

## **Preamble**

We are always looking for ways to provide the best coaching services to our athletes. To do this we provide a supportive environment to our coaches and our athletes and therefore commit ourselves to the following fundamental values.

## **Our Values**

We value each other as individuals and in our respective roles as athletes, coaches, board members, volunteers, etc.; and we act with integrity. We expect active, open, and honest sharing of information and ideas, listening carefully to and respecting the opinions of others.

We value each athlete, provide equal opportunity for each athlete, and treat all athletes fairly, encouraging each athlete to fulfill his/her potential.

Different athlete goals and levels of commitment to ski racing are accepted. Coaches allow athletes' goals to take precedence over their own.

We strive to meet the physical, social, emotional, and cognitive needs of each athlete allowing the athlete's goals to take precedence over our own.

We respect the environment in which the Racing Program exists, namely as a part of the Lappe Nordic Ski Club, recognize the many benefits afforded by the Club as an entity, strive to promote the Club, and recognize the authority of the Board of the Lappe Nordic Ski Club in overseeing the Racing Program.

Individual athletes, in addition to reaching to achieve their own goals through independent activities, function as part of the Lappe Racing Team. Each athlete and coach contributes to the overall success. Team success is as important as individual.

Coaches and athletes are part of a team, the Lappe Racing Team. There is a place for any athlete on the Lappe Racing Team if he/she is serious about ski racing.

## **Principles of Operation**

### **A Team Practices and Events**

All coaches and athletes value time together whether at Team practices or Club social events.

All coaches are expected to regularly attend and contribute to Team practices. Coaches will take turns leading Team practices. Coaches will encourage their athletes to attend Team practices.

All coaches are expected to contribute to the planning and execution of Team practices. For the benefit of the athletes, Team practices will be scheduled and posted several weeks in advance including information about the general content of the workout. Team practices will provide varied content and will be scheduled at various locations to provide interest and variety for athletes.

#### B Personal Coaches

In addition to the general coaching provided at Team practices, each athlete will be assigned a personal Lappe coach. Athletes work with their personal coach to develop an individualized training plan that recognizes the athlete's own goals and abilities, maximizes the athlete's chances for success, and accommodates the Team's practices as much as possible.

The personal coach – athlete relationship is one of privilege with an inherent power imbalance. Personal coaches will take extra care not to abuse the influence they have on an athlete.

#### C Other Sports and Events

We value athletes' involvement in other sports or activities. We also value our place in the larger ski community and the benefits afforded our athletes by their participation in other training activities or events such as the LSSD training camps.

Lappe Racing Team members can participate in other sports and training activities as long as they commit to attending a majority of the Team and individual practices.

#### D Athlete Commitment

There is a minimum expectation that athletes want to be competitive and will attend a majority of the scheduled Team practices. It is acceptable for an athlete to miss some scheduled practices - whether group or individual - for academic reasons, conflict with another sport, vacation, work or other reasonable commitment.

Athletes who miss practice are expected to let their coach know, preferably in advance, when they will miss a practice.

As athletes grow in their abilities, they become role models for other athletes. We expect athlete behavior to be consistent with that of positive role models. We also encourage athletes to provide active support to upcoming athletes both during their time as Lappe athletes and later in life through participation in Lappe programs and events.

E General

Coaches will act in the best interest of the athlete’s development as a whole person – respecting and consulting with parents as regards family values and beliefs.

Coaches welcome and respond to athlete feedback on training, preparation, race support and other related activities in a timely manner.

Coaches ensure that all athletes are given fair and appropriate technical support while attending Team races.

Coaches proactively assist athletes in need.

Coaches share information regarding travel, waxing, technique, etc., for the mutual benefit of all coaches and athletes. In particular, coaches will make every effort to do waxing as a team activity.

Inter-coach communication and cooperation is integral to team success; therefore it is a requirement that coaches themselves operate as an effective team, respecting each other and the head coach.

**Athlete’s/Coach’s Acknowledgement**

I accept the Lappe Nordic Ski Club Racing Program Values and agree to fully support them in my actions as an athlete/ coach. I also agree to follow the Racing Program’s Principles of Operation.

Athlete’s/Coach’s Name: \_\_\_\_\_

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

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

Witness Signature: \_\_\_\_\_ Date: \_\_\_\_\_