



OSFO

2023 OSFO ASSEMBLY (AGM)

April 19th, 2023, 1 – 4 pm

**SOFITEL BRISBANE CENTRAL
HOTEL, QLD, AUSTRALIA**

PROGRAM MANUAL



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PROGRAM MANUAL

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OSFO Assembly Venue: Sofitel Brisbane Central Hotel, Australia

Meeting Room Workshop Groups (10 am – 12 pm):

Meeting Room AGM:

Meeting Room Workshop (4- 6 pm):

St. Germain Room

Bastille Rooms 1 and 2

Program Overview
2023 OSFO/ONOC Assemblies and Associated Workshops
Sofitel Brisbane Central Hotel
April 17 – 21 2023



PROGRAMME
SCHEDULE

43RD ONOC
 ANNUAL GENERAL
 ASSEMBLY

17-21 APR 2023 | BRISBANE

DATE	EVENT	TIME	VENUE	PARTICIPANTS & NOTES
SUN 16	Arrivals and Registration	2.00pm to 8.00pm	La Gallery	All Delegates.
	ONOC International Relations Commission Meeting	2.00pm to 5.00pm	Bastille Room 2	Commission Members Only.
	ONOC Sustainability Commission Meeting	2.00pm to 5.00pm	Bastille Room 1	Commission Members Only.
MON 17	B2032 Step Up Oceania Conference - Day 1	8.30am to 5.00pm	Ballroom Le Grand 2 and 3	NOC Presidents, NOC Secretaries General, ONOC Commission Members and Invited Delegates Only.
	Step Up Oceania Conference Market Place	7.00am to 4.45pm	Ballroom Foyer	All Delegates.
	Cocktail hosted by the Queensland Government, Brisbane City Council and the Brisbane 2032 Organising Committee	6.00pm to 9.00pm	Rivershed, Howard Smith Wharves, 5 Boundary Street, Brisbane	NOC Presidents, NOC Secretaries General, ONOC Commission Members, Delegates of the Step Up Oceanic Conference and Invited Guests Only. <i>Shuttle buses to transfer delegates to and from Rivershed.</i>
TUE 18	B2032 Step Up Oceania Conference - Day 2	8.30am to 5.00pm	Ballroom Le Grand 2 and 3	NOC Presidents, NOC Secretaries General, ONOC Commission Members and Invited Delegates Only.
	Step Up Oceania Conference Market Place	7.00am to 4.45pm	Ballroom Foyer	All Delegates.
	Oceania Sport and SDGs Strategic Partners Forum	9.00am to 5.00pm	Ballroom Le Grand 3	NOC Presidents, NOC Secretaries General, ONOC Commission Members and Invited Delegates Only.
WED 19	ONOC Market Place	9.00am to 5.00pm	Ballroom Foyer	All Delegates.
	Oceania Paralympic Committee Workshop	9.00am to 5.00pm	Lyon Room 2	Invited OPC Delegates Only.
	OSFO Annual General Meeting	1.00pm to 4.00pm	St Germain Room	OSFO Members & Invited Observers Only.
	OSFO Workshop	4.00pm to 6.00pm	Bastille Room 1 and 2	OSFO Members & Invited Observers Only.
	Cocktail for delegates of the Oceania Sport and SDGs Strategic Partners Forum	5.00pm to 7.00pm	Soiree Terrace, Sofitel	For delegates of the Oceania Sport and SDGs Strategic Partners Forum Only.
	ONOC Private Dinner	7.30pm to 9.30pm	Ballroom Le Grand 1 and 2	NOC Presidents, NOC Secretaries General, and Invited Guests Only.
	Olympic Solidarity Workshop	9.00am to 12.00pm	Ballroom Le Grand 1	NOC Presidents, NOC Secretaries General, NOC Staff, ONOC Staff and IOC Staff Only.
THU 20	ONOC Pre-AGA Workshop	12.00pm to 1.00pm	Ballroom Le Grand 1	NOC Presidents, NOC Secretaries General, NOC Staff and ONOC Staff Only.
	Olympic Marketing Seminar	2.00pm to 5.00pm	Ballroom Le Grand 1	NOC Presidents, NOC Secretaries General, NOC Staff, ONOC Staff and IOC Staff Only.
	ONOC Market Place	9.00am to 5.00pm	Ballroom Foyer	All Delegates.
	ONOC Medical Commission Meeting	3.00pm to 5.00pm	St Germain Room	Commission Members Only.
	Oceania Paralympic Committee Workshop	9.00am to 5.00pm	Lyon Room 2	Invited OPC Delegates Only.
	Pacific Games Council Executive Board Meeting	10.00am to 1.00pm	St Germain Room	PGC Executive Board Members Only.
	Cocktail hosted by the Australian Olympic Committee	6.00pm to 9.00pm	Watermall, Queensland Art Gallery, Stanley Place, South Brisbane	NOC Presidents, NOC Secretaries General, NOC Staff, ONOC Commission Members, OPC Delegates and Invited Guests Only. <i>Shuttle buses to transfer delegates to and from the Queensland Art Gallery.</i>
FRI 21	ONOC 43rd Annual General Assembly	9.00am to 5.00pm	Ballroom Le Grand 1 and 2	NOC Presidents, NOC Secretaries General, NOC Staff, ONOC Commission Members, and Invited Observers Only.
	ONOC President's Cocktail and AGA Closing Dinner	6.30pm to 12.00am	Ballroom Le Grand 2 and 3	NOC Presidents, NOC Secretaries General, NOC Staff, ONOC Commission Members, and Invited Guests Only.
	Oceania Paralympic Committee Workshop	9.00am to 5.00pm	Lyon Room 2	Invited OPC Delegates Only.
SAT 22	Departures	All Day	-	Delegates.
	Commonwealth Games Federation Meeting	9.00am to 5.00pm	Lyon Room 1 and 2	CGA Presidents and Secretaries General.
SUN 23	Commonwealth Games Federation Meeting	9.00am to 5.00pm	Lyon Room 1 and 2	CGA Presidents and Secretaries General.



2022 OSFO President's Official Welcome and Opening Remarks

OSFO AGM – Sofitel Brisbane Central Hotel, Queensland

Welcome to the 2023 OSFO Annual General Assembly. We are pleased that after three years of limited global travel as a result of the pandemic we are able to assemble together in Brisbane for a in person meeting, rather than see each other via screens. It is significant for us to meet this year in Brisbane which marks ten years before the start of the 2032 Olympic Game.

We are delighted to have with us today Adrine Monagi as our guest speaker. Adrine is an inspiring individual, who currently part of the Oceania Athletics regional training program. I am also very proud to advise that Adrine is a current Oceania Australia Foundation Scholarship program participant and is attending Griffith University in Queensland. We look forward to hearing more of her story.

A significant amount of work has been undertaken by the OSFO Executive during the past 12 months and as I mentioned in my President's Report an update in respect of funding support for Oceania Regional Sports Federation programs, together with draft Operational and Strategic Plans will be presented today.

With the opportunity to once again gather together, we anticipate a productive and engaging meeting.

Kevan Gosper AO OLY
President OSFO

2023 OSFO AGM AND WORKSHOP SCHEDULE

April 19th – 22nd 2023

Wednesday - April 19th, 2023

9 am – 5 pm	- ONOC Market Place	Ballroom Foyer
9.45 am	- OSFO Workshop group members arrive	
10 am - 12 pm	- OSFO Workshop groups meeting	Helen Smith
1 – 4 pm	- OSFO AGM	St. Germain Room
4 – 6 pm and 2	- Flourish Workshop - Edwina Ricci	Bastille Rooms 1
6 – 7 pm Sofitel	- Cocktails	Solree Terrace,

Thursday April 20th, 2023

9 am – 12 pm 1	- ONOC Solidarity workshop	Ballroom Le Grand
9 am – 5 pm	- ONOC Market Place	Ballroom Foyer

Friday April 21st, 2023

9 am – 5 pm 1&2	- ONOC 43 rd Annual General Meeting	Ballroom Le Grand
6.30 – 12.00 pm 3&4	- ONOC President's Dinner	Ballroom Le Grand

Saturday April 22nd, 2023

All day	- Delegates Depart	
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**OSFO Combined Working Groups Meeting Agenda 19.04.23 10am –
11:30am**

10:00am - Welcome and introduction (& thanks to volunteer working group members)

10:10am - Communications and Promotions Working Group Update (including questions)

10:22am - Education and Wellbeing Working Group Update (including questions)

10:34am - Governance and Leadership Working Group Update (including questions)

10:46am - High Performance Working Group Update (including questions)

10:58am - Sponsorship and Funding Working Group Update (including questions)

11:10am - Summary

11:15am - Questions of the OSFO EC

11:25am - Conclusion and wrap up

11:30am - end

Governance and Leadership Working Group

3 workplan priorities have been developed:

1. Stakeholder Engagement

Key Outcomes

- Mapped the gaps in membership – Oceania Federations not affiliated to OSFO
- Identifying successful practices within Oceania Federations to be used as case studies
- Established a need for strategic partnerships with organisations with aligned values
- Identified need to promote OSEP governance programs throughout OSFO membership
- Need for better collaboration and communities of practice through topical forums

Plans for Next 12 months

- Affiliating all Oceania Federations to OSFO: Olympic/Commonwealth/Pacific Games sports
- Review effectiveness of Executive Committee communication with the membership
- Develop tools to support Oceania Federations to increase their National Federation membership and utilise OSEP governance resources
- Develop a skills and expertise audit for identifying presenters for forums

2. Constitutional Review

Key Outcomes

- Identified need to review certain parts of the Constitution including:
 - Potential need for term limits and variable terms of office
 - Optimal size of the Executive Committee
 - Best practice for election of the President and appointment of Secretary-General
 - Promotion of diversity through election and through co-opting
 - Removal of operational items best inserted into by-laws.

Plans for Next 12 months

- Commence a formal review process with OSFO members and the Executive Committee
- Table amendments at the 2024 AGM

3. Policy and Plans Review

Key Outcomes

- Operational plan aligned to Strategic Plan
- Draft policy framework established
- Ascertained need for an Athletes' Voice across all working groups
- Identified need for succession planning

Plans for Next 12 months

- Develop internal policy templates as a tool for members
- Develop a strategy for new policy development within OSFO
- Review Terms of Reference to include an Athletes' Representative in each Working Group
- Explore succession planning options for the Executive Committee to consider

Communications Working Group

- Working Group has broken our tasks into 5 goals/topics as follows:
 - Survey
 - reviewed previous results and helped shape the 2023 survey.
 - Results from 2023 survey will help develop next steps in how and why OSFO communicates with partners/stakeholders
 - Promotion of Wellbeing organisations
 - WG wants to discuss this topic further and understand education WG position/activities before we action how proceed with this topic
 - Regular & Effective communication with members/stakeholders
 - WG currently happy with the output being provided (quarterly eDMs), data suggests this has good results (click through rates are high compared to industry standards).
 - Further review to take place after survey results as to the content and who the target audience should be for future eDMs.
 - Enhanced communication
 - As above, plus WG will review data around website usage to ensure this tool is being effectively utilised.
 - Stakeholder Engagement Plan
 - WG discussed usage of the calendar on website, plus WG will review current stakeholder engagement plan that has now been provided. Will be reviewed and updated following next meeting.

2023 OSFO Annual General Meeting
Wednesday April 19, 2023 1.00 – 4.00 pm
Sofitel Brisbane Central Hotel, Qld, Australia
St Germain Room

Agenda

1. Roll Call – Chet
2. Welcome to country
3. Acknowledge individuals who have passed away in the region involved with sport.
4. Official Opening OSFO Annual General Meeting – Kevan Gosper
 - Opening – Keynote Speaker – Adrine Monagi (PNG) Oceania Athletics Athlete
 - Election of President and two Executive Members
 - President’s report
 - Oceania Australia Foundation update – Helen McMurray
5. PGC presentation – Andrew Minogue on behalf of PGC President Vidhya Lakhan
6. Review of previous minutes – Chet Gray
 - OSFO Financial report – 2022
 - Secretary General report
7. Major Project Report – Edwina Ricci
 - Athlete Well Being and Resilience Program – Hope Leaders program
8. OSEP Sport Education Commission Report - Gill Gemming, Regan Kama
9. Team Up – Pacific Sports – Ben Howard and Andrew Lepani
10. Athletes Commission presentation - Ryan Pini
11. Oceania Regional Sport Federation Grant Program – Chet
12. OSFO Member Survey -
13. OSFO Strategic Plan 2022-2026 – Helen Smith and Working group leaders
14. General Business

2022 President's Report

What a highlight in 2022 to conduct our Annual Meeting face to face in Nadi as part of the ONOC Annual General Assembly. Whilst we had kept our members well informed despite the limitations of zoom connections, everyone benefitted from the networking opportunities this event provided. We also enjoyed the keynote address by Cheyenne Rova, a recipient of a Foundation scholarship in 2013, who gave a personal insight of her swimming preparations and competition at the Tokyo 2020ne Games.

The 2022 Merit Awards were presented to :

Ricardo Blas

– for his involvement and work with Oceania Handball and Oceania Judo, recognising as well the significant role he has as Secretary General of ONOC over many years.

Andrew Minogue

– for his significant contribution within the Pacific Games Council over many years

Bill Kerr

- for his service as an Oceania administrator for Touch in the region

Edwina Ricci

- for her highly valuable contribution as a co-opted Executive member to OSFO Special Projects

During 2022, negotiations with ONOC on an MOU to enable OSFO to distribute Solidarity funding to our sports in Oceania were finalised. This was as a result of a surplus of ONOC funds that accrued due to the impact of covid. Subsequently many of our sports applied and received grants for specific events targeted at increasing island athlete international competition, preparation for participation at the 2024 Paris Games and improving opportunities for coaching activities.

Positive feedback was received for the workshops conducted at last year's Assembly. The Strategic Planning forum, run by Helen Smith and Brooke Kneebush, gave the membership another opportunity to contribute thus ensuring the Plan reflects activities and targets to achieve the agreed objectives of OSFO. I extend my thanks to both Helen and Brooke for the significant contributions they continue to make in this area over the past twelve months.

The Flourish workshop with its interactive format delivered by Edwina Ricci was well received with all attendees given a "wellbeing toolkit", which encourages sports to develop a shared language so all participants – coaches, athletes and administrators, can become the "best version of themselves". Edwina has worked tirelessly in this area and OSFO continues to benefit from her wide experience in this field.

At the ANOC Annual General Assembly conducted in Seoul in October, we were delighted that Dr Robin Mitchell was confirmed as the President of ANOC. This was a great personal achievement for him and reflected highly on our region, the first Pacific Islander to reach this level.

The Executive Committee has been meeting regularly by zoom throughout the year and following discussions at last year's Assembly in Nadi it was agreed that the position of Vice President of OSFO should be formalised. I am delighted that Yvonne Mullins has accepted this role, as she brings her extensive knowledge of the region acquired over many years as a key sports administrator.

In closing I take the opportunity to thank Secretary General, Chet Gray, and all members of the Executive, including those co-opted, for their continued support and contributions that benefit our regional sports and their athletes.

Kevan Gosper AO

2022 OSFO Annual Assembly

Thursday May 5, 2022 3.00 – 7.00pm

Sheraton Fiji Resort, Denarau Island Nadi, Fiji plus Zoom Conference

Draft Minutes

1. Zoom Conference Guidelines

The meeting commenced with Chet Gray providing an outline on how this virtual meeting would be run. Attendees were advised to submit their attendance to the chatroom as well as any questions they may have, which would be advised to the Chair at intervals throughout the meeting for response.

At this time, the President also welcomed all those who had joined us at this second virtual OSFO Annual General Meeting.

It was announced that the meeting would be recorded.

The Secretary General advised that within the papers, the Sports Annual Reports for inclusion in the ONOC Annual Report were included. Sports were advised to urgently notify either Chet Gray or OSFO Administration and Communications Officer, Laura Macintosh, if any changes were required, as Inoke Bainimarama, ONOC Chief Communications Officer, would be finalising the report within a week.

2. Roll Call

Attendees: Kevan Gosper – OSFO Chairman, Chet Gray – OSFO Secretary General, Helen Smith – OSFO Executive Member & Oceania Fencing, Ryan Pini - OSFO Athlete Representative, Milton Bradley - OSFO Executive Member & Oceania Shooting, Brooke Kneebush - OSFO Executive Member & Oceania Gymnastics Union, Yvonne Mullins – OSFO Executive Member & Oceania Athletics Association, Edwina Ricci - OSFO Executive Member, Helen McMurray – Oceania Australia Foundation, Laura Macintosh - OSFO Administration and Communications Officer, Dr Robin Mitchell – ONOC President, Ricardo Blas – ONOC Secretary General & Oceania Handball, Andrew Minogue - Pacific Games Council CEO, Vidhya Lakhan – Pacific Games Council President, Andrew Lepani - TeamUp, Ben Howard – TeamUp, Gill Gemming - Oceania Hockey Federation & OSEP Commission, Graham Fredericks – Oceania Cycling, Amanda Jenkins – FIBA Oceania, Barry Griffiths - International Table Tennis Federation Oceania, Bob Steffy- WBSC Oceania, Bob Snow - Oceania Athletics Association, Regan Kama - Oceania Athletics Association & OSEP, Alice Stooke– Oceania Gymnastics Union, Susie Lepani – Oceania Gymnastic Union, Nadia Bleaken – Badminton Oceania, Julie Carrel - Badminton Oceania, Maree Burnett – Oceania Canoe Association, Talem Waqa - Oceania Rugby, , Makiroa Mitchell John - Oceania Handball Federation, George Fung - World Archery Oceania, Donna Spethman - FISU Oceania, Matthew Dunn - Oceania Swimming, Rob Gomm- ICC East Asia-Pacific (EAP), Inoke Bainimarama – ONOC Communications Officer, Helen Brownlee -ONOC Equity Comm, Anthony Moore – ITTF, John Kotsifas – World Taekwondo, Cyrille Maingy - Oceania Tennis Rhonda Togipau - Federation of International Touch, Wayne Shuster Oceania Rugby, Alifereti Cawanibuka – Fiji Shooting

Apologies: Neven Barbour - Oceania Squash, Oceania, Carol Kawaljenko - Oceania Squash, , Stuart Lee - Oceania Taekwondo, Wainikiti Bogidrau – Oceania Netball, , Michael Kassis - Oceania Karate, Nancy Miyake - Oceania Swimming, Laurent Cassier – WBSC Oceania, Patsy Vercoe - World Archery Oceania, Colby Au - World Taekwondo Oceania, Gareth Holmes - Asia Pacific Rugby League, Jeremy Edwards - Asia Pacific Rugby League, David Blanka - FITEQ, Adam Szabados - FITEQ, Bruce Cook - World Rugby Oceania, Martin Burrows - OSIC

3. Acknowledge individuals who have passed away in the region involved with sport

The OSFO Secretary General noted no acknowledgments of people who passed away were received prior to the assembly. Chet Gray asked for acknowledgments of individuals from the sporting Oceania region who passed away in the past 12 months, with the following ONOC personnel mentioned:

- Dennis Miller
- Hansi from the ONOC office

4. Official Opening OSFO Annual General Meeting – Kevan Gosper

Kevan Gosper formally opened the OSFO 2022 Annual General Assembly and introduced the keynote speech from Cheyenne Rova, Oceania Olympic Athlete and scholarship recipient from Fiji.

5. Opening – Keynote Speaker – Cheyenne Rova – Oceania Olympic Athlete (OLY)

Cheyenne Rova introduced herself and shared her story of overcoming challenges to train and compete for the Tokyo Olympics during the pandemic.

Kevan Gosper acknowledged Cheyenne's contribution to sport in the Oceania region as a swimming athlete and teacher and thanked her for attending the assembly.

Official Opening Continued

Kevan Gosper highlighted how well the Executive Board worked through the past 2-3 years, meeting at six weekly intervals, and their focus on strategic and operational planning for the future. He noted efforts to strengthen finances and support sport federations in Oceania to come back and hit the track running post-COVID.

Kevan acknowledged OSFO Executive Member Yvonne Mullins, and her efforts to build up the financial structure with Secretary General Chet Gray, a big step forward for the organization.

Kevan thanked Executive Members Helen Smith and Brooke Kneebush for their years of work on the OSFO Strategic and Operational Plan, and Edwina Ricci for her work on athlete wellbeing and support.

6. 2022 OSFO Merit Award announcements

Merit Awards were presented to the following people (all approved with no dissents):

Bill Ker (Federation of International Touch) – for his lengthy involvement with the game of Touch across Oceania and internationally, including serving on the World Cup Events Committee and the FIT Executive Board.

Ricardo Blas (ONOC) – for his work as Secretary General of the Oceania National Olympic Committee from 2009 onwards and his leadership of Guam handball, sport shooting, and taekwondo.

Andrew Minogue (Pacific Games Council) - for his efforts as project manager of Commonwealth Games and executive of Pacific Games Council, supporting preparation for Olympic and Commonwealth Games.

Edwina Ricci (OSFO) – for her contributions as OSFO Executive Member and work to build community and prioritise athlete wellbeing across Oceania.

7. President's Report

Kevan Gosper tabled the OSFO 2021 President's Report, which was also included in the ONOC Annual Report. The report was taken as read, highlighting the increased focus on athlete wellbeing and the development of a new grants program, funded by ONOC to support athlete development and performance in the region.

Moved to accept report: Yvonne Mullins

Seconded: Helen Smith

Motion carried.

8. PGC presentation – Andrew Minogue on behalf of PGC President Vidhya Lakhan

- PGC has been building relationships with OSFO since 2009, and OSFO has a seat on the PGC Sports Committee, a valued partner in developing a vibrant sports program for athletes.

- 11th Pacific Mini Games postponed from 2021, now to be held from 17-25 June 2022 in Northern Mariana Islands with nine sports (Athletics, Badminton, Baseball, Beach Volleyball, Golf, Tennis, Triathlon, Weightlifting)
- Detailed planning for Solomon Islands 2023 continues with the appointment of IF delegates, applications to use IF eligibility and creation of qualification pathways.
- 17th Pacific Games to be held in Honiara, Solomon Islands from 19 November – 2 December with 24 sports and venue completion in August 2023.
- Brisbane 2032 integration with ONOC and bidding for upcoming games, including 2031 Pacific Games, with the host to be selected in 2024.

9. Oceania Australia Foundation update – Helen McMurray

Helen McMurray acknowledged Oceania Australia Foundation success stories of Cheyenne Rova and Jordan Harris, who is now coaching at Iowa Lakes with three Oceania athletes in the program. These three athletes are 2020 scholarship recipients, deferred from when they couldn't send new athletes during COVID.

Helen noted nomination forms are open for scholarships and the foundation has applied for DGR (deductible gift recipient) status with the Australian Government, which offers tax relief for corporate organisations that donate and will help build funds to do more with programs.

The DGR application focused on the benefits of programs to build relationships in the region, a top priority for the Australian Government.

Kevan Gosper added that OSFO has received confirmation of continued financial backing from IC.

10. Administration – Secretary General – Chet Gray

Chet Gray took a moment to acknowledge guests Bob Steffy from Guam NOC, Ed Imo - President American Samoa Federation, Inoke Bainimarama - ONOC staff, and Helen Brownlee - Equity Commission Oceania and thanked them for their attendance.

• Review of previous minutes

Previous minutes – Chet noted the required addition of Geraldine Brown from Badminton Oceania who did attend and the spelling of Charles Cali (instead of Cadi).

Motion to approve the minutes from the previous OSFO Annual General Assembly held virtually in 2021:

Moved: Graham Fredricks

Seconded: Gill Gemming

Motion carried.

• OSFO Financial Report – 2021

Chet confirmed the receipt of an ONOC Administration Grant of \$50,000 USD for just over \$100,000 in the administration account. He also confirmed additional annual funds from ONOC to deliver the grants program, and the creation of a separate bank account with Commonwealth Bank to properly audit and acquit grants.

The Financial Report was tabled for approval.

Moved: Anthony Moore

Seconded: Amanda Jenkins

Motion carried.

• Secretary General's Report:

The Secretary General's report was tabled and Chet mentioned the following highlights:

15. Total membership of 28 regional sports federations and just over 50 people on Zoom conference in 2021, with 20 members here today face-to-face along with support personnel, a great result.
16. Executive met eight times last year, aiming for monthly meetings based on workshop outcomes, including new committees and working groups going forward.

17. Thank you to sports that submitted reports for the ONOC Annual Report, which is a great opportunity for international recognition.
18. Thank you to Andrew Minogue - Pacific Games Council CEO and Team up for hard work and partnership.
19. Substantial change where OSFO is given money to allocate funds to sport federations to meet needs for special programs, a huge move forward and a sign of ONOC's confidence in how our board functions.

The Chairman thanked Chet for his support.

That the Secretary General's report be approved:

Moved: Yvonne Mullins

Seconded: Talemo Waqa

Motion carried.

11. Major Project Report – Edwina Ricci

Edwina presented on the activities of the Athlete Wellbeing and Resilience Program; the HOPE Leaders Program (Head of Positive Engagement). Edwina outlined the "Building Whole of Sport Wellbeing" Report and four focus areas:

- Build the Wellbeing Foundations
- Strengthen Entourage Wellbeing Literacy
- Promote Wellbeing Literacy for Athletes
- Reflect on Data for Continuous Improvement

12. OSEP Sport Education Commission Report - Gill Gemming, Regan Kama

- Education Commission was established in 2019 as an advisory role for the delivery of ONOC's Oceania Sport Education Programme.
- 2021-24 OSEP Strategic Plan has been adopted and the budget ratified.
- OSEP Strategy Projects - Commission members and staff assigned to working groups to spread the load and expertise but to also ensure objectives are achieved. These groups include sport qualifications, workforce development, financial framework, learning management system, alignment to ONOC strategy, course coordination & compliance.
- 2021 highlights – signed a 4-year MOU with South Pacific Community for acceptance of OSEP qualifications, an online learning platform is being developed.
- Acknowledged Sainimili Saukuru who came up with OSEP as ONOC's flagship program for education, focusing on sport volunteers in the Pacific to increase opportunity and connection.
- Wellbeing components will be integrated into OSEP courses.

13. Team Up – Pacific Sports – Ben Howard (not there) and Andrew Lepani

Andrew reinforced the Australian Government's Sport Development Program as a very significant partner with OSFO in the region and discussed DFAT areas of support under sports diplomacy. Key highlights included:

- Team Up has 30 partnerships with 62 partners representing 13 sports in 6 Pacific countries - Fiji, Nauru, Papua New Guinea, Samoa, Tonga and Vanuatu and an average investment of \$6 million USD into the region. 8 OSFO members are currently involved.
- Numbers reflective from January to June 2021 (six-month progress report): 66,399 Team Up program participants, 43% girls/women, 1,006 coaches trained to deliver quality sport for development programs, 344 individuals delivering Team Up programs.

- Additional support initiatives such as International Platform on Sport and Development, Raising Pacific Voices, Women in News and Sport (WINS) program run by ABC Australia, Dubai World Expo, International Working Group World Conference on Women & Sport (November 2022), and PacificAus Sports.
- Positive indications of contract extension, to be confirmed, Government remains supportive of Pacific Pathway to 2032.

14. Athletes Commission presentation ‘The Athletes Panel’ - Ryan Pini

Ryan thanked Cheyenne for sharing her real-world experience and reflected on the 2032 workshop and what the next 10 years could bring to sport in the Pacific. Ryan emphasized the importance of athlete wellbeing and welfare, and that in the next decade, we need to see success of athletes as more than just a medal or accomplishment. He reflected on Oceania representation within sporting communities around the world and ongoing athlete engagement with ONOC and the Pacific Games Council, with increased initiatives for athlete wellbeing at upcoming events.

15. Oceania Regional Sport Federation Grant Program

Secretary General Chet Gray introduced the new Oceania Regional Sport Federation Grant Program as the most exciting development in OSFO’s 17-year history. He reinforced that OSFO is only as strong as its membership, why is why launching the new grants program with funding from ONOC is so valuable.

ONOC is providing \$250,000 USD to be distributed amongst regional sports federations and organisations in the first round of funding, with several requirements: the member must be in good standing with OSFO and international federation, and it must be an Olympic sport.

Chet provided an overview of the grant program and application process, including the Grants Review Panel and activity requirements. Members were encouraged to review the provided materials and seek clarity on any questions, with a quick 21-day turnaround application period to ensure initial funding can be allocated in 2022.

Chet reiterated the importance of demonstrating how grants will improve athlete performance, as the program is about improving the standard and quality of sport in the Pacific region.

16. OSFO Strategic Plan 2022-2026 – Helen Smith and Brooke Kneebush

The development of a new OSFO Strategic & Operational Plan for 2022-2026 was reviewed, with an updated vision, mission, values, and pillars.

OSFO seeks recommendations from working groups on valuable input for high performance/athlete development, communications and promotions, governance and leadership, sponsorship and funding, education and wellbeing.

17. OSFO Constitutional Amendments – Yvonne Mullins

Yvonne previewed several constitutional amendments recommended by the Executive to be put forth at the next assembly.

- Executive gender requirements in the constitution (% of members must be female/male) and the process for nominating and electing members to ensure ratios are met.
- Pacific Island representation requirements (% of membership)

Yvonne also touched on the bimonthly workshops for regional sports and the recommended representatives for the Grants Committee (representatives from ONOC, Pacific Games Council, and Oceania Australia Foundation).

18. Equity Commission Oceania (ECO) Update - Helen Brownlee

Kevan Gosper welcomed Helen Brownlee to give an update on the Equity Commission Oceania

(ECO), noting it was not listed in the agenda.

Helen reminded attendees of the IWG Women & Sport World Conference in Auckland, New Zealand from 14-17 November 2022 and the registration process. Helen discussed the IOC's focus on improving the number of women in high performance coaching and technical officials, noting an Olympic Survey that there was 3% of Tokyo coaches and 15% of technical officials were women. Helen acknowledged the time it takes to develop community coaches and technical officials into high performance coaches and officials at the international level.

19. General Business

Chairman Kevan Gosper called for general business, and with no matters raised, marked the meeting closed.

Kevan thanked Cheyenne Rova for being a special guest and Chet Gray and the OSFO Executive Committee for their contributions and hard work, noting the new grants program in particular.

2022 OSFO Financial Report

ORGANISATION OF SPORTS FEDERATIONS OF OCEANIA

**FINANCIAL STATEMENTS
FOR THE YEAR ENDED
31 DECEMBER 202**

ORGANISATION OF SPORTS FEDERATIONS OF OCEANIA

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7	Independent Audit Report

ORGANISATION OF SPORTS FEDERATIONS OF OCEANIA

COMMITTEE'S REPORT

Your committee members submit the financial report of Organisation of Sports Federations of Oceania (the Association) for the financial year ended 31 December 2022.

Committee Members

The names of committee members throughout the year and at the date of this report are: Kevan

Gosper - President,
Yvonne Mullins - VP
Chet Gray - Sec. General, Executive Committee:
Helen Smith Brooke
Kneebrush Milton
Bradley
Ryan Pini - Athletes representative
Edwina Ricci - Special Projects Helen
McMurray - OAF

Principal Activities

The principal activity of the Association during the financial year was to promote sports in the Pacific.

Significant Changes

No significant change in the nature of Association's activities occurred during the year.

Operating Result

The net deficit for the 2022 financial year amounted to \$18,714 (2021: net surplus of \$52,402).

Signed in accordance with a resolution of the members of the committee.



Chet Gray
OSFO Secretary General

Dated this 8th day of April 2023

ORGANISATION OF SPORTS FEDERATIONS OF OCEANIA

**STATEMENT OF INCOME AND EXPENDITURE FOR
THE YEAR ENDED 31 DECEMBER 2022**

	2022 \$	2021 \$
INCOME		
Membership Fees	13,200	10,800
ONOC Funding	-	66,329
	<u>13,200</u>	<u>77,129</u>
EXPENDITURE		
Administration Support	4,510	11,851
Honorarium Payment	7,000	-
Communications	9,451	9,791
Meeting Expenses	8,372	-
Bad Debts	-	1,600
Website Costs	2,222	1,307
Licences and Permits	59	58
Software Expenses	-	-
Dues and Subscriptions	-	120
	<u>31,614</u>	<u>24,727</u>
NET SURPLUS/(DEFICIT) AT THE END OF THE FINANCIAL YEAR	<u>(18,414)</u>	<u>52,402</u>

The accompanying notes form part of these financial statements.

ORGANISATION OF SPORTS FEDERATIONS OF OCEANIA

**STATEMENT OF FINANCIAL POSITION
AS AT 31 DECEMBER 2022**

	Note	2022 \$	2021 \$
CURRENT ASSETS			
Cash at Bank	2	165,184	101,543
Account Receivable		3,630	-
		<u>168,814</u>	<u>101,543</u>
TOTAL ASSETS		<u>168,814</u>	<u>101,543</u>
CURRENT LIABILITIES			
Grants Payable		85,685	-
		<u>85,685</u>	<u>-</u>
TOTAL LIABILITIES		<u>85,685</u>	<u>-</u>
NET ASSETS		<u>83,129</u>	<u>101,543</u>
EQUITY			
Retained Surplus	3	101,543	49,141
Current Year Surplus/(Deficit)	3	(18,414)	52,402
TOTAL EQUITY	3	<u>83,129</u>	<u>101,543</u>

The accompanying notes form part of these financial statements.

**ORGANISATION OF SPORTS FEDERATIONS OF OCEANIA
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2022**

NOTE 1: STATEMENT OF SIGNIFICANT ACCOUNTING POLICIES

Basis of Preparation

The financial statements are special purpose financial statements prepared in order to satisfy the financial reporting requirements of the Associations Incorporation Act 1981 (QLD). The committee has determined that the association is not a reporting entity.

The financial statements have been prepared on accrual basis and are based on historical costs unless otherwise stated in the notes. The following significant accounting policies, which are consistent with the previous period unless stated otherwise, have been adopted in the preparation of these financial statements.

(a) *Income Tax*

No provision for income tax has been raised as the association is exempt from income tax under Division 50 of the Income Tax Assessment Act 1997.

(b) *Cash and Cash Equivalents*

Cash and cash equivalents include cash on hand, deposits held at call with banks, and other short term highly liquid investments with original maturities of three months or less.

(c) *Revenue*

Revenue is measured at fair value of the consideration received or receivable after taking in to account any trade discounts and volume rebates allowed. For this purpose, deferred consideration is not discounted to present value when recognising revenue.

Interest revenue is recognised using the effective interest rate method, which for floating rate financial assets is the rate inherent in the instrument.

Grant and donation income is recognised when the entity obtains control over the funds, which is generally at the time of receipt. If conditions are attached to the grant which must be satisfied before it is eligible to receive the contribution, the recognition of the grant as revenue will be deferred until those conditions are satisfied.

(d) *Accounts Payable and Other Payables*

Accounts payable and other payables represent the liability outstanding at the end of the reporting period for goods and services received by the association during the reporting period that remain unpaid. The balance is recognised as a current liability with the amounts normally paid within 30 days of recognition of the liability.

**ORGANISATION OF SPORTS FEDERATIONS OF OCEANIA
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2022**

		2022	2022
2	CASH		
	Commonwealth Bank	165,184	101,543
		165,184	101,543
3	RETAINED SURPLUS		
	Retained surplus at the beginning of the financial year	101,543	49,141
	Net surplus/ (deficit) for the year	(18,414)	52,402
	Retained surplus at the end of the financial year	83,129	101,543

**ORGANISATION OF SPORTS FEDERATIONS OF OCEANIA
STATEMENT BY MEMBERS OF THE COMMITTEE**

The committee has determined that the association is not a reporting entity and that this special purpose financial report should be prepared in accordance with accounting policies outlined in note 1 to the financial statements.

In the opinion of the committee the financial report;

1. Presents a true and fair view of the financial position of Organisation of Sports Federations of Oceania as at 31 December 2022 and its performance for the year ended on that date.
2. At the date of this statement, there are reasonable grounds to believe that Organisation of Sports Federations of Oceania will be able to pay its debts as and when they fall due.

This statement is made in accordance with a resolution of the Committee and is signed for and on behalf of the Committee by:



Chet Gray
OSFO Secretary General

Dated this 8th day of April 2023

**INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF
ORGANISATION OF SPORTS FEDERATIONS OF OCEANIA****Report on the Audit of the Financial Report****Opinion**

We have audited the financial report of Organisation of Sports Federations of Oceania (the Association), which comprises the statement of financial position as at 31 December 2022, related income and expenditure statement and notes comprising a summary of significant accounting policies and other explanatory information, and the certification by members of the Committee on the annual statements giving a true and fair view of the financial position and performance of the Association.

In our opinion, the accompanying financial report gives a true and fair view of, the financial position of the Association as at 31 December 2022 and of its financial performance for the year then ended in accordance with the accounting policies described in Note 1 to the financial statements and the requirements of the *Associations Incorporation Act 1981* (QLD).

Basis for Opinion

We conducted our audit in accordance with Australian Auditing Standards. Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Report section of our report. We are independent of the Association in accordance with the ethical requirements of the Accounting Professional and Ethical Standards Board's APES 110: Code of Ethics for Professional Accountants (the Code) that are relevant to our audit of the financial report in Australia. We have also fulfilled our other ethical responsibilities in accordance with the Code.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Emphasis of Matter – Basis of Accounting

We draw attention to Note 1 to the financial report, which describes the basis of accounting. The financial report has been prepared to assist the Association to meet the requirements of *Associations Incorporation Act 1981* (QLD). As a result, the financial report may not be suitable for another purpose. Our opinion is not modified in respect of this matter.

Responsibilities of the Committee for the Financial Report

The Committee is responsible for the preparation and fair presentation of the financial report in accordance with the financial reporting requirements of the *Associations Incorporation Act 1981* (QLD) and for such internal control as the Committee determines is necessary to enable the preparation and fair presentation of a financial report that is free from material misstatement, whether due to fraud or error.

In preparing the financial report, the Committee is responsible for assessing the Association's ability to continue as a going concern, disclosing, as applicable, matters relating to going concern and using the going concern basis of accounting unless the Committee either intends to liquidate the Association or to cease operations, or has no realistic alternative but to do so.



Auditor's Responsibilities for the Audit of the Financial Report

Our objectives are to obtain reasonable assurance about whether the financial report as a whole is free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with the Australian Auditing Standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of this financial report.

As part of an audit in accordance with the Australian Auditing Standards, we exercise professional judgement and maintain professional scepticism throughout the audit. Further information about our responsibilities can be found at <http://www.auasb.gov.au/Home.aspx>.

We communicate with the Committee regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

JTP Assurance
Chartered Accountants

CHRIS DENTON
Partner

Signed at Melbourne this 12th day of April 2023



OSFO Secretary General Report

Highlights of this past year were that sports in the region were able to start to return to competition and participation after COVID. OSFO conducted a joint face to face and video conference AGM in Nadi, Fiji where we launched the Regional Sport Federation grant program with the support of ONOC.

We conducted a full reviewed and presented the updated OSFO Strategic and Operational Plan to the members for their input and comments.

Five working groups were established as permanent standing groups during the OSFO AGM in 2022. The five groups are High Performance and Athlete Development, Governance and leadership, Communication and Promotions, Education and Wellbeing, Sponsorship and Funding.

We once again achieved some significant initiatives within the communication and members engagement areas.

Our collaboration and relationship with Team Up, the Pacific Sports Partnerships (PSP) program in the Oceania Region, ONOC and Pacific Games Council continued to develop and grow in 2022.

OSFO MEMBERSHIP

In 2022 our total membership included 25 regional sports federations and organisations. The following International/ regional sports confederation have registered with OSFO over the past twelve months: FIBA Oceania, WBSC Oceania, Oceania Athletics Association, Oceania Badminton, Oceania Archery, Oceania Fencing, Oceania Hockey Federation, Oceania Swimming Association, Oceania Tennis Federation, Oceania World Rugby, Oceania Shooting, Oceania Table Tennis, Oceania Cycling, Oceania Touch, Oceania Handball, Oceania Gymnastic Union, Oceania Teqball, FISU Oceania, International Cricket Council, Oceania Judo Federation, Oceania Karata Association, Oceania Squash Federation, Oceania Canoe, Oceania Taekwondo, Federation International Motorsport (Provisional member).

FINANICAL ACCOUNTS

A financial statement of the OSFO accounts for 2022 has been completed and sent to all OSFO Executive members for their review and approval. Further information will be reported to members at the OSFO Assembly later this year.

As of December 31st, 2022 the OSFO bank balance was retained earnings of (\$103,143.49) plus net income (\$ -18,414.85), total liability and equity (\$170,414.07). Our bank balance as of December 31st, 2022, was \$170,414.07 AUD. We did not receive our annual administrative support funding from ONOC in December this year.

OSFO membership fee of \$400 AUS were required by all members in 2022. A total income of \$10,000 was received through membership fees in 2022.

OSFO EXECUTIVE COMMITTEE

In 2022 the OSFO Executive committee conducted ten video teleconferences and one face to face meets to review and discuss mainly the OSFO Strategic and Ops plans, financial aspects of the organisation, the impact of COVID -19 with athletes and sporting competition, the Regional Sport grant program, athlete well-being initiatives, the reappointment of the Administration and Communication coordinator and preparation for the online OSFO AGM and face to face AGM in May. We have continued to include a summary of each Executive teleconference meeting on our website for our members review and information.

Over the course of the past year the Executive members have reviewed and actioned many items related to achieving OSFO's operational objectives. For example, the Executive members have been involved in Sponsorship and Funding area with identifying other revenue sources for the purpose of improving our financial sustainability. The President has negotiated with ONOC this past year to secure the Regional Sports Federation grant support funding for our members.

Within the Communication and Promotions area we continued to promote the valuable role of OSFO on behalf of members by strengthening relationships and partnerships in Oceania. With Stakeholder engagement we have continued to communicate with members regarding various matters, such as the annual meeting by video conferencing and strategic and operational plans. In Governance & Leadership we have prepared annual reports (including audited financial reports) for 2022 Annual Meeting & ONOC Report, we have continued to deliver our quarterly OSFO newsletter and updated our website and social media content and interaction with our members.

The Executive committee has been involved with ONOC regional activities, OSEP and PGC in identifying areas where OSFO could be more involved as a service provider.

ANNUAL REPORT

OSFO was again invited to combine with ONOC to produce one annual report publication which includes a section for OSFO Executive and its member's annual regional sports activity reports for 2022. This joint opportunity with our annual publications enables us to demonstrate the collaboration and engagement between OSFO and ONOC as well as providing economic benefits of producing one publication. We are grateful to ONOC for this opportunity.

PACIFIC GAMES COUNCIL (PGC)

Yvonne Mullins, Ryan Pini and Milton Bradley have continued to represent OSFO on the Pacific Games Council's Sport Committee. Through Yvonne and Milt's role on the PGC Sport committee and Ryan as the Athlete's representative we have continued to foster and develop our partnership with the Pacific Games council this past year.

GENERAL ADMINISTRATION

Gill Gemming and Regan Kama both continue to represent OSFO and its members on the ONOC Education Commission with assisting with curriculum development and engagement of OSEP educational materials.

We have produced quarterly newsletters with input from our members which made up most of the content to engage more often with our members and partners. Our social media platform allows us the opportunity to communicate more frequently and with our new OSFO website we are able to provide administration and governance support to our members.

We will continue to update the directory and keep providing information through the communication network within the Oceania region.

I would like to thank Kevan, Edwina, Yvonne, Brooke, Ryan, Milton, Helen Smith, Helen McMurray, Laura Macintosh and OSFO members for their ongoing support.

Chet Gray
OSFO Secretary General



Major Projects Report 2022

We continue to champion the importance of wellbeing as a foundational condition for high performance in individuals, teams and organisations. As we emerge from the pandemic the need for wellbeing education at all levels of competition is evident and we continue to seek new ways to support our athletes, coaches, officials and administrators.

Wellbeing Education at Oceania Championships

This year we took our education to where our sporting competition was held and conducted wellbeing workshops at two Oceania Championships, Athletics and Table Tennis.

The first series of workshops was at the Oceania Athletics championships in Mackay in June. Separate daily workshops were run for coaches/administrators, athletes and officials and a tent was set up for drop in and wellbeing coaching sessions.

In the workshops each participant received a 'wellbeing toolkit' (200 were distributed) which taught how to create a shared language of wellbeing that enables every individual within the sport to be the best version of themselves individually and collectively. Whether team manager, coach, technical official, administrator or athlete, there is a need to develop wellbeing at the ME level and recognise that as we interact with one another it builds psychological safety and wellbeing at a WE and US levels.

Our 'Queen of Tonga', Valerie Adams, five-time Olympian and dual Gold Medallist co-delivered the sessions and spoke of her journey as an athlete. She encouraged participants to think about who is on their "bus" and whether those people are enabling the bus to move forward. Val also urged athletes to enjoy what they do and to take responsibility for their motivation and performances on the field.

A big thanks to Regan Kama from the Oceania Athletics team for her vision, drive and support in making these sessions a highlight of the week for many. (see images provided)

The second was a series run for the athletes and coaches as part of the Oceania table tennis training camp held prior to the Oceania Table Tennis Championships in September at Eastland Shopping Centre in Melbourne. The "wellbeing toolkit" sessions were run again but this time they were co-delivered with Russell Lavale, Australia's most decorated men's table tennis player and current coach of many up-and-coming young athletes. Russell shared his own journey with mental health and provided the relevant context for these aspiring players who hung off every word. (see images provided)

What was highlighted at all of these workshops was the importance of the contextual sport champion to translate the wellbeing messages for the athletes and coaches within their sport. This worked really well with Valerie in athletics and Russell in table tennis and we now seek current or retired athletes from all our sports to be trained as HOPE leaders and support bringing wellbeing literacy across the region. We are grateful to both Val and Russell for sharing their journeys and hope to continue to use them as we gather a regional wellbeing team together.

Looking to the future

As we look towards another home Olympics in Brisbane in 2032 we will be continuing to expand our wellbeing education and resilience as a pillar of the overall developmental vision and we look forward to working in collaboration with sports, NOCs and experts in fields such as talent identification, high performance and wellbeing/resilience science.

Our vision for sport in Oceania continues to be for individuals, teams, sports and communities to flourish

Our mission is to improve wellbeing and resilience by:

- Adopting a common language for developing wellbeing agency across sport in Oceania
- Improving the capabilities, conditions and connections that enable individuals to be the best version of themselves individually and collectively.
- Identifying needs, implementing priorities and measuring impact
- Supporting individuals, teams and sports to feel good and function effectively despite struggles and create positive impact in the world.

Athlete wellbeing and performance:

The absence of wellbeing and presence of mental illness can profoundly impact the performance outcomes for athletes. Athlete wellbeing, by contrast, is synergistic with athlete performance, with wellbeing both facilitating and predicting improved performance. When athletes feel good, have their psychological and social needs met, and are situated in environments that promote a nurturing wellbeing culture, they will be more motivated to train, function better as an athlete, and perform at their potential best.

Coach, Official and Administrator wellbeing

Coaches, Officials and Administrators have considerable influence over an athlete's sporting experience, including an athlete's wellbeing. Yet sport leaders, officials and coaches can experience high levels of burnout, stress and emotional labour. The wellbeing of coaches and all staff working in sport needs to be a priority, with research suggesting that fostering wellbeing through the workplace can influence both individual employee wellbeing and organisational outcomes whilst simultaneously positively impacting athletes.

Our approach to building wellbeing in sport is:

- **Values-based:** wellbeing exists when a group of people live out a set of values that are founded on respect for human dignity and the common good.
- **Relational:** wellbeing is grounded and optimised through interpersonal relationships and not purely from individual skill development
- **Whole Sport:** wellbeing occurs within the individual, between groups of people (such as team), and the sport as a collective that include families and the wider community.
- **Customisable:** wellbeing endeavours are tailored to the needs, aspirations and opportunities experienced by individuals, groups and communities. It is up to each of these to envision a wellbeing journey that suits their circumstances, priorities, and resources.
- **Inclusive:** wellbeing approaches are developmentally appropriate, trauma-informed and culturally safe, meeting the social, emotional and behavioural needs of all.
- **Data-informed:** Wellbeing measurement informs baseline data, guides evidence-based interventions and processes, and demonstrates progress and impact.
- **Multi-tiered:** Wellbeing is developed through a multi-tiered support system with responses designed along a continuum of promotion, prevention and early intervention

The Wellbeing and Education working group will be responsible for the following:

Focus Area 1 – Building foundational support and planning

Create awareness, commitment, and ownership by building foundational knowledge amongst sport leaders, developing a shared vision, and engaging in collaborative planning.

Focus Area 2 – Strengthen coach, official and administrator wellbeing and resilience

Develop capabilities and capacity for cultivating wellbeing agency, and cultural competence; modelling wellbeing and resilience; and building collaborative and trusting working relationships.

Focus Area 3 – Promote wellbeing and resilience for athletes

Coordinate evidence-based programs and practices to create a welcoming climate and culture and provide opportunities for athletes to develop their wellbeing and resilience agency throughout their training, competition and beyond their sporting commitments

Focus Area 4 – Reflect on data for continuous improvement

Collect, analyse, and use implementation and outcome data to make decisions about wellbeing and resilience priorities.

Some specific tasks may include:

- Developing Best Practice Case Studies and documentation
- Identification & Development of Metrics for measuring wellbeing and resilience
- Data collection and evaluation of impact
- Development of the HOPE Network (Heads of Positive Engagement)
 - HOPE leader role and position description
 - Professional Development
 - Community of Practice
- Implementation of a whole of sport Appreciate Inquiry to discover, dream and design priorities and needs.
- Capacity Building for 2032 & beyond in athletes, coaches, officials and administrators
- Parent Education and Engagement
- Other priorities as determined by codesign processes within and between sports.

We continue to explore best practice research in wellbeing and look forward to presenting some latest research and frameworks in our workshop at the 2023 assembly in Brisbane.

Edwina Ricci

OSFO Special Projects Report 2022



ONOC Education Commission Report 2022



The Commission Members:

1. James Tobin (Chairman)	ONOC Executive Board
2. Laura Mangham	NOC
3. Makarita Lenoa	NOC
4. Jeremy Dorovolomo	Training Provider
5. Helen Brownlee	OSFO Representative (Canoeing)
6. Gill Gemming	OSFO Representative (Hockey)
7. Regan Kama	OSFO Representative (Athletics)
8. Andrew Lepani	Partner (Team UP)
9. Manaini Rokovunisei	Partner (PIFS)
10. Anolyn Lulu	ONOC Athletes Commission Representative

“OSEP exists to empower, inspire, and revolutionize the Pacific workforce by collaborating with leaders to improve diversity and customise sport qualifications.”

The ONOC Education Commission nominated Sainimili Saukuru to receive the ONOC Merit Award. This award was presented to Sainimili by IOC President Bach at the ONOC General Assembly in April 2022 in Nadi. Sainimili has been instrumental in the development of the community-based Oceania Sport Education Programme (OSEP) which she led and coordinated from 2007 to December 2021.

Sainimili contributed to creating and sustaining a community-based programme, recognised as ONOC’s flagship programme. Her work has contributed to the professionalising of graduates of the OSEP course and will also contribute to strengthening the Pacific Island sporting industry.

OSEP underwent an independent external evaluation in 2020 and in 2022 the 51 recommendations were and continue to be implemented in the form of 7 projects. The 7 OSEP projects are:

- Project #1: Sport Qualifications;
- Project #2: Workforce Development;
- Project #3: Financial Framework;
- Project #4: Learning Management System;
- Project #5: NOC Strategy Alignment;
- Project #6: Course Coordination & Compliance; and
- Project #7: Administration & Reporting.

Highlights for 2022 include:

Project #1 - Development of ONOC Micro-Qualifications

Presently, OSEP courses are recognised only within the Olympic Movement, i.e., by the IOC, the NOCs and the International, Regional and National Sports Federations. In 2021, ONOC signed an MOU with The Pacific Community (SPC) to develop micro-qualifications and full qualifications that are recognised regionally and nationally. The current MOU between ONOC and SPC will end in 2024.

ONOC established the ONOC Sport Industry Advisory Committee (IAC), a group that would work on the actual development of micro-qualifications and full qualifications. Last year, with the guidance SPC’s Educational Quality and Assessment Programme (EQAP) Team Leader,

Rajendra Prasad, the IAC developed 2 batches of three Micro Qualifications that were approved and endorsed by stakeholders from the region. The 6 micro-qualifications were from the current OSEP streams of Sport Management, Technical Coaching and Strength & Conditioning as follows:

Batch 1 (March to June)

1. Sport Management: “*Enhance Governance Practices in a Sports Organisation*”;
2. Technical Coaching: “*Demonstrate Sports Coaching Systems in accordance with Athlete Development Pathways*”; and
3. Strength & Conditioning: “*Enhance Athletic Performance through Strength & Conditioning*”.

Batch 2 (July to October)

1. Strength & Conditioning: “*Develop a periodised nutrition plan for optimal athletic performance.*”;
2. Sport Management: “*Manage Sport Organisations effectively.*”; and
3. Sport Management: “*Enhance Governance Practices in a Sports Organisation*”.

OSFO Representative Regan Kama, as a member of the IAC, helped develop the Sport Management micro-qualifications in both batches 1 and 2.

ONOC has submitted its application for the 6 micro-qualifications with SPC and hopes to launch these in Quarter 1 of next year.

Project #2: Workforce Development

In alignment with the OSEP Strategy and implementation project for workforce development, 2022 saw many trainer refresher courses conducted virtually and face-to-face. Project #2 remains OSEP’s core business, as it values its greatest assets, its Trainers.

The face-to-face sessions continue to be more successful when recruiting and retaining highly committed trainers. OSEP plans to complete the remainder of the Refresher courses in Quarter 1 of 2023, and to begin with trainings on new courses, as requested by NOCs.

Project #4: Learning Management System (LMS)

ONOC engaged the University of the South Pacific (USP) last year to work on its very own Learning Management System. The LMS is scheduled to be launched in the first quarter of 2023 and will be piloted with selected NOCs offering its 2 OSEP Community Courses of Sports In Communities Administrator or SiC and Community Coach & Official Coach (CC&O).



OSEP recognises through the ONOC Equity Commission, that OSEP generic courses be used to create pathways for future involvement and accreditation of women.

The OSEP curriculum will continue to be reviewed to include gender, disability, inclusion and safeguarding modules.

The Commission acknowledges the tremendous work put in by the Chief Sport Education Officer (Acting), Meli Cavu, and his regional OSEP team, which consists of OSEP Quality Assurance Coordinator, Varanise Karisitiana, OSEP Zone 1 Coordinator, Jubilee Kuartei, and OSEP Administrator Officer, Ana Finau Ah Yuk, as well as all the NOC Sport Education Officers.

Gill Gemming - OSFO Representative

Regan Kama - OSFO Representative



Pacific Games Sports Committee Report

The PGC Sports Committee held two on-line meetings in March and November in 2022. The purpose of these meetings was to initiate required amendments to the PGC Charter for the Solomon Islands 2023 Pacific Games and to examine the program for Youth Athletes at the next edition of the Pacific Mini Games in Palau in 2025. For the 2023 Games, the Sports Committee endorsed the following:

- * refinement of the athlete eligibility protests system to provide an additional 5 days for PGAs to lodge challenges up to 15 days after the close of entries
- * Boxing being a Paris 2024 Olympic qualification event for NOCs in the Olympic weight categories while Pacific Games medals would only be awarded in the non-Olympic categories
- * increased numbers in Va'a from 28 to 32 athletes per country to accommodate Kayak athletes
- * the separation of Men's Windsurfing into lightweight and heavyweight events
- * changed the Athletics 400 metres wheelchair race to 100 metres

The PGC Sports Committee will continue to monitor requests from Sports and to take into consideration any matters that need referring to the Pacific Games Council.

OSFO takes this opportunity to thank President, Vidhya Lakhan and Executive Director, Andrew Minogue for their continued commitment to producing international events in the Oceania Area.

OSFO Athletes Representative Report

2022 provided an opportunity for OSFO to bring its HOPE Leaders program to the Pacific Mini Games in the Northern Marianas. With special thanks to Regan from Oceania Athletics, we were able to bring a group of athletes together to start the conversation around athlete well-being. Each participant were provided with a well-being toolkit to keep. This provided a great opportunity to engage with athletes and the athlete entourage at this level of competition. A survey conducted at the Pacific Mini Games asking athletes if they would like to know more about well-being and mental health indicated that 71% were in favour to have more information on this issue. Given this feedback we can see this is not only an important topic for games time, but well-being must be a continued investment and to be a standing importance to athletes at all levels of an

athletes career.

I continue engagement with the ONOC Athletes Commission and the Pacific Games Council, advocating for the Athletes Right and Responsibilities Declaration and sport integrity in our region.

Ryan Pini – OSFO Athletes Representative

OSFO Strategic Planning Update

After the OSFO General Assembly held in Nadi in 2022, a Strategic Planning Workshop was held which reviewed the OSFO Strategic & Operational Plans and proposed the establishment of working groups to assist with the achievement of the stated objectives. During the workshop, groups of interested participants met to begin reviewing sections of the Operational Plan.

Five working groups have since been established as permanent standing groups:

1. High Performance and Athlete Development
2. Governance and leadership
3. Communication and Promotions
4. Education and Wellbeing
5. Sponsorship and Funding.

The working groups, made up of volunteers from across the region with diverse expertise and experience, are working collaboratively to develop initiatives and associated activities to support OSFO in its mission: To lead, sustain, develop and advocate an enabling environment that assists our members to enhance the role of sport.

The working groups established terms of reference and developed work plans which were approved by OSFO. They also reviewed the OSFO member survey to ensure that the data collected underpins achievement of the objectives of OSFO's four pillars – Advocacy, Stakeholder Engagement, Governance and Leadership, Capacity and Sustainability. The new survey will be distributed in March 2023.

The working groups are expected to meet online at least four times per year and report to the OSFO Executive using a common template. All reports and minutes are available to the working group members and OSFO Executive on a shared drive.

OSFO Administration and Communications Report

Laura Macintosh continued in the role of OSFO Communications and Administration Coordinator throughout 2022, and it was great to see activities both for OSFO and our member organisations begin to return to a pre-COVID 'normal'.

Content coming in from members to be shared across OSFO's various digital platforms detailed countless in-person meetings, workshops and tournaments starting up again across the region, whilst the OSFO membership also had their first opportunity to meet in person since the pandemic began, at the 2022 Annual General Assembly, held in Nadi, Fiji.

In terms of communications activities and other administration tasks undertaken throughout 2022, as well as consolidating the activities introduced before COVID, some new tasks were also introduced.

The following key communications activities and administration tasks were undertaken in 2022:

- Continuous and regular updates of OSFO social media channels (Facebook and Twitter) detailing content that included but was not limited to; industry news (both within the region and globally), key competition results, employment and professional development opportunities.
- Regular production of the quarterly OSFO newsletter, with significant interest from members to include content generally exceeding expectations each month.
- Regular updates of OSFO website with member stories from across the region.
- Regular communication with OSFO membership base (outside of content collection) sharing necessary information from both within OSFO, fellow member organisations and other key stakeholders.
- Assistance with the staging of the 2022 OSFO Annual General Assembly, which was held in a hybrid method both in person in and via Zoom.
- Assistance with the logistics of the formation of the new OSFO Working Groups, including contributing to the Communications and Promotion Group.
- Assistance with the administration of the new ONOC-OSFO-managed Oceania Regional Sports Federations grants program.

As the world continues to adjust to one where we are 'living with COVID', the plan is for the above activities to continue to grow throughout 2023, particularly with the contributions that the Working Groups can make towards developing the strategy for the future direction of OSFO.

Laura Macintosh – OSFO Administration and Communications Coordinator



MATTER FOR ONOC EXECUTIVE BOARD

INFORMATION

COMMISSION: Organisation of Sports Federations of Oceania (OSFO)

SUBJECT: ONOC/OSFO Region Sport Federation Grant Program – Interim report

Prepared by: Chet Gray, OSFO Secretary General

The purpose of this interim report is to provide an information pertaining to the Regional Sports Federations grant funding program which is a joint venture agreement between ONOC and OSFO for 2022/23.

In late 2021 OSFO was approach by ONOC to consider the opportunity of providing management and administration support to establish a Regional Sport Federation grants program which ONOC would financially support through a surplus of unused solidarity funds due to the COVID pandemic in the region.

- In May 2022 OSFO presented to ONOC and all the members the ONOC/OSFO Regional Sport Federations grant program. The first draft of the ONOC/OSFO MOU for the regional grant funding program was developed and presented to the ONOC as well for their view and feedback. The primary objective of the regional grant program was to support the athletes within their performance pathway to ultimately achieve their best results for the Oceania region in the coming years. To be eligible for the grants program you need to be a recognized Olympic sport, member of OSFO and a regional sport federation in good standing with your international federation.

- In June OSFO sent out regional sport federation's funding grant applications and allowed for a twenty-one day turnaround of funding applications. By the end of June, OSFO had received thirteen funding applications for the initial grant funding program.

Applications were received from FIBA Oceania, Oceania Table Tennis, Oceania Tennis, Oceania Archery, Oceania Badminton, Oceania Cycling, Oceania Fencing, Oceania Taekwondo, Oceania Hockey, Oceania Athletic, Oceania Swimming, Fiji Shooting associations and International Sport University.

- In late July the OSFO RSF grants program independent review panel was confirmed which included Helen McMurray (OAF), Andrew Minogue (PGC), Inoke and Sitivani (ONOC) with the OSFO Secretary General overseeing the process.

- In August the OSFO Grants review panel commenced their review of the grant applications which were based on the grant eligibility criteria, grant purpose and objectives and the three-tier funding allocation of \$10,000, \$20,000 and \$30,000 it. In the first round review the panel recommended to the OSFO Executive Committee the following: Oceania Table Tennis, Oceania Tennis, Oceania Athletics, Oceania Taekwondo, and FIBA Oceania receive tier one funding of \$30,000 each and Oceania Archery to receive tier two funding of \$20,000. These recommendations were approved by the OSFO Executive.

- In late August the OSFO grant review panel continued to review additional information from another four grant applications and it was recommended that Oceania Badminton, Oceania Fencing and Oceania Cycling to receive tier three funding of \$10,000 each and Oceania Hockey receive tier one funding of \$30,000. Two applications (Fiji Shooting Federation and

FISU - Federation International Sport University – Oceania) did not meet the application criteria nor eligibility and did not receive any funding.

The last sport to be recommended for grant funding was Oceania Swimming to receive tier one funding of \$30,000. The recommendations were approved by the OSFO Executive and in late August OSFO received the \$250,000 USD funding allocation from ONOC.

- In September OSFO started to allocate the initial 75% of each approved grant to the Regional Sport Federations and sent out grant reporting templates and acquittal forms to the Regional Sports Federations.

- As of December 2022 the following sports have completed their grant funding program- Oceania Table Tennis, FIBA Oceania, Oceania Taekwondo, Copies of their program reports and acquittal are enclosed.

Summary of Grant funding programs by Regional Sport Federations (RSF):

Regional Sport Federation	Program Name:	Grant Amt.	Amt. to date	Program date	Balance paid	Outcomes Achieved	Acquittal
Oceania Fencing	Level 1 Foil Coach Training Courses and Assessments	\$10,000 USD	\$7500 USD	April 2023	TBC	As a result, 23 former trainee coaches were accredited as Level 1 Coaches at the end of the courses. It is expected that an additional 3 coaches will attain their Level 1 accreditation in PNG, and 3 in New Zealand.	All acquittal documents submitted
Oceania Cycling	Education Program – OFFICIATING, coaching, race-craft, women in cycling	\$10,000 USD	\$7500 USD	Jan 2023	TBC	Athletes experienced competing in the Pacific Cup under controlled officiating conditions – the first time for a major Pacific cycling event. Issues such as safety & risk management of racing and course conditions were reinforced.	All acquittal documents submitted
ITTF	2022 ITTF-Oceania Continental Training Camp & 2022 ITTF-Oceania Senior & Youth Championships	\$30,000 USD	\$22,500 USD	Sept 2022	\$7,500 USD	ITTF-Oceania Training Camp: <ul style="list-style-type: none"> • Participants improved their standard as a result of high-level training, coaching and competition. • Players increased their understanding of technique. • Players Increased their understanding of high-level training. • Players, Coaches and Officials learnt skills and capabilities to support their wellbeing. 2022 ITTF-Oceania Senior & Youth Championships: <ul style="list-style-type: none"> • Players received the opportunity to qualify for the 2022 ITTF World Youth Championships and the 2023 ITTF Individual World Table Tennis Championships Finals. • It helped players who attended this event to improve their performance leading up to the 2023 Pacific Games in the Solomon Islands. • It helped players who attended this event to improve their performance leading up to the 2026 Victorian Commonwealth Games. • It helped players who attended this event to improve their 	All acquittal documents submitted

						performance leading up to the 2032 Brisbane Olympic Games.	
FIBA Oceania	Sub-regional qualifying events to Pacific Games	\$30,000 USD	\$22,500 USD	Jan 2023	TBC	The FIBA Qualifying pathway events were able to achieve the following: - For athletes: o Provided elite, competitive matches for 13 National Federations from Oceania to send both Male and Female teams - Impacting over 300 senior athletes. ▪ As the second edition of this qualifying pathway, it was acknowledged that the performance and preparations of teams had markedly improved since the first events held in 2017/2018. o Athletes from four nations were able to undertake the ONOC Voice of the Athletes program – which was a new initiative at a FIBA event with hopes to repeat this again at future events. - For coaches: o Provided 8 nations, and 16 head coaches access to two of Australia's leading high performance experts during the event. This will be further complemented by all nations receiving access to the reports and recommendations, and four nations receiving high performance assistance in the lead up to the Pacific Games.	All acquittal documents submitted
Oceania Archery	World Archery Oceania Championships Accommodation and living expenses subsidy for athletes from participating member associations	\$20,000 USD	\$15,000 USD	April 23	Not completed yet	the WAO Championships are an ideal preparation for the Pacific Games in November in the Solomon Islands, which in turn are a Continental Qualifier for the 2024 Olympic Games. Consequently, WAO want to give as many athletes from as many member associations the opportunity to compete in the WAO championships by subsidizing accommodation costs. Five countries have received grant support – PNG, Fiji<Solomon Islands, New Caledonia, New Zealand for this program in April which includes 25 athletes	Program to be completed
Oceania Hockey	Runway 4 Performance (National Athletes and their Coaches) This workshop and competition is aimed at the Athlete preparation of our Federation's 6 Pacific Island Nations (Papua New Guinea, Solomon Islands, Vanuatu, Tonga, Fiji, and Samoa) who are all registered to attend two significant events in 2023 - FIH Continental World Cup Hockey 5 Qual July 2023	\$30,000 USD	\$22,500 USD	April 23	TBC	Expected Objectives: Achieve competencies of FIH Level 2 Performance Athlete and Coach • Understand the roles and expectations of National Athletes, National Team Coach and National Team Manager • Show positive communication skills – feedback, inclusion, and self-reflection • Make athlete welfare central * • Recognise and understand Talent Identification Systems and develop selection process and criteria * • Demonstrate how to plan and manage a High-Performance Program including sports	Program to be completed

	<ul style="list-style-type: none"> - Pacific Games November 2023 - FIH World Cup Inaugural Hockey 5s Oman Jan 2024 – three available positions for both Men & Women 					<p>science, nutrition, training, scheduling, and budgeting *</p> <ul style="list-style-type: none"> • Understand Goal Setting – The Grow Model * • Develop a team culture * • Discuss the effects of dynamics in teams • Demonstrate an in-depth understanding of the Rules of Hockey5 • Establish the Hockey 5 Playing Principles – Attack and Defend, Formations and Substitutions. • Demonstrate the technical and tactical knowledge of a National Hockey 5s Athlete/Coach <p>Expected Objectives: Achieve competencies of FIH Level 2 Performance Athlete and Coach</p> <ul style="list-style-type: none"> • Understand the roles and expectations of National Athletes, National Team Coach and National Team Manager • Show positive communication skills – feedback, inclusion, and self-reflection • Make athlete welfare central * • Recognise and understand Talent Identification Systems and develop selection process and criteria * • Demonstrate how to plan and manage a High-Performance Program including sports science, nutrition, training, scheduling, and budgeting * • Understand Goal Setting – The Grow Model * • Develop a team culture * • Discuss the effects of dynamics in teams • Demonstrate an in-depth understanding of the Rules of Hockey5 • Establish the Hockey 5 Playing Principles – Attack and Defend, Formations and Substitutions. • Demonstrate the technical and tactical knowledge of a National Hockey 5s Athlete/Coach 	
Oceania Taekwondo	To ensure 15 male, female and coaches from five pacific island countries were able to attend three regional qualification events and one training program: - 4th Oceania Presidents Cup – an annual G2 ranked event - 9th Oceania Championships – a bi-annual event G4 - 1st Tahiti Open (G2) and training	\$30,000 USD	\$22,500 USD	Feb. 2023	TBC	<p>the objectives were to directly coordinate, fund and support athletes (eg 1 male and 1 female) supported by a coach from countries who have eligible and active athletes to attend these events to gain valuable competition experience, and also to attend specific training camps pre & post these events under the direction of 3 time Olympian Mr Dong Min Cha (Olympic Gold & Bronze medalist) from Korea now based in Australia and assisting the OTU.</p> <p>Athletes, coaches from Fiji, PNG, Samoa, Solomon Islands and Tonga responded and participated in the events</p>	All acquittal documents submitted
Oceania Athletics	Preparation and development of Athletes and Coaches in throwing disciplines, including Well Being, Leadership and Nutrition training.	\$30,000 USD	\$22,500 USD	April 23	Not complete d yet	<p>Objectives:</p> <ul style="list-style-type: none"> <input type="checkbox"/> Create and maintain new pathways of excellence, wellbeing, and development for the discipline of throws. <input type="checkbox"/> Deliver and facilitate a broad 	Program to be completed

	<p>High Level – to prepare Member Federations for Championship the timing will correspond with the Australian Track and Field Championships which will also be held in Brisbane 30 March – 2 April 2023. Athletes will compete at the Australian Champs and then participate in the training camp following the championship</p>					<p>range of development and education opportunities to throw athletes and coaches.</p> <ul style="list-style-type: none"> <input type="checkbox"/> Increase and strengthen our partnerships so that better outcomes can be achieved for the throws discipline and its participants. <input type="checkbox"/> Develop a culture of values embraced by the Oceania Athletics Association and the Athletics community. <p>Outcomes:</p> <ul style="list-style-type: none"> <input type="checkbox"/> Athletes and Coaches qualify to participate in the Oceania Regional Championships. <input type="checkbox"/> Athletes and Coaches complete wellbeing and throws education through World Athletics and Oceania Athletics Association curriculum. <input type="checkbox"/> Succession Planning <input type="checkbox"/> Athletes and Coaches embrace the values of the Oceania Athletics Association including, Respect / Inclusion / Excellence / Integrity. 	
Oceania Tennis	<p>Athlete preparation, Training and competition. This is for our PO Tennis Teams to prepare and compete in Davis Cup and Billy Jean King Cup, both of which commences on the 8 th Aug 2022 and prepare and compete in the Asia Pacific Australian Open Qualifying event. ITF World Tennis Tour events for both men and women. High level world ranking events. Intended for our top players from the Mini Games and Pacific Games most of whom are medal winners.</p>	\$30,000 USD	\$22,500 USD	Nov 22	Waiting on final report	<p>High level individual events to obtain a World Ranking for Pacific players. PO teams event to get promoted to higher group with the intention to raise the PO players level and progress to the World Group of Tennis. Have a Pacific player qualify for the Australian Open main draw.</p>	Waiting on final report
Oceania Badminton	<p>Pacific BWF Level 1 Coach Course, U15 Pacific Invitation Team Challenge and training camp, Oceania Championships 2023</p>	\$10,000 USD	\$7500 USD	Feb 23	TBC	<p>17 days of learnings and interactions for coaches and players from 6 Pacific countries. The activities started with the Pacific Coach course. All attendees had completed pre-course work. The course consisted of theory and practical work. It then linked with the u15 Pacific training camp where the newly trained coaches were able to work alongside more experienced coaches and work with players from a variety of countries. This also continued into the Oceania Championships both junior and open divisions.</p>	All acquittal documents submitted
Oceania Swimming	<p>World Championships Staging Camp Oceania Coaches and Athletes will prepare as</p>	\$20,000 USD	\$15,000 USD	Dec 22	Waiting on final reports	<p>Collaboration of coaches and athletes within the Oceania region when it comes to coaching and</p>	Waiting on final acquittal

<p>a collective group in the lead up to the World Short Course Championships (Melbourne Australia) and will be facilitated by Haydn Belshaw (Performance Coach - formerly Gold).</p> <p>World Short Course Championships An additional 18 athletes would get the opportunity to experience international competition with their Team Coach and fellow national athletes as part of an Oceania contingency (representing their country).</p> <p>Arrive Melbourne: Monday 5 th December <input type="checkbox"/> 5 days of Camp (Monday to Friday) <input type="checkbox"/> 3 day Preparation (Saturday to Monday) <input type="checkbox"/> 6 days of Competition (Tuesday to Sunday) Depart Melbourne: Monday 19 th December</p>					<p>preparation for major international competition.</p> <ul style="list-style-type: none"> <input type="checkbox"/> Increased exposure of swimming within the local communities in country, and increase awareness <input type="checkbox"/> Standardised certified coaching certificate 	
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Summary Reports of Completed Programs

SPORTS FEDERATION / ORGANISATION: Oceania Fencing Confederation Ltd (OFC)

DATE: 20 July 2022 – 30 March 2023

ACTIVITY / PROJECT:

Face-to-face Level 1 Foil Coach Training Courses and Assessments.

BRIEF DESCRIPTION OF IMPLEMENTED ACTIVITY / PROJECT

Please provide a brief description of the activities/projects implemented by your Organisation for the above-mentioned period. Kindly attach any relevant pictures and/or published articles.

1. The project involved holding face-to-face Level 1 Foil Coach Training Courses followed by assessment of coach competency.
2. The experts who delivered the training courses and assessments were the following:
 - Leon Thomas (LT) AUS: OFC Regional Development Officer and Oceania Fencing Masters' Academy Coaching Program Director; OFC Coaching Commission member; Level 3 Fencing Coach.
 - Martin Brill (MB) NZL: Fencing NZ Coaching Commission Chair; OFC Coaching Commission member; Level 3 Fencing Coach.
 - Dave Barson (DB) NZL: Fencing NZL Coaching Commission member; OFC Coaching Commission member; Level 3 Fencing Coach.
 - Paul Crook (PC) AUS: OFC Coaching Commission member; Level 3 Fencing Coach.
3. The 2 or 3-day mini-courses were held in 6 different locations in Australia (AUS), Guam (GUM) and New Zealand (NZL) in order to minimise travel costs by taking the experts to groups of coaches, except in Brisbane where trainees were flown in from Papua New Guinea (PNG) and Fiji (FIJ) as it was more cost effective. When only 1 of the 4 trainee coaches from PNG was able to attend the course and assessment in Brisbane, it was decided to send the RDO to Port Moresby in February to work with the remaining coaches.

The locations were:

- Adelaide - Adelaide Swords Club, North Adelaide Primary School, 62-80 Tynte Street, North Adelaide, SA, 5006.
- Melbourne-Fencing Victoria State Fencing Centre, First Floor, 204-206 Arden St, North Melbourne.
- Brisbane-Brisbane Fencing Club, 3/13 Bishop Street, Kelvin Grove, Qld, 4059 and The Fencing Club, Whites Hall College School Hall, Camp Hill, Qld, 4152.
- Christchurch-Christchurch Fencing Institute. 91 Jack Hinton Drive, Addington, Christchurch, NZ, 8024.
- Havelock North- Hawkes Bay Blades, 153 Temata Road, Havelock North, NZ, 4130.
- Guam- University of Guam Calvo Field House, UOG Station, Mangilao, Guam, 96923.
- Port Moresby International School, Port Moresby, PNG.

4. The courses brought together a total of 23 trainee coaches from PNG, Guam, Fiji, Australia and New Zealand. All had participated in an online Level 1 Foil coaching course held from April to July 2022. The courses reviewed, reinforced, built on and assessed the content that had been covered in the online Level 1 course held earlier in the year.

5. The total number coaches who completed the training course and assessment is 23: Australia (6), New Zealand (9), PNG (4), Fiji (2) and Guam (2).

Coaches Martin Brill and Dave Barson completed the training and assessment of the final 3 trainee coaches in New Zealand in late 2022/early 2023.

Due to COVID travel restrictions and the elections in PNG, 3 trainee coaches from PNG were not able to travel to Brisbane in late 2022 and the completion of the project was delayed.

The program completed with the remaining coaches in PNG in March 2023. Due to the difficulties in getting the trainee coaches to Australia, the OFC Regional Development Officer included the training and assessment of these 3 trainee coaches in addition to his planned activities when he traveled to PNG in March.

Briefly outline and quantify the impact of each implemented activity / project

The project contributed to the achievement of the following OFC Objectives:

1. To develop more fencing coaches of a high standard in Oceania to develop more athletes/fencers, from club to elite level.
2. To increase the number of qualified coaches in Oceania, particularly in the Pacific nations where

fencing is a new sport.

3. To provide education, training, assessment and certification pathways for coaches in Oceania to develop from beginner to elite level.

4. To enable the growth of fencing in Oceania member federations and in new federations (such as the Fiji Fencing Federation) so that OFC may achieve its strategic objective of 8 members/associate members and become eligible for recognition by the Pacific Games Council and inclusion in the Pacific Games and Pacific Mini Games.

Outcomes and impact

1. The training and assessment of 23 trainee Level 1 Coaches provided by the face-to-face Courses built on, refined and consolidated knowledge and skills gained during the OFC/Global Fencing Masters Online Level 1 Foil Course held earlier in 2022, and allowed trainees to obtain certification from OFC. As a result, 23 former trainee coaches were accredited as Level 1 Coaches at the end of the courses.. It is expected that an additional 3 coaches will attain their Level 1 accreditation in PNG, and 3 in New Zealand.

2. The newly accredited Level 1 Foil Coaches in Oceania will in turn develop more fencers in OFC member federations and their training will allow them over time to help their athletes achieve better competitive outcomes.

3. The Courses assisted in preparing 8 coaches (1 from GUM, 2 from AUS, 5 from NZL) to gain the necessary level of coaching expertise to participate in the Olympic Solidarity Level 2 Fencing Coaching Course in Christchurch in December 2022 and to obtain maximum personal and professional benefit from their participation.

Sustainability

The outcomes of the project outlined above will be sustained and enhanced by the OFC's ongoing coaching and development program.



SPORTS FEDERATION:

Oceania Cycling Confederation:

DATE : 13 January 2023

ACTIVITY / PROJECT :

Education Program – OFFICIATING, coaching, race-craft, women in cycling

BRIEF DESCRIPTION OF IMPLEMENTED ACTIVITY / PROJECT

Please provide a brief description of the activities/projects implemented by your Organisation for the above-mentioned period. Kindly attach any relevant pictures and/or published articles.

2022 OCEANIA CYCLING PACIFIC EDUCATION PROGRAM:

OFFICIATING:

Element 1: Wollongong 13 – 16 September. Officiating Training

[NB: with advice of funding not known until after the event was in progress, most of the originally invited trainees had to withdraw as they were unable to self-fund their attendance. Advised OSFO by email 16/9/22. The project then mainly focused on Guam and broadened its scope]

Siobhan Sinclair (Fiji) attended self-funded and was reimbursed air travel when funding was received.

Siobhan was identified by OCC following her work on the Tour of Fiji. Her time in Wollongong was spent shadowing trained officials and getting direct practical experience during the Australian Masters and Junior Road Championships. This event presented a professional level of officiating and race management not experienced in the Pacific.

Prior to attendance in Wollongong, Siobhan had worked through the International Cycling Union's (UCI) on-line commissaire course.

Over the four days of racing, Siobhan was involved in;

- Time-keeping
- Lap counting
- Equipment check of bikes pre-racing
- Recording rider numbers/position during race
- Rider registration, issue of numbers, timing system
- Course risk assessment and mitigation strategies
- Attendance at pre-Race briefing
- Finish platform judging
- In car with commissaires during road race – essential communications
- Daily officials de-briefing
- Discussions and Q&A with other qualified officials

Element 2: Guam 9 – 11 December. Officiating Training

The main component of the Officiating Education Program was held in Guam at the Time of the inaugural Pacific Cup (Road Cycling)

The Pacific Cup represented the first time in 27 years that organised inter-island cycling competition has been staged. It provided the perfect backdrop for the training as it facilitated practical learning in a Pacific environment.

Key to the exercise was the attendance of Greg Meyland, an experienced UCI Level 3 Diploma qualified official and coach presenter. Greg played the role of Chief Commissaire (Technical Delegate) for the Pacific Cup and for the first time in many years in the Pacific, presented racing at a standard in broad conformity with UCI Regulations.

Greg also provided the officiating training, which included review of some of the theory components conducted previously on-line, scenario-based learning and practical application and assessment applied to officiating of the Pacific Cup.

Six trainees completed the course over the weekend. Their program included officiating the Time Trial on Friday morning (9 Dec), a face-to-face theory and practical session on Saturday afternoon (10 Dec) and officiating at the Road Race on Sunday (11 Dec). They were assigned different roles over the two race days to diversify their experience as much as possible. Risk management and rider safety played a significant role in their training.

Apart from general race regulations, aspects that were included in the training were;

- Start/finish set-ups and scheduling
- Review of risk management plan – high priority as race was conducted in wet weather
- Course review and risk areas identified – traffic management
- Convoy and spares vehicles
- Dealing with competitor mechanical issues
- Rider timing equipment and race numbering
- Placement and protocols for feed stations
- Appointment of officiating roles
- Post-race review

Element 3: Guam – additional training opportunities

a) Coaching.

Greg also took time out on Friday afternoon in Guam to conduct a face-to-face training and practical scenario session with 4 entry level coaches. These trainees had previously undertaken the on-line theory component, and like the officials, their completion was delayed due to Covid.

Also in attendance in Guam was OCC Board member and former OCC president Tracey Gaudry. Tracey was a former elite world tour cyclist, vice-president of the UCI, former Chair of the UCI Women's Commission and she now chairs the UCI Track Commission. Tracey assisted with officiating and monitoring the trainees

b) Race-craft.

Greg and Tracey spent time with the Pacific Cup athletes whenever able to discuss their development as cyclists and to provide guidance in the challenging area of road cycling racing skills and tactics

c) Women in cycling

Tracey also spent time promoting and supporting the female cyclists, not just in racing but also as potential future officials, coaches and administrators

Briefly outline and quantify the impact of each implemented activity / project

1. Six (6) trainees from CNMI and Guam were accredited as Commissaires (officials) to operate in the Pacific: Floro Derexes, Gerald Rangamar, Noel Altamirano, Jester Baldonado, Jacoby Winkfield and Jojo Ravenal.

An additional trainee from Fiji was certified proficient to operate as an official in the Pacific following training in Wollongong: Siobhan Sinclair.

2. Athletes experienced competing in the Pacific Cup under controlled officiating conditions – the first time for a major Pacific cycling event. Issues such as safety & risk management of racing and course conditions were reinforced.

Athletes also received some guidance on basic race craft in road racing.

3. An additional 4 trainees from CNMI & Guam were accredited as Pacific Foundation Instructors (PFI/coaches) after a final training session in Guam:

Natanielu (Daniel) Afoa was assisted to come to Guam from Samoa for PFI training as a priority trainee. Daniel spends time in both Auckland and Samoa each year. He is the principal coach for a new Pacifica cycling club in South Auckland as well as being a critical resource for youth development in Samoa. He was funded 50%.

All trainees got across the line as entry level coaches and regular 3-monthly supervision meetings will be conducted ongoing via video link.

4. A heightened focus on women in cycling in the Pacific. Although small beginnings, in 2022 OCC accredited 3 female coaches and 1 official.

Overall, this was a very successful program with a new group of trained officials and coaches now actively contributing to a developing Pacific cycling community through raising the standard and safety of events that underpin athlete development.

Equally important, were the learnings from a broader program perspective that will now drive new strategies for education and athlete development for Pacific cycling.

SPORTS FEDERATION / ORGANISATION: International Table Tennis Federation – Oceania

DATE: 22/12/2022

ACTIVITY / PROJECT: 2022 ITTF-Oceania Continental Training Camp & 2022 ITTF-Oceania Senior & Youth Championships

BRIEF DESCRIPTION OF IMPLEMENTED ACTIVITY / PROJECT

Please provide a brief description of the activities/projects implemented by your Organisation for the above-mentioned period. Kindly attach any relevant pictures and/or published articles.

A High-Performance training camp was held on 2 – 4 September for 60 participating players prior to the start of the 2022 ITTF-Oceania Senior & Youth Championships that started on the 5 September.

Over 130 players, coaches and officials from nine Oceania countries travelled to Eastland to compete in the 2022 ITTF-Oceania Senior & Youth Championships, including recent Birmingham Commonwealth Games teams from Australia, Fiji, PNG and Vanuatu.

This was the first time in International Table Tennis Federation history that the event took place outside a traditional sporting stadium, highlighting how truly unique a partnership of this nature was. This helped secure a broadcast partnership with live and on-demand sports streaming network, 7+ and Cluch.TV showcasing the tournament globally through live-streaming.

Integration with the local community was a priority for all stakeholders, providing opportunities for local schools and organisations to have a specific role in the event.

Articles can be found in the supporting ITTF Eastland Championship Analysis 2022 document.

Briefly outline and quantify the impact of each implemented activity / project

Objectives:

ITTF-Oceania Continental Training Camp:

- The ITTF-Oceania Continental training camp provided the players and coaches an opportunity to receive high-performance coaching and train with the top table tennis players in the Oceania region.
 - It helped upskill players and coaches to improve their understanding of:
 - o **Training plans and routines**
 - o **Fitness requirements**
 - o High-performance table tennis

- It was a big opportunity to identify talented Pacific players and provide specialised support for them to achieve at a higher level and providing them with a pathway for the home games of the 2026 Victorian Commonwealth Games and 2032 Brisbane Olympic Games.

- It supported the wellbeing of athletes, coaches and officials from Mrs Edwina Ricci holding a Wellness course.

2022 ITTF-Oceania Senior & Youth Championships:

- The 2022 ITTF-Oceania Senior and Youth Championships provided the opportunity for players to compete with peers who are the best players in the Oceania region.
- A quota of players qualified for the 2022 ITTF World Youth Championships and the 2023 ITTF Individual World Table Tennis Championships Finals.
- Upskilling of officials was gained by giving them further experience at the most significant international event in Oceania for several years.
- It prepared players, coaches and officials for the 2023 Pacific Games in the Solomon Islands.
- It prepared players, coaches and officials for the 2026 Victorian Commonwealth Games.
- It gave an increased awareness of table tennis to national federations across the region through publicity, social media and live streaming.
- It built relationships between national federations across the region.
- It capitalised on the sports diplomacy opportunity that table tennis provides all key funding partners through hosting delegations from the ITTF, Australian Federal Government via Sport Australia & the AIS as well as Diplomatic Embassy representatives and National Olympic Committees of competing nations.

Outcomes:

ITTF-Oceania Training Camp:

- Participants improved their standard as a result of high-level training, coaching and competition.
- Players increased their understanding of technique.
- Players Increased their understanding of high-level training.
- Players, Coaches and Officials learnt skills and capabilities to support their wellbeing.

2022 ITTF-Oceania Senior & Youth Championships:

- Players received the opportunity to qualify for the 2022 ITTF World Youth Championships and the 2023 ITTF Individual World Table Tennis Championships Finals.
- It helped players who attended this event to improve their performance leading up to the 2023 Pacific Games in the Solomon Islands.

- It helped players who attended this event to improve their performance leading up to the 2026 Victorian Commonwealth Games.
- It helped players who attended this event to improve their performance leading up to the 2032 Brisbane Olympic Games.
- This event improved capacity based on learnings that was implemented and taken back to each player or coach's home country.
- It created a higher profile of the sport of table tennis in each national federation. Players become role models through social media, articles and especially through the live stream, which was viewed in their home countries.
- We received positive outcomes for the sport regionally through targeted sports diplomacy engagement



SPORTS FEDERATION / ORGANISATION : FIBA Oceania

DATE : 16/01/2023

ACTIVITY / PROJECT : Sub-regional qualifying events to Pacific Games

BRIEF DESCRIPTION OF IMPLEMENTED ACTIVITY / PROJECT

The FIBA qualifying pathway to the Pacific Games took place across 2022 at three sub-regional events to qualify the 5 automatic qualification spots for the Pacific Games 2023. Funding from OSFO/ONOC was utilized to support the training of officials (referees, scorable and statisticians) and to gather information on high performance trends at two of the three events.

FIBA Micronesia Cup

Held in Guam from 8- 11 June 2022 with four nations competing in both men's and women's competitions. This event was the qualifying event for Micronesia to earn the one automatic spot to the Pacific Games 2023. Guam were champions in both men and women. Further event details, news and photos can be found on the event websites:

<https://www.fiba.basketball/micronesiacup/2022> <https://www.fiba.basketball/womensmicronesiacup/2022>

Funding was utilized to support the training of referees, table officials and statisticians.

Key numbers: Role	Number of person/s	Nationalities
Referee educator	2	AUS, GUM
Technical Official educator (Stats/Table officials)	1	AUS
Referees	13	AUS, GUM, NMI, PLW
Technical Officials (training day)	22	GUM
Statisticians (event)	8	GUM
Table Officials (event)	9	GUM

FIBA Melanesia Cup

Held in Fiji from 26 – 29 October 2022, with four nations competing in both men's and women's competitions. This event was the qualifying event for Melanesian nations to earn the two automatic spots at the Pacific Games 2023. Fiji and New Caledonia women and men won the events. PNG finished runner up in both events and earned the 2nd automatic qualification place.

Further details, news and photos can be found on the event websites:

FIBA Polynesia Cup

The final event in the qualifying pathway, the FIBA Polynesia Cup was held in Kaitia, New Zealand with five nations competing for the two automatic positions at the Pacific Games 2023. This event was hosted by Cook Islands Basketball with the support of the local Kaitia Basketball Association in the Far North of New Zealand's North Island. Tahiti Men and Cook Islands women were champions of each event, whilst Tonga Men and Samoa women finished second, earning the other automatic qualifying place.

Overall impact

The FIBA Qualifying pathway events were able to achieve the following:

- - For athletes: o Provided elite, competitive matches for 13 National Federations from Oceania to send both Male and Female teams - Impacting over 300 senior athletes. ▪ As the second edition of this qualifying pathway, it was acknowledged that the performance and preparations of teams had markedly improved since the first events held in 2017/2018.
 - o Athletes from four nations were able to undertake the ONOC Voice of the Athletes program – which was a new initiative at a FIBA event with hopes to repeat this again at future events.
 - For coaches: o Provided 8 nations, and 16 head coaches access to two of Australia's leading high performance experts during the event. This will be further complemented by all nations receiving access to the reports and recommendations, and four nations receiving high performance assistance in the lead up to the Pacific Games.
 - For Technical Officials: o Exposure to FIBA elite referee training practices for 45 referees from 12 National Federations. ▪ 14 of these referees will be nominated for FIBA Referee licences in the upcoming 2023-2025 period.
 - ▪ Many others have been identified and included in FIBA depth charts for future licence periods, or to become educators in their home nation.
- o Event training and education to over 60 volunteer Technical Officials (statisticians/table officials) from 4 nations.

FIBA thanks ONOC and OSFO for the support in enabling these important training programs to be undertaken during FIBA's Qualifying events in 2022 and looks forward to seeing improvements in athletes, coaches and technical officials from these targeted initiatives at our events in 2023.

SPORTS FEDERATION / ORGANISATION: Oceania Hockey

Federation

DATE : 31/12/22

ACTIVITY / PROJECT :

Runway for Performance

High Performance Coaching Course for Pacific Island members of OHF, Tauranga, 31 January to 5 February 2023.

BRIEF DESCRIPTION OF IMPLEMENTED ACTIVITY / PROJECT

Briefly deferred from 2022 because of visa issues. OHF is bringing 3 coaches (male and female) from 6 member nations to Tauranga in preparation for their participation in a Hockey 5s World Cup qualification event in July 2023 followed by Pacific Games Dec 2023.

HP coaches and mentors have been booked from Australia and New Zealand in conjunction with the Tauranga Institute of sport coaches and facilities. All coaches and mentors as mentioned in our application have confirmed.

Please provide a brief description of the activities/projects implemented by your Organisation for the above-mentioned period. Kindly attach any relevant pictures and/or published articles.

Travel and accommodation has been booked. Visas applied for- delays have been encountered with NZ Visa application process. Travel paid for Some countries.

Designed to provide state of the art coaching techniques, combined with technology, nutrition, squad and team development. Following covid lockdown, each of our PI members has not had the ability to upgrade coaching. Our facilitators will include FIH Trainers (the top qualification at FIH) Gill Gemming and John Mowat, supported by personnel such as Kelly Hudson (FIH Pro League and Tokyo Olympic Umpire).

Briefly outline and quantify the impact of each implemented activity / project

Specifically designed around Hockey 5s, as the format for Pac Games, this coaching and mentoring event will bring participants up to date so that on return home, they can assist development of teams for H5s World Cup Qualification event, Pac Games, and for 1 team of each gender, participation in the FIH H5s World Cup in 2024.

Oceania Taekwondo Union (OTU)

DATE : January 2023

ACTIVITY / PROJECT : ONOC / OSFO Supported Regional Training Camps.

BRIEF DESCRIPTION OF IMPLEMENTED ACTIVITY / PROJECT

Please provide a brief description of the activities/projects implemented by your Organisation for the above-mentioned period. Kindly attach any relevant pictures and/or published articles.

The regional position a month out from 3 events on offer in Tahiti eg :

- 4th Oceania Presidents Cup – an annual G2 ranked event
- 9th Oceania Championships – a bi-annual event G4
- 1st Tahiti Open (G2)

Was that from the nineteen (19) nations within Oceania Taekwondo Union (OTU) only three (3) had entered athletes to the above critical events leading towards the 2024 qualification tournament to the Paris Olympic Games. These were Australia, New Zealand and the host (Tahiti) as they have the capacity to finance their athletes, teams.

So the objectives were to directly coordinate, fund and support athletes (eg 1 male and 1 female) supported by a coach from countries who have eligible and active athletes to attend these events to gain valuable competition experience, and also to attend specific training camps pre & post these events under the direction of 3 time Olympian Mr Dong Min Cha (Olympic Gold & Bronze medalist) from Korea now based in Australia and assisting the OTU.

Athletes, coaches from Fiji, PNG, Samoa, Solomon Islands and Tonga responded and were found eligible to go.

The realistic pathway for our regions athletes to Paris is via:

- **2022**
 - **Tahiti**
 - **Presidents Cup (G2)**
 - **Oceania Championships (G4)**
 - **Tahiti Open (G2)**
- **2023**
 - **Australia**
 - **Presidents Cup (G2)**
 - **Australian Open (G2)**
 - **Solomon Islands**
 - **Pacific Games (G4)**
- **2024**
 - **Fiji, Solomon ISlands or Australia**
 - **Continental Qualification Tournament**

Again, this camp was only made possible because of the assistance from ONOC and OSFO.



SPORTS FEDERATION / ORGANISATION : Badminton Oceania

DATE : 20 January 2023

ACTIVITY / PROJECT : Pacific BWF Level 1 Coach Course, U15 Pacific Invitation Team Challenge and training camp, Oceania Championships 2023

BRIEF DESCRIPTION OF IMPLEMENTED ACTIVITY / PROJECT

Please provide a brief description of the activities/projects implemented by your Organisation for the above-mentioned period. Kindly attach any relevant pictures and/or published articles.

The activities were:

- 4-7 February – Pacific BWF Level 1 Coach Course – 10 participants, 5 countries
- 8 – 12 February – u15 Pacific Invitation Team Challenge and training camp. 6 countries, 36 players, 6 managers, 6 coaches (manager and coach must be of a different gender)
- 10 – 16 February – Oceania Junior (u19) Championships. 5 countries (including Aus & NZ), 78 players
- 13 – 19 February – Oceania Championships (Open). 8 countries (including Aus and NZ), 88 players

Briefly outline and quantify the impact of each implemented activity / project

The above activities all connected and made for a rewarding 17 days of learnings and interactions for coaches and players from 6 Pacific countries.

The activities started with the Pacific Coach course. All attendees had completed pre-course work. The course consisted of theory and practical work. It then linked with the u15 Pacific training camp where the newly trained coaches were able to work alongside more experienced coaches and work with players from a variety of countries. This also continued into the Oceania Championships both junior and open divisions.

Overall there was an huge amount of learning with fantastic interaction from coaches, managers and players from all countries.

A huge positive was the results the Cook Islands produced across all divisions. The Cook Islands have been our development leaders for the past 5+ years with the results of this programme now starting to show; which has inspired other countries to show what can be achieved.

We finished this 17 days of badminton very satisfied knowing that we are progressing in the right direction and there are a lot of good capable people working with the athletes in each country. Top results will not come overnight or next year, but we are on the right track.

In summary, as of February 2023 seven of the eleven grant funded programs have been completed and all acquittal requirements completed and submitted to OSFO. We are still waiting on two programs to be completed and four programs final reports.

If you have any questions please contact Chet Gray.

Reported by: Chet Gray

Development of the OSFO Strategic Plan 2022-2026

As the OSFO Strategic Plan 2018 - 2021 approached its end-date, the OSFO Executive decided it was time to develop a plan for the new quadrennial. Due to the COVID pandemic, face-to-face planning meetings were not possible, so the strategy had to be developed via virtual means.

As a first step in the process, OSFO distributed a survey in September 2021 to obtain input from its members and stakeholders.

Using the information gathered by the survey as a basis, two online Strategic Planning Workshops were held in October and November 2021 to continue the development of the new Strategic Plan for the period 2022-2025.

Thirteen regional member federations participated in the workshops, plus representatives from FISU and the Australian Government's TeamUp program.

The workshops were very successful and produced the outline for the new Strategic Plan which was further refined by the OSFO Executive. The Plan was published in March 2022 and distributed to all members and stakeholders.

Following the development of the Strategic Plan, the Executive then developed a detailed Operational Plan which was completed and circulated in March 2022.

Insert Strategic Plan 2022 – 2025



2023 OSFO Assembly Details

Attendees

First name	Surname	Organisation
Kevan	Gosper	OSFO President
Chet	Gray	OSFO SG/ WBSC Oceania
Edwina	Ricci	OSFO co-opt Executive member
Ryan	Pini	OSFO Athlete Rep
Yvonne	Mullins	OSFO Ex./ Oceania Athletics Association
Helen	Smith	OSFO Ex./ Oceania Fencing Confederation
Laura	Macintosh	OSFO Comms/Admin. officer
Milt	Bradley	OSFO Ex./ Oceania Shooting Federation
Helen	McMurray	Oceania Foundation Executive Director
Amanda	Jenkins	FIBA Oceania
Jarred	Bester	FITEQ
Andrew	Lepani	Team Up
Ben	Howard	Team Up
Anthony	Moore	ITTF- Oceania
Barry	Griffiths	ITTF-Oceania
Regan	Kama	Oceania Athletics Association/ OSEP
Graham	Fredericks	Oceania Cycling Confederation
Alice	Stooke	Oceania Gymnastics Union
Richard	Sapias	Oceania World Rugby
Erin	Hatton	Oceania World Rugby
Andrew	Minogue	Pacific Games Council
Maree	Burnett	Oceania Canoe Association
Dr. Robin	Mitchell	ONOC President
Mr Rick	Blas	ONOC SG, Oceania Handball
Gill	Gemming	Oceania Hockey Federation/ OSEP
John	Kotsifas	Oceania Taekwondo Union,
Makiroa	Mitchell John	Oceania Handball
Rob	Gomm	ICC EAP
Peter	Topp	FIT
Donna	Spethman	FISU Oceania
Frank	Puletua	Oceania Rugby
Susanne	Wormersley	World Archery
Roy	Chamberlain	RIM
Julie	Carrel	Oceania Badminton
Rex	Capil	WBSC Oceania
Bob	Steffy	WBSC Oceania
Leon	Thomas	Oceania Fencing
David	Pebbles	Oceania Hockey

Apologies

Nadi Bleaken -Oceania Badminton, Neven Barbour - Oceania Squash, Carol Kawaljenko - Oceania Squash, Bruce Osborne - Oceania Tennis, Wainikiti Bogidrau - Oceania Netball, Cyrille Maingy - Oceania Tennis, Michael Kassis - Oceania Karate, Patsy Vercoe World Archery Oceania, Colby Au World Taekwondo Oceania, Gareth Holmes Asia Pacific Rugby League, Jeremy Edwards, Asia Pacific Rugby League, Terry Sasser Oceania Volleyball, David Blanka FITEQ, Adam Szabados FITEQ, Bruce Cook Oceania World Rugby,

