressing well.
- A recent decision at the OA conference to allow students not in official State teams to enter the School Championship events has led to some extra work for us in determining out how to implement this change in the entry and results system.
- As well as our Government grants, St Marys-St Helens Community Bank has provided \$1000 support.

GST decision

The Board made the decision last year to register OT for GST, because our turnover in 2020 will exceed the ATO GST registration threshold for non-profit organisations (due to running the 2020 Australian Championships). We expect the effect of GST registration to be financially neutral. Thanks must go to Bernard Walker for a huge amount of work modelling the impact of GST on our finances, and setting up a new accounting system to implement GST in the most painless way possible, and also to Dirk Nankervis for his assistance in transitioning data to the new system. I am confident the work they have done has set us up well for the future.

Thankyou to Bernard

We are very sorry to see Secretary Bernard Walker leave the Board. Recently Bernard has been Vice President for five years and Secretary for the last two years. He was also Events Director from 1999-2000 and Vice President from 2002-2006. He has been on the OT Board for 14 of the last 21 years – more than anyone else in the history of Orienteering Tasmania.

As well as his Board role, Bernard quietly does much behind-the-scenes work for OT:

- Sourced, setup and managed our software for collaboration and document management (Freedcamp)
- Website re-structure and management
- Strategic planning
- IT systems security and audit
- OA financial modelling of event levies

Our new secretary will be pleased to know that Bernard intends to continue doing many of the above tasks. Bernard was very patient in 2019 guiding an inexperienced Board (and President) through our tasks. Thankyou Bernard (I'm sure you'll be back one day).

Sad Farewells

All Tasmanian orienteers were very saddened by the deaths of three treasured community members last year.

In July much loved long-time orienteer and Australopers member Sue Mount passed away. With her husband Tony, Sue had been a stalwart of orienteering in Tasmania for over 40 years. Sue was an accomplished orienteer, with a very long list of Australian and Oceania Championship titles to her name, as well as winning the Easter 3-Day competition no less than 15 times. However, Sue will be most remembered for her welcoming nature, her encouragement of newcomers to the sport, and her wonderful sense of humour.

In December we lost Ian Atkinson. Ian was a past Australopers President and joint Secretary of OT from 1999-2002 (with his late wife Jenny). Ian was an approachable friend and mentor, with a kind and gentle demeanour. Together with Jenny he was also an incredibly diligent administrator at all levels of our sport.

Most heart-breaking of all, also in December beloved EVOC member Hannah Goddard died at the age of only 22. Hannah was a member of the Tasmanian Schools Team for many years; a member of the Australian Schools Team in 2013 which travelled to New Zealand; a member of the 2015 Junior World Championships Team which competed in Norway; and above all, a treasured member of the Esk Valley Orienteering Club. She was an extraordinary club member, who selflessly gave her time to support club activities as well being a role model and mentor for younger orienteers.

Conclusion

The reports of our three Directors and the Treasurer follow. Anthony Stoner will report on the Development portfolio, Clare Hawthorne on Performance, Greg Hawthorne on Technical matters, and Dirk Nankervis has provided the Finance report.

Thanks to all Board members for all your contributions last year – it's been a pleasure working with you all. And thanks to everyone else for the enormous amount of effort, energy and enthusiasm that you contribute to our sport.



Sally Wayte
President Orienteering Tasmania

DEVELOPMENT REPORT 2019

The goal of the Development portfolio is to increase the number of people coming in to orienteering through exposure to orienteering events, publicity and marketing. We have a social media presence as well as physical marketing materials, and we run programs with schools and other organisations.

Sporting Schools and Outreach

The Sporting Schools and Outreach programs expose large numbers of students to orienteering through orienteering events run specifically for each school. In 2019 we ran orienteering at 24 schools. Nine of these were funded through the Sporting Schools program, and 15 through community outreach.

Sporting Schools is funded by the federal government and allows primary schools to contract sporting organisations to conduct activities within their school. Orienteering is one of the 32 sports participating in Sporting Schools.

Outreach has been funded by Orienteering Australia, and allows us to take orienteering into schools that don't gain Sporting Schools funding. Unfortunately this year, the Outreach funding is not available, so we will run a reduced Outreach program paid for through other OT funds.

Both programs are run exceptionally well by Mike and Jane Calder, with the help in 2019 of 17 coaches: Mike Calder, Jane Calder, Zoe Dowling, Wendy Andrewartha, Joe Dickinson, Ksenia, Katya, Jo Bissett, Rod Bissett, Peter Hoban, Ron Briggs, Cathy McComb, Clare Hawthorne, Eleanor McLean, Arabella Phillips, Paul Pacque, and Mikayla Cooper.

To support these activities, two new maps were produced: Ridgely Primary School and Channel Christian School, and another three existing maps were updated - Goulburn St Primary School, Southern Christian School, and Penguin Primary School.

Sporting Schools	Outreach
Aust Christian College	Elizabeth College
Goulburn St Primary	Friends
St Anthonys	Glenorchy PS
St Thomas More	Goulburn St (Orana)
Southern Christian College	Hellyer College
Glenorchy PS	Hobart College
Penguin District School	Hutchins
Snug PS	Launceston Christian School
Channel Christian School	Lilydale DHS
	Meander Valley Council
	Ravenswood PS Taster
	Risdon Vale PS
	St Brendan Shaw
	Taroona HS
	Waimea

Thanks to Jane and Mike Calder for managing the Sporting Schools and Outreach programs so effectively.

Permanent Courses

Bert Elson does a fantastic job of setting up and maintaining the permanent courses for us. This year we had a total of 295 permanent course downloads, which is a significant increase on the 216 downloads the year before.

Kit	2019	2018
Domain Permanent Courses Map Kit	97	111
Gordons Hill Permanent Course Map Kit	64	
Upper Ridgeway Permanent Courses Map Kit	71	105
Waterworks Permanent Course Map Kit	63	
Grand Total	295	216

Waterworks and Gordons Hill were new courses for 2019, and Bert has recently made some improvements. Time hasn't allowed for the Coningham, Waverley Park or Hobart College courses to be developed and we will review plans for those this year.

At the moment people downloading permanent course maps register their email address and these addresses are added to the circulation list for OT's weekly E-bulletin. We are planning to improve the system and implement a short survey that users have to fill out before they can download a map. This will help us understand how people are using the maps - recreation, training, education, how many people are using a single download and whether the users are regular orienteers.

Participation

Thanks to Ian Rathbone for the reports in Eventor which provided the base data for the participation report.

2019 (2018) (2017) (2016) (2015)

	Events	Numbers	Average	% change (2019/18)
OST	14 (10) (13) (13) (17)	1288 (891) (1179) (1254) (1379)	92 (89) (91) (90) (81)	+3
Northern Twilight	14 (12) (12) (11) (12)	569 (424) (513) (513) (461)	41 (35) (43) (47) (38)	15
Southern Twilight	15 (11) (15) (14) (15)	2457 (1818) (2607) (2859) (2533)	164 (165) (174) (204) (169)	-1
Northwest Twilight	4	30	7.5	
Northern Local	4 (4) (5) (5) (6)	77 (119) (96) (150) (143)	19 (30) (19) (30) (24)	-58
Southern Local	12 (14) (10) (16) (9)	884 (894) (804) (1206) (645)	74 (64) (80) (75) (72)	14
Northwest Local	6 (8) (6) (9) (3)	97 (126) (194) (26)	12 (21) (22) (9)	-75
Southern Saturday	5 (3) (5) (7) (6)	374 (247) (423) (730) (507)	75 (82) (85) (104) (85)	-9

Summer Cup (EVT)	6	240	40	
Launceston Sprint Extravaganza	6	285	47.5	

Membership

OT Membership

	2019	2018	2017	2016	2015	2014	2013
MEMBERS	320	288	327	295	267	257	287
% Change	+11%						

Club Membership

Club	2019	2018	2017
ALT	236	176	192
EVT	62	54	72
PFT	18	10	8
WRT	n/a	48	55
TOTAL	320	288	327

Australopers numbers are up, which is partly due to a large number of Wellington Ranges members joining the club.

Publicity

Publicity is managed through our website, Facebook, and weekly newsletter. Thanks to Miriam Palmer, with support from Sally Wayte, who has again done a fantastic job of delivering weekly bulletins as well as numerous posts on social media.

Australian Orienteer

During the year we received and distributed 4 editions of Australian Orienteer. Members can opt for the electronic or paper version. Thanks again to Bert for handling the distribution of paper copies.

Conclusion

Our membership and participation numbers overall are stable and I'm looking forward to seeing how we can increase both over the coming year.

Anthony Stoner
Director, Development

PERFORMANCE REPORT 2019

Tasmanian orienteers continue to perform well in national and international events, with two Tasmanians – Brodie Nankervis and Mikayla Cooper – selected to represent Australia internationally.

Orienteering Tasmania continued to support a strong coaching program to assist promising athletes to reach their potential.

In addition to WOC and JWOC, the Oceania orienteering carnival held in NSW and Victoria in September/October provided further opportunity to compete for Australia, as part of the Australia/NZ challenge team. Zali McComb, Cathy McComb, Clare Hawthorne, Jemery Day, Ken McLean and Jeff Dunn were all selected as part of the Australian Team in their respective age classes, while Mikayla Cooper, Arabella Phillips and Brodie Nankervis were selected in the Bushrangers team for the Australia/NZ test match.

Schools Team

In 2019 the Tasmanian Schools Team performed well on courses that were, for many, a step up in terms of technical difficulty and standard of competition. Hot conditions also took their toll, but all team members gained a lot from the experience.

Over the course of the carnival there were some great individual and relay results including a 3rd place for the Senior Girls and Junior Boys teams. Tasmania placed 6th overall and Mikayla Cooper was selected for the Honour Team.

Special thanks to the management and coaching team of Jon McComb, Meisha Austin and Mick Cooper.

Thanks also to our State selectors – Kim Nankervis, Gayle West, Karen Wild-Allen and Chair of Selectors Donelda Niles. Kim, Gayle and Karen will continue as selectors in 2020, while Donelda will step down. Joe Dickinson will join the selection panel.

2020 will see a change in the Australian Schools Championships. Additional competitors who do not make their State team will be able to run in the championships, albeit in a different start block to State team members. With the Australian Schools Championships to be held in St Helens, this will give less experienced Tasmanian school children the chance to compete at the national level.

National Orienteering League

Thanks to Dirk Nankervis who provided ongoing support as the 2019 NOL/JNOL Team Manager. In 2020 this role will be taken on by Brodie Nankervis.

Brodie finished the 2019 NOL season in 3rd place. In the women's competition, Zoe Dowling was the best performed Tasmanian in 13th place.

In the JNOL competition, Mikayla Cooper finished the season in 4th place while Arabella Phillips finished in 10th place. In the junior men's competition, Joshua Allen was the best performed Tasmanian in 15th place.

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

Elite Rankings

In the senior men's rankings, Brodie Nankervis finished the year in 2nd position.

In the junior men's rankings Joshua Allen was ranked 16th.

In the women's rankings, Mikayla Cooper was ranked 5th in junior women and 18th in senior women. Zoe Dowling was ranked 20th in senior women.

Non-elite rankings

Tasmanian orienteers continued to feature strongly in age-class rankings. Non-elite rankings were calculated by the Orienteering Australia statistician based on the Australian 3-days, the Australian Championships and the Oceania championships events.

In 2019, three Tasmanians were ranked 1st in their age class: Euan Best (M12), Clare Hawthorne (W45) and Sue Hancock (W55). Another nine Tasmanians – Valerie Brammall, Cathy McComb, Ken McLean, Paul Pacque, Jeff Dunn, Jon McComb, Matthew Cohen, Simon Louis, Jane Pulford and Jett McComb - were ranked in the top five in their age class.

International Representation

Brodie Nankervis represented Australia at WOC in Norway and at the World Cup final in China. He was also part of the Bushrangers team at Oceania. Brodie won first place at the Oceania long distance championships in a strong field on a physically and technically demanding course. He was also 1st in the Oceania sprint.

Mikayla Cooper represented Australia at JWOC, and as part of the Bushrangers team for the Australia/NZ test match at Oceania. Mikayla placed 3rd at Oceania in the long distance and 5th in the sprint distance.

Arabella Phillips was also a member of the Bushrangers team at Oceania for the sprint distance.

Coaching and Training

I would like to thank the State Coaching Coordinator, Jon McComb for all his hard work for providing excellent coaching sessions throughout the year for all Tasmanian orienteers. In addition to organising numerous training sessions, Jon also ran several training camps and once again took on the role of coach for the Tasmanian Schools Team.

Kilian Lilje was our Hobart-based Coach-in-Residence from January to March 2020. Kilian organised weekly trainings, assisted with the junior training camp, ran sporting schools sessions and completed a new map of Kingston High School. His contributions were much appreciated and we were sorry that he was with us for such a short period of time. Thanks to Jeff Dunn and Sally Wayte and the McComb family who provided a place for Kilian to stay.

Joe Dickinson organised training sessions in Launceston from December to January and also assisted on the junior training camp. He also ran the successful Launceston Sprints weekend which was well attended and enjoyed by all.

Thanks also go to Will Whittington who organised the Hobart Sprints in February. While not strictly 'training', this fun event gave everyone an opportunity to work on their sprint technique and get in some valuable practice before the many national sprint events in 2020.

The Sporting Schools program continued in 2019, coordinated by Mike and Jane Calder.

Tasmanian Honour Team

OT uses results from OST events to derive a Tasmanian Honour Team. This team is made up of the three people in each class (M/W 14 and older) with the best average rankings based on age-gender adjusted kilometre rates (similar to Excellence Points calculations). The Honour Team of 68 Tasmanians was announced on the website and e-bulletin in September 2019.

Clare Hawthorne
Director, Performance

TECHNICAL REPORT 2019

Mapping

The major activity in mapping for 2019 was preparing new maps for the 2020 Australian middle-distance and long-distance orienteering championships and updating existing maps that will be used in the championships, including a major extension to the Rajah Rock map.

Alex Tarr also completed a major update to the Russell's Plains map in Launceston, and Mark Hey completed a new mountain bike orienteering map at Karanja near Westerway.

Geo-referencing of our legacy maps has been largely completed by Nick Bowden, and many thanks to Bernard Walker and Gary Carroll for their technical assistance in this project.

As usual, many local and school maps were produced and updated, thanks to Paul Pacque, Mike Morffew, Mark Hey, Joseph Dickinson, and our coach-in-residence, Kilian Lilje.

Course planning

During the year we upgraded our course planning software to Condes 10, which supports the latest version of OCAD files, so those planning events should upgrade to Condes 10 as our maps will no longer be stored as OCAD 11 files (contact me for the new registration codes).

Greg Hawthorne
Director, Technical

FINANCIAL REPORT 2019

Orienteering Tasmania remains in a strong financial position with around \$100,000 in the bank at the end of 2019.

This year OT made a 'trading loss' of \$8,249. As part of this loss there has \$47,824 expenses already incurred for the upcoming Australian Championships against a grant of \$28,000. It is assumed that the Australian Orienteering Championships this year will make a profit of \$25,000. Orienteering Tasmania continues to invest surplus funds into development programmes such as Orienteers in Residence, Sporting Schools and Outreach, and I would expect these to continue into the future.

We had planned to reduce our funds to around \$60,000 after the 2020 Australian Championships, but at this stage this may be a larger balance. This is enough liquidity to meet our ongoing commitments for several years.

After this year's Australian Championships, we have no major carnivals scheduled for several years, so decisions may need to be made in regards to whether we continue with our current spending and/or put up our membership and entry fees. If we do not choose to increase fees or membership further, expenditure will have to be reigned in at that point.

This year we have made some significant changes to our Chart of Accounts and are in the process of registering for GST. I would personally like to thank Bernard Walker for the significant amount of work he has done in setting this up.

Dirk Nankervis
Treasurer

