

Minutes United States Orienteering Federation

Meeting January 17, 2009

FDR State Park Group Shelter, Pine Mountain GA

2:30 - 5:30 PM

Arrival, Free discussion:

Call to order & Secretary Takes roll: (Steve Shannonhouse, acting recording secretary)

Nine board members (Eight votes + president) are present. A quorum is present.

| Present | Last Name | First Name | Position | Vote? |
|---------|--------------|------------|---------------------------------|-------|
| X | DURAND | CLARE | USOF PRESIDENT | Y |
| X | JOHNSON | ROSEMARY | USOF VP ADMINISTRATION | Y |
| X | KRAGHT | GARY | USOF VP CLUB SERVICES | Y |
| | PADDOCK | BOB | USOF VP COMPETITION | |
| X | FLUEGEL | DONNA | USOF VP MARKETING & PR | Y |
| X | MINIUM | MIKE | USOF VP PROGRAM DEVELOPMENT | Y |
| | MURRAY | VALERIE | USOF RECORDING SECRETARY | |
| X | SHANNONHOUSE | ROBIN | USOF Interim Executive Director | N |
| | CARR | LISA | USOF BOARD MEMBER SOUTHWEST | |
| | DRUMM | SCOTT | USOF BOARD NORTHWEST REGION | |
| X | EAGLETON | JAMES | USOF BOARD MID-ATLANTIC REGION | Y |
| X | FERGUSON | LINDA | USOF BOARD MEMBER AT-LARGE | Y |
| X | HALL | JIM | USOF BOARD SOUTHEAST REGION | Y |
| | IRVING | DAVID | USOF BOARD PACIFIC | |

| | | | REGION | |
|---|---------------|-----------|--------------------------------|---|
| X | KUHN | FRANK | USOF BOARD MEMBER AT LARGE | Y |
| X | LENNON | GREG | USOF BOARD MEMBER AT-LARGE | Y |
| | LUIS | CRISTINA | USOF BOARD A/L COMPETITION | |
| | SANKUS | JOANNE | USOF BOARD NORTHEAST REGION | |
| | TULLIS | ERIC | USOF BOARD MIDWEST REGION | |
| | Vacant | | USOF BOARD MEMBER HEARTLAND | |
| | COURTNEY | RALPH | USOF BOARD ALTERNATE SOUTHWEST | A |
| | HAWKES-TEETER | SUSAN | USOF BOARD ALTERNATE NORTHEAST | A |
| | Vacant | | USOF BOARD ALTERNATE PACIFIC | A |
| X | SHANNONHOUSE | STEVE | USOF BOARD ALTERNATE SOUTHEAST | A |
| | SINCOCK | JOHN | USOF BOARD ALTERNATE NORTHWEST | A |
| | TOLBERT | RALPH | USOF BOARD ALT MID-ATLANTIC | A |
| | VAUGHAN | STEVAN | USOF BOARD ALTERNATE MIDWEST | A |
| | Vacant | | USOF BOARD ALTERNATE HEARTLAND | A |
| | BEECROFT | KRIS | USOF REGISTERED AGENT | N |
| X | Stephanie | Martineau | Guest | G |
| X | Phil | Martineau | Guest | G |
| X | Chuck | Ferguson | Guest | G |
| X | Lorena | Kleinmann | Guest | G |
| X | Rotem | Levy | Guest | G |

PRESENT X = yes/, A = alternate, E = executive director, G = guest.
VOTE Y/N = yes/no

Open Forum (5 minutes to any member to address the Board)

Phil Martineau, interested in open board slot.. Can run regional election or run at next AGM.

3:15 Board member Linda Ferguson arrived. There are now nine votes + president present.

Approval of Minutes from October 2008 meeting

Motion: To approve minutes, **Seconded**, **Discussion:**

Greg Lennon says, item #7 Said “Greg reports”, should say “Stephanie reports\$20,000”.

Motion to approve minutes as amended and **Seconded**, further **Discussion:** none.

Vote: Aye 9, Nay 0, Abstain 0, **Motion passed**

Action item: Valerie Murray to amend October 2008 minutes.

Financial Report

A 2008 preliminary treasurer's report was distributed by Robin Shannonhouse

Action item: Clare Durand to solicit a report from the finance committee, to present to the board.

Action item: Gary Kraght to solicit a proposal from Linda Ferguson, map fund administrator, for map fund policy change.

Regional Election Matters

A proposal for Revision of Regional Election Guidelines and Appointment of Heartland Representative is to be presented by Rosemary Johnson.

Item dropped from agenda because a method to run the regional election was proposed instead which does not require a bylaw change.

Salary and Benefits for new Executive Director

Proposal: Shall the board approve a closed meeting of board immediately after this one, for hiring committee and current executive director to discuss maximum salary and benefits for a new executive director.

Motion: made to approve and **seconded**. **Discussion:** Yes

Vote: Aye 9, Nay 0 Abstain 0, **Motion passed**.

Status Reports on Old Business:

1. Publishing Contract - Clare Durand

Contract with Human Kinetics has been signed. A book based upon Bob Turbyfill's Zero to Orange will be written by Chuck Ferguson.

2. Thanks to any new volunteers

No discussion.

3. Actions of the Executive Committee since last meeting

-Approved 2009 Middle Champs and WRE by COC

-Approved 2009 Relay Champs by OCIN

4. Status of updated rules for 2009/2010 - Steve Shannonhouse

Report moved to Action items later in meeting.

5. Non-Chartered event sanctioning - Bob Paddock/Clare Durand

Action Item: Clare Durand is to have someone prepare a report on Non-Chartered event sanctioning.

6. JWOC Bid Status

Clare Durand reports BAOC working on a proposal. Rosemary Johnson says club may bid in 2013.

7. Appointment of Cristina Luis and Kent Shaw to Modernization Task Force

Report read by Clare Durand, Kent and Cristina wants to form a working group to develop online systems.

8. Fund Drive Report - Stephanie Martineau

Report distributed by Stephanie. There was discussion on several items.

9. Thanks to Sponsors:

Thanks to SM & L Berman Co for sponsorship of Ski-O Team

Thanks to Trimtex for Sponsorship of Foot-O Teams

Thanks to Lennon Foundation for 2009 Donations

Thanks to Catching Features for sponsoring Ski-O Team uniforms.

BREAK

Action Items:

1. Revenue Enhancement Proposal - Gary Kraght

(Acting recording secretary Robin Shannonhouse)

Motion from Gary Kraght to pass revenue enhancement proposal as emailed the board in December, **seconded**. **Discussion:** Gary Kraght gave summary of his emailed proposal:

- a) Effective January 1, 2009, membership renewals go to \$35 for individuals, \$40 for family and no increase for Junior or Student memberships. Life memberships will be \$700 for individual and \$ 800 for Family.
- b) Effective 2010 charter renewals, club dues \$0.60 per "non-A" meet start.
- c) Effective July 1, 2009, sanctioning fees will be \$3 (\$1.50 junior) for regular "A" meets and \$4 (\$2 junior) for championship A meets. The non-member surcharge for all "A" meets will be \$4 (\$2 junior).
- d) Effective July 1, 2010, sanctioning fees will be \$4 (\$2 junior) for regular "A" meets and \$5 (\$2.50 junior) for championship "A" meets.
- e) Effective 2011 charter renewals, club dues \$1.00 per "non-A" meet start. (amended April 28, 2009)

Discussion:

Motion: Greg moved to strike July 1, 2009 portion, item #c, and change date on item #d, to December 1, 2009 and add back the non- member surcharges to #d. **Seconded** no further **Discussion:**

Vote: Aye 9 Nay 0 Abstain 0. Proposal is **amended**.

Motion: from Mike Minium to change the membership increase, item #a to become effective March 1, 2009. **Seconded**, no further **Discussion**

Vote: Aye 7 Nay 2 Abstain 0. Proposal is **amended**.

Vote Aye 8 Nay 0 Abstain 0 (one member absent). Proposal as amended **Passed**

Amended proposal as passed:

- a) Effective March 1, 2009, membership renewals go to \$35 for individuals, \$40 for family and no increase for Junior or Student memberships. Life memberships will be \$700 for individual and \$ 800 for Family.

- b) Effective 2010 charter renewals, club dues \$0.60 per “non-A” meet start.
- c) Effective December 1, 2009, sanctioning fees will be \$4 (\$2 junior) for regular “A” meets and \$5 (\$2.50 junior) for championship “A” meets. The non-member surcharge for all “A” meets will be \$4 (\$2 junior).
- d) Effective 2011 charter renewals, club dues \$1.00 per “non-A” meet start.

Action item: Gary Kraght will notify clubs of new fee schedules and send info to ONA

2. **Staff transition task group and Hiring Committee report and motions** - Greg Lennon

Modifications to budget line items for 2009

Greg summarized Hiring Committee (HC) tasking at last Board meeting and their report for this meeting (attached).

HC feels the new Executive Director should be an employee, USOF should hire a recruiter to find him/her, and the budget should be modified to reflect these higher costs.

Motion made to amend the 2009 budget as outlined in the spreadsheet circulated to the Board Jan 13, 2009 via email and **Second, Discussion** ensued regarding how and when the revenue would change.

Vote Aye 9 Nays 0 Abstain 0. Budget amendment **passed**.

Action item: Gary Kraght will send Robin amended 2009 budget.

Motion made to authorize the president to sign a contract with a recruiter.
Seconded, Discussion, none

Vote Aye 8 Nay 0 Abstain 0 (one member absent). Motion **passed**

Greg reported that there is a new position description from the HC and that the recruitment effort will begin almost immediately.

Action Item: President, Clare Durand will make final Executive Director hiring decision.

(Acting recording secretary Steve Shannonhouse)

3. **Bylaws Proposal** - Staff Task Force

The proposal was handed out by Robin Shannonhouse. Robin presented the

proposal..

Motion made to present the three bylaws proposals to the membership for ratification at the 2009 AGM. **Second. Discussion** none

Vote Aye 8, Nay 0 Abstain 1, **Passed**

Action item, Rosemary Johnson to present three bylaws proposals to the membership in ONA

Action item, President, Clare Durand to put three bylaws proposals on the 2009 AGM agenda.

4. **Competition Bids** (if any?) - Bob Paddock

None

5. **Status of rules for 2009/2010 with voting as necessary** – Steve Shannonhouse

Steve Shannonhouse discussed the terminology and distinction of Formats and Disciplines. Formats as written will not require voting.

Discussion Items

Motion made to have discussion items 2, 3, 4 posted on the board net by the presenters
Second Discussion None

Vote Aye 8 Nay 1 Abstain 0 **Passed**

1. **Scheduling of meetings and AGM for 2009**

Rosemary is working on location for the March board meeting in Virginia

Rosemary Johnson is working on June 20 AGM in Idaho

(Note: In discussions after the meeting Rosemary decided to change the date for the AGM to the following Saturday, June 27 at the Cascade meet.)

2. **Junior Development Grants** - Gary Kraght report on what worked and what didn't

To be presented on board net.

3. **Overall US Champion** - Clare Durand

To be presented on board net.

4. **USOF Online Store** - Cristina Luis/Donna Fluegel, what merchandise?

To be presented on board net.

5. **New Logo?**

Not discussed

Special Closed Meeting related to Executive Director Hiring

The purpose of the meeting was discussed during staff transition and hiring committee report. The meeting took place after adjournment..

Next Board Meeting

Saturday, March 28 at QOC Intercollegiate Champs

Adjournment

Regular board meeting adjourned and special closed meeting as voted on earlier in this meeting began.

Action Item Summary

Action item: Valerie Murray to amend October 2008 minutes.

Action item: Clare Durand to solicit a report from the finance committee, to present to the board.

Action item: Gary Kraght to solicit a proposal from Linda Ferguson, map fund administrator, for map fund policy change.

Action Item: Clare Durand to have someone prepare a report on Non-Chartered event sanctioning.

Action item: Gary Kraght will notify clubs of new fee schedules and send info to ONA

Action item: Gary Kraght will send Robin amended 2009 budget.

Action Item: President, Clare Durand will make final Executive Director hiring decision.

Action item, Rosemary Johnson to present three bylaws proposals to the membership in ONA

Action item, President, Clare Durand to put three bylaws proposals on the 2009 AGM

agenda.

Agenda: BOD Meeting January 17, 2009

FDR State Park Group Shelter, Pine Mtn, GA

2:30 - 5:30 PM

2:30 Arrival, Free discussion

2:40 Call to order & Secretary takes roll

2:45 Open Forum (5 minutes to any member to address the Board)

3:15 Approval of Minutes from October meeting

3:20 Financial Report

3:25 Proposal for Revision of Regional Election Guidelines and Appointment of

Heartland Representative - Rosemary Johnson

Status Reports on Old Business:

3:30 1. Publishing Contract - Clare Durand

2. Thanks to any new volunteers

3. Actions of the Executive Committee since last meeting

- Approved 2009 Middle Champs and WRE by COC

- Approved 2009 Relay Champs by OCIN

3:40 4. Status of updated rules for 2009/2010 - Steve Shannonhouse

5. Non-Chartered event sanctioning - Bob Paddock/Clare Durand

6. JWOC Bid Status

7. Appointment of Cristina Luis and Kent Shaw to Modernization Task Force

8. Fund Drive Report - Stephanie Martineau

9. Thanks to SM & L Berman Co for sponsorship of Ski-O Team

Thanks to Trimtex for Sponsorship of Foot-O Teams

Thanks to Lennon Foundation for 2009 Donation

BREAK 3:50-4:00

Action Items:

4:00 1. Revenue Enhancement Proposal - Gary Kraght

4:15 2. Staff transition task group and Hiring Committee - Greg Lennon

Modifications to budget line items for 2009

4:30 3. Bylaws Proposal - Staff Task Force

4:45 4. Competition Bids (if any?) - Bob Paddock

5. Status of rules for 2009/2010 with voting as necessary - Steve S.

5:00 Discussion Items

1. Scheduling of meetings and AGM for 2009

2. Junior Development Grants - Gary Kraght

report on what worked and what didn't

3. Overall US Champion - Clare Durand

4. USOF Online Store - Cristina Luis/Donna Fluegel

What merchandise? New Logo?

5:15 Special Closed Meeting related to Executive Director Hiring

Next Board Meeting - Saturday, March 28 at QOC Intercollegiate Champs

Adjournment

This is a resend of the revenue enhancement proposal.
The original message was sent in early December. See you
all at the Board meeting.

Gary

effective after January 2009 as USOF memberships renew
 USOF membership dues increase to \$35 individual, \$40 family per year.
 Lifetime membership increase to \$700 individual, \$800 family. Note that no
 increase is recommended for junior or student membership dues.

effective July 1, 2009

A meet sanctioning fees are increased to:
 \$3.00 per entrant (\$4.00 U.S. championships), \$1.50 per junior entrant
 (\$2.00 U.S. championships)
 \$4.00 for non-USOF member surcharge

effective for club recharterers beginning in 2010

USOF club dues increase to \$0.60 per non-A meet start. USOF insurance fees
 are not recommended to increase.

effective July 1, 2010

A meet sanctioning fees are increased to:
 \$4.00 per entrant (\$5.00 U.S. championships), \$2.00 per junior entrant
 (\$2.50 U.S. championships)

effective for club recharterers beginning in 2011

USOF club dues increase to \$1.00 per non-A meet start. As before, USOF
 insurance fees are not recommended to increase.

| Income | approved 10/20/08 | 10/20/20 08 | New propos al | New propos al | Chan ge |
|------------------------|------------------------------|------------------------|------------------------------|------------------------------|--------------------|
| Membership | 28,000.00 | | 28,000.00 | | |
| Club dues | 13,000.00 | | 13,000.00 | | |
| Sanctioning/Surcharges | 18,000.00 | | 22,000.00 | | + 4,000 |
| Interest | 6,000.00 | | 6,000.00 | | |
| Contributions | | | | | |

| | | | | | |
|---|----------------|--|----------------|--|-------------|
| Foundations | 75,000.0 0 | | 75,000. 00 | | |
| | | | | | |
| Capital Campaign | 14,000.0 0 | | 14,000. 00 | | |
| | | | | | |
| Other | 4,000.00 | | 4,000.0 0 | | |
| | | | | | |
| Sponsorships | 0 | | 0.00 | | |
| | | | | | |
| Grants | 0 | | 0.00 | | |
| | | | | | |
| Coaching/Navigation Certificate program | 300 | | 300.00 | | |
| | | | | | |
| Endowment Fund transfer | 3,200.00 | | 3,200.0 0 | | |
| | | | | | |
| Total Income | 161,500. 00 | | 165,500 .00 | | + 4,000 |
| | | | | | |
| Expenses | | | | | |
| Office/ED expenses | | | | | |
| Executive Director - Feb thru Dec | 71,000.0 0 | | 52,500. 00 | | - 18,500 |
| Executive Director - Benefits & Taxes | | | 10,500. 00 | | + 10,500 |
| Payroll fees | | | 540.00 | | + 540 |
| Executive Director - January | 750 | | 2,250.0 0 | | + 1,500 |
| | | | | | |
| Computer/Equipment | 3,000.00 | | 1,500.0 0 | | - 1,500 |
| | | | | | |
| Furniture | 2,000.00 | | 1,000.0 0 | | -1,000 |
| | | | | | |
| ED Travel | 10,000.0 0 | | 7,500.0 0 | | -2,500 |
| | | | | | |
| Bank Charges | 60 | | 60.00 | | |
| | | | | | |
| Supplies/Printing | 2,000.00 | | 2,000.0 0 | | |

| | | | | | |
|------------------------------|-----------|------------|-----------|------------|----------|
| | | | | | |
| Postage | 1,200.00 | | 1,200.00 | | |
| | | | | | |
| Telephone | 2,200.00 | | 2,200.00 | | |
| | | | | | |
| Office Support | 18,000.00 | | 18,000.00 | | |
| | | | | | |
| IOF/USOC/VA dues | 2,500.00 | | 2,500.00 | | |
| | | | | | |
| Total Office expense | | 112,710.00 | | 101,750.00 | |
| | | | | | |
| ONA | 26,000.00 | 26,000.00 | 26,000.00 | 26,000.00 | |
| | | | | | |
| President | 500 | | 500.00 | | |
| | | | | | |
| ED Hiring Committee | 1,500.00 | | 0.00 | | - 1,500 |
| Recruiter Fee | | | 16,500.00 | | + 16,500 |
| IOF Travel Support | 500 | | 500.00 | | |
| | | | | | |
| Subtotal President | | 2,500.00 | | 17,500.00 | |
| | | | | | |
| Secretary | 25 | 25.00 | 25.00 | 25.00 | |
| | | | | | |
| VP Administration | 250 | | 250.00 | | |
| | | | | | |
| Fundraising | 1,000.00 | | 1,000.00 | | |
| | | | | | |
| AGM room rental and expenses | 600 | | 600.00 | | |
| | | | | | |
| Board meetings room rentals | 600 | | 600.00 | | |
| | | | | | |
| Subtotal VP Admin | | 2,450.00 | | 2,450.00 | |
| | | | | | |
| VP Club Services | | | | | |

| | | | | | |
|---------------------------------------|----------|-----------|----------|-----------|--|
| Committees | 200 | | 200.00 | | |
| | | | | | |
| Junior development grants | 8,000.00 | | 8,000.00 | | |
| | | | | | |
| Subtotal VP Club Services | | 8,200.00 | | 8,200.00 | |
| | | | | | |
| VP Competition | | | | | |
| Committees | 200 | | 200.00 | | |
| | | | | | |
| WRE fees | 800 | | 800.00 | | |
| | | | | | |
| Coaching expenses | 6,600.00 | | 6,600.00 | | |
| | | | | | |
| Foot-O Team Support | 6,000.00 | | 6,000.00 | | |
| | | | | | |
| Ski-O Team Support | 2,000.00 | | 2,000.00 | | |
| | | | | | |
| Junior Team support | 2,000.00 | | 2,000.00 | | |
| | | | | | |
| Championship Awards (xfer to CompFnd) | 2,600.00 | | 2,600.00 | | |
| | | | | | |
| Subtotal VP Competition | | 20,200.00 | | 20,200.00 | |
| | | | | | |
| VP Marketing | | | | | |
| VP and committee expense | 1,000.00 | | 1,000.00 | | |
| | | | | | |
| Membership in Allied Organizations | 0 | | 0.00 | | |
| | | | | | |
| Exhibit Fees | 4,000.00 | | 4,000.00 | | |
| | | | | | |
| Publications and Printing | 3,000.00 | | 3,000.00 | | |
| | | | | | |
| Website and listserv | 600 | | 600.00 | | |

| | | | | | |
|---|------------|------------|------------|------------|-----------|
| | | | | | |
| Subtotal VP Marketing | | 8,600.00 | | 8,600.00 | |
| | | | | | |
| VP Program Development | | | | | |
| Committees | 500 | | 500.00 | | |
| | | | | | |
| Coaching/Navigation Certificate program | 325 | | 325.00 | | |
| | | | | | |
| Transfer to College Development | 1,000.00 | | 1,000.00 | | |
| | | | | | |
| Subtotal VP Program Development | | 1,825.00 | | 1,825.00 | |
| | | | | | |
| <i>Total Committees ??</i> | 43,800.00 | | 43,800.00 | | |
| | | | | | |
| Total Expenses | | 182,510.00 | | 186,550.00 | -4,040.00 |
| | | | | | |
| Surplus/Deficit | -21,010.00 | | -21,050.00 | | -40.00 |

INTRODUCTION: The following is a draft version of language intended to define course formats for eventual inclusion in USOF's rules. This language is designed to be "definitional", ie short and simple. There are many additional ideas that can be expanded upon, perhaps in a principles and guidelines section to follow.

My GOAL has been to follow the standards established by the IOF, adapting them to the current, or at least foreseeable (5-10 years) situation in the United States. I have tried to incorporate appropriate flexibility. I have also tried to be instructive within the constraints of simple language and structure of this section. (I believe additional appendices are the appropriate place for much more elaboration on course design guidelines and advice.) I tried to include relevant ideas from every English language publication that I could find. I reviewed publications from IOF, USOF, Great Britain, New Zealand, Australia, and Canada.

The APPLICATION of this language is not obvious. Simply adopting this language to the current USOF rules appears to be extremely difficult, requiring many additional changes, deletions, and reference notes, in numerous sections, to avoid conflicts and redundancies. My thought is to use this language in a "definitions" section, perhaps as part of a complete rewrite, or at least reorganization, of the USOF rules, which currently strike me as haphazard,

apparently the result of multiple additions and amendments.

The CONTEXT which I have envisioned, includes adopting, for reference purposes, the IOF summary table, “Appendix 6: Competition Formats”, probably as an appendix. This shows the derivation, in simple form, without the length and irrelevancies (at least my opinion) of the expanded IOF language. The hierarchy that follows includes the basic description of formats (this “definition” language below), then the “rules for course setting” section which should be as concise as possible. Supporting the rules, would be an expanded section of course design principles, guidelines, and general advice which would be included as an appendix. In addition to “advice”, I believe appendices are the appropriate place for many details, such as prescribed start intervals, winning time tables, suggested course/ class course structures for varying size events, and other details. When necessary, appendices can be included in the legality of the rules by reference notes, but the “rules section” itself should be kept as brief, clear and readable as possible.

This does not address Trail O, Ski O, or Mountain bike O.

This applies only to *USOF sanctioned* events.

This includes notes intended to be deleted, and is not carefully proofed.

USOF COURSE FORMATS

SPRINT

EMPHASIS: High speed orienteering

TERRAIN SELECTION: Terrain must be very runnable, with geometry that is complex at high speed. This can include urban, campus, parkland, and some forested terrains. Denser and more urbanized settings can create additional concerns with mapping, permissions, and policing.

COURSE PLANNING: A Sprint course should combine high speed map reading and quick decision making with technically easy controls. The challenge should be in navigating through complex environments at high speed, to control sites which are technically easy for advanced level orienteers. Control features should be primarily on advanced beginner (Yellow) level, or Intermediate (Orange) level features with nearby relocation options. Courses should include changes of direction, route choice as the terrain allows, and promote spectator opportunities. Unlike other formats, organizers may allow spectators along the course.

MAP: Scale- 1:5000 or 1:4000 with a proportional contour interval, typically 2.5m. (other intervals if appropriate?) ISSOM standards shall be encouraged, especially in denser built up settings, otherwise ISOM standards shall apply.

WINNING TIME*: 12-18 minutes for M/F 21 , preferably in the lower end of this range, similar or less for other classes. If part of a multiple course day, the winning times should be reduced to 5 – 15 minutes.

MIDDLE

EMPHASIS: technical orienteering

TERRAIN SELECTION: The terrain should be very technical, or at least as technical as possible for a given region. Technical difficulty should be created by the presence and complexity of details, not the absence of features, or their lack of definition. Variety in the terrain character and vegetation conditions is desirable. The terrain must contain a section suitable for beginner courses.

COURSE PLANNING: The Middle course should be full of technical orienteering. Courses shall promote detailed navigation and use technically difficult control sites. Variety in the terrain conditions, leg lengths, and changes in direction are desirable. Route choice is desirable, but not at the expense of reducing the technical challenge.

MAP: scale- 1:10,000, contours- 5m or 2.5m (other intervals if appropriate?) ISOM standards apply.

WINNING TIME*: 30 – 40min for M/F21, similar or less for other classes.

If part of a multiple course day, the winning times should be reduced to 20 – 30 for M/F 21.

LONG

EMPHASIS: All orienteering skills.

TERRAIN SELECTION: Can vary by region, but should contain some technical interest. Variety is always desirable. It is also desirable to have either pleasant vegetation, or route choice possibilities around thick vegetation. The terrain should not be excessively hilly, thick, or dangerous. It should be large enough to accommodate a suitable M21 course, but also must contain a section suitable for beginner courses.

COURSE PLANNING: Courses should provide as many challenges, and variety as the terrain allows. Route choice and long legs should be featured, as well as changing conditions and leg lengths. Technical difficulty should be generally high, but easier sections can

contribute to change of pace.

MAP: scale- for M/F21 courses, of 1:15,000 is encouraged, if not practical, 1:10,000 is acceptable. MAP: scale- 1:10,000 for all other classes. Contour: interval- 5m or 2.5m (other intervals if appropriate?)

WINNING TIMES*: 80 to 100 min. for M21, 70-90 min for F21, less for other classes. If Long courses are conducted on consecutive days, winning times should be reduced to approximately 80%.

RELAY

EMPHASIS: Team competition, in a mass start format.

TERRAIN SELECTION: The choice of an arena for the start, finish, exchange, and spectating is extremely important for the relay event. The terrain should provide a fair test of orienteering for all skill levels, and shall not be so extreme physically or technically, as to exaggerate team separation. Varying visibility conditions are considered desirable.

COURSE PLANNING: The courses should provide spectating opportunities, most typically at least one loop through the spectator area, in addition to the final approach to the Finish. The courses shall test all skills as the terrain allows, with a special attention to route choice and varied visibility to increase the competitive excitement. The course design may incorporate a forking system, provided that all teams ultimately run the same legs. The last section of the last leg (~1.0km?) must be common for all teams.

MAP: 1:10,000 or 1:15,000 for M/F21, 1:10,000 for all other classes. Contour interval- 5m or 2.5m (other intervals if appropriate?)

WINNING TIMES*: 150 minutes (all current categories)

ULTRA LONG

EMPHASIS: Endurance, route choice, and rough map reading

TERRAIN SELECTION: Terrain with high route choice potential and/or good rough map reading. Excessively thick or stony areas should be avoided.

COURSE PLANNING: Ultra Long courses shall feature long legs, and route choice legs. The courses may contain a variety of technical difficulties, but no controls should be set solely for

technical challenge.

MAP: scale- 1:15,000(encouraged for M/F21) or 1:10,000 if practical. Contour interval- 5m or 2.5m (other intervals if appropriate?)

WINNING TIME*:M21/ 140-180, F21/ 120-150. Other classes are proportionally shorter. Not appropriate for beginner (White) courses. Questionably appropriate for advanced beginner (Yellow) and intermediate (Orange) level classes.

NIGHT

EMPHASIS: test all orienteering skills in night conditions

TERRAIN SELECTION: The terrain should provide good runnability and visibility, or a trail network to avoid thick vegetation. The mapped terrain should have very clear boundaries, because of the greater likelihood and risk of getting dangerously lost.

COURSE PLANNING: Courses should challenge all aspects of orienteering, but adjusted for night conditions. Technical difficulty must be carefully monitored, and in many circumstances, reduced because of the limited visibility. The most difficult terrain, and control sites should be avoided. Course distances should also be shortened, because running speed will be reduced.

MAP: 1:10,000 or 1:15,000 for M/F21 (and some juniors?), 1:10,000 for all other classes contours-5m or 2.5m, other intervals if appropriate

Winning Time*: approximately 80 %(?) of the recommended times for the Long course.

*estimated or target winning time for top US 100 point M/F21 runner, other classes proportional. For all formats it is desirable to design the best course possible within the range, rather than striving for the exact middle of the time range.

USOF Bylaws and Articles of Incorporation proposals

Summary

These four proposed changes, consisting of three USOF Bylaws changes and one Articles of Incorporation change, have been

authorized by the USOF Board of Directors to be proposed for final ratification by the delegates at the USOF Annual General Meeting in 2009.

The first proposed Bylaws change and the accompanying (single) proposed Articles of Incorporation change will significantly restructure the Board of Directors itself in order to reduce its size and optimize its functionality, so that it will be better prepared to work effectively with the future Executive Director. This proposal will make Board of Directors membership more meaningful, more competitive, add efficiency and quicker responsiveness, and make the Board easier to manage with less administration. It also removes regional representation from the Board, as the anticipated benefits of regionalization have never materialized. Furthermore, it will bring the size and structure of the USOF Board of Directors more in line with those of similar organizations.

The second proposed Bylaws change removes the current Executive Director structure and duties from the USOF Bylaws and allows the Board to decide on the responsibilities of the Executive Director and to hire a paid staff or appoint volunteers for administrative purposes as needed.

The third proposed Bylaws change opens up how committees are handled in order to allow for a future reorganization of committees into a more efficient and adaptable structure.

Bylaws Proposal #1

This Bylaws proposal is in 4 sections for clarity, but is a single, comprehensive change recommended by the Transition Task Force, assisted by Rob Wilkison, Bylaws Committee chairman, and must be passed in total to have the resulting changes comply with Virginia law.

- A. The size of the USOF Board of Directors will be 15 members in 2009-2010, and at the 2009 AGM, 4 board members will be elected to 3-yr terms. Existing (incumbent) Board members with terms that expire in 2010 and 2011 will remain unaffected.
- B. At the 2010 AGM, 7 Board member terms expire and 4 members are elected or re-elected, thus the size of the USOF Board of Directors will be 12 members and remain at that size thereafter.
- C. The Board will elect from among its own numbers a president, a secretary and one or more vice presidents for 1-year terms.
- D. Remove all Bylaws references to regional elections and electing officers and the at-large competition member.

Proposal to Amend the USOF Articles of Incorporation

Bylaws Amendment #1 requires the following amendment to the USOF Articles of Incorporation.

Current Articles text:

- 7. Members of the Board of Directors shall serve terms of three

(3) years except that directors who are officers of the organization shall serve as directors for their term of office as officers, as set forth in the bylaws of the organization.

Proposed Amended text:

7. Members of the Board of Directors shall serve terms of three (3) years, with one-third (1/3rd) of the directors elected each year.

Note: To amend the Articles, the BOD must adopt the amendment, and submit it to the membership with a recommendation that the members approve it. Notice of the meeting to act on the proposed amendment must be given not less than 25 days nor more than 60 days before the meeting and the notice must state that one of the purposes of the meeting is to consider a proposed amendment of the articles of incorporation and must contain a copy of the proposed amendment. The amendment must be approved by at least 2/3rds of all votes cast.

Bylaws Proposal #2

Remove the Executive Director and his/her duties from the list of officers in Article VIII, Sec D.3 and anywhere else the Executive Director is referred to as an officer or his/her duties are specified. Article VII, Section G.3 says the Board may “Appoint an Executive Director when the affairs of the Federation are better served by such appointment, and designate his or her duties.” Amend this to state that the Board can appoint an Executive Director "and other administrative personnel".

Bylaws Proposal #3

Article IX, Section A says "Committees not designated in these Bylaws may be created and/or disbanded by an officer of the Federation subject to the approval of the Executive Committee. The chairperson of each such committee shall be appointed by and report to the appropriate officer." Change this provision to say that non-standing (ad hoc) committees may be created and/or disbanded by the President and all committees report to the President or his/her designee.

Article IX, Section B.4.a says "The responsible Vice-President shall appoint the chairperson of the committee." Change this to say that the President shall appoint the chairperson of the committee.

Article IX, sec. A., add a provision stating that, except for the Executive Committee, members of committees do not need to be members of the Board of Directors.