



Orienteering ACT Incorporated

ANNUAL REPORT 2023



Orienteering ACT is supported by ACT Government Sport and Recreation



Runners Shop
76 Dundas Court Phillip



ORIENTEERING ACT (OACT) INCORPORATED ORGANISATION

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Office Location: Upstairs, Building 3, Jamison Centre
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ABN 13 411 591 285
Incorporation: A00509 dated 8 July 1977

The Board 2023

President	Susanne Harrysson
Secretary	Stephen Goggs
Treasurer	Andrew Cheffers
Directors	Valerie Barker Edith Gray Maurice Patten David Stocks Alison Inglis

Officers 2023

Executive Officer	Phil Walker
Office Administration	Paul de Jongh
Development Officer	Toni Brown (part year)
Public Officer	John Sutton
Member Protection and Information officer	Valerie Barker
Coaching Administration	Stephen Goggs
Blue Sparks Coordinator	Vacant
Blue Sparks Coach	Vacant
Blue Lightning Managers	Diedre Sharkey Mike Radajewski
Blue Lightning Coach	Tara Melhuish
Schools Team Coach	Paul De Jongh
Schools Team Manager	Tom de Jongh
Schools Team Assistance Manager	Sarah Bruce
Canberra Cockatoos Manager	Matthew Crane

Canberra Cockatoos Coach	Vacant
Technical Officers	Ann Scown Bill Jones David Hogg
Mapping Officer	Vacant
Sporting Schools Coordinator	Stephen Goggs
Secondary Schools Liaison	Stephen Goggs
SC-ORE Coordinator	Susanne Harrysson
2023 Easter Carnival Director	Stephen Goggs
Street-O Coordinator	John Harding
Sprint Series Coordinators	Maurice Patten Susanne Harrysson
Winter Mid-Week Coord	Vacant
Saturday Program Coord	David Hogg
MTBO Coordinator	Marina Iskhakova
Ski-O Coordinator	Marina Iskhakova
Equipment Officers	Ann & John Scown

Affiliated Clubs

Abominable O-Men (AO-A)
Bushflyers (BS-A)
Parawanga Orienteers (PO-A)
Red Roos (RR-A)
Weston Emus (WE-A)

OACT Strategic Plan 2021 - 2024

This section of the Annual Report summarises the [OACT Strategic Plan 2021-2024](#) and OACT's achievements to date against that Plan.

Vision:

ACT orienteering will be a well-managed, inclusive and growing sport and recreation activity which provides wide opportunities for participation by people of all ages and abilities.

Objectives:

1. To promote interest in the sport of orienteering in the Australian Capital Territory and surrounding areas.
2. To conduct events for those interested in orienteering.
3. To educate, train, coach and encourage people in the sport of orienteering.

Strategies:

1. Make it more attractive to participate:

Our participants range in age from under 10 to over 90, and include world champions, club members, school groups and families. We want it to be more attractive for people to start and to continue all forms of orienteering.

2. Organise events more efficiently:

Our events range from permanent courses, virtual courses and inter-club events, to major state and national events. Our events are run by volunteers and we want to make it easier for them to organise great events.

3. Streamline our administration:

Orienteering is administered at three levels (club, state and national), mostly by volunteers. We want to ease their workload by streamlining our administrative processes.

4. Communicate effectively:

New participants, current members and stakeholders need relevant and timely communication about orienteering. We want to listen, collaborate and communicate with those within and those outside our orienteering community.

5. Perform at our best:

Our participants range from novices to aspiring champions in a range of orienteering disciplines and age classes. We want every orienteer to realise their potential, regardless of their age, ability or chosen form of orienteering.

Achievements to Date against the Strategic Plan:

Progress against the Strategic Initiatives have been assessed as follows:

Achievements are Satisfactory or better.
Satisfactory achievements but could improve; dependent on OACT personnel resources available or input required from external stakeholders, (ie Orienteering Australia).
Achievements have degraded, and actions required to reach a Satisfactory level.

Of the 20 Strategic Initiatives; 14 have a status of Green, 5 at Amber and 1 as Red. The initiative assessed as Red is:

3.5	Ensure our sport is financially sustainable and financially attractive for participants to attend events and take up memberships.	
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Details of progress as at end 2023 for achieving the Strategic Initiatives are provided at Annex B.

President's Report - Susanne Harrysson

I will start with our volunteers.

Orienteering ACT ran 124 events in 2023. Think about that for a moment. That is a large number of events. Then consider the limited number of people we have within OACT. Volunteers are our backbone. OACT would not exist without volunteers. Thank you everyone for all your efforts, big and small, all of which are needed and appreciated!

During 2023 we had a total of 9208 participations at local and state events: Street-O with 47 events (2439) was again the biggest contributor to participation followed by Twilight (1749), Saturday Metro (1659) and Summer Sprint Series (1096).

The Easter Carnival in the Snowy Mountains (2855 participations) was one of the highlights this year. It had its challenges that were overcome by the committed, hardworking organisers who at the end provided great courses with beautiful scenery to participants from all over the country and beyond.



The MTBO organising team has worked hard to prepare for 2024's Australian MTBO Carnival. The preparation has also included organising several MTBO events in 2023 to increase participation and including Come & Try's with the aim to get more people into the sport, juniors as well as seniors.

During the second half of 2023 OACT worked together with Orienteering Australia to design a national Learn to Orienteer program, and OACT ran one pilot in parallel with the twilight series. This was one of our targeted efforts to get more people into the sport, all ages. The pilot was successful and the plans are to continue running it twice a year.

In the beginning of 2023 we ran a Sprint Series with courses successfully set by juniors. In 2023/24 another Sprint Series was run with junior course-setters – many of them setting for the first time. This gave them an opportunity to further develop their orienteering skills while also getting organisational experience.

Despite our efforts to bring the participation numbers back up to pre-pandemic levels we have not got there yet. However, the efforts have helped curb the downward trend, and hopefully some of our targeted efforts will help with regrowth in the longer terms. Unfortunately, the lower participation during the last years has reduced our income and affects the financial bottom line. This makes our efforts to increase participation even more important, and a focus area for the coming years.

As many of you are familiar with we have lost several of our maps due to 2019/2020 fires, withdrawn permissions from ACT Parks and change of landowners. This has affected our abilities to run events mostly affecting Sundays' ACT League events, but also Junior League and the Twilight series.

For several years OACT have had meetings with ACT Parks to try to come to a mutual understanding and agreement for a sustainable permission procedure and the environmental impact of orienteering events in ACT Parks. These meetings are now starting to pay off, and we are hopeful to get a more predictable permission process and no "blanket rejections". Meanwhile, the event planning team were faced with the limited number of available maps, and volunteers, in 2023 and the Twilight series was at risk, but after feedback and creative ideas from members, it went ahead.

In positive signs for the future it was great to see OACT continuing to deliver orienteering to school children through the Sporting School grants program (956 participants), Primary and Secondary Schools Championships and SC-ORE.

And finally, I would like to again congratulate Grant Bluett on being inducted into the ACT Sport & Recreation Hall of Fame and celebrate the achievements of all our annual awards winners as well as our top placer-getters in the Runners Shops Twilight series – see details on who, what and why within the report.

Happy reading!

Financial Summary

The 2023 audited Financial Reports are at Annex A. In summary;

- As at 31st December 2023, OACT's financial balance was **\$296,076**, with total current assets of **\$235,292**.
- OACT's overall profit and loss for 2023 was a deficit of **\$31,140**.
- In 2023, OACT received \$41,194.52 from the ACT Government as Operational and High Performance Grants. Not including income from the ACT Government Grants, and not including the surplus from the Easter 2023 Carnival, OACT had an operating loss of **\$82,116**.

A comparison of Profit and Loss since 2016, shows;

- OACT runs at an operating loss every year.
- ACT Government Grants reduce the loss as shown in the table below as 'Net Profit'.
- Income from major carnivals in 2016 and 2019, resulted in an overall profit.

	2016	2017	2018	2019	2020	2021	2022	2023
Income	\$163,895	\$165,728	\$151,832	\$154,848	\$119,019	\$128,491	\$132,523	\$118,035
Cost of Sales	\$31,213	\$50,810	\$105,378	\$97,125	\$82,920	\$54,364	\$65,462	\$51,283
Profit (not Carnivals)	\$132,682	\$114,918	\$46,454	\$57,723	\$36,099	\$74,127	\$67,061	\$66,752
Expenses	\$171,791	\$121,974	\$88,246	\$104,257	\$82,614	\$125,959	\$141,147	\$148,868
Operating Profit	-\$39,205	-\$7,057	-\$41,791	-\$46,533	-\$46,515	-\$51,832	-\$74,086	-\$82,116
Net Profit (inc grants)	-\$27,029	\$34,611	-\$478	-\$20,646	-\$2,973	-\$10,544	-\$31,030	-\$36,732
Carnivals (ie Easter & Oceania Surplus)	\$32,213	n/a	n/a	\$32,061	n/a	n/a	n/a	\$5,592
Overall Profit/Loss	\$5,184	\$34,611	-\$478	\$11,414	-\$2,973	-\$10,544	-\$31,030	-\$31,140

1. The difference in Operating and Net Profits is that Net Profit takes into account grants received and acquitted. The grants received in 2023 were the ACT Government provided triennial Operational Funding grant, (\$26,000 pa), and the High Performance Support Funding (\$15,000).
2. In 2016, most Cost of Sale items were listed under Expenses.
3. Improved Operating Profit in 2017 was mostly due to Sporting Schools.
4. The drop in income in 2020 and 2021 was due to COVID restrictions reducing the number of events held.

There are challenges ahead as expenses rise and uncertainty about the amount and type of grant funding to be available. OACT is working on ways to achieve an overall annual profit in the next couple of years, focusing on growing the sport with increased participation, and hence increased income.

Governance

The OACT Board held eight meetings in 2023: 30th January, 27th March, 8th May, 26th June, 7th August, 18th September, 30th October and 11th December. The outcomes of the meetings were published as news articles on the OACT website. The Event Planning & Management Sub-Committee met twice in 2023 to develop the program of events for the second half of 2023 and for events to be held in 2024.

OACT has renewed the registered trademark for the Canberra Cockatoos; submitted the Annual Return to ACT Government as required for all Incorporated Organisations, and completed the assessment verifying the association as a Not-for-Profit.

Executive Officer's Report - Phil Walker

The main stakeholder and governance issues dealt with in 2023 were:

- Input to the ACT Sport & Recreation State Sporting Organisation (SSO) Categorisation assessment. The assessment would determine whether OACT would be eligible to apply for ACT Government grants in 2024-2027, and if so what types of grants and maximum funding available. The criteria for the assessment focused on OACT's governance, risk management, finances and compliance with Australian Sports Commission guidelines and the National Integrity Framework. In early 2024, OACT received notification that the organisation was assessed as a Category 3 SSO, with some shortcomings to be addressed in 2024. The shortcomings were in the area of organisational risk management linking into planning and budgeting.
- Bidding for and being granted \$15K from ACT Government for the OACT High Performance (Cockatoos) program for season 2023/24.
- Representing OACT at CEO forums held by ACT Sport & Recreation, to discuss the changing demographics and what makes a sport attractive for participants, and the challenges and opportunities for community based sports.
- Working with ACT Parks and Conservation Service (PCS) to understand the impact on orienteering of areas designated in late 2019 as Zone One Core Conservation areas. Some of these areas such as Black Mountain have long been prime orienteering locations but now excluded for the conduct of events that involve off-track activities. By the end of 2023 a workable arrangement was nearing completion. The arrangement was for ACT PCS to provide OACT with detailed maps of exclusion areas within the Canberra Nature Parks (CNPs) and for OACT to course plan to avoid these areas. Further work is required in 2024 by ACT PCS and OACT to compile a library of detailed maps for all of the CNPs.
- Co-ordination of event planning and management; to offer a full and varied program of events for all levels. Taking into account the need to attract and retain newcomers, grow participations, improve finances, offer competitive challenges to the more experienced or elite orienteers, and not over-stretch our volunteer workforce.
- Providing input to Orienteering Australia (OA) on a range of topics including OA budgeting and cost of levies to be paid by the States, policies and plans, and initiatives such as improvements to Eventor and the OA website.

OACT is dependent on the Clubs and Series Co-ordinators to conduct events. Although there were several event cancellations and postponements in 2023, overall the Clubs delivered on their commitments. A special thanks to the Event Planning & Management Sub-Committee members and the Series Co-ordinators. Names of key people are listed at Annex C.

Our sport relies on volunteers to set courses, control and organise events. Our members continue to be the backbone of our sport, most contributing what they can when they can. To all the volunteers, OACT thanks you.

OACT would also like to acknowledge and thank the ACT Government Sport and Recreation Department for their continued financial and specialised administration support. For 2023, OACT received two significant grants from ACT Government:

- \$26,000 for the annual Operational Assistance grant, subject to achievement of key deliverables in the OACT Strategic Plan, and
- \$15,000 to support our elite orienteering team, the Canberra Cockatoos in the National Orienteering League.

OACT also acknowledges the ongoing support of the Runners Shop, 76 Dundas Court Phillip through its sponsorship of the summer twilight series and through its discount scheme for members who purchase items from the Runners Shop.

Detail on memberships, events and participations is provided at Annex C.

2023 OACT Annual Awards

MIKE CASSELLS AWARD FOR SERVICES TO ORIENTEERING – Marina Iskhakova

Since arriving in the ACT from NSW in 2016, Marina has been an active member of Orienteering ACT as both an athlete, coach and event organiser, planner and controller for both foot and mountain bike orienteering. Whilst Marina is now a household name when it comes to MTBO in the ACT, she started life as an elite foot orienteer. During her time in NSW, Marina was involved in event planning and controlling. Upon moving to the ACT, she jumped headlong into these and other opportunities when they presented themselves.



Marina has been involved in coaching for both foot and MTBO orienteering. She has made herself available on several occasions to impart her wealth of knowledge in foot orienteering to the junior cohort of OACT. She has organised and presented coaching clinics for aspiring MTB orienteers for the past 4 years. Along with Fedor, Marina has been instrumental in the organisation and development of MTBO in the ACT since 2017. In the 5 years prior to this, and for several years before that, OACT only managed to hold one or two MTBO events each year. These events were organised by a few dedicated people.

Marina's enthusiasm was pivotal in promoting MTBO in the ACT when it was in decline. She is responsible for recruiting a willing bunch of 10 or more people, which she now labels the "OACT MTBO Team", to co-ordinate and run MTBO events. She has promoted MTBO to numerous groups throughout the Territory and beyond, attracting competitors of various abilities to try the sport, many returning time and again to compete in OACT MTBO events. Although there are usually only 3 events and State Championships (Sprint, Middle and Long distance) each year, she still manages to attract new people to MTBO and in some cases those who used to race years ago and are now returning to the fold. Marina's fastidious nature is borne out in her production of flyers, event programs and detailed budgets for all events.

She has delivered, over the past 7 years, events of impeccable standard and has increased the standard and number of events held on the championship weekend from a single Long-Distance event to include Sprint, Middle and Long Distance. Marina also co-ordinates much of the mapping activity required to hold these events and increase the number of MTBO maps that are available in the ACT. On another level, Marina is also involved in organising and running the ACT Ski-O Championships held once a year at Perisher. She continues to serve as the Event Director for the forthcoming Australian MTBO Championships scheduled for October 2024 in the ACT. Finally, Marina is always willing to be involved with whatever activity presents itself to her be it coaching, organising, planning, controlling or participating in both foot and MTB orienteering.



Marina is a worthy recipient of the Mike Cassells award for Services to Orienteering.

SERVICES TO COACHING AWARD – Ken Mansell

"The Services to Coaching Award in the ACT was introduced in 2001 to recognise and reward orienteers who made a significant contribution to coaching others, with the emphasis on significant contribution, rather than the success of the coached athletes. The aim was to encourage more appropriately qualified orienteers to assist others to improve their orienteering and their enjoyment of the sport."

The International Olympic committee has these on top of their description of a good coach: A good coach is positive, enthusiastic, supportive, trusting, focused, goal-oriented, knowledgeable, observant, respectful, patient and a clear communicator.



Ken Mansell well and truly lives up to these qualities, naturally. He encourages young and old regardless of ability. He is positive and he makes participants want to come back. He is always there, eager to help, cheer someone on, encourage and so on. Those of us who have seen him at SC-ORE, leading the briefing and welcoming every single child to the finish after their individual courses: no matter place, time and speed. He sees them ALL! and has made the day for so many children. What many within OACT might not know, is that Ken not only does this for orienteering, he also does it for Little Athletics, Aquathon and Triathlon etc - and on top of that, he does at his children's schools.

He has successfully run Map Mates - where parents thanked him for what they called, the impossible task of getting their kids involved in any sport at all, and wanting to come back for the next session! Ken was a coach in last year's Learn to Orienteer Program, where he - with his enthusiasm and personal touch - made orienteering extra fun for - especially - our younger participants, but also for us adults - coaches and participants.

Ken did not have an orienteering background when he introduced his children, Josh and Ben, to the sport but he quickly adapted into the sport and gave a helping hand without being asked. As soon as he had understood the basics, he was there, encouraging and coaching kids to learn to orienteer and to feel seen and a part of our community – a very important aspect of attracting and keeping participants. When he had learnt a bit more, and his children were getting more independent on their courses, he started running courses on his own, still always happy to assist others when needed. He has shadowed numerous beginners.

How many children and parents has he introduced to orienteering during his 'only' 5-6 years within the sport, I wonder. The list goes on.

Ken is a worthy recipient of OACT's coaching award - He is positive, enthusiastic, makes everyone feel seen: - AND, he provides an atmosphere around him, that enables a coach's most important task: to want people to come back and do it again!

JIM SAWKINS AWARD FOR EVENT MANAGEMENT – Ian de Jongh

Over the past year, Ian has voluntarily applied his professional expertise to reprogram the Orienteering ACT website results page so that it can automatically display class based results and easily calculate results for OACT's Twilight, Junior, and ACT league competitions. Ian's new results page has enabled the adoption of a simplified course-based entry system which has greatly reduced behind the scenes event administration workload and made it much easier for newcomers to enter events.

For example, prior to this change, most Classic Series events would have 63 different entry classes available. With the new system, only 9 entry classes are needed, however results can still be provided for all age and gender categories. This

has made the work of our Eventor administrators and computer operators much easier, and made the Eventor entry process more intuitive for all participants.

In addition, Ian's new series scoring calculator has replaced an outdated and temperamental legacy program. As well as being much more user-friendly, the new calculator can process results in a variety of formats, which allows club volunteers to use their preferred event software at any event without affecting series score calculations.

The new results page and scoring calculator will enable Orienteering ACT to continue providing high quality Twilight, Junior, and ACT league competitions, despite the retirement of stalwart administrators such as Bob Mouatt who voluntarily maintained the far more challenging previous system for many years.



Wehner Cup – The Orienteer of the Year Award for 2023



This is awarded to the person achieving the highest number of points in the ACT League competition. The winner for 2023 was Grace Crane. The Table below shows the 20 top competing orienteers in the 2023 OACT League program. With the passing of Hermann Wehner in late 2023, at the age of 99, the presentation of the award for 2023 was done by Kirsten Wehner.

1	Grace Crane	AO-A	534	11	Oscar Brown	RR-A	485
2	Martin Dent	RR-A	530	11	Shannon Jones	AO-A	485
3	Jenny Bourne	AO-A	512	13	Ryan Stocks	BS-A	478
4	Andy Hogg	PO-A	507	14	Ella Hogg	PO-A	453
5	Geoff Lawford	AO-A	504	15	Arthur Watson	PO-A	436
6	David Stocks	BS-A	503	16	Monique Jeacocke	PO-A	430
6	Matt Crane	AO-A	503	17	Oliver Bishop	PO-A	428
8	Owen Radajewski	PO-A	498	17	Mace Neve	RR-A	428
9	Matt Stocks	BS-A	492	17	Bill Jones	RR-A	428
10	Paul de Jongh	BS-A	491	20	Kathie Dent	RR-A	424
				20	Craig Johnson	BS-A	424

Audun Fristad Junior Encouragement Awards 2023

The recipients of the junior encouragement awards for 2023 were: Mia Kluth, Alma Walter, Isobel Walter, Tessa Radajewski, Layla Dent, Banjo Bluett-Jones, Philippa Hallam, Zaf Bluett-Jones, Ben Mansell, Mica Walter, Angus Bishop, Pat Maundrell, Max Johnson and Arlan Leane.



ACT Sport & Recreation Hall of Fame – Grant Bluett

In November 2023, Grant Bluett was inducted into the ACT Sport Hall of Fame Full Division. Grant joins Jenny Bourne as a Full Member of the Hall of Fame. David Hogg and Bob Mouatt are also in the Hall of Fame as Associate Members for sports administration. The following is the citation for Grant Bluett.



Grant Bluett was the driving force behind Australia's golden decade of orienteering from 1997 through to 2007. He represented Australia at Junior World Championships in 1991 and 1992, moving to Canberra in 1992 where the city's natural surroundings lend itself to the sport. In Canberra he became a scholarship holder with the ACT Academy of Sport (1993 – 2005) and a central cog in the Territory's domination of orienteering on the national stage for the next decade. After reaching the pinnacle in Australia with an individual win in the National Orienteering League in 1996, Grant moved to Sweden the following year to challenge his international competitiveness. The move paid off as he excelled in all formats, finding his niche in

the newly created Sprint format which requires quick, accurate decision making and fast acceleration. Grant represented Australia at eight World Championships, his best results being 6th in the men's relay in 2001 and 8th in the individual sprint in 2003. His finest international result came in Japan in 2001 at the World Games where he defeated the world's 40 best orienteers to become the first non-European to secure a senior international medal. His highest international ranking was ninth achieved in 2002. Competing again at the World Championships in 2005, Grant returned to Australia that year, adding an Australian Long Distance Championship to his resume. Elite competition commitments decreased from 2005, Grant becoming involved in local and national coaching while also continuing to represent the Canberra Cockatoos through until his final elite race in October 2009. Grant Bluett was inducted into the Orienteering Australia Hall of Fame (Athlete Division) in 2016.



ACT Championship Winners

The table below lists the top placed OACT orienteers in the three ACT Championship events. The entries highlighted in blue indicate that the competitor was not only the top placed OACT orienteer but that they also won that age class. In other cases, the event winner came from outside the ACT.

	Long Distance		Middle Distance		Sprint Distance	
	Male	Female	Male	Female	Male	Female
21A	Paul de Jongh	Grace Crane	David Stocks	Grace Crane	Martin Dent	Grace Crane
10A		Tessa Radajewski		Banjo Bluett-Jones		Layla Dent
12A	Zaf Bluett-Jones	Isabell Walter	Zaf Bluett-Jones	Alma Walter	Zaf Bluett-Jones	Alma Walter
14A	Hayden Dent	Mira Walton	Hayden Dent	Mira Walter	Hayden Dent	Sanda Halpin
16A	Oliver Bishop	Sanda Halpin	Joshua Mansell	Ariadna Iskhakova	Elye Dent	Ella Hogg
20A	Owen Radajewski	Justine Hobson	Owen Radajewski	Justine Hobson	Oscar Brown	
35A	Andrew Slattery	Mace Neve	Andrew Slattery	Mace Neve	Andrew Slattery	Vickie Saye
40A	Matt Crane	Marina Iskhakova	Matt Crane	Vickie Saye		
45A	Ben Rattray	Vicky Mansell	Ben Rattray	Christine Maniti	Andy Hogg	Allison Jones
50A	Matt Stocks	Susie Kluth	Matt Stocks	Chris Stocks		
55A	Geoff Lawford	Susanne Harrysson	Geoff Lawford	Alison Inglis	Ian Prosser	Ana Herceg
60A	Ross Stewart	Liz Dunbar	David Poland	Jenny Bourne		
65A	Eoin Rothery	Jenny Bourne	Eoin Rothery	Liz Abbott	Grant McDonald	Mary McDonald
70A	Bill Jones	Barbara Martin	Bill Jones	Valerie Barker		
75A	Hugh Moore	Pat Miethke	Eric Wainwright		Darryl Erbacher	Ann Ingwersen
80A	Arthur Watson		Arthur Watson	Ann Ingwersen		
85A						
90A						
95A						

2022/23 Runners Shop Twilight Series Winners

The top placegetters in the 2022/23 Runners Shop Twilight Series were:

1	Martin Dent	RR-A	998	11	Geoff Lawford	AO-A	941
2	Shannon Jones	AO-A	993	12	Katherine Maundrell	BS-A	923
3	Grace Crane	AO-A	983	13	Toby Lang	BS-A	916
=4	Hayden Dent	RR-A	977	14	Matt Stocks	BS-A	884
=4	David Stocks	BS-A	977	15	Alice Radajewski	PO-A	878
6	Rob Walter	RR-A	974	16	Kathie Dent	RR-A	872
7	Paul de Jongh	BS-A	973	17	Mira Walter	RR-A	869
8	Owen Radajewski	PO-A	959	18	Phil Walker	PO-A	865
9	Sanda Halpin	PO-A	957	19	Ariadna Iskhakova	RR-A	864
10	Tate Needham	RR-A	949	20	Jon Glanville	PO-A	853

Coaching, Development & Promotion

• Schools Coaching and Participants – Stephen Goggs

Since the commencement of a reinvigorated schools coaching program in 2016, aligned with a new Commonwealth Government grant funding program now known as Sporting Schools (SS), OACT has continued to deliver coaching to many schools across our region. The pandemic played havoc with available face-to-face opportunities in schools for several years, but in between lockdown periods we were still able to deliver some programs and make maps for teacher-led initiatives. By 2023 work started to pick up again and in term 4 we delivered the highest number of programs of any term (almost all of them on some very busy Wednesdays!), despite a lower number of overall individual participations than in previous years (see table 1).

Table 1 – Programs delivered by term 2016-23

Year	T1	T2	T3	T4	Tot.	Participants	Delivery Hours	Encounters
2016 ¹	6	12	11	13	42	4051	369	14717
2017 ²	4	11	9	8	32	3085	297	10127
2018 ³	4	8	10	11	33	3392	357	13020
2019 ⁴	1	8	6	8	23	2368	282	9543
2020 ⁵	2	2*	10	11	25	1624	214	5926
2021	5	5	9	8	27	1345	196	4444
2022	1	6	11	5	23	1798	111	6611
2023	5	1	4	13	23	956	179	3662
Totals	28	53	70	77	228	18619	2005	68050

Delivery Locations

With the ongoing assistance of numerous volunteer coaches, whom the SS program allows us to remunerate for their efforts, we have now delivered to and/or mapped 75 primary school and 15 secondary school locations across the capital region, including 9 in nearby regional NSW, along with a range of other venues (see table 2).

While the successful conversion rate from school to community orienteering remains as frustratingly low in the ACT as it does in other jurisdictions, it is pleasing that our sport continues to be well-known in schools at least and that our coaching program is well-respected for its content and delivery format.



Overseas scholar/coach-in-residence for part of the year

¹ Theo, Emil

² Katie, Charlotte, Jacob

³ Tamsin

⁴ Fredo, Saara

⁵ Frydryk, Maria

Table 2 – Coaching/mapped venues 2016-23

Primary	Secondary
Amaroo School	CGS
Aranda Primary School	CGGS
Arawang Primary School	Covenant Christian School
Blue Gum School [^]	Daramalan College [^]
Bonython Primary School	Dickson College
Bowning Public School NSW	John Paul II College [^]
Bungendore Public School NSW	Melba Copland Secondary School [^]
Campbell Primary School	Merici College
Canberra Montessori School [^]	Mt Stromlo High School
CGGS Junior [^]	Radford College [^]
CGS Junior School [^]	St Clare's College
Chapman Primary School [^]	St Edmund's College
Curtin Primary School [^]	St Francis Xavier College
Dalton Primary School NSW	Trinity Christian School [^]
Emmaus School	Wanniassa High School
Evelyn Scott School*	
Fadden Primary School	<u>Other</u>
Forrest Primary School [^]	AIS
Fraser Primary School [^]	ANU CBE [^]
Garran Primary School [^]	AWGT (Charnwood) SCORE at Black Mountain
Good Shepherd School	Curtin birthday party
Gordon Primary School	Girl Guides (Innabaanya)
Goulburn Public School NSW	MCSS at Stromlo Forest Park [^]
Gowrie Primary School	Outward Bound
Gunning Primary School NSW	PAF 'Game On Canberra'
Harrison School ^v	Southern Valley Folk Club, Towamba NSW
Hawker Primary School	SWISH (Campbell HS)
Holy Family Primary School [^]	Tidbinbilla Holiday Program
Holy Spirit Primary School	Weston Creek cluster
Hughes Primary School [^]	YWCA
Islamic School of Canberra [^]	
Jerrabomberra Public School NSW	
Latham Primary School	
Macquarie Primary School	
Margaret Hendry School and park	
Maribyrnong Primary School	
Miles Franklin Primary School [^]	
Monash Primary School*	
Mt Rogers Primary School	
Ngunnawal Primary School	
North Ainslie Primary School	
Orana School ^v	
Palmerston District Primary School	
Red Hill Primary School [^]	
Rye Park Public School NSW	
Queanbeyan East Public School NSW	
Queanbeyan Primary School NSW	
Sacred Heart Primary School	
St Anthony's Parish School	
St Bede's Primary School NSW	
St Benedict's Primary School	
St Francis of Assisi Primary School	
St John Vianney School	
St Joseph's Primary School	

St Luke's Primary School^ St Michael's School Kaleen St Monica's Primary School^ Sts Peter and Paul School St Thomas More's School^ St Thomas the Apostle School Southern Cross Early Childhood School Taylor Primary School Telopea Primary School Theodore Primary School^ Trinity Christian School^ Turner Primary School Wanniassa Hills Primary School Wanniassa School – Junior Wee Jasper Public School NSW	
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- * maps only
- ^ more than once
- √ also includes high school years

● **Development Officer**



The Development Officer's position has been vacant since late May 2023. Since then the Development Officer activities have been managed by Susanne Harrysson. Activities of note are the piloting of the OA newly designed Learn to Orienteer program – which has proven to be a success introducing both juniors and adults to the sport. In addition the SC-ORE series continued to run with variations on location to achieve permissions for events. Another highlight of the year

was the Primary School Championships held in November at Yarramundi Reach. That event attracted several regular orienteers plus a contingent of novices from Canberra Girls Grammar School. Even though the Development Officer's position was not filled for over half the year, a range of activities were delivered to promote the sport and provide coaching and development programs for newcomers, focused groups and community organisations.



Canberra Cockatoos

The Canberra Cockatoos is OACT's elite team of orienteers and participate in the National Orienteering League (NOL) series of events in a national competition against other state orienteering associations.



National Rankings. The table below lists those Cockatoos' rankings as at the end of the 2023 National Orienteering League season, (Extracted from OA website).

TEAMS – National Orienteering League Placings

Senior Women	1 st	
Senior Men	4 th	Winner NSW
Junior Women	3 rd	Winner NSW
Junior Men	2 nd	Winner NSW

M21E

Ranking	Name	Points
5	Martin Dent	159
6	Paul de Jongh	158
16	Tristan Miller	83
33	Jarrah Day	33
35	Matt Crane	31
36	Ryan Stocks	30
39	Ewan Barnett	26
40	Grant Bluett	25
41	Hamish Prosser	24
43	Andrew Kerr	20
50	Braedy Jaugietis	14

W21E

Ranking	Name	Points
1	Caitlin Young	224
2	Grace Crane	210
3	Tara Melhuish	186
16	Shannon Jones	84
37	Monique Jeacocke	19

M20E

Ranking	Name	Points
2	David Stocks	185
=6	Toby Lang	143
=6	Owen Radajewski	143
23	Oscar Brown	49
25	Elye Dent	37
34	Hayden Dent	23

W20E

Ranking	Name	Points
6	Natalie Miller	151
7	Justine Hobson	150
23	Alice Radajewski	47
25	Katherine Maundrell	37
30	Ingrid Shelton Agar	30

Canberra Cockatoos members selected to represent Australia at World Championships were: Grace Crane & Caitlin Young (WOC) and Justine Hobson, Natalie Miller & David Stocks (JWOC).

Australian Schools Orienteering Championship – ACT Schools

An ACT team of 19 students, nine boys and ten girls, travelled to Western Australia to compete in the 2023 ASOC, part of the 2023 Australian Championships Carnival which comprised seven races over nine days. The team was managed by Tom de Jongh and Sarah Bruce, and coached by Paul de Jongh.

Students were selected to compete in one of four Schools Championship classes, junior (12-15 yrs) and senior (16-19 yrs), boy and girls. Other teams represented each state and territory (except NT), and two New Zealand teams also competed against the Australian teams in the Southern Cross Junior Challenge.

ASOC 2023 was another highly successful and enjoyable championship campaign for the ACT schools team. ACT finished in third place overall in Australian Schools Championships interstate competition, only one point behind Qld in second. NSW were once again victorious, however the gap to both second and third place teams was considerably closer than at other recent editions. As is usually the case, both NZ teams were well ahead of the Australian teams in the Southern Cross Junior Challenge. The final Australian Schools Championship standings: NSW 67, Qld 61, ACT 60, Tas 48, SA 34, WA 33, Vic 30.

In addition, Hayden Dent, Ariadna Iskhakova, and Owen Radajewski were selected in the Australian Schools Honour Team, and Matty Maundrell received the much coveted Rob Simson Memorial Shield for Best Newcomer.

It was particularly satisfying to witness the development of the team's orienteering skills, not just over the nine days of the carnival, but in the months training leading up to it. All team members demonstrated they have the potential to compete at the highest level of national junior competition and to eventually progress to the elite level, should they choose to do so.

Lastly, a big thank you to the students' parents for their support of the team, and to the team captains, Ella Hogg and Owen Radajewski, whose mature leadership greatly contributed to the team's enjoyment and success.

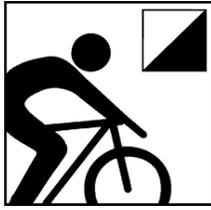




The 2023 ACT Schools Team for ASOC was:

SENIOR GIRLS	JUNIOR GIRLS	SENIOR BOYS	JUNIOR BOYS
Ella Hogg (captain)	Sanda Halpin	Max Johnson	Oliver Bishop
Mia Kluth	Katy Hogg	Joshua Mansell	Hayden Dent
Katherine Maundrell	Ariadna Iskhakova	Owen Radajewski (captain)	Benjamin Mansell
Aoife Rothery	Naomi Penton	Max Walter	Matty Maundrell
	Alice Radajewski		Mica Walter
	Mira Walter		

Mountain Bike Orienteering (MTBO)



ACT MTBO Coordinator: Marina Iskhakova

ACT MTBO Team: Marina & Fedor Iskhakov, Ann & John Scown, Jim Anderson, Andrew Slattery, Cath Chalmers & Eoin Rothery, Michael Reed and Emily Stewart-Reed.

2023 turned to be much better year (comparing to COVID-prone 2020 and 2021 and recovery 2022 year), but still disruption in the events and slower than planned recovery affected drop in numbers. Weather conditions through the year were not ideal, with a couple of events being on the edge of postponement/cancellation. But in total, it has been very successful year, with 3 main highlights:

1. High-quality organisation of ACT MTBO Champs, 3 events (based on participants consistent feedback and participants came from 5 States)
2. Four new MTBO maps were prepared by Andrew Slattery and Ricky Thackray for the Champs and local events (Coleman Ridge, Pinnacle, Cotter Pines and Gossan Hill) along with a strategy of developing a variety of maps and terrains to increase the number events per year.
3. Three new people were involved in MTBO Training & Development workshops – Emily Stewart-Reed and Raynie McNee with Michael Reed involved as a Course Setter of the event.

MTBO 2023 Events: Seven MTBO events were organised: With total participation of 391 and an average number of 56 participants per event. This is lower than the pre-COVID numbers in 2018-2019, which averaged around 60-70 per event. In addition, a Training & Development Workshop was held with 10 participants and a Focus on Girls (FOG) development session also with 10 participants.

ACT MTBO 2018-2023 Participations

Year	T&D Weekend	Events	N1	N2	N3	N4	N5	N6	N7	Total Number	Average Participations
2018	3 sessions = 26 people	5	25	28	21	84	82	n/a		240	48
2019	1 session = 12 people	6	67	71	35	96	107	102		478	80
2020	4 sessions = 30 people	6	41	62	71	62	74	63		373	62
2021	6 sessions = 46 people	2	75	70						145	73
2022	3 sessions = 35 people	6	52	54	37	64	63	31		301	50
2023	2 sessions = 10 people	7	50	58	37	71	72	68	35	391	56

ACT MTBO Calendar 2023

Date	Event	Format	Location	Course Setter/Controller/
18-19 February	ACT MTBO Developmental Weekend – Beginners Day 1 Advanced Day 2	4 sessions over 2 days (in CBR)	Bruce Ridge & CIT /Majura	Raynie McNee, Emily Stewart-Reed, Marina Iskhakova, Fedor Iskhakov
26 February	ACT MTBO Series, #1	Middle	Coleman Ridge	Jim Anderson
28 May	ACT MTBO Series, #2	MTBO Rogaine	Pierces Creek	Michael Reed
17 September	ACT MTBO Series, #3	Middle	Jerrabomberra (SCAR)	Cathy Hogg
14 October	ACT MTBO SPRINT Champ	SPRINT	The Pinnacle	Eoin Rothery CS Cath Chalmers CC
14 October	ACT MTBO MIDDLE Champ	MIDDLE	Cotter Pines	Jim Anderson CS Marina Iskhakova CC
15 October	ACT MTBO LONG Champ	LONG	Sparrow Hill	Fedor Iskhakov CS Marina Iskhakova CC

MTBO Locations: Seven locations were used in 2023; Bruce Ridge, Coleman Ridge, CIT, Jerrabomberra; Cotter Pines, Pinnacle and Sparrow Hill. Number of locations used from 2018-2023 are shown below.

Year	Locations Used	Course Setters	Updated Maps	New MTBO Maps	New Maps
2018	6	5	6	0	
2019	5	6	5	1	East Stromlo-Green Hills
2020	6	6	6	0	COVID
2021	2	2	2	0	COVID
2022	6	7	4	2	Sutton Road and Jerrabomberra
2023	7	7	3	4	Coleman Ridge, Pinnacle, Cotter Pines and Gossan Hill

Main Priorities for Future Development of MTBO in ACT for 2024 – 2025

1. To bring more Juniors (12-20) to the sport, if we want to sport developing beyond 2024.
2. To increase number of MTBO Course Setters/Controllers (from 6 to 10) and number of maps/areas to 20 by 2025.
3. To increase number of MTBO events per year from 6 to 10 in 2025.
4. To increase number of female athletes in the sport by 2025.
5. To have a very successful Australian MTBO Championships 2024 on 17-20 October in Canberra, develop a strong team of capable MTBO organisers and course-setters/controllers, bring many newcomers to the sport (from biking, orienteering, adventure racing, rogaining, cycling, outdoor community) and to reach a stable number of 100 MTBO participants per event by 2025 with 10 regular events per year.

Ski Orienteering

ACT Ski-O Coordinator: Marina Iskhakova

ACT Ski-O Team: Marina & Fedor Iskhakov, Cath Chalmers & Eoin Rothery, Sam Wilson

2023 was a difficult year. Weather conditions, warmer average temperatures than normal and severe lack of snow this year almost resulted in the postponement/cancellation of the Championship event. The event did go ahead and it turned out to be a very successful safe event with 31 people participating. Full coverage was published in the December 2023 Australian Orienteer magazine with the cover and two pages devoted to Ski-O, promoting the sport to the orienteering community.

2023 EVENT: Attracted 31 participants from 3 states, which is still lower compared to the pre-COVID 2019. The highest number attending this event was 49 in 2017.

ACT Ski-O Team plans to continue Ski-O Champs delivery, with a hope for more snow. Costs of accommodation drive numbers down, but still there is a pretty healthy cohort who stay at Perisher / Jindabyne and travel there in August and happy to take part in the event.

With some luck in weather conditions and stronger promotion across all states it is hoped that numbers will increase for the next event to be held 10 August 2024.

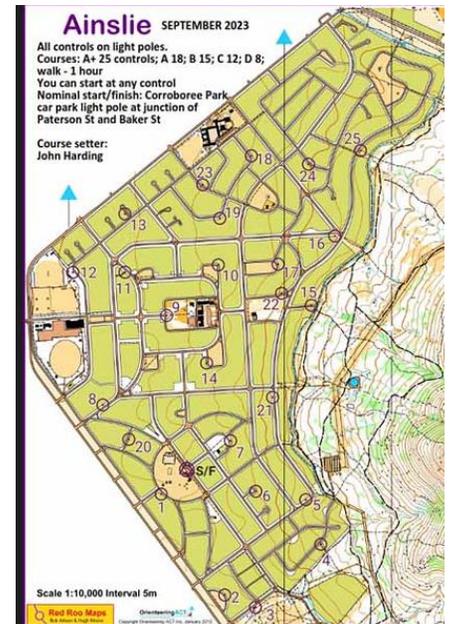


Street Orienteering – John Harding

A record total of 47 street orienteering events were conducted in 2023, the same as in 2022 but an increase on the 40 in 2021 and 26 in covid-lockdown affected 2020. All were smartphone/smartwatch MapRun score events to maximise covid safety and reduce organiser workload; a small number of orienteers without MapRun-compliant phones were still able to participate using an honesty system to visit controls and self report their results. An innovation in 2023 was to increase the number of controls from 20 to 25 and to introduce the A+ course of all 25 controls; this proved to be very popular.

Of the 47 events, 8 were conducted on new maps: 2 in Gungahlin, 5 in Tuggeranong and 1 in South Canberra. This increase in new maps was facilitated by MapRun and OpenOrienteeringMap (OOM) software:

1. OOM enables a new high-quality 1:10,000 georeferenced street orienteering map with 5 metre contours and a supporting georeferenced KMZ file to be produced in less than 10 minutes (compared with many hours for a traditional OCAD map).
2. Peter Effeney, the Brisbane-based worldwide developer and manager of MapRun, has simplified the course setting process by enabling the event KMZ file to be loaded directly into the MapRun console (instead of Google Earth) and controls pinned then saved as a KML file, with the KMZ and KML files then loaded into a separate MapRun portal to create the MapRun course. The course setter then creates a Checksites site and visits each control to make sure it registers on MapRun. If corrections need to be made the KML file can be re-loaded into the MapRun console. Purple Pen software is used to create the PDF map for printing. For readability and participant safety, nearly all street O maps are printed in colour.
3. Lawrie Brown, OACT MapRun manager, has written scripts to simplify the MapRun results upload to Eventor, the national Orienteering Australia results database. Each week either Lawrie, or Jon Glanville in Lawrie's absence, uploads the course files to MapRun and to an OACT street orienteering database, and Paul de Jongh, the OACT office manager, publishes the event details in the Eventor calendar and in the OACT newsletter.



Hence most suitable Canberra suburbs now have Street O maps and provide a year-round schedule of events; a Thursday to Monday start time window was used for each event to maximise both participation and covid-safety, with beginners and orienteers seeking social engagement encouraged to participate on Monday afternoons during a 5pm to 6.15pm start window. Average participant numbers per event declined from 74 in 2020 to 61 in 2021, 56 in 2022 and 52, partly due to more events being conducted on the northern and southern Canberra fringes but mainly due to inclement weather events, and lower participation by family groups with young children. A Street O newsletter is produced after nearly every event to encourage participation, both in Street O but also in other OACT events.

With the high ACT usage of MapRun, OACT contributed \$1300 to the running costs of the national MapRun database.



Photos used in this report were provided by John Harding and Tom De Jongh

Annex A – Financial Reports: Profit & Loss Statement and Balance Sheet

Orienteering ACT Incorporated Trading Statement For the Year ended 31 December 2023

	2023 \$	2022 \$
Income		
Members Subs and Donations	15,097	13,020
Local Events Entry Fees	67,551	56,328
Regular National Events	95,913	14,155
Schools and Community	28,487	42,197
Sales - Maps & Merchandise	3,674	6,823
Coaching Activities	3,226	-
	<u>213,948</u>	<u>132,523</u>
Less Cost of Sales		
Local Events Expenses	21,768	16,153
National Event Expenses	90,321	4,406
Sporting Schools	22,746	32,579
Costs of Other Activities	5,300	5,850
Purchases - Merchandise	1,469	6,474
	<u>141,604</u>	<u>65,462</u>
Gross Profit	<u><u>72,344</u></u>	<u><u>67,061</u></u>

Orienteering ACT Incorporated Profit and Loss Statement For the Year ended 31 December 2023

	2023 \$	2022 \$
Income		
ACT Government & OA Grants	41,000	42,500
Interest Received	4,384	556
Gross Profit from Trading	72,344	67,061
	<u>117,728</u>	<u>110,117</u>
Expenditure		
Administration Costs	67,345	59,632
Communications	1,562	5,528
High Performance	14,825	16,506
Orienteering Australia	39,234	26,631
Support for Events	25,902	29,191
Support for Junior Competitors	-	3,659
	<u>148,868</u>	<u>141,147</u>
Loss	<u><u>(31,140)</u></u>	<u><u>(31,030)</u></u>
Opening Retained Profits	267,780	298,810
Unappropriated Profit at 31 December 2023	<u><u>236,640</u></u>	<u><u>267,780</u></u>

Orienteering ACT Incorporated
Balance Sheet
As at 31 December 2023

	2023 \$	2022 \$
Equity		
Unspent Grant Reserve	21,000	21,000
Retained Profits	236,640	267,780
Total Equity	257,640	288,780
Current Assets		
Deposits for Future Services	-	10,033
Cheque Account	21,818	44,904
Business Online Saver	-	25,159
Term Deposit #2728	192,610	110,491
Term Deposit #7756	-	52,576
Oceania Cheque Account	9,808	10,041
Debtors	8,648	440
Inventory	2,347	-
Prepaid Expenses	61	-
Total Current Assets	235,292	253,644
Non-Current Assets		
General Equipment - at WDV	17,342	19,560
Coaching Equipment - at WDV	3,647	4,052
Office Equipment - at WDV	2,903	3,226
Mapwork - at WDV	27,505	34,605
Sport-Ident Equipment - at WDV	5,239	4,391
Computing Equipment - at WDV	4,148	5,185
	60,784	71,019
	60,784	71,019
Total Assets	296,076	324,663
Current Liabilities		
<i>Members Loans</i>		
- Club Funds BS-A	2,304	5,240
- Club Funds PO -A	3,805	5,105
- Club Funds RR-A	2,429	2,409
- Club Funds WE-A	3,328	3,178
- Club Funds AOA	1,803	1,367
- ACT Team	168	168
- ACT Blue Sparks	798	798
- Blue Lightning	931	-
ATO Activity Statement Account	5,345	6,701
Superannuation Payable	1,159	-
Creditors	2,221	-
GST Payable	337	1,554
Prepaid Memberships & Event Income	5,538	3,845
Accrued Expenses	8,270	5,518
Total Current Liabilities	38,436	35,883
Total Liabilities	38,436	35,883
Net Assets	257,640	288,780

Annex B – Achievement against OACT Strategic Plan 2021-2024

The following assesses OACT’s achievements to date against the Strategic Initiatives. Progress is indicated as traffic lights with narrative added for each initiative.

Legend – Assessment as at December 2023

Achievements are Satisfactory or better.
Satisfactory achievements but could improve; dependent on OACT personnel resources available or input required from external stakeholders, (ie Orienteering Australia).
Achievements have degraded, and actions required to reach a Satisfactory level.

STRATEGY 1:

Make it more attractive to participate

Our participants range in age from under 10 to over 90, and include world champions, club members, school groups and families. We want it to be more attractive for people to start and to continue all forms of orienteering.

Strategic Initiatives

1.1	Increase the attractiveness of orienteering to new and current participants and club members, through offering a diverse and innovative program of events, including through the use of emerging technologies.	At Risk
1.2	Increase youth involvement in orienteering, including by continuing to support the Sporting Schools program and junior development pathways.	
1.3	Make orienteering more time and cost effective for participants and organisers through simplified administrative process and event management.	
1.4	Continue to encourage and acknowledge volunteering in orienteering and aim to increase the number of participants volunteering to support orienteering.	At Risk

1.1 OACT continues to operate a diverse and innovative program of Foot-O and MTBO events available to new and experienced orienteers. Participation numbers improved from 2022 to 2023 through conduct of the Easter 3 Day Carnival, however for community events participation numbers haven’t returned to the pre COVID levels. This is a source of concern to understand fully the reasons and then target actions to recover participation numbers.

1.2 Building up youth involvement post COVID has been a challenge, primarily due to external factors such as access to schools for coaching and use as event locations and inability to consistently provide the Map Mates programs across both Saturday and Wednesday Twilight series. Good progress was made in 2023 particularly with coaching and development for the Blue Lightning squad participants. Coaching provided to Schools picked up in Term 4 2023 along with holding the Learn to Orienteer program in conjunction with October – December 2023 Twilight events. Continuous improvement remains a priority for 2024.

1.3 OACT continues to promote Season Passes that offer financial discounts to members and reduce the on-the-day administration. OACT continues to appoint and pay computer operators for the Saturday and Wednesday Twilight events, easing workload demands on the clubs.

1.4 OACT has an aging volunteer workforce for most of the key roles, which is the reason for the At Risk rating. There doesn’t seem to be a shortage of volunteers to do the on-the-day event roles, but by the end

date of this Strategic Plan, OACT could have shortfalls in key roles. Some clubs have had difficulties in finding volunteers to run events, resulting in event cancellations. This comes back to too few people in key roles being spread thinly. An onus could fall on the clubs to grow their volunteer workforce, whereas too much is pushed up to OACT leadership to solve.

STRATEGY 2:

Organise events more efficiently

Our events range from permanent courses, virtual courses and inter-club events, to major state and national events. Our events are run by volunteers and we want to make it easier for them to organise great events.

Strategic Initiatives

2.1	Encourage and reward our workforce: volunteers, paid officials, and those who innovate to improve our events, event software and resource material.	
2.2	Improve access to and information available about suitable terrain, maps, environment and risk management, and approvals required by landowners, including ACT Government for Public Use Land Access.	At Risk
2.3	Maintain technical standards for events and—through training, mentoring, event controller accreditations and maintaining up-to-date reference material—improve our workforce’s capability and capacity to meet them.	
2.4	Increase the numbers and quality of accredited coaches, course setters and controllers.	
2.5	Seek opportunities to collaborate with other associations, especially Orienteering NSW, in the running of events in the region.	

2.1 As is the case in the other States, OACT may need to look at what roles in the future will remain totally volunteer (with expenses reimbursed) versus paid part time roles. This is not an ideal direction to head as there is no way back and it does push the costs up for participants. Paid roles are useful to increase the workforce or to expect more from the paid workforce compared to volunteers, but serves no purpose if it is paying people for exactly the same roles they currently do as volunteers.

2.2 OACT has been well served by the Administration Officer who has provided excellent support for delivering initiative 2.2. The At Risk assessment relates to the increasing time and effort in obtaining approvals to access Canberra Nature Parks for orienteering events. OACT has engaged with ACT Parks to understand the reasons behind locations being no longer available, however there have been delays in reaching a solution that enables orienteering to be held in a number of what were previously prime orienteering locations. Indications are that a workable way ahead will be reached with ACT Parks in early 2024.

2.3/2.4 Progress was made in 2023 to increase the number of accredited controllers and coaches and to mentor new course setters. If similar progress is made in 2024 the situation may return to sustainable levels of qualified event officials and coaches. Orienteering is a highly rules bound sport and daunting for less experienced orienteers to step up to course setting and organising. Both of which are requirements to move on to become a controller.

2.5 The highest participation numbers for OACT events in 2023 were the Easter 3 Day Carnival and the OACT Middle Distance and Long Distance Championships that doubled as events in the ONSW State League.

STRATEGY 3:

Streamline our administration

Orienteering is administered at three levels (club, state and national), mostly by volunteers. We want to ease their workload by streamlining our administrative processes.

Strategic Initiatives

3.1	Maintain a high level of governance and regulatory compliance, including through appropriate consistency with the governance arrangements of Orienteering Australia.	
3.2	Support a safe and inclusive sport and strive for a balance of ability, gender and experience across all levels of orienteering participation and administration.	
3.3	Have the best information available, supported by improved ICT systems, for the management of our sport, including by improving membership and participation data and reporting.	
3.4	Engage with Orienteering Australia and the other State Associations to develop a unified approach to event and resource administration.	
3.5	Ensure our sport is financially sustainable and financially attractive for participants to attend events and take up memberships.	

Good work continues within OACT and between OACT and OA on Initiatives 3.1 – 3.4. OA has three projects underway that should show benefits against initiatives 3.3 and 3.4, namely the redesign of the OA website, the ‘Make Eventor Great’ project and the Membership Structure project. These are very small steps on the path to reducing the multiplicity of State and Club processes to achieve what are essentially common outcomes.

3.5 OACT is financially in a strong position with assets held. However, for the past 4 years OACT has run at a Loss, reducing the assets held by about \$80K. Action is required in 2024 and beyond to return OACT to a balanced budget.

There are several factors that put pressure on OACT’s budget. Factors include:

- Possible decrease in operational grant funding provided by ACT Government to OACT.*
- The High Performance Grant funding of \$15k pa has been approved for 2023/24. There are no certainties beyond 2024.*
- 10% increase in levies and fees payable to OA, commencing 2024.*
- A 20% decrease in participants attending all OACT events, compared to pre-COVID levels.*

STRATEGY 4:

Communicate effectively

New participants, current members and stakeholders need relevant and timely communication about orienteering. We want to listen, collaborate and communicate to those within and those outside our orienteering community.

Strategic Initiatives

4.1	Maintain a web presence, regular e-bulletins, social media and connections with mainstream media.	
4.2	Consolidate document management and make materials accessible to participants, event organisers and administrators.	
4.3	Use our communications infrastructure effectively to communicate with our members, interested parties and stakeholders, including ACT Government and media.	
4.4	Look for opportunities to better promote our sport, especially to school age children and families.	At Risk
4.5	Support Orienteering Australia’s communication to members and interested parties.	

Initiatives 4.1 – 4.3 and 4.5 are progressing well.

4.4 This has been addressed partly in 2023 and will be a priority for 2024. Promotion has occurred but has tended to be piecemeal with insufficient priorities of what we need to promote, how, when, where, who and costs involved. We also haven't evaluated the effectiveness of our promotion – are we preaching to the current OACT population, are we promoting to seek broader community general awareness or is it targeted to get active engagement.

This initiative identifies children and families as target areas, however this Strategic Initiative was written before OACT started to experience the drop off in participation from across most demographics. More work is required to narrow down the target groups to get best value for effort.

STRATEGY 5:

Perform at our best

Our participants range from novices to aspiring champions in a range of orienteering disciplines and age classes. We want every orienteer to realise their potential, regardless of their age, ability or chosen form of orienteering.

Strategic Initiatives

5.1	Maintain strong programs to support ACT teams and squads.	At Risk
5.2	Encourage every orienteer to enjoy improving their performance through a strong coaching infrastructure, training and providing high quality events.	

5.1 OACT teams have performed very well in 2021 - 2023. Highlights include:

- Individual and team performances in the NOL series, with the ACT Women's Cockatoos being a finalist for 2021 ACT Sports Awards.
- The excellent individual and team results for the 2022 and 2023 ACT Schools Team at the ASOC.
- Several strong individual performances from our Junior Cockatoos at NOL events.

OACT had a highly successful Blue Lightning and ASOC coaching program delivered by our younger Senior elite orienteers. The involvement of junior elites in coaching and course setting for sprint events is a promising sign for the future.

The At Risk assessment is the age of our Senior Cockatoos and the gap between the Junior and Seniors in age, experience and skill. OACT has maintained a high standing in Senior Cockatoo competition on the back of orienteers in their late 30s and 40s. A coaching program for elite Juniors to ready themselves as Senior Cockatoos remains a priority.

5.2 OACT is unlike other States. Other States have active Clubs, where the Clubs do provide coaching for their members. Meaning services like coaching tend to be seen by our Clubs and members as an OACT responsibility. It may not be possible for all Clubs to achieve, but encouraging the larger Clubs to have a social and coaching program could bring coaching closer to the people.

Annex C – Memberships, Events & Participation Statistics

Members

Orienteering ACT (OACT) provides for the following types of members for which different fees apply. The fees for 2023 were: Adult Member \$65 pa and Junior Member \$10 pa. Juniors born 2011 and later have free membership. Life Members are granted membership at zero cost.

Casuals (CAS-A) are event participants, who register their details with OACT, creating a login to the corporate database but don't join a club.

Family memberships ceased at the end of 2022, in line with Orienteering Australia's revised and simplified membership structure. This result saw the membership numbers more accurately representing the number of active orienteers, rather than non-active members of families.

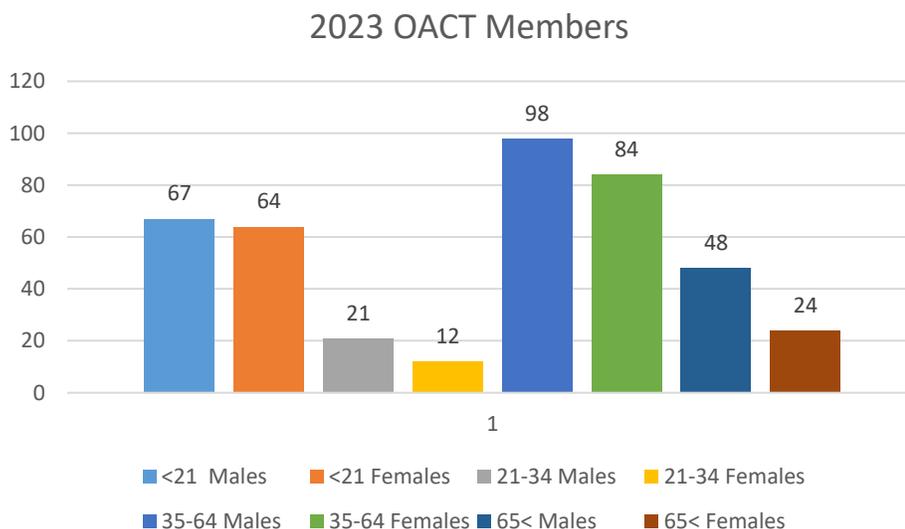
Number of Members

	Junior	Senior	Master	Veteran	Total 2023	Total 2022	Total 2021
AO-A	12	2	24	7	45	57	56
BS-A	37	16	56	17	126	155	168
PO-A	21	7	35	27	90	100	125
RR-A	59	8	57	17	141	146	133
WE-A	2	0	10	4	16	14	21
Total	131	33	182	72	418	472	503
CAS-A	25	20	57	3	105	61	20
Total	156	53	239	75	523	533	523

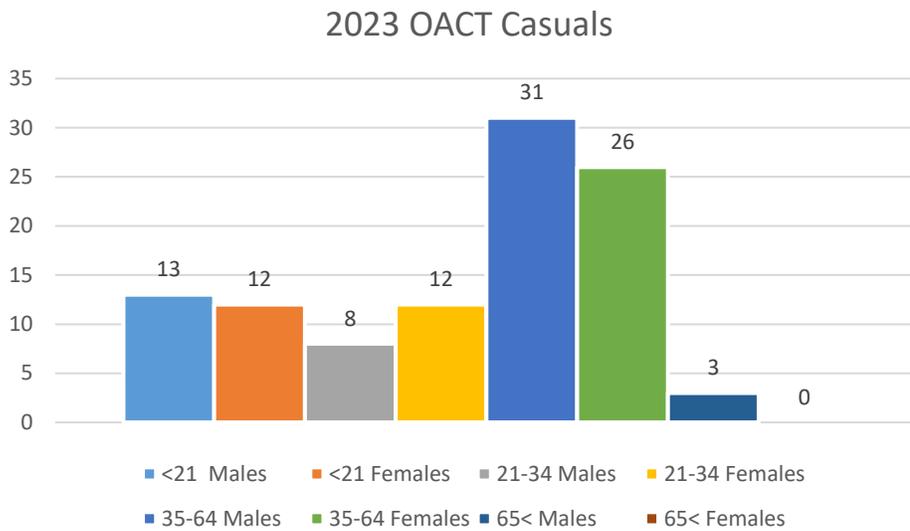
OACT's membership for 2023 was 44% Female and 56% Male. Made up of 31% Juniors (<21), 8% Seniors (21-34), 44% Masters (65-64) and 17% Veterans (65<).

The income from memberships for 2023 was \$15,096, which is similar to previous years when taking into account the revised membership structure.

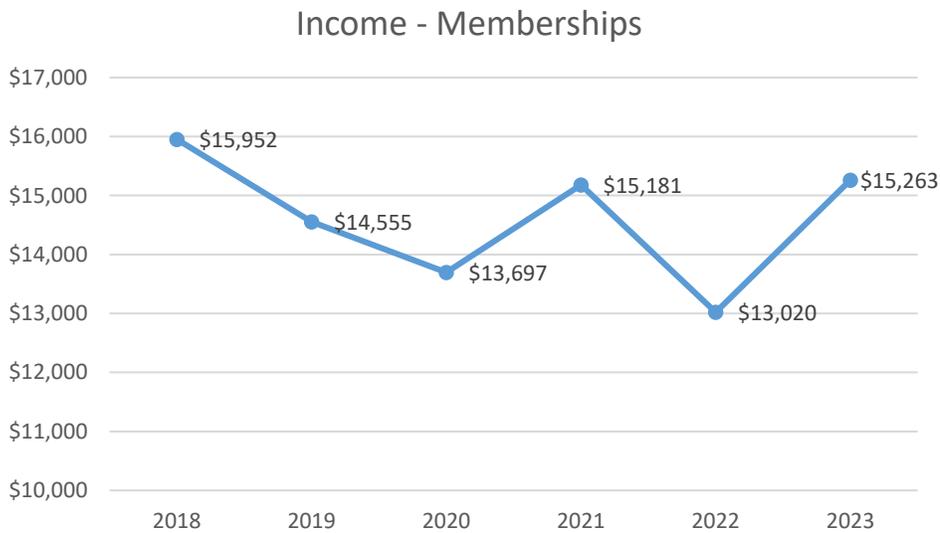
Members by Age and gender



Casuals by Age and Gender



Annual Income from Memberships



Events & Participations

OACT scheduled 126 Local / State events in 2023 of which 124 were held. OACT also hosted the National Easter Carnival held in Canberra and the Snowy Mountains. The Carnival attracted 2855 participations.

Event Type	Number of Events	Total Participations	Avg Participation per Event - 2023	Avg Participation per Event - 2022
ACT League, including ACT Champs	7	941	134	195
ACT Relays	1	31	31	112
Saturday Metro	13	1659	127	120
Wednesday Twilight	14	1749	125	124
Sunday Sprint	13	1096	84	76
Wednesday Middy	12	205	17	24
Street-O, including MapRun	47	2439	52	56
MTBO	7	391	56	53
Ski-O	1	31	31	35
SC-ORE	8	640	80	68
Primary School Champs	1	26	26	38
Total Local / State 2023	124	9208	74	82
Easter Carnival		2855		
TOTAL 2023		12063		
Total 2022	124	10090	82	
Total 2021	112	10792	96	
Total 2020	102	10530	103	

One ACT League event (Ballinafad) was cancelled due to unavailability of a course setter and controller. The event has been rescheduled for April 2024. One Saturday Metro event (Callum Brae) was cancelled at short notice due to ACT Parks & Conservation Service imposing restrictions on maximum numbers and stipulating no off-track running.

Compared to the previous years, OACT attracted on average less participations per event for the Local / State events. This was offset by large participation by local and Inter-State orienteers at the Easter Carnival.

The winter Saturday Metro Series and the summer Wednesday Twilight Series were two of the best attended series, however the average number of participants per event hasn't returned to pre-COVID levels.

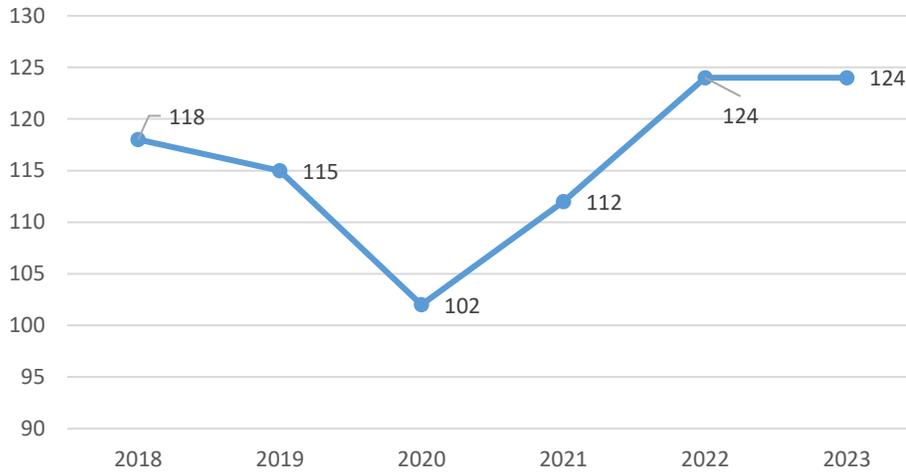
There has been excellent take-up by members purchasing Season Passes across the program of events. This eases the day-to-day administration for event organisers and offers up to 50% discount on event entry fees across a series of events.

Accurate data was not available for the number of unique participants are the 2023 ACT Relays. The reported number of 31 shows the number of teams. Teams could comprise 1,2,3 or 3 runners.

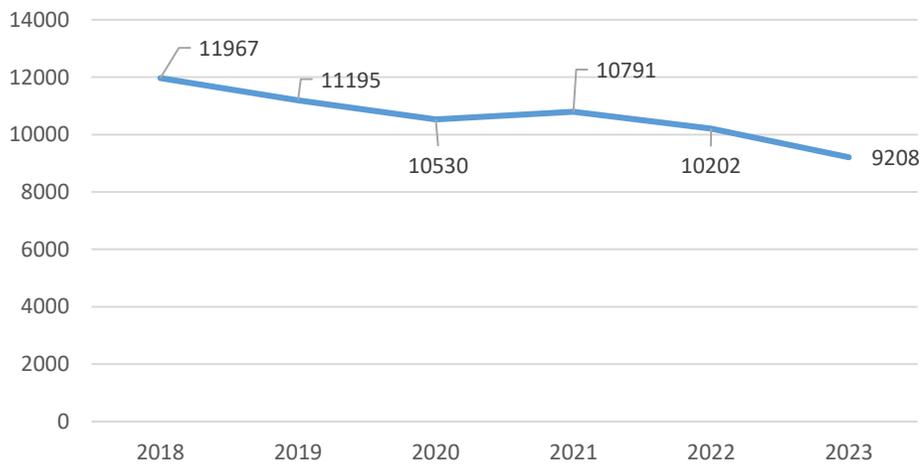
The following graphs show the:

- Number of Events per year, 2018-2023
- Annual Total Participations per year, 2018-2023, excluding major National Carnivals
- Annual Total Participations per year, 2018-2023, including major National Carnivals
- Annual participations per year, 2018-2023 for Saturday Metro and Wednesday Twilight series.

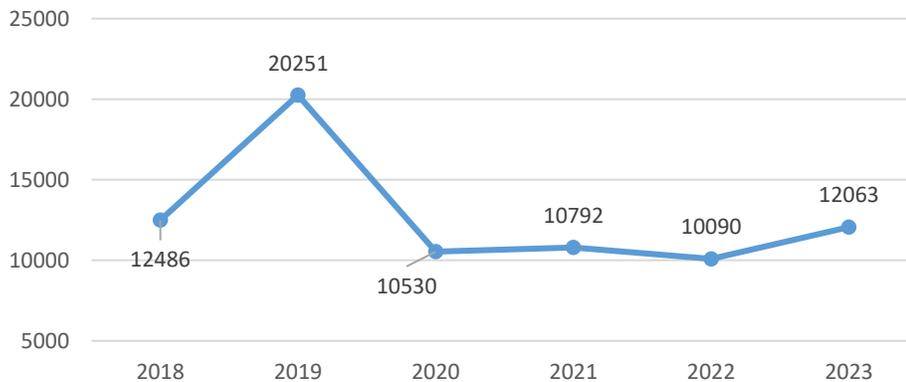
Number of Events



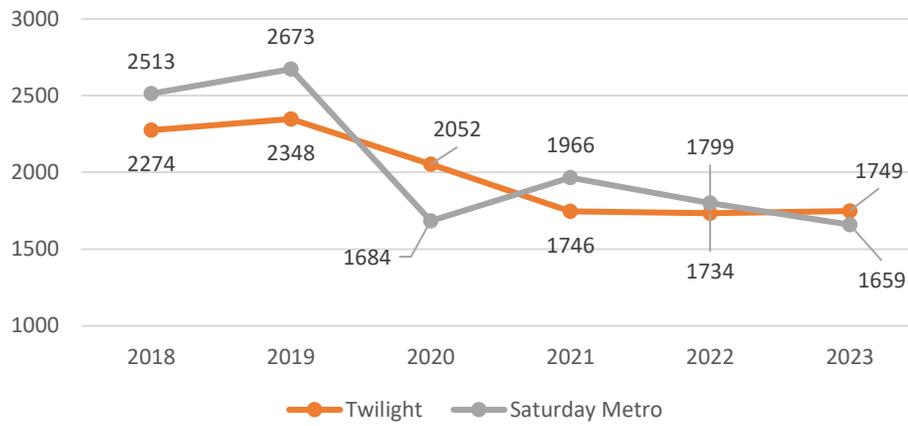
Annual Total Participations for Past Six Years (including NOLs, State Champs and Local Events, but not AUS Champs or Easter 3 Day Carnivals)



OACT - Participation All Events includes AUS Champs, Easter 3 Day, NOL, State Champs & Local Events



Participations - Saturday Metro & Wednesday Twilight



Participations by Individuals

The following table shows the top 20 individuals with the highest number of event participations, who on average across the year did one or more events per week.

1	John Harding (PO-A)	107	=10	Michael Tedeschi (RR-A)	69
2	Michael Burt (RR-A)	84	12	Jonathon Ricks (RR-A)	66
3	Liz Dunbar (PO-A)	83	13	Matthew Purcell (RR-A)	65
=4	Zaf Bluett-Jones (AO-A)	78	14	Andrew Slattery (RR-A)	64
=4	Jon Glanville (PO-A)	78	15	Shannon Jones (AO-A)	63
6	Valerie Barker (BS-A)	74	16	Jack Bashford (RR-A)	59
7	Keith Fifield (RR-A)	73	=18	Xander Phillips (RR-A)	54
=8	Nikolaus Elz (PO-A)	70	=18	Bryant Allen (PO-A)	54
=8	Pat Miethke (PO-A)	70	=19	Lawrie Brown (PO-A)	53
=10	Jennifer Webb (AO-A)	69	=19	Bill Jones (RR-A)	53

Participations by Gender and Age

	Females	Males	Total
Overall	40.7%	59.3%	100%
Junior	10.4%	14.1%	24.5%
Senior	3.1%	4.9%	8.0%
Master	19.9%	24.0%	43.9%
Veteran	7.2%	16.3%	23.5%

The data on participations by Gender and Age came from 10120 participations where Gender and Age were recorded. There were 1943 participations where Age and/or Gender were not recorded. These are typically events such as Street-O, SCORE and Primary School Championships.

There were 1663 unique entries for events in 2023. This is not the same as unique participants because entries include teams where some team members may also be individual entrants for other events.

Of the 1663 unique entrants, 523 did 5 or more events. It can be surmised that for 2023 OACT had about 523 regular orienteers. The other 1100 entrants were made up of interstate orienteers attending the Easter 3 Day Carnival and ONSW State League events conducted by OACT, plus casual orienteers who attended infrequently.

Event Planning & Management Sub-Committee & Series Co-ordinators

OACT's program of events and the delivery of those events is developed and overseen by the Event Planning & Management Sub-Committee and the Series Co-ordinators. For 2023, the Sub-Committee members and Series Co-ordinators were:

Chair:	Phil Walker
AO-A Club reps:	Ann Scown
BS-A Club rep:	Matt Stocks
PO-A Club reps:	Mike Radajewski & Jon Glanville
RR-A Club reps:	Bill Jones & Rob Walter
WE-A Club rep:	Andrew Cheffers
Street-O Series:	John Harding
Wednesday Midday:	vacant
MTBO & Ski-O:	Marina Iskhakova

Controllers

As at end 2023, OACT had eight Level 1 controllers, six Level 2 controllers and 5 Level 3 controllers. The list of accredited controllers is below.

Accreditation	Member name	Gender	State	Club	Expiry
Controller Accreditation - Level 1	Allen, Bryant	M	ACT	Parawanga Orienteers	31-Dec-24
Controller Accreditation - Level 1	Barker, Valerie	F	ACT	Bushflyers	31-Dec-24
Controller Accreditation - Level 1	Brown, Toni	F	ACT	Bushflyers	31-Dec-24
Controller Accreditation - Level 1	Gray, Edith	F	ACT	Abominable O-Men	30-Jun-28
Controller Accreditation - Level 1	Iskhakova, Marina	F	ACT	Red Roos	31-Dec-24
Controller Accreditation - Level 1	Mock, Colleen	F	ACT	Parawanga Orienteers	30-Jun-26
Controller Accreditation - Level 1	Needham, Tate	M	ACT	Red Roos	31-Dec-24
Controller Accreditation - Level 1	Stocks, Matthew	M	ACT	Bushflyers	30-Jun-26
Controller Accreditation - Level 2	Chalmers, Cath	F	ACT	Big Foot Orienteering Club	31-Dec-24
Controller Accreditation - Level 2	Fifield, Keith	M	ACT	Red Roos	31-Jul-26
Controller Accreditation - Level 2	McDonald, Grant	M	ACT	Abominable O-Men	31-Dec-24
Controller Accreditation - Level 2	Rothery, Eoin	M	ACT	Big Foot Orienteering Club	31-Jul-26
Controller Accreditation - Level 2	Stewart, Ross	M	ACT	Bushflyers	31-Dec-24
Controller Accreditation - Level 2	Walker, Phil	M	ACT	Parawanga Orienteers	30-Nov-24
Controller Accreditation - Level 3	Allison, Robert	M	ACT	Red Roos	31-Dec-24
Controller Accreditation - Level 3	Hogg, David	M	ACT	Parawanga Orienteers	31-Dec-24
Controller Accreditation - Level 3	Jones, Bill	M	ACT	Red Roos	31-Dec-24
Controller Accreditation - Level 3	Scown, Ann	F	ACT	Abominable O-Men	31-Dec-24
Controller Accreditation - Level 3	Scown, John	M	ACT	Abominable O-Men	31-Dec-24

Controllers work with event organisers and course setters to ensure that events are run correctly with no errors and things are not overlooked. It is OACT's policy that all events at Group C1 (that is, League events) level and above (such as championship events) should have an accredited controller.

A Course Setters & Controllers workshop was held on 25th November 2023, run by Nick Dent. 14 OACT, 1 ONSW and 1 OVIC members attended. OACT attendees were; Bryant Allen, Chris Anderson, Valerie Barker, Andrew Bishop, Cath Chalmers, Paul de Jongh, Jon Glanville, Edit Gray, Tate Needham, Michael Radajewski, Ann Scown, John Scown and Matt Stocks.

Course Setters, Organisers and Controllers for ACT League Events

The most time consuming and detailed events to course set, organise and control are the ACT League events and in 2023, the National Easter Carnival. OACT thanks the following members for their time, effort and knowledge in delivering the ACT League and National Easter Carnival events for 2023.

Date	Location	Course Setter	Organiser	Controller
19 March	Tuggeranong Hill	Tate Needham	Bill Jones	Graham Atkins
7 April (Easter)	ANU	John Shelton Agar	Edith Gray	Tate Needham
8 April (Easter)	Nimmitabel	David Stocks	Andrew Cumming-Thom	Phil Walker
9 April (Easter)	Nimmitabel	Andy Hogg	Sue Garr / Andrew Cumming-Thom	Cath Chalmers
10 April (Easter)	Teapot Creek/Glenbrook	Jon Glanville	Valerie Barker	Ross Stewart
4 June	Glendale	Mace Neve	Mace Neve	
25 June	Canberra Girls Grammar – ACT Sprint Champs	Silke Speier	Valerie Barker	Matt Stocks
30 July	Isaacs Ridge	David Poland	Scott Wilkinson	Toni Brown
19 August	Collector Hill – ACT Middle Distance Champs	Jon Glanville	Rohan Hyslop	Phil Walker
20 August	Foxlow Flats – ACT Long Distance Champs	Tom Walter	Rob Walter	Allison Jones

Other key roles for Easter 2023 were:

Carnival Director: Stephen Goggs

Technical Director: Ann Scown, John Scown
Website/Entries/Finish: Matthew Purcell & Jack Bashford
Equipment: Maurice Patten

Course Setters, Organisers and Veters/Controllers for other OACT Events

OACT members, in the main, contribute what they can to the various roles involved in conducting events. For 2023, over 50 people took on a role as course setter, organiser, vetter/controller for non ACT League events. Many of these people contributed on multiple occasions to the conduct of events. In addition to the primary event management roles, many events require 5-8 other volunteers to assist with set-up, registration, pack-up and control collecting.

The ACT Sports Awards held in November 2023 recognised volunteers from across all sports. Dierdre Sharkey and Mike Radajewski were acknowledged for their contributions to supporting junior orienteers.



Coaches

OACT based accredited coaches for 2023 were:

- Toni Brown – Learn & Play, Competition and Performance
- Paul de Jongh – Learn & Play
- Marina Iskhakova – Learn & Play
- David Poland – Learn & Play
- Carys Connick - Orienteering Instructor
- Tom de Jongh - Orienteering Instructor
- Ken Mansell - Orienteering Instructor
- Stephen Goggs - Orienteering Instructor (accreditation pending)
- Susanne Harrysson - Orienteering Instructor (accreditation pending)
- Toby Lang - Orienteering Instructor (accreditation pending)
- Hannah Vardy - Orienteering Instructor (accreditation pending)

Other members of OACT who contributed significantly to coaching orienteering in 2023 were; Tara Melhuish, David Stocks, Libby Gerner, Patrick Miller, Natalie Miller and Rosie Goggs.