



# Overlander Ski Club Plan 2011-2015

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## Purpose of club

The club's purpose as stated in the constitution is;

- **"To promote and encourage recreational and competitive cross-country skiing at all levels and for all ages in the Thompson area of British Columbia"**

To do so we will continue to operate as a full service club recognized by **Cross Country BC (CCBC)** and acknowledged as a **leader in the development of cross country skiing** in the Southern Interior of BC.

The development of this 5-year plan (2011-2016) is based upon membership feedback and analysis by the Trails committee, and the Executive. The following plan is broken down by the focus areas listed below, with item identified as HIGH priority (A), MEDIUM priority (B), and LOW priority (C). This Ski plan will be reviewed annually at the AGM.

Focus Areas	Goal
Trails	<ul style="list-style-type: none"> <li>• To offer trails that will provide exceptional recreational and competitive skiing opportunities in the Nicola/Thompson area</li> </ul>
Facilities	<ul style="list-style-type: none"> <li>• To provide high quality facilities to suit the membership and trail users</li> <li>• To enable us to hold high quality recreational and competitive events.</li> </ul>
Membership	<ul style="list-style-type: none"> <li>• To continue to steadily increase our membership.</li> <li>• To meet the needs of the membership now and in the future.</li> </ul>
Governance	<ul style="list-style-type: none"> <li>• To establish policies and procedures to authorize action and to delegate responsibility</li> <li>• To manage the business of the club in an efficient and effective manner</li> </ul>
Skier Development:	
Recreational Skiing	<ul style="list-style-type: none"> <li>• To provide an enjoyable recreational ski experience</li> </ul>
Lessons	<ul style="list-style-type: none"> <li>• To provide our club members opportunities to develop their skiing potential to the level that they would like</li> </ul>
Competitive Skiing	<ul style="list-style-type: none"> <li>• To ensure our coaching is high quality and enables skiers of all ages to develop to their potential and to deliver programs consistent with the Long-Term Athlete Development model (<a href="http://www.ccski.com/ltad">www.ccski.com/ltad</a>)</li> </ul>
Youth	<ul style="list-style-type: none"> <li>• To provide our youth with an enjoyable skiing experience through well trained and motivated coaches so that they will be encouraged to stay in skiing</li> </ul>
Schools	<ul style="list-style-type: none"> <li>• To provide an effective program to introduce school age children and youth to cross-country skiing</li> </ul>

## Trails

We have a system of trails that provide a variety of recreational opportunities, the capability to host a BC-cup level of event and we maintain these trails to a standard to safely operate on a minimal amount of snow. The backbone of a ski area is the trail system. The recreational and competitive skiing goals of the club can be partially met with a system of trails tailored to each aspect of skier development. The following action items are the responsibility of the trail committee.

Action items	Who	When	Comments	Budget/costs	Priority
Review the "Adopt a kilometer for cleaning" program for pre-season trail maintenance.	Trails Committee	October 2011	needs improvements	No cost	A
Develop 2 <sup>nd</sup> phase of Snow shoe trails	Trails Committee	Summer 2012		\$1000	B
Improve terrain park	Ski-league coordinator Trails committee	Summer 2013	May not be necessary	\$2000	C
Develop the Lookout loop.	Trails Committee	summer 2011	Built in 2011; have approval from Ministry	\$5000	A
Complete Lasso loop of lit trail	Trails Committee	Summer 2011	completed	\$4000	A

Action items	Who	When	Comments	Budget/costs	Priority
Trail smoothing: Improve low snow capability Widen dog trails	Trails committee	annual	Use grass and shrub cutter; fill in wet spots; remove rocky high spots	\$5000	A
Low snow year alternative ski are	Trails committee	2011- 2012	Discussed with Ministry ....Submit plan in 2012	none	B

## Facilities and equipment

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To increase our capacity to accommodate up to 700 trail users per day at peak times. Our facilities are under-utilized during the week, and are at capacity for a short time one day every weekend. Membership expansion will create more of a burden on the weekend because we don't have facilities that we can grow into. Efforts should be made to spread out usage over the weekend (i.e. lessons both Saturday and Sunday).

Action items	Who	When	Comments	Budget/costs	Priority
To contribute to annual fund for replacement of the snow grooming equipment	Executive	Annual		Up to \$10,000/yr	A

Provide heated flush toilet facilities near the day lodge	Trails Committee	2012	Planning started in 2011; need to identify funding sources		A
Investigate disabled access to day lodge		2011	Planning started in 2011; need to identify funding sources		A
Investigate expansion of day lodge in concert with above two items		2011			B
Investigate the possibility of establishing a Shuttle Service to Stake Lake		2012	use web cam; bus service impractical at present; already taking place on informal basis		C
Improve the existing waxing area underneath the deck.	Trails Committee	2011	Level floor, fixed bench and possibly partially enclose Completed	\$1,000	A
Add to ski rental and snowshoe equipment		2011 and ongoing	Equipment added in 2011 for Ski S'Kool	\$2000	
Upgrade radio system		2012		\$5,000	B
Investigate the possibility of a warming hut at the Sidewinder, Geronimo and Ambush junction.	Trails committee	2012	Trails committee not in favour	\$10,000	C
Install wood heater in machine shed		2011	Needs further investigation; insurance issue		

## Membership

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The heart and soul of a club is its membership. Club demographics are changing, as are member's expectations of club services. We are a medium-sized club that operates on a combination of volunteers and paid staff. Concern has been expressed that too few are doing too much and that a review of this balance is required to fit with our goals.

Action items	Who	When	Comments	Budget/costs	Priority
Review marketing plan	Executive	2011	See Marketing Analysis Report -	none	B
Survey membership to determine what services they would like from their club & what they would like to volunteer for	Executive	2011	On-line survey	None?	A
Make Executive more visible at the chalet and during skiing	Executive subcommittee	2011	Post photo board of positions in cabin, website		A
Improve our social program for the enjoyment of all members	Social coordinator	2011	Develop an annual social calendar recruit volunteers		A

recruit "Volunteer Coordinator"	Executive	2011	<p>This position will act to:</p> <ul style="list-style-type: none"> <li>• Improve communication with volunteer activities</li> <li>• Improve current volunteer recognition system</li> <li>• Work to establish good-will ambassadors, who will promote the "friendly nature" of the club on the trails.</li> <li>• Actively canvas membership for volunteers</li> <li>• Be the focal point for club activities that require volunteers</li> <li>• Have had position filled in past</li> </ul>		A
Develop distinguished service volunteer award	Executive	2011	2 awards made in 2011	\$100 for each award	A
Develop electronic communications	Executive	ongoing	<p>improve Zone 4 registration</p> <p>focus on website for communication</p>	??	A

## Governance

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Our governance objectives are to: service the largest number of skiers possible in the local area to support the aims of OSC, CCBC, and CCC; and, to establish and maintain programs and activities that support an integrated Athlete Development system up to the provincial team level.

Action items	Who	When	Comments	Budget/costs	Priority
Review club policies	Executive	annual	review underway		A
Develop a Risk Management Plan	Executive	2011	See CCBC Governance publication; Hazard trees are a major risk; a evaluation & action plan required		A
Review (annually) the balance of paid staff and volunteers to meet club goals	Executive	annual	Expand role of operations manager? Work in progress		
Establish event calendar	Executive	annual	Web page		
Review strategic plan and update on an ongoing basis	Executive	annual	Post on web page		

## Skier Development

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**“A” priority for the first 4 items in this section. This is the club’s future! If volunteers are not sufficient, and they do not appear to be; a contract/paid approach may be required.**

### **Philosophy:**

To establish and maintain programs and activities to support an integrated athlete development system from beginner skier to high performance skier, following the principles of Sport Canada’s Long Term Athlete Development (LTAD) model.

This philosophy recognizes that our club caters to all age groups and skill level skiers.

Following the LTAD Model, we want children and youth to enjoy themselves, to have the opportunity to develop their skills so by the age of 12 they are technically proficient skiers, and to be members of a Club that is fun to belong to. We want children to choose cross country skiing as a significant focus of their athletic endeavours. Our goal is to foster Club spirit, team building opportunities, and to introduce our young skiers to competition in a fun filled atmosphere.

For competitive athletes, we want to provide the coaching and training opportunities that will enable those who so choose to compete at the highest level while a member of our Club.

**Recreational Skiing:** Recreational skiers enjoy their experience and return often. A portion of the club enjoys recreational skiing and wants to maintain this aspect of the sport within the club.

**Lessons:** All members should have the opportunity to improve their skiing through club-sponsored lessons.

**Competitive Skiing:** We consistently place Overlander skiers on the BC talent squad, BC Provincial team and field skiers bi-annually in the BC Winter Games. A portion of the club enjoys competitive skiing, actively participates in events and wants to develop the competitive aspect of the sport within the club. Programs shall be consistent with the LTAD model.

**Youth Program:** We want kids to enjoy themselves and have fun on the trails; provide opportunities for young skiers to advance to competition. Youth typically drop from sports at an ever-increasing rate peaking in early teenage years and the club wants to try to increase youth participation rates.

**Masters Program:** We will provide an opportunity for skiers of masters age (35+) to improve their skiing and we will provide competitive opportunities for those who wish to participate

Action items	Who	When	Comments	Budget/costs	Priority
Improve the quality of our coaching staff by providing more opportunities for continuing education	-Coaching Coordinator - Head Coach	annual	Will be done in-house or by outside coaching staff		
Create the position of Head Coach who will be responsible for coaching the highest level skiers and for providing support to our coaching staff	Coaching Committee	2011	Must have excellent coaching qualifications and be charismatic enough to inspire our members.		

<p>Create the position of Coaching Coordinator who will be responsible for skier development through providing opportunities for the growth of our coaches, lesson participants and general members</p>	<p>Coaching Committee</p>	<p>2011</p>	<p>-Not necessarily a great skier, but needs good organizational skills.          - Organizes workshops for coaching development, waxing, and technique development. - Organizes out-of-town race trips.          - The vision is for this to be a paid position once a suitable person is found and appropriate funds secured.</p>		
<p>Increase participation in the Ski S'kool program with a target of more than 1 school per week in the next 2 years, and up to 3 or 4 schools per week within 5 years.</p>	<p>Coaching Coordinator</p>	<p>2011</p>	<p>Organizer in place for 2011-12</p>		
<p>Increase participation in age-appropriate events outside Kamloops (e.g. Midgets, BC Cup, BC Winter Games)</p>	<p>-Coaching Coordinator          -Head Coach          -Ski League and Junior Development Program Coordinators          -Club Coaches</p>	<p>2011</p>	<p>Make it a part of the Rabbit Program that children are to participate in one of these events annually. It is to be an introduction to competition in a fun filled atmosphere.</p>		

Continue to host a variety of events including regional camps, races, loppets, and time trials. Include snowshoe events and disabled events; include night races	Race Committee	Ongoing	-These events foster Club spirit. -They provide opportunities for team building, and they introduce younger skiers to competition in a fun filled environment.		
Initiate waxing workshops prior to ski season and refresher course midseason	?	annually	Expertise in-house Done In past years		A
Develop Masters age level program		2011	Program started in 2010 and continuing		
Promote cross-country skiing at TRU		2011-12	Have tried in past		
Investigate snowshoe program		2012			