



2019 Annual Report

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This version: January 4, 2020

2019 year-in-review

After a challenging 2018, FWOC moved forward and achieved some great success in 2019.

We opened the spring season early with a successful Campus Sprint Series that reminded many of us how much running we haven't been doing over the winter. Moving straight into our Wednesday Night Series, we offered weekly events straight through to late August, before switching to a shorter Fall Sprint Series combined with open weekend training sessions.

Our marquis event this year was the Alberta Orienteering Championships (AOCs) in late June. Much to the credit of our capable and dedicated volunteer organisers, FWOC hosted a very successful AOCs in Sandy McNabb south of Calgary.

Our junior program numbers remained relatively consistent with 2018. Notably, we did have our largest group ever in SOGO Level 3, our oldest junior group. We also added extra program days to this group as well as piloting a new "Bridge" program to facilitate the transition between SOGO Level 3 and Orienteering Canada's High Performance Program. These programs are a notable success for 2019 and we plan to continue with them in 2020.

On the financial side, 2019 was another predictably stable year for FWOC, thanks to continued hard work on budgets and accounting. Our junior development program SOGO reached a key milestone in 2019, operating effectively budget-neutral for the first time. This has been a goal for the club since the inception of the program, and we have been working towards this for several years. This success has been partly due to increased revenue from our SOGO@School program as well as due to the efficiency and creativity of our energetic team of employees at SOGO.

After a change to the Alberta Sport Funding model last year, FWOC has worked closely with AOA to change our membership model to support the AOA in its preservation of provincial funding. These changes have encouraged FWOC and AOA to initiate programs outside Calgary city limits, leading notably to the introduction of (largely successful) SOGO programs to Cochrane and Bragg Creek. FWOC will be looking at continuing programming in the areas around Calgary in the coming years.

The AOA continues to support FWOC and we thank the AOA employees and volunteers for their cooperation with our club. Specifically, the AOA facilitated several grants this year to support FWOC programming and events. Several thousand dollars have been provided to FWOC for equipment at the AOCs and for coaching support for our new SOGO Bridge program. We continue to closely watch the ongoing changes to the provincial budget and sports funding for any changes that may affect us in the coming years.

The AOA also continues to collaborate with FWOC and Alberta Environment and Parks to secure event and training permissions on our forest maps. Several volunteer members have been actively engaged in this process and FWOC has seen our relationship with Alberta Parks improve and permissions facilitated under the new framework. We look forward to continued progress in this relationship going forward.

Of course, we also experienced some challenges in 2019, many not unfamiliar to the club. Overall volunteer capacity remains a challenge, as we continue to rely on a relatively small group of involved members for most of the heavy lifting. That said, we had several new first-time Wednesday night meet directors step forward, which is an encouraging trend.

A key focus for FWOC in 2020 will be the Western Canadian Orienteering Championships (WCOCs), which FWOC is hosting in early July. This event will run in collaboration with the Canadian Orienteering Championships (COCs), which are being hosted by Kootenay Orienteering a week later, under the banner of The 2020 Rocky Mountain Orienteering Festival. While we already have a core team of volunteers for this event, filling the heavy volunteer requirements for hosting the WCOCs will be an important task for FWOC and we will look to our energetic members to step forward on this.

A second key focus for FWOC in 2020 will be an effort to hire a full-time club coach. This individual would be employed by FWOC to deliver a wide breadth of coaching, from older SOGO juniors to adult training, as well as potentially some other valuable services such as event planning and support. This position would be largely supported through casino funds. We would consider applications from local, national, or international applicants.

Last, and more generally, we continue to struggle to attract adult orienteers to the forest. Pulling members out of the city is an ongoing challenge that FWOC needs to address (hopefully in collaboration with AOA and others). Local participation in the WCOCs in 2020 will be a critical test of the sustainability of forest orienteering under our current approaches to training, promotion, and events.

Thanks again to all the volunteers, coaches, meet organizers, and participants that helped make 2019 a successful year for FWOC. I look forward to watching our club and our sport grow in Alberta in the coming years.

David Roberts

President

Executive Members, Committees, & Staff

2019 FWOC Board of Directors

President	David Roberts	VP Mapping	Don Bayly
Vice President	Bob MacDonald	VP Membership	Mauricio Estevez
Treasurer	Jean McNaughton	Volunteer Coordinator	<i>vacant</i>
Secretary	Carmie Callanan	Member at Large	Mardy Roberts
VP Technical	Tim McLaren	Member at Large	Kimberly landolo
VP Junior Development	Eduard Spelier	Member at Large	Bonnie Fasoli

Junior Development Staff (paid positions)

SOGO Program Coordinator	Lenora Carbonetto	
SOGO Level 1 & 2 Head Coach	Bridie Pryce (Spring)	Jasmine Sepandj (Fall)
SOGO Level 3 Head Coach	David Roberts	
SOGO @School Coach	Kimberly landolo (Spring)	Bonnie Fasoli (Fall)
SOGO Squirts Coach	<i>vacant</i>	
SOGO Event Coordinator	<i>vacant</i>	
SOGO Access Coach	Bridie Pryce	

Committees

Adult Training (est. 2015)

Develop and review adult training programs for newcomers and veterans, based on the LTAD guidelines. Track participants to determine success of introductory programs in attracting newcomers.

Marsha Fehr (Chair)

Magali Robert

Finley Brandreth

Teresa Winn

Communications & Promotions (est. 2016)

Coordinate the promotion of, and increase participation in, the sport of orienteering in Calgary, particularly through participation in FWOC programs and events. Communicate internally with club members and externally to the general public, including via social media.

Marsha Fehr (Chair)

Jean McNaughton

Mardy Roberts

Events (est. 2017)

Plan and maintain annual calendar of orienteering events. Coordinate with other committees and clubs to create a combined annual calendar of events, avoiding conflicts as much as possible.

Bob McDonald (chair)

Karen Martino

Finance (standing)

Create and maintain financial policies by which the spending of FWOC money is governed.

Andree Powers

Jean McNaughton

Mardy Roberts

Jonathan Winn

Junior Development (est. 2014)

Create learning opportunities for youth in all aspects of orienteering. Guide the development and implementation of the Junior Training Program.

Eduard Spelier (Chair)

Charlotte McNaughton

Jean McNaughton

David Roberts

Tim McLaren (departed)

Nicki Rehn (departed)

Karin Gerritsen

Mapping (est. 2012)

Maintain, update, revise and otherwise manage existing maps. Plan future mapping projects. Support mapping training within the club.

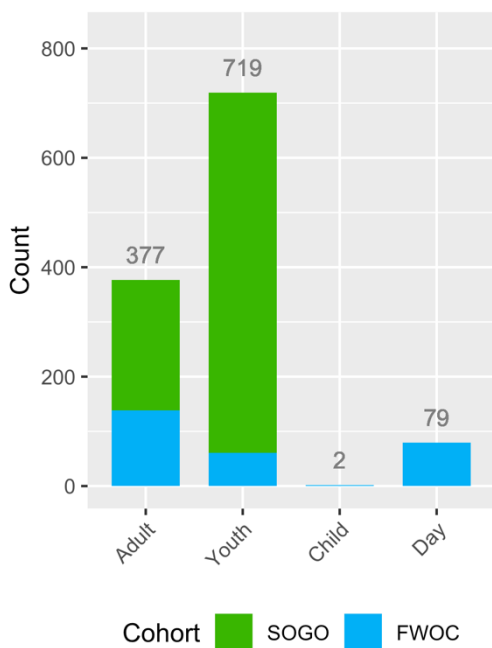
Don Bayly (Chair)	Sylvestre Charles	Marsha Fehr	Clarence Kort
Scott Newson	Michael Svoboda	Teresa Winn	

Participation and Competitive Development (est. 2012)

Review applications for event and competition support and recommend allocation of funds.

Carmie Callanan (Chair)	Bob MacDonald	Tim McLaren
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Membership



2019 membership remains stable. The increase in Day Members is possibly not trustworthy data, as we identified several people this year who purchased multiple Day Memberships (not allowed). Some Day Members may have gone on to become full members. Members include regular FWOC sign-ups, SOGO Level 1-3 youth participants, and SOGO Squirts parents. **Note** that school program participants are not FWOC members.

	2017	2018	2019
Regular members	1,264	1,053	1,048
Day members	29	42	79
School programs	332	4,020	1037*

* Numbers for Aug-Oct 2019 only.

Volunteers!

We would like to once again thank all those members who volunteered their time in 2019 to make orienteering happen in Calgary. We hosted a huge number of events this year (including racing, training, outreach, and fundraising) and accomplished a lot within the club. If you were part of the club's success in 2019, **thank you so much for your time and energy!**

By our accounting in 2019, 109 volunteers put in over 2000 hours of volunteer time (likely a conservative estimate!). These hours went towards Wednesday nights, Alberta Champs, the FWOC casino, Adult Training, mapping, SOGO, various club committees, and the Board.

Events

Alberta Orienteering Championships

The 2019 Alberta Orienteering Championships in Sandy McNabb were a great success with 55 participants covering the spectrum of ages from Jean M running F85+ and Einar V (EEOC) running M75+ categories to Elite and HPP athletes Damian K, Adam W, and Emma S to 10- and 12- SOGO athletes Joaquin S, Brady M, and Jake M. Four clubs from two provinces were represented, including EEOC (Edmonton), GVOG (Vancouver), Sage OC (Kamloops), and FWOC. This year, we also hosted a relay, adding a fun component to the Alberta Champs weekend. Thanks to the 43 volunteers who helped make exciting competition happen!

Weekly Events

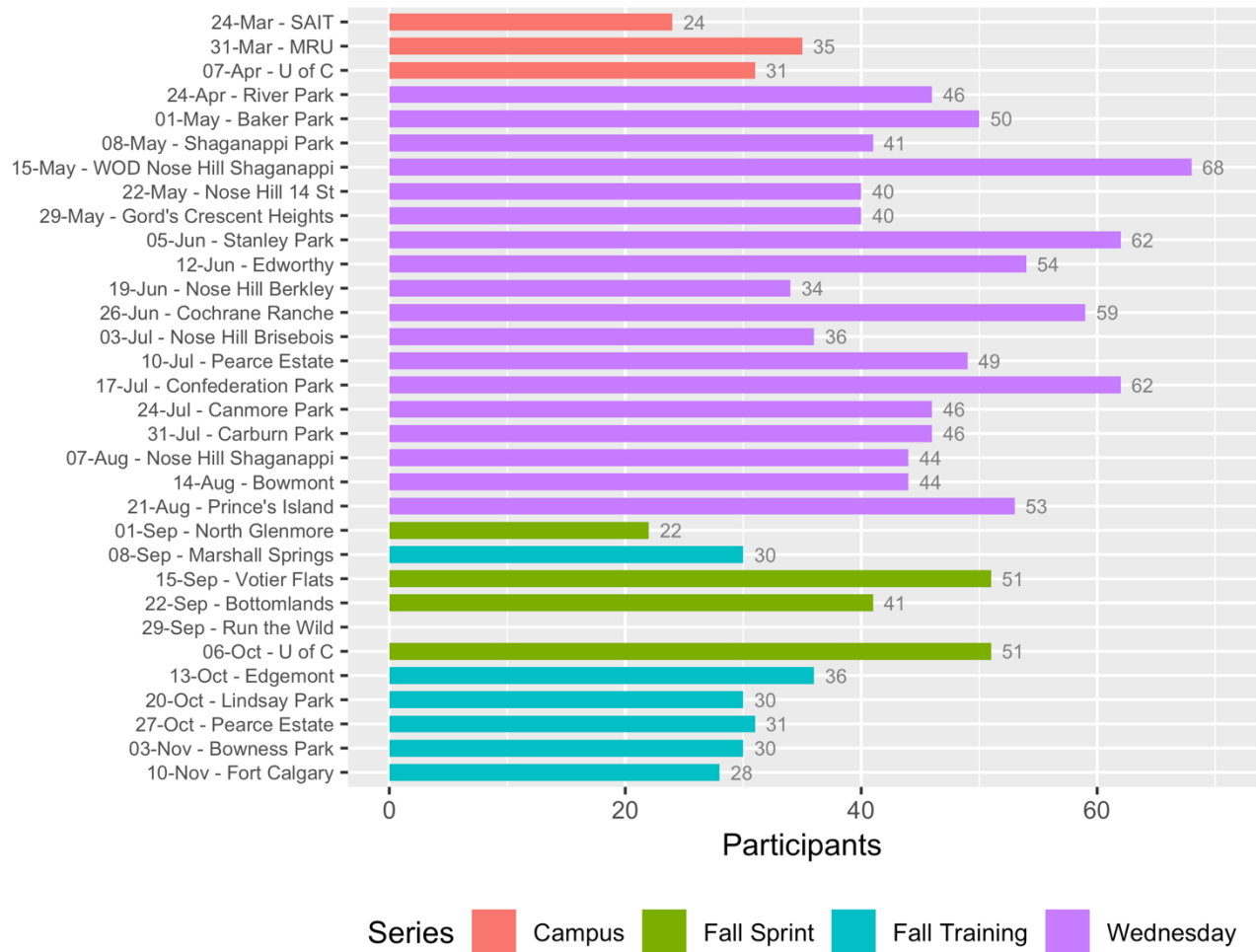
2019 was yet another full schedule year for FWOC, with (almost) uninterrupted weekly events between March 24 and November 10. We had a total of 1,314 participants, with an average of 42 participants per event, with the Wednesday series being the most well-attended (average of 49 people per event). Our most successful event was once again our World Orienteering Day event on Wednesday, May 15th at Nose Hill Shaganappi, even despite the crummy weather. The increased promotion around this event seems to pay off, as we also had more day members for this event (i.e. likely first-time orienteers) than any other in 2019.

The early season Campus Sprint Series (March 24 & 31, April 7) got people out the door on relatively weatherproof maps a few weeks earlier than last year and, while we didn't see huge participation numbers (the sign of a good spring ski season?), we consider those events a success.

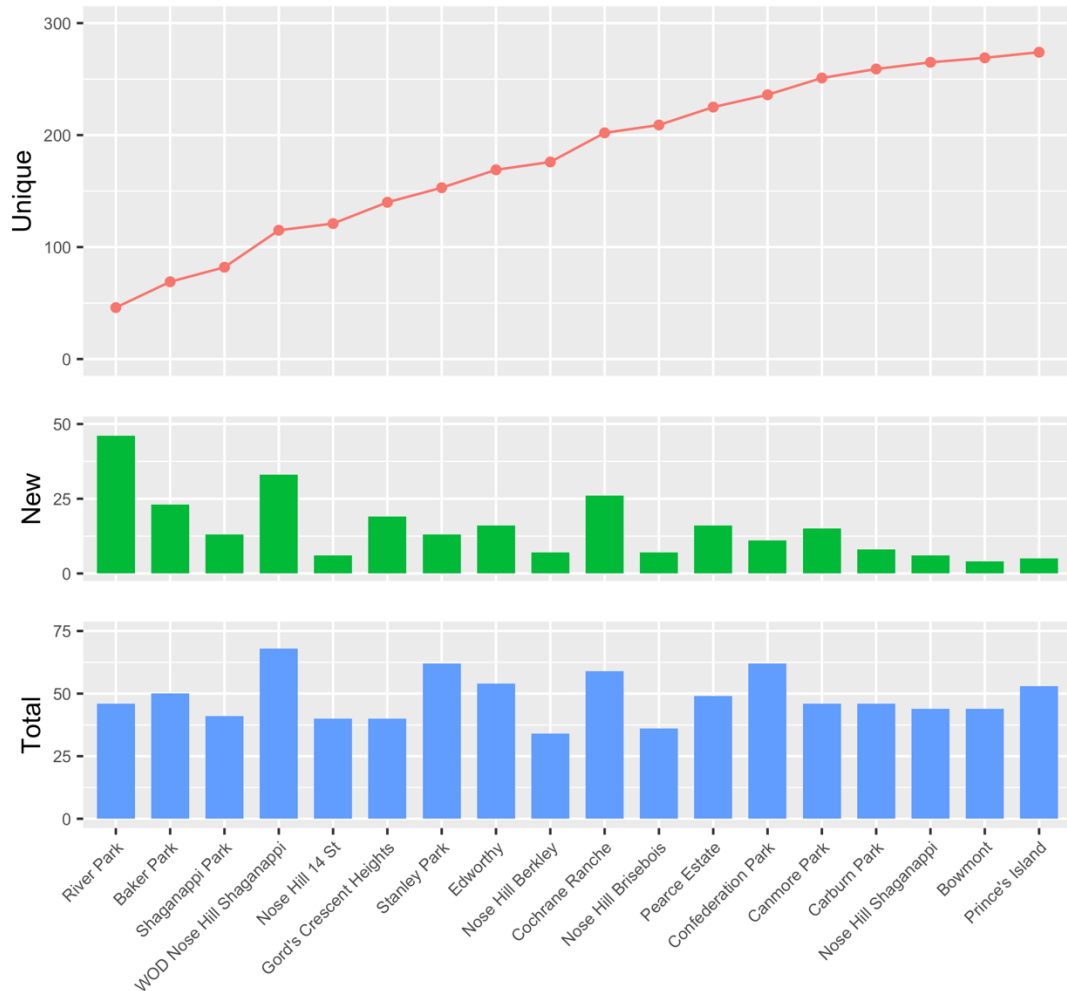
Unfortunately, an early season Snowmageddon in the Kananaskis at the end of September forced the postponement of the Run the Wild rogaine event, which is now tentatively scheduled for June 7th or 8th, 2020.

Encouragingly, even though total participants were (somewhat) stable week-to-week, we saw new people at every Wednesday event, even at the last event in Prince's Island. In total, we had 274 unique

participants through the Wednesday event series, attracting the most new faces through the season (after the first event of course) for World Orienteering Day (May 15) and Cochrane Ranche (June 26). The latter event numbers suggest that Calgary's remote communities may be underserved by FWOC and an important potential source of growth for our club.



Participation numbers for FWOC's 2019 weekly events.



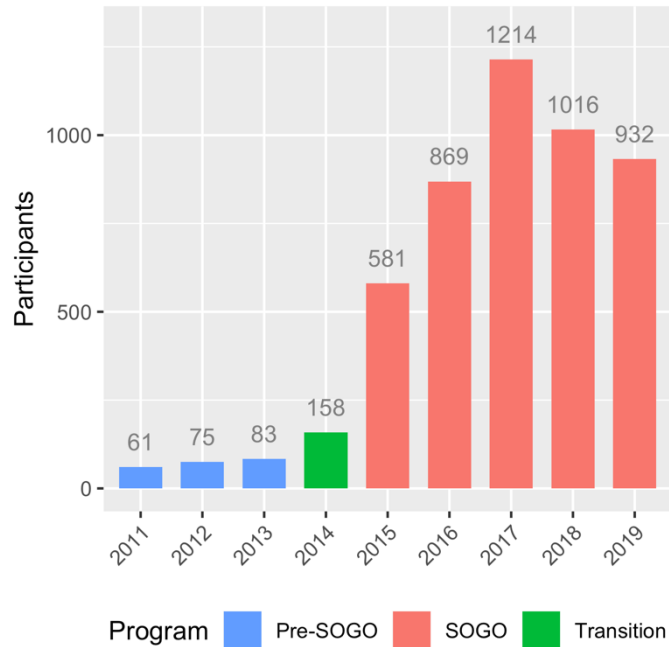
Participant numbers of total (blue), new (green), and cumulative unique (red) through FWOC's 2019 Wednesday night event series. We continued to attract new people even to the last events of the season.

2020 Events

While we plan to continue offering consistent local weekly orienteering through the 2020 season, obviously a major focus of FWOC in 2020 will be the WCOCs in early July. More on that below...

Junior Development

2019 was a year of consolidation for Junior Development within the FWOC but we did start our first programs outside of the city: Wednesday nights in Cochrane and Saturdays in Redwood Meadows/Bragg Creek. Registrations in all programs stayed fairly stable compared to the previous year.



FWOC's junior program registrations by year.

SOGO Squirts and SOGO Levels 1 to 3

For those unfamiliar with SOGO, the programs are broken down as follows (ages are approximate and constantly changing as the program is not strictly age structured):

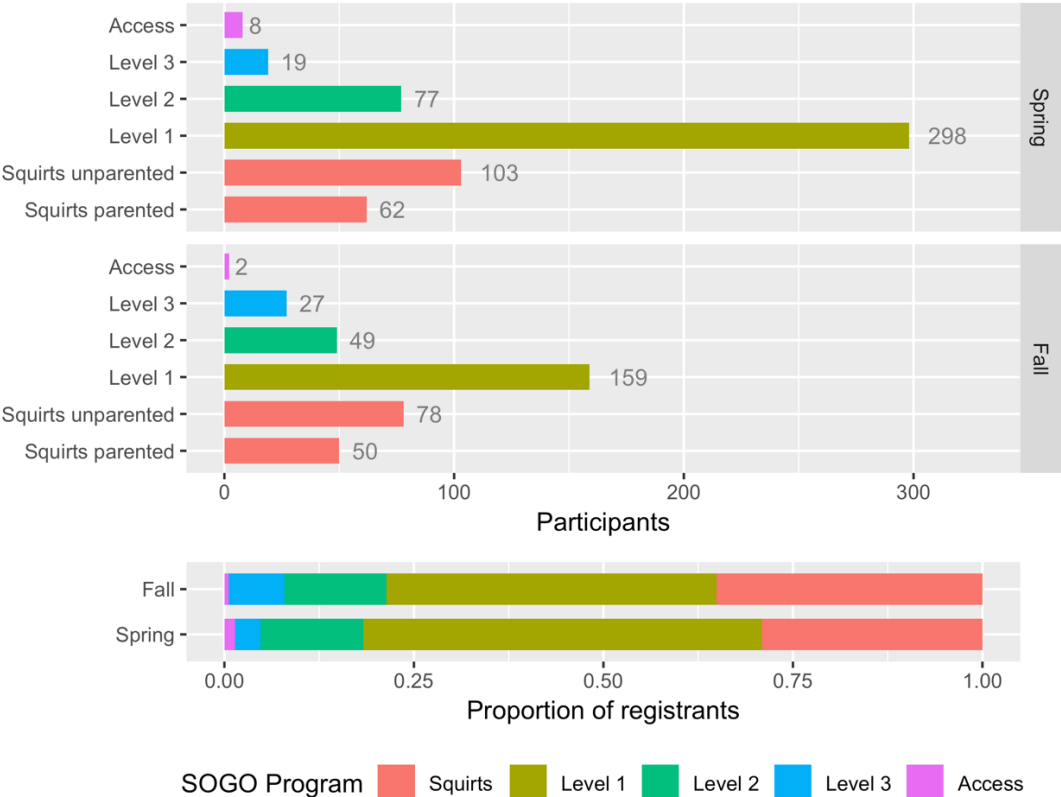
- Squirts Parented: ages 2-4
- Squirts Unparented: ages 4-6
- Level 1: ages 6-10
- Level 2: ages 9-12
- Level 3: ages 11-17
- Level 3 Bridge: ages 12-17

FWOC continues to see stability in SOGO registrations, though we are still down from our peak registration year in 2017. This year, we had 961 junior registrants across the two SOGO seasons, delivering programs to approximately 800 different kids (many kids return for two seasons).

SOGO Level 3, the oldest of the junior groups (11-17 years old), saw encouraging growth for the second straight year, resulting in two of our largest groups of Level 3 juniors to date, with 19 athletes registered in the spring and 27 athletes registered in the fall. Also encouraging is that many of the new arrivals in Level 3 are kids that have come up through the SOGO levels, which is positive confirmation that we are retaining kids through the program (this is difficult to precisely track by registrations). Growth in Level 3 is likely also due to the addition of a second weeknight Level 3 option (to remove a barrier for Level 2 kids keen to progress but unable to attend the scheduled evening).

Expansion of the SOGO program to Cochrane and Bragg Creek was successful in that both programs ran in both seasons. This is an important piece of FWOC's increasing regional outreach as we strive to gain representation outside of Calgary (critical for our continued provincial funding).

In 2019, we also piloted a Level 3 “Bridge” program in the fall season, intended to fill the gap between SOGO Level 3 and Orienteering Canada’s High Performance Program (HPP) for junior athletes interested in pursuing the sport at an elite level. This is a program that the Junior Development Committee has been discussing for several years and we were fortunate to have the necessary pieces fall into place this year (i.e. coaching, funding, athletes).



FWOC's junior program registrations by program and season.

Coaching Development

Over the past several seasons, SOGO has focused on building the skills of our already talented coaching staff. Without a skilled and friendly coaching staff, SOGO cannot develop as a program. The **Level 1 and 2** Head Coach position remains a central role for the SOGO program. In spring 2019, we welcomed the return of long-time SOGO coach Bridie Pryce. In the fall season, we welcomed new coach Jasmine Sepandj, who stepped in for her first SOGO season. Assisting Jasmine in the fall was returning coach, Marcus Mueller, who was a great resource, taking on some of the heavy workload of the Head Coach role. Marcus has also been managing our season curriculum and creating our navigation courses. Both Jasmine and Marcus will be back for our Spring 2020 season. Coach Shelley has spearheaded SOGO’s expansion into Cochrane, taking on the role of Head Coach for our Squirts and Level 1 sessions.

Our **Level 3** program has again been managed by David Roberts with the help of long term and seemingly tireless volunteer coaches Clarence and Gabrielle, returning coach and HPP athlete Damian Konotopitz, and volunteer coach and HPP athlete Michael Svoboda. The new Bridge program offered to our senior Level 3 athletes was led by HPP athletes Jan Erik Naess, with assistance also from Michael Svoboda.

Our **Squirts** programs in the spring and fall were managed by Chandra Kuran and coached by a enthusiastic team of former Squirts head coaches. SOGO has determined that, going forward, our Squirts program requires a dedicated Head Coach to manage this program.

SOGO@School was delivered largely by Ben Pryce and Althea Brolsma, with Kimberly landolo at the organizational helm. Midway through 2019, we brought Bonnie Fasoli onboard to take over the coaching of the @School program. Bonnie is also filling the role of FWOC Strategic Development this winter.

SOGO currently employs 23 youth volunteers, youth coaches, parent volunteers and parent coaches. These vital members of our SOGO team return season after season, teaching youth vital coaching and leadership skills, and in many cases, their first employment opportunity. FWOC is proud to provide coaching and personal development opportunities (to say nothing of paycheques!) to so many talented employees.

Previous and upcoming coaching development courses that SOGO has organized include:

- High Five, Principles of Healthy Child Development, January 8, 2020 and February 29, 2020
- FWOC 0-100 Course, February 9, 2020
- NCCP Community Coaching Course, April 5, 2020

SOGO@School

The SOGO@School program had a great spring, but as we didn't have a coach lined up for the fall early enough, the fall season was not as busy as we would have liked. Between Aug-Oct 2019, we ran 7 programs at 6 different schools, reaching 1037 students (Jan-Jun numbers are coming). Ben Pryce and Althea Brolsma did a great job delivering the program in the spring and Bonnie Fasoli is doing a great job after she started in the fall.

We were sad of course to see Kimberly landolo, our @School coordinator for most of 2019, resigned from the SOGO@School program this year. Kimberly has been an incredibly valuable addition to the entire SOGO program over the years, both as a coach and administrator. She is leaving a strong program as her legacy, and we are deeply appreciative of that. She is also an incredibly positive spirit and we thank her for her infectious positive attitude and strength in the face of adversity and wish her the best in her future adventures. (Don't worry, she's sticking around on the board and frequently volunteers with Level 3!)

SOGO Access

SOGO Access is a SOGO program focussed on helping kids with disabilities get outside. This program has largely been single-handedly designed and continues to be implemented by Bridie Pryce. It is designed for kids aged 2-18 and it accommodates any and all disabilities. There are two branches within SOGO Access: an integrated program and a separate, small group program.

The integrated SOGO Access program is for kids who want to run in our regular SOGO Squirts or SOGO Levels 1/2/3. In the integrated program, kids can receive a wide range of support: from specific instructions and training for group coaches about individual kids to having Bridie run with the individual kid for the entire evening, as she does with one of our Level 2 athletes. We also sometimes have a Recreation Inclusion Facilitator run with the individual kids. SOGO has a partnership with *Between Friends*, a Calgary organization that gets kids with disabilities connected to different activities, and many of our SOGO coaches have been trained by *Between Friends* to act as facilitators.

The separate SOGO Access group is a smaller program for kids who don't feel like they can run with the regular programs yet, or maybe ever. This program includes SOGO activities modified for more serious disabilities. While one of the goals of the SOGO Access small group program is to gradually move kids into the other SOGO programs, which has happened, this may not work for everyone and a lot of the kids in the small group program will stay there because it's more flexible.

2020 Staffing

For 2020 we're happy to report that we have *most* of our staffing secured for the spring, though less so for the fall:

Role	Spring	Fall
<i>Program Coordinator</i>	Lenora Carbonetto	Lenora Carbonetto
<i>Program Development Coordinator</i>	Bonnie Fasoli	Bonnie Fasoli
<i>Level 1 & 2 Head Coach</i>	Jasmine Sepandj	<i>vacant</i>
<i>Squirts Head Coach</i>	Bridie Pryce	Bridie Pryce
<i>SOGO@School Head Coach</i>	Bonnie Fasoli	Bonnie Fasoli
<i>SOGO Level 3 Head Coach</i>	<i>vacant</i>	<i>vacant</i>

FWOC is currently recruiting a full-time Level 3 and Adult Head Coach to be employed from March until November 2020. The job is posted on FWOC website here: http://www.orienteering.ca/wordpress/wp-content/uploads/FWOC_Calgary_OrienteeringHeadCoach.pdf

Keen to volunteer or work with SOGO? Please let us know by contacting either Eduard (Junior Development Committee Chair, e.spelier@gmail.com) or Lenora Carbonetto (SOGO Program Coordinator, info@sogoadventurerunning.com)

Adult Training

FWOC hosted 8 forest training sessions in 2019. While they were only lightly attended (between 5 and 15 participants; 29 unique participants through the season), we saw some encouraging participation from families and new adult training participants. Once again, teaming up with the SOGO Level 3 training group in the spring helped deliver programs with efficiency and pad the crowds a bit. We hope to continue this partnership in 2020 and hope to have a club Head Coach to help develop this program.

Program	Sessions	Participants
Intro to Orienteering	1	11
Navigation 101	1	13
Forest Training	6	5-15 each
TNT	2	9-12 each

The Adult Training committee agreed at the beginning of the season to limit the number of sessions to one of each program with the requirement that each program have at least 6 participants. This was a much more effective use of volunteer hours. We were prepared to offer a second program (Nav 201), should there be interest, but that was not demonstrated in a survey of Nav 101 participants.

New for 2019, FWOC included Adult Training registration within the main club membership registration form on Zone4, simplifying the process of identifying members. For 2020, the Adult Training committee plans to offer a similar programming calendar, hopefully also offering Nav 201 for this year's Nav 101 graduates.

A special thanks goes out to FWOC Adult Training Coach Finley and Nav 101 coach Clarence.

National Team Athletes

FWOC was again privileged to have several High Performance Program (HPP) athletes training and racing with the club this year. Tori Owen, Emma Sherwood, Michael Kondro, Damian Konotopetz, Jan Erik Naess, David Svoboda, and Micheal Svoboda all attended international competitions in 2019. Their season updates are below:

Michael Kondro	My highlight of the year was definitely a European orienteering trip that I did with Damian. We competed at Ukrainian champs, Finland champs, British champs, and at the Switzerland World Cup.
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Damian Konotopitz	My season highlight was racing and training in Britain, Ukraine, Finland, Switzerland and Denmark this past September and October for almost 6 weeks. My trip was filled with lots of amazing experiences with and without a map. Some of my achievements were placing 5th at British Sprint Champs, 1st at Ukraine Sprint Champs, 18th at Finland Sprint Champs with almost 200 competitors in m category, 33rd at World Cup Sprint in Switzerland and 3rd in the Knockout Sprint competition in Denmark.
Jan Erik Naess	<i>No update submitted.</i>
Tori Owen	<i>No update submitted.</i>
Emma Sherwood	<p>I would consider this year a building year for me, as I worked on improving my orienteering in order to hopefully compete at more big international events (like WUOC) next year. Nonetheless, I still had some personal best results in Canada that I'm proud of. Three I'd like to highlight are:</p> <ul style="list-style-type: none"> • 1st W21E Canadian Orienteering Championships Sprint • 1st W21E Canadian Orienteering Championships Long • 3rd Women's Elite Vancouver Sprint Camp
David Svoboda	<i>No update submitted.</i>
Michael Svoboda	<i>No update submitted.</i>

Mapping

FWOC made good progress in 2019 on the new Barrier Lake Forestry Trails (Lusk Creek) map in Kananaskis, with continued plans to use this new map for WCOCs in 2020. Bryan Chubb (from BC) is mapping this area. This would have been the largest 2019 mapping expense for the club, about \$4500 under the original 50-50 cost sharing agreement with AOA, but AOA stepped in to cover all the costs this year. Bryan has mapped about 4.3 km² since the project started in 2017. Bryan will return to Alberta in the spring to finish the area that we would like to have completed for WCOCs in July.

Don Bayly made 1:4000 ISSOM maps West Bragg Creek and at Banded Peak School in Bragg Creek, at a total cost of about \$1000. Field survey is complete for the quarter-section around Banded Peak School, which FWOC hopes to use for the WCOC Sprint race.

Urban map updates this year included Shaganappi Park (Teresa Winn), Nose Hill Briesbois (Teresa), Edworthy Park (Teresa), and UofC (David Roberts).

For 2020 and beyond, the club hopes to continue expanding West Bragg Creek, with another 12 km² of base map to work with. It may even be possible to extend the Elbow Bluffs map to the West Bragg Creek parking lot. FWOC is also developing plans to overhaul large portions of Nose Hill and the whole of Fish Creek Park, neither a small job.

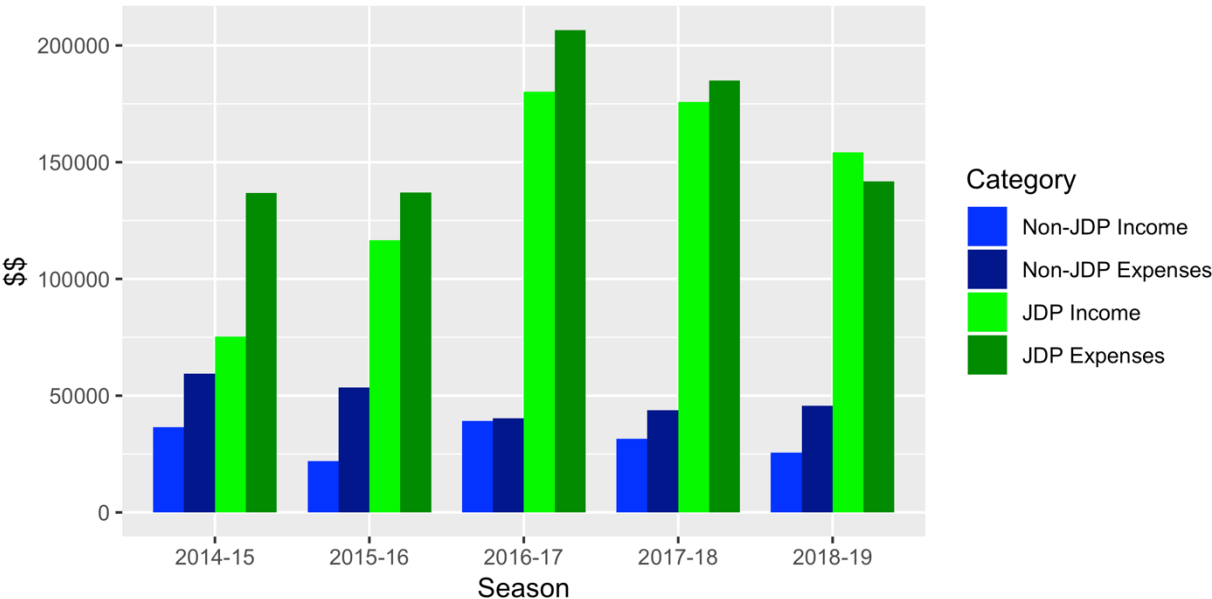
As FWOC continues to migrate to Microsoft SharePoint as its singular file storage platform, the mapping data will gradually make its way across also.

Financials

The FWOC Profit and Loss statement for the 2018-19 year end (October 31) is attached to this report. Without considering casino funds, FWOC operated at a \$5.5k loss in 2018-19. Outside the Junior Development Program (details below), FWOC ran at a \$19.9k loss. With \$25.6k of casino funds paying for eligible budget lines, FWOC (including the JDP) operated at an \$18.1k surplus in the 2018-19 fiscal year. The club currently has We have \$71,8k of casino revenue remaining, with our next scheduled casino in Spring 2021.

Relative to past years...

	2014	2015	2016	2017	2018	2019
Revenue	\$145,189	\$108,474	\$149,186	\$219,330	\$251,695	\$179,838
Expenses	\$153,202	\$110,032	\$145,931	\$247,026	\$229,972	\$185,312
Net income	(-\$8,013)	(-\$1,558)	\$3,254	(-\$27,696)	\$21,723	(-\$5,474)
Retained earnings	\$116,175	\$114,616	\$117,871	\$145,567	\$167,290	\$156,017



Note: Casino revenue is not included in the above figure.

Junior Development Budget

For the first time (due to a combination of astute budgeting and employee conscientiousness), Junior Development operated at a profit in 2019. This has been a long-term objective (and expectation) of the SOGO program. JDP revenue for 2018-19 was \$154.2k. The two main revenue streams for SOGO are program registrations (SOGO Levels 1-3) and SOGO@School. Salaries continue to be the largest expense for Junior Development.

Future Vision

We rode some good momentum in 2019 and hope to see this continue into 2020. Hosting WCOCs in July will be a critical challenge for FWOC and may represent a stress test for the club's capacity and willingness to host large forest championship meets in the near future. We have a great team of volunteers working on this event and have every confidence that this will be a high-quality event that the Calgary and Alberta orienteering community has become known for.

As we have in the past, the club will continue to ask for continued support from volunteers—a pool of members that we hope to continue to grow. Maintaining volunteer capacity is a critical means by which the club connects to and develops the skills and experience of its members, but also how the club maintains accessible programs and events.

Of course, the addition of a club coach, should we find a suitable individual, would help lessen the volunteer burden somewhat, in addition to offering directed training opportunities for members. There are a variety of ways to direct club funds back to club members and, right now, a paid full-time head coach position was determined to be the most promising for exploration. The true challenge will be finding a suitable candidate, so spread the word!

Once again, in 2019, our committed group of volunteers, our growing junior and adult training programs, the success of our elite athletes, and our continued commitment to hosting high quality championship events, have all positioned FWOC as a leader among Canadian orienteering clubs. As we move forward, we expect FWOC to continue to offer exciting orienteering opportunities for southern Albertans. That said, critical evaluation of our resources as a club, how they are spent, and how they impact our long-term sustainability will be necessary to maintain FWOC's capacity in the future.

Thanks everyone for a great 2019 orienteering season.

