

***Ford Sayre
Junior Alpine Racing***



**Athlete & Parent
Handbook
2025 - 2026**

Table of Contents

[Junior Alpine Racing Program Overview](#)

[In a Nutshell](#)

[Teams](#)

[Leadership & Management](#)

[Season Set Up](#)

[Program Fees](#)

[Scholarships](#)

[Refund Policy](#)

[Ski Passes](#)

[Memberships](#)

[Equipment](#)

[Colorado Training Trip](#)

[Training Information](#)

[Ford Sayre Junior Racing Mission](#)

[Training Group Philosophy](#)

[Extreme Weather](#)

[Practice Cancellation](#)

[Communication](#)

[TeamSnap](#)

[Email](#)

[Calendars & Key Dates](#)

[Athlete Feedback](#)

[Program Feedback](#)

[Race Days](#)

[Registration](#)

[At the Race](#)

[U12 & U14: State Finals & Championships](#)

[Parent Volunteering](#)

[Requirement](#)

[Program Roles](#)

[Race Work Roles](#)

[Expectations & Codes of Conduct](#)

[Parent Role & Expectations](#)

[Athlete Expectations & Code of Conduct](#)

[Coach Expectations & Code of Conduct](#)

[Appendix A](#)

Junior Alpine Racing Program Overview

In a Nutshell

Our program aims to provide FUN, team-based, age-appropriate training, with a focus on mastering fundamental alpine skills and progressing to racing skills over time. The program aligns with all Ford Sayre programming, as we strive to achieve the following:

- Develop in participants a life-long passion for alpine skiing
- Create a positive learning environment that emphasizes individual improvement
- Teach alpine racing skills and training methods based on the USSA Long-Term Development model
- Ensure that participants experience the exhilaration of going fast on skis
- Introduce skiers to the fun and excitement of healthy alpine competition
- Provide support to athletes who want to pursue alpine ski racing at the local, regional, and national levels
- Develop cooperative, supportive, kind, and respectful skiers
- Create opportunities for older skiers to mentor and serve as role models to younger skiers
- Ensure that all participants (skiers, coaches, parents) see themselves as members of and supported by the Ford Sayre community

While some of our athletes go on to successful high school, college, and even international racing careers, our primary focus is on developing a love of alpine skiing and alpine ski racing within a supportive, energetic team.

Teams

The team levels and curriculum align with the [US Ski Team age-appropriate progressions](#), which build on a race platform. Each team of athletes is led by a dedicated team of highly qualified coaches, all of whom are expert skiers and many of whom are accomplished ski racers at the national and even international level. Most importantly, they all love working with kids.

	Devo	U10	U12	U14
Birth years	2019, 2018 & 2017	2017 & 2016	2015 & 2014	2013 & 2012
Entry skill level	Able and eager to ski the full variety of terrain at the Dartmouth Skiway, including both chair lifts	At least three years of skiing experience, including at least one year in a structured program	Able to comfortably ski all types of terrain, and have an interest in progressing quickly and competing	Able to comfortably ski all types of terrain, and have a desire to race
Focus	Instill a love of skiing so kids will continue skiing in whatever capacity that excites them	Instill a love of skiing and provide a taste of racing skill development and competition	Instill a love of skiing, provide more opportunities for racing development and competition, and	Instill a love of skiing, provide many opportunities for racing development and competition, and

			foster a supportive team	foster a supportive team
Dryland Commitment	One Sunday in November, a few hours	Two Sundays in November, a few hours	Wednesdays 3:30pm to 5pm + Sundays (time is variable)	Tue., Wed., & Thur. 3:30pm to 5pm + Sundays (time is variable)
On-snow commitment	Sat & Sun* 9:30am to 12:30pm	Sat & Sun* 9:30am to 12:30pm	Sat & Sun* 9:00am to 1:00pm + Tue, Wed & Thu 3:30pm to 5:00pm	Sat & Sun* 9:00am to 1:00pm + Tue, Wed & Thu 3:30pm to 5:00pm
Racing experience	None required	None required	1 year	2 years
Races / Season	1 to 2 at local ski areas (optional)	2 to 3 at local ski areas (optional)	8 to 10 races in NH	8 to 10 races in NH

*Most weekend practices are at the Dartmouth Skiway, and weekday practices are at Whaleback Mountain

For more detailed information about these teams, please visit www.fordsayre.org/alpine/junior-racing.

Leadership & Management

The Junior Alpine Racing Program is made possible through the work of many volunteers and dedicated coaches. The program is led by the Alpine Director and two to three volunteer Program Heads who ensure that the coaching staff and families have all of the information and resources they need to enjoy a successful program this season and in years to come. The Alpine Director and Program Heads work under the guidance of the Alpine Committee, which oversees the Jr. Racing and Ford Sayre Academy programs.

Alpine Director:

Kate Anderson

Email: kate.anderson@fordsayre.org

Co-Program Heads:

Sarah Billmeier, Mara Child, Lisa Rechisky

Email: alpinerace@fordsayre.org

Alpine Committee Chair:

Lindsay Coe

Email: alpinerace@fordsayre.org

Season Set Up

Program Fees

Registration is open from October 3 to October 22. The following program fees are collected at the time of registration:

Devo	U10	U12	U14	U12 / U14 Midweek only
\$875	\$1275	\$2010	\$2215	\$875

Scholarships

The Ford Sayre Ski Council believes in making skiing accessible and affordable to all families. As such, the Council maintains a tuition assistance fund to help families who need financial assistance with program fees. Scholarship applications are reviewed three times a year, and funds are finite. Apply early! For Ford Sayre scholarship applications, deadlines, and more information, please visit: <https://www.fordsayre.org/about/scholarships/>.

There are other scholarship opportunities offered by the following organizations:

- [New England Masters Ski Racing Foundation](#)
- [Eastern Amateur Ski Education Foundation](#)
- [NHARA Support for "Out of Region Events"](#) (e.g., Can Ams, US Nationals, Toblerone)

Refund Policy

Refund eligibility may vary by program* and is subject to the discretion of the program head(s). The following general guidelines apply:

- **What's Covered:**
Refunds apply only to Ford Sayre program fees. They do not include costs associated with memberships (NENSA, USSA, etc.) or ski passes from the Dartmouth Skiway, Oak Hill Outdoor Center, Whaleback, or any other ski area or organization.
- **How to Request:**
A refund request must be submitted in writing and received at least two weeks prior to the first day of training (whether dryland or on-snow).
 - Approved requests submitted by this deadline may be eligible for a full refund minus a \$60 administrative fee.
 - Please send the refund request via email to the program's email address (listed below).
- **Late Cancellations:**
A refund request is considered late if it is not submitted in writing and received at least two weeks prior to the first day of training (whether dryland or on snow).
 - Requests received within the two-week period prior to the start of training may be considered in very limited circumstances. These requests are considered on a case-by-case basis.
 - No refunds will be issued on or after the first day of training.

- **Injury or Illness:**

If an athlete experiences a season-ending injury or illness, you may request a partial refund of program fees. These requests must be submitted in writing and are reviewed on a case-by-case basis.

- **Missed or Canceled Sessions:**

We do not issue refunds for missed sessions or cancellations due to weather or safety conditions.

**Because the Ford Sayre Academy (FSA) has high fixed costs and requires significant advance planning, its refund policy is more stringent. A non-refundable deposit is required upon registration, and any refund requests must be submitted by August 1 to be considered eligible for a partial refund (minus deposit and administrative fees). We are not able to offer refunds for voluntary withdrawals after this date.*

Please submit your written refund request via email to:

- **Junior Program Heads** - alpinerace@fordsayre.org

Please visit the Ford Sayre website for guidelines on mid-season refunds and additional Ford Sayre refund information.

Ski Passes

Dartmouth Skiway

All Jr. Alpine Racing teams ski regularly at the [Dartmouth Skiway](#), so most athletes choose to buy a season pass.

Whaleback Training Pass

U12 and U14 athletes need to purchase the Ford Sayre Training Pass at Whaleback. (This is different from Whaleback's Season Pass.) The Training Pass includes a hill fee, which is the cost that Whaleback charges Ford Sayre Junior Racing and other clubs for using its trails for course setting and training.

Passes for Big Mountain Days

Please note that Big Mountain Days are ALWAYS OPTIONAL; however, we strongly encourage attendance! Big Mountain Days have always been incredibly important to our program and the overall development of our athletes. They're super fun, a chance for team bonding, and a great addition to what we can provide at the Skiway and Whaleback.

Please make your attendance decision based on your family's logistical and financial preferences, as well as your athlete's comfort level at a "big mountain" (e.g., U10s may be overwhelmed by a big mountain day early in the season). We will try to plan as far in advance as possible so families can plan around Big Mountain Days. However, weather and ski conditions are unpredictable, so we need to keep our options somewhat flexible.

5th Grade VT Pass

We recommend that all 5th graders (VT & NH) get the VT 5th-grade pass. For only \$30, 5th graders receive vouchers at each participating VT ski resort (including Stowe, Okemo, and Burke). It's a great deal!

4th & 5th Grade NH Pass

We recommend that all 4th and 5th-graders (VT & NH) get the NH 4th- and 5th-grade pass. Students in the program receive one lift ticket or trail pass voucher for each of Ski New Hampshire's 30 member ski areas (alpine and nordic). The Passports are \$59 and available through the WinterKids app, which must be downloaded to the parent's phone.

Epic Pass - U10s, U12 & U14 (5th graders see above)

Given the limited snow conditions last season (especially early season) and the Epic Pass option structure, we recommend you consider an Epic Day Pass. We plan to have 2 “big mountain days” (BMDs) earlier in the season at Okemo or Stowe, where they typically have good early-season snowmaking. A 2-day, “32 Resorts”, no-peak day pass for ages (5 to 12) is selling for \$85 (i.e., \$43/day) and \$166 for ages 13+ (i.e., \$83/day).

Sunapee is an Epic Resort, and Ford Sayre athletes race there. However, the day ticket you can purchase at race registration is only \$40, so there's no need for an Epic Pass on Sunapee race days.

While we plan to have a few BMDs at Epic Resorts, which tend to have more snow earlier in the season, we may also have a BMD or two at Burke Mountain, where lift lines are shorter, and there is a variety of terrain later in the season. Burke day tickets for locals (that's us) are pretty reasonable (i.e., so there is no need to purchase a pass in advance).

A-Basin Fall Pass

U12 and U14 athletes choosing to attend the November training trip to Colorado should purchase an Arapahoe Basin Fall Pass. The pass is ONLY \$99 for ages 6-14. We ski at least 4 days at A-Basin, so this pass works out to about \$25 a day! For families who choose to ski with Ikon, A-Basin is included. Coaches will purchase day-of group tickets if/when we ski at Loveland.

Memberships

All U12 and U14 athletes who want to compete in official races must purchase memberships to both:

[US Ski & Snowboard](#): U12 and U14 athletes must obtain a “competitor” pass.

[NHARA \(New Hampshire Alpine Racing Association\)](#): NHARA is the governing body for ski racing in New Hampshire. The NHARA website, and specifically the NHARA Handbook, are valuable resources because they provide information on the racing calendar, results, and the rules and regulations governing racing in New Hampshire.

These memberships are not required for the Masters on the Mountain series or Storrs Hill races, where Devo and U10 athletes compete. If a U10 athlete wants to compete in additional races, they must buy these memberships as well.

Equipment

Skiing is an equipment-intensive sport. Not having the right equipment can really undermine an athlete's performance. We recommend seeking advice from: 1) a coach, 2) a shop that has experience with young athletes, and/or 3) attending a Fit Day.

By Team

	Devo	U10	U12	U14
Helmet	✓	✓ Full Shell, no soft ears permitted	✓ Full Shell, no soft ears permitted	✓ Full Shell, must be FIS certified
Goggles (fit properly, without a gap between the top of the frame and helmet)	✓	✓	✓	✓
Boots	✓	✓	✓	✓*
Poles	✓	✓	✓	✓*
Multi-event ski	✓	✓ (or slalom)		
Slalom ski		✓ (or multi event)	✓	✓*
GS ski			✓	✓*
GS suit (best to pair with side zip pants or shorts)		Optional	Optional but recommended	✓
Slalom gate protection: shin guards, chin guard for helmet, pole guards			✓	✓
Back protection (for SG and GS only)			Recommended	Recommended

* There are more specific requirements for U14 equipment, including that slalom skis must be a minimum of 130cm long and GS skis must have a minimum radius of 17m. Please see the [equipment page on the Ford Sayre website](#) for more details.

Please see the [equipment page on the Ford Sayre website](#) for more details on fitting skis, boots and helmets.

Tuning

It's helpful to tune skis before a competitive event. Therefore, we recommend that families who are interested in racing invest in tuning equipment. There will be a tuning clinic in the fall, and there are many online tutorials. Please see the [Ski Tuning Resources](#) for specific tools, tips, and tuning retailers.

Retailers / Resources

Ford Sayre Ski Swap/Sale: Quality gear is often available at the annual Ford Sayre ski sale, though do be aware of equipment age and condition; seek guidance from coaches and veteran families if possible. This annual event is held in Hanover in early November.

FS Alpine Gear Swap: Looking for new-to-you ski gear? Want to clean out your garage? Check out our alpine [gear swap](#).

Ski Shops:

- Bob Skinner's Ski & Sports and Edgewise Ski Tuning
- Henderson's Ski & Snowboard (offers season leases)
- Omer & Bob's (offers season leases)
- Peak Performance Ski Shop
- Race Stock
- Rodgers Ski & Sport
- Ski Tognar - Tuning Equipment
- The Race Place - Tuning Equipment
- SkiMD - Elite Ski Tuning Services (Proglide)

Colorado Training Trip

Ford Sayre hosts a training camp in Colorado the week before and including Thanksgiving. It is not mandatory, but highly encouraged for U14 athletes. The training trip provides an excellent opportunity for kids to make significant gains on snow and learn independence while living with a team.

U12 athletes are welcome to join. *However, no lodging, transportation, or meals will be provided to U12s.* If anyone needs help deciding whether this trip is right for your child, send an email to alpinerace@fordsaye.org, and we can chat.

[Click here](#) to learn more details about the Colorado trip.

Training Information

Ford Sayre Junior Racing Mission

The Ford Sayre Junior Alpine Program strives to provide athletes with the best training and racing experience to help them reach their full potential. Instruction is age-appropriate, with a primary focus on mastering fundamental skiing skills, followed by developing racing tactics and technique. We strive to meet athletes where they are, both mentally and physically, and to provide a positive environment for personal growth. We take advantage of our unique training venues in the Upper Valley while introducing kids to the surrounding mountains and terrain to foster passion and appreciation for alpine skiing.

Training Group Philosophy

Our alpine program uses training groups intentionally designed to support athlete development, safety, and long-term enjoyment of the sport. Group placement is not a ranking system, nor is it a reflection of an athlete's value or potential. Instead, it is a head coach decision made with the whole athlete—and the whole program—in mind.

Across youth sports, classrooms, and leadership programs, grouping is a standard and effective practice. Just as teachers assign classroom groups, coaches assign lines, and camps assign cabins, athletes are placed where they can learn best, contribute positively, and continue to grow. For this reason, families do not select training groups.

How Groups Are Formed

Head coaches consider multiple factors when building groups, including:

- Age and developmental stage
- Technical skill level and learning needs
- Group size and athlete-to-coach ratios
- Athlete-to-athlete learning and mentoring opportunities
- Training pace, focus, and safety
- Mixed age and ability
- Gender-mixed groups, which reflect all Ford Sayre training environments (U18 and below) and promote balanced learning, respect, and leadership

Strong training environments often include athletes with slightly different strengths. Faster athletes benefit from explaining and modeling skills, while developing athletes gain confidence and clarity by skiing alongside peers who can teach them. This aligns with best practices observed in classrooms, team sports, and high-performance training environments.

What Groups Are (and are not)

- Groups are **not fixed labels** and may change throughout the season.
- Groups are **not ranked** from “top” to “bottom.”
- Groups are **not a prediction of future “success”**.

They are a snapshot in time, built to maximize learning, motivation, and team culture.

Ford Sayre Commitment

Head coaches are committed to making thoughtful, informed decisions that serve:

- The individual athlete
- The training group
- The overall health of the program

We ask families to trust this process and to support athletes in focusing on effort, curiosity, and growth—regardless of group assignment.

When athletes feel supported and challenged in the right environment, they thrive. That is always our goal.

Athlete Drop-Off and Pickup Policy / Coach Supervision

To ensure athlete safety, accountability, and smooth practice flow, the following expectations apply to all families. Adherence to this policy helps us maintain a safe, organized, and accountable training environment for all athletes.

Drop-Off Responsibilities

- Parents/Guardians are responsible for ensuring athletes arrive on time and are with their coach at the scheduled start of practice.
- If arriving late, athletes should wait at the designated meeting location, and parents/guardians must communicate directly with the coaches so staff know to expect them.

Pick-Up Responsibilities

- Pick-up will occur at a clearly communicated, designated location.
- Athletes will be dismissed according to the end time communicated by coaches.
- Once athletes are dismissed at the stated time and location, they are the responsibility of their parents/guardians.

Optional Formal Check-Out

- Families who prefer a formal check-out process at the end of practice may request this, and coaches will accommodate when possible.

Attendance Communication

- Parents/guardians must notify coaches if an athlete will be absent, arrive late, or need to leave practice early, especially for last-minute changes.

Extreme Weather

Cold Weather Guidelines

Training for all programs will only be cancelled due to cold temperatures or poor weather if **the ski area where training is scheduled is closed** or **conditions are deemed unsafe for athletes to be outside**. The club reserves the right to **modify training schedules** (including shortened sessions or later start times) due to weather.

Communication

Head Coaches are responsible for updating **TeamSnap** as soon as possible if training is cancelled or modified due to extreme weather conditions.

U14 and Younger Age Groups

Training will be **cancelled** if **either** of the following conditions is met:

- The **daytime high temperature** is below **-18°C (0°F)**
- The **wind chill** makes the effective temperature **-21°C (-6°F)** or colder

Measuring Stick

Weather decisions will be based on the [Dartmouth Skiway report](#):

Midweek Snow Days

Midweek training will be cancelled if the SAU 70 School District cancels school or has an early dismissal due to weather conditions.

Practice Cancellation

We always aim to train whenever we can, but sometimes conditions require flexibility. The Ford Sayre Alpine Director and Program Heads will make the final call on training cancellations or schedule changes, taking into account road conditions, athlete safety, practice space, and whether facilities and lifts are open.

Communication

We all receive a LOT of email, texts, phone notifications, etc., so we will aim to be efficient with Ford Sayre Alpine communications. We'll send weekly in-season emails with practice details and reminders, and use TeamSnap to communicate more spur-of-the-moment information (e.g., changes to the practice plan or race start details). The website provides a wealth of information that is easy to reference, including frequently updated calendars for each team.

TeamSnap

Ford Sayre uses [TeamSnap](#) for registration and program communication. Please use the TeamSnap Assistant to learn how to do things efficiently. We will also try to share helpful tips we find along the way.

Email

The weekly email (from Head Coaches) in TeamSnap includes age-class specific information like:

- Practice details - days, times, locations, specific gear needed
- Race details - dates, registration information
- Other relevant reminders and/or tips

Weekly Newsletter

A [weekly newsletter will be updated in a Google Doc](#) each week and will provide all Jr. Alpine Racing teams with specific information like -

- Important dates
- Upcoming club-wide events
- Gear sales
- Social Media updates
- Club Policy updates

Calendars & Key Dates

The most up-to-date team calendars are available in the TeamSnap app. The TeamSnap calendars can be exported to your Google calendar and are linked to the [Ford Sayre website](#). These calendars will be updated as schedules change.

Athlete Feedback

All alpine athletes will receive continuous feedback throughout the season. At the U12 and U14 levels, the coaches are focused on providing different types of feedback, including:

- Kinesthetic: As athletes spend time on snow, doing drills and courses, they receive constant, valuable feedback that can only be learned through practice.
- Visual: Athletes continue to grow by following peers, watching the pros, and seeing movement in action.

- Auditory/Verbal: Athletes will be given areas of focus throughout the season and we will continue to iterate on those areas with feedback through drills, courses, videos, and more.

For the U12 and U14s, Sprongo video is used for movement analysis, visual learning, and disqualification evidence. There is one Sprongo log-in per family per athlete, and videos are typically uploaded within 48 hours of filming.

Program Feedback

Three-way (Coach-Athlete-Parent) communication is key to creating an optimal experience. Often, what is conveyed to an athlete on the hill is not effectively communicated by the athlete to the parents. For this communication triangle to be effective, it is important that parents reach out to the coaches to confirm the communication if there is a concern. Coaches are typically available post-training to discuss any concerns.

For U12 and U14 athletes, coaches will provide a periodic assessment, which will be distributed to athletes and parents.

If anyone in the Ford Sayre community has concerns or suggestions for improvement, please share them with the Alpine Director, Program Heads, or coaches. You may also submit them through this [Google Form](#). If you have something on your mind, we encourage you to let us know about it sooner rather than later!

A more formal online survey will be sent at the end of the season. The more responses we receive, the more informed we are to celebrate and improve the program.

Race Days

Registration

Race registrations are the responsibility of the athlete and his/her family.

At the beginning of the season, the coaches select the races they feel are appropriate for each team and will share them on the team calendars and weekly emails. Some races are recommended over others, but ultimately, each athlete (with input from coaches and parents) chooses their own race schedule.

We do not recommend that racers attend additional races outside the team schedule during December, January, and February. These core months of the season are busy, and we believe extra races at this time are not beneficial. We carefully select the race schedule based on both our experience and national guidelines for skiers of different ages. We would rather have the kids hungry to race than tired of racing. When the core of the season ends in early March, there are still quite a few open races kids can go to if they want to race more.

Most registrations are completed online through skireg.com or adminskiracing.com.

At the Race

Before the event, the coaching team will email a detailed plan for the day, including what to pack, when and where to meet, and more. TeamSnap communication is really helpful for keeping folks up to speed on the race order, where to pick up coats (if left at the top of the course), when to meet up after snack, etc.

Athletes love to be cheered on by friends and families, so come support them. Spectators are usually allowed on foot or on skis/boards. Athletes often appreciate a snack and/or a warm coat and a hug at the end of a race.

U12 & U14: State Finals & Championships

The U12 and U14 athletes will have the opportunity to ski in NHARA's culminating season events, NH State Finals, and Championships. Ford Sayre skis in the Western Division, and the divisional qualifying series consists of a Slalom (SL), a Giant Slalom (GS), and a Parallel Slalom. Each of these qualifying races consists of 2 runs. The athlete's 2 best runs of the 6 will determine whether they qualify for the Championships. If an athlete does not qualify based on performance at qualifier races, they can participate in the Finals, which offer an additional opportunity to qualify for the NH State Championship races.

The volunteer Finals & Championship Coordinator will arrange a dinner and blocked hotel rooms or other accommodations so that teammates can stay close to one another. This is part of the fun!

A select few from the Championships will qualify for Piche's (U12/14s) and Easterns (U14 only), where they will race against the top athletes from the eastern United States.

Parent Volunteering

Ford Sayre programs rely heavily on our parents' cooperation and participation to keep the organization strong. All parents are expected to help with the program and/or races for three reasons.

- 1) Without parental support, kids will have fewer opportunities to ski and race.
- 2) Volunteer program management and race workers help us keep our program fees low.
- 3) Participating in the program and/or races helps build relationships among families and increase knowledge of the sport of alpine ski racing.

Requirement

Devo

Parents of Devo participants who are comfortable skiing are required to serve as a lift helper for at least 2 days during the season. Lift helpers are assigned to specific days and groups to ensure that our youngest skiers are safe on the lift.

Parents who cannot safely ski can fulfill their requirement by serving as the “Devo Season Celebration Coordinator,” who coordinates an end-of-season event celebrating the hard work, fun, and camaraderie of the season.

Devo parents are not obligated to work races. (If you are interested in doing so, please reach out to the Race Coordinator. We'd love the help!)

U10, U12 & U14

Parents of U10 athletes are required to work one race day, and parents of U12 and U14 athletes are required to work two race days. There is a maximum of four race days per family.

Alternatively, parents can fulfill or reduce their volunteer requirement by serving in another volunteer role. Please see other volunteer opportunities in the section below.

For additional information on race work requirements, please visit the “[Race Work Guidance & Rules](#)” page.

Volunteer Commitment Fee

Families who do not fulfill their race work requirement may be charged a \$400 fee at the end of the season.

Program Roles

There are various ways for parents to get involved in supporting the program outside of race work. If you're interested, please email alpinerace@fordsayre.org.

Program Heads: Oversees and administers the Junior Racing program. Works with the Alpine Committee and the Ford Sayre Council to plan and deliver a positive, meaningful experience.

- Sarah Billmeier, Mara Child & Lisa Rechisky

Race Work Coordinator: Coordinates the race work assignments and training for events hosted by Ford Sayre at the Dartmouth Skiway.

- Courtney Farrell

Devo or U10 Coach: Leads a ski group one or two weekend days each week. U10 coaches must be Level 100 certified.

Slideshow Coordinator: Collects photos from across Jr. Alpine to create a celebratory end-of-season visual summary. (Provides exemption from one race work day.)

- Mike Novello

Finals & Championship Coordinator: Arranges hotel room blocks for the various end-of-season events. (Provides exemption from one race work day.)

- Jenny Barba

U10, U12 & U14 Tailgate Coordinators: Lead team tailgates for some U10, U12, and U14 race days. (Provides exemption from one race work day.)

- Sam House (U12+U14), Abby Beck, and Steve Braman (U10)

U10, U12 & U14 Season Celebration Coordinator: Coordinates an end-of-season event to celebrate the hard work, fun, and camaraderie of the season. (Provides exemption from one race work day.)

- Emily Taylor + Anna Nattie

Social Media Coordinator: Sources and posts photos, videos, and messaging related to Ford Sayre Alpine activities to Instagram and Facebook with the goals to showcase the program, strengthen community, engage alumni and build regional credibility. (Provides exemption from one race work day.)

- Sheridan Zimmer

Race Work Roles

Hosting races generates revenue for Ford Sayre, which helps reduce program fees, and they provide a great opportunity for families to learn more about alpine ski racing.

It takes a village to run a fair and safe race, and there are various roles to play. Most require some level of comfort on skis, but not all. Training for most roles will be provided on the day of the race. If you'd like to receive training beforehand and/or are interested in a position that requires an official accreditation, please reach out to [Courtney Farrell](#). Please see Appendix A for a detailed description of race work roles.

No individual will be allowed in the race arena without a Level 100 USSA membership.

Expectations & Codes of Conduct

- [Parent Code of Conduct](#)
- [Athlete Code of Conduct](#)
- [Coach Code of Conduct](#)

Setting clearly defined guidelines for parents, athletes, and coaches helps all members of the Ford Sayre Junior Alpine Racing community understand what is expected of them and what they can expect from others. This provides athletes and their support systems with the best experience throughout the season. Please discuss the code of conduct with your athlete and refer back to the information below as needed throughout the season.

Parent Role & Expectations

Athletes' families play an important role in the program's success. A successful ski experience for the athlete requires organization, support, and enthusiasm from parents. While our Ford Sayre Junior program exists to teach kids the fundamentals of ski racing and to encourage them to pursue racing beyond the U14 level, we can't expect our kids to embrace the sport if they aren't having fun.

We encourage our parents to remind their kids (and themselves) that at the end of the day, this is all just a game, albeit a game that can teach many important lifelong skills! Be your child's best advocate by remaining supportive even in times of perceived "defeat." Helping kids learn to handle a discouraging training session or race day will have a much greater impact on their joy for the sport -- and their success! -- down the road!

Expectations

- Be your child's best fan
- Provide unconditional love and support regardless of performance
- Be a fan of the entire team
- Volunteer and participate
- Support the coach
- Let the coach do the coaching
- Be a role model for your child
- Understand the sport

More information about the role of the parent is available on the US Ski and Snowboard website at <https://usskiandsnowboard.org/sport-development/parents>.

Parent Code of Conduct

As a parent or guardian of an athlete participating in Ford Sayre programming, you play an essential role in creating a positive, respectful, and successful environment. Our program depends on teamwork, sportsmanship, and a shared commitment to athlete development on and off the snow. By registering your child, you agree to the following:

1. Support and Encouragement

- Provide positive support and encouragement to your child and their teammates.
- Promote sportsmanship, respect, and enjoyment of the sport.
- Emphasize effort, learning, and fun over outcomes.

2. Communication and Concerns

- Address concerns about your child's progress or performance privately with the coach or program head, never in front of athletes.
- Do not approach coaches during practices; request a separate, agreed-upon time to talk.
- Communicate respectfully and constructively, recognizing coaches' responsibilities to the entire group.

3. Respect for Practice and Training

- Understand that practice time is for coaching and athlete focus.
- Refrain from sideline coaching or interruptions.
- Trust that growth comes through consistent participation and commitment.

4. Commitment to the Team and Organization

- Support the team, coaches, and Ford Sayre community as a whole.
- Treat all athletes, coaches, officials, and families with respect.
- Share feedback appropriately and avoid negative commentary that undermines program culture.

5. Positive Approach to Competition

- Maintain a positive attitude toward racing and competition, regardless of results.
- Focus on effort, personal goals, sportsmanship, and factors within your child's control.
- Support a healthy, balanced perspective on competition and development.

6. Volunteer Engagement

- Recognize that Ford Sayre is a non-profit organization supported by volunteers.
- Consider contributing your time and skills through events, fundraising, or administrative support.

By participating in the program, I acknowledge my role in supporting a positive and productive environment for all athletes. Failure to uphold these expectations may result in a conversation with program leadership regarding continued involvement.

Athlete Expectations & Code of Conduct

Participating in Ford Sayre programming is a special opportunity. By joining the Ford Sayre Alpine Team and acting as a representative of our team and community, you agree to abide by the Code of Conduct of both of our governing bodies: NHARA and [USSA](#). Furthermore, you agree to do your best to meet the following Team Expectations.

As a skier in the Ford Sayre programs, I agree to do my best to uphold the following Skier Expectations:

Commitment to the Ford Sayre Program

I will:

- Work hard to develop my skills at practice and ask questions of coaches when I don't understand the directions or how to do what is asked of me
- Communicate attendance and absences in a timely manner
- Arrive at practices on time and prepared for practice
- Represent Ford Sayre's values in my school, community, and at any races or functions I attend as a member of the Ford Sayre program

Commitment to Growth

I will:

- Be patient with my development as a skier and as a person
- Possess a "growth mindset" instead of a "fixed mindset." In other words, believe that skills can be learned through commitment and effort rather than being something I have or don't have
- Set age-appropriate goals that are within my control to accomplish; this includes fostering a healthy relationship with competition and defining success based on things that are within my control, not just the results sheet
- Take ownership of my successes and failures
- Take pride in my accomplishments while maintaining humility
- Acknowledge that I am responsible for my behavior and make changes rather than excuses

Commitment to Team

I will:

- Respect teammates and coaches and their personal property
- Act in a way that does not endanger the health or well-being of my teammates and coaches during practices and events. I also recognize that concern for the safety of others is especially important during roller-skiing practices
- Choose to be an asset to my team in all situations
- Recognize that my attitude, words, and (in)actions contribute to team culture and I have control over all of each of these
- Be willing to hold and be held accountable to team expectations and cultural norms in a respectful and constructive way
- Receive constructive feedback from teammates and coaches

In cases where a pattern of behavior does not align with Team Expectations, a conversation between the athlete and the coaches will be the first step. If the behavior(s) persist, the coaches will have a conversation with the athlete and their family and include the Program Head(s) as necessary. If the behavior persists after both of these steps are taken, coaches reserve the right to dismiss the athlete from the program. For serious infractions, such as, but not limited to, use of illegal substances, harassment, or serious harm to another member of the community, we reserve the right to immediately dismiss an athlete from the program.

I understand that failure to follow this code of conduct may result in a suspension or revocation of my privilege to participate in Ford Sayre activities.

Coach Expectations & Code of Conduct

Coaches in the Ford Sayre Junior Alpine program agree to abide by the Code of Conduct of both of our governing bodies, [NHARA](#) and [USSA](#), and to meet the following expectations.

Commitment to Program

- Maintain enthusiasm for his/her role as coach and program ambassador.
- Uphold the program's mission, vision and values.
- Plan and conduct relevant, safe, and orderly practices.
- Promote a positive and fun yet focused environment during practices and races.
- Communicate and collaborate with other colleagues and branches within the Ford Sayre organization.
- Abide by all Ford Sayre Minor Athlete Abuse Prevention Policies.
- Abide by the policies included in the [Ford Sayre Employee Handbook](#).

Commitment to Athlete

- Ensure that all athletes feel respected and included.
- Strive to optimize individual training and meet development needs.
- Maintain a holistic approach to athlete development.
- Be aware of and sensitive to the health and safety of each participant while planning, conducting, and reflecting upon FS programming and events.

Commitment to Growth

- Maintain a growth mind-set and continually learn through experience, research, and collaboration.
- Invite and listen to constructive feedback.
- Engage in regular self-evaluation as well as feedback from other coaches and the Alpine Committee.
- Make and take opportunities to pursue professional development.
- Be process-oriented and organized.

Commitment to Team

- Recognize that to coach is to lead by example and to lead is to serve.
- Work with the team to define and foster healthy team culture.
- Promote the view that skiing is both an individual and team sport. And value the importance of working together as a team to achieve a higher level.

Appendix A

Race work roles¹ include:

Chief of Race (Alpine Official): The Chief of Race, a member of the Race Jury, must be a licensed US Ski and Snowboard Alpine Official and is the official responsible for organizing the race, assigning workers, and directing and supervising the race and the work of all officials. In addition to their responsibilities to the Race Organization, the Chief of Race is a member of the Race Jury according to the International Competition Rules. He/she must know and understand the rules and answer technical questions, participate in Jury inspections and other meetings, and vote on questions brought before the Jury.

Chief of Course (Alpine Official): The Chief of Course is the official responsible for preparing the course and its safety features, operating the event, and supervising the cleanup immediately following the event. Successful completion of these responsibilities requires organization, leadership, personnel, and equipment. The Chief of Course will need to maintain communication with Ski Area Management to promote full cooperation between mountain and ski club personnel. They will need capable assistants, even for a small race. The Chief of Course must understand course preparation and be able to evaluate courses under his jurisdiction. Their responsibilities include the Start and Finish Areas and the actual race course. They are often called upon to manage equipment, repair timing, and communication systems.

Course Crew: Work includes installing, maintaining, and replacing gates, maintaining the race course, and installing and removing safety fences. Strong skiing skills and the ability to stay outside for long periods of time are required.

Chief of Timing and Calculations (Alpine Official): The Chief of Timing and Calculations (AO-TC1 or 2) is responsible for supervising the timing, communications, and calculations, and oversees the timers, recorders, and calculations, and coordinates the officials at the start and finish.

Primary Timer*: Experience with current timing software is necessary. Responsible for operating the primary timing computer. Confirms and maintains communication with the starter through a headset. Communicates the proper start intervals to the starter.

Secondary Timer*: Responsible for operating the backup timing computer.

Hand Timer (start/finish*): Operate a handheld timer that records the time of day that a racer leaves the start/crosses the finish line. Used as a backup to the primary and secondary timing systems.

Announcer*: Using a microphone, announce the athlete's name and time as they cross the finish line.

Chief of Gate Keeping: The Chief of Gate Keeping (CG) is in charge of all gatekeepers. Before the race starts, the CG holds a meeting with all gatekeepers. They are given bibs, clipboards, pencils, and gatekeeping cards, and the rules and procedures are reviewed. The CG then meets all of the gatekeepers at the top of the course and assigns the gates. Just before the Start, the CG checks that all gatekeepers are in place, that each gatekeeper understands which gates are his/her responsibility, and that each gate has a gatekeeper. During the race, the CG continually checks on the gatekeepers to ensure everything is OK. At the end of each run, the CG collects the cards and reviews them with the Referee to see if there are any disqualifications (DQ's).

¹ These are copied from the Franconia Ski Club handbook. Thanks FSC!

Gate Keepers/Judges*: Responsible for the supervision of one or more gates and should observe accurately whether the passage of a competitor was correct through the assigned gates.

Chief of Registration: Responsible for the registration of all competitors, including the distribution and collection of all race bibs. Should have a radio to communicate with the Chief of Race.

Registration/Bibs: Responsible for setting up registration at the race venue the morning of the race. Registration will collect the race fees, hand out lift tickets, and racer bibs. At the finish of the second run, registration collects the bibs from racers at the finish line.

Start Referee (Alpine Official): Responsible for controlling the start and making sure the rules of the start are properly observed.

Starter: Responsible for start command to the athletes as well as the accuracy of start intervals.

Round Up: Calls out the names of athletes to line them up for their start.

Finish Referee (Alpine Official)*: Controls the finish arena. Responsible for recording the order of finish of all racers who complete the course.

Non-Skier Roles: Workers who do not ski comfortably can help in the following capacities: Registration, Timing, Announcer, Finish Referee, Finish Hand Timer, or Gatekeeper in the bottom section of the course.