



Committee Report to 2021 AGM

Committee Name	High performance Committee
Committee Chair	Marg Ellis (Starting June 2021)
Committee Members	Stefan Bergstrom, Jeff Teutsch, Emma Waddington, Jan Erik Naess
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Submitted By	Marg Ellis

The Past Year

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 2020 - July 2021, our tasks have been:

- 1. Create a new high performance program, the Team Canada Program.** The program focuses teamwork with the intent to foster a team culture in which Team Canada athletes and other members support and cheer for each other, push each other to be better, and act as outstanding role models for the community. There are 4 separate teams in the program: the Junior Development team (8 members), the Junior National Team (2 members), the Senior Development team (6 members), and the Senior National team (6 members). The Team Canada Program replaces the former High Performance Program which was in place from 2010 through 2020.
- 2. Start building professional and semi-professional coaching support for Team Canada athletes.** Jeff Teutsch has been appointed as High Performance Director (and Team Canada's Head Coach).
- 3. Grow the support and size of Team Canada.** Many support structures and initiatives are currently being put in place that will provide increasing support to our athletes. Many of these initiatives are described in Team Canada's 2021 Strategic Plan which was developed in the winter of 2021.
- 4. Accept athletes to Team Canada:** Under the new structure, we accepted 22 athletes to Team Canada. Participating in the selection of Team Canada were Jeff Teutsch, Meghan Rance, Magali Robert and Marg Ellis. 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). We communicated with the broader orienteering community about requirements for the 2021 HPP.
- 5. Provide coaching to Team Canada athletes:** Jeff Teutsch is managing each Team Canada group and region. The athletes have been asked to help provide for others, e.g., sharing presentations about training, making courses for each other.
- 6. Coordinate logistics for major international events:** Because of covid, Orienteering Canada decided not to send athletes to the World Orienteering Championships or the Junior World Orienteering Championships. Instead, we are concentrating on sending athletes to 2 World Cup (WC) events in August and September. Athletes will receive no funding from Orienteering Canada for these events.
- 7. Develop and communicate selection policies in collaboration with the selection committees:** The HPC, with help from Bogi Gyorf, developed selection policies for the WC 2

and 3 events. The selection subcommittee (Jeff Teutsch, Stefan Bergstrom, Marg Ellis) are selecting the athletes for the WC events.

- 8. Organize an annual fundraising Silent Auction at the Canadian Orienteering Championships (COCs):** Took the lead on organizing the annual silent auction in 2020. It was online and was a great success. We raised \$7536 through this event - a record high. In 2021, we will again have an online auction. The 2021 auction is being organized with the assistance of Team Canada athletes.
- 9. Organize an annual Team Canada fundraiser event.** One of our other major sources of fundraising is the Team Canada orienteering event, typically a fun relay at the COCs. This year, the team has organized a Control Bounty event during the month of June, expected to raise almost \$10,000. All Team Canada members participated in this new event, and it is likely to become an annual event.
- 10. Ensure athletes complete the Canadian Anti-Doping education modules offered through the Canadian Centre for Ethics in Sport (CCES):** All Team Canada athletes have been entered in the National Athlete Pool (Team Canada 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.
- 11. Communicate with Team Canada athletes:** We continue to use Basecamp as our main communication platform. Emma Waddington, the athlete representative, posts recaps after every 1-2 meetings. Team dynamics have been increased by virtual engagement in various meetings and social activities such as monthly coach-led team and regional group meetings, team presentations and discussions, and virtual game nights.
- 12. Communicate with the broader orienteering community:** We continued our Instagram presence (@orienteeringcanadaatcp). All athletes have profiles on the Orienteering Canada website. We also assist with communications on Orienteering Canada's social media, particularly at major events.
- 13. Coordinate uniform orders:** Team Canada and the o-store orders and distributes national team uniforms. A sub-committee composed of Jeff Teutsch, Graeme Rennie and Emma Waddington designed a new 2021 uniform.

Retain an Athlete's Representative: Emma Waddington was elected as the Athlete's Representative in 2020 for a 3-year term.

Looking Forward

We want to continue to raise the level of our Team Canada athletes. For our 2021 applications, athletes must have a training log, competitive results, and submit a time trial result for a 3km, 5km, or 10km race or equivalent self-timed training event.

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 Team Canada members despite the large geographic spread and individual nature of the sport. This may include hosting more training camps, such as to prepare for future events, once covid restrictions are lifted.

We want to work together with and share a long term vision with Team Canada athletes, and their personal or club coaches for the direction of Team Canada.

Successes and Challenges

- We continue to try to become more organized, structured, and transparent
- We have instituted regular group and one-on-one communications between High Performance Director (and Head Coach), Jeff Teutsch, and Team Canada athletes to make sure the athletes are well-informed and can 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 regarding the standards for Team Canada athletes and expectations of them.
- We need to be able to recruit people with the appropriate skills to support Team Canada. Currently, High Performance Director Jeff Teutsch, is single-handedly carrying the training and administrative load with some help from OC's Tracy Bradley and Alberta's Bogi Gyorf.
- We are working with a small budget that primarily supports a part-time coach and major international event support personnel.

Finances

Most of Team Canada's budget is used to support a part-time coach and to provide staff at major international events. Because of covid, we were able to transfer some of the budget from international event staff to coaching, thus securing an increase in salary for the High Performance Director. This allowed us to increase their hours. We need to continue to seek additional sources of revenue to hold formal training camps for athletes and provide them with other support. This year the \$100 application fee was offset with a \$100 subsidy on uniforms for all athletes.