

CROSS COUNTRY SKI ASSOCIATION OF MANITOBA

SPORT PERFORMANCE PLAN

2023 – 2027

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

Andrew Vanden Berg	CCSAM Director / BTNC Rep / Wax Tech lead / CWG Coach	
Karin McSherry	CCSAM Executive Director	info@ccsam.ca
Richard Huybers	CCSAM Board Chair	rhuybers@shaw.ca
Dechen Guenther	Female Athlete Rep	
Gideon Hoepfner	Male Athlete Rep	
Mariko Boorberg	Parent Rep	
Jennie Hissa	Coach / Kenora Nordic Rep	
Steven Wintoniw	Coach / Downtown Nordic	
Alex Loepky	Coach / Downtown Nordic Rep / CWG Coach	
	Coach / Red River Nordic Rep	

Current State

Team Results

2026 Nationals	2025 Nationals	2024 Nationals	2023 Nationals	2022 Nationals	2023 CWG	2019 CWG
	12 athletes: 1 Bronze medal, 1 athlete in top 15, 4 athletes in top 1/2 consistently.	12 athletes: 1 4 th place, 5 athletes in at least top 1/2 consistently, 4 in top 15 or better.	13 athletes: 1 Silver medal, 6 athletes in top 1/2 of field consistently, 3 athletes in top 1/4 or better. 3 top 10, 15, or 20 finishes.	8 athletes: 4 in top 1/2 of field (or better, 2 Silver medals Para: 1 athlete, 1 Gold medal	12 athletes: 4 athletes in top 1/2 of field consistently, 3 athletes in top 1/4 or better Para – 1 Bronze	10 athletes: 3 athletes in top 1/2 of field consistently; 1 Para athlete - 1 Silver, 1 Bronze

Ski Nationals Division Aggregate Results

Target = 6th place

2026 Nationals – Whistler			2025 Nationals – Canmore			2024 Nationals – Gatineau			2023 Nationals – T Bay		
Division	Points	Place	Division	Points	Place	Division	Points	Place	Division	Points	Place
			BC	4878	1	BC	3526	1	QC	4158	1
			QC	3303	2	QC	3361	2	BC	3926	2
			ON	2902	3	ON	2793	3	ON	2498	3
			AB	2440	4	AB	1933	4	AB	1847	4
			YK	980	5	YK	598	5	YT	999	5
			SK	351	6	MB	282	6	MB	243	6
			MB	167	7	SK	62	7	NS	86	7
			NWT	29	8	NB	36	8	NT	3	8
			NS	15	9	NS	28	9			
			NFL	5	10						

Notable Individual Results

Athlete	2026 Nationals	2025 Nationals	2024 Nationals	2023 Nationals	2023 CWG	2019 CWG
William Vanden Berg		Bronze medal, Top 15	4 th , Top 10, Top 1/4	Top 10, top 15, top 20	Top 10, top 20, top 1/2	

Hezekiah Hoepfner		Top ½	Top 15, Top 15, Top 30	Top ½, top ½	Top ½	
Gideon Hoepfner		Top ½, Top ½	Top 10, Top 15, Top 15	Top 1/3, top 1/3		
William Wintoniw					Top ½	
Imogen Nadlersmith			Racing for AB team	Silver medal, top 10	Top 20, Top 15	Top ½
Mia Sawatsky			Top 10, Top 15, Top 15	Top ½, top ½	Top 20, top ½, top 1/3,	
Kate Sawatsky			Top 10, Top 20, Top ½	Top 10, top 20, top ¼, top ½	Top ½,	
Jessica Kagan		Top ½	Top ½			
Jesse Bachinsky (Para)			Carded ON athlete			1 Gold, 2 Bronze
Levi Nadlersmith						Top 10, Top 1/3
Conor McGovern				Racing at ON University		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

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 	<ul style="list-style-type: none"> • Experienced clubs hosting quality events • Organized and resourceful clubs & club coaches

	<ul style="list-style-type: none"> • 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 	
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” amongst 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 • Still somewhat limited knowledge of NC Athlete Development Matrix 	<ul style="list-style-type: none"> • Coaches are volunteers - heavy time commitment required for experience and certification • NCCP coach development pathway is cumbersome and quite prescriptive 	<ul style="list-style-type: none"> • Identify, target and support coaches in regions • Re-assess validity of Provincial Team Coach model • 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/NC 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/NC 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)

			<ul style="list-style-type: none"> 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 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.

NC = Nordiq 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	10% increase	10% increase	10% increase	Actual: 9 boys, 6 girls

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)	2019 CWG – at least 75% in top half overall. 2 medals.					2027 CWG Target: 50% of team in top ½ of field, Top 10 Relay team	2023 CWG: Actual – 6 athletes in top ½, 3 in top 20/15/10. Relays teams 11/28, 22/28
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	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.		

	result						
Clubs with T2T programs	3		3		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 meeting to discuss coaching expectations and set guidelines for athlete readiness for travelling to competitions with PDP
- 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) must trained 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

Coach & Technical Leadership Roster

(potential future Canada Games coaches; including Wax Technicians)

Name	Position	Current Certification	Plan for L2C Certification
Megan Carter	Coach Developer	L2C Certified	Certified
Elise Paetkau	Coach Developer	L2C Certified	Certified
Steven Wintoniw	Coach + Wax Tech	L2C Certified	Certified
Andrew Vanden Berg	Coach + Wax Tech	L2C Trained	Potential <i>Certified</i> by 2026
Alexandra Loepky	Coach Developer	L2C in Training	Potential <i>Certified</i> by 2027
Cheryl Koop		L2C in Training	Potential <i>Certified</i> by 2027
Murray Carter		L2C in Training	Potential <i>Certified</i> in 2031

Is there someone missing from the above table? Please contact the CCSAM Office.

Canada Winter Games Coaches, Wax Tech & Manager selection

Positions:

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

Ideally coaches are selected 2 years prior to Games year.

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

Performance Program annual schedule

1. Early Snow Camp – West (Canmore, Sovereign Lake) or South (US) or other (where snow is)
 - Targeting HPP core group – Juvenile & older, selected based on prior year results
 - On snow training & technique refinements, early season race experience
2. Spring Camp
 - Kick off to the training season
 - Plan for same weekend each year – late May/first weekend in June
 - 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
 - Athlete ID for HPP
3. Summer
 - Club coaches monitor training hours, physical and mental health
 - Foster a collaborative coach community and mentorship opportunities
 - Club/interclub training camps
 - Club run training programs
4. Fall Camp
 - Late Sep/early Oct – collaborate with SK/ON/US neighbours where possible
 - Evaluate summer improvements
 - Rollerski video technique analysis
 - High volume training

Team Selection Plan

- We maintain a database of Games eligible athletes from our Provincial Development Program registry and can identify many potential Games athletes.
- Our Canada Games team consists of 6 female, 6 male + 3 Para athletes.
- See Canada Winter Games Selection Policy

Athlete Identification and Selection Schedule – General

Type of Event	Date	No. of Athletes
Spring training and identification camp	May/Jun annually	25 – 30

LSSD training camp	Jul annually	Up to 10
Fall training and evaluation camp	Oct annually	25 – 30
Early Snow training camp	Nov/Dec annually	~15
Provincial Race Series & Provincial Champs		35
Regional Competition – example Alberta or Ontario Cup	Jan annually	~15
Western or Eastern Canadian Championships or USSSA Race	Jan/Feb annually	~15
Canadian National Championships	Mar annually	~12
CWG Selection races #1, #2	Feb 1 year before Games Year	~25
CWG2015 Selection races #3, #4	Dec winter break just prior to Games	~20

Daily Training Environment

Top ranked athletes (Nationally) follow these training volumes:

Stage Annual Training Hours

L2T not applicable

T2T 335 – 445

L2C 550 – 600 – typically, our CWG athletes are in this stage

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

2-4 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)

Competition Calendar

Dates	Type and Location	Participants	Cost
-------	-------------------	--------------	------

2026 – 2027			
2025 – 2026			
Mar 15 – 24, 2025	National Championships – Canmore, AB	9 athletes, 4 staff, 10 days	CCSAM: \$11,315 Per Athlete: \$1,580
Feb 13 – 16, 2025	Midwest Cup – Coleraine, MN USA	9 athletes, 4 staff, 4 days	CCSAM: \$3,540 Per Athlete: \$413
Dec 31 – Jan 6, 2025	Ontario Cup/World Junior Trials – Thunder Bay, ON	14 athletes, 5 staff, 4-6 days	CCSAM: \$7875 Per Athlete: \$532
Dec 7 – 14, 2024	Early Snow Camp – Cable, WI USA	8 athletes, 4 staff, 9 days	CCSAM: \$9,575 Per Athlete: \$963
Mar 8 – 16, 2024	National Championships – Nakkertok, ON	11 athletes, 4 staff, 9 days	CCSAM: \$11,800 Per Athlete: \$755
Feb 29 – Mar 4, 2024	Midwest Cup – Cable, WI USA	9 athletes, 2 staff, 4 days	CCSAM: \$3,585 Per Athlete: \$386
Jan 11 – 14, 2024	Midwest Cup – Battle Creek, MN USA	13 athletes, 5 staff, 4 days	CCSAM: \$6,845 Per Athlete: \$382
Dec 2 – 12, 2023	Early Snow Camp – Canmore, AB	Cancelled, cost prohibitive, club athletes attended a US race	
Mar 9 – 18, 2023	National Championships – Thunder Bay, ON	13 athletes, 5 staff, 10 days	CCSAM: \$14,162 Per Athlete: \$661
Feb 1 – 6, 2023	Western Canadian Championships – Kimberley, BC	10 athletes, 5 staff, 6 days	CCSAM: \$11,363 Per Athlete: \$1,201
Nov 25 – Dec 5, 2022	Early Snow Camp – Sovereign Lake BC	14 athletes, 4 staff, 11 days	CCSAM: \$10,000 Per Athlete: \$1,829

Integrated Sport Science (IST)

IST Objectives

- How best to incorporate Nutrition and Sport Psychology sessions into YTP and DTE
- Lactate testing at camps
- Cost sharing Strength & Conditioning program with Biathlon
- Extending remote Strength & Conditioning for rural club athletes (BTNC currently training with Rise in Winkler)
- 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 and Conditioning	May – Jan 1session/week + at home workouts	Sport Manitoba (Winnipeg), Rise (Winkler)	multiple
Nutrition	Twice annually		Sport Manitoba provider
Functional Movement Screens	?		Is this available through SMB?
Sport Psychology	Games prep		Sport Manitoba provider
Testing – V02Max/LT	Lactate testing at dryland camps	Various	PSO club coaches

Athlete Performance Evaluation

Technical Skills Evaluation	Occurs on a 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 training camps and travelling events – coach feedback Use of race diaries encouraged
Results of Competition / Performance in Competition	Selection races (see document)
Fitness Standards / Testing	Discontinued in 2024 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 PDP Athlete Agreement – incl. Code of Ethics & Conduct CCSAM policies cover behavioural conduct at PSO organized events

ANNUAL BUDGET April 1 – March 31

	April 2025 - March 2026 Budget	April 2024 - March 2025 Actual	April 2023 - March 2024 Actual
INCOME			
Sport Manitoba Funding			
Performance Pathway	15,500	15,500.00	14,500.00
Coaching Unit	3,000	6,435.58	5,235.00
Total Sport Manitoba Funding	18,500	21,935.58	19,735.00
Performance Program revenue			
Training Camp Income	600	567.81	1,619.16
Travel Recovery	31,800	32,155.00	22,367.00
Total Performance Program. Programs	32,400	32,722.81	23,986.16
Total Performance Program Income	50,900	54,658.39	43,721.16
EXPENSE			
Entry Fees & Licenses	8,000	11,754.00	7,663.13
Training Camp Expense	1,500	324.86	3,324.29
Sport Science	5,500	4,750.00	3,406.26
Equipment Purchases	3,000	2,543.45	2,747.17
Athlete/Coach Development	8,100	10,501.29	17,629.70
Coach Travel Expense	2,300	3,346.60	1,655.81
Team Travel	40,000	42,622.62	28,688.69
Team Coach Salary	20,000	21,125.00	12,460.00
Total Performance Program Expense	88,400	96,967.82	77,575.05
Net Performance Program Expense	37,500	42,309.43	33,853.89