



Z3 HIGH PERFORMANCE TEAM

Founder: Jenny Weber, RD LD

Des Moines Head Coach: Jen Halfpap

Sioux Falls Head Coach: Kathy Grady

High Performance Teams were founded by USA Triathlon and designed to increase the quality and quantity of youth/junior/U23 triathlon programs across the US by recruiting and training skilled athletes in preparation for competition at the highest level in the sport. The Z3 High Performance Team (HPT), established in 2008 by founder Jenny Weber, RD LD, is comprised of athletes race ages 13-19* from all over the country with a home base in Des Moines, Iowa.

HPT athletes have the opportunity to compete in draft-legal triathlons, called Youth and Junior Elite races where they score individual and team points at age-appropriate distances where swim, bike and run skills are crucially important. These super-sprint and sprint distance races mimic the World Triathlon Cup and Olympic format of racing.

Z3 has been the #1 Ranked High Performance Team in the US for twelve out of the last thirteen years. In addition, Z3 has two World Triathlon Junior Championships and one U23 World Triathlon Championship and countless top ten finishes. Meanwhile, Z3 has continued to qualify and send athletes to race internationally every year since inception. Z3's commitment is to prepare every athlete with the necessary skills and confidence for local, regional, national and International levels of competition while instilling the Z3 pillars of character.

**Younger athletes may join our ZiPRZ (6-9), ZipUP (9-11) or Competitive Squad (10-15) programs, please see the applicable Welcome Letter for more information.*

Z3 Pillars of Character

Our work is guided by our belief that competition teaches more than good old-fashioned physical fitness. We believe in teaching life skills through the preparation for and competition in sport, specifically triathlon, which is guided on our following 7 Pillars of Character:

- Integrity
- Sportsmanship
- Respect
- Safety
- Humility
- Goal Setting
- Accountability

Expectations

Athletes who have met two out of the three Z3 High Performance Development Benchmark Standards (see details below) and are willing to follow all details outlined below, qualify to be part of the team.

High Performance athletes are required to race two draft legal events, including Z3 Team's home race in West Des Moines - Flatlands Cup Race on July 12th and if qualified, the USAT National Championships July 31 - August 2 in West Chester, OH.

1. BE Z3: This is who we are – the Z3 Pillars of Character: Safety, Sportsmanship, Respect, Integrity, Goal-Setting, Humility and Accountability.
2. RACE: 2 draft legal (Y/J series) events with the goal of qualifying and making it to Nationals. We need at least 5 athletes per race to meet scoring needs for team participation.
3. TRAIN: Be part of a swim program and swim consistently year-round. Seek individualized triathlon coaching via Z3 if needed or follow the Z3 general workouts posted in www.trainingpeaks.com. As well as, having a USAT Membership in good standing.
4. GOAL-SETTING: Complete the 2026 Z3 Goal-Setting document and do the benchmark testing as often as reasonable. And be able to meet at least the entry level benchmarks for swim and bike in efforts to race a draft legal event without getting lapped out.
5. REPRESENT: Z3 by wearing the uniform and polo or shirt/jacket at meetings, warmups, and on the podium. Tag Z3 and our partners on social media when appropriate.
6. INTEGRITY: Following the USAT Code of Conduct and Z3 Code of Conduct.
7. ACCOUNTABILITY: Understand the rules and qualifications as an individual and team, including the USAT Junior Series Guidebook.
8. TEAM UNIFY: Sign up for all events and pay attention to emails, news and calendar: www.gomotionapp.com/triz3.

What do I Need?

- Z3 Uniform
- Road bike
- GPS or Computer that reads; speed, distance, cadence, power
- Helmet (CPSC sticker, MIPS)

- Bike gear (water bottle, water bottle cage, flat kit)
- Swimsuit, goggles and cap
- Running shoes with quick laces

High Performance Team Dress Code

Z3 High Performance Team athletes are required to wear Z3 gear at meetings, pre-race warmups and on the podium. Athletes should wear cycling jerseys for warm-ups, tech shirts, polos and/or jackets for meetings and/or warmups and the uniform and/or polo shirt on the podium. This gear will be available several times for purchase throughout the season.

Uniform

Uniforms are required for our High Performance Development athletes in accordance with USAT standards. Athletes can purchase a team uniform through Zerod when our team store is open. Other team apparel is also available through other partners throughout the season.

2026 Training, Camps and Des Moines Based Practices

Des Moines based training opportunities begin with Jingle Jam Camp in December 2025 with mini camp opportunities offered a couple other times throughout the winter months. Official practices will begin in March. Practices will be held Tuesday, Thursday afternoons and/or Saturday mornings. Our locations will change; however, most likely practice locations are WaterWorks Park in Des Moines, Raccoon River Park in WDM, RRV Trail in Waukee, and the High Trestle Trail in Ankeny. In addition, we have camps scheduled in February, March, June and July. They can be found in Team Unify. Training programs will be delivered through Training Peaks, www.trainingpeaks.com.

2026 IMPORTANT Z3 Team Dates – Refer below and to the Team Events page in Team Unify

- December 20 – Jingle Jam Mini Camp in Des Moines
- February 14 - Mini Camp in Des Moines (Clermont Prep)
- March TBD - High Performance Team Camp (Tucson, AZ)
- March 28th - Mini Camp in Des Moines (Texas Prep)
- Week of March 23rd – Official practices begin in Des Moines (weather permitting)
- June TBD – High Performance Team Camp (Sioux Falls, SD)
- June TBD – High Performance Team Camp (TN)
- July 11th – All Team Party – Senior Recognition and Awards (Des Moines)
- July 12-15th - National Prep Camp (Des Moines)

Individualized Coaching Needed? -Please contact Coach Jen

Benefits of Joining Z3

- Part of the highest ranked program in the country that values character over winning
- Dedicated, educated, professional and passionate coaches and helpers
- Race weekend support
- Awesome uniform and team apparel
- Discounted products and equipment through our sponsors
- Training schedule to follow every day designed by certified USAT Coaches
- Opportunity to learn from and socialize with elite athletes across the USA
- Team organized travel and discounts/group rates as available

2026 Tuition

- \$850-\$975 for Des Moines based athletes
- \$525 for Satellite athletes (not attending DSM practices, invited to team events/camps and race support)
- Full payment is due February 1st via Team Unify (TU) via credit card
- Financing available for a monthly plan, pay 1/3 February 1st, March 1st and April 1st
- Registration to be completed prior to December 31st in TU.

2026 Z3 High Performance Draft Legal Team Supported Races

Date	Race	Draft Legal	Recommended	Coaches	Level of Support
2/28-3/1	Clermont, FL (EDR/NTDR)	Yes	12yr, YE, JE	Yes	Z3 Camp, Hotel
4/12	Texas Draft-Legal Festival Nationals Qualifier, Ft. Worth, TX	Yes	YE, JE	Yes	Z3 Camp, Hotel
5/3	East Coast Triathlon Festival Nationals Qualifier, Richmond, VA	Yes	YE, JE	Yes	Z3 Camp, Hotel
5/31	Pleasant Prairie Cup Nationals Qualifier, Pleasant Prairie, WI	Yes	YE, JE	Yes	Z3 Camp, Hotel
6/13-14	Jenny Lee Triathlon Cup Nationals Qualifier (Beaver Falls, PA)	Yes	YE, JE Semi-finals/Finals	Yes	Z3 Camp, Hotel
7/12	Flatland Tri Cup Nationals Qualifier, WDM, IA (OUR TEAM RACE)	Yes	YE, JE	Yes	Z3 Camp, Hotel, All Team Party
7/31-8/2	USAT Youth & Junior Nationals, West Chester, OH	Yes	YE, JE, AG	Yes	Z3 Camp, Hotel

KEY:

YE – Youth Elite ages 13-15 (draft legal)

JE – Junior Elite ages 16-19 (draft legal)

AG – Age Group ages 7-19 (non-draft)

All races are posted in www.teamunify.com/triz3 under “Team Calendar - Team Events”. You will find the race site, link, Z3 hotel room blocks (if applicable) and more information there. Please sign-up on the official race site as well as under the “EVENT RSVP” tab, so we can plan accordingly.

We highly encourage all athletes to register for either the Youth & Junior Draft Legal National Championships once qualified at one of the events above or the Youth Age Group Nationals races in West Chester, OH on July 31 - August 2.

For more information on Draft Legal Racing, please read the USAT 2026 Junior Series Guidebook (to be released by USAT).