

## High Performance Committee meeting

Wed June 25, 2014

7pm Sport For Life

Present: Karin (minutes), Megan, Pauline, Chris, Jamie, Rob, Steve, Alan

Regrets: Lorne, Corey, Richard, Betsy, Mary

### 1. Updates

- [Steve] special thanks to coaches/organizers of Spring camp
- Brainstorming session with HP athletes – Megan summarized athlete answers to 4 questions:
  1. What do you need from the HP program?
  2. What frustrates you about being a cross country ski racer in Manitoba?
  3. How would you like to use training camp time?
  4. What do you need to reach your full potential as a skier?
- ...the answers are important. Let's be sure we remember them.
- Fall Camp 2014 – Kenora Oct 3 – 5, Lisa P available, potential to build in coach (L2T) evaluations, concerns over Nutritionist pushing product-this won't happen or Betsy will find a replacement, clubhouse or tents for accommodations, add extra rollerski/technique session with Lisa for those that desire.
- Coaches Technical update (June 2014) – surprise visit by National coach Eric De Neys, great information, briefed on WinSport program for graduating HS athletes (bridging gap from HS to Uni), Levi/Lisle have been approached. Eric advises that glacier camps are best suited for Junior Man/Woman aged athletes.
- Rob/Chris making contacts re: University programs across Canada, no hard information gathered so far. U of A (Edmonton) just started a team. Work in progress.

### 2. CCSAM Athlete Development/High Performance proposal – Megan

- This committee needs a Terms of Reference – Janet McMahon, Richard Huybers for assistance? Need framework for decision making, state our goals, our purpose.
- ON model: cast a wide net “Talent Squad” then start focusing needs of athlete groups at different stages. Discourage sense of entitlement, encourage certain events for certain athletes, not everyone “gets to go”. We need to define the aspects of our athlete development program to meet needs of our athletes, what is appropriate for the different ages/stages of our athletes?

### 3. 2014-14 Events

- Early season race team trip plans – Megan & Karin to meet
- Team selection races – no discussion points.
- Midget Championships? - no discussion points.

### 4. Canada Winter Games

- Minimum age on CWG Selection criteria – add born 2000 to 1992
- Wax tech – Tim W cannot accept. Mike Kennedy (Fischer rep) or Alex Casey (Prince George coach)? Ask Ted for \$\$ for wax tech apprenticeship position.

Next meeting: TBD

## High Performance Committee meeting

Sat April 12, 2014

2pm Riverview Community Centre

Present: Rob K, Steve S, Corey K, Jamie G, Chris R, Megan C, Alan A, Richard H, Betsy H, Karin Mc (minutes), Lorne W, Pauline N, Mary M

1. Nationals overview
  - great results, nice to have 3 support, kids were great, overcoming illness
  - MB on right track, we're doing good work with our athlete development
  - Parents grateful for the time/effort put into team trips
  - growth across the board e.g Jesse Bachinsky improving immensely
  - good development happening with addition of Joel Peltz & Alex Druwe as support staff at Easterns & Westerns
  - Very advantageous having Tim Wintoniw, his experience and tools, as wax tech at Nationals
2. Training Camps – to incorporate Nutrition/Psych/FMS/S&C
  - Spring – May 24/25 – Winnipeg (Megan)
    - Focus: kick off the season, leave with a training plan, Adam Decker and other providers.
  - Summer – LSSD Camp
  - Fall – Oct 4/5 – Kenora (Betsy)
  - November camp for elite athletes only (Laval, QC, Sovereign Lake?)
  - December camp for all program athletes.
  - Early season race experience
3. Para Nordic
4. Team Selection Process & Discussion (Steve's document)
  - Agreed that CPL cannot be used to select a team but can be a tool and should remain as is in the team selection process
  - Should athletes provide selection committee an “expression of interest” (why do you want to go?). How to add athlete motivation, attitude, mental readiness for a trip. How can selection committee know if an athlete *should* go?
  - Future: inform HP coaches ahead of time that they will be contacted re: selection *draft* decision. Selection committee, remember to *acknowledge* coach(es) comments (via email or phone)
  - Selection timeline – how best to select athletes as far in advance as possible for planning purposes. Good discussion, no firm ideas, this needs more work for next season.
5. Events to support in 2015 – Easterns probably for sure, Westerns less sure, Nationals in Tbay so potential exists for more athletes to attend/more club participation
6. Athlete rep on HPC – tabled to next meeting.
7. Older athletes
  - University program is needed! Tremendous depth of competition in and around MB (ON, USA)
8. CWG Wax & Manager decision
  - Selection committee to choose from Manager applicants, Wax Tech will be Tim (only one to apply), Pam McDonald as Para Coach (Alan will also throw name in hat if Pam not able).
9. Rollerski Time Trial summer series “Tour de Rollerski”, numbers will be limited to it small & manageable. Will open to HPP athletes first, then to others. July 12, August 2, 16, 23. Handicap series format - first to finish on last day is the winner.

Next meeting: May 23 evening (or on spring camp weekend)

## High Performance Committee meeting

Thu December 9, 2014

6:39pm Sport For Life

Present: Karin (minutes), Megan, Steve, Pauline (phone), Andrew, Jamie, Lorne (phone), Betsy (phone), Mary, Alan, Laurie

Regrets: Chris, Richard

1. CWG Selection Races update
  - Lack of snow is an issue in many places. Kenora has the best snow compared to Birch, Riding Mt., warm temps are forecast but so is snow (in Kenora)
  - **Action** - move the location to Mt Evergreen.
  - **Betsy** to make request to groomers & Mt. Evergreen board (cost for using facility?). Food to be either purchased at cafeteria or bag lunch.
  - **Betsy** to contact Super 8 Kenora regarding accommodations booking.
  - **Jamie** will bring RRN radios.
  - Zone4 registration now live. Deadline Mon Dec 15<sup>th</sup> midnight. Add wax protocol (no flouro) to registration. Also that we will post wax recommendations Friday noon & Sunday morning.
2. Selection Committee update
  - Rob, Steve & Karin are on board as per usual.
3. CWG coaching exemptions
  - All coaches (Megan, Andrew, Pam) received exemptions from Games Council
4. Canmore camp update – Nov 23 to Dec 1, 2014
  - Successful event overall, time trial with Team Nfld
  - Sessions with Eric DeNeys, Rich Pettit, Lisa Patterson, strength session at Bill Warren Training Centre
  - **3 drivers with 2 vehicles** proved absolutely necessary.
  - Conor & Levi (& Steve S) raced the following weekend at Sovereign Lake (Maya & Sean too)
  - Levi won both days & Conor 3<sup>rd</sup>/DQ
  - Jesse & Pam were at Para Nordic Camp, excellent experience for both. Jesse's classification is just shy of standard but Mary is very optimistic that Jesse will be approved to race as a B4 athlete.
5. Expression of Interest
  - Deadline for coaching support positions on all trips has passed.
  - Selection Committee should be able to announce support teams by end of this week.
6. BC Ski Prep Workshop (Lorne)
  - Difficult waxing conditions, excellent experience
  - Lorne to share his notes and the Powerpoint presentation
  - We now have 4 skate, 2 classic Rossi
7. New Business
  - Wax inventory needs to be assessed and missing items purchased. We have a budget for this. **Andrew** to connect with Alan & Megan.
  - Since last season we have lost a good wax iron & our Vauhti form. We need to make sure our supplies return in tact after each trip.

Next meeting: Tuesday January 6<sup>th</sup> 6:30 PM @ SFL

Adjourned 7:50pm

## High Performance Committee meeting

Thu January 6, 2015

6:38pm Sport For Life

Present: Karin (minutes), Megan, Steve, Pauline (phone), Andrew, Jamie, Lorne (phone), Betsy (phone), Alan, Laurie

Regrets: Chris, Richard, Mary

1. Selection Committee update
  - CWG selection was straightforward, Westerns (as per usual) more tricky, how to compare/assess athletes of various age groups.
  - For Westerns we were able to use lap times to compare across categories/genders. This proved to be uncharacteristically helpful (e.g. allowed us to see how well Midget girls performed/how Juvenile girls did not perform well. But what if we didn't have lap times? Does it help to give the Selection Committee more rules? Problem with rules is it ties our hands and does not allow us to react to changing realities.
  - Many positive comments received from the selection notice (email) that included a selection process explanation. People really appreciate this.
  - A Midget Championships or similar trip is a valuable addition to our programs.
  - University program. How to do we continue to support our older/University athletes? Is it our job to have a program for essentially adult athletes? From a CWG perspective, success = strong performances by older athletes (U23).
  - Dialogue between HP Committee members, coaches, parents etc. and the Selection Committee is very helpful and is encouraged.
  - Question from Jamie – where should parents go with their questions? Answer, first to club coach then to ED (Karin). Coaches need to be informed and be resources for their athletes/parents.
2. Easterns Selection
  - Discussion around using Westerns results. It means moving selection to 9 days before the event (Jan 19 or 20<sup>th</sup> vs published Jan 12<sup>th</sup>). Looooong discussion. Result: SC will meet Jan 12<sup>th</sup> as planned, if SC cannot select the 2 open spots (because Falcon race may be cancelled) then maybe we'll consider using Westerns results (or not fill those 2 spots).
3. National Selection
  - Review the HP document. All good.
4. CPL
  - There is a 2014-15 CPL Technical Package on CCC website:  
<http://www.cccski.com/Events/Technical-Packages.aspx>
  - It does provide point accumulation opportunities for our athletes, it does complicate the event itself (more expensive, need a TD, day licenses required etc.), need to know what categories to combine in order to have enough participants for points eligibility, need to ensure athletes are racing up unnecessarily or “chasing points”.
5. Age Categories definitions
  - Problematic when other Divisions don't follow the CCC Competition Model.
  - To be discussed again in June. Karin to bring up with Divisions at CCC AGM in June.
6. Manitoba crests are at Windsor Park, \$6, some should be reserved for rural clubs. **Megan** to find a parent to take on this project.

Next meeting: Tuesday April 7<sup>th</sup> 6:30 PM @ SFL

Adjourned 8:20pm

## High Performance Committee meeting

Sat May 23, 2014

6pm Sport For Life

Present: Karin (minutes), Megan, Pauline, Chris, Jamie, Lorne

Regrets: Rob, Steve, Corey, Alan, Richard, Betsy, Mary

1. Athlete Rep – approach Alex Druwe
2. Training Camps
  - Fall camp update (Betsy's email), Sport MB service providers can be available for this camp if needed/requested
  - Early on snow/race trip for core team, November, Silver Star? Last 2 weeks Nov.
  - December camp for all athletes, combined with CWG2015 selection races #3 & #4 – Dec 20 – 22. CWG hopefuls will only do races/not camp (their on snow camp is in Nov)
  - Phil Widmer & Andrew Casey are moving to MB, let's invite them to our camps etc..
  - Spring camp Day #1
    - Discussion re: consistency in strength training knowledge/information, concerns surrounding throwing kids into exercises/weights they are not accustomed to, some disappointments with the testing component, poor communication from service providers; challenge: integrating rural S&C programming. On positive – our rural kids are testing strong i.e. our rural programs are working. Challenge with “expert” presentations, inconsistent messages
    - Megan to provide this feedback to Adam Decker
3. Lisa Patterson visit
  - Coaches technical update, June 13 7:00 – 9:30pm, Sport For Life, she'll be at RRN session
  - Pauline to communicate
  - invite parents to CPL portion
4. 2014-15 Event Calendar overview
  - Waiting on CCC calendar...review again at next meeting
  - Midget Championship trip?
5. Budget review
  - Rob – need to see the flip chart sheets from April meeting - what did we identify as top ideas for CWG core group development? Early snow camp/race trip, we scrapped the glacier camp idea, what else??
  - Need to price out the plan for CWG team from now to Mar 2015 – send Ted another enhancement funding proposal
  - Karin to send committee an updated budget
6. MB Team selections
  - Lots of discussion on subject of identifying “core” group of athletes/“pre-selection” of teams. Not all agreed with naming the obvious team members ahead of time (e.g. The Levis, Conors, Lises etc.) potentially discouraging other athletes. Other pros & cons discussed.
  - We have a “High Performance” program with developmental athletes, we need to define the difference between these athlete groups and how the different athletes are best served by the program.
  - Seriously consider renaming our HPP the *CCSAM Athlete Development Program* or something.
  - Megan will continue to work on a proposal (that identifies the different athlete groups within the HPP) and bring to June meeting
7. Para Update – tabled to next meeting
8. CWG Wax tech position – Tim has been offered, he wants to accept but has to wait until fall to see if he can take the time off work
9. University Program – Chris & Rob have been exploring this further, sent feelers out to U of M & U of W.

Next meeting: Friday June 13<sup>th</sup> 5:30pm Sport For Life – tentative. Rob might not be in town, Betsy prefers Saturday. Karin is out of town June 8 – 15.

## High Performance Committee meeting

Thu October 21, 2014

6:00pm Sport For Life

Present: Pauline, Karin (minutes), Megan, Alex D, Alan, Lorne (phone), Betsy (phone)

Regrets: Chris, Steve, Corey

1. Rob Kirchmann has stepped down as High Performance Director, Pauline Nadlersmith voted in. however Pauline is concerned about her conflict of interest.
2. Easterns team trip
  - 10 athletes + 3 coaches
  - This is a CWG focused event. If University students do not attend with MB team do we send smaller team or open up to non CWG athletes? Yes, so long as the CWG focus remains in tact
  - We will support 10 - 12 athletes on this trip. We have 10 tickets for athletes on the plane (Wpg-Ottawa)
  - House in Wakefield Quebec is booked
  - **Action:** Karin – Expression of Interest to go out ASAP
3. Westerns team trip
  - Team selection – use On Snow camp weekend races
  - Sprints may be used
  - 16 athletes + 4 support
  - Alpine Hostel booked
  - We can apply to Coaching MB for \$\$ for wax tech mentoring project. **Action:** need to put together a budget.
  - **Action:** Karin – Expression of Interest to go out ASAP
4. Nationals trip
  - Accommodations impossible to find! Full service cabins booked off Lake Superior, 45 mins from site.
5. On Snow camp – location TBD
  - Need a camp leader for non-CWG athletes, **Megan** to approach Elise/Chris
  - **Lorne:** to contact Birch club re: use of facility for camp
6. CWG selection races
  - Classic 10k, Free 15k for boys
  - Classic 7.5k, Free 10k for girls
  - open only to CWG eligible athletes
  - NEED TO CHANGE selection criteria – ONLY JUVENILES (not just 2000 yob)
  - Discussion around the Ontario (Midget Championships) Low/No fluoro waxing protocol. Should we also adopt? For CWG trials, for MB Cups, for Midget and younger only?
    - **Motion:** For CWG Selection races, no high fluoro wax shall be used. 6 yaj, 2 najs. Passed.
  - Neutral wax team in place? For testing, making recommendations for the day. CCSAM wax supply to be available. All club coaches encouraged to work together to help all the athletes make best decision.
7. CWG Support Staff
  - Mike Kennedy very interested but unable to secure time off from University of Alberta. No word from Andrew Casey. Tim Wintoniw has suggested we contact Rich Pettit. Also Erik De Neys.
  - Need to know by end of month – we will continue to pursue!
8. Fall camp report – Betsy
  - Positive overall. Weather wasn't great. Accommodations (clubhouse) were good, a little crowded for guys (loft was tight). Better than travelling from Minaki to camp site.

- Extra time with Lisa was appreciated by older athletes.
  - Excellent template for future camps – Kudos/thanks to Betsy!
9. HP/CWG clothing update
- HP jackets booked (Pauline)
  - CWG suits designed by Susanne Vande Vyvere, now ordered from Mt Borah.
10. Canmore camp update
- Athletes invited/declined – Ben, Maya, Sean. Next group of performers invited – 7 accepted Levi N, Conor, Lisle, Simon, Cam, Elora, Sam.
  - Trying to find a larger van (12 passenger) to rent. Likely to rent 7 passengers. Need to fit 7 athletes, 3 staff, 3 drivers in 2 vehicles so they can rotate.
  - Biathlon issue discussed. Should we put a policy in place (in future) preventing athletes from racing both weeks at CWGs? Megan in awkward position these past few weeks. A policy would clarify intentions and prevent hard feelings in future. There's also the issue of CCSAM money/support being used for BAM athletes?
11. Midget Championships trip
- Alan has been looking into this a little, so has Pam McDonald. Bragg Creek is a long way to travel. Pam thinking of taking a group of Midgets to Westerns.
  - Red River Nordic planning a trip for Midgets – to the US, closer driving distance and lots of athletes. Welcoming non RRN club members. RRN to send out details, Jamie the contact.
12. Para Nordic
- Jesse's training going VERY well, fitness amazing, technique coming along.
  - Jessie is not going to Westerns or Easterns – focus is on CWG and Nationals along with local races.

Next meeting priority: Tuesday December 9<sup>th</sup> 6:30pm @ SFL

Adjourned 9:00pm

## High Performance Committee meeting

Thu Sep 4, 2014

6:30pm Sport For Life

Present: Karin (minutes), Megan, Richard, Pauline, Rob, Jamie, Lorne (phone), Mary, Alan

Regrets: Chris, Steve, Corey, Betsy

1. Terms of Reference for this committee – Richard to follow up
2. Rename the High Performance Program?
  - Suggested - Provincial Ski Team Program – let's see what people think.
3. CWG support staff
  - Corey Kolbuck cannot attend Games due to his Police training. We need to replace him. Andrew Casey (Prince George coach) has been approached but has not responded. Mike Kennedy (Fischer rep) is interested. He has test skis (bonus) and very knowledgeable wax tech. He is also a old certified Level 3 coach (necessary for Games, so also a bonus). **Action:** Megan will follow up with Mike. Karin and Megan to work on Coach, Wax Tech, Manager job descriptions for Games.
  - We still need another support staff (Wax Tech). **Action:** Selection committee to review the original applications, once we hear back from Mike Kennedy.
4. Fall camp update
  - Registration is now open on Zone4.
  - Request to allow athletes to rollerski with Lisa Patterson during strength session (x fit). Megan to follow up with Betsy.
5. Early snow race trip 2015 (Megan/Pauline)
  - Opportunity for higher level racers (Games “core” group) to get on snow early/quality race experience. NorAm might be a rude start so AB Cup Nov 29/30 in Canmore seems best option - less expensive than Silver Star or Quebec, guaranteed snow. Accommodations also less expensive (Alpine Club Hostel). Drive instead of fly. Target group Juveniles & older.
  - Instead of just a race weekend, make it a training week of it. So, Nov 22<sup>nd</sup> – 30<sup>th</sup>, roughly. Won't appeal to University athletes (exam time).
  - First determine how many spaces there are (~10) based on # vehicles/support people etc. The top athletes are obvious, then offer to the next highest performers (to be figured out later). Jesse, guide (Brendan) & possibly Tamara to be included.
  - In terms of selecting who goes - need to consider the Biathlon equation, who to invite/how to select based on past performance...??
  - **Action:** Megan/Pauline to put together budget, determine number of spots available. We'll deal with selection issue later.
6. Team Trips
  - Propose sending larger team to Westerns, smaller team to Easterns (Canada Games team only).
  - Easterns (Ottawa): 10 athletes & 2 alternates, 4 support. Might be best for Jesse to sit this out (Westerns better fit)?
  - Westerns (Canmore): 15 athletes, 5 support. Plus Jesse/Brendan.
  - Nationals (Thunder Bay): discussion around using this opportunity (close proximity) to send a larger group to Nationals. Lots of pros/cons. How about 8 athletes + 3 support, with option to identify more athletes (up to 4 plus 1 more support) that have shown readiness based on season performance/maturity level etc. Jesse, if coming, would come with own coach & support – but book accommodations.
  - Note: this information is to remain confidential until we update the HP document and post on the website.
7. Midget Championships trip
  - Create an expression of interest for a support team to take a group of Midgets to...Bragg Creek,

AB?

- Is Kenora planning a Midget Championships trip already??
8. Purchase of test skis?
- Megan to contact Mike Kennedy for advice.
9. CCSAM HP Jackets (Pauline)
- Pauline has approached Krista Robinson (MEC) for a wicked deal on MEC Tremblant jackets (\$190), product support is good (if it's losing feathers you can return it), people can try on before buying (local store). HP skiers/coaches to order black, other individuals/clubs/groups can order a different colour. Same Manitoba icon from CWG race suits to be heat pressed on HP jackets  
**Action:** Pauline to create an order form to send out.
10. Wax Experience initiative
- Can apply to Coaching MB for \$\$ support to have local coaches get practical wax experiences at out of province races.
  - Potential experts to engage: Tim Wintoniw, Mike Kennedy, Skinook people. Need to find out who is available for any of our team trips. Best to use someone who is at the race location already, and offer an honorarium for services.

Next meeting priority: Selection races for team trips. Tuesday October 21<sup>st</sup> ?? 6:30pm @ SFL

Adjourned 9:30pm