

**NORDIC SKILLS DEVELOPMENT PROGRAMS**  
Organization of Skills Development/Support Programs  
November 2016

**ORGANIZATIONAL STRUCTURE**



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**NSDP**

<b>PROGRAM</b>	<b>COMPONENTS</b>	<b>LEAD</b>	<b>DECISION-MAKING</b>	<b>COMMITTEE/LEAD RESPONSIBILITIES</b>
Nordic Skills Development Programs	Athlete Development Biathlon Rabbits Ski S’Kool Masters Ski Boosters Training Waxing	Board Rep for NSDP	NSDP Committee <ul style="list-style-type: none"> <li>• NSDP Board Rep</li> <li>• Head Coach</li> <li>• Representatives from each program area</li> </ul>	<ul style="list-style-type: none"> <li>• Coordinate efforts across programs</li> <li>• Develop and implement policies in support of the NSDP</li> <li>• Ensure financial sustainability of all programs</li> <li>• Coordinate grants, sponsorships and the Wellness Program in collaboration with club-wide grant &amp; sponsorship efforts</li> </ul>
Athlete Development Program	<ul style="list-style-type: none"> <li>• Track Attack: Extendos &amp; Tacos</li> <li>• Junior Development: Midget, Juvenile &amp; Junior</li> <li>• Masters Fit</li> </ul>	Head Coach	Coaches Committee <ul style="list-style-type: none"> <li>• Head Coach</li> <li>• Rep(s) from each ADP component</li> </ul>	<ul style="list-style-type: none"> <li>• Deliver ADP on behalf of NSDP</li> <li>• Manage program budget</li> </ul>
Biathlon Program	Biathlon Racers Biathlon Masters Biathlon Bears	Biathlon Head Coach	Biathlon Committee <ul style="list-style-type: none"> <li>• Biathlon Head Coach</li> <li>• Rep(s) from each Biathlon component</li> </ul>	<ul style="list-style-type: none"> <li>• Deliver Biathlon Program on behalf of NSDP</li> <li>• Manage program budget</li> </ul>
Rabbit Program	Bunnies Rabbits Extendos (also part of Track Attack Program)	Rabbit Lead	Lead (with input from Rabbit leaders and advice from Head Coach or NSDP Committee)	<ul style="list-style-type: none"> <li>• Deliver Rabbit program on behalf of NSDP</li> <li>• Manage program budget</li> </ul>
Ski S’Kool	Ski S’Kool Racing Rocks	Ski S’Kool Lead	Lead (with advice from Head Coach & NSDP Committee)	<ul style="list-style-type: none"> <li>• Coordinate the delivery of Ski S’Kool and Racing Rocks</li> <li>• Manage program budget</li> </ul>
Masters Drop-In	n/a	Masters Lead	Lead (with advice from Head Coach & NSDP Committee)	<ul style="list-style-type: none"> <li>• Coordinate the delivery of drop-in Masters</li> <li>• Manage Master’s budget</li> </ul>

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**PROGRAM SUPPORT**

<b>FUNCTION</b>	<b>LEAD</b>	<b>APPLICABILITY</b>	<b>ROLE</b>
Ski Boosters	Parent Lead	All Nordic Skill Dev Programs	<ul style="list-style-type: none"> <li>• Provide support and services for families on behalf of the NSDP, including Biathlon</li> <li>• Coordinate NSDP fundraising</li> </ul>
Training	Training Coordinator	All Nordic Skill Dev Programs	<ul style="list-style-type: none"> <li>• Support coach and wax technician training for the NSDP program as a whole</li> <li>• Develop and Implement Training policy</li> <li>• Manage training budget</li> </ul>
Waxing	Head Waxer	ADP and Biathlon	<ul style="list-style-type: none"> <li>• Work with head coach and wax team on race-specific wax plans</li> <li>• Maintain equipment and wax supplies</li> <li>• Manage waxing budget</li> </ul>

**OTHER COMMITTEES**

<b>COMMITTEE</b>	<b>PURPOSE</b>	<b>REPRESENTATION</b>
<b>Coach Management Committee</b>	Oversee Head Coach contract, hiring and performance	<ul style="list-style-type: none"> <li>• NSDP Board Rep.</li> <li>• ADP Rep. on NSDP Committee</li> <li>• Parent Representative</li> </ul>
<b>Discipline/Dispute Resolution Committee</b>	<ul style="list-style-type: none"> <li>• Provide code of conduct for NSDP coaches and athletes.</li> <li>• Revise code of conduct as necessary</li> <li>• Resolve disputes using the Discipline and Dispute Resolution Policy.</li> </ul>	<ul style="list-style-type: none"> <li>• Five club members appointed by the club executive to serve as mediators and on the committee.</li> </ul>