

Ford Sayre  
Junior Nordic Team

**Athlete & Parent Handbook**  
**2025-26 Season**



**Ford K. Sayre Memorial Ski Council**  
**Hanover, New Hampshire**

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**Instagram:** FordSayre\_Nordic

**Athlete & Coach Slack Channel:** fsjnt (fsjnt.slack.com)

**Registration:** [teamsnap.com](https://teamsnap.com)

**Schedule:** [spond.com/](https://spond.com/)

## History

Though born in Glen Ridge, New Jersey, Ford K. Sayre was a New Englander at heart. He learned to ski at Dartmouth College as an undergraduate (Class of 1933), and even then he encouraged friends to take up the sport.

Ford's love of the outdoors and the spirit of New England kept him in New Hampshire after graduation, and he continued his close association with the College through the Dartmouth Outing Club. On a joint Dartmouth-Smith College trip to Mt. Moosilauke, organized by him, he met his future wife, Peggy.

During the Depression years, Ford Sayre worked at the Hanover Inn. It occurred to him that he might stimulate the Inn's winter business by making ski lessons available to children of guests. Peggy Sayre, an accomplished skier in her own right, joined Ford in the early ski school venture.

Ford recognized that many local children were unable to learn to ski or to afford the simple equipment of the day. He decided to set up a ski school for rural children and did so in Hanover Center, NH.

Ford enlisted in the Army Air Corps in August 1942. His learn-to-ski program continued under Peggy's supervision, with frequent advice and encouragement from Ford in his letters home from his Spokane, WA base. On July 23, 1944, at age 34, he was killed in a crash during a War Bond Drive exhibition.

After the war, through the efforts of Peggy Sayre and other local organizers, the Ford Sayre Memorial Ski School was formed. In the winter of '45-'46, hundreds of children joined the classes. In 1950, a variety of children's skiing organizations in the Hanover area merged their activities into the Ford K. Sayre Memorial Ski Council.

Though there have been some changes, the Ski Council has never lost the inspiration for the kind of instructional program that was the dream of Ford K. Sayre.

## Organizational Structure

The Junior Nordic Team (JNT) is one of several instructional, recreational, and competitive programs that operate as part of the Ford Sayre Memorial Ski Council, including alpine instruction/recreation, alpine racing, snowboarding, jumping, Bill Koch League, Ford Sayre Academy, Freestyle and Free Skiing, and the Ford Sayre Club (for families and skiers of all ages). Each program is overseen by a Program Director. Program Directors serve on their respective sport committees (e.g. Nordic Committee) and are represented on the Ford Sayre board by a member of that committee.

The Nordic Head Coach, as a full-time, year-round employee of Ford Sayre, assumes direct coaching responsibilities of the JNT, but also fulfills duties across all Nordic programming from BKL through Masters and community outreach. The Head Coach leads a team of coaches and volunteers to oversee the delivery of quality coaching to each of Ford Sayre's programs and to develop new and/or expanded offerings.

The Head Coach also works in collaboration with the Nordic Committee to set the strategic vision and direction for the overall Nordic program and implement programming in accordance with FS Nordic's guiding principles.

The Nordic Assistant Coach is a full-time, seasonal assistant coach who works under the supervision of the Nordic Head coach. They split their time approximately 30/70 between working with the U14/U16 Racing Program and the JNT in an effort to create a natural bridge between BKL and JNT. They may also support Club programming as time and interest allows.

Additional part-time assistant coaches are hired seasonally to provide diverse coaching expertise and exposure to a variety of racing/skiing experiences. These are often local community members, collegiate skiers or grad/med students with strong skiing backgrounds. The head coach and full-time assistant coach are responsible for the recruitment and hiring of these positions.

## Mission, Vision, & Values

### JNT Mission Statement:

The Junior Nordic Team ("JNT") seeks to provide committed high school aged Nordic skiers with a full understanding of Nordic competition, the development of racing skills and a structure that enables team members to achieve their stated process and competition goals within a supportive team environment.

### Specifically, JNT places high importance on these Values:

1. **Ownership**- take personal responsibility for the process and be accountable to goals.
2. **Awareness** - develop a high degree of self, situational, and relationship awareness. Recognize patterns of behavior in themselves and others.
3. **Humility & Perspective** - Maintain humility in moments of success, while also having perspective in the face of challenge.
4. **Growth**- place greater emphasis on growing skills and capacities than on podiums and race results.
5. **Enjoyment**- gain fulfillment from the sport and the sport community.

We hope that through emphasizing these values, we develop skiers and community members who...

- Are equipped with the training and competition knowledge to pursue sport beyond high school.
- Communicate effectively in different forms and contexts.
- Aren't afraid of failure.
- Feel and express gratitude, even in the face of adversity.
- Set goals, prioritize actions, and are disciplined in the pursuit of goals.
- Care about and respect their teammates and communities.
- Lead healthy and active lifestyles long after they graduate from our programming.

## About the Junior Nordic Team (JNT)

The Junior Nordic Team (JNT) is a team for U16, U18 and U20s who are committed skiers with previous race experience and a willingness to train year-round for ski racing. This program emphasizes skiing improvement, competition, and the development of athletes with skills in all facets of Nordic racing. Skiers in this program often participate in other sports, but their primary athletic focus is developing as cross country skiers.

Coaches expect that JNT skiers will complete a training log, communicate with coaches on a regular basis, attend at least 3 practices per week, and follow a training plan, even on days when there is no practice.

Participants in this program travel together to compete in Eastern Cups, Junior Olympic Qualifiers, New England U16 Championships, and/or Eastern High School Championships. Each season, some skiers in this group race at Senior and/or Junior National Championships.

We use a mix of criteria to create a cohesive team and training group, including a simple application (attached at bottom) process for the winter season. Final winter enrollment is contingent upon previous Nordic racing experience and consultation with the coaches. Priority is given to previous participants who have demonstrated their commitment to the program and to attaining personal goals. With very few exceptions, new members are expected to join in the summer to allow for more effective coaching during the competition season.

## Communication

We expect that over a skier's participation on the team, they mature in their ability to communicate with teammates and coaches, both verbally and written.

**The majority of JNT communication is between coaches and athletes and does not go to parents.** Parents of skiers who are new to the team will be cc'd on communications in the first year. It is the athlete's responsibility to know what is on the schedule and to share relevant information with family members. This requires adjustment and it can be a steep learning curve, both for skiers and parents! This approach supports our value of individual skier ownership.

**Most communication occurs via email or within Slack**, a team communication tool that works via browser and app. **Skiers should plan to check and respond to email and Slack regularly.** Detailed weekly training schedules are posted in Slack and emailed every Sunday evening. Practice schedules are subject to change as the weather, group, etc. evolve. Any changes will be communicated to athletes as soon as they are known. Changes that occur within 24hrs of a scheduled event are distributed to all athletes and parents via email.

We use **Google Docs** to assist us in planning. Skiers are expected to be attentive to requests to enter plans/availability into planning docs. The group's plans hinge on your prompt responses.

**Individual Meetings** are a core component of our coaching philosophy. It's an important piece of how we get to know the skiers. We will happily meet with skiers on request, but **each skier is expected to meet with coaches at minimum three times over the season:**

1. Season Goal-Setting, early November
2. Mid-Season Check-In ~ mid-January
3. Season Reflection + Planning ~ early Spring (sometimes over 2 meetings)

Feel free to contact Matt or Hilary with your questions, comments, suggestions, or concerns. Programmatic questions should be addressed to the Program Head. Training, racing, practice, etc. questions should be directed to the Head Coach.

**Athlete & Coach Slack Channel:** fsjnt ([fsjnt.slack.com](https://fsjnt.slack.com))

## Junior Programming Overview

### SUMMER - [PRINT & SIGN ROLLER SKI PLEDGE](#)

#### mid June thru late Aug

**Prerequisites:** Prior racing experience; 1 season of rollerski experience.

During the summer months, when daylight hours are endless and athletes don't have school, the training focus is on building an endurance base, enjoying adventures and training outdoors with teammates. At the JNT level, Ford Sayre offers 5-6 coached sessions a week, with a combination of running, bounding, rollerskiing, strength and mobility. JNT skiers in the summer program are comfortable to confident rollerskiers. Beginner rollerskiers will be placed in our high school summer programs. The summer coaching roster often includes talented collegiate skiers in addition to our regular coaching staff. Summer training groups will be created based on social, age and ability factors.

Skiers from programs other than Ford Sayre BKL must meet with a coach prior to registering. All new skiers are invited to an informational meeting prior to registering. Practices are either first thing in the morning (7:30/8a), or early evening (~4:30/5p). Schedules vary slightly from year to year but will be available on our website at the time of registration.

## FALL

### Early Sept thru early Nov

**Prerequisites:** Prior ski racing experience, 1 season of rollerski experience and/or coach approval.

With the reintroduction of school, falling temperatures, and waning daylight, the training emphasis shifts to quality over quantity. Athletes can expect to see an increase in specificity and intensity, but a drop in overall weekly hours. Practice times move to 3:30pm to accommodate shorter days, with the exception of weekend training sessions which are either in the morning or evening. Recognizing that weekends are often the best opportunity for fall-sport athletes to attend Nordic practice, the emphasis on weekends will be rollerskiing and strength. All athletes who intend to participate in the winter programming are expected to maintain a training log over the fall, even if they are participating in fall HS sports. Ford Sayre offers two fall Nordic program options:

Partial- Designed for athletes who are participating in fall sports. This includes 1-2 sessions a week and the athlete is expected to communicate their schedule with the JNT coaches.

Full- Designed for athletes who want to focus only on Nordic Ski training in the lead-up to winter. This program is for athletes attending 3 or more training sessions a week with the Nordic Training Group.

## WINTER

### Early Nov. thru late March

**Prerequisites for All Winter Programs:** Participation in summer training and/or coach approval

JNT is a racing development program for focused U16-U20 skiers who want to improve as ski racers and whose primary athletic endeavor is cross country skiing. JNT is a close-knit team that is both fun and focused. Anyone joining either our “Full-Time” or our “Hybrid” programs should be prepared to be fully present as teammates. The core of our racing schedule follows the Eastern Cup circuit, with a few stops at VT/NH qualifier races and local races. Many athletes also participate in season-end championship events, such as U16 Championships, Eastern High School Championships, or Junior Nationals. For all regular season overnight race trips, JNT offers travel, lodging and meal support to all teammates and coaches. JNT offers up to 5 coached sessions a week on snow, as conditions allow.

Most practices will be held at either Garipay or Oak Hill in Hanover, NH. With some travel locally to Woodstock, Strafford, or Greens Woodlands.

### JNT “Hybrid”

This program is for skiers who want to ski for their high-school team as well as participate in JNT programming. Skiers should be prepared to proactively communicate with all coaches and to be engaged members of *both* teams.

Racing with a high school team is an excellent way to get more racing experience and can be a very valuable tool in your development as a skier!

Hybrid JNT Skiers are expected to:

1. Complete the [JNT Hybrid Application](#) by Oct. 15
2. Schedule a meeting with all coaches in order to discuss expectations
3. Meet attendance requirements of their high school programs
4. Attend 1-2 JNT practices per week
5. Schedule individual meetings with the JNT Coaches, when requested
6. Travel with and race for Ford Sayre JNT on Eastern Cup weekends
7. Represent their high school team at high school races as well as the NH Coaches Series or the VT Qualifier
8. Participate in Turkey Camp, Winter Break Camp and any team functions where your help or presence is requested, where family schedules allow.

### **JNT “Full-Time”**

This program is designed for skiers who do not also ski for a high school team.

Full-Time JNT Skiers are expected to:

1. Complete the [JNT Full-Time Application](#) by Oct. 15
2. Attend all scheduled JNT practices, races and functions
3. Schedule individual meetings with the JNT Coaches, when requested
4. Travel with and represent Ford Sayre JNT on all Eastern Cup weekends and other supported race trips.
5. Participate in Turkey Camp, Winter Break Camp and any team functions where your help or presence is requested, where family schedules allow.

### **Program Fees, Scholarships and Refund Policy**

The JNT Program fees cover:

Coaching	Team-supported training transportation	Thanksgiving camp transportation
Training planning support	Access to team equipment & skis	Weight Room fees
Race support	Any trail passes associated with team race or training travel	Instructor fees- Yoga or other special programs
Race wax		Some team clothing or clothing discounts
Team-supported race transportation	EHSC/U16 qualifier race entry fees for VT or NH	

Eastern Cup Weekend fees cover:

Eastern Cup transportation, lodging and food.

Additional Out-of-Pocket expenses include:

Most race entry fees (exceptions above)	Championship event expenses (like EHSC, U16 Champs, JN's)	Training/Racing Equipment
Uniforms		Travel snacks
Training wax and tools	Training camps	Memberships and Licenses
	Rollerskis	

Scholarships:

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 scholarship applications, deadlines, and more information, please visit:

<https://www.fordsayre.org/about/scholarships/>

Refund Policy:

Please note that \$60 of the program fee is non-refundable. Refunds of the remaining program fee will be issued at the discretion of the Program Head. Refunds cannot be granted for sessions not attended or canceled due to weather or safety factors.

Program Fee Proration is available for the winter program in instances of planned mid-season departure or arrival. In these circumstances, families must provide ample notification to the Program Director and Head Coach.

**Sample Budget**

**Annual Program Expenses**

Fall Fee	\$225 / \$440
Winter Fee	\$1900 / \$3140
USSA membership	\$138
NENSA membership	\$45
Race entries	\$300-350
Oak Hill trail pass (individual pass)	\$110
Eastern Cup Weekend Fees (\$250/weekend)	\$1000
Summer Fee	\$350 / \$560
miscellaneous	\$200

**Notes**

“Competitor level” required for accruing USSA points.  
Assumes on-time renewal -- by Oct 15 each year  
Assumes on-time renewal. Add \$5 for late renewal  
Assumes on-time entries (late entries add ~\$10/race)

Travel snacks, group entertainment

<b>total (top end)</b>	<b>~\$6000</b>
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### Additional Annual Expenses

equipment	\$100-\$1,000
wax*	\$100-\$200
Ford Sayre uniform rental (suit / jacket)	\$35/pc.
U16 Championships^	\$600
Eastern High School Championships^	\$600
Junior Nationals^	\$3000-\$4000
summer & fall training camps	\$500-\$800

\* your first year wax budget will be larger, especially if you need to buy a bench and tools  
 ^based on previous year's amounts

### Notes

varies annually depending on need  
 varies annually depending on need  
 Annual if rental

varies depending on location  
 1-2 training camps (optional)

### Additional One-Time Expenses

Rollerskis	\$400/pr
Ford Sayre uniform purchase (suit + jkt)	\$320

### Notes

purchase in 2nd yr (one-time expense)  
 (team rollerskis available 1st yr)

## Memberships and Passes

### NENSA Membership (required)

“Junior” membership: \$45. Register yourself online for NENSA [here](#). Select “Ford Sayre” as your club.

### US Ski & Snowboard (required)

Renew your membership every year, by **Oct 15**.

Most if not all JNTers should get a “Competitor 13 and Over” membership: \$138. [Register yourself online for US Ski & Snowboard here](#). Select “Ford Sayre” as your club.

There may be a few of you who can get the cheaper “General” membership; specifically those who do not care about the National Ranking List (NRL) or who are young for this group. Talk to one of the coaches if you have questions.

**IMPORTANT:** Any skier who will turn 18 during the season (between July of current year and June of next year) must complete SafeSport training through USSA prior to their 18th birthday. They must also initiate their background screening upon their 18th birthday. Failure to do so will result in them being dropped from the NRL and/or ineligible to attend any USSA or NENSA sanctioned events.

**Season Pass for the Oak Hill Outdoor Trail system** purchase online:

<https://marge.oakhilloutdoorcenter.org/membership/purchase>

## Equipment, Clothing and Wax

### **UNIFORMS:**

Uniforms are available for purchase through the [Podiumwear Storefront](#) through October 17. JNT skiers are expected to race any Ford Sayre supported races in their JNT suit. JNT uniforms are different from those sold to the general Ford Sayre public. The password to access the storefront is kppk2. **Please do not order JNT uniforms for non-JNT skiers.**

### **RENTALS (Uniform and Equipment):**

All rentals require a signed rental agreement and payment before distribution.

**Jackets and/or Suits** can be rented for \$35 each. We will distribute them before our first race. You must return them by April 1 in good condition. [Uniform Rental Request & Agreement](#) (Please do not rollerski in your rental race-tights).

**Puffy Jackets:** Puffy jackets optional. You can purchase them for \$250 or rent for \$50/season. (Same link as Uniform Rental)

**Rollerskis:** JNT maintains a small fleet of skate and classic rollerskis. We rent them to first- and second-year skiers on an annual basis. You must return them by Dec. 1 in good condition. [Roller ski rental request and agreement](#)

**Skis:** JNT maintains a small fleet of rock, training and race skis; all skis have NNN bindings. You must return rented skis by April 1 in good condition. [Ski Rental Request and Agreement](#)

**Poles:** Rollerski, Bounding and Race poles can be rented using the [Ski Rental Form](#).

### **REQUIRED EQUIPMENT:**

**For EVERY Practice**, snow or dryland:

- Watch
- Water bottle and carrier or drinkbelt
- Trail running shoes, i.e., running shoes with good traction
- Dry clothes and healthy snack for after practice

**For ROLLERSKI or DRYLAND Practices:**

- Properly fitting helmet
- A high-visibility shirt and/or hi-viz and reflective vest.
  - Reflective gear is particularly important during the fall when daylight hours are waning.
- Skate Rollerskis\*
- Classic Rollerskis\*
- Skate and Classic Boots - it's a good idea to have rollerski boots that are not also your winter race boots.
- 1 pr. Ea. Skate and Classic poles with rollerski ferrules (pole tips). Again, best not to use your race poles, as poles are more likely to get broken rollerskiing.
- 1 Pr. "Bounding" poles. Old poles that measure between sternum & armpit height
- Flashing lights on helmet and/or drinkbelt are highly recommended.

\*Program-owned rollerskis are available for loan to 1st and 2nd year participants. Each May, coaches place a discounted team order for rollerskis. Skiers are expected to own two pairs of rollerskis (SK/CL) by their junior year if they plan to continue with JNT or race in college.

### **Rollerkiing SAFETY NOTE:**

A quick-guide to **Rollerskiing Safety**: [MUST SIGN PLEDGE](#)

- Always:
  - Ski in the direction of traffic (as you would on a bike)
  - Ski single file
  - Wear a properly fitting helmet
  - Wear high-viz clothing and something reflective.
  - Maintain awareness of your surroundings
  - Communicate clearly and audibly to teammates when cars are passing
  - Look all ways before crossing any roadway or intersection
  - Move to the side of the road & make yourself narrow to allow cars to pass. Depending on the situation, it is sometimes best to step off the road.
  - Get entirely off the pavement when stopping for a drink or drills.
- Never
  - Ski roads or terrain that you have never seen before or are uncertain of
  - Wear headphones or other devices that may prevent you from hearing vehicles.
  - Hang out on, near or to the left of the yellow line
  - Ski after dark or on a low-visibility day (heavy rain or dense fog).
  - Cross the road at a point where vehicles cannot see you

Coaches reserve the right to remove athletes from practices if their behaviors are deemed to be dangerous to themselves, teammates, coaches, or drivers. Athletes who do not have the necessary safety equipment (helmet or high-viz) or whose equipment is deemed unsafe, will be asked to not participate in practice or be given an alternative practice plan.

## **For ON SNOW Practices:**

- RACE skis/boots/poles for both skate and classic
  - We encourage athletes to purchase separate classic and skate boots when the feet stop growing.
- TRAINING skis for both skate and classic.
  - For use in less-than-ideal conditions and for race warm-up. Skis should approximate a skier's racing skis in flex and length so s/he can develop appropriate technique and easily transition to race skis.
- ROCK Skis both skate and classic
  - One step below training skis. Old skis (to which you have no emotional connection) that can be used for terrible snow/ice/rock conditions. Or for jump practice ☺
- A ski bag is a MUST for van travel and facilitates carpooling
- Pole tube
- Skiers are expected to race in the Ford Sayre uniform at all Ford Sayre-supported races, unless other arrangements are made with coach. In addition, we encourage athletes to wear the team warm-up jacket.

*All items brought to practice/races should be clearly labeled with your name.*

## **Wax and Tools – JNT Recommendations**

Start with the basics and build a more complete kit over time. We strongly recommend starting with one brand and adding waxes from other brands as you get comfortable selecting and applying waxes in a wide range of conditions. You are welcome to use any brand wax. Our recommendations are generally in the Swix line. The waxes are excellent for both the basics and racing and are available locally (Omer & Bob's). For training, skis should be glide waxed with basic hydrocarbon (e.g., Swix CH series). For races, we will make a glide wax recommendation prior to departure.

As of the 20/21 Race season, all racing is fluoro-free. This includes all glide waxes, top-coats and kick waxes. Any low-fluoro waxes "LFs" that you have in your kit are no longer allowed to be used on race skis. Any VR series kick-waxes from Swix are not allowed for racing. Take a look in your wax box and set those products aside. You can still use them for practices, but they will not be allowed on race day. Please ask the coaches if you are totally befuddled :)

And if you are brand-new to the waxing scene, we have **highlighted below the items you should prioritize for your first year**. Keep in mind that the initial investment is big, but you will have much of this equipment or products for many years.

### **GLIDE WAXES**

*Each skier should have the following glide waxes or equivalent:*

#### **HYDROCARBON WAXES (training and race-prep)**

**Note: Swix CH waxes are now "PS" or Performance Series Waxes**

- START SG10 Green (14 to -22°F)
- Swix CH4 or PS5 Teal (14 to 0°F)
- Swix CH6 or PS6 Blue (10 to 21°F)
- Swix CH7 or PS7 Purple (18 to 28°F)
- Swix CH8 or PS8 Red (25 to 39°F)
- Swix CH/PS 10 (32 - 50°F, 0°C - 10°C)

## **KICK WAXES**

*Each skier must bring hard waxes and corks to practices; we use the team hard wax box for races only. For klisters practices, we usually provide a selection of klisters from the team's klisters box however we encourage you to have a few klisters in your kit.*

### **SWIX HARD WAX:**

- V20 Green (5 - 18°F)
- V30 Blue (14 -28°F)
- V40 Extra Blue (19 -30°F)
- V45 Violet Special (27 - 32°F)
- V50 Violet (32°F)
- V55 Red Special (32 -34°F)
- V60 Red/Silver (30 -38°F)
- VG35 binder

### **KLISTER:**

- 1 tube each: Swix K22 universal, KX30 blue ice, KX45 violet, KX65 red

### **RECOMMENDATIONS FROM OTHER LINES** (available from Caldwell Sport or Boulder Nordic Sport):

- Rode Special Green (hardwax)
- Rode Blue Special Multigrade (hardwax) (20 to 26°F)
- Rode Violet Multigrade (hardwax) (28 to 32°F)
- Toko Yellow and Red (hardwax)
- Vauhti Carrot (extra blue range hardwax)
- Rode klisters: Blue, Violet, Multigrade, Rossa, Rossa Special

## **TOOLS**

- waxing bench or profile
- glide waxing iron
- several plastic scrapers
- groove scraper (either from the klisters box or special groove scraper)
- several corks (synthetic is best - generates more heat)
- wax remover
- torch kit or heat gun - for use at home, cleaning skis, applying klisters or fixing pole tips.
- brushes: bronze and blue nylon
- putty knife for wax removal (stiff with chisel edge)
- fiberlene (Swix), a rag collection and/or blue shop towels
- sandpaper - 100-150 grit
- respirator

***Everything you bring to practice / races MUST be clearly labeled with your name!***

## **Preparing Skis for Practices and Races**

You can learn about waxing by attending local wax clinics, asking other families or skiers for advice, watching other skiers wax, asking the coaches for tips, or through online resources (e.g. Swix School: <http://www.swixschool.com>). The basics are simple, and from there it can get as sophisticated as time and your interest allow.

Skiers are expected to maintain (wax, clean, etc.) their skis themselves and arrive at practice ready to apply kick wax on classic days. Athletes must have their own kick wax and cork for practices. The team will provide practice klister when needed.

In the days before a race, coaches will advise on selection of glide wax and initial prep of the kick zone for classic races. Arrive on race day with your skis prepared according to these instructions.

## Transportation

Athletes/families are responsible for their own transportation to and from practices held in Hanover and the surrounding area. This may mean that skiers ride to practice in a car driven by another skier (or parent). There must be a clear understanding among parents and athletes regarding this possibility. Please talk to the coaches about any concerns or limitations in this area.

There will often be van support for practices that are farther afield. Van seats are limited and non-drivers will be given first priority.

The JNT travels to Eastern Cup races in team van(s). We expect all athletes to travel with the team to and from races. Some exceptions can be made with permission from a coach. Van time has proven to be valuable team-building and coaching time, and all athletes share in the responsibilities of loading, caring for, and unloading team gear.

## Racing and Race Weekends

Race entries are the responsibility of the athlete and her/his family. For most races, registration is via the NENSA or SkiReg websites.

Race weekends provide us the opportunity to work together and get to know each other as a team, which fosters the success of both the group and the individual athletes. To that end, we ask that athletes limit their use of screens or headphones to homework or critical communications- especially during van rides, in favor of engaging with one another in real life 😊

Our ideal lodging arrangement allows us to cook meals together and enables the team to stay in one large house/condo or a couple of adjacent houses/condos – always with an eye on the budget. Athletes work together on all aspects of meal preparation and clean-up, with a coach overseeing the production. Athletes sometimes share (Q or K) beds, and we often ask families to loan air mattresses for the trips. Bedrooms are always single-sex. We prefer lodging with internet access, but this is not always an option!

## Special Events / Championships

**Silver Fox Trot:** During most winters, Ford Sayre hosts a major NENSA race. The Silver Fox Trot may draw over 300 competitors of all ages. This celebration of Nordic skiing is one of the highlights of the winter calendar for New England racers and Nordic enthusiasts in our local community. The race is run entirely by volunteers, many of whom are current and past Ford Sayre parents. We count on your help to continue the race's excellent reputation!

*Participation in the following annual Championship events will vary depending on an athlete's goals and accomplishments during the season:*

**NENSA U16 Championships:** U16 skiers from New England compete on state-based teams in a combination of individual distance and sprint races and a relay race. All students in NH school districts (including Dresden/Hanover) are eligible for the NH team and most choose to compete for NH (even if they live in VT). The U16s occur over a Fri/Sat/Sun in late February or early March. JNT skiers compete on the state teams which are coached by various high school coaches.

**NENSA Eastern High School Championships:** High school skiers from New England and New York compete on state-based teams in a combination of individual distance and sprint races and a relay race. Qualification for EHSCs is more competitive than for U16s. The EHSC's occur over a Fri/Sat/Sun in early to mid-March. JNT skiers compete on the state teams which are coached by various high school coaches.

**Junior Nationals:** Junior skiers (ages 14-19) from across the country compete on regional teams in a combination of individual distance and sprint races and a relay race spread over a week of competition that moves annually from region to region. Qualification for JNs, through the NENSA Junior National Qualifier series, is quite competitive. For more information on qualifying for JNs, see the NENSA web site. The JNs occur in the second week of March, requiring a week's absence from school. JNT skiers compete for the New England team which is coached by club, school and college coaches from around New England.

## **Role of Families**

Athletes' families play an important role in the success of the program. A successful ski experience for the athlete requires organization, support, and enthusiasm on the part of parents. By the time skiers join the JNT, however, we expect the skiers to be increasingly responsible for themselves and for communicating with their families about schedules and logistics. After their skiers' first year with JNT, parents will no longer be cc'd on weekly communications and skiers will be responsible for keeping track of their weekly schedule.

It is helpful for athletes and parents to talk in advance about their interactions at races – what does the athlete want or need from parents/family at a race? – rather than having it become a challenging issue during the season. Skiers may need time and space to warm-up without distraction, to focus their minds and attention, to make sure skis and other equipment are ready, to support their teammates, and to communicate with coaches. Similarly, we encourage parents to give athletes space and time post-race to unwind before talking too much about how the race went for them.

Below are some tips for parents that we took almost verbatim from the Craftsbury Nordic Club Handbook. We thank them for the time they put into collecting these thoughts from both coaches and veteran parents of successful and happy skiers.

### **Generally:**

- 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 athletes to develop a warm-up plan, wax skis, and make sure athletes 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 JNT 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 child 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 athletes; do not discuss other athletes' results unless you're doing so glowingly; make sure you're not making comparisons between athletes' performances.

There are many opportunities for parents to volunteer their time and talents to the JNT. Parent or family volunteers help to organize transportation and vehicle logistics, host our fall and spring potlucks, mentor families who are new to the program, assist with grocery runs for EC weekends. If you're photographically inclined, we'd be very happy to piggyback on your skills for the website, submissions to the Valley News, etc. The Silver Fox Trot race is run by parent and community volunteers who fundraise, welcome racers and distribute bibs at registration, coordinate and staff the food tent, assist with race timing, monitor the course, keep racers organized in the start area, collect bibs, help with course set-up and take-down. You don't have to be a skier to be an asset to the JNT or join this community celebration of Nordic skiing and racing!

We'd love to hear your ideas for how you'd like to contribute to the program!

## **Athlete Expectations and Code of Conduct - [Print & Sign](#)**

To join the Ford Sayre Junior Nordic Team, and thereby commit to be a representative of our team and community, you as an athlete agree to abide by the Code of Conduct of both of our governing bodies, [NENSA](#) and [USSA](#), and to try your best to meet the following Team Expectations. In instances where there is a pattern of behavior that does not meet Team Expectations, a conversation between the athlete and coaches will be the first step. If the behaviors persist, the coaches will have a conversation with the teammate and his/her family and include the Program Head as necessary. If the behavior persists after both of these steps, coaches reserve the right to dismiss the skier from the program. For serious infractions, such as use of illegal substances

or harassment, we reserve the right to immediately dismiss an athlete from the program.

## **Team Expectations:**

### **Commitment to the Ford Sayre Program**

- Strive to understand and implement the program's vision for athlete development, training philosophy and systems.
- Work with the coaching staff to optimize a training plan and to implement said plan to the best of your ability, with a willingness to adjust if extenuating circumstances arise (illness, injury, prolonged absence etc.).
- Communicate attendance and absences in a timely manner with coaching staff through appropriate channels (attendance spreadsheet, email, Slack).
- Arrive at practices on-time and prepared for training sessions
- Read and respond to team communications (via email, Slack)
- Understand that as a member of the JNT you have a responsibility to represent Ford Sayre's values in your school, community and at any races or functions you attend as a member of a Ford Sayre program. Athlete understands that failure to follow this code of conduct may result in a suspension or revocation of the athlete's privilege to attend practices, races or, in exceptional cases, be a member of the JNT team.

### **Commitment to Growth**

- Possess a "growth mindset" as opposed to a "fixed-mindset". In other words, believe that skill can be learned through commitment and effort rather than something static that you either have or you don't have.
- Engage in goal-setting and self-evaluation, both independently and with the guidance of coaching staff
- Engage in thoughtful and constructive reflection and evaluation of self, program and coaching.
- Maintain an up-to-date training log that includes at minimum: activity durations, activity type, intensity, sleep and athlete comments.
- Seek greater understanding of the sport and its intricacies; to that end, skier asks questions of or guidance from coaching staff, teammates, and other mentors or sport experts.

## **Commitment to Self**

- Maintain good academic standing and good relationships with teachers, staff and administration.
- Take ownership of success *and* failures.
- Take pride in his/her accomplishments while maintaining humility.
- Acknowledge personal responsibility and make behavioral adjustments rather than excuses.
- Is patient with their development as a skier and as a person
- Refrains from use of illegal or banned substances (also in Code of Conduct)
- Has a “health-first” approach to training. Respecting that mental and physical health are foundational to the ability to support any amount of training load.
- Supports their training with adequate rest, hydration and nutrition.
- Maintain equipment in good working order, including but not limited to rollerskis and wheels, helmets, skis/boots/poles, bikes used for training, running shoes. And seek knowledge and assistance when they are unclear or uncertain with regards to what “good working order” means.

## **Commitment to Team**

- Respect teammates/coaches and their personal property
- Choose to be an asset to the team and the situation
- Recognize that their attitude, words, and (in)actions contribute to team culture and you have control over all of each of these.
- Is willing to hold and be held accountable to team expectations and cultural norms in a respectful and constructive way
- Can receive constructive feedback from teammates and coaches
- Fosters a healthy relationship with competition and can define success based on things that are within their control, not just the results sheet.

Athlete Signature \_\_\_\_\_ Date \_\_\_\_\_

Athlete Printed Name \_\_\_\_\_

## **Coach Responsibilities and Behavior - [Print & Sign](#)**

Coaches of Ford Sayre Programs agree to abide by the Code of Conduct of both of our governing bodies, [NENSA](#) and [USSA](#), and to meet the following expectations. Parents and athletes are encouraged to reach out directly to the Head Coach, Program Head, or Administrator if they have questions, concerns or suggestions. Parents and athletes are also encouraged to participate in the regular feedback surveys which are anonymous and distributed by the Nordic Committee Chair.

### **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

### **Commitment to Athlete**

- Strive to optimize individual training and meet development needs
- Use education to empower athletes to take ownership of their development
- Commit to developing adaptable, mature and confident young adults through the classroom of sport
- Maintain a holistic approach to athlete development, recognizing that athletes have responsibilities and demands outside of skiing.
- Ensure that all athletes feel respected and included.
- Aware and sensitive to of the health and safety of each participant while planning, conducting, and reflecting upon FS programming and events

### **Commitment to Growth**

- Maintains a growth mind-set and is continually learning through experience, research, and collaboration.
- Makes and takes opportunities to pursue professional development
- Engages in regular self-evaluation as well as formal evaluations coordinated by the Nordic Committee
- Invites and listens to constructive feedback
- Is process-oriented and organized

### **Commitment to Team**

- Recognizes that to coach is to lead and to lead is to serve
- Works with the team to define and foster healthy team culture
- Promotes the view that skiing is both an individual and team sport. And values the importance of working together as a team to achieve a higher level

Coach Signature \_\_\_\_\_ Date \_\_\_\_\_



## Ford Sayre Junior Nordic Team Race Packing List

This is a general race packing list... adapt according to weather, venue, etc.

- Warm parka
- Ford Sayre suit/jacket/hat
- extra dry layers for warm-up, racing, cool-down
- wind briefs (guys) / windbreak vest (girls) if super cold/windy
- several pair of non-cotton socks
- both pair of ski boots
- running shoes (ALWAYS bring these - we have had many races in recent years where the best (or only) option for warming up was running)
- warm boots that aren't your ski boots
- hats & gloves (include extras so you have dry items available)
- buff/neck gaiter
- sunglasses
- cork (and a couple of hard waxes in the correct range for the weekend - not your wax box, just what would fit in a pocket)
- racing and training skis (in a ski bag)
- poles (in a tube if they are Swix CT2 equivalent or higher) and a spare pole if you have one
- snacks (post-training, pre- and post-race)
- cash for van snacks
- homework

Add for overnight trips...

- toiletries/contacts/meds etc.
- more dry clothes (including casual and sleeping clothes)
- indoor shoes (slippers or sandals)



## Ford Sayre Junior Nordic Team Training Packing List

### ALL DRYLAND

- Hats (train & travel)
- Gloves (train & travel)
- Training jacket
- Dry shirt (and sports bra)
- Warm jacket (before/after/travel)
- Water bottle and holder
- Watch
- Something bright (hi viz)
- Bounding poles
- Running shoes
- Snack

### ADD FOR ROLLER SKI DAYS

- Roller skis classic or skate
- Poles classic or skate
- Boots classic or skate
- Hi-Viz and Reflective wear
- Helmet

### SKIING

- Skis classic or skate
- Poles classic or skate
- Boots classic or skate
- Hats (ski & travel)
- Buff
- Gloves (ski & travel)
- Training jacket and/or vest
- Dry shirt
- Warm jacket (before/after/travel)
- Water bottle and holder
- Watch or HR Monitor
- Glasses
- Kick waxes
- Cork for classic
- Snack



## Ford Sayre Junior Nordic Team - Winter Application (Full time)

DEADLINE: OCTOBER 15

Return to Hilary McNamee ([hilary@fordsayre.org](mailto:hilary@fordsayre.org)) and  
and Izzy Seay ([intassistantcoach@fordsayre.org](mailto:intassistantcoach@fordsayre.org))

Name:

Grade:

School & Hometown:

Ski age (Example: "1st year U16"):

### General:

- Briefly, why do you want to be a part of the Ford Sayre Junior Nordic Team?
- Describe what strengths you bring to a team.
- Describe what you want/need from a coach.
- Describe what you want/need from a team.
- First Year JNTers: Describe one of your fondest skiing memories.
- Returning JNTers: How have you grown over the past year? (Mentally, emotionally, technically etc.)

### Academics

- What are your favorite subjects in school?
- How do you plan to balance school and travel for skiing this season? Along those lines, tell us about your academic load for this fall & winter and whether you have concerns about balancing workload with training.
- Do you plan to attend college? If so, are you considering or planning to ski in college? (Juniors & Seniors interested in skiing in college: Are you considering a gap year?)
- List any additional extracurricular activities, employment, commitments etc, that you will be involved in over the winter (Nov 1 -Mar 15).

### Training:

- What teams or coaches have you skied with in the past?
- Is skiing your primary sport focus? If not, what is?
- Do you keep any record of your training?
  - If so, please provide us with access (TrainingPeaks, GoogleDoc, or photo of written journal)

### Racing:

- How many seasons have you competed in Nordic ski racing?
- List results for 2-3 of your "best" races last season and briefly note what made them the "best". Include the location, date, event distance, technique and overall or age-group results and a brief description of why you felt it was one of your best races.
- Will you also be racing with a high school team this season?
- Please attach a list of your goals over the next 1-2 years in
  1. Skiing

2. Competition (including non-skiing pursuits), and
3. "Life"

Please include any additional information that you feel will help us assess you as a potential member of our team.



## Ford Sayre Junior Nordic Team - Winter Application (Hybrid)

DEADLINE: OCTOBER 15

Return to Hilary McNamee ([hilary@fordsayre.org](mailto:hilary@fordsayre.org)) and  
and Izzy Seay ([intassistantcoach@fordsayre.org](mailto:intassistantcoach@fordsayre.org))

Name:

Grade:

School & Hometown:

Ski age (Example: "1st year U16"):

### General:

- Briefly, why do you want to be a part of the Ford Sayre Junior Nordic Team?
- Describe what strengths you bring to a team.
- Describe what you want/need from a coach.
- Describe what you want/need from a team.
- First Year JNTers: Describe one of your fondest skiing memories.
- Returning JNTers: How have you grown over the past year? (Mentally, emotionally, technically etc.)

### Academics

- What are your favorite subjects in school?
- How do you plan to balance school and travel for skiing this season? Along those lines, tell us about your academic load for this fall & winter and whether you have concerns about balancing workload with training.
- Do you plan to attend college? If so, are you considering or planning to ski in college? (Juniors & Seniors interested in skiing in college: Are you considering a gap year?)
- List any additional extracurricular activities, employment, commitments etc, that you will be involved in over the winter (Nov 1 -Mar 15).

### Training:

- What teams or coaches have you skied with in the past?
- Is skiing your primary sport focus? If not, what is?
- **How would you plan on balancing training with your high school team and training with JNT? What are the practice attendance expectations of your high school team?**
- Do you keep any record of your training?
  - If so, please provide us with access (TrainingPeaks, GoogleDoc, or photo of written journal)

### Racing:

- How many seasons have you competed in Nordic ski racing?
- List results for 2-3 of your "best" races last season and briefly note what made them the "best". Include the location, date, event distance, technique and overall or age-group results and a brief description of why you felt it was one of your best races.

- **How would you plan on balancing racing for your high school team with being on JNT?  
What are the race attendance expectations of your high school team?**
- Please attach a list of your goals over the next 1-2 years in
  1. Skiing
  2. Competition (including non-skiing pursuits), and
  3. "Life"

Please include any additional information that you feel will help us assess you as a potential member of our team.