

# TOGETHER, WE ARE ONTARIO UNITED

It is an immense honour, as both a lifelong participant and passionate fan of alpine skiing, to serve the Ontario Ski Community.

This year has brought us the shared joy of an exceptional snow season across Ontario; one that reminded us of the magic that happens when nature and sport align. Our collective excitement reached new heights as we watched an Ontario athlete stand proudly at the top of the world's biggest ski race, a moment that inspired every corner of our community.

For every young skier, this moment is an invitation to dream boldly, to ignite an inner spark that could take them down a journey in ways they never imagined. As coaches, you hold the power to positively shape that journey—to guide, to encourage, and to lead with passion. Together, let's use this moment to draw inspiration, be courageous in the face of the challenges we have in front of us, and build the pathways for our young racers.





# **COACH EDUCATION**

- ✓ Double the number of female learning facilitators delivering courses (12)
- ✓ 50% increase in DL participants (46)
- ✓ Collaborated with SQA to deliver PL course at Tremblant. 17 participants (up from 6)

803 Registered coaches (down from 894)

34 Courses

321 coaches trained

22 Hosting Clubs

35 Learning Facilitators (12 Women)

SPEED MODULE PARTICIPANTS - 39 (up from 24)
SKI CROSS MODULE PARTICIPANTS - 14 (up from 0)





















# COMMUNITY, EVENTS, INITIATIVES

- Mackenzie Sheskis
- Women in Coaching Initiative
- Parent educational series Normerica
- Fitness initiatives (Green Bib, Regional Testing)
- Live format Ontario Ski Racing Awards in Toronto
- Additional U18 racing opportunities, Canadian University Championships

# ORGANIZATIONAL AND GOVERNANCE

- Released new Code of Conduct
- 100% compliant to Ministry requirements







# ATHLETIC AND HIGH PERFORMANCE

- OST athlete Colton Bartholomew Ranked #1 in Canada for age and younger
- Filip Armstrong WR GS 926 -> 289 NAR 2
- Lily Sewel WR SL 377 -> 271
- Elli Clarke WR SL 556 -> 302
- CAST-D Kyle Blandford 4th NAC SG/DH standings
- Jayden Buckrell NCAA Slalom Champion
- Para James Budrow Huntsman cup winner
- Ontario athletes competing at highest levels
- Ali Nullmeyer WC 3x top15 WR 22
- Michaela Gosselin Double WC DH winner!
- Hannah Schmidt Winner SX Reiteralm
- Kevin Drury 6X Podium (SX World Cup)
- Jack Crawford Kitzbuhel winner!

### **ACTION PLAN ITEMS UPDATE** SEPT/24





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

#### BENEFITS

BENEFITS

- A community that provides programing for varying skill, development, and performance levels across all divisions

- New models of access and entry to ski programs

Community that embraces

#### **CURRENT ACTIVITIES**

√ Host the first ever Canadian University Championships

☐ Schedule U18 events that unite racers and offer an alternative to FIS √ Integrate team racing component

in SCUP series (SOD)

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

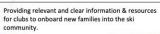
#### CURRENT ACTIVITIES

√ Securing independent third-party Safe Sport case manager

√ Safe Sport training for participants ☐ Developing new safe sport policy

### ACTION PLAN ITEMS UPDATE SPT/24





More Cowbell - Increase community engagement and participation through organized and meaningful

#### BENEFITS

- A growing ski racing Community that embraces Inclusiveness and belonging

events & competitions.

#### CURRENT ACTIVITIES

√ Develop equipment gear guide for families

√ Develop parent information video series



#### BENEFITS

- A growing ski racing Community that embraces Inclusiveness and belonging

#### CURRENT ACTIVITIES

√ Develop events that excite and draw fans and engagement - 2024

### ACTION PLAN ITEMS UPDATE SEPT / 24





Identifying critical gaps in performance infrastructure and SIAIUS TRACK athlete pool (location, education, \$) and collaboratively developing short/medium/long term solutions.

#### BENEFITS

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

#### CURRENT ACTIVITIES

√ Community outreach meeting and surveys conducted

✓ System expert/consultant hired to analyze and make recommendations ☐ Publish actionable steps

Increase access & exposure to SX and Super-G



#### BENEFITS

the sport.

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

#### **CURRENT ACTIVITIES**

√ Develop annual plan of events for AOA supported SX and SG camps

√ Collaborate with Ontario Snowboard to offer SX race series ☐ U16 SG Camp in Quebec/USA

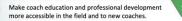
### ACTION PLAN ITEMS UPDATE SEPT/24



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

CURRENT ACTIVITIES ☐ U14 Summer Development

☐ U14 mid-season project ☐ U14 dryland camp



#### CURRENT ACTIVITIES

More opportunities for 'on hill √ Flexible DL delivery model implementation

√ Increased camp modules for

coaches

### **ACTION PLAN ITEMS UPDATE SEPT/24**



Developing a team of learning facilitators that will inspire the next generation of AOA coaches.



#### BENEFITS -Increased investment in

BENEFITS

the sport.

learning'

- Pathways and programs that

progress to the highest level of

allow Ontario athletes to

coaches and officials' development

-Clear pathways to elevate and maximize potential

Pathways and programs that

progress to the highest level of

allow Ontario athletes to

the sport.

## developer training and recruitment

Developing, executing and communicating aligned multi-year actions with clear KPI, roles and

#### responsibilities, and review process.

**CURRENT ACTIVITIES** 

✓ Increased focus on coach

**CURRENT ACTIVITIES** ✓ Development of AOA Action Plan

update through tracker √ Ministry Tracked KPIs

### **ACTION PLAN ITEMS UPDATE** SEPT/24





- Strong finances with revenue growth

### - Transparency to stakeholders

aligned with ethical behavior

#### √ 150k growth in new sponsorship

revenue and VIK

√ 50k Growth in new grant funding

☐ Fundraising Revenue Generation

Strengthen Alpine Ontario governance practices and

- Stable and sustainable best-inclass athletic leadership and programming

align with current strategic plan.

#### **CURRENT ACTIVITIES**

✓ Bylaws update in alignment with ☐ Code of Conduct policy update and

Club/Division policy review

☐ Division MOU updates

# 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

https://www.ontario.ca/page/sport-recognition-policy-provincial-and-multi-sport-organizations

# WHAT HAVE WE SET OUT TO DO?

collaboration





experiences fostering growth, inclusiveness, and

# STRATEGIC PLAN INTERVAL REPORT SEPT / 25





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

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

STRAT PLAN ADVISORY GROUP



29 KEY ACTIONS

# **ONTARIO UNITED - ALPINE ONTARIO ALPIN STRATEGIC 2023-2028**



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



# 2025-26 STRATEGIC ACTIONS

Organizational Excellence

Develop a robust and transparent revenue generation plan with fiscal responsibility to create a sustainable stream of revenue for the organization.

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

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

Develop & communicate clear, simple pathways for Athletes who aspire for provincial and national careers

Coaches + Officials Foster, recruit, develop, and support coaches and officials across the province.

Make coach education and professional development more accessible in the field and to new coaches.

Inspired Community More Cowbell - Increase community engagement and participation through organized and meaningful events, competitions & communications.

Providing relevant and clear information & resources for clubs to onboard new families into the ski community.

# 2025 ACTION PLAN ITEMS UPDATE







Wed Feb 25 - Fri Feb 27



# 2025 ACTION PLAN ITEMS UPDATE





## PATH TO THE PODIUM



teve Podborski (CAST 1974-1984, 8x World Cup Winner, 1982 World Cup Downhill

TEVE PORDOFSKI (CAST 1974-1984, 8x World Cup Winner, 1982 World Cup Downhill Crystal Globe, 1981 and 1982 Kitzbühel Champion, Olympic Bronze Medalist)

Ken Read (CAST 1974-1983, 5x World Cup Winner, 1980 Kitzbühel Champion)

Todd Brooker (CAST 1977-1987, 3x World Cup Winner, 1983 Kitzbühel Champion

100% of the proceeds form the event will go directly to our 5 athletes as they prepare for Milano Cortina as well as support Alpine Ontario in achieving key funding priorities to help Ontario athletes find their Path to the World Cup. Dinner is limited to 200 Participants who want to make a difference by supporting these

ner is limited to 200 Participants who want to make a difference by supporting these athletes directly (Dinner Gola tickets are \$500 per person, \$5,000 per table of 101. All tickets and donations are eligible for a tax receist from Alpin Egnade.

LOCATION: Georgian Peaks Ski Club DATE: November 22nd at 6pm RSVP & QUESTIONS: 705-444-4777 or nick.hamilton@rbc.com













