



CROSS COUNTRY SASKATCHEWAN

2023/2024

ATHLETE AND COACH FUNDING GUIDELINES

Revised by High Performance Committee

November 2023



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OVERVIEW

Cross Country Saskatchewan (CCS) is committed to supporting the development of competitive cross-country ski racing in Saskatchewan. Athlete funding has been made available from the introductory competitive experience (base level) to the elite levels of high-performance competition.

Through **Base Level Funding** CCS recognizes the starting point for racing teams of member clubs and their athletes and provides those teams with assistance to support racing within the province as the team sees fit.

Through the **Athlete Development Program Development Team**, CCS recognizes and supports the intermediate step when the developing athlete has already proven their ability at provincially sanctioned races, and wishes to challenge both themselves and others, at nationally sanctioned races, such as those beyond the borders of the province. The athlete will strive to acquire a ranking on the Canada Points List (CPL), as established through Nordiq Canada (NC).

Through the **Athlete Development Program Provincial Team**, CCS recognizes and supports the accomplished athlete who has already proven their ability, provincially and nationally.

Through the **High-Performance Athlete Funding**, CCS will support elite level athletes who continue to progress to the next level and have moved out-of-province to train with high-performance cross-country ski clubs and teams across the country.

The CCS Base Level and the Athlete Development Programs High Performance Program are available to both able bodied and para-athletes. Selection criteria for the Athlete Development Program and High-Performance Funding places emphasis on the athlete's demonstrated ability and results from the previous year's competition.

Each year the High-Performance Committee (HPC) will develop a High Performance (HP) Bulletin which identifies the selection criteria to be used for the upcoming competition year. The HP Bulletin will be distributed to clubs and posted on the website. Athletes are no longer required to submit applications as results from the previous competition year will be used for funding.

Included in this document is the "Athlete/Coach Agreement" form that can be used by coaches to enter into ethical agreements with their athletes.



BASE LEVEL COMPETITION

Base Level Funding

The Base Level Funding program is a grassroots CCS initiative to provide the racing teams of member clubs with financial assistance for their young and developing racers. CCS recognizes that many young ski racers need to travel to various races throughout the province. Race exposure for these young athletes is critical for their development to high performance skiing.

CCS will provide funding of **\$200 per racer** meeting the established criteria. This funding will be available to each racing team of a member club to assist in the development of their young athletes.

At the beginning of each season CCS will review the attendance from all Sask Cup races from the previous year. Racing teams who have racers meeting the criteria below will be given Base Level Funding per eligible racer. Funding will be distributed to member clubs by the end of the calendar year.

Key Criteria are:

1. Athletes shall be a member in good standing of a registered CCS club.
2. Athletes shall have attended:
 - a A minimum of three CCS sanctioned Sask Cup races (a race being defined as one Sask Cup race – one of which must be classic); and
 - b Provincial Championships. *

If any Sask Cup races are cancelled, the HPC may choose to reduce the require number of attended races.

3. Athletes selected to the Athlete Development Programs are also eligible for Base Level Funding.
4. Athlete shall be in the “Under 23” (U23) categories (or U35 for Para Nordic athletes).
5. Base level funding is to support travel expenses for athlete attendance at races.

**An athlete that can provide proof of illness (signed letter from a doctor) that prevented his/her participation in the provincial championships or NOT MORE THAN TWO regular Sask Cup race events that they intended on attending, will still be considered eligible for base level funding.*

**If an athlete is unable to attend the provincial championships due to inclement weather and adverse traveling conditions the HPC may waive the requirement of attending the Championship if the athlete can provide proof of registration to the event and of adverse traveling conditions.*



ATHLETE DEVELOPMENT

1. Athlete Development Programs

CCS's Athlete Development Programs (ADP) will identify, select and support promising athletes from CCS member clubs.

The goal of the ADP is to promote growth in competitive cross-country skiing and to ensure Saskatchewan athletes are competitive on an inter-provincial and National level, including supporting future Canada Winter Games' teams.

The ADP will:

- On an annual basis, establish two teams of high-performance skiers as follows:
 - Provincial Team (PT) – consisting of up to 16 athletes (8 male & 8 Female)
 - The team will consist of athletes competing in the U20-U16 categories.
 - The PT includes athletes who are committed to compete at higher level events such as Western Canadian Championships, select out of province major events and the Canadian National Championships.
 - These athletes have proven themselves through a combination of strong performances at local and national competitions, are committed to advanced training programs, and have shown dedication to the sport of cross-country skiing.
 - All PT athletes will continue to be coached by their club coach but will have enhanced training opportunities and access to the Provincial Coach as requested by the athlete or club coach.
 - Development Team (DT) – consisting of up to 18 athletes (9 male & 9 Females)
 - The team will consist of athletes competing in the U16-U14 categories.
 - The DT includes athletes who are committed to developing their racing skills and intend to compete at higher level events such as Western Canadian Championships.
 - Have demonstrated abilities in training and racing, have demonstrated good performance in out-of-province, regional and provincial race series, and have shown a commitment to cross country ski racing.
 - Athletes will continue to be coached by their club coach but will have age-appropriate training opportunities through the ADP.



ADP Objectives:

- Select talented athletes based on results, commitment, and dedication to the sport for the PT and DT.
- Motivate and train athletes by providing them competition, education, and training opportunities in a high-performance team-based environment.
- Expose selected team athletes to out-of-province competition opportunities.
- Prepare athletes for the next level of competition through appropriate opportunities.

Provincial and Development Team Eligibility Requirements:

1. Member in good standing of a registered CCS member club.
2. Hold a valid Nordiq Canada race license.
3. Must be coached by a cross country ski coach that is trained at NCCP – Learn to Train, or higher.

Team Fee

A team fee will be set annually based on the training/racing schedule and team size. Team fees will be listed in the annual HP Bulletin.

Team Benefits

During the year, athletes selected to the PT and the DT will receive the following:

1. Invitations to team training camps and select events as outlined in High Performance Criteria Bulletin.
2. Fully supported team travel and accommodation at select camps and races listed in HP Bulletin.
3. Full coaching support at eligible out-of-province events listed in the HP Bulletin.
4. Personalized Sport science support coordinated by CCS – including Nutritionist, Sport Psychologist, VO² max testing, etc.
5. Coaching support throughout the year from the Provincial High-Performance Coach if requested.
6. Access to provincial team clothing paid by the athlete.

PT – 2024-2025

The PT falls under CCS ADP, which identifies, selects, and supports promising athletes from CCS member clubs. The goal of the ADP is to promote growth in competitive cross-country skiing and to ensure Saskatchewan athletes are competitive on an inter-provincial and National level, including supporting future Canada Winter Games teams. The Saskatchewan Provincial Team (PT) is a high-performance focused team, consisting of athletes competing in the U16, U18, and U20 categories in the 2024-25 race season. The 2024-25 PT will comprise of up to 16 athletes who are committed to developing their fitness and ski racing skills and intend to compete at high level events such as Alberta Cups, Nordiq Cups, Western Canadian Championships and Canada National Ski Championships. Selected athletes have demonstrated strong results in racing and a dedication to training and striving.



towards their athletic goals. Athletes will continue to be coached by their club coach but will have additional, age-appropriate training opportunities, resources, and race support available to them through the CCS ADP.

The Saskatchewan Provincial Team is led by the CCS Provincial Coach and will draw upon additional support from club coaches.

PT Selection Criteria

Selections for the PT will be made annually at the end of April 2024, after the publication of the Year End CPL by Nordiq Canada. Nominated athletes will receive an email notifying them of their nomination and will have an opportunity to either accept or decline before the PT is officially announced in May 2024. All current team athletes will be re-evaluated based on criteria set out below.

Athletes will be selected in order of the following Selection Criteria (SC):

- **SC#1.** An athlete finishing in the top 20 at the National Championships in their respective age category (Individual events only), will be selected to the PT.
- **SC#2.** Canada Points List (CPL) – Athlete’s Distance **or** Sprint CPL points in the end of season CPL list published by Nordiq Canada, typically April of every year, will be used for the ranking of athletes. The top ranked five (5) athletes (Male & Female) with the highest CPL points and who’s CPL ranking meets the standards outlined in the annual HP Bulletin, will be selected to the PT. Athletes making SC#1 will reduce the number of available positions in SC#2.
 - Athletes shall meet the CPL Criteria for each age group; below are examples of the CPL standards from the 2022-23 season that were used to select the 23-24 team:

April 2023 CPL Points <i>Distance</i> Criteria				
YOB	Cat.	Men*	Women*	
2000	U23	82	74	
2001	U23	82	74	
2003	U20	73	69	
2004	U20	73	69	
2005	U18	65	64	
2006	U18	65	63	
2007	U16	57	56	
2008	U16	52	55	
2009	U14+	48	49	

April 2023 CPL Points <i>Sprint</i> Criteria				
YOB	Cat.	Men*	Women*	
2000	U23	74	65	
2001	U23	76	74	
2003	U20	74	72	
2004	U20	74	71	
2005	U18	72	73	
2006	U18	71	71	
2007	U16	67	68	
2008	U16	63	64	
2009	U14+	56	59	

*U14+ & U16 are 70%, U18 - 75%, U20 - 80%, U23 - 85% of Canadian Top 10 average

*U14+ & U16 are 70%, U18 - 75%, U20 - 80%, U23 - 85% of Canadian Top 10 average



- **SC#3.** Force Majeure – means an unexpected event beyond the reasonable control of the athlete that materially affects an athlete’s ability to compete and will be determined on a case-by-case basis (e.g., illness, injury, equipment failure, transportation breakdown, etc.). An athlete shall submit documentation outlining the rationale to be selected under Force Majeure and demonstrate that it materially impacted their ability to be selected using the selection criteria. The documentation shall be received by CCS before April 30th annually.
- **SC#4.** CCS may make up to six (6) discretionary selections (3 male/3 female) to the PT. These selections are driven by factors including, but not limited to, the Canada Winter Games cycle, upcoming high-performance athletes and demonstrated commitment to cross country ski racing.

CCS reserves the right to increase the PT allotment size with athletes selected under SC#5.

- **NOTE:** As this is new selection criteria, CCS may modify the PT sizes based on available budget and current athlete pool to maximize athlete exposure to help meet the HP’s objectives in future years

DT – 2024-2025

The Saskatchewan DT is a Cross-Country Saskatchewan high-performance program focused on U14 and U16 athletes. The 2024-25 DT will comprise of up to 18 athletes who are committed to developing their fitness and ski racing skills and intend to compete at high level events such as Alberta Cups and Western Canadian Championships. It provides quality training camp and racing experiences throughout the year, as well as engaging athletes in supplemental learning opportunities, which complement the support and programming that they receive from their home club.

DT Selection Criteria

Selections for the DT will be made annually at the end of April 2024. DT nominees will be notified of their nomination via email and will be asked to accept or decline their nomination before the team is officially announced in May 2024. All current team athletes will be re-evaluated based on criteria set out below.

Athletes qualify based on the ranking of average Sask Cup Points. Selection to the DT is outlined below:

- **SC#1.** Sask Cup Points – The athlete’s average Sask Cup points will be used to create a combined ranking of U14 and U16 athletes, including graduating U12 athletes (U12+). The top five (5) ranked athletes (Male & Female) of the combined U12+, U14 & U16 categories will be selected to the DT. Athletes must have competed in 50% or more of the Sask Cup Races in the previous race season to be eligible in SC#1 (For example if 8 races take place a minimum of 4 races must



be attended, if 7 races take place a minimum of 4 must be attended). Races with only one competitor in a division may be excluded.

Example:

	Sask Cup Races						AVERAGE	Ranking
	#1	#2	#3	#4	#5	#6		
Skier X (U16)	89.25	85.5	92.9	-	100.0	-	91.91	1 st
Skier Y (U14)	-	100	-	87.3		86.8	91.36	2 nd
Skier Z (U16)	82.1	100	89.1	-	95.1	81.1	89.48	3 rd

- **SC#2.** Force Majeure – means an unexpected event beyond the reasonable control of the athlete that materially affects an athlete’s ability to compete and will be determined on a case-by-case basis (e.g., illness, injury, equipment failure, transportation breakdown, etc.). An athlete shall submit documentation outlining the rationale to be selected under Force Majeure and demonstrate that it materially impacted their ability to be selected using the selection criteria. The documentation shall be received by CCS before April 30th annually.
- **SC#3.** CCS may make up to eight (8) discretionary selections (4 male/4 female) to the DT. These selections are driven by factors including, but not limited to, upcoming high-performance athletes and demonstrated commitment to cross country ski racing.

CCS reserves the right to increase the DT allotment size with athletes selected under SC#3.

- NOTE: As this is new selection criteria, CCS may modify the DT sizes based on available budget and current athlete pool to maximize athlete exposure to help meet the ADP’s objectives in future years.

Athlete Obligations

The Provincial Team athlete will:

1. Read and agree to the CCS *Athlete Code of Conduct*.
2. Review with the Provincial Coach a personalized yearly competition schedule, identifying key events for the upcoming season.
3. Compete in a minimum of two weekends of out-of-province competitions not including Westerns and Nationals.
4. Compete at the Western Canadian Championships.
5. Compete at the Canadian Cross Country Ski National Championships. (Note: Nationals are considered a high priority event, and every effort shall be made to attend)
6. Participate in all eligible training camps, unless exempted from attending by the Provincial Coach.



7. Follow a comprehensive annual training program.

The Development Team athlete will:

1. Read and agree to the *CCS Athlete Code of Conduct*.
2. Compete in a minimum of two weekends of out-of-province competitions not including Westerns.
3. Compete at the Western Canadian Championships.
4. Participate in all eligible training camps, unless exempted from attending by the Provincial Coach.
5. Follow a comprehensive annual training program.

2. High Performance Athlete Funding

CCS will support elite level athletes who continue to progress to the next level and have moved out-of-province to train with high-performance cross-country ski clubs and teams across the country.

Funding Eligibility Requirements:

1. Athletes shall be in the “Under 23” (U23) categories.
2. Athletes will have graduated from a registered CCS club within the last 5 years.
3. Athletes shall be a member in good standing of a registered CCS club.
4. Athletes will hold a Nordiq Canada License for the upcoming season.
4. Athletes are training with a high-performance club or team outside Saskatchewan. (clubs and teams will be vetted and approved by the HPC)
5. Athletes must meet the CPL standards listed in the HP Bulletin. End of season Distance CPL points (April publication) will be used.

CCS will provide financial support as listed in the HP Bulletin to eligible athletes.



COACHING

High Performance Coaching Support

For our athletes to strive for excellence in training and competition, both themselves and the province, the involvement of volunteer coaches is critical. Each racing team of a member club is recommended to have at least one certified coach to assist in the development of the team's base level and high-performance program. Developing training plans, coordinating training sessions and travelling with the athletes to races requires both a time and financial commitment on the part of the coach. For this reason, CCS provides HP Coaching Support funding to assist in offsetting some of the costs associated with coaching base level and high-performance athletes. **Please see the Application Form in this document to apply.**

Mandatory criteria to qualify for this grant:

1. **Active Nordiq Canada Coaching License** – to qualify for HP Coaching Support, you must have a current Nordiq Canada Coaching License.
2. **Racing Athletes** – each applying coach shall base their application on supporting a competitive development program consisting of racing athletes under the age of 20 and/or the U35 Para Nordic category (as of December 31st of the current competition year).
3. **Active Coaching Certification** – as per Nordiq Canada's Maintenance of Coaching Certification Policy, coaches listed as having active coaching certification on *The Locker* will be eligible for HP Coaching Support.
4. **Athlete/Program Volume** – HP Coaching Support will be provided if athlete numbers and the existing club high performance program warrant inclusion of a second coach or third coach (above 1:10 coach to athlete ratio) a subsequent application may be submitted, and at the discretion of the HPC, be approved.
5. **Training and Competition Program** – The coach shall submit a document outlining the High-Performance Program in place for the club. This would include, but not be limited to, planned training sessions, race schedule, etc.
6. **CCS shall receive applications by December 1st, 2023** to be eligible.



Available grant funds will be based on NCCP level attained as of December 1st, 2023.

\$200	\$400	\$600	\$800	\$1,000
Certified Community Coach	Certified Community Coach	Certified Community Coach	Certified Community Coach	Certified Community Coach
Trained L2T – Dryland & On Snow	Certified L2T – Dryland & On Snow	Certified L2T – Dryland & On Snow	Certified L2T – Dryland & On Snow	Certified L2T – Dryland & On Snow
		Trained T2T – Dryland & On Snow	Certified T2T – Dryland & On Snow	Certified T2T – Dryland & On Snow
				Trained L2C – Dryland & On Snow

Examples of how the coach can utilize this funding: 1) honorarium for coach’s time spent working with athletes, 2) travel assistance for coach and athletes to attend local races, 3) general coaching supplies, stationary, etc. The coaching support grant is designed to assist the existing coach in their function as a team coach. This grant is **NOT INTENDED** for coaching development but to support the coach as they work with the team and individual athlete.



CROSS COUNTRY SASKATCHEWAN

1. Application for High Performance Coaching Support 2023-24

NOTE: Application shall be received by December 1st, 2023.

Coach Information	
Name _____	Address _____
City _____	Postal Code _____
Email Address _____	
NCCP Level _____	Certification # _____
<i>Home Ski Club</i> _____	<i>Team Name</i> _____
Required Signatures	
Signature of Coach _____	Date _____
Signature of Club Official _____	Date _____

Please attach the following information with this application:

Summary of club training and competition program for the upcoming season Names and number of athletes involved.

Print, fill out, scan and email completed forms to: ccs@sasktel.net

Or send to:

Cross Country Saskatchewan
1860 Lorne Street
Regina, Saskatchewan S4P 2L7



ATHLETE/COACH AGREEMENT

Below is a list of expectations for CCS athletes and coaches. An athlete's acceptance to the Provincial/Development Team is acceptance that the athlete will adhere to the agreement for CCS supported race trips and training camps. Clubs may use this agreement for their own programs.

ATHLETE CODE OF CONDUCT

Athletes will:

- Strive to be positive and support other team members
- Work together with other team members when needed
- Be appreciative of everyone supporting the team
- Respond to reasonable requests for assistance from clubs and to reasonable requests for information from the press

Athletes shall:

1. Compete according to the rules of Cross Country Saskatchewan (CCS), Nordiq Canada (NC) and the International Ski Federation (FIS), where applicable.
2. Be respectful and considerate towards the public, coaches, administrators, volunteers, officials and other athletes;
3. Represent Saskatchewan and the sport in a dignified and responsible manner;
4. Treat with respect all property owned, rented or borrowed by CCS, including team vehicles, rental cars, accommodation, team clothing, billet's property and team equipment;
5. Respect the curfew hours specified by the CCS coaching staff and refrain from visiting the rooms of other athletes after curfew;
6. Confirm with Team Leaders their whereabouts and activities at all times when away from the team accommodations, camp headquarters or race site;
7. Not publicly criticize CCS programs, sponsors, clothing, equipment or personnel/volunteers, (voice any valid concerns directly through the normal CCS political process);
8. Never use tobacco or illegal drugs;
9. Never use alcohol while attending a team activity (athletes under the legal age) without exception;
10. Never use alcohol while attending a team activity without prior consent of the Head Coach or his/her delegates (athletes at, or over the legal age).



COACH CODE OF CONDUCT

Coaches have influence and control over their athletes. They shall be aware of and understand the power they have to affect their athletes' athletic development, their personal lives and even the athletes' families. Coaches shall also recognize that their athletes may look to them for a good example. The athlete's behavior is influenced by the coach. Coaches shall achieve behavior that is in the best interests of their athletes and the organization.

Coaches have a responsibility to:

1. Maintain respect for officials at all competitions;
2. Allow athletes' goals to take precedence over their own
3. Recognize and accept to refer athletes to other coaches or sport specialists
4. Ensure that the activity is suitable for the age, ability and fitness level of the athletes
5. Regularly communicate and cooperate with the athletes' parents or legal guardians if the athlete is under the age of 18, involving them in decisions pertaining to their son/daughter's development
6. Conduct practices, and coordinate training and race trips, so as to allow student athletes the best chances for academic success.
7. Educate athletes about contributing to a safe environment
8. Communicate and cooperate with doctors in the diagnoses, and treatment of their athletes' medical and psychological problems.
9. Give top priority to the athletes' future healthy and well-being when making decisions about their ability to continue playing or training
10. Display high personal standards and project a favourable image of their sport and coaching
 - a Refrain from public criticism of fellow coaches; especially when speaking to the media or recruiting athletes
 - b Abstain from the use of tobacco products while in the presence of athletes and discourage their use by athletes
 - c Abstain from drinking alcoholic beverages when working with athletes
 - d Discourage the use of alcohol in conjunction with athletic events or victory celebrations at the playing site
 - e Refrain from the use of profane, insulting, harassing or otherwise offensive language in the conduct of duties
11. Treat everyone fairly, regardless of gender, place of origin, colour, sexual orientation, religion, political belief or economic status
12. Regularly engage in professional development
13. Respect skiers, coaches, parents, and officials at all times and encourage the same from their athletes
14. Encourage athletes to uphold the rules of their sport, and the spirit of such rules



Coaches Shall:

1. Ensure the safety of the athletes with whom they work.
2. At no time become intimately and/or sexually involved with their athletes.
3. Respect the athlete's dignity; verbal or physical behaviors that constitute harassment or abuse are unacceptable.
4. Never advocate or condone the use of drugs or other banned performance enhancing substances.
5. Never provide underage athletes with alcohol.



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ATHLETE/COACH AGREEMENT

Athlete: I, _____, by signing this document, indicate that I have read, understood, and agree to follow the Cross-Country Saskatchewan Athlete/Coach Agreement.

Date: _____

Athlete signature: _____

Parent signature: _____

Phone number: _____

Address & Postal Code: _____

Coach: I, _____, by signing this document, indicate that I have read, understood, and agree to follow the Cross-Country Saskatchewan Athlete/Coach Agreement.

Coach signature: _____

Phone number: _____