



# FWOC 2018 Annual Report

## A year of challenge and success

2018 was a year of extremes for FWOC. While we experienced many positive developments and (I daresay) a few breakthroughs this year, we also contended with our share of tragedy and adversity.

Foremost, the loss of Adrian Zissos in the spring dealt a shocking blow to the local, provincial, and national orienteering community, to say nothing of the many close friends and family that Adrian left behind. Since FWOC's beginnings, Adrian has been a prime mover of the sport in Calgary and beyond, bringing an innovation and enthusiasm that will be sorely missed. Within FWOC specifically, Adrian's loss is perhaps felt most poignantly by the Junior Development program, which he had been instrumental in developing for many years.

Yet out of this tragedy, however, came an encouraging solidification of the Calgary orienteering community. The significant void left by Adrian's passing was quickly filled by other FWOC members, many of whom stepped up immediately to take on the heavy lifting handled so effortlessly by Adrian. While FWOC will never replace Adrian's unique contributions, the increased collaboration and teamwork that resulted from this tragedy is something that I'm confident will continue to have a lasting and positive impact on our club.

In the face of a difficult start to the 2018 season, FWOC forged ahead with a number of very successful programs and events. Two of these events came directly as a result of Adrian's legacy. At Adrian's memorial, we offered an orienteering event on a brand new map of Cochrane Ranche. I'm confident that Adrian would have appreciated not just the beautiful sweeping terrain and breathtaking views from the hills above Cochrane, but also the tricky and detailed intricacies of the map, with complex cliffs, gullies, caves, and mazes of trails that (even out in the wide open) managed to confound a few veteran orienteers (myself included!). Not to let a good map go to waste, FWOC used this area again for our Wednesday Night season finale, and I anticipate that the club will continue to get good mileage from it in years to come.

The second AZ memorial event, a middle/long forest event at the Rumsey Natural Area in October, paired with our annual Prairie Opener on the same map in April to nicely bookend the

2018 forest event season. Our third forest event saw FWOC return to the long-neglected Beaver Lake map in June, where we managed to attract a great mix of Calgary veterans and juniors and many Edmontonians as well.

FWOC's major contribution to the national orienteering scene in 2018 was to support the Canadian Orienteering Championships in Whitehorse in August. While the local Yukon Orienteering club hosted the combined COC/NAOC event, FWOC provided officials, volunteers, and equipment for the COC event, helping to create a very successful international event!

As in previous years, FWOC's event schedule was heavy in the autumn with our Fall Sprint Series, eight urban sprint events running from September through November. These continue to be some of our most popular events!

As usual, the 2018 events also happened against the backdrop of our extensive junior and adult training programs. The spring Forest Training series ran 10 weeks between April (when we still had some good snow out there!) and June, concurrently with the Spring SOGO season, allowing adult and junior coaches to combine planning efforts and engage larger training group. Our Intro to Orienteering and Navigation 101 and 201 programs continue to expose new members to the sport and build their confidence. Without question, the biggest adult training effort of 2018 was the planning and implementation of the AOA Training Camp in Bragg Creek, where more than 40 participants from Calgary and Edmonton received veteran coaching on the various (and often challenging!) Kananaskis terrain.

On the junior side of things, SOGO continues to develop its programming and coaches. While we did not see huge growth in participant numbers in 2018, a near doubling of the Level 3 program (our oldest junior program) was encouraging! SOGO continues to develop youth coaches and support paid staff in their development also. The departure of long-time SOGO Coordinator Deanne Stephen will surely change the face of SOGO going forward, but we're confident in the abilities of our amazing team of SOGO employees and volunteers to continue to offer quality junior programs. A definite highlight of the 2018 SOGO season was the SOGO Access program, our junior program aimed at helping kids with disabilities get outside, which won a *Between Friends* award this past summer for "Most Inclusive Organisation". Congratulations to Bridie Pryce and everyone involved with the SOGO Access program!

And just when we thought we might get out of 2018 easy, the FWOC community, and the Junior Development Program in particular, was again challenged with (thankfully near!) tragedy when Kimberly Landolo and her two daughters, all heavily involved in the SOGO program as coaches and athletes, were in a serious traffic collision in October. While the family was seriously injured and, for a while at least, things looked dire, thankfully the whole family is making a fast and full recovery!

On the governance side, FWOC working closely with AOA made major progress this year building relationships with Alberta Environment and Parks, largely on the issue of land use permissions. The work done on this by some dedicated FWOC and AOA officials has been a

large and challenging but rewarding task. The result, in addition to fostering a constructive dialogue with Alberta Parks, has been the development of a detailed five-year plan for orienteering events in southern Alberta.

Governance items that remain largely unaddressed in 2018 are 1) the development of a comprehensive Mission and Vision statement for the club, and 2) development of Terms of Reference for some committees. While I think the club tackled some important governance issues this year, we still have work to do on these two items.

## Executive Members, Committees, & Staff

### 2018 FWOC Board of Directors

<b>President</b>	David Roberts	<b>Membership</b>	Mauricio Estevez
<b>Past President</b>	Eduard Spelier	<b>Volunteer Coordinator</b>	Finley Brandreth
<b>Treasurer</b>	Jean MacNaughton	<b>Member at Large</b>	Carmie Callanan
<b>Secretary</b>	Marsha Fehr	<b>Member at Large</b>	Stirling McMillan
<b>VP Technical</b>	Bob MacDonald	<b>Member at Large</b>	Mardy Roberts
<b>VP Mapping</b>	vacant	<b>Head Coach</b>	vacant
<b>Junior Development</b>	Eduard Spelier		

### Junior Development Staff (paid positions)

<b>SOGO Program Coordinator</b>	Vacant (previously Deanne Stephen)		
<b>SOGO Level 1 &amp; 2 Coach</b>	Lenora Carbonetto		
<b>SOGO Level 3 Coaches</b>	Damian Konotopetz	David Roberts	Tyson Martino
<b>SOGO @School Coach</b>	Kimberly landolo		
<b>SOGO Squirts Coach</b>	Kora Michael		
<b>SOGO Event Coordinator</b>	Chandra Kuran		
<b>SOGO Access Coach</b>	Bridie Price		
<b>Junior Development Strategic Planner</b>	Vacant (new position)		

## 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

### Mapping (est. 2012)

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

Teresa Winn (Chair)

Don Bayly

Sylvestre Charles

Marsha Fehr

Clarence Kort

Scott Newson

Michael Svoboda

### 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

### Communications & Promotions (est. 2016)

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

Marsha Fehr (Chair)

Stirling McMillan

Jean McNaughton

Mardy Roberts

### Participation and Competitive Development (est. 2012)

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

Carmie Callanan (Chair)

### **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)   Tim McLaren   Charlotte McNaughton   Jean McNaughton  
Nicki Rehn   David Roberts

### **Finance** (standing)

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

Andree Powers   Jonathan Winn   Jean Mcnaughton   Mardy Roberts

### **Nominations** (standing)

*Solicit nominations for vacant Board of Director positions.*

Past President

## Volunteers!

We would like to once again thank all those members who volunteered their time in 2018 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 2018, **thank you so much for your time and energy!**

...now please see Karen Martino to sign up to help at the Casino on April 11-12, 2019. :P

## Membership & Participation

Membership in 2018 was down slightly from 2017, mostly due to a smaller program offering in the Fall SOGO season. We don't (yet) have data on how many day members went on to become full members or how many members are returning vs. new. Event registrations may be a better tracking metric for "active" membership.

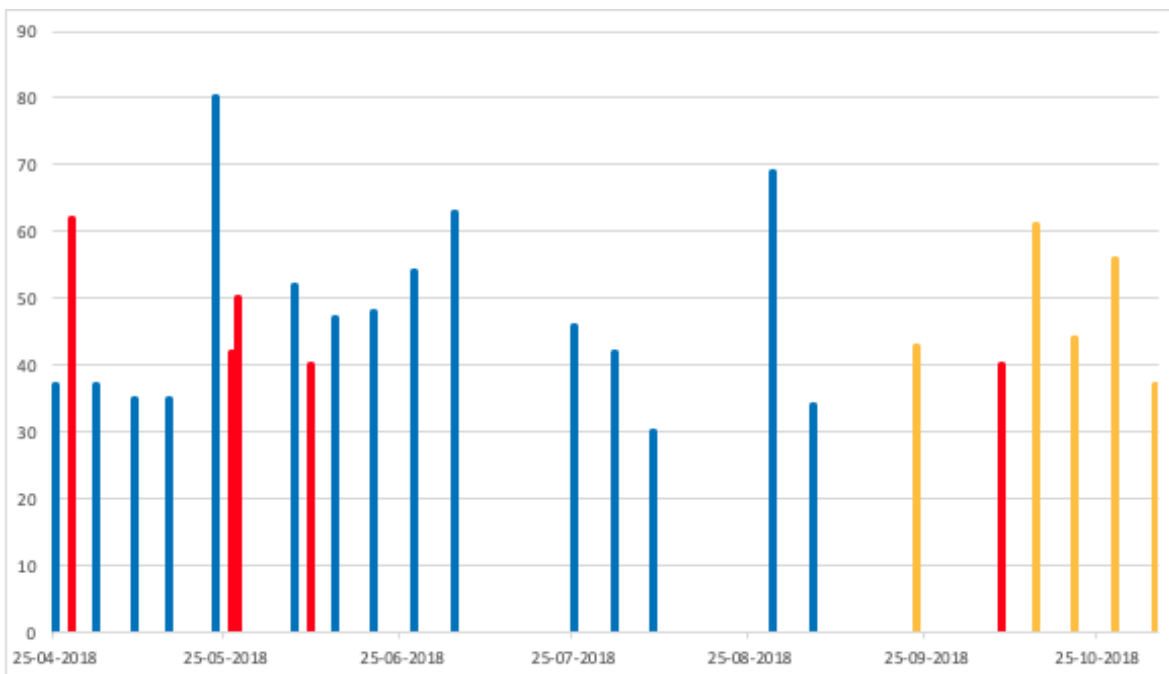
	2017	2018
<b>Regular members*</b>	1,264	1,053
<b>Day members</b>	29	42
<b>School programs**</b>	332	4,020
<b>Total</b>	1,625	5,115

\* Regular members include SOGO Level 1-3 athletes SOGO Squirts parents.

\*\* School program participants are not club members.

## Events

We put on a lot of events and got a lot of people out orienteering in 2018!



**Event participation.** Wednesday Nights in blue, forest events in red, Fall Sprints in orange.

## Forest Events

FWOC hosted 3 forest events in 2018, all of which were successful:

1. **April 28 - Prairie Opener @ Rumsey**

*62 participants*

Officials: Robert Svoboda, Don Bayly, Michael Svoboda

The annual season opener looked like it might be a snowy, muddy mess, but some nice weather in the week leading up helped dry out the terrain nicely.

2. **June 9 - Central AB Event @ Beaver Lake**

*40 participants*

Officials: Bob MacDonald, Karen Martino, Marion Owen, Don Riddle

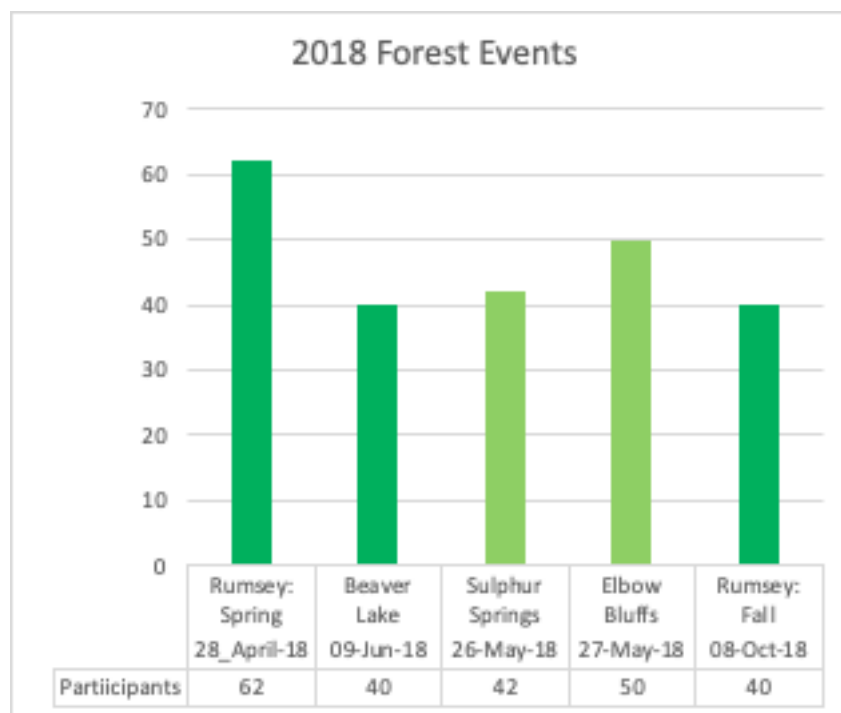
Though it's been a while since we've hosted an event at Beaver Lake, the map was agreed to be fairly reliable and the courses and event were planned well, even if they didn't avoid all the deadfall. A good showing of junior athletes and Edmontonians helped bring up the attendance numbers, despite a more remote location.

3. **October 8 - AZ Memorial Thanksgiving Fall Classic @ Rumsey**

*40 Participants*

Officials: Marsha Fehr, Don Bayly, David Roberts, Charlotte MacNaughton

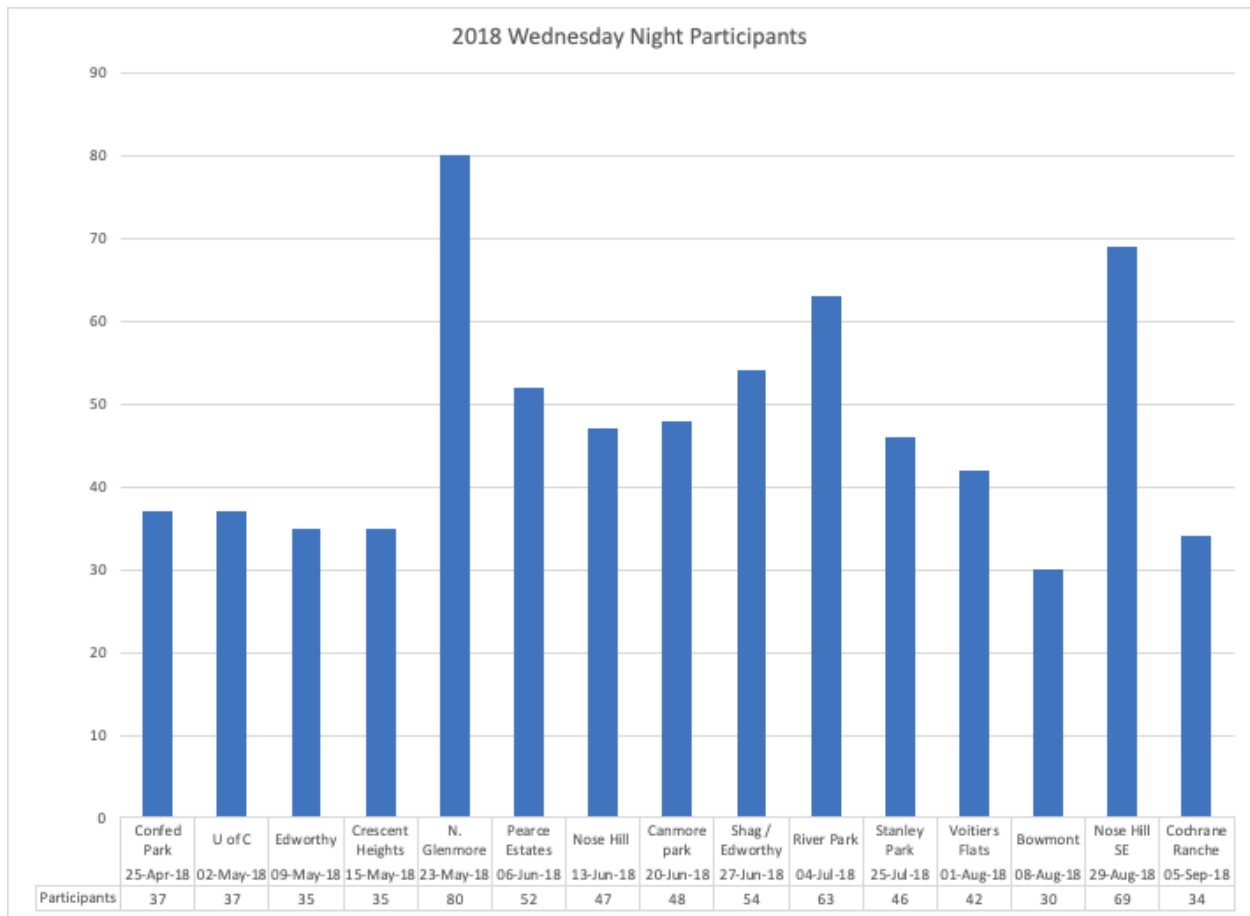
While we wondered how two events on the same map in the same year would work, it seemed only fitting that we would hold Adrian's memorial race on one of his favourite maps. Of course, we shouldn't have worried. Despite some chilly weather and even some snow, attendance was strong and the running was fast and fun.



## Wednesday Nights

Our weekly Wednesday Night training events kicked off on April 25th and ran nearly uninterrupted until September 5th, with the exception of a few holiday weeks and the NAOC/COC week in the Yukon, which FWOOC was supporting, so we were without any equipment (and thin on volunteers) in Calgary. In total, we hosted over 700 participants at 15 events (an average of nearly 50 participants per event). Our highly-promoted event on World Orienteering Day on May 23rd brought the largest crowd, with 80 participants.

Recruiting volunteers to plan and deliver all the events continues to be a challenge. That said, it was encouraging in recent years to see some new faces stepping up to put on Wednesday Night events!





## NAOC/COC in the Yukon

While not the host club per se, FWOOC was directly involved in supporting the 2018 Canadian Orienteering Championships in Whitehorse, Yukon. When Yukon Orienteering agreed to host the NAOCs, it was on the condition that they received some help to run the COCs as part of the same large event. So GVOOC agreed to do the Long Distance COC, and FWOOC the Middle Distance COC. As the Yukon does not have much in the way of Sprint terrain, the Sprint NAOOC was also the COC Sprint.

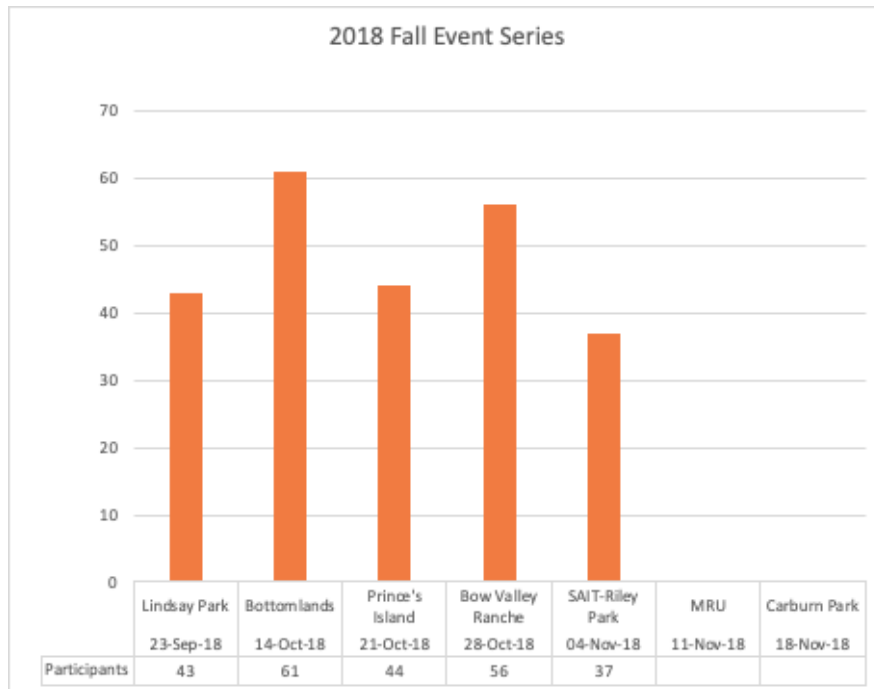
Charlotte MacNaughton stepped up to be the meet director for both COC races. Adrian Zissos was the Controller for the COC Long, as well as the NAOOC Relay. Marion Owen was asked to be course planner for the COC Middle, with Brian Ellis from GVOOC as controller. After we lost Adrian, Don Bayly stepped forward to control the Long. The major officials made two site visits in advance in September 2017 and June 2018. Course planning at a distance has its own set of challenges!

The start and finish crews were also provided by GVOOC and FWOOC, so that virtually all club members who went up to compete in the Yukon, also volunteered in some capacity. FWOOC also provided equipment support for these events. The Yukon had acquired a fancy printer similar to FWOOC's but ran into some problems a few days before the competition was due to start. So Don Bayly spent all of one day printing maps on the FWOOC printer and flew up the following day. Luckily Air North has a very good checked bag policy!

The whole festival of NAOOCs and COCs was very successful, and lots of fun was had by all!

## Fall Sprint Series

The Fall sprint races continue to be some of our most popular events of the year. Some participant attrition towards the end of the 2017 series prompted us to shorten the series to 8 events (rather than 10). We started the week after Labour Day with one event per weekend, one weekend off for the Thanksgiving forest event in Rumsey and one weekend off for the AOA Retreat in November. In 2018, we also incorporated a series of Club Championship events into the fall series, offering Sprint and Middle Distance Club Champ events, the former at SAIT/Riley Park and the latter at Bow Valley Rancho in Fish Creek. Having the Fall Sprint Series coincide with the SOGO Level 3 training (our oldest junior program) works well, as it helps increase youth participation in the events and gives the junior athletes a chance to experience some race day competition coaching.



## 2019 Events (and Beyond)

FWOC plans to continue with a similar event structure in 2019, with some minor modifications. The big addition to the forest event schedule is the 2019 Alberta Orienteering Champs (AOCs), which are scheduled for late June in the Bow Valley. This scheduling in early summer is intended to fit better into the adult and junior training programs, which can now lead into a focal competition towards the end of the spring training seasons. By moving the event out of early fall, the club also hopes to avoid losing the interest of more casual orienteering participants as they get up to other things through the summer (when the FWOC calendar is comparatively light, especially in terms of adult/junior training).

In addition to AOCs, the club has also scheduled a few other forest events, including a spring forest event at Sandy McNabb and a late summer forest event tentatively at Coyote Creek. An early season “Campus Tour” sprint event series, composed of 3 consecutive weekend events at the all-weather venues of UofC, MRU, and SAIT, will kick off the season. The Wednesday Night schedule will remain largely unchanged, running roughly from May to August, and the Fall Sprint Series will be back again next season.

The club’s 5-year plan includes a few big events on the horizon, including the WCOCs in 2020 and the NAOCs & COCs in 2024.

## Junior Development

2018 was both a successful and challenging year for Junior Development within the FWOC. While we saw some encouraging growth in some of our SOGO programs (notably our older Level 3 program), we saw registrations in other SOGO programs plateau. The loss of Adrian Zissos was a significant blow to the club, and to Junior Development in particular. Eduard Spelier had been working with Adrian to transition into the JD Committee Chair, and he graciously moved into this position earlier than planned in the Spring.

SOGO also saw the departure of its long-time program coordinator, Deanne Stephen, and the program was dealt yet another blow in October when our SOGO@School coach and her two daughters (both also in the SOGO program) were in a serious automobile collision. Thankfully, full recoveries are underway! SOGO Head Coach Lenora Carbonetto and the entire SOGO employee team have stepped up admirably to fill Deanne's role.

## SOGO Squirts and SOGO Levels 1 to 3

In terms of numbers, we saw stability but little growth in registrations in SOGO Level 1 and Level 2 programs (6-12 year olds), relative to 2017. That said, we are seeing some movement and growth in the Level 2 program relative to Level 1, suggesting that more kids may be starting to move up through the program levels. Staffing challenges for the SOGO Squirts program (<6 years old) forced us to delay the opening of fall registration and numbers were expectedly lower because of this. The JD Committee and SOGO staff are currently working on redeveloping the Level 1 program a bit to offer more structure for progressing abilities and closer ties to the LTAD skills matrix. Hopefully this will address a constant challenge of keeping the program fresh and interesting for multi-year kids.

A huge success story for SOGO in 2018 has been the Level 3 program (12-18 year olds). While registration numbers remained stable with 2017 in the spring, with 12 athletes registers, we saw a huge jump in registrations for the fall session, with 21 athletes! This is our largest Level 3 group to date by far! Encouragingly, many of these new Level 3 athletes came out of SOGO Level 2 and a few of those also came through SOGO Level 1. The movement through programs and the skill sets that these kids bring to Level 3 is suggestive that the long term athlete development (LTAD), around which the SOGO program is designed, is an effective model. Hopefully this momentum continues into 2019 and we see continued growth here. We are optimistic that this will be the case, given the growth we're also seeing in the Level 2 program.

## Youth Coaching Development

In addition to athlete development, we have also seen positive development in our youth coaches in 2018. Five of our youth coaches took the NCCP training this year. The SOGO Head Coach Lenora has done an excellent job mentoring our young coaches and building in them the

confidence and skills to start taking on more responsibility within SOGO. We are seeing continued movement of our youth coaches from casual volunteers, to committed employee coaches, to experienced coaching leaders, which is encouraging. For the SOGO program to continue its growth and development, we need to continue to train young coaches.

The addition of national team athlete Damian Konotopetz as the Level 3 Head Coach has been a positive change. While we might attribute some Level 3 growth to our new “high profile” Head Coach, the former Level 3 Head Coach (and current president) doesn’t want to believe that this is the case. :P

## SOGO@School

Another positive area of growth in 2018 has been the SOGO@School program, delivered by Kimberly Landolo. While still officially in the “pilot program” stages coming into 2018, with minimal school bookings, this program has exploded in popularity. By the end of the 2018 season (or at least until Kimberly’s season-ending collision!), SOGO@School had reached over 4,000 kids throughout Calgary. We will work hard to keep this momentum going in 2019!

### Award Winning! 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 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.

SOGO Access has grown from four kids in our first season to eight in our last Spring session, and two kids receive additional support in our level 1 and 2 programs. Bridie runs with one Level 2 athlete and another boy in Level 1 has a Recreation Inclusion Facilitator.

We are very proud to report that SOGO Access won a *Between Friends* award this past summer for “Most Inclusive Organisation” (out of all of the organisations that they partner with!). Congratulations to Bridie and everyone involved with the SOGO Access program!

## Vancouver Sprint Camp

Early in the 2018 season, several of the SOGO Level 3 coaches, some of their parents, and a SOGO coach all made the trip to Vancouver for GVOC’s annual Sprint Training Camp, as did many other FWOC members. This high-intensity and well organised camp has a reputation for being physically crushing (7 events in 2 ½ days!) and technically challenging, both in terms of the coaching exercises and premiere urban maps. In the future, we would like to see more of the older juniors attend the camp and would like to work more closely with other attending FWOC members to coordinate travel and accommodation. It would be great if this event could serve as some early season FWOC community building as well as just orienteering training.

## Junior Development Restructuring

The rapid and unexpected changes that we experienced in 2018, while difficult to adapt to, have helped the JD Committee see some opportunities for some program restructuring and continued development. For 2019, the main paid employee roles within Junior Development will be changing. In an effort to increase efficiency and employee retention, and to shift focus slightly from program building to program development, the JD Committee will replace the current full-time Head Coach and full-time SOGO Administrator roles with two part-time roles: one SOGO Administrator and one SOGO Head Coach. Several of the now very experience SOGO Youth Coaches are now positioned well to fill many of the roles previously performed by the SOGO Head Coach. The JD Committee is also hoping to hire a part-time Junior Development Strategic Planner, responsible for the continued development of the junior programs under Orienteering Canada’s LTAD.

## Adult Training

FWOC ran a variety of adult training programs in 2018. While we continue to reach some newcomers to the sport, we still struggle with attracting participation in the intro and navigation clinics. Teaming up with the SOGO Level 3 program for the weekend forest training sessions seemed to work well to limit duplication in planning effort. It also allowed parents and kids to train at the same time and place and exposed some of the Level 3 kids who don’t have orienteer parents to meet some of the adult club members.

<b>Program</b>	<b>Sessions</b>	<b>Participants</b>
Intro to Orienteering Clinics (paid by participants) *	4	33
Trails Fest in Canmore (free to public)	1	30
Navigation 101 & 201 (paid by participants)	3	17
Forest Training (paid by participants)	10	6-19 each
Winter Strength Training	8	4-10 each
TNT Orienteering	12	varied

*\* Includes one City of Calgary introductory session for community.*

Several of the adult training programs are delivered by a paid coach (e.g. Forest Training), while other are totally volunteer driven. While the paid adult training sessions operated at a loss this year, the difference was made up by the volunteer-run Navigation 101 & 201 and the Intro to Orienteering programs, both of which netted a decent profit. The one City of Calgary initiated community event (FWOC was contacted by the City Councillor's office) was a good success, both in terms of exposing new people to the sport and financially, as the event paid for some map updates in the community. It's possible that these events could be initiated by FWOC and is something to look into for 2019.

For 2019, the Adult Training Committee has identified some opportunities and strategies to bring more participation to the programs. These include more visible and widespread marketing, particularly of the introductory programs, as well as planning Forest Training sessions more strategically not to conflict with holiday weekends, etc. Further, the scheduling of AOCs in late June may help increase adult training numbers as the spring training season now leads smoothly into a competition event, which makes a nice focal event.

## AOA Training Camp

In May, FWOC hosted the AOA Training Camp at Kamp Kiwanis and Bragg Creek. While registrations were sluggish, in the end attendance was good and all attendees seemed to agree that the event was both valuable in terms of training and coaching and, most importantly, fun! A good mix of veterans, beginner adults, and juniors meant that the camp had to cater to wide breadth of athletes, but succeeded well thanks to a committed and knowledgeable group of volunteer planners and coaches. Support from the AOA for a junior chaperone helped increase the number of attending junior athletes. The 2019 AOA Training Camp is being organised by the Edmonton Overlanders Orienteering Club (EOOC).

## Mapping

Bryan Chubb continues to work on the new Barrier Lake map in Kananaskis, with the objective of using this new map for COCs in 2020. Funding for this map is provided by both FWOC and AOA. Otherwise, 2018 was a quiet year otherwise, though Michael Svoboda, Don Bayly, and Teresa Winn did contribute to some new map areas and some map updates. Don Bayly put in a remarkable effort to finish most of the Cochrane Ranche map (supported by AOA), in time for Adrian's Memorial event in the summer.

After the departure of our VP Mapping later in the season, Teresa Winn stepped up as an interim Mapping Committee Chair, helping to produce a mapping wishlist for 2019. The club has a variety of urban maps that could use updating in the coming years. As well, the continued expansion of the SOGO program into remote communities around Calgary (beyond 2019) may necessitate the production of some new urban maps in nearby communities such as Airdrie, Cochrane, and Okotoks.

## Financials

The FWOC Profit and Loss statement for the 2017-18 year end (October 31) is attached to this report. Briefly, without considering casino funds, FWOC operated at a ~\$19k loss in 2017-18. Outside the Junior Development Program (details below), FWOC ran an ~\$11k deficit. With casino funds prorated over the years between casino events, FWOC (including the Junior Development Program) operated at an ~\$11k surplus in the 2017-18 fiscal year.

Relative to past years...

	2014	2015	2016	2017	2018
<b>Revenue</b>	\$145,189	\$108,474	\$149,186	*\$219,330	**\$269,212
<b>Expenses</b>	\$153,202	\$110,032	\$145,931	\$247,026	\$225,438
<b>Net income</b>	(\$8,013)	(\$1,558)	\$3,254	(\$27,696)	\$43,774
<b>Retained earnings</b>	\$116,175	\$114,616	\$117,871	\$90,175	\$133,949

\* 2017 revenue does not include any casino revenue.

\*\* 2018 revenue includes \$64,615 in casino revenue.

While the revenue for the 2016-17 and 2017-18 years may seem disproportionate, this is simply due to all casino revenue being included in the 2017-18 budget and none in the 2016-17 budget. When casino funds are prorated equally over the two fiscal years (~\$32k / year), the club made a profit of ~\$4,600 in 2016-17 and ~\$11,500 in 2017-18.

## Junior Development Budget

Due to a combination of astute budgeting, employee conscientiousness, and a bit of luck, the 2018 financial numbers for Junior Development were better than expected. Junior development revenue for 2017-18 was ~\$269k. This was largely from program fees for SOGO Squirts and Level 1-3 (~\$125k combined) and SOGO@Schools (~\$24k). Salaries continue to be the largest expense for Junior Development, totalling ~\$133k of the ~\$183k total expenditures. Without considering casino funding (which itself is largely contingent on the existence of a junior program), the entire Junior Development Program ended the 2017-18 fiscal year at a ~\$8k loss. This continues the trend of the previous several years towards a financially sustainable (i.e. budget neutral) junior program.

## 2019 Casino

FWOC has an upcoming **casino in Calgary on April 11-12, 2019**. Casino money represents a major source of funding for the club, in particular for junior development programs and coaching. This is a volunteer-heavy event and we will need as many club members (and friends and family!) as possible to help cover casino shifts. Volunteering details will be sent out as the date approaches. Please contact Karen Martino ([kmartino@telus.net](mailto:kmartino@telus.net)) if you can help out (remember that early volunteers get the best jobs!).

## Future Vision

While we are encouraged by some of the growth we saw and progress we made in 2018, we still have work to do to maintain and build momentum.

The current model of events that we are using is somewhat successful, with decent attendance of forest events and good attendance at the Wednesday Night and Fall Sprint events. The growth we saw at Wednesday Night events through the season is encouraging and we're working on getting those numbers up from the start of the season. We have been discussing closer integration of the SOGO programs and the Wednesday Night events for a few seasons now, but this is more challenging than it might seem, particularly when it comes to coaches and volunteers. The Junior Development Committee will continue to work on this.

One point of critical development in 2019 will be the expansion of junior training (and potentially other) programs outside of Calgary, to include Cochrane, and hopefully eventually Airdrie, Canmore, and Okotoks. Beyond simply filling a demand in those communities, the general expansion of orienteering programs outside of the major urban centres in Alberta is critical to our continued provincial funding. Changes to the Alberta Sport Funding program now prioritise widespread access to programs across Alberta, not just in Calgary and Edmonton. SOGO has also considered the addition of short summer camps within Calgary, and this idea is currently under development.



With our wonderfully committed group of volunteers, our growing junior development and adult training programs, our continued development of local coaches and officials, and our recent progress on permissions and mapping, we are confident that FWOOC is well-positioned to continue offering excellent orienteering opportunities in southern Alberta into the foreseeable future. We certainly have work to do, particularly to secure our provincial funding situation and to tackle some big events in the next few years. But FWOOC has the tools to accomplish this and, particularly evident from how this club solidified and persevered in the face of a difficult year, we have the strength in our community to pull it off if we work together.

Thanks everyone for a great 2018 orienteering season.

