



## **Craftsbury Ski Club Parent & Athlete Handbook**

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## I. Mission

The mission of the Craftsbury Outdoor Center (COC) is:

1. to support and promote participation and excellence in lifelong sports with a special focus on rowing, nordic skiing, biathlon and running;
2. to use and teach sustainable practices; and
3. to protect and manage the surrounding land, lake and trails.

The mission of the Craftsbury Ski Club (CSC) is:

1. to foster a lifelong love of skiing and the outdoors;
2. to provide age-appropriate training and competition opportunities at all levels of the sport; and
3. to nurture the values of respect, sportsmanship, and community engagement

## II. Craftsbury Outdoor Center and the CSC

The Craftsbury Ski Club (CSC) is a program operated by the Craftsbury Outdoor Center (COC). The Craftsbury Outdoor Center provides the club with an overwhelming number of resources, including: program staff; the clubhouse/indoor space; vans; administrative support; use of the gym, trails, and other facilities; equipment; and much more. All CSC participants are required to have COC memberships because the organization as a whole is essential to the operation of the club.

## III. Staff Contact Information

You may reach any of the coaching staff at the main number for the Outdoor Center, 802-586-7767, and the office will put you through to the clubhouse. You may also email [jrskiing@craftsbury.com](mailto:jrskiing@craftsbury.com) to communicate with all the junior ski coaches at once or [bkl@craftsbury.com](mailto:bkl@craftsbury.com) to reach the BKL coaches. Biathlon coaches can be reached at [biathlon@craftsbury.com](mailto:biathlon@craftsbury.com).

<b>Anna Schulz</b> - Head Junior/BKL Coach	<a href="mailto:anna.schulz@craftsbury.com">anna.schulz@craftsbury.com</a>
<b>Audrey Mangan</b> - Junior/BKL Coach	<a href="mailto:audrey.mangan@craftsbury.com">audrey.mangan@craftsbury.com</a>
<b>Jake Barton</b> - Junior/BKL Coach	<a href="mailto:jakebarton2013@gmail.com">jakebarton2013@gmail.com</a>
<b>Ollie Burruss</b> - Masters Ski Coach; Mountain Bike Program Director; Race Director; Junior/BKL Coach	<a href="mailto:ollie.burruss@craftsbury.com">ollie.burruss@craftsbury.com</a>
<b>Susan Dunklee</b> - Head Junior/BKL Biathlon Coach	<a href="mailto:susand@craftsbury.com">susand@craftsbury.com</a>
<b>Kara Dunn</b> - Head Early BKL Coach	<a href="mailto:kara.dunn@craftsbury.com">kara.dunn@craftsbury.com</a>
<b>Rick Costanza</b> - Junior/BKL/Masters/Biathlon Coach	<a href="mailto:rtcostanza@gmail.com">rtcostanza@gmail.com</a>
<b>Ski Shop Staff</b>	<a href="mailto:skishop@craftsbury.com">skishop@craftsbury.com</a>

## IV. Club Communications

The CSC Slack channel and website are the primary sources of program information and training updates. Our weekly updates to the [Club Updates page](#) highlight practice plans, any schedule changes or items of interest (upcoming local races for example), and key calendar information with links to relevant website content. We update our email lists at the start of each season, so if you do not participate in summer programming, please anticipate the need to check the CSC website for updates about winter schedules. While we may not be on snow when rental and program information becomes available, we encourage families to complete their rental packages by early November so they are ready to go when the season gets underway. The Craftsbury Outdoor Center website also provides general information about our ski programming, schedules, and fees.

During the Winter season, due to rapidly changing conditions, COC Ski Shop staff update the [Snow Report](#) each morning. It is wise to check the Snow Report prior to heading to practice. Should practice need to be canceled for weather-related reasons, our coaches make every effort to notify families by Slack message by noon on practice days. Typically a coach will still be at the Outdoor Center in the event that parents cannot alter transportation plans for their children.

## V. CSC Programs

Part of our mission is to foster a lifelong love of skiing and the outdoors, and as such, we believe in providing appropriate coaching and instruction at all levels of the sport. CSC offers a multitude of programs for various ages and abilities. The quick definition for each program boils down to rough groupings of age, ski experience and, as your skier gets older, their level of interest in racing. Our offerings can change from year to year to fit the needs of our current cohorts. The best place to find accurate information about our current programs is on [our website](#).

## VI. Budget, Fees, and Scholarships

### Budget and Fees

CSC is lucky to receive generous and multi-faceted support from the Outdoor Center. Programs are priced to be as affordable as possible while still generating reasonable income to cover program expenses. Revenue is generated primarily by summer and winter program fees and camps. Expenses include: coach compensation, van use and fuel, rental equipment and uniforms, coach travel to races, wax and waxing supplies, practice supplies, and more. CSC programs revenues are not sufficient to cover expenses. Programs are directly subsidized by the Outdoor Center. Because of this ongoing support, we are able to offer programs at a fraction of their actual cost.

Program fees are documented on our club website and updated in advance of the start of each season. We encourage all athletes to register as soon as possible once registration opens, both to ensure enrollment before program caps are met and to assist us in planning staffing needs. Fees increase at regular intervals in the fall and spring for later registrations.

Separate from program registration, we offer high-quality, season-long ski and uniform rental packages for our ski program participants, as well as pre-season opportunities for discounted equipment purchases through the club. Up-to-date information about equipment/uniform purchase and rental is provided to program participants through our email list. Early registration in our ski programs helps ensure that families get timely information on this subject. Although uniform and equipment rental prices do not increase throughout the season, availability becomes limited and we may not be able to fulfill orders after late fall/early winter.

## Refund Policy

Program fees are non-refundable except in cases where injury or severe illness restrict participation. Scheduling conflicts, transportation constraints, and lack of interest in the program are not valid grounds for refunds. In special cases where a refund is warranted, parents should contact Anna. A waiver must be signed prior to any participation. Any processing/service fees are non-refundable in all scenarios.

Equipment and uniform rental fees are similarly non-refundable except in cases of injury or illness. If you have placed a rental or purchase order that cannot be fulfilled, you will be refunded in full.

## Scholarships

Part of our mission is to make lifelong sport accessible to one and all. As such, the Kathy Wright Memorial Scholarship Fund supports kids who may not otherwise be able to participate in our programs. We also offer assistance to families in our programs whose children have qualified for and are traveling to major skiing competitions. We encourage you to discuss your family's needs with our coaching team early. Scholarship recipients are expected to make positive contributions to the club and be good ambassadors for the club and its programs. Check out the "volunteering" section of this manual for more information on how to give back. You can complete a scholarship application [here](#). Feel free to contact junior coach Anna Schulz ([anna.schulz@craftsbury.com](mailto:anna.schulz@craftsbury.com)) with questions about scholarships.

## VII. Equipment

We are fortunate to offer our participant families high quality rental equipment at a reasonable rate. In order to keep rates what they are, we typically need to rent gear for 3 seasons. **If you are renting our equipment, please treat it as if it were your own – but not as if it were your own pair of rock skis.** All families benefit when our gear is looked after. At the same time, we don't expect kids to treat their skis like fine china. Skis rented to BKL skiers are meant to be used for normal practice activities, including games, and we expect that they'll come back with a scratch or two. But even well-loved gear can be well cared for.

How should kids take care of their gear? Here are a few tips:

1. Rocks and sharp objects are not good friends to skis. Help your children understand that skiing over rocks, in the parking lots, or on the decking at the activity center is bad for the bases of their skis.
2. When kids want to crash around in the bushes or huck themselves off jumps, we have rock skis for that! There's always a rack of rock skis in the clubhouse that are beyond their prime and ready to be put into action. Just make sure your kids know which skis these are, and then they can be used at the Center any time.
3. Use ski ties. Keeping your skis tied and bases protected when they are not in use helps prevent unwanted nicks and scrapes. Ski ties are available for purchase at the Activity Center. Skis will be distributed with makeshift ski ties in the form of pieces of bike tire tubes--these work as well! Ski bags are the next step in the process and also help with general sanity.
4. Wax. While it's not necessary for most of our program participants to wax their skis every single week, if you notice that the bases are gray and dull-looking, they could benefit from a moisturizing glide wax, selected for upcoming temperatures. More on that in the next section!

We do not have adequate space to allow all program participants to store their gear at the clubhouse. Season-long rental equipment should be taken home at the end of each practice. Exceptions are made for Craftsbury Academy skiers who take the bus to the Outdoor Center and cannot bring their equipment on the bus.

## VIII. Waxing

At CSC, we encourage our skiers to begin learning the art and science of caring for their ski equipment at an early age. What does this mean for skier families?

BKL participants and parents can largely skip over this section. Your young skier will most likely be using waxless classic skis (a.k.a. “fish scales”) and waxable skate skis.

When your little ripper moves on from BKL and begins to graduate from waxless classic skis towards waxable ones, it will become more important to begin building a wax box. BKL skiers will begin learning to apply and remove kick wax on their own. This can be a messy and time-consuming process for younger kids, but we feel it’s important for them to become confident and competent in the care of their equipment early in their skiing lives. Those in the U14 and Junior groups are expected to maintain their own wax boxes, as well as play a major role in prepping skis for practices. **Our goal is to have CSC skiers be fully self-sufficient waxers by the time they graduate from our programs.** It’s a time-consuming but rewarding and worthwhile undertaking.

A wax box is often a simple tool box with enough compartments to organize an assortment of items needed for cleaning, maintaining, and waxing cross country skis. At a minimum, it should include:

- Corks, preferably synthetic
- A selection of kick waxes and klisters for classic skiing and glide waxes for skate skis and classic glide zones
- A few rags or blue shop towels (avoid materials that could produce lint – old cut-up T-shirts work well) and 2”x2” pieces of green scrubbie for cleaning skis after classic practices
- At least one plastic scraper and a groove scraper
- Brushes
- Base cleaner or Citra-Solv
- A stiff putty knife or klisters spreader

Our junior wax box suggestions are posted [here](#). Don’t let this intimidate you.

You will also want to consider the purchase of an iron designed for waxing skis. Clothing irons are not recommended for this purpose because they do not hold a consistent temperature and can quickly burn the bases of skis. Swix and Toko both make affordable, entry-level irons that, when cared for properly, will perform well for BKL-level skiers. The Touring Center sells these basic irons. Skiers in our more advanced programs may want to invest in a digital iron.

Waxes are available for purchase at the Activity Center with a 20% team discount (available to program participants only), at SkiRack in Burlington, and at various sources online. Remember that the Outdoor Center has banned the use of fluorinated waxes.

The Activity Center has a wax room available for your use, complete with wax benches, power, and racks for holding skis as they cool. Please use this space and be sure to leave it as you found it. It may be very busy on big race weekends—the best thing to do is plan ahead.

The Craftsbury Green Racing Project made these great instructional videos on how to (and how not to) wax.

Ski Waxing Videos:

For everyone:

[Waxing Basics: A Ski Overview](#)

[Waxing No-Nos!](#)

[Kick Waxing Basics](#)

For U14 Competitive and above:

[Glide Waxing Skate & Classic Skis](#)  
[Scraping and Brushing Glide Wax](#)  
[Klister Application](#)  
[Klister Cleaning](#)

If you have additional questions, please ask our coaches.

## Fluoro Policy

The Outdoor Center does not currently permit the use of fluorinated wax. Fluorocarbons are a hot button issue in the ski world right now as more is learned about the effects of the long-chain carbon compounds in many of these products.. The sport, all the way up to the national level, has moved away from fluorinated waxes.

Moving away from a reliance on fluorocarbons would, in the Outdoor Center's view, be a good move for peoples' health, the environment, and the sport as a whole. In the environment, these substances can [linger and accumulate](#). There is enough [research on health effects](#) to be a concern. Furthermore, fluorinated waxes are expensive and labor-intensive, contributing to a barrier to entry to the racing side of the sport.

## IX. The Clubhouse

We are fortunate to have a warm, comfortable space as our clubhouse. We've put together a few expectations for clubhouse use.

1. **The clubhouse is for our youth skiers; not parents.** It's important that our coaches have the space to develop relationships with CSC participants apart from their parents, and for teammates to be able to bond with each other. Parents are welcome to come in and out of the clubhouse for drop off/pickup and to communicate with coaches, but otherwise we ask that parents use the Activity Center for their indoor space or wax room needs.
2. The woodstove is ONLY to be operated by CSC staff unless coaches explicitly direct otherwise. Please ask your child not to fiddle with the woodstove, and also to keep gear and bags away from it.
3. Kids in the older groups may be assigned winter chores to help keep things running smoothly.
4. The clubhouse is a shared space, so kids are expected to keep their gear organized and contained so that there is room for everyone. We recommend labeling your items, as many kids have identical things.
5. There are times--notably busy race weekends--when coaches will ask younger kids to steer clear of the clubhouse so that our juniors and GRP members have sufficient space to prepare for races. The Activity Center has a wax room available for your use, complete with wax benches, power, and racks for holding skis as they cool. Please use this space, especially on busy race weekends, and be sure to leave it as you found it.
6. Lastly, the clubhouse does have space for team members to wax their equipment. **If you are waxing in the clubhouse, please leave the space as you found it.** Clean up scraped wax, clean up klister, avoid using wax, corks, and brushes that belong to others unless you have asked first, and be conservative in your use of shop towels. Better yet, equip your wax box with your own rags or towels. Athletes who routinely leave a mess in the clubhouse will be asked not to use the space.

## X. Volunteering

All club members and families are encouraged to volunteer as they are able. We rely heavily on volunteers to run most of our major events. We also hold several fundraisers to support our scholarship fund, including our biennial Ski & Bike Swap, grilling and bake sales at major races, and more. Scholarship recipients are expected to assist in these efforts if at all possible. Other volunteer opportunities, such as helping with trail work or working at our major races, arise

periodically as well. These opportunities are communicated to participants via our email lists, but feel free to email [volunteers@craftsbury.com](mailto:volunteers@craftsbury.com) as major races approach if you want to help and haven't heard from us. Everyone who volunteers is encouraged to track their hours on our [volunteer hours spreadsheet](#), which is organized by family tabs. There are volunteer tasks to suit everybody, regardless of experience with the sport.

## XI. Parent Responsibilities

It is critical for parents to remember that kids participate in skiing to have fun. Different kids will find fun in different aspects of skiing, whether it's playing games, making friends, challenging themselves, learning new skills, racing, just being outside, or all of the above. Overly emphasizing any one element of the sport typically doesn't lead to the sort of balance critical to long-term development. Parents are their children's best advocates in sport when they are encouraging and supportive, work in collaboration with the coaching staff, and keep the big-picture goals in mind.

Below are some tips from both coaches and veteran parents of successful and happy skiers.

### In general and on practice days:

- Read the materials that are distributed, whether it's a weekly email or this handbook, and direct questions to coaching staff as needed.
- Provide timely transportation to and from all practices. Late arrivals are hard for kids and coaches alike, and can also lead to safety issues if kids try to locate the group on their own. **Coaches are required to stay with kids after practice until they are picked up**, so late pickups are disrespectful of the coaches' time--plus coaches have their own families and obligations. If you have a standing conflict that impacts timeliness, please notify coaches at the beginning of the season.
- Remember that if you can get your child to practice a little early on classic training days, the extra time is helpful for kick wax application (only applicable if you do NOT have fishscales on your classic skis--N/A for newer BKL skiers). Similarly, your child may ask to stay a few extra minutes after practice to clean their skis.
- Make sure your child has appropriate clothing. These items can vary with the age and experience of the skier, but should typically include: non-itchy wool or synthetic socks (not cotton!); long underwear bottoms; some sort of synthetic, wind-resistant pants; long underwear top or fleece; some sort of synthetic, wind-resistant jacket; a hat/headband; a buff/neckwarmer; a pair of gloves/mittens; and also always a backup pair of gloves/mittens and socks. It only takes a few snowballs or crashes to get wet hands! Biathletes will need good gloves as it is impossible to handle a rifle with mittens.
- Monitor your expectations: kids who sense that they're failing to meet your expectations can easily fail to find the fun in the sport as well.
- If you have concerns about your child's progress or performance, set up a time to meet with a coach. Do not discuss these concerns in front of your child or others.
- Remember that practice and the times immediately before and after are very busy for coaches. They're happy to answer quick questions during that time, but longer discussions should be scheduled for another time.
- Please do not try to participate in or directly observe practices unless invited to do so by a coach.
- Let the coaches do their jobs. Remember that all of our coaches are experienced professionals who strive to create the best experience possible for your child. Please respect their decisions, practice plans, advice, and need for space to run practices without parental interference. Coaches will happily address questions or concerns outside of practice time.

### On race days:

- Learn to give your young athlete space. Coaches will work with the kids to develop a warm-up plan, wax skis, and make sure kids get to the start on time. We aim to eventually achieve a high level of self-sufficiency on race day.
- Remember that volunteering for race-related tasks (such as registration, timing, or course control) can be a great way to keep busy on race day.
- Be supportive of the CSC team as a whole. We're a community; we want other clubs to know that.

- Don't focus too much on results. Encourage your child to do their best and try their hardest. Don't focus on who your kid might beat in a race. Remember that each person is having their own race and each one is equally important.
- Never assume that your child had a "bad" race. Always approach them with a positive attitude at the finish line and be ready to listen.
- Do not criticize other kids; do not discuss other kids' results unless you're doing so glowingly; make sure you're not making comparisons between kids' performances.

### **Ten Commandments for Parents with Athletic Children (taken from "The Young Athlete" by Bill Burgess)**

1. Make sure your children know that win or lose, scared or heroic, you love them, appreciate their efforts and are not disappointed in them. This will allow them to do their best without fear of failure. Be the person in their life they can most look to for constant positive reinforcement.
2. Try your best to be completely honest about your child's athletic capability, their competitive attitude, sportsmanship and actual skill level.
3. Be helpful but resist the temptation to coach them. It's tough not to, but it's a lot tougher for a child who is inundated with advice, pep talks, and often critical instruction.
4. Teach them to enjoy the thrill of competition, to be "out there trying", to be working to improve their skills and attitudes. Help them to develop the feel for competing, for trying hard, for having fun.
5. Try not to relive your athletic life through your children in a way that creates pressure; there are always ups and downs along the way.
6. Don't compete with the coach.
7. Don't compare any attribute of your child with those of other team members, at least within hearing distance.
8. Get to know the coach so that you can be assured their philosophy, attitudes, ethics, and knowledge are such that you are happy to have your child under their leadership.
9. Always remember that children often exaggerate, both when praised and when criticized. Temper your reaction and investigate before over-reacting.
10. Make a point of understanding courage, and the fact that it is relative. Some of us can climb mountains, and are afraid to fight. Some of us will fight, but turn to jelly if a bee approaches. Everyone is frightened in certain areas. Explain to your child that courage is not the absence of fear, but a means of doing something despite fear or discomfort. The job of the parent of an athletic child is a tough one, and it takes a lot of effort to do it well. It is worth all the effort when you hear your youngster say, "my parents really helped, I was lucky."

## **XII. Racing**

### **NENSA: What is it and why should I join?**

NENSA is the New England Nordic Association. NENSA's mission is "to implement educational, recreational, and competitive programs at all levels to sustain a vital and active cross-country skiing community in New England."

What does this mean for you? Supporting NENSA by becoming a member supports cross country skiing throughout New England. They provide coach training, support to clubs and event organizers in our region, and promote athlete development across all ages and levels. They are the umbrella organization of the Bill Koch League, regional junior and senior racing in New England, and membership is required for participation in the annual New England BKL Festival and junior-level Eastern Cup race series. NENSA members also receive discounts on merchandise from sponsors, including SWIX, Toko, and on select lodging providers in our region.

### **BKL Racing**



Welcome to the great world of cross country ski racing! We hope that all our participants will give racing a try at some point in their time in our programs. Race days can be exciting, fun, and for those new to the sport of cross country ski racing, sometimes a little overwhelming. To help address these challenges, we've highlighted some key info designed to help parents of skiers navigate the hectic world of racing, whether your family is new to the sport or you are seasoned veterans.

### **Who Can Race in BKL events?**

Any child ages birth through eighth grade.

### **Why Race?**

Races are a lot of fun. They are a social event for families who like to get outside in the winter! Kids see and hang out with their "ski friends," they learn to ski fast, they have fun cheering on their teammates and going to an event where they can test out what they've been learning in practice. Parents usually get to ski too, as well as cheer on their kids. We try to teach kids that it is not the results that matter. It's the fact that you got out there, did your best, and had fun doing it that matters.

### **How do you find out about races?**

You can check the [NENSA \(New England Nordic Ski Association\) website](#) or visit [skireg.com](#) to find area races. Our coaching staff will let you know about upcoming regional races that might be of interest to participating families.

### **Who puts on races?**

Local ski clubs all over New England hold BKL races. They are usually pretty low key.

### **How much does it cost to enter?**

Usually \$5 - \$10, with the exception of the annual BKL Festival, which is more expensive. These fees support host clubs and venues so they can offer great ski programming for kids and their families in their communities. Most events are largely run and organized by a hearty group of volunteers. Registration is usually "Day of Race" which means that you can just show up, enter and race. Some races have pre-registration, usually through a website.

### **Age Classes & Typical Distances:**

- Lollipop (up to 5 or 6 years old): 0.5 km
- 1st & 2nd Grade boys and girls: 1 km
- 3 & 4th Grade girls and boys: 2 km
- 5th & 6th Grade boys and girls: 3 km
- 7th & 8th Grade girls and boys: 4 km

Sometimes the girls and boys' races are combined into one race if there are low numbers of participants in a class. At other events, they race separately.

### **Skate or Classic?**

Races are usually one or the other. Lollipop, 1st & 2nd grade races are usually classic. Even "skate" races are technically "freestyle," which means that anyone is welcome to classic ski instead if they prefer.

### **Starts**

Most of the races are mass start by class (usually about ten-twenty kids starting together).

### **Awards**

Usually ribbons up to at least ten places. And sometimes cookies! And lollipops!

### **Does my child need a race suit?**

No. Your child can wear what they usually wear for ski practice. Keep in mind that they will be skiing hard and will get hot, so lighter clothes will be better. They can warm up in layers and then take them off 5-10 min. before the start. If

racing becomes something that they are doing a lot, they will eventually want to wear a lycra race suit. CSC has race suits for sale and for rent and we usually take orders in October.

### **Coaching at Races**

Our coaches provide coaching support at “home” events. We also aim to send at least one coach to the BKL Festival each year and other local races if at all possible. In addition to all the fun, there is a lot to be learned at a race. We encourage kids to cheer on their teammates and we really work to build team spirit at races. And to keep it fun!

### **When to Arrive**

Usually about an hour before the race begins is enough time to get your kids registered, warmed up and to the starting line on time. If it is a classic race, add about 30 minutes for waxing.

If you’re not sure about what to expect at a venue, please feel free to ask our coaches and they can connect you with a family who might be going or who has been to the race you are hoping to attend. We want kids and families to have a positive racing experience, and a lot of this relies on knowing what to expect.

For more information about cross country ski racing for the whole family throughout New England, and about BKL races, visit <https://www.nensa.net>

Parents looking for a deeper dive into training philosophy and athlete development can visit these links:

- [NENSA Youth Program Resources](#)
- [U.S. Ski and Snowboard - Cross Country Athlete Development](#)

We hope we’ve offered some useful information about racing. Every race is a different experience. You will find that the cross country ski community is incredibly supportive and helpful, so never be afraid to ask questions of others!

## **Junior Racing**

“Junior” (or U16 & older/high school age) racing can take many different forms. Some kids race for their high school teams or in casual local races; some try out for regional teams; others race the full Eastern Cup circuit and may attempt to qualify for Junior Nationals; and a few will even aim for international race experience.

### **Vermont U16 and Eastern High School Championship Teams**

Each March, Vermont sends a team to both the New England U16 Championships and the Eastern High School Championships. U16s is, not surprisingly, just for U16s, while EHSC is open to all high schoolers. Vermont’s team for each event consists of 24 men and 24 women. Qualification for these teams happens at a one-day qualifier that features both a skate and a classic race. All junior races are encouraged to attend the qualifier! You can learn more about U16s and EHSC at the Vermont team [website](#).

### **Eastern Cups**

Most CSC junior racers participate in some or all of the New England [Eastern Cup](#) series. This NENSA-run series consists of 4 weekends of racing at rotating locations around New England. Eastern Cups feature a broad range of participants, from some of the nation’s best skiers to those who are just stepping outside the more comfortable zone of high school racing.

### **Travel to Races**

New in 2023-2024, we’re offering optional team travel to select races. Reach out to coaches for more information.

### **Competition Licenses**

Our [program descriptions](#) provide some detail on what licenses are needed, so check that out and then contact coaches with questions. You can also read more about licenses [here](#).

## Biathlon Racing

Our club believes that a robust ski foundation is necessary to develop as a good biathlete. We offer biathlon programs as add-on option for participants who are already enrolled in our ski programs. We encourage developing biathletes to focus on both ski and biathlon race opportunities rather than specializing in biathlon.

Any biathletes interested in biathlon racing should get a [US Biathlon Membership](#) and complete USBA's [Basic Rifle Safety](#) certification.

## XIII. Coach Responsibilities & Behavior

In pursuit of our mission and commitment to excellence, CSC coaches commit to do the following:

- Develop long-term plans for success for both overall programs and individual athletes
- Support each athlete to the best of our ability, with respect to athletics, personal growth, and, where applicable, academics
- Provide clear and consistent communication to both athletes and parents about expectations, practice plans, training goals, and other information as needed
- Seek to grow our knowledge and expertise as coaches, wax techs, and mentors
- Be prepared for training sessions, races, and events
- Represent CSC and its athletes well in both personal and professional contexts
- Provide a safe environment for all participants to the maximum extent possible
- Maintain current [SafeSport](#) certification and follow SafeSport guidelines
- Maintain current FirstAid and CPR certifications
- Uphold the US Ski & Snowboard [Code of Conduct](#)
- Follow the [CDC Heads Up](#) concussion guidelines

## XIV. Non-discrimination Policy

Craftsbury Ski Club does not and shall not discriminate on the basis of race, color, religion, gender, gender expression, age, national origin or ancestry, disability, marital status, sexual orientation, or military status, in any of its activities or operations. These activities include, but are not limited to: hiring and firing of staff; acceptance of athletes into application-based programs; selection of volunteers; and provision of services. We are committed to providing an inclusive and welcoming environment for all our staff, volunteers, and members.

## XV. Code of Conduct

The following pages have our Code of Conduct, which must be read and agreed to by all athletes and parents. Coaches may require athletes in competitor-level programs and their parents to sign a hard copy of the Code of Conduct prior to the start of the season.

# **Craftsbury Ski Club Code of Conduct**

For athletes, parents, and coaches

Everyone who is a part of the Craftsbury Ski Club (CSC) has a role in the overall success of our program. All voices, attitudes, and actions matter, both negative and positive. Our goal as a club is to create a safe, positive, and motivational environment. As a coaching staff, we strive to provide the support for everyone to grow as both an individual and an athlete in order to reach their full potential. While participating in any club activity all CSC athletes, parents, and coaches must do the following:

1. Demonstrate courtesy and respect toward club members and non-members alike. This includes: teammates, coaches, staff, our facility and those we may be visiting, your equipment, race officials, volunteers, and everyone else.
2. Consistently show up to practice and/or races prepared, engaged, and willing to give the appropriate amount of effort. For parents, this means supporting all athletes in a way that encourages effort rather than results, knowing that this is the path to a healthy and long-lasting athletic career.
3. Recognize that individual actions have an impact on other individuals and the group as a whole.
4. Agree to follow the [US Ski & Snowboard Code of Conduct](#) and [NENSA Code of Conduct](#), for members of those respective organizations.

Chain of disciplinary actions: Individuals who repeatedly act in a way that negatively impacts others will be reprimanded according to the chain of disciplinary actions below:

- Verbal reminder to athlete or parent
- Written reminder to athlete and parents
- Temporary removal from training sessions and club activities
- Permanent removal from training sessions and club activities; forfeiture of CSC membership

We are all constantly learning and growing as individuals—that is part of life. However, if an athlete or parent proves that they are incapable of changing a certain negative behavior after consistent feedback from coaches or staff, they will be barred from training sessions and eventually the club. Members are entitled to notice and an opportunity for a hearing with coaches and club directors before losing their CSC membership and all club benefits.

Name: \_\_\_\_\_

Date: \_\_\_\_\_

Signature: \_\_\_\_\_

## **Examples of behavior that would initiate disciplinary action:**

### **Failing to respect teammates & competitors**

- Making comparisons or comments on others' results, abilities, etc in a derogatory way
- Forming exclusive groups or cliques within the team that make others feel unwelcome
- Drawing excessive attention to how many skis you have, how good your poles are, etc.

Everyone comes to this sport from a different place financially. Don't be a snob; it's not about the gear.

### **Failing to respect coaches**

- Not listening or being resistant to follow given instructions. Questions are GREAT! Suggestions are cool too. Not wanting to do something because it is not your favorite or you want to do something special is where we draw the line for disrespectful behavior.
- Routinely failing to communicate in advance with coaches about practice attendance, injury, or special requests that you may have
- Consistently rejecting critical feedback

We put a lot of thought and effort into practices, training plans and everything else that goes into running a successful program. These decisions must often account for other factors that come from being a part of the larger Outdoor Center. So trust that we have your best interests in mind and commit to the program.

### **Demonstrating lack of effort**

- Deliberately performing far below the level at which you are capable.
- Distracting from others who are trying to get the most out of the practice
- Creating an atmosphere where it is cool to be bad at something. Everyone has their weaknesses. It takes courage and confidence to acknowledge those weaknesses and work on them earnestly.

Skiing is a demanding sport that can be challenging at the best of times. The purpose of having a team is to support and motivate you through those challenges.

### **Other examples of negative team behaviors**

- Consistently blaming equipment or wax for subpar performance
- Throwing a sulk-tantrum after a bad race--remember that your "bad" race might be someone else's very best