

## High Performance Committee Report to 2019 AGM

Committee Name	<b>High Performance Committee</b>
Committee Chair	Emily Ross
Committee Members	Stefan Bergstrom, Pia Blake, Jennifer MacKeigan, Meghan Rance, Emily Ross, Jeff Teutsch
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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 2018 - July 2019, our tasks have been:

1. **Accept athletes to the HPP:** For 2019, we accepted 29 athletes to the HPP. Five 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](http://www.orienteering.ca/team-canada/high-performance). We develop documents annually regarding this process (e.g., the Athlete's Handbook and Athlete's Agreement). We have communicated with the broader orienteering community about requirements for the 2020 HPP.
2. **Provide regional coaches to HPP athletes:** We have the following regional coaches: Afan Jones (Whitehorse), Marg Ellis (Vancouver), Brian May (Kelowna/Salmon Arm), Magali Robert (Calgary), Meghan Rance (Hamilton), and Jeff Teutsch (Ottawa). Raphael Ferrand was the coach for Europe, but stepped down early in the year due to work commitments (Europe). The coaches are responsible for all the athletes in their region throughout the year. Afan Jones and Meghan Rance are new coaches 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 two major international events: the Junior World Championships in Denmark and the World Championships in Norway. Logistics include booking accommodations, registering athletes, payments, and communicating with athletes. We acknowledge and wish to thank Brian May (JWOC Coach), Meghan Rance (JWOC Team Manager), Safder Raza (WOC Team Manager), and Joonas Pääkkönen (WOC Coach) for all their work at these

competitions. Additionally, we registered athletes for three World Cup events in Finland, Switzerland, and China.

- 4. Develop and communicate selection policies in collaboration with the selection committees:** The HPC liaises with the selection committees to develop the selection policies 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 Pippa McNeil. The junior selection committee is Stefan Bergstrom, Nevin French and Cherie Revells.
- 5. Organize an annual fundraising Silent Auction at the Canadian Orienteering Championships (COCs):** Jennifer MacKeigan and Thomas Lindale are taking the lead on organizing the annual silent auction. It will be held at the COC Banquet in Quebec. 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. It will be a relay during Ottawa O Fest. Nevin French, Jennifer McKeigan and Pia Blake are taking the lead on this year's event.
- 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. We also help coordinate with CCES to do testing at events.
- 8. Communicate with HPP athletes:** We continue to use Basecamp as our main communication platform. Pia Blake, the athlete representative, posts recaps after every 1-2 meetings. We are looking into the possibility of hosting a social event during the O Fest/COC week. We also surveyed athletes in the fall of 2018 about their experiences in the HPP.
- 9. Communicate with the broader orienteering community:** We started an HPP Instagram (@orienteeringcanadaHPP). 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, a sub-committee composed of Jeff Teutsch, Graeme Rennie, Michael Svoboda, and Emma Waddington are designing a new uniform for next year.
- 11. Work with a High Performance Committee Manager:** Emily Ross is currently the HPC Manager. She has indicated she would like to step down from the role and we are in the process of hiring a new manager to assist with the HPC's administrative tasks.
- 12. Retain an Athlete's Representative:** Pia Blake was elected as the Athlete's Representative in 2018. She remains in her 3-year term. She attended the SportCAN conference in the fall of 2018.

## Future Work – Projects and Goals

We want to continue to raise the level of our HPP athletes. For our 2020 applications, athletes must have a training log, competitive results, and submit a time trial result for a 3km, 5km, or 10km race.

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, such as to prepare for the 2020 NAOCs.

We want to work together with and share a long term vision with HPP athletes and coaches for the direction of the HPP.

## Successes and Challenges

- We continue to try to become more organized, structured and transparent
- We need to continue to improve on communicating with athletes to make sure they are well-informed and have the opportunity to provide constructive feedback
- We are working to ensure there is more consistent communication between athletes and coaches
- We are trying 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 in 2017 (e.g. skills about coaching, training, LTAD, yearly training plans), Charlotte MacNaughton's stepped down in 2017 (e.g. skills like familiarity with contracts, communications, governance structure, national sporting organizations, historical precedent, and Orienteering Canada's policies), and Emily Ross is stepping down (HPC Manager role)
- 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. We are working with Anne Teutsch and Amanda Edmunds to streamline our process as well as to make event fees more transparent for athletes.

**Additional Notes**