



SPORT PERFORMANCE PLAN 2023 – 2027

Provincial Development Program (PDP) Contacts (subject to change)

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Mia Sawatsky	Female Athlete Rep	
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Kristin Madsen	Parent Rep	
Jennie Hissa	Coach / Kenora Nordic Rep	
Andrew Vanden Berg	Coach / BTNC Rep / Wax Tech lead	
Alex Leoppky	Coach / Downtown Nordic Rep	
Elise Paetkau	Coach / Red River Nordic Rep	

Current State

Team Results

2026 Nationals	2025 Nationals	2024 Nationals	2023 Nationals	2022 Nationals	2023 CWG	2019 CWG
			13 athletes: 1 Silver medal, 6 athletes in top ½ of field consistently, 3 athletes in top ¼ or better. 3 top 10,15, or 20 finishes.	8 athletes: 4 in top ½ of field (or better, 2 Silver medals Para: 1 athlete, 1 Gold medal	12 athletes: 4 athletes in top ½ of field consistently, 3 athletes in top ¼ or better Para – 1 Bronze	10 athletes: 3 athletes in top ½ of field consistently; 1 Para athlete - 1 Silver, 1 Bronze

Ski Nationals Division Aggregate Results

Target = 6th place

2026 Nationals		
Division	Division Points	Division Place

2025 Nationals		
Division	Division Points	Division Place

2024 Nationals		
Division	Division Points	Division Place

2023 Nationals – Thunder Bay		
Division	Division Points	Division Place
QC	4158	1
BC	3926	2
ON	2498	3
AB	1847	4
YT	999	5
MB	243	6
NS	86	7
NT	3	8

Individual Results

Athlete	2026 Nationals	2025 Nationals	2024 Nationals	2023 Nationals	2023 CWG	2019 CWG
William Vanden Berg				Top 10, top 15, top 20	Top 10, top 20, top ½	
Hezekiah Hoepner				Top ½, top ½	Top ½	
Gideon Hoepner				Top 1/3, top 1/3		
William Wintoniw					Top ½	
Imogen Nadlersmith				Silver medal, top 10	Top 20, Top 15	Top ½
Mia Sawatsky				Top ½, top ½	Top 20, top ½, top 1/3,	
Kate Sawatsky				Top 10, top 20, top ¼, top ½	Top ½,	
Jesse Bachinsky (Para)						1 Gold, 2 Bronze
Levi Nadlersmith						Top 10, Top 1/3
Conor McGovern						Bronze (Sprints), top 20, top ½

National Competitor Analysis

Province	Comments
Top 4 provinces: BC, AB, ON, QC	<ul style="list-style-type: none"> • Have a full time Provincial Coach. • Paid professional coaches at the club level. • Large number of members in large clubs throughout province. • Have a Strength & Conditioning Coach. • Have multiple National Team members.
Smaller Divisions: SK, MB, NWT, Atlantic (PEI & Nunavut are not active)	<ul style="list-style-type: none"> • Smaller population base, smaller membership. • Clubs are not large enough to operate with a full time paid professional coach.

Yukon	<ul style="list-style-type: none"> • The Whitehorse Ski Club uniquely operates as a club, a training facility and a PSO. • Full time paid professional coach. • Has multiple National Team members.
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Gap Analysis – The table below outlines our program’s current strengths & weakness and identifies our limitations and our recommended solutions to overcoming program gaps & challenges.

Program Strengths

Critical Success Factors	Program Strengths	Contributing Factors to Success
Athlete Development	<ul style="list-style-type: none"> • Strong programming at the Grassroots level (Jackrabbits/Track Attack). • Sport specific education opportunity – Winnipeg has 1 “Sports & Arts” (High School – Vincent Massey) program. • Comprehensive Athlete Development Matrix (ADM) available to all coaches (NSO website) 	<ul style="list-style-type: none"> • Support from NSO (NordiQ Canada). • Greater collaboration with clubs/programs outside of MB – athletes attending/invited to training camps • Sending team to early snow camp/races
Coach Development	<ul style="list-style-type: none"> • CCSAM Club Coaching system effectively facilitates the development of club coaches throughout the province. This system (since 2003) has produced many active club coaches who are supporting a decent base of athletes in most of MB. • Comprehensive Athlete Development Matrix (ADM) available to all coaches (NSO website) 	<ul style="list-style-type: none"> • Key volunteers at club/regional level driving club programs. • NCCP Learning Facilitators (3) in province. • More trained Comp-Int (T2T) coaches across province • Sending team to early snow camp/races – coaching enrichment • CWG program increased # of Comp Dev training/certified coaches • Annual NSO Coach Developer attendance at MB training camps
Competition	<ul style="list-style-type: none"> • Manitoba Cup Series, • Provincial Championships • Team trips to Westerns & Nationals, club trips to O Cup, World Junior Trials, races in US • Annual early snow training camp/race trip for core team of athletes 	<ul style="list-style-type: none"> • Experienced clubs hosting quality events • Organized and resourceful clubs & club coaches
Daily Training Environment	<ul style="list-style-type: none"> • Good training facilities in all areas of province. 	<ul style="list-style-type: none"> • Strong regional clubs managing quality ski venues

Sport Science Integration	<ul style="list-style-type: none"> • Strength & Conditioning program for CWG team. • Periodic sessions with service providers (Nutritionist, Sport Psych). • 2023 purchase of Lactate testing equipment for athlete testing in camp or club environment 	<ul style="list-style-type: none"> • CWG Sport funding • Sport MB Performance team available for consultation (team coaches, athletes)
Management/Governance & Community	<ul style="list-style-type: none"> • Excellent quality in volunteers & good retention rates = many volunteers/club coaches with various experiences/levels of expertise • Clubs are friendly, work well together – interclub training camps, team support at races, co-mingling at competitions • Gender parity – in most areas (athletes, coaches, officials) • Highly effective PDP Committee in place with regional representation 	<ul style="list-style-type: none"> • Strong ski culture in province. • Strong sense of “family” among members/clubs

Program Weaknesses, Barriers & Solutions

Critical Success Factors	Program Weaknesses	Barriers	Proposed Solutions
Athlete Development	<ul style="list-style-type: none"> • Lack of fitness data on athletes • Few clubs with L2T, T2T, L2C programs • No University Ski program • No Provincial Team Coach - some of our highest performing athletes seek YTP support from professional coaches outside of province. 	<ul style="list-style-type: none"> • Limited club resources for expanded programming 	<ul style="list-style-type: none"> • Ensure clubs are testing and recording athlete fitness (NSO standards) • Remind club coaches of ADM exists, is readily available and extremely valuable • Re-establish sub-committee for University Ski program (Downtown Nordic partner?) • Re-assess validity of Provincial Team Coach model
Coach Development	<ul style="list-style-type: none"> • Limited coaching and (wax tech) resources at the high performance level 	<ul style="list-style-type: none"> • Coaches are volunteers - heavy time commitment required for experience and certification 	<ul style="list-style-type: none"> • Identify, target and support coaches in regions • Re-assess validity of Provincial Team Coach model

	<ul style="list-style-type: none"> • Still somewhat limited knowledge of CCC Athlete Development Matrix 	<ul style="list-style-type: none"> • NCCP coach development pathway is cumbersome and quite prescriptive 	<ul style="list-style-type: none"> • Host L2T, T2T NCCP workshops more often
Competition	<ul style="list-style-type: none"> • Limited ability to support athletes (volunteer coaches not available for travel to) NorAm/CCC points races • Limited certified Officials at higher/TD level • MB Cups lack significant depth at Junior and Senior categories 	<ul style="list-style-type: none"> • No NorAm/CCC points races in MB (or close by) • No Homologated courses in MB • (concerns over lack of attendance even with homologation) 	<ul style="list-style-type: none"> • Have a min. three Level 3 officials/ two TDs in province (consistently) • Have Birch Ski Area homologated • Continue to foster relations with SK & TB, race/train more together • Travel south for competition (problem: no CPL) • Continue to cooperate with Biathlon race & training schedule
Daily Training Environment	<ul style="list-style-type: none"> • Inconsistent dissemination of technique information throughout ALL clubs • Not all Junior athletes following a YTP 	<ul style="list-style-type: none"> • Relatively late season snow (no ski hills within easy travel distance) • Limited knowledge / confidence in club coaches to design YTPs 	<ul style="list-style-type: none"> • Continue with early snow training/race team trips • Initiate an annual (spring) coaches workshop to develop/evaluate YTPs
Sport Science Integration	<ul style="list-style-type: none"> • Decentralized “Provincial Team” with inconsistent IST resources 	<ul style="list-style-type: none"> • Limited funds for dedicated IST. 	<ul style="list-style-type: none"> • See below re: financial limitations • HPC to produce S&C/athlete testing policy/procedures for funding access
Management/Governance & Community	<ul style="list-style-type: none"> • CCSAM has only 1 staff person. Heavy reliance on volunteer time & expertise 	<ul style="list-style-type: none"> • Limited financial resources 	<ul style="list-style-type: none"> • Be creative with the funding we have. • Research alternative funding sources.

CCC = Cross Country Canada

NDC = National Development Centre

NST = National Ski Team

IST = Integrated Service Team

PEP = Performance Enhancement Program (collaboration of Canadian Sport Medicine Centre-Manitoba, Coaching MB & Sport MB)

Performance Targets 2023 – 2027

STAGE	2023 (Baseline)	2024	2025	2026	2027	2027 CWG	2023 CWG
LEARN TO COMPETE	Priority competitions - Nationals, Canada Games, Regional Championships						
Depth of Field	13 athletes	15 athletes	20 athletes	20 athletes	20 athletes	32 athletes	28 athletes
Performance Targets (Nationals)	1 Silver medal, 6 athletes in top ½ of field consistently, 3 athletes in top ¼ or better. 3 top 10, 15, or 20 finishes.	75% in top half of field. At least 1 medal earned.	80% in top ½ of field. 2 medals earned.	25% place in the top 15. 2 medals earned. 1 athlete qualifies for National Team	25% place in the top 15. 2 medals earned. 1 or 2 athlete qualify for National Team		
Quality & Qualified Coaches	2 active L2C certified	3 active L2C certified	4 active L2C certified	5 active L2C certified	6 active L2C certified	4 to 6 L2C active certified	2 active L2C certified
Performance Targets (Canada Games)	2023 CWG - 6 athletes in top ½, 3 in top 20/15/10. Relays teams 11/28, 22/28		2015CWG - 5 athletes in top half of field overall.				2019CWG – at least 75% in top half overall. 2 medals.
TRAIN TO TRAIN	Priority competitions - Provincials, Regional Championships (a few go to Nationals)						
Depth of Field	17		25+				35+
Performance Targets (Western/Easterns)	14 athletes at Westerns with 11 (7 athletes) top half results with at least 1 top half result; 1 top quarter result	75% of team have at least 1 top half result; 16 athletes qualify	75% of team finishes in top quarter; 2 medal performances	4 medals; 75% in the top quarter	6 medals, 75% in top quarter of field.		
Clubs with T2T programs	3		3		4		4+
Quality & Qualified Coaches	7 T2T		9 T2T		11 T2T		
LEARN TO TRAIN & YOUNGER	Jackrabbit participants, some racing locally, Provincials						

Depth of Field	400	440	480			600	
Performance Targets	3 clubs offering Track Attack programs		4 clubs have Track Attack programs			6+ Clubs have Track attack programs	
Quality & Qualified Coaches	27		30		35+		

Coaching Development

The CCSAM Provincial Development Program (PDP) is committed to providing opportunities for club coaches to gain valuable experiences and hone their coaching skills to better serve the athletes in all clubs throughout Manitoba.

Summary of Coach Development initiatives and professional development opportunities:

- NCCP coaching workshops
- Partnerships with Sport Manitoba (Performance and Coaching), Canadian Sport Centre-Manitoba, and NSO
- “Provincial Coach Experience” - opportunities to work as Coach or Assistant Coach of Manitoba teams traveling major events such as Regional Championships, Nationals etc.
- Financial support to attend NCCP workshops and other Coach Professional Development (PD) opportunities not available in Manitoba.
- Biennial coaches technical update with NSO Coach Developer Manager.
- Annual “Coaches Retreat” for club coaches or similar opportunity (coaching seminar, ski prep workshop etc.)
- Hands on assistance with the CCSAM PDP program goals and deliver of programs
- Other ad-hoc coach professional development events as they occur (NSO generated or otherwise)

NCCP Competition Coaching Development certification

Canada Winter Games coaches (2 Able Bodied designated, 1 Para Nordic designated) need to be working in the Competition Coaching Development Learning to Compete (L2C) context. At least one coach must be *Certified*.

We will facilitate the certification of our advancing Community Coaches into the Competition Coaching contexts by:

- Establishing a predictable annual schedule of NCCP Learning to Train & Training to Train workshops rather than scheduling these workshops based on demand by clubs (due to minimum participation requirements regional workshops will need to remain scheduled based on demand from regional coaches/club leaders).
- Educate and encourage all coaches to take the multi-sport modules from Coaching Manitoba especially those identified as necessary by Cross Country Canada (below). This will result in more educated coaches generally as well as more coaches with the necessary requirements for Comp Dev certification (future Games coaches):
 1. Leading Drug Free Sport
 2. Managing Conflict

3. Coaching and Leading Effectively
4. Psychology of Performance

Current Manitoba Coach Roster 2022 – 2023

(potential future Canada Games coaches; including Wax Technicians)

Name	Position	Current Certification (2023)	Plan for L2C Certification
Megan Carter	Coach Developer	L2C Certified	Certified
Elise Paetkau	Coach Developer	L2C Certified	Certified
Steven Wintoniw		L2C Certified	Certified
Andrew Vanden Berg		T2T Trained	Will be <i>Trained</i> in 2023. Potential <i>Certified</i> by 2025
Jennie Hissa		T2T In Training	Will be <i>Trained</i> in 2023. Potential <i>Certified</i> by 2025
Alexandra Loeppky		T2T In Training	Potential <i>Trained</i> in 2024 and <i>Certified</i> by 2026
Murray Carter		T2T ready	Potential <i>Trained</i> in 2024 and <i>Certified</i> by 2026
Joel Peltz		T2T In Training	
Cheryl Koop		T2T ready	
Pauline Nadlersmith		T2T In Training	
Kenton Frith	Coach Developer	T2T In Training	

This section to be updated in 2023-2024

2023 Canada Winter Games Coaches, Wax Tech & Manager selection

Positions:

- 3 Coaches (1 designated for Para Nordic)
- 1 Manager
- 1 Wax Technician

Spring 2017: Applications posted for all positions. Deadline to apply for Coach positions June 30, 2017. Coaches to be selected by September 1, 2017.

Fall 2017: Deadline to apply for Manager & Wax Tech positions September 1, 2017. Wax Tech & Manager to be selected by December 30, 2017.

A Coach and Manager job description, agreement & contract is available on request.

Mechanisms for monitoring and evaluating....

Plans for future: Post event report from Coaches/Support Staff + Athlete survey post trip

Athlete Identification and Selection

Ages and Stages (LTAD Model)

Train to Train (Part 1): Girls 11 – 13, Boys 12 – 14

Train to Train (Part 2): Girls 14 – 15, Boys 15 – 16

Learn to Compete (Part 1): Girls 15 – 17, Boys 16 – 18

Learn to Compete (Part 2): Girls 17 – 19, Boys 18 – 20

High Performance Program annual schedule

1. Spring Camp – occurs on same weekend each year. Weekend before Victoria Day or first weekend in June.
 - Kick off to the training season
 - Establishing individual training plans (informed by club run fitness test results)
 - Physical assessments – to identify imbalances
 - FMS for non-Wpg athletes (Wpg athletes tested at their convenience)
 - Ski team environment – good for morale, getting to know each other, establishing good rapport with coaches
 - PEP – Performance Enhancement Program
(Recommend clubs run fitness test every 8 weeks outside of race season)

- Athlete ID for HPP

[Future – on snow technique refinement camp for Nationals/CWG team athletes – Silver Star, glacier camp...]

2. What do we do over the summer?

- Club coaches monitor training hours, physical and mental health
- Establish “bank” of mentor coaches for less experienced club coaches to consult with over dryland (and year round actually)
- Club/interclub training camps
- Good time for clubs to host regional camps – fun focused, talent ID (who should be attending the provincial camp, who shouldn’t), intro to the sport and to the club etc.
- Club run training programs

[Future – on snow training camp for Nationals/CWG team athletes – Silver Star, Haig camp...]

3. Fall Camp – again, establish a weekend, first in October?

- Evaluate summer improvements
- Rollerski video technique analysis
- PEP
- High volume training

4. Early Snow Camp – Canmore or other

- Targeting HPP core group – Juvenile & older, selected based on prior year results
- On snow training & technique refinements, early season race experience

TEAM SELECTION PLAN

We maintain a database of Games eligible athletes from our High Performance Program registry and can identify many potential 2019 Games athletes.

We can identify 7 girls and 8 boys as potential CWG2019 team members at this time.

Our Canada Games team consists of 5 girls, 5 boys + 3 Para Nordic athletes.

Athlete Identification and Selection Schedule

Type of Event	Date	Location	No. of Athletes
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Spring training and identification camp	May/June 2016 thru 2018	Winnipeg	25 – 30
LSSD training camp	July 2016 thru 2018	Thunder Bay	Up to 10
Fall training and evaluation camp	Oct 2016 thru 2018	TBD	25 – 30
On Snow training camp	Winter break 2016 thru 2018	TBD	~30
CWG Selection races #1, #2	Feb 2018	TBD	~30
Spring training camp	June 2016 thru 2018	TBD	~25
Fall training and evaluation camp	Oct 2016 thru 2018	TBD	~30
Canmore early snow camp	Nov 2016 thru 2018	Canmore Nordic Centre	10 – 12
CWG2015 Selection races #3, #4	Dec 2018	TBD	~25

Append selection process & criteria, athlete agreement, code of conduct.

Daily Training Environment

Top ranked athletes (Nationally) follow these training volumes:

Stage Annual Training Hours

L2T	not applicable
T2T	335 – 445
L2C	550 – 600
T2C	600 – 800 (NDC)
T2W	700 – 900+ (NST)

T2T Part 1 - Group sessions start in September, some summer sessions

T2T Part 2 & L2C – start training in May

4 days a week group (single club) training, 1 – 3 hours per session depending on YTP, 2 days per week individual training according to YTP

Some interclub sessions, school sports, community sports, other provincial team sport

Strength training 3 days per week (1 PEP, 1 club, 1 individual)

High Performance 2015-2016 Competition Calendar

Dates	Type and Location
Early Dec 2015	Haywood/NorAm Race Series #1 & #2 – Canmore & Silver Star
January 8 – 10, 2016	Ontario Cup – Thunder Bay, ON
Feb 5 – 7, 2016	Eastern Canadian Championships – Gatineau, QC
Feb 19 – 21, 2016	Western Canadian Championships – Prince George, BC
Mar 18 – 26, 2016	National Championships – Whitehorse, YK
Dec 2015 – Mar 2016	Manitoba Cup series races

Integrated Sport Science (IST)

Current IST objectives:

- How best to incorporate Nutrition sessions into our annual plan
- Continued Sport Psychology support
- Portable Lactate testing
- Cost sharing Strength & Conditioning program with Biathlon
- Extending remote S & C for rural club athletes
- Major focus for 2014-2015 is Sport Psych for major competitions – ongoing
- Add annual testing protocols – who, what, when – for core group of athletes (~10)

Services Currently Being Provided	Frequency and Scope	Location	Name of Service Provider
Strength sessions	May – Nov, 1/week, general strength	Sport For Life	Adam Decker
Functional Movement Screens	Spring	Sport For Life or Regional providers	Adam Decker
Sport Psychology	Twice annually	Sport For Life	Scott Erickson
Testing – V02Max/LT	3 x annually for core team (10)	Sport For Life or Regional providers	Adam Decker

Team Performance Evaluation

- For each of the following evaluation criteria, please briefly describe your methods that will ultimately lead to your final team selection

Technical Skills Evaluation	-regular basis with club coaches -occurs at Provincial camps – coach feedback & video analysis
Tactical / Strategic Performance Evaluation	-regular basis with club coaches -occurs at Provincial camps – coach feedback -use of race diaries encouraged
Results of Competition / Performance in Competition	-Selection races (see document)
Fitness Standards / Testing	-testing done at Spring camp -core group testing (3 x annually) -NSO standard test protocol at club level
Team Interaction / Behavioural Conduct	-all athletes must sign the HPP Athlete Agreement – incl. Code of Ethics & Conduct -CCSAM policies cover behavioural conduct at PSO organized events

ANNUAL BUDGET April 1 – March 31

INCOME

Sport MB IFF Performance Pathway	\$10,000	
Sport MB Coaching Unit	\$1,500	
CWG Tech Assist & Enrichment	\$13,000	(\$26,000 over 2 years)
Sub-total SMB Funding	\$24,500.00	
Training camps	\$2,000	
Competitions (Travel Recovery)	\$30,000	

EXPENSES

Training camps	\$12,000
IST – Strength, Sport Psych, Nutrition	\$4,000
Travelling Teams Competitions	\$45,000
Equipment & wax supply	\$2,500
Athlete Assistance (entry fees, licenses, medal bonuses etc.)	\$8,000
Coach Professional Development (workshop fees, travel, mentoring etc.)	10,500

TOTAL INCOME **\$56,500**

Miscellaneous

1,500

TOTAL EXPENSES **\$86,500**

NET (PSO CONTRIBUTION) **\$-30,000**