



ORIENTEERING
AUSTRALIA

ANNUAL GENERAL MEETING

22 APRIL 2024

VIA ZOOM

WELCOME

Orienteering Australia Chair Mike Dowling

Please mute your microphone when not speaking

Meeting observers may ask questions through their
state/territory delegates



ACKNOWLEDGEMENT OF COUNTRY

Orienteering Australia acknowledges the Traditional Custodians of the land upon which we compete upon.

We extend this acknowledgement to all the Traditional Custodians of the lands and First Nations Peoples and would like to pay our respects to all Elders past, present and emerging.



AGENDA

- ATTENDANCE
- MINUTES OF PREVIOUS AGM
- CHAIR'S REPORT – MIKE DOWLING
- FINANCIAL REPORT – PAUL LIGGINS
- 2024 BUDGET – PAUL LIGGINS
- ELECTIONS AND APPOINTMENTS
- 2024 ACTIVITY PLAN UPDATE – MIKE DOWLING
- GENERAL BUSINESS



ATTENDANCE



MINTUES CERTIFIERS

- Appointment of two person to certify the minutes of the AGM.

MINUTES OF PREVIOUS ANNUAL GENERAL MEETING

- **Motion:** The Minutes of the AGM held on 3 April 2023 be accepted.
- Moved:
- Seconded:
- Carried.
- Business arising from these minutes and not covered elsewhere:





ORIENTEERING
AUSTRALIA

CHAIR'S REPORT

COMPETITION 2023

- Successful Easter 3 Days (ACT), Australian MTBO Championships (QLD) and Australian Championships (WOC).
- Successful National League and MTBO National Series.
- International competition – WOC, JWOC, World Cup, WMTBOC, World Cup.
- Pleasing JWOC results in the Sprint format.
- Emerging generation of elite athletes who are competing on the world stage for Australia.



BOARD AND OFFICE CHANGES

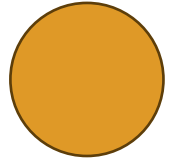
- Richard Mountstephens and Craig Steffens left the Board at 2023 AGM.
- Andrea Harris elected to the Board at 2023 AGM.
- Paul Liggins appointed to the Board June 2023
- Craig Steffens appointed Manager, MTBO Development May 2023
- Brodie Nankervis appointed Manager, Participation May 2023.
- Liz Leung, appointed Manager, Communications and Marketing March 2024.



GREAT ORGANISATION

Maintain compliance with the National Integrity Framework and ensure Member States/Territories are compliant.

- Implementing updated Sport Integrity Australia's (SIA) NIF policies endorsed by the Board at its September meeting.
- A new Photography Policy is part of this process.
- OA participating in a Safeguarding in Sport Continuous Improvement Program.



GREAT ORGANISATION

Complete process for Orienteering Australia to move to a company limited by guarantee

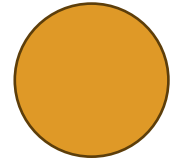
- Final sign off documentation lodged with ASIC.
- Hopefully, we should finally be structured as a Company limited by guarantee before the end of this month.
- ASC requirement.



GREAT ORGANISATION

Review risks and align our procedures with public liability insurance requirements.

- Scan and update of existing risk early 2023 and plan in 2024 to further review and align with NIF.
- OA formed a Risk Working Group to do this work led by Andrea Harris.
- Working Group will consult with you as our members.



GREAT ORGANISATION

Complete review and update of OA Operations Guide

- OA Operations Guide on the new website and aligned to new Constitution.
- About 95% complete

Ensure our Sport is Financially Stable



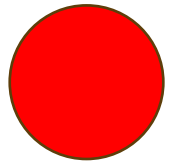
GREAT EVENTS

Implement the Updated Controller Accreditation Framework. (ASC Project funding)

- The Framework is being successfully implemented.

Adapt Controller Curriculum to the OA E-Learning platform. (ASC Project funding)

- The Controller curriculum will go into the OA E-Learning platform after the Coaching curriculum work is completed.
- **2024 priority rollover.**



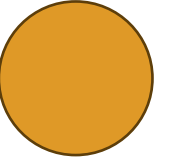
GREAT EVENTS

Develop and implement a course planning education framework. (ASC Project funding)

- Technical Committee and Director, Technical have a basis of the framework of learning.
- Into the OA E-Learning platform after the Controller Curriculum.
- **Priority rollover to 2024.**

Develop a plan for the hosting of future IOF major events before 2030

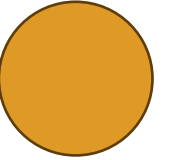
- Working Group has been formed and is commencing work.
- MTBO Commission is examining feasibility of an MTBWOC.
- **Priority rollover to 2024.**



GREAT EVENTS

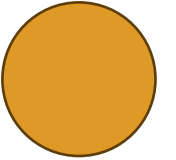
Develop and implement a plan to improve event quality of the National Orienteering League.

- ZOOM sessions with 2024 National League round organisers, setters and controllers conducted.
- 2024 National League Guidelines approved by the Board yesterday.
- New NOL branding, aligned with the OA Branding and Style Guide for event presentations being actioned.



GREAT PERFORMANCES

Coaching Framework implementation. (ASC Project funding)



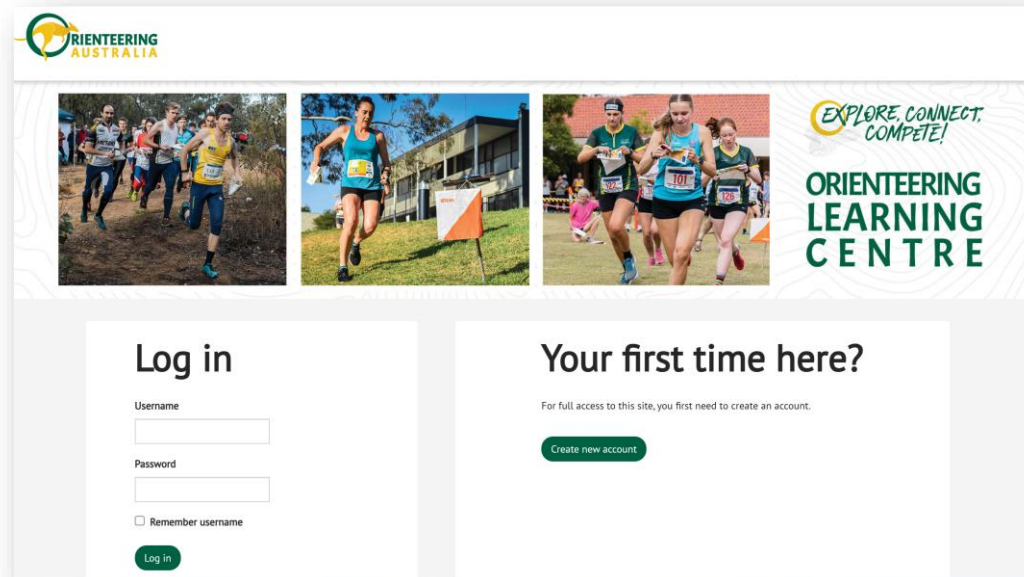
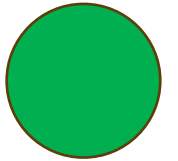
- Orienteering Instructor (Community) and (Teacher) now available on the OA eLearning platform (Orienteering Learning Centre – OLC).
- Work commenced with the Learn and Play, Competition and Performance coaching accreditation courses into the OLC.
- **Priority rollover to 2024.**



GREAT PERFORMANCES

E-Learning Project. (ASC Project funding)

- Live and with branding completed Oct 23.
- Over 50 learners signed up so far
- Focal point for future orienteering based e-learning.
- **Priority rollover to 2024.**



GREAT PERFORMANCES

Learn to Orienteer Project. (ASC Project funding)

- Pilot programs run in ACT, QLD and VIC.
- Very positive feedback so far.
- National launch and rollout in 2024.
- **Priority rollover to 2024.**



GREAT PERFORMANCES

Coaching Instruction for Everyone (SA Project funding)

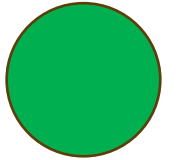
- Market research about the experiences of people beginning orienteering underway to identify positives and gaps in existing practices.
- Project Manager being appointed.
- **Priority rollover to 2024**



GREAT PERFORMANCES

Finalise teams to send major international events - World Championships, World MTBO Championships, Junior World Championships and World Cups.

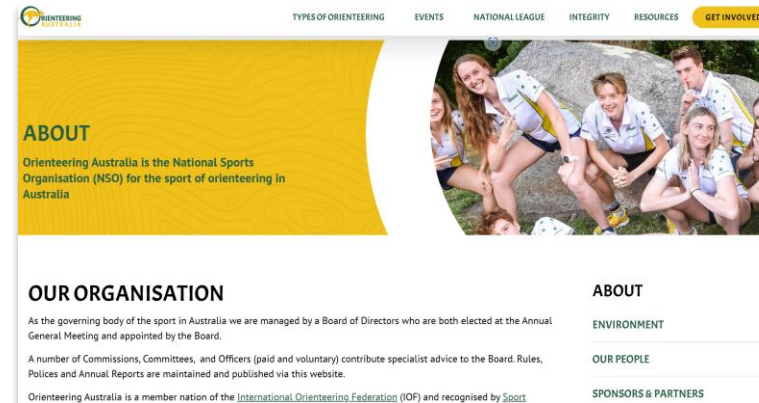
- Updates to Australian Teams (separate policies for orienteering and mountain bike orienteering and Selection Appeals policies).
- Board approved updates to Australian Teams and Selection Appeals policies.
- Australian Teams (MTBO) update approved Jan 24 Board meeting.
- 2024 HP budget finalised to support teams.



GREAT RELATIONSHIPS

Redevelop the OA website (ASC Project funding)

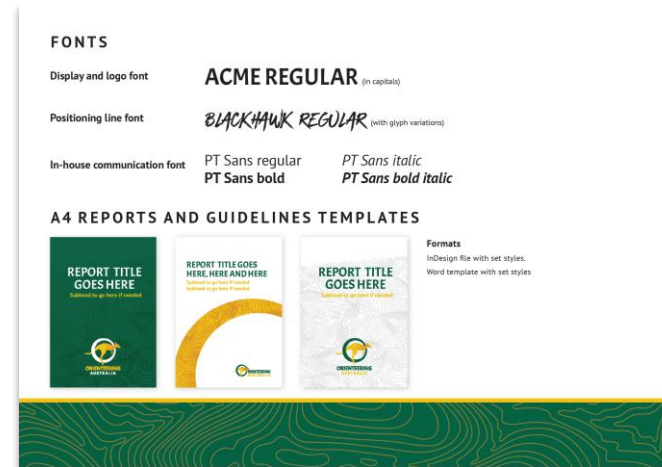
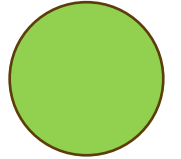
- Went live Feb 24
- Further content development work in progress.
- **Priority rollover to 2024**



GREAT RELATIONSHIPS

Develop and implement an OA Branding Guide to inform a Communication and Social Media Plan (ASC Project funding)

- OA Branding and Style Guide update approved Sep 23.



GREAT RELATIONSHIPS

Develop and implement a Communication Plan and Social Media Plan to promote orienteering. (ASC Project funding)

- Plan work started. Informed in part by updated Sponsorship and Social Media Policies.
- **Priority rollover to 2024.**

Incorporate all available Australian map data into O-Maps where possible (ASC Project funding)

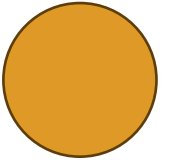
- Is part of the Improve Eventor project work. The Board considers a single point of truth for all our “stadiums” is important but understands specific state issues.



GREAT RELATIONSHIPS

Improve Eventor usability addressing user need issues (ASC Project funding)

- Project Manager working. A project budget of approx. \$70K. The Project Manager, Paul Prudhoe, is providing regular reports to the Board.
- Discussion paper and feedback document to State Boards and to Eventor State & Club administrators, and to State & Club event organisers and entry managers.
- Feedback collated.
- Scope of work defined.
- Implementation with SOFT through 2024.



GREAT RELATIONSHIPS

Resource repository (logos, templates, checklists etc.) for stakeholder use on new OA website

- Work completed within the new OA website. OA collateral available in a wide range of file formats for users to access as the OA Toolkit on OA website.



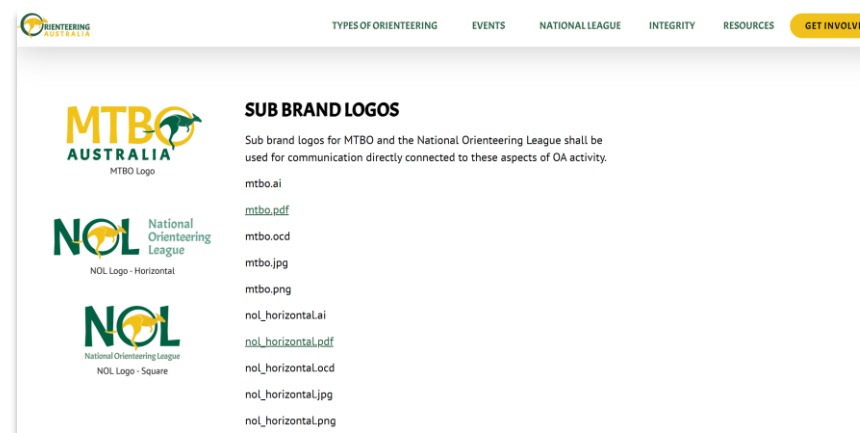
ORIENTEERING AUSTRALIA TOOLKIT
Resources to apply the OA Brand Identity Style Guide

ABOUT THE ORIENTEERING AUSTRALIA TOOLKIT
The Orienteering Australia (OA) Toolkit provides links to all the resources for use in applying the OA Brand Identity Style Guide in a range of file formats. The use of these resources by OA Officers, Member States/Territories, their affiliated clubs and event organisers must comply with the requirements of the Guide.

PRIMARY LOGOS
The horizontal primary logo is the preferred logo for use. The square primary logo shall only be used when space is limited to place the horizontal format logo.

RESOURCES

- OVERVIEW
- COACHING
- OPERATIONS GUIDE
- AWARDS
- LINKS



MTBO AUSTRALIA
MTBO Logo

NOL National Orienteering League
NOL Logo - Horizontal

NOL National Orienteering League
NOL Logo - Square

SUB BRAND LOGOS
Sub brand logos for MTBO and the National Orienteering League shall be used for communication directly connected to these aspects of OA activity.

- [mtbo.ai](#)
- [mtbo.pdf](#)
- [mtbo.occ](#)
- [mtbo.jpg](#)
- [mtbo.png](#)
- [nol_horizontal.ai](#)
- [nol_horizontal.pdf](#)
- [nol_horizontal.occ](#)
- [nol_horizontal.jpg](#)
- [nol_horizontal.png](#)



GREAT OPPORTUNITIES

Develop and implement a Participation Plan. (ASC Project funding)

- Plan finalised and approved Mar 24.
- Implementation through 2024.
- **Priority rollover to 2024**



GREAT OPPORTUNITIES

Effectively acquit the Whiteside Bequest

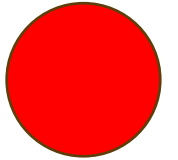
- New round of funding applications from Jan to Feb 24.
- Board completed review of the grant process.
- \$10,000 Easter 3 Days, \$15,000 Aust Champs Carnival, \$5,000 Aust MTBO Champs to support provision of event services.
- Additional funding request granted to Aust MTBO Champs. Board considering application for additional funding request from Aust Champs Carnival.



GREAT OPPORTUNITIES

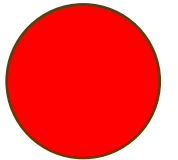
Develop a Volunteer Recognition Plan for 2024 implementation

- Not yet started.
- **Reminder, will be seeking member input for a national approach.**
- **Priority rollover to 2024.**



Develop a framework for the development of an OA Inclusive Practice Plan in 2023 to increase the social and cultural diversity of people participating in orienteering.

- Not yet started.
- Several Policy updates in this area completed.
- **Reminder, will be seeking member input for a national approach.**
- **Priority rollover to 2024.**



GREAT OPPORTUNITIES

Australian Schools Orienteering Championships (ASOC)

- Brodie Nankervis is the interim ASOC Coordinator.
- **OA is seeking a new ASOC Coordinator. The role is important!**
- ASOC Organisation Guide and ASOC Rules under review to make the work easier for a future ASOC Coordinator.
- **Please contact Brodie (coaching@orienteering.asn.au) and Arpad (gm@orienteering.asn.au) if you have an interested individual from your state/territory.**



Priority	Sub-category	Description	ASC Funding Amount	Dollars	Actions
1	Employ Participation Manager(s)	Pay Participation Manager for 1 year	\$35,000 (20 hours week at \$43.65 per hour + super)	\$35,000	Participation Manager(s) roles: assist with design of participation plan, implement participation plan, assist with development and pilot of Learn to Orienteer program and E-learning material
2	Employ participation staff members whose focus is on a specific participation related topic area	Advertise for and appoint Social Media and Communications Manager for 1 year.	\$17,500 (10 hours week at \$43.65 + super)	\$17,500	Assist with development of social media and communications policy with a focus on using these forums to improve participation. Manage social media strategy to improve participation across the country.
3	Employ participation staff members whose focus is on a specific participation related topic area	Pay Grants Officer for 1 year.	\$10,000	\$10,000	Grants Officer is responsible for administration and management of all participation projects.
4	Implementation of a learning management system, including the ASLC	Maintain Australian Sport Learning Centre (ASLC) tenancy	\$2,000	\$2,000	
5	Delivery of an annual participation-based campaign	Conduct the National Junior Development Camp - Dec 2023	\$1,500	\$1,500	
6	Review and implement changes to Sporting Schools product offerings	Review offerings for 9-10 trialed in 2023 and creating appropriate support resources	\$10,000	\$10,000	
7	Partner with SSOs or Clubs	Advertise grants for SSO's/Clubs to apply for ideas to develop activities/initiatives/events to improve participation or volunteer recruitment/retention/reward	4 x \$5,000, total \$20,000	\$20,000	
8	Delivery of coach education and/or courses to improve the quality of coaches	Run Competition and Performance Orienteering Coach - late 2023/early to mid 2024	\$1,500 (25 hours x \$60/hour)	\$1,500	
9	Delivery of officiating education and/or courses	Run Level 3 controllers course - 2024	\$1,000 (1 day workshop)	\$1,000	
10	Delivery of coach educator and facilitator sessions and/or courses	As part of or after competition/performance orienteering coach to develop course facilitators/assessors	\$1,500 (25 hours x \$60/hour)	\$1,500	
TOTAL				\$100,000	



2023 – 2024 PROJECT HIGHLIGHTS

\$20,000 will be available to SSOs/Clubs from ASC funding to support Participation innovation.

- Application process open.
- Funding available up to \$3000 for a project

OA Communication and Marketing Manager.

- Strong focus on broader community engagement to grow participation.
- Liz Leung appointed Mar 24.



OTHER ACTIVITIES

- Conducted a series of online workshops for member states in lieu of an in-person National Conference.
- Engaged with member states/territories through online meetings about mutual operational matters.



MEMBERSHIP 2023

Table 1b: Membership by Member States/Territories, 2023

Year	Previous	Renewals	Renewals %	Non Renewals	Non Renewals %	New Members	New Members %	Total Members
ACT	472	338	71.6	134	28.4	81	19.3	419
NSW	1,176	923	78.5	253	21.5	217	19.0	1,140
QLD	580	430	74.1	150	25.9	172	28.6	602
SA/NT	471	362	76.9	109	23.1	120	24.9	482
TAS	313	250	79.9	63	20.1	50	16.7	300
VIC	653	544	83.3	109	16.7	99	15.4	643
WA	261	206	78.9	55	21.1	57	21.7	263
OA	3,926	3,053	77.8	873	22.2	796	20.7	3,849

Source: Eventor club membership database



REGISTERED ORIENTEERS 2023

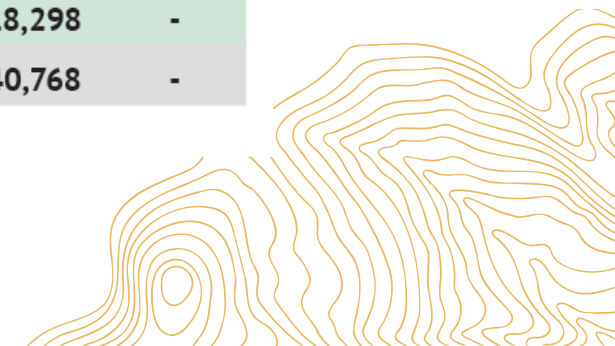
2022

	ACT	NSW	QLD	SA/ NT	TAS	VIC	WA	Total	Lst Yr	Chnge
Full Financial (inc. Club & Assoc)	472	1,176	580	471	313	632	261	3,905	4,245	-7.82%
Non-Members in Club Events	572	213	1,318	133	457	197	645	3,535	4,095	-13.7%
Non-Members in Corporate/ Scout/School events	1,820	6,061	1,731	585	2,645	1,833	347	15,022	16,442	-8.64%
Permanent course users	500	2,391	242	3,360	468	-	11,337	18,298	17,576	+4.11%
TOTAL	3,364	9,841	3,879	4,549	3,883	2,622	12,590	40,768	42,358	-3.75%

2023

	ACT	NSW	QLD	SA/ NT	TAS	VIC	WA	Total	Lst Yr	Chnge
Full Financial (inc. Club & Assoc)	418	1,140	602	482	300	626	263	3,831	3,905	-2.10%
Non-Members in Club Events	672	206	164	185	438	273	83	2,021	3,535	-42.8%
Non-Members in Corporate/ Scout/School events	956	-	2,278	686	-	693	-	15,022	-	-
Permanent course users	500	-	219	3,251	-	80	-	18,298	-	-
TOTAL	2,546	1,346	3,263	4,604		1,672	346	40,768		-

Source: Eventor and data provided by Member States/Territories.



EVENTS AND PARTICIPATION 2023

2022	Events	Participations	Av per Events	%
ACT	122	10,202	83.6	12.3
NSW	255	21,469	84.2	25.9
QLD	252	13,483	53.5	16.2
SA/NT	80	5,197	65.0	6.3
TAS	75	6,077	81.0	7.3
VIC	310	22,139	71.4	26.7
WA	65	4,408	67.8	5.3
TOTAL	1,159	82,975	71.6	100

2023	Events	Participations	Av per Events	%
ACT	126	12,063	95.7	14.4
NSW	264	22,749	86.2	27.1
QLD	245	9,925	40.5	11.8
SA/NT	83	5,262	63.4	6.3
TAS	76	7,966	104.8	9.5
VIC	306	19,093	62.4	22.7
WA	67	6,952	103.8	8.3
TOTAL	1,167	83,678	72.0	100

NOTE: Event data from Eventor and Member States/Territories. Some event and participation data may be missing.



WORKING TOGETHER

- We will work together and achieve an agreed common understanding across our ways of working in the conduct and administration of our sport.
- We work together to further identify common approaches to reduce duplication and simplify as best we can for the benefit of all our volunteers who are critical in our sport.



THANK YOU

- I sincerely thank all the OA Office, both employees and volunteers for their work on behalf of the Board through 2023.



THANK YOU

- I sincerely thank everyone, at all levels of our sport, who have contributed to the success of orienteering in Australia through 2023. It was again a challenging year in many respects but also a positive year on many fronts.
- We all have financial challenges that we will need to work through together in 2024.
- On a positive note, many initiatives over the last 2 years are now being implemented in 2024 that will hopefully grow engagement and participation in our sport we all love.



QUESTIONS





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FINANCIAL REPORT

2024 EVENT LEVIES

Event Category	Events	Rate 2024 (ex. GST)	Rate 2024 (inc. GST)
1	Australian Long and Middle Distance Championships (FootO and MTBO)	\$9.50	\$10.45
2	Australian 3-Days ² Australian Championships (All other Formats)	\$4.75	\$5.22
3	All Oceania Championship events, all National Orienteering League events outside of the Australian 3 Days, State Championships all formats, MTBO National Series events, Badge Events. Australian Schools Championships Events	\$3.20	\$3.52
4	All other events, including public events associated with the Easter 3 Days Prologue and ASOC. ¹	\$0.80	\$0.88

Notes:

1. Except for international events, e.g. JWOC, WOC, MTBOWOC, which are covered by other arrangements
2. Per competitor, per event (or per day in the case of the Australian 3-Days)
3. Where a competitor does not start in a pre-entry event, the levy is payable if the organisers receive an entry fee from that competitor, but not if the competitor's entry fee is refunded or was never paid.



2024 EVENT LEVIES

- The Event Levy payable per entry (or per result, as appearing in Eventor) on **all** events which are included on a Member State/Territory fixture list, **except** for:
 - a) international events covered by other arrangements,
 - b) cancelled events,
 - c) training events where there is no entry fee charged.
 - d) all schools events, except for the Australian Schools Championships. **Note:** Where schools events are held as part of a normal event **only** those results not in schools specific classes incur a levy component.



2024 REGISTRATION FEE

- \$103,500.
- An increase of just under 4% from 2023.
- 2023 CPI – 4.1% at December 2023.



2023 FINANCIAL OUTCOMES

- OA had a budget "operational" deficit (excluding Sports Australia funded projects) of 32k in 2023
- Final financial outcomes for 2023 show a total deficit of 51k.
- Revenue came in around on budget, but higher expenses (including for salaries and High Performance - mainly overseas cost increases due to the lower Australian dollar – have resulted in a higher deficit than forecast).



2024 BUDGET

- The forecast is for an "operational" deficit in 2024 of 42k, similar to 2023. Revenue will be very similar to 2023, and some cost reductions (e.g. in public liability insurance) will be offset by higher expenses (for example, IOF fees, ongoing Eventor costs, and salaries).
- When Sports Australia funded projects are taken into account, the forecast deficit will be around 103k.



Income	2024 Budget	Comments
DONATIONS	\$10,000	Will continue to promote donations to members
STATE LEVIES - EVENTS	\$101,770	Assume same participants/revenue as 2023, less Oceania plus extra 200 at Aus Champs foot long, middle sprint. Reflects new levy structure
STATE LEVIES - REGISTRATION	\$103,500	As set in January 2023 Board meeting
STATE LEVIES - EVENTOR REIMBURSEMENT	\$34,515	Increased cost in 2024 due to lower exchange rate
STATE REIMBURSEMENT - INSURANCE	\$10,000	Reduction per new insurance agreement
INTEREST	\$5,000	Better interest rates and investment strategy
BADGE SCHEME	\$1,518	Same as 2023
OTHER ATHLETE CONTRIBUTIONS	\$40,000	Revenue from junior (mostly) and senior training camps
WOC ATHLETE CONTRIBUTION	\$5,000	Marginal increase on 2023
JWOC ATHLETE CONTRIBUTION	\$20,000	Marginal increase on 2024
UNIFORMS	\$4,000	Assumes sale of new MTBO uniforms
MAGAZINE	\$43,000	Includes advertising and subscriptions. Difference to cost is the free copies
SQUAD FUND RAISING	\$2,500	Same as last year
OTHER INCOME	\$3,210	Same as last year
GRANTS - ASC	\$100,000	ASC participation funding
Total Income	\$484,013	
Cost of Sales	\$3,000	Includes cost of new MTBO uniforms
Gross Profit	\$481,013	

Expenses		
I Salaries (incl super)	\$227,588.86	Reflects higher pay, new social media co-ordinator, MTBO co-ordinator (including small amount of back-pay).
Insurance	\$11,000.00	Lower PI Insurance cost
Annual Conference	\$2,164.24	CPI increase
Finance ops - audit fees etc	\$5,684.64	CPI increase
Digital sytems and licences incl Eventor	\$37,000.00	Reflects increase in eventor licence cost
IOF Costs incl membership and Event levies	\$18,000.00	Higher IOF membership cost slightly offset by lower levies (no Oceania)
Technical costs	\$527.28	CPI increase
E-Newsletter	\$2,176.72	CPI increase (excludes salary costs which are in Wages and Salaries (incl super)) above
Website hosting and maintenance	\$10,000.00	Digital Thing to take over website maintenance
Sporting schools	\$384.80	CPI increase (excludes salary costs which are in Wages and Salaries (incl super)) above
Coaching	\$312.00	CPI increase (excludes salary costs which are in Wages and Salaries (incl super)) above
rmance		Excludes salary costs which are in Wages and Salaries (incl super) above
NOL expenses	\$3,000.00	
WOC, World Cups etc - "out of pocket"	\$59,620.00	
WOC, World Cups etc - recovered from athlet	\$25,000.00	
WOC, World Cup totals		
Junior and senior squad training	\$32,000.00	Per 2023 plus \$1000 for MTBO coaching/camp
Badges and awards	\$2,500.00	Award costs were high in 2023
MTBO WOC	\$10,000.00	
ASC Funded projects	\$93,083.00	Excludes salaries attributed to ASC projects which are included in Wages and Salaries above
Magazine	\$43,760.00	Per editor's budget
Total Expense	\$583,801.54	
Operating Profit	-\$102,788.54	
- Operating Profit excl ASC funded projects	-\$42,265.63	

Revenue and expenses prepared on an accrual basis
Excludes MWF payments for which income from trust=expenditure



ASC FUNDING

- OA has been generously funded for 100K per annum by the Australian Sports Commission for many years.
- However, in recent years spending on ASC projects has fallen short of funding, with the result that at 31 December 2023 OA held around \$260k in unspent funds. It is essential that OA reduces this underspend.
- As a result, spending on ASC Projects in 2024 is likely to be \$160k compared to funding of \$100k. Several projects commenced (and/or commenced significant spending) in 2023 and will continue in 2024. These projects include the Eventor upgrade, re-launch of OA's website, the development of e-Learning and Learn to Orienteer platforms, and work undertaken by our Manager, Participation Brodie Nankervis. The 2024 appointment of a Manager, Communications and Social Media is also funded under this program.



MOIRA WHITESIDE FUND

- An Investment Committee manages the MWF. Investments are managed within a set of defined parameters and at the end of 2023 were held in a ratio of approximately two-thirds growth assets (including Australian and international equities, and property) and one-third defensive assets (fixed interest investments).
- Over the long term the fund has a target investment return of 7%.
- During 2023 the fund performed strongly, achieving a return of 10.84% net of costs and fees. As at 31 December 2023 the fund was valued at \$1.042 million, with \$56K owing to OA to reimburse Bequest payments made to States in 2023.
- Funds have been committed for 2024 to support the Easter Carnival in South Australia, the Australian Championships Carnival in NSW, and the Australian MTBO Championship Carnival in the ACT.
- Additional funding applications now under consideration. OA is investigating further ideas.



QUESTIONS?





ORIENTEERING
AUSTRALIA

ELECTIONS AND APPOINTMENTS

ELECTIONS AND APPOINTMENTS

Board

There can be ten directors of Orienteering Australia. Up to seven can be elected, two can be appointed by the Board plus an Australian who is a member of the IOF Council.

The number of directors under the proposed company constitution is similar. There can be ten directors and there is a minimum of five. Up to seven can be elected, two can be appointed by the Board. An Australian who is a member of the IOF Council may choose to be an ex officio director.



ELECTIONS AND APPOINTMENTS

Five elected directors and an appointed director will remain on the Board as below and do not need to seek renomination. Robert Spry will assume the role of Company Secretary upon Orienteering Australia completing the transition to a Company Limited by Guarantee

- Robert Spry – Secretary (Appointed by Board)
- Michael Dowling – Chair (Elected)
- Troy de Haas – Director, Marketing and Communications (Appointed)
- Anna Sheldon – Director, Technical (Elected)
- Clare Hawthorne – Director, Performance and Coaching (Elected)
- Andrea Harris – Director, Risk and MTBO (Elected)
- Paul Liggins – Director, Finance (Appointed)
- Blair Trewin – Director (Ex Officio)



VACANCIES

Two elected director positions are vacant.



NOMINATIONS

Brett Weihart nomination to the Board by Mike Dowling.

Brett elected to the Board

Director with interest in areas of inclusion, diversity or volunteering being sought?



STANDING COMMITTEE CHAIRPERSONS

- Events – Greg Hawthorne.
- Mapping – Neil Barr.
- Technical – Blair Trewin.

Chair of the WOC selection panel is Bruce Arthur.

Chair of the MTBWOC selection panel is Joel Young.

Chair of the JWOC selection panel is Matt Doyle.





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2024 ACTIVITY PLAN

EVENTS

Priorities

- **E-learning** - Commence adaptation of our Controller Curriculum to the OA Orienteering Learning Centre. (ASC Funded Project).
- **Education** - Develop and implement a course planning education framework. (ASC Funded Project).
- **Education** – Develop a risk management module within the OA Orienteering Learning Centre for event organisers to improve event quality.



EVENTS

Priorities

- **International** - Finalise a plan for the hosting of a future IOF major orienteering event by 2030.
- **International** - Finalise a plan for the hosting of a future IOF major mountain bike orienteering event by 2030.
- **National** – Complete review of the rules and guidelines of the Australian Schools Championships to promote participation and maximise event quality.



PERFORMANCE

Priorities

- **E-Learning** - Complete adaptation of our coaching curriculum into the OA Orienteering learning Centre. (ASC Funded Project).
- **Coaching Instruction for Everyone** – Commence and acquit project aligned with adjusted project brief. (ASC Funded Project).
- **Learn to Orienteer** – Implement a national program from pilots conducted in 2023. (ASC Funded Project).



PERFORMANCE

Priorities

- **International** - Finalise teams to send major international events such as the World Championships, World MTBO Championships, Junior World Championships, World Cups and World University Championships.
- **National** - Establish a team based competition for the Australian Championships Carnival.



RELATIONSHIPS

Priorities

- **Communication** - Develop and implement a Communication and Social Media Plan to promote orienteering.
- **Communication** - Complete and fully implement the redevelopment of the OA website. (ASC Funded Project).
- **Communication** - Employ a Manager, Communications and Marketing to improve communication and promotion to enhance participation and engagement. (ASC Funded Project).



RELATIONSHIPS

Priorities

- **Communication** – Adopt and implement a Photography Policy aligned with the NIF Safeguarding Children and Young People. Policy to provide guidance as to how OA and Members will use photographic imagery in publications and online, especially for Children and Young People.
- **Digital Systems** - Improve Eventor usability addressing user need issues (ASC Funded Project).



OPPORTUNITIES

Priorities

- **Participation** - Implement a “Whole of Sport” Participation Plan. (ASC Funded Project),
- **Participation** - Develop a Volunteer Recognition Plan for 2025 implementation.
- **Participation** - Develop an OA Inclusive Practice Plan in 2024 from policy to broaden the social and cultural diversity of people participating in orienteering.



ORGANISATION

Priorities

- **Governance** - Maintain compliance with the National Integrity Framework (NIF) and support Member States/Territories compliance.
- **Governance** - Complete process for Orienteering Australia to move to a company limited by guarantee.
- **Governance** - Review risks and align our procedures with public liability insurance requirements and NIF policies.
- **Governance** - Implement a unified national membership structure for organisational efficiency.



ORGANISATION

Priorities

- **Workforce** – Ensure all officers of the OA workforce are correctly employed with agreed conditions aligned with National Employment Standards.
- **Finance** - Ensure OA is financially able to perform its role well.
- **Finance** - Investigate opportunities to increase revenue to OA from outside the sport and Sport Australia.
- **Finance** - Seek to achieve a balanced operational budget by 2026.



QUESTIONS?





ORIENTEERING
AUSTRALIA

GENERAL BUSINESS

HALL OF FAMES INDUCTEES

The Board approved the induction of the following orienteers to the Orienteering Australia Hall of Fame.

General Division

Bob Allison	ACT
Ian Baker	VIC
Rob Plowright	VIC



ATHLETE OF THE YEAR - 2022

Brodie Nankervis
TAS



NATIONAL LEAGUE SCHEDULE - 2025

Awaiting confirmation with ONZ as to the timing of the Oceania Championships.



OTHER MATTERS





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THANK YOU