



2025 ALPINE ONTARIO SPRING DEBRIEF

May 2nd, 2025





ALPINE ONTARIO **WELCOME**

Within these walls where a passionate ski community comes to gather, you are welcomed, accepted, and respected.

Here, no matter who you are or where you are from, you are at home, regardless of your race, national or ethnic origin, colour, religion, age, sex, sexual orientation, gender identity or expression, marital status, family status, genetic characteristics, disability, or conviction.

All we ask is that you be excellent, respectful, accountable, courageous, and a leader.

TOGETHER, WE ARE **ONTARIO UNITED**

WELCOME

We would like to acknowledge that all of us in this meeting are located on the traditional and ancestral lands of Anishinaabeg, Haudenosaunee, and Wendat peoples who have inhabited this land, since time immemorial.

AOA acknowledges the history that many nations hold in the territories on which we work, train and race.

AOA is committed to a relationship with First Nations, Métis, and Inuit peoples based on the principles of mutual trust, respect, reciprocity, and collaboration in the spirit of reconciliation and inclusivity.



JACK CRAWFORD

 **CBC**
SPORTS



» KITZBUHEL: CANADIAN HISTORY!

JAYDEN BUCKRELL



ON COURSE

4 Jayden Buckrell UNH

LAST SKIER

Rank	Bib	Name	Team	First Run	Second Run	Total Time	Team Points
5	1	Bradshaw Underhill	MID	41.66	46.77	1:28.43	29.0



HOW DO WE GET THERE?





PATRICK BIGGS

AOA EXECUTIVE DIRECTOR

SEASON REVIEW





- SHARE HIGHLIGHTS AND PERSPECTIVES
- 2025 STRATEGIC PRIORITIES - SUCCESSES AND SHORTCOMINGS



HIGHLIGHTS

High Performance

Jack Crawford win at Kitz!

Jayden Buckrell NCAA slalom Champ!

Kyle Blandford – 4th NAC SG/DH standings

Ali Nullmeyer WC 3x top15 WR 22

Colton Bartholomew WR GS 732 -> 261 -NAR 1

Lily Sewel WR SL 377 -> 271

Elli Clarke WR SL 556 -> 302

Filip Armstrong WR GS 926 -> 289 - NAR 2

Para

James Budrow – Huntsman cup winner

Michaela Gosselin – Double WC DH winner!

Skier Cross

Hannah Schmidt – Winner SX Reiteralalm

Kevin Drury – 6X Podium (SX World Cup)



WHAT HAVE WE SET OUT TO DO? STRATEGIC PLAN 2023-2028



STRATEGIC PLAN INTERVAL REPORT

MAY 2025



VISION

A THRIVING SKI COMMUNITY FOR ALL

MISSION

LEAD, SUPPORT, AND PROMOTE THE JOYS OF SKI RACING WHILE DELIVERING A TRUSTED PATHWAY TO PODIUMS, COMMUNITY, COMPETITIONS, AND CAREERS

CORE VALUES

RESPECT, INTEGRITY, PASSION,
ACCOUNTABILITY, INCLUSIVITY

ONTARIO UNITED – A PLACE OF BELONGING THROUGH POSITIVE EXPERIENCES FOSTERING GROWTH, INCLUSIVENESS, AND COLLABORATION

STRATEGIC PLAN INTERVAL REPORT

MAY 2025



As an organization we must drive forward with resolve and agility, understanding that our tactics and progress will be continuously assessed, adjusted and improved. A good plan is simply just the beginning.

The AOA strategic plan interval report is aimed to help showcase progress against the priorities set forth in our 2023-2028 strategic plan.

AREAS OF FOCUS



PRIMARY OBJECTIVES

- I. A growing ski racing community that embraces inclusiveness and belonging
- II. A trusted growth and development pathway that delivers value and performance success
- III. AOA supporting coach and officials development across the province
- IV. Commitment to excellence in governance, financials and operations

STRAT PLAN ADVISORY GROUP



29 KEY ACTIONS

PTSO ROLES AND RESPONSIBILITIES



Ontario's Sport Recognition Policy sets out the mandatory requirements provincial sport organizations and multi-sport organizations must meet to be recognized by the province.

PSO RESPONSIBILITIES

- ✓ developing their sports
- ✓ providing a competitive pathway for athlete development
- ✓ selecting provincial teams
- ✓ recruiting and training coaches, officials and volunteers
- ✓ conducting provincial championships
- ✓ ensuring they operate within their National Sport Organization (NSO) rules

FOR THE PUBLIC, A PROVINCIALLY RECOGNIZED PSO/MSO PROVIDES

Assurance the organization operates in a safe and effective manner

- follows national standards when developing and offering a sport
- offers high quality programs to their members
- has certified coaches and officials
- has established risk management policies (discipline, harassment, anti-doping, screening for volunteers etc.)
- is working to promote participation from under-represented populations in Ontario

ONTARIO UNITED - ALPINE ONTARIO ALPIN STRATEGIC 2023-2028

A PLACE OF BELONGING THROUGH POSITIVE EXPERIENCES FOSTERING GROWTH, INCLUSIVENESS, AND COLLABORATION

Inspired Community

Identify and support the diverse needs among clubs and athletes to provide programming that fosters participation and retention.

Proactively safeguarding participants through robust Safe Sport policy and promoting safe and inclusive environments.

Athletic Development

Enhance Skill Development and physical preparation by offering turnkey tools and resources aligned with ACA and accessible to all clubs and levels.

Increase access & exposure to SX and Super-G environments.

Coaches + Officials

Education and mentorship opportunities to develop and advance high performance coaches.

Increase recognition, valuing and belonging amongst officials & coaches within the community.

Organizational Excellence

Strengthen Alpine Ontario governance practices and align with current strategic plan.

Establishing clear roles, responsibilities and lines of communication to ensure the achievement of AOA's vision.



ACTION PLAN TRACKING



2025 ACTION PLAN ITEMS UPDATE



1

Identify and support the diverse needs among clubs and athletes to provide programming that fosters participation and retention.

STATUS | **ON TRACK**

**24/25
FOCUS**

BENEFITS

- A community that provides programming for varying skill, development, and performance levels across all divisions
- New models of access and entry to ski programs

CURRENT ACTIVITIES

- ✓ Host the second annual Canadian University Championships
- ✓ Offer flexible U18 options to accommodate the needs of racers
- ✓ 2022 onward - Integrate team racing component in SOD series

2

Proactively safeguarding participants through robust Safe Sport policy and promoting safe and inclusive environments.

STATUS | **ON TRACK**

**24/25
FOCUS**

BENEFITS

- A growing ski racing Community that embraces Inclusiveness and belonging

CURRENT ACTIVITIES

- ✓ Securing independent third-party Safe Sport case manager
- ✓ Safe Sport training for participants
- ✓ Developing new Code of Conduct

2025 ACTION PLAN ITEMS UPDATE



22

Education and mentorship opportunities to develop and advance high-performance coaches.

STATUS | ON TRACK

24/25
FOCUS

BENEFITS

Clear pathways to elevate and maximize the potential of Coaches and Officials

CURRENT ACTIVITIES

- ✓ Engagement of Coach Mentor to attend U16/OST/ODST summer camps
- ✓ Coach UP sessions with ODST/OST

12

Increase access & exposure to SX and Super-G environments.

STATUS | ON TRACK

24/25
FOCUS

BENEFITS

- Pathways and programs that allow Ontario athletes to progress to the highest level of the sport.

CURRENT ACTIVITIES

- ✓ Develop annual plan of events for AOA supported SX and SG camps
- ✓ Increase # SX races and camps
- ✓ U16 SG Camp in Quebec

2025 ACTION PLAN ITEMS UPDATE



25

Establishing clear roles, responsibilities and lines of communication to ensure the achievement of AOA's vision.

STATUS | ON TRACK

24/25
FOCUS

BENEFITS

Clearly define roles and responsibilities amongst contributors

CURRENT ACTIVITIES

- ✓ Update Major Event Contracts
- ❑ Division MOU Updates

13

Enhance Skill Development and General preparation for more U14 athletes through AOA led initiatives

STATUS | TO BE CONTD

24/25
FOCUS

BENEFITS

Supporting "Healthy Humans" addressing performance, fitness, mental health, and educational requirements for athletes and coaches

CURRENT ACTIVITIES

- ❑ U14 Summer Development Camp
- ✓ U14 pre CanAm project
- ❑ U14 dryland camp

2025 ACTION PLAN ITEMS UPDATE



27

Strengthen Alpine Ontario governance practices and align with current strategic plan.

STATUS | ON TRACK

24/25
FOCUS

BENEFITS

- Stable and sustainable best-in-class athletic leadership and programming

CURRENT ACTIVITIES

- ✓ Bylaws update in alignment with ONCA
- ✓ Code of Conduct policy update and Club/Division policy review
- ❑ Division MOU updates

21

Increase recognition, valuing and belonging amongst officials & coaches within the community.

STATUS | ON TRACK

24/25
FOCUS

BENEFITS

- Valued and engaged coaches across the province

CURRENT ACTIVITIES

- ✓ New Coach facilitator awards and Jackets
- ✓ Coach facilitator and officials jackets



PERSPECTIVES

Hard few year...

COVID closed our ski hills

Climate Change has given us variable seasons

Gen Y – a generation not fit for sport?

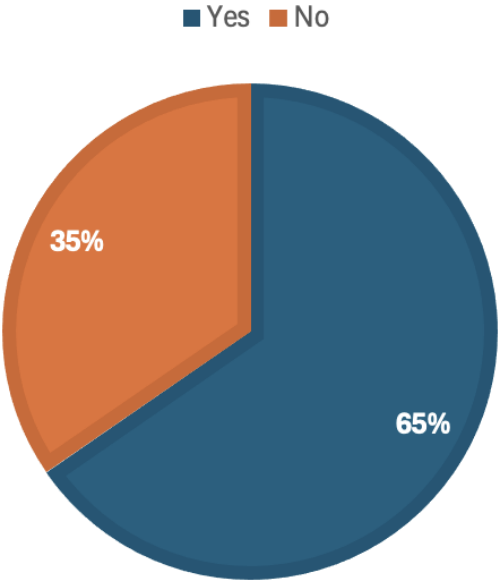
Parents - A changing set of priorities and commitment

Environment - A changing set of expectations on Coaches

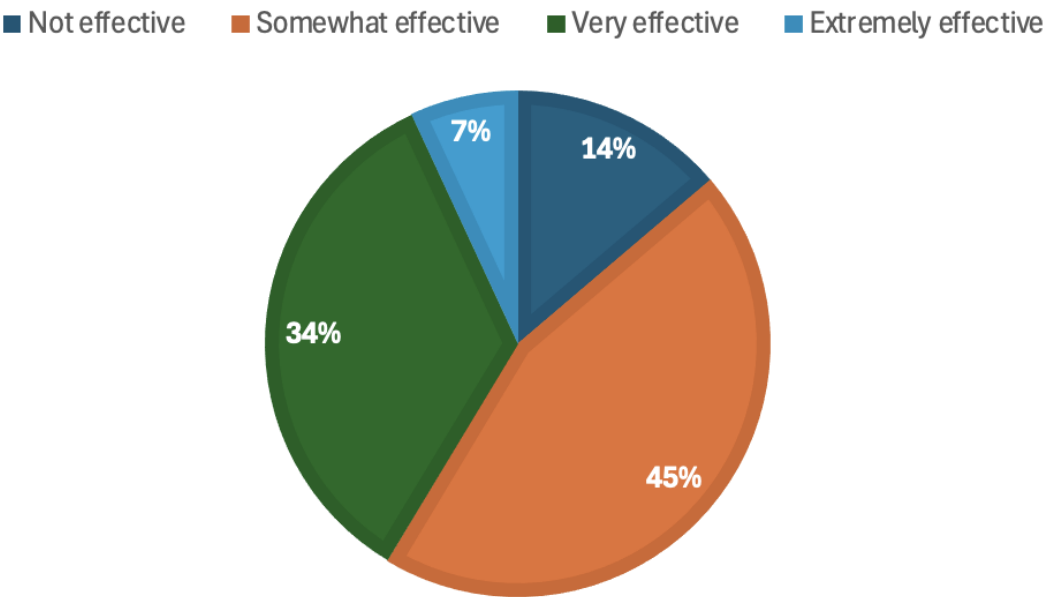
Pathway - An NSO that turns on and off pathways annually

SO.. What do we do

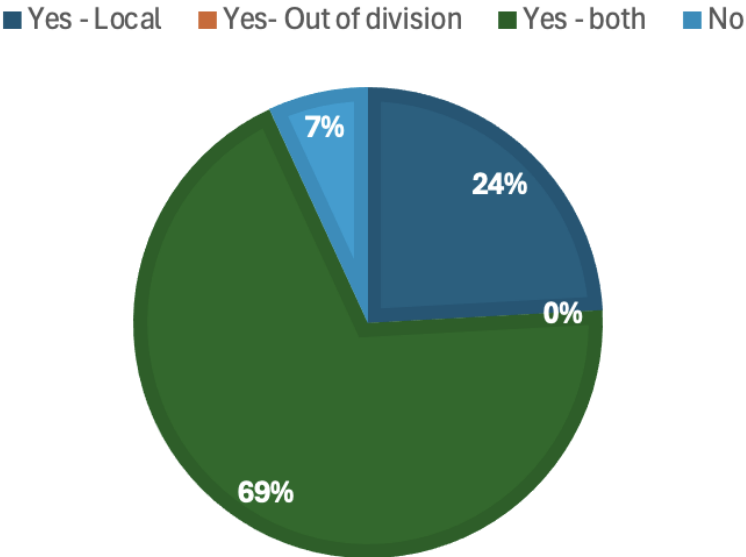
SPRING TRAINING VS. RACES



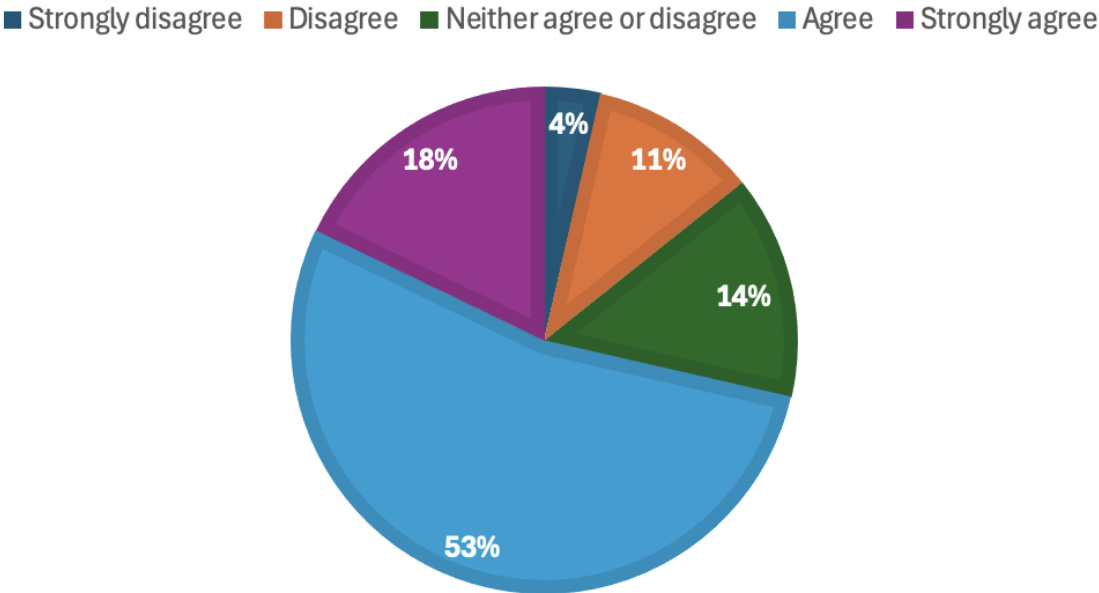
WHISTLER CUP AS AN AOA BENCHMARK

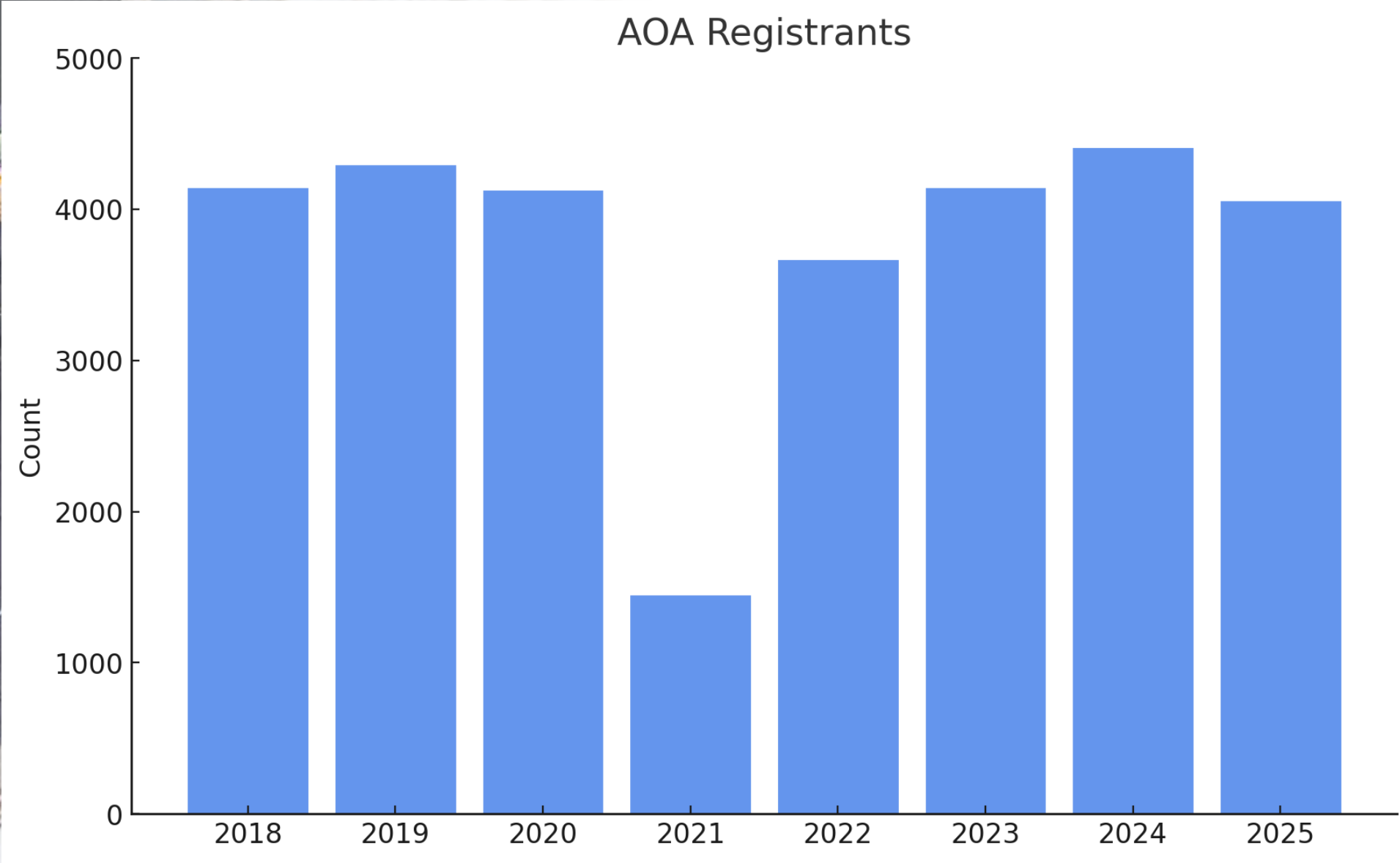


SPEED PROJECTS



SKI CROSS INTEGRATION





AOA Coach Education Report 2024-2025

Coaching Course Recap



▶ **ONTARIO COACHES 2025** – 803 – great effort by clubs to ensure licensed status by Jan 31!

▶ **Entry Level Courses** – slight decrease in registrations from previous year, hoping to boost some interest with instructors and keep growing the pool of new coaches for clubs' next season

- ▶ • 258 (Down From 320) – SQA 255 (74 in April courses)
- ▶ • 28 Courses
- ▶ • 22 Hosting Club
- ▶ • 35 Learning Facilitators (12 Women)
- ▶ • Delivered in Thunder Bay (thanks Chris Wiwchar) and Timmins (thanks Adam Wilcox)

Coaching Course Recap

- ▶ **Development Level Courses** – the word is spreading about this great course, and we had 50% more participation this season
 - 46 (Up from 23) - SQA 67
 - 5 Courses/ Hosting Clubs – Searchmont/ Tremblant (modified)/ Beaver Valley/ Mansfield/ Georgian Peaks – most split courses over 2 weekends resulted in more registrations



Coaching Course Recap



- ▶ **Performance Level Course** – gaining momentum, National team involvement, SQA collaboration!
- ▶ • 17 (Up from 6) - SQA 10
- ▶ Benefits of Provincial Collaborations -
- ▶ Thoughts from Jacques, Dave and Tomaz here...

Coaching Course Recap

▶ Coach Evaluations

- ▶ Entry Level Coaching Evaluation Part A – 129 – (make sure clubs have completed the evaluations in snowreg)
- ▶ Entry Level Coaching Evaluation Part B – 100 – (registered but may not be complete)
- ▶ Development Level Coaching at a race – 1
- ▶ Development Level Coaching during training - 12
- ▶ Performance Level Coaching Evaluation – At a Race - 1
- ▶ Performance Level Coaching Evaluation – Support Athletes during training – 1
- ▶ DL Certified Coach completion – Alec Edward – Beaver Valley Ski Club

Coaching Course Recap

- ▶ EL Evaluations Completed – notable mentions
 - ▶ Georgian Peaks – 34
 - ▶ TSC - 17
 - ▶ Chicopee – 17
 - ▶ Craigleith - 15
 - ▶ Osler – 11
 - ▶ Brimacomb - 9

Coaching Course Recap

- ▶ **Speed Module** - 39 (Up from 24) – Craigleith/
- ▶ Alpine/ Mount Ste Anne/ Mealey
- ▶ **Ski Cross Module** - 14 (Up from 0) – Craigleith



Coach Education Recap

- ▶ **Coach Up/ Women in Coaching** – good turn out for these opportunities, great feedback from participants
- ▶ **DL Coach Evaluators** – we piloted a project during the March DL courses and had good participation to grow our DL coach evaluators, we will continue with this next season
- ▶ **AOA Fall Coach Conference** – Saturday Nov 1, 2025 – Mansfield Ski Club
- ▶ **AOA Learning Facilitator Training** – Change of format for next season - On-snow early season 1 day event – stay tuned for details
- ▶ **ACA Coach Developer Policy Under Review** - Coach Developers WILL REQUIRE NCCP Core Training for Facilitators and Core Training for Evaluators to deliver courses or complete evaluations - offered online by Coaching Association of Ontario - complete them over the summer please!
- ▶ **Officials Courses** – Level 3 Officials – May 3-4 – Collingwood - <https://alpinepoints.ca/officials/courses/#500357>

Coach Education Recap

- ▶ **Accreditation Required** – for all AOA sanctioned events the following will be included in Race Notices and coaches may be required to show proof of licensed status at events
 - ▶ Coach Requirements -
 - ▶ Coaches must:
 - ▶ - have a current coach membership with ACA-CSC (Canada Ski Coaches) in snowreg
 - ▶ - be a licensed ACA-CSC coach in snowreg as of Jan 31 of current season
 - ▶ - be present with athletes on-site
 - ▶ - be able to show proof of up-to-date snowreg/ NCCP/ official's requirements for the level of athlete participation to gain access to the training/ racing environment (field of play). Coaches can download their ACA-CSC membership card into their apple wallet or google wallet on their phone.
 - ▶ It is the club's and coach's responsibility to ensure they have the correct certifications and coaching license for competition.

Coach Education Recap

▶ Final Thoughts –

▶ As the season winds down take a moment to reflect on where we started with J.P. Nerbun and exploring 'What's your why?' approach to transformational leadership and culture change.

- ▶ • How did you establish behavioral standards?
- ▶ • How did you build personal relationships with each athlete?
- ▶ • How did you build team cohesion?
- ▶ • What leadership system did you use?
- ▶ • How did you challenge athletes and enforce standards?



SEASON DEBRIEF & DISCUSSION- Martin Wilson & Co.





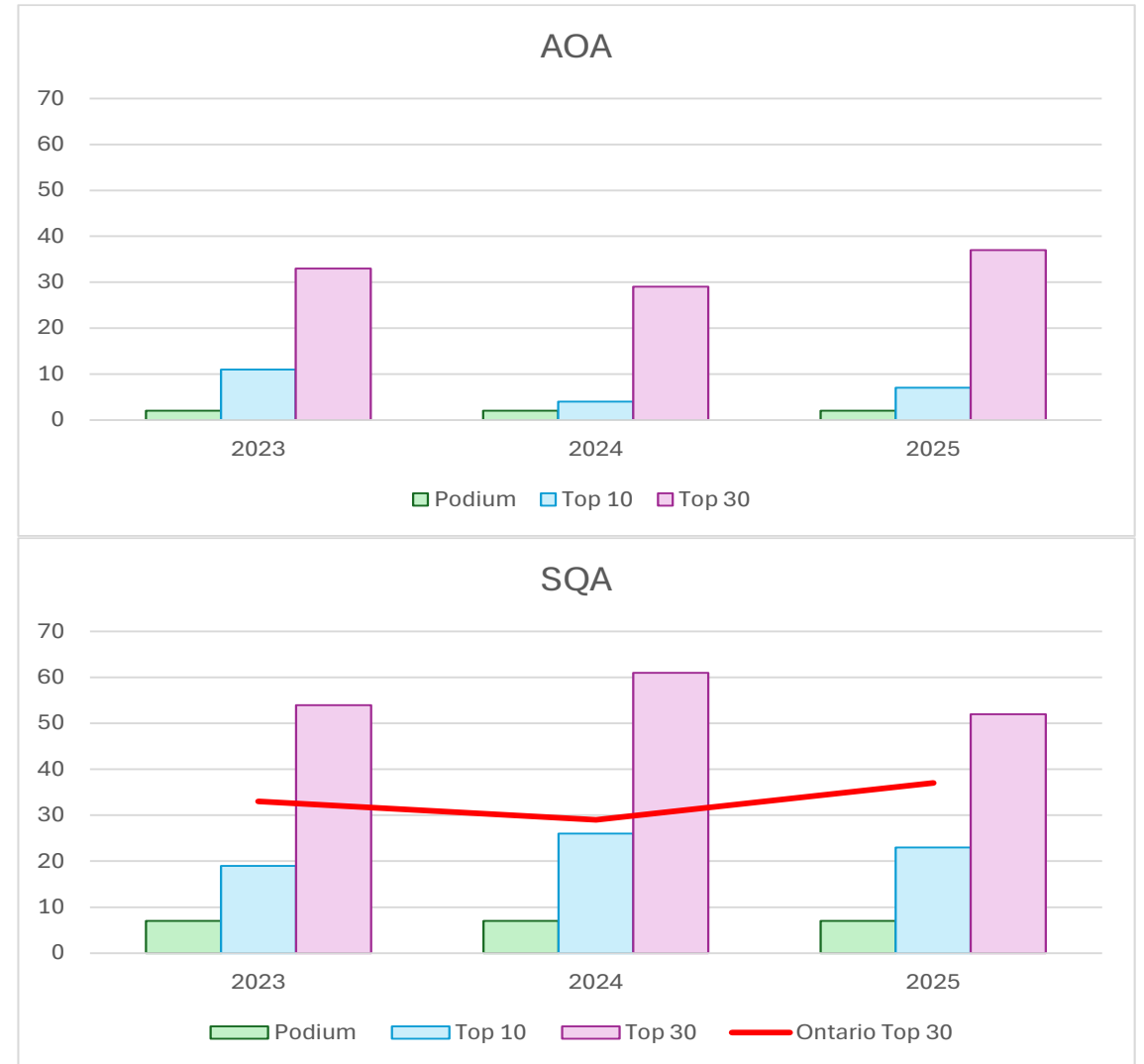
EVENT HIGHLIGHTS
AREAS OF IMPROVEMENT
PREPARATION
PLANNING
HARD REALITIES
TAKING RESPONSIBILITY
ONTARIO UNITED

CANADIAN U16 EASTERNS SLALOM



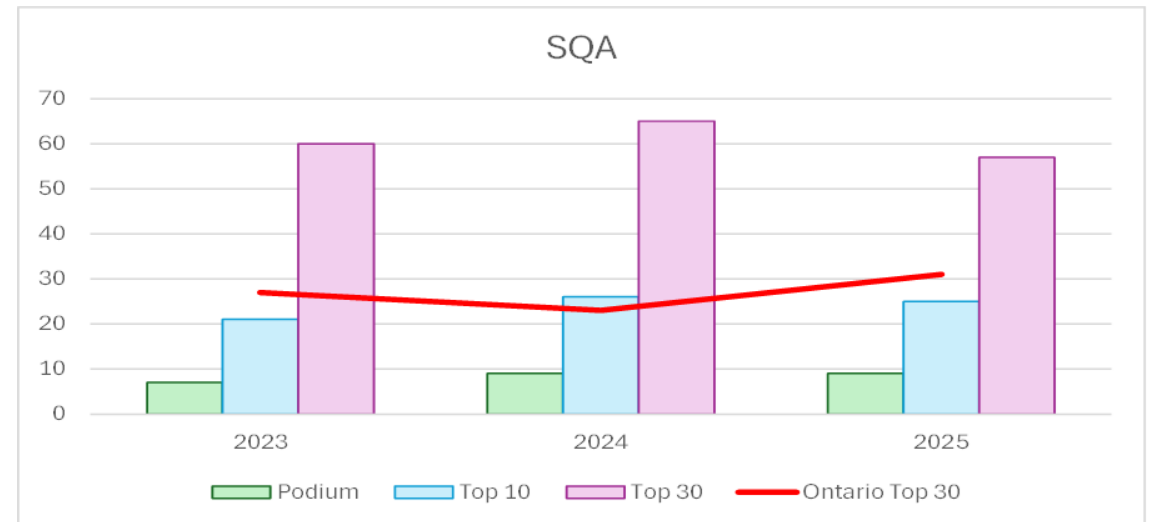
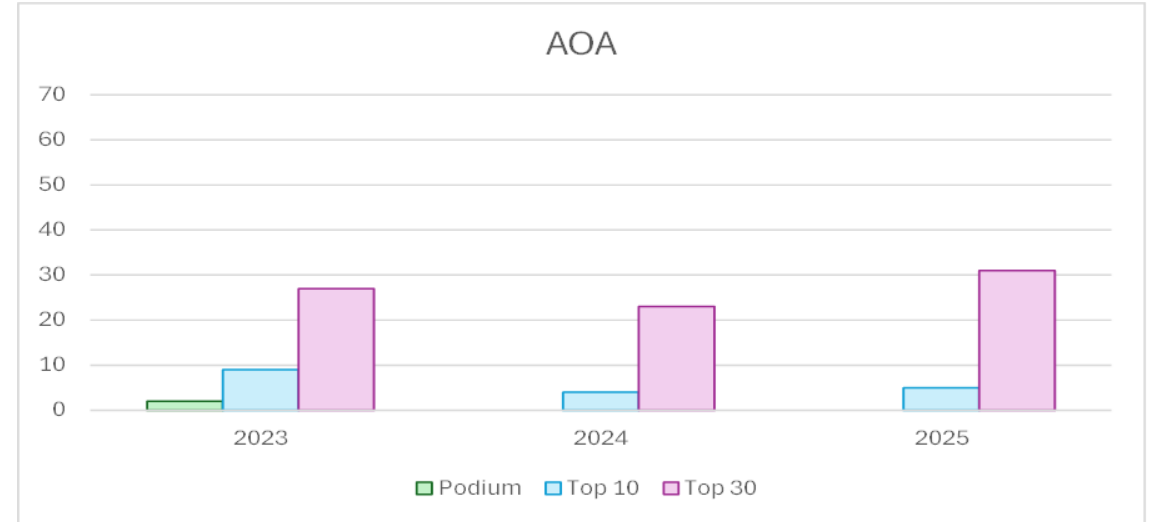


U16 EASTERN'S MALES



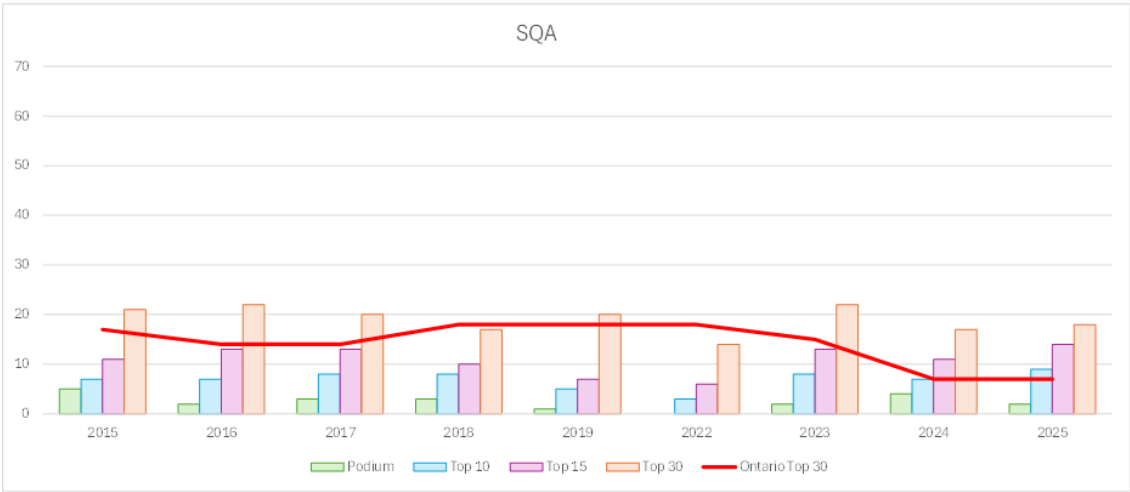
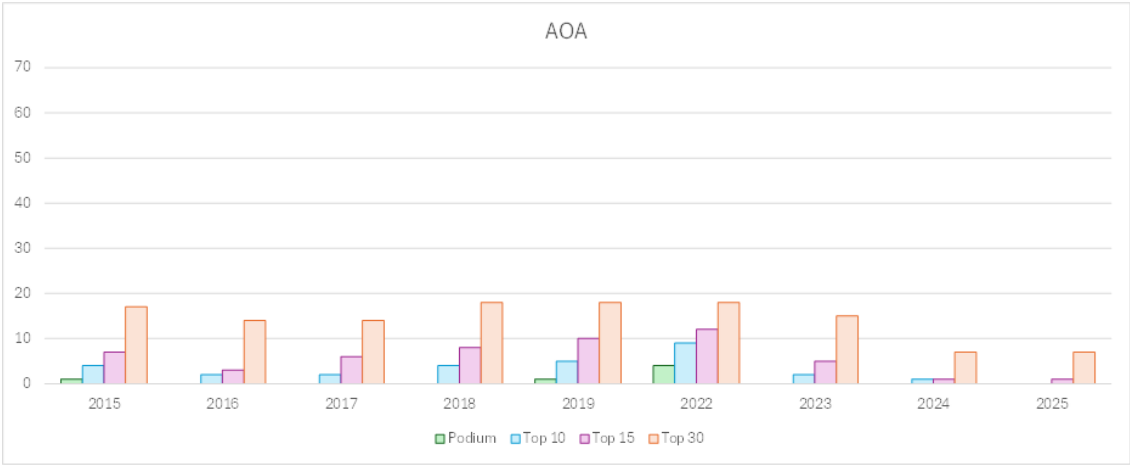


U16 EASTERN'S FEMALES



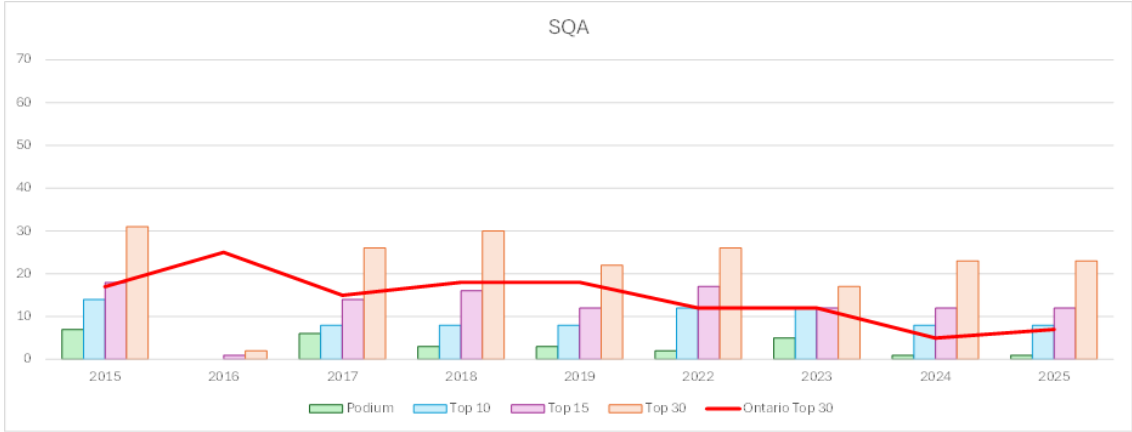
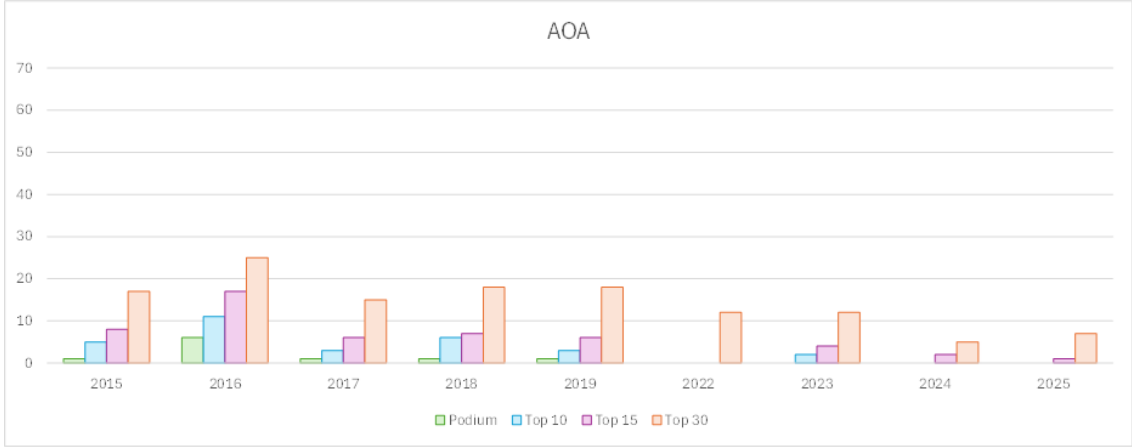


U14 CANAM MALES





U14 CANAM FEMALES





MENTIMETER AUDIENCE/ COACH PARTICIPATION



PANEL DISCUSSION:

PAT BIGGS/ AOA ED

JACQUES REID/ AOA COACH DEV MGR

TANNIS TOOHEY/ U10 MGR ALPINE SKI CLUB

ÉRIC PRÉFONTAINE/ HC MONT TREMBLANT



**GUEST COACH-
Éric Préfontaine
Head Coach
Club de Ski Mont Tremblant**



Trivia Tournament - Give your Team a Name

- Question 1 - 30 seconds

NAME 10 CITIES TO HOST THE
WINTER OLYMPICS

Trivia Tournament -

Question 2 - 30 seconds

NAME 5 SPORTS INVENTED IN
CANADA

Trivia Tournament -

Question 3 - 30 seconds

NAME THE NCCP CORE
COMPETENCIES



Trivia Tournament -

Question 4 - 30 seconds

LIST 5 CANADIAN TEAMS AND
YEAR THEY WON THE STANLEY CUP