

Management

Principal objective

- To achieve the best practical management practices in the areas of governance, human resources, and finance.

Key Outcomes

- To have an effective governance structure in place, including supporting the structures of affiliated clubs.
- To have effective contributions across all levels of the sport drawing on the skills of paid officers and volunteers.
- To have a financially viable organization.
- To have those policies and procedures in place that are necessary for the effective management of the sport, keep policies up to date and communicate them effectively to members.
- To maintain a good working relationship with such other bodies as are necessary in the broader interests of the sport.

Actions

2013

- Maintain a staffed VOA office and paid positions as required
- Give appropriate and prompt recognition to volunteers
- Maintain and review existing policies and monitor the need for new policies
- Liaise effectively with such other organizations as are necessary, in particular those organizations responsible for land management
- Establish and maintain project working groups and special event sub-committees:
 - Gold 'n Ponds Easter 2013
 - Eventor
 - MelBush O
 - Gippsland Participation
 - SE Melbourne Park & Street
 - New Sprint Orienteering Series
 - Australian Championships 2015

2014

- Develop an effective financial planning and review process
- Seek to maximize opportunities to obtain funding support from government and government-associated bodies
- Develop succession plan for key Orienteering Victoria management position

2015

- Review governance structures as required

Communications & Marketing

Summary of Communication & Marketing Strategy (**under development by Communications and Marketing Officer**).

Principal objective

- To increase participation in all forms of orienteering – Bush-O, MTBO and Park/Street-O.
- To raise the profile of Victorian orienteering through increased promotion, media coverage and sponsorship

Key Outcomes

- 1) Recruit more new participants
- 2) Retain and increase involvement of current participants
- 3) Increase club and VOA membership

Actions

2013

- Promote events effectively in the press and on the internet
- Promote club and VOA membership

2014

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2015

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Bush Orienteering

Mark Hennesy and Ruth Goddard to complete

Principal objective

- to offer a well-planned program of frequent, enjoyable and satisfying bush orienteering experiences. close to where potential participants live, with a broad range of levels of organisational complexity and navigational and physical challenge, while minimising the time and effort required to organise the whole program.
- Support and extent MelBushO as the main vehicle for recruiting Melbourne people to bush orienteering, possibly offering two separate seasons, and increasing the simplicity of organisation.

Key Outcomes

- A continuous program of frequent enjoyable affordable (for juniors) orienteering events in beautiful natural settings
- A range of terrains and courses suited to satisfy and challenge the whole range of participants (not just the elite): old and young, experienced and inexperienced, skilled and beginner, fit or limited mobility.
- “Shape” the annual calendar into mini-seasons (like Street O), such as pre-Easter (high country / middle distance season, winter (longer) events, and spring season leading into and including championships.
- Develop new introductory series of bush orienteering events close to key population centres, especially Ballarat, Gippsland and the North East.
- Support and extent MelBushO as the main vehicle for recruiting Melbourne people to bush orienteering, possibly offering two separate seasons, and increasing the simplicity of organisation.
- Collaborate with the Urban Orienteering committee to develop a new series of off road urban events in choice parkland areas, based on the Spring Urban Sprint Series, to serve as a bridge between street orienteering and bush orienteering (and as a service to bush orienteers unable or unwilling to run on hard pavements)
- Continue to contribute to Orienteering Australia national events, including national carnival, National Orienteering League and holiday events (xmas 5 days). Consider using these events to raise funds for specific projects within Orienteering Victoria
- to recruit Melbourne people into bush orienteering in the same way that the Bendigo series has recruited people.
- train more bush coursesetters via MelBushO.

Actions

2013

- Recruit new organisers and build the capacity of all organisers through guidance material, workshops and organised mentoring (event advisor, coaching, course setting, mapping, Eventor, SI skills)

- Work with the Communications and Marketing officer and clubs to promote all series (including Bendigo and Albury/Wagga) and individual events to key target audiences.
- Work with event organisers to offer more attractive, less daunting events, and to identify barriers to participation and keys to success.
- Establish a suitable governance and planning structure for Australian Championships Carnival 2015, based on an evaluation of Easter 2013, and which provides financial rewards for investment in future projects by clubs and OV
- e.g. Support established MelBush O and Bendigo Series
- To run a series of about 7 events per year in bush areas near Melbourne
- To provide some bush events (straight after the series) a bit further from Melbourne at a club level to encourage people to travel a bit further.

2014

- e.g. Review promotion of State Series Event types
- e.g. Organise NOL weekend

2015

- e.g. Deliver Australian Championship Carnival

Urban Orienteering

Debbie Dodd & Margi Freemantle to complete

Principal objective

Moderate growth in Urban Orienteering

Key Outcomes

- Growth to retain status quo in PAS
- Grow new markets & establish / execute formal promotion program
- Maintain "keep it simple" policy for PAS

Actions

[Key initiatives that are required to deliver these outcomes. Main activities to focus on each year]

2013

- Build on success of Casey series (expand, promote more)
- Promote Northern/Western summer series to rebuild participation numbers
- Investigate new technology to assist promotion and workload reduction as appropriate, but only when a clear benefit is seen for both competitors and volunteers/clubs
- Explore promotion opportunities through new channels & establish method to track promotion success
- Look at opportunities for PAS to move to other new locations
- Develop an annual sprint series utilising SI & new technologies to create "on day interest"
- Explore promotion opportunities through new & existing channels & establish promotion program including method to track success
- Continue to provide an entry level opportunity to anyone who wants to orienteer
- Continue to keep organisation simple and ensure our volunteer workload does not increase
- Continue to maximise safety of our participants

2014

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2015

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MTBO Orienteering**Peter Cusworth to complete**Principal objective

- [one line summary of where we want to be in 3 years]

Key Outcomes

- [3 or 4 bullet points describing what this objective would look like]

Actions

[Key initiatives that are required to deliver these outcomes. Main activities to focus on each year]

2013

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2014

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2015

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Juniors

Principal objective

- To have a vibrant and skilled Victorian Junior Squad that caters for both recreational and competitive juniors and their development.

Key Outcomes

- Maintain the Victorian Junior Squad as a focal point for all juniors
- Victorian Junior Squad to offer a structured program for skills development enabling good pathway to success.
- Provide schools championship events and appropriate talent identification
- Provide a State Junior Championship – a separate event for juniors only.
- Send a full secondary schools team for the Australian Schools Championships, with skills to finish in the top 3 states in Australia

Actions

2013

- Pre-Easter - re-commence the training with Roch Prendergast.
- Pre-Easter – continue to encourage all competing juniors to continue their fitness training.
- Pre-Easter – encourage all competing juniors to participate in upcoming bush and Street-O events.
- Establish a 12 month skills development program for juniors
- Engage parents of juniors and accredited coaches to be involved and committed to developing such a program
- Establish and run the Victorian Junior Championships – a multi-day, multi terrain type event, juniors only.
- Provide coaches for the juniors' at all State series events; combine the coaching with the facilities already provided by the event.
- Provide mentoring program to the juniors from the various Victorian current and past elites.
- Establish sprint-type maps and provide a program to those schools where our juniors are in attendance.

2014

- Establish a 12 month skills development program for juniors
- Engage parents of juniors and accredited coaches to be involved and committed to developing such a program
- Establish and run the Victorian Junior Championships – a multi-day, multi terrain type event, juniors only.
- Provide coaches for the juniors' at all State series events; combine the coaching with the facilities already provided by the event.

- Provide mentoring program to the juniors from the various Victorian current and past elites.
- Continue sprint map programs to those schools where our juniors are in attendance.

2015

- Establish a 12 month skills development program for juniors
- Engage parents of juniors and accredited coaches to be involved and committed to developing such a program
- Establish and run the Victorian Junior Championships – a multi-day, multi terrain type event, juniors only.
- Provide coaches for the juniors' at all State series events; combine the coaching with the facilities already provided by the event.
- Provide mentoring program to the juniors from the various Victorian current and past elites.
- Continue sprint map programs to those schools where our juniors are in attendance.

High Performance

Principal objective

- Develop orienteers of all ages to help with progression between state level competition to national level competition with the goal to make the national team. To provide a team atmosphere that will encourage athletes to continue in the sport.

Key Outcomes

- Enter full elite junior and elite senior teams at all National Orienteering League and National MTBO League events, with appropriate support and uniforms
- Have Victorian representation in each of the National Senior Squad, National Junior Squad, Junior Development Squad, all ages of ANZ Schools Challenge teams and MTBO Squads
- Provide financial support for junior and elite high performance orienteers travelling to international championships
- Provide training opportunities and coaching support for orienteers of all ages
- Provide competitions for high performance within Victoria, preparing Victorian orienteers for national level competitions
- Ensure that high performance orienteers contribute to the general orienteering community

Actions

2013

- Introduce policy of funding juniors selected in national team competing overseas
- Quality state level events scheduled prior to important national events
- Additional Nuggets uniforms obtained and subsidised
- Junior team members encouraged to attend senior training to help with transition between juniors and seniors
- Host a round of the National Orienteering League at Easter
- Host a round of the National MTBO League
- Bid for a round of the 2014 NOL

2014

- Host a round of the National Orienteering League and MTBO League

2015

- Host the Australian Orienteering Championship Carnival, including the Australian Schools Championships and National Orienteering League

Coaching

Jim Russell to complete

Principal objective

- [one line summary of where we want to be in 3 years]

Key Outcomes

- [3 or 4 bullet points describing what this objective would look like]
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Actions

[Key initiatives that are required to deliver these outcomes. Main activities to focus on each year]

2013

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2014

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2015

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