



**High Performance Committee
Report to 2018 AGM**

Committee Name	High Performance Committee
Committee Chair	Emily Ross
Committee Members	Emily Ross, Stefan Bergstrom, Pia Blake, Jennifer MacKeigan, Charlotte MacNaughton, Tori Owen, Meghan Rance
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Submitted By	Emily Ross

Past Year's Work

The High Performance Committee (HPC) is responsible for support and development of the High Performance Program (HPP), National Teams and elite orienteering in general. From July 2017 - July 2018, our tasks have been:

- 1. Accept athletes to the HPP:** For 2018, we accepted 27 athletes to the HPP. Three of these athletes had not previously been on the HPP. A list of athletes can be found at: www.orienteering.ca/team-canada/high-performance. We develop documents annually regarding this process (e.g., the Athlete's Handbook and Athlete's Agreement).
- 2. Provide regional coaches to HPP athletes:** We have the following regional coaches: Brent Langbakk (Whitehorse), Marg Ellis (Vancouver), Brian May (Kelowna/Salmon Arm), Magali Robert (Calgary), Hans Fransson (Hamilton), Jeff Teutsch (Ottawa) and Raphael Ferrand (Europe). The coaches are responsible for all the athletes in their region throughout the year. Magali Robert is a new coach this year while the other coaches have stayed on from previous years.
- 3. Coordinate logistics for major international events:** We have provided logistics support for three major international events: the Junior World Championships in Hungary, the World University Orienteering Championships in Finland, and the World Championships in Latvia. Logistics include booking accommodations,

registering athletes, payments, and communicating with athletes. We acknowledge and wish to thank Jeff Teutsch (JWOC Coach), Meghan Rance (JWOC Team Manager), Marg Ellis (WUOC Coach/Team Manager), Nevin French (WOC Team Manager), Raphael Ferrand (WOC Coach) for all their work at these competitions.

- 4. Develop and communicate selection policies in collaboration with the selection committees:** The HPC liaises with the selection committees to develop the selection policy and to select athletes for major international senior and junior events. This year, the senior selection committee is Ted de St. Croix, Wil Smith, and Nina Waddington. The junior selection committee is Stefan Bergstrom, Nevin French and Ross Burnett.
- 5. Organize an annual fundraising Silent Auction at NAOCs/COCs:** Jennifer MacKeigan is taking the lead on organizing the annual silent auction. It will be held at the NAOC/COC week in the Yukon. This is one of our biggest fundraising events, typically bringing in between \$4500 and \$6000 each year.
- 6. Organize an annual HPP fundraiser event at NAOCs/COCs:** One of our other major sources of fundraising is the HPP orienteering event. Bruce McLean is taking the lead this year on this event, with assistance from local HPP athletes (Jennifer MacKeigan, Leif Blake, and Pia Blake).
- 7. Ensure athletes complete the Canadian Anti-Doping education modules offered through the Canadian Centre for Ethics in Sport (CCES):** All athletes have been entered in the National Athlete Pool (the HPC has provided up to date information to the CCES). Additionally, all athletes have completed the online education modules offered by CCES. Athletes are subject to testing throughout the year
- 8. Communicate with HPP athletes:** We continue to use Basecamp as our main communication platform. Tori Owen, the athlete representative, posts recaps after every 1-2 meetings. We also have planned an HPP barbecue that will be hosted at Jennifer MacKeigan's house during the NAOC/COC week. We also surveyed athletes in the fall of 2017 about their experiences in the HPP.
- 9. Communicate with the broader orienteering community:** HPP athletes post on the team blog (<https://teamcanadaorienteering.blogspot.com/>), which is coordinated by Pia Blake. All athletes have profiles on the Orienteering Canada website. We also assist with communications on Orienteering Canada's social media, particularly at major events.
- 10. Coordinate uniform orders:** The HPC and the o-store orders and distributes national team uniforms. Additionally, Jennifer MacKeigan and Emma Waddington (an HPP athlete) created and ordered casual wear t-shirts for HPP members.

- 11. Renewed the High Performance Committee Manager's Contract:** Emily Ross was hired as the HPC manager in August 2017. Her contract was renewed in March 2018. She assists with the HPC's administrative tasks
- 12. Coordinate the athlete representative's election:** Tori Owen's 3-year term as athlete's representative is up at this year's AGM. We conducted an athlete's representative election process in which Pia Blake is the nominee.
- 13. Submit an appeal to the IOF regarding the personal WOC spot determined by middle race at NAOCs:** While the M/F 20E and M/F 21E courses are the same run the same courses at NAOCs, the IOF said that the personal WOC spot will only be given to the winner registered in the M/F 21E course class. We have submitted an appeal in collaboration with Orienteering USA that the course winners get the WOC spot independent of being a senior or junior.

Future Work – Projects and Goals

We want to ensure that coaches receive the appropriate training and development opportunities and have appropriate communication channels with athletes.

We want to continue to foster team spirit among the HPP members despite the large geographic spread and individual nature of the sport. This may include hosting more training camps.

We need to recruit a committee member who has coaching/athlete development experience as Brent Langbakk stepped down as the High Performance Director in November 2017.

Successes and Challenges

In January, we had a strategic planning session. Some topics that were brought up then or since then include:

- We have really progressed each year to become more organized and structured
- The High Performance Manager position has been helpful to ensure tasks get completed on time and to reduce volunteer burnout
- We need to continue to improve on communicating with athletes and facilitating more consistent communications between athletes and coaches throughout the year
- We want to continue to ensure that that committee members are aware of their roles and feel like they are contributing positively to the committee's activities
- We need to create more transparency and consistency about the standards and expectations of HPP athletes
- We need to be able to recruit people with the appropriate skills, particularly since Brent Langbakk stepped down (e.g. skills about coaching, training, LTAD, yearly training plans) and Charlotte MacNaughton's term is up at this year's AGM (e.g. skills like familiarity with contracts, communications, governance structure, national sporting organizations, historical precedent, and Orienteering Canada's policies)
- We are working with a small budget that primarily goes to support staff for major events logistics

Finances

Most of the budget is used for support staff at major events. Up to \$3500 is allocated to HPC staff (including the High Performance Committee Manager). We need to continue to seek additional sources of revenue if we want to be able to hold formal training camps for athletes or provide other supports to athletes.

