



Orienteering USA Board of Directors Meeting
Comfort Inn, Madison, Georgia
Jan. 19, 2013
3:00 PM

Board Members

Maiya Anderson	Present - call
Pete Dady	Present - call
Jennifer Flagel	Present
Donna Fluegel	Present
Bob Forgrave	Not Present
Peter Goodwin	Present
Frank Kuhn	Not Present
Greg Lennon	Present - call
Charlie Bleau	Not Present
Pat Meehan	Present
Lou Pataki	Present
Amy Williams	Present

Executive Director

Glen Schorr	Present
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Visitors

Barb Byrant
Erin Schirm
Francis Hogle
Chuck Ferguson
Clare Durand
Matthew Robbins

Team Accounts Supplemental Budget

A Team Accounts Supplemental Budget was approved by the Board. See attached "Team Supplemental Budget."

The budget was amended to reflect the actual amounts that the teams can spend. The special funding for the Junior Team Coach is not included in the supplemental budget.

2013 World Games

Four athletes from the USA Senior Team have been asked by the IOF to attend the 2013 World Games. The team will be selected by the Senior Team ESC. The Board approved up to \$4000 for travel to the World Games. The money was allotted because USA had been chosen to be the North American representative nation based on our NAOC results and because it is a World Ranking Event, it gives our athletes international exposure and world ranking points.

2012 Budget

OUSA finished 2012 with a budget surplus. We finished in the black for the first time in years because of strong donor support and activity at the local and national levels.

Sponsorships

GM sponsorship money will come in 2013 and that, plus other sponsorship money (Kentucky, Choice Hotels, Visit Bloomington), equals at least \$22,000. Goal was \$20,000.

Orienteering Book Update

The book by Chuck Ferguson will hit the streets this Spring. Projected price is \$29. OUSA will get approx. \$4 per book sold.

Official OUSA Video(s)

We would like an updated video(s). Discussion will take place in the next few weeks and a decision will be made who will produce the video, cost issues, focus, etc.

Championships

BAOC Ultra Long Championship November 9-10, 2013 was approved by the Board.

Committee Lists

A list of committee members in ONA is out of date and does not appear on the website. *Action item* – Donna will update the committees list in ONA and send to Janet for the website.

Insurance

Prior to this meeting, the Executive Committee approved to increase insurance fees by \$1200.

Credit Card Policy

The Board approved an official policy. - See United States Orienteering Federation (USOF) Credit Card Policy document attached.

Life Member Policy

The Board approved changing the Life Membership Policy as rewritten in the attachment. Basically, we're changing it to 20 times the dues, deleting the section on Life Membership Accounts and Sustaining Memberships. See attached updated policy.

Event Reg

Event Reg is up and running for A-meets. We're looking to expand Event Reg for local use (approx. a \$15 fee per event) and it's currently in test mode.

Online Membership Database

Online membership database is ready to roll and within the next 2 weeks Glen will sort out how reports can best be generated from the system before it goes live.

A-meet Starts

A-meet coupon program has been discontinued. This decision is based on the fact that we no longer have funds for this program, and returns to A-meets after 1 year were measured at ~10%. We are looking for ideas on how to increase A-meet starts. Donna would like to have best practices for increasing starts and getting volunteers to publish in ONA and on the website.

3rd Party Organizations and OUSA

If one of our goals is to grow the sport, we need more opportunities to promote the sport. In order to not burn out the Clubs, we're looking for 3rd party organizations to hold meets. To start, we'd stick with organizations run by orienteers that will put on quality events. We would offer them our OUSA insurance to cover their events. We do not want to hurt our club structure, but add an additional membership type for the 3rd party groups. This committee would come to the board meeting in May and we'd vote on these 3rd parties joining us.

Action item: Glen will form a committee of leadership from clubs and OUSA, 3rd party community, and the insurance people. Present recommendation to Board of Directors for Vote at May meeting. If approved, present recommendation to Clubs for vote at 2013 AGM.

Junior Program

Action item: By February 13, the JTESC will send the board their suggested changes, with all details and reasons covered. By February 27, the board will discuss these among themselves and with the JTESC and decide what has to be sent to the Rules Committee and what the board will have to approve. The Rules Committee will make a decision by March 13 on any items they need to approve. Peter will coordinate discussion and votes on items which require Board approval.

5:40 Adjourn

2013 BOD Meetings

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|---------------|--------------------------|----------------------|
| • May 11 | Glens Falls, NY (EMPO) | US Individual Champs |
| • July 26 | Lake Tahoe, NV/CA (BAOC) | Summer O Festival |
| • July 27 AGM | Lake Tahoe, NV/CA (BAOC) | Summer O Festival |
| • October 5 | Portageville, NY (ROC) | US Classic Champs |

Team Accounts Supplemental Budget

Senior Team

	\$	5,305.61	Carry Over from 2012
1/1/2013 Board Designated Funds	\$	8,500.00	
1/1/2013 Contributions 10/1 - 12/31	\$	6,530.00	note: sum from 10/1 to 12/31 reduced by \$140.25 from previous accounting
total	\$	20,335.61	

Junior Team

	\$	5,318.32	Carry over from 2012
1/1/2013 Board Designated Funds	\$	8,700.00	
1/1/2013 Contributions 10/1 - 12/31	\$	4,570.00	note: \$457.14 previously added
total	\$	18,588.32	

Ski-O Team

	\$	11,047.42	carryover from 2012
1/1/2013 Board Designated Funds	\$	8,000.00	
1/1/2013 Contributions 10/1-12/31	\$	1,850.00	
total	\$	20,897.42	

MTB O Team

	\$	1,804.24	carry over from 2012
1/1/2013 Board Designated Funds	\$	2,500.00	
1/1/2013 Donations 10/1 - 12/31		\$127.50	note: these are the new funds
total	\$	4,431.74	

Trail-O Team

	\$	1,591.08	Carry over from 2012
1/1/2013 Board Designated funds	\$	500.00	
1/1/2013 Contributions 10/1 - 12/31	\$	715.00	
total	\$	2,806.08	

United States Orienteering Federation (USOF) Credit Card Policy

- This Policy applies to all employees of the USOF who are assigned a USOF Credit Card.
- Conditions set out in this Policy, the relevant Cardholders' Responsibility statement issued by the Bank that issues the card govern the use of any USOF Credit Card.
- Cardholders and their supervisors are responsible for ensuring that they adhere to the USOF Credit Card policy, thereby ensuring adequate controls are exercised to minimize the risk that USOF Credit Cards are used for fraudulent or corrupt purposes. Cardholders and their supervisors are referred to the Vice President of Finance for further information on their role in relation to fraud and corruption prevention.

Eligibility

- Permanent and temporary officers of USOF can apply for a USOF Credit Card.
- Employees are eligible to be issued with only one (1) USOF Credit Card.
- To be eligible for a USOF Credit Card, an employee must meet one or more of the following criteria:
 - travel frequently in the course of his/her duties, or
 - travel overseas in the course of his/her duties, or
 - purchase significant volumes of minor goods and services for use by the USOF or incur regular frequent expenses of a kind appropriately paid by credit card

Limits

- Each Card will be limited to a maximum set by the Vice President of Finance, who will determine the limit on a basis of need, and be for business expenditures ONLY. Exemptions to this limit will be made on a case by case basis by the President or the Vice President of Finance.

Conditions of Use

The USOF Credit Card cannot be used:

- To obtain cash advances.
- For expenses other than those incurred by the assigned officer named on the Card.
- The USOF Credit Card is to be used only for official USOF business, not personal expenses. Charging personal transactions to USOF Cards is not acceptable under any circumstance. Cardholder transactions will be scrutinized to ensure compliance with this policy.
- Infractions of the conditions of this Policy could result in cancellation of the card and withdrawal of USOF Credit Card privileges.
- Breaching of this policy can lead to disciplinary action against the employee concerned. In all cases of misuse, this USOF reserves the right to recover any monies from the cardholder. Cardholders will be required to sign a declaration authorizing this USOF to recover, from their salary, any amount incorrectly claimed.
- Cardholders may not use their USOF Credit Card to obtain cash advances from banks, building societies, credit unions, nor automatic teller machines. This prohibition similarly extends to cash equivalents such as bank cheques, traveler's cheques and electronic cash transfers.

Monthly USOF Card Statements

- USOF Credit Card expenditures must be reconciled with Accounts Payable within 15 business days of the Statement Date. Cardholders who have not reconciled their monthly expenditure within this period will be asked to reconcile their monthly expenditure immediately by the A/P personnel. This procedure will ensure that cost center accounting records maintain an accurate and meaningful balance.
- Cardholders who do not reconcile their monthly expenditures within 15 business days of the Statement Date will be sent a reminder of their obligations under this Policy. Continued or repeated non-conformance to this Policy can result in cancellation of the Card and/or such other actions as appropriate.
- If the Card expenditures are not reconciled within 1 month of the Statement Date or a plausible explanation has not been received by the Vice President of Finance, the USOF Credit Card can be cancelled and, the Cardholder's cost center(s) accounts can be debited for the amount outstanding. Note that further action may also be taken against the Cardholder.

Cardholder Responsibilities

Cardholders are responsible for the following security measures for the use of their Card:

- Cardholders must retain transactional evidence to support all charges. An acceptable receipt for reimbursements of claimable business expenses on the USOF Credit Card is an original receipt. The more information, the better.
- Card purchases without receipts are ultimately the responsibility of the user. A failure to provide receipts or credible explanation for the unsupported expenditure could result in a debit from the Cardholder's salary.
- Reimbursement for return of goods and/or services must be credited directly to the Card account. No cash should be received by the Cardholder.
- Lost or stolen Cards must be reported and cancelled immediately and Accounts Payable must be notified within 2 business days of this activity.
- Employees issued with a USOF Credit Card are in a position of trust in regard to use of donated funds. Improper or unauthorized use of the Card may result in the Cardholder being held liable for expenditures, legal/disciplinary action being brought against the Cardholder, termination of Card-use and/or termination from this USOF.

Records Management

- All documentation associated with the payment of a USOF Credit Card will be maintained within the Accounts Payable office.
- Original receipts for all Credit Card transactions will be retained in the Accounts Payable office. Cardholders should keep copies of receipts and statements for audit purposes or for future questions that may arise.

Audit

- Audits of cardholder purchases will occur on a monthly basis by Accounts Payable personnel. In addition, external auditors could carry out audits from time to time.

Disputed Transactions

- Disputed transactions must be resolved with the Supplier and the Bank by the Cardholder. The Cardholder must notify the Bank immediately for resolution and Accounts Payable should be informed for noting.

Internal Monitoring

- Transactions will be monitored monthly by the Accounts Payable personnel.
- If a Cardholder has questionable purchases showing on the monthly Statement, this information will be forwarded to the Vice President of Finance for resolution.

Termination of Employment

- Prior to departure or termination of duties with this USOF, the Cardholder must reconcile all expenditures on his/her Card account since the last Statement.
- It is the responsibility of the departing employee to ensure that his/her account is settled prior to departure.
- The card must be surrendered upon termination of employment to the President or to the Vice President of Finance.

Adopted January 2013

USOF POLICY -- LIFE MEMBERSHIP

Life membership in USOF shall be available to individuals and families. The fee for a life membership shall be 20 times the yearly dues rate (20 times the family dues for a family life membership). Life members shall pay no annual dues after having paid their life membership fee, but shall otherwise have the same rights and privileges as individual members of USOF. A family life membership shall be treated the same as a family membership; i.e., only one magazine subscription will be mailed to the family and dependent children will be members of USOF.

Conversions between Life Membership Types

An individual life membership may be converted into a family life membership at any time by paying the difference between the individual life fee and the family life fee in effect at the time of conversion. A family life membership may be converted into two individual life memberships by paying the current difference between the family life fee and twice the individual life fee. If a couple separates, their family life membership may be converted into two life membership accounts with a total value equal to the current family life fee, split between the two life accounts however the couple chooses.

Updated and approved by the Board January 2013



**January 2013
Board of Directors &
Executive Director Reports**

***Peter Goodwin
President***

Over the past few months, I have been involved in a number of projects. None of them are earth-shattering and most of them could not have been done without others helping move the sport forward. I write this in Keene Valley, NY, in a house looking out at a foot of snow with more still on the way. It is a winter wonderland and foot orienteering would not be fun so skis are the way to go!

I have been involved in helping the Junior Team put together their program that is looking to the future. While the Junior Team ESC is really doing the work and providing the ideas, I have offered suggestions to make things run more smoothly and to make sure that their work dovetails with the rest of what OUSA is doing. The addition of a Junior Team coach has made a huge difference in what is possible with the juniors on the national level and with ideas coming from him and others, there are going to be improvements in how we work with the juniors. Basically, they have three levels of participation, the JWOC Team, the Standing Team which is slightly larger, and then a Development Team that will work with juniors on a more local level with the idea that if juniors in local clubs can feel that they are more a part of the national orienteering community, they will be able to improve their skills because they won't be working in a vacuum.

I have been working on a writing project as well as giving opinions (for what they are worth) on a variety of issues that Glen is working on. I have been a part of the discussions related to fund raising and how we approach the problem of getting corporate sponsors. Oh, I also have been doing the mundane but important job of signing check requests.

***Donna Fluegel
Secretary***

Each year I set up all the board meetings and the AGM.

I collect all board reports and combine them to include on the OUSA website.

Executive Committee - Membership Goal

I have been working on various areas in relation to increasing membership in OUSA and local clubs. This is an ongoing process and to be successful requires input from all clubs, in addition to OUSA leadership. Please contact me if you are interested in working with me on membership or have any ideas. It's time to start thinking outside the box!

- NOD 2013 will be revamped to include additional ways for us to grow membership.

- I will be evaluating the existing “learn more about OUSA” project and see if this should be expanded or not.
- I have been providing content for the new OUSA Facebook page and have started contacting clubs to become active on the page.
- I’m considering starting an OUSA Pinterest page.
- I plan to work with clubs on ways to better advertise their events (social media and traditional advertising, such as posters and notices in local newspapers.)
- I have been compiling local club Best Practices, sharing them in ONA, and eventually plan to put them on the OUSA website. All clubs are welcome to submit their best practices for all to use.
- I’ll be contacting all club presidents over the next few months asking how their clubs go about attracting new members. This I will share with all clubs.
- I’ll discuss with clubs who are not doing any recruiting, why they are not, and how they can begin doing this if they choose. Glen and I have been discussing ways in which OUSA can help the local clubs in their advertising efforts.

***Maiya Anderson and Bob Forgrave
Starts Goal***

4th Quarter 2012 Strategic Plan Starts Strategies and Metrics:

Local starts (sample of 15 clubs):	9,177
A-meet Starts:	2,761

2012

Local starts (sample of 15 clubs):	27,666
A-meet Starts:	7,318

Overall Starts Metrics (Goals)	2012
Local starts:	52,700
A-meet Starts:	9,600

Status:

Fourth Quarter and Annual A- and local meet starts metrics

A-Meets:

A meet starts and event days for 4th Qtr are up compared to 2011 and 2010. For 2012 A meet starts are up (4.1%) compared to 2011, and down (-1.1%) compared to 2010.

For the year event days were up compared 2011 (11.4%) and equal to 2010 (39 events).

Local:

Fourth Quarter local meet starts and event days are up (3.3%, 1.2%) compared to 2011. Compared to fourth quarter 2010, starts and events were down (-3.7%, -9.4%).

For the year, local starts were up compared to 2011 (12.5%) and 2010 (14.8%). The number of events was close to the same as 2011 (-0.1%) and greater than 2010 (2.2%).

The trend shows increases in local meet participation with small growth in A-meet starts over the last two years. We still have work to do; hopefully increases in local meet starts will translate into increases in A-meet starts in the future. But starts are an outcome, not a driving factor. To drive starts, we need to identify correlation with decision factor that is known to influence starts.

Correlations:

For the past two years, correlation between the number of events and the number of starts has been high, providing a reliable indicator of future performance in starts. Consider the following:

Number of Local Events vs. Prior Year	Starts impact: 2012 vs. 2011	Starts impact: 2011 vs. 2010
Clubs with more events	+789	+444
Clubs with same # of events	+223	-243
Clubs with fewer events	-717	-840

Number of events per year is a local decision with huge predictive impact upon starts.

This correlation continues at A-meets. In Q4 2012, A-meet races went up 20%, from 10-12, while Q4 starts went up 21.6%. This is because average starts/race at A-meets have remained highly consistent year after year, varying by little more than 5%. In fact, the yearly average is just two starts/meet off of 2010.

	2012	2011	2010
A-meet Races	39	35	39
A-meet Starts	7318	7027	7399
A-meet Starts/Race	188	201	190

Either we find a way to drive more starts/meet, or we help clubs hold more meets to get the total yearly starts higher.

Scheduling and Planned Program Changes:

We continue to work on 2013 and 2014 A meet schedules. There are currently 10 meets on the schedule for 2013, with several in the planning stages for 2014.

The discounted first-time A-meet program will not be continued in 2013. The money for this program has been used up. We are still studying the effects of this program for 2011 and 2012. For 2012 there was an approximately 10% return to A-meets for those who took advantage of the coupon.

Strategy and Goal:

- Increase starts at both local meet and A-meet levels by at least 5% annually.

- actively pursue new groups of potential orienteers
- work with third-party organizations to host events and expose new people to our sport
- develop promotional tools for clubs
- facilitate the hosting of more A meet and local meets
- expand the “O in Schools” program so that there is a program built from the ground up
- work with JROTC, Boy and Girl Scouts, and other national groups

We are meeting the 5% goal for local meets but we are not meeting the goal for A-meets.

Updates:

1. Work on general best practice documents for website to help clubs with meet implementation. Promotion tools for A- and local meets have been posted on OUSA website and distributed to clubs via USOFClubnet, November 2012.
2. OUSA social media plan developed. The OUSA Facebook page was introduced in November 2012. There are over 350 likes so far and we have good interest on the site.
3. Master Calendar: 2013 A-meet and regional meets have been posted on national online event calendars. Calendars will continue to be updated with additional meets in the future (POC: Maiya).

Jan 2013 Action Plan:

1. Improve National Calendar: Implement programs to help clubs host A- and local meets. Continue to contact clubs to stimulate interest in A-meets for 2014 and beyond. Club leadership contacted to solicit interest in hosting A-meets in future and to discuss rotating regions to host championship. Working with respective committees to obtain bids for 2014 Rogaine, Bike and Trail-O Championships (POC: Bob and Maiya).
2. Working to develop a marketing and training promotion to encourage orienteers to introduce new people to local meets (POC: Bob).
3. In an effort of increase A-meet attendance, we plan to survey orienteers to solicit their inputs on the barriers and benefits of attending A-meets (POC: Maiya).
4. Meet Promotion (local and A-meet) – Develop best practices and checklists. Distribute boiler plate orienteering article to list of event promotion and other relevant websites (POC: Maiya).

Frank Kuhn

I will be attending the IOF Joint Council/Commission Meeting in Helsinki, Finland on 18 and 19 January.

For all of the previous WTOCs I was the U.S. Team Manager. If the 2013 U.S. WTOC Team agrees, I am willing to assume the duties again. It involves handling all of

the paperwork for the team with the WTOC Organizer according to the deadlines and making the fee payments due the Organizers in EUs.

I will be sending out the fee reimbursements from the Trail-O Team Fund to the 6 U.S. Team Members who attended the 2012 WTOC.

Speaking about the U.S. Team: As of this writing, it is my understanding that the 2013 Team will have 3 Open Members and only 2 Paralympic instead of the allowed 3.

The 2013 United States National Trail Orienteering Championships (USNTOCs) will be held on May 11 at Moreau Lake State Park, 8 miles SW of Glens Falls, NY. It will be a ranking event. Peter Goodwin will be the course setter and Steve Fluegel will be the course consultant. At the Florida Orienteering Annual Meeting on January 5th, I asked Donna Fluegel to consider being the Event Director and she readily agreed. Donna will need many volunteers to help run USNTOCs.

For introducing Trail-O to folks who have never done it before, I recommend that at all local club events a 3 viewing station set-up be made a standard feature at all events.

During the Florida Orienteering Club fall/winter/spring season, I try to attend as many events as possible to work at Registration to solicit new club/renewal members and new OUSA memberships.

Volunteer Strategic Goal

For the Volunteer Strategic Goal, I was thinking we might set up a Web Site for locating volunteers.

Part A would be for locating volunteers on the Committees & Task Forces (in the September/October 2012 ONA there were openings listed for Conventions; Club Support & Development for Map Loans & Grants)

It would be posted on the Web Site: VOLUNTEERS NEEDED

For the openings there would be the job title, details on qualifications, experience, who to contact and how (e-mail, telephone number)

Part B would be for locating volunteers at upcoming local events.

It would be posted on the Web Site : VOLUNTEERS NEEDED

Club name

Date of event

Location

Hours of event

Positions needed with numbers required

Registration

Trail-O Demo set up

Front of Registration to solicit new club/renewal members and OUSA memberships

Course vetters

Start

Finish,

Control pick up
Who to contact and how (e-mail, telephone number)

Charlie Bleau and Glen Schorr

Non Starts Revenue

2013 Sponsorship

- 2013 Goal: \$20,000

2013 Sponsorship income to date

- General Motors – \$10,000 for OUSA assets and permanent course
- Hoosier Sports Corporation – \$5,000 for OUSA assets and 2013 Flying Pig
- Kentucky Sports Authority – \$5,000 for OUSA assets and 2015 Flying Pig
- Choice Hotels – \$1,500 + quarterly commissions for Official hotel partner
- Berman Orienteering – \$1,000 for Ski Orienteering Team

Strategies:

1. Maximize current sponsorship partners (Choice, Hertz, Kentucky)
2. Pursue CVB's and Sports Commissions (Lake George, NY, Lake Tahoe, NV)
3. Open new sponsorship opportunities (Airlines, Garmin, etc)
 - GJS to attend Outdoor Industry Association Winter Market trade show in January in Salt Lake City. Opportunity to establish new connections with outdoor manufacturers and retailers.

CONTRIBUTIONS + FUNDRAISING

- 2012 results (see financial report)

2013 Contributions + Fundraising

<u>Item</u>	<u>2013 Goal</u>	<u>2013 YTD</u>
• Annual Fund	\$18,000	
• Major Gifts	\$12,500	
• Gen. Cont/ Unrestricted	\$16,000	
• Senior Team	\$8,500	
• Junior Team	\$13,700	
• Ski O Team	\$10,000	
• Trail O Team	\$4,500	
• MTBO Team	\$7,000	

Jennifer Flagel
Maps and the Environment

- Reached out to Amy Williams for guidance and who referred me to Terry Farrah.
- Researched Terry's work efforts on orienteering and the environment
- Confirmed with Bob Forgrave regarding sharing a brochure he created regarding orienteering impacts on the environment and how to work with land owners
- Shared examples posted on the COC website:
<http://www.cascadeoc.org/pages/environment>
- The *Environmental Orienteering Handbook* is, I believe, the type of document we're looking for to share with other clubs, who can then share with landowners.
<http://www.cascadeoc.org/sites/default/files/content/The%20Environmental%20Orienteering%20Handbook.pdf>

Next steps:

- Get feedback from the board regarding the examples given and post on OUSA's web page.
- Research how clubs make maps. Send out a questionnaire to determine how they are made and what struggles they encounter.

Lou Pataki
Finance

During the past quarter, the Finance Committee of Orienteering USA has been reorganized, and we have started to develop a more effective system for informing our Teams of the funds they have available during the year. Our financial results for 2012 became available January 11, 2013. While the committee has not had time to review these results, they are very good.

I would like to express my thanks and appreciation for the work done by the Finance Committee in 2012. Gary Kraght and Stephen Fluegel gave excellent advice as we developed financial policies and were instrumental in keeping the 2012 and 2013 budget recommendations realistic and accurate. Cathy Yekenevicz and David Irving continued to make sure our recommendations met accounting rules. Orienteering USA's volunteer financial staff member, Robin Shannonhouse, continued to provide valuable institutional memory as well as bookkeeping and accounting work and expertise. Our Executive Director, Glen Schorr, kept us abreast of financial developments as they happened throughout the year. This team was in place when I became VP-Finance two years ago, and their work was essential in helping me learn my responsibilities on the job. I owe them my personal thanks, but they also deserve a hearty thank you from Orienteering USA for a job well done. Thank you.

For 2013, Steve Fluegel has resigned from the committee and Charlie Bleau, who has been active in Orienteering USA fundraising the past two years, Jennifer Flagel, a newly elected Orienteering USA board member, and Tim Parson, whom we all know as

one of our most active orienteers and volunteers and who has had significant professional finance responsibilities, have joined the committee. These new members, together with Gary, Cathy, David and me will constitute the Orienteering USA Finance Committee for 2013. I look forward to a productive year.

Our 2012 budget included aggressive targets on the income side – particularly on fund raising – to allow significantly increased spending on our teams from general Orienteering USA funds. We ended up modestly or significantly above our income goals across the board. Our 2013 financials, which Robin has posted on the Orienteering USA site and which are available there, show a positive net income for 2013 of \$22,800 against a budgeted deficit of \$13,000. That is misleading. The 2013 income included a major gift of \$30,000 to allow us to contract for coaching services for the Junior Team. Twenty-two thousand five hundred dollars of that gift will be spent in 2013. Thus, realistically, we broke even in 2013. That certainly beats our budgeted deficit, and sets a standard for the future. This result came from the hard work of many people working both through the national organization and through our member clubs, as well as from the generosity of our donors. We will need both the work and the generosity to continue as we move forward.

Greg Lennon ***Update – Strategic Plan***

- **Mapping:** OUSA's Pictometry online program continues to provide online access to high resolution aerial imagery for the Orienteering USA mapping community. The program has been renewed for 2013. There are currently 38 users from 19 clubs.
- **OUSA/Club Services:** OUSA membership records are now in a new hosted database, and it's been ready to use since December. Inabilities to settle certain issues are delaying implementation.
- **OUSA/Club Services:** The EventReg registration system developed by Kent Shaw and licensed by OUSA has now been expanded to handle local events (C-meets). The charge to a club to use the system for a one day local meet is currently \$15.
- **OUSA/Club Services:** The email distribution system I run that handles the distribution of ONADigital and the (monthly) OUSA eNewsletters continues to grow. Since the last Board meeting, a subscriber sign-up button was added to the OUSA Facebook page.
- **OUSA/BOD:** I have signed OUSA up as a member of the LinkedIn 'Board Connect for Nonprofits' program. This program will be used to enhance Board and volunteer recruitment.

Glen Schorr ***Executive Director***

Following the Laramie board meetings the Executive Committee has asked me to provide a suggested revised job description to better match the current needs of the organization

as well as take advantage of my professional strengths. We have agreed on the following focus areas:

- Club Communicator – serve as an active two way link between club leadership and OUSA.
- Non Starts Income – continue to drive sponsorship activity while serving as a “Contributions Coordinator” to make sure all of the committees’, especially the Teams’, efforts are coordinated.
- Marketing and Alliances – continued development of marketing materials for club use and searching for 3rd party alliances (like the National Parks and Recreation Association) to work with like minded groups to promote and develop orienteering.
- Day-to-day Operations
- Professional Development

Executive Director Travel (Schedule in progress - Between now and May board meeting)

- January
 - Frankfort, KY – existing sponsorship
 - Salt Lake City, UT – Winter Market trade show – new sponsorship opportunities
 - Philadelphia, PA – DVOA Annual Meeting
- March
 - Kansas City, KS – Garmin and US Interscholastics/ Intercollegiates
- April
 - Bloomington, IN – Hoosier Sports Corporation and Flying Pig
 - Louisville, KY – National Association of Sports Commissions trade show