



Mt Bachelor Sports Education Foundation

Parent Handbook

MBSEF Winter Term & Full Time Nordic Program 2024/25



2024 US Ski and Snowboard Development Club of the Year

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Welcome to MBSEF!

Dear MBSEF Winter Term & Full Time Nordic Families,

Welcome to the 2024/2025 Nordic Season and thank you for being a part of our Full Time and Winter Term family! Our high school aged programming builds off of all the hard work put in by MBSEF's Middle School and SYP programs, with the express goal of creating life long skiers. While both the Winter Term and Full Time seasons revolve heavily around competition, this is a home for any athlete looking to improve their skiing and fitness. The program's mission is "To facilitate growth, development, and racing experience of athletes and to support them in the pursuit of their personal, athletic and academic goals."

As we prepare for the season ahead, we want to ensure that you and your athlete have all the information needed to make this experience both enjoyable and rewarding. Here's a snapshot of what to expect and some important details to help you navigate the season. As always, things may change and we as coaches are always open, and welcoming, of any questions you may have!

- 1. Training and Competition Schedule:** Our training and competition schedule is designed to balance skill development with competitive opportunities. The full schedule, including training times, competition dates, and travel plans, will be available [here](#). Or via the the team communication app
- 2. Equipment and Gear:** Proper equipment is crucial for performance and safety. Our coaches are always available for advice and recommendations.
- 3. Parent Involvement:** Your support and involvement are invaluable. We encourage you to attend parent meetings, volunteer at events, and communicate openly with coaches and staff. Your engagement helps create a positive and supportive environment for our athletes.
- 4. Communication:** Stay connected with us through our official channels, including our website, email newsletters, social media (mbsef_nordic), and team communication apps. We will provide regular updates and important information throughout the season on our communication app, TeamReach. Don't hesitate to reach out if you have any questions or concerns.
- 5. Safety and Wellness:** The safety and well-being of our athletes is our top priority. We will adhere to all recommended protocols and guidelines to ensure a safe environment for training and competition. Please review our safety policies and make sure your athlete is aware of and follows them.

We are looking forward to a season filled with growth, achievement, and fun. Thank you for being a part of the MBSEF family, for supporting your athlete's journey, and welcome to the team!

Reitler Hodgert

MBSEF Nordic Program Director

Lydia Youkey

Nordic Program Head Coach

Contact Roster

Administration

Amy Tarnow, Executive Director: amy@mbsef.org

Kathy Kurtz, Membership Coordinator: mbsef@mbsef.org

Marieka Greene, Events and Financial Development: marieka@mbsef.org

Kristie Holman, Accounting: accounting@mbsef.org

Coaching Staff

Reitler Hodgert, Nordic Director: Reitler@mbsef.org

Lydia Youkey, Nordic Head Coach: Lydia@mbsef.org

Karen Kenlan, Stevenson Youth Nordic Program Head Coach: Karen@mbsef.org

Program Information

Organization Mission:

The Mt. Bachelor Sports Education Foundation is a nonprofit organization that creates opportunities through competitive snow sports programs to support athletes in achieving their individual athletic, academic, and personal goals.

Nordic Mission:

Nordic's mission is to facilitate growth, development, and racing experience of athletes, ages 7 to 22 years old, and to support them in the pursuit of their personal, athletic and academic goals.

Values:

Commitment, Honesty, Accountability, Sportsmanship, Excellence

Vision:

To positively impact the life of every athlete we serve and to develop a culture of inclusivity and achievement.

Age Classification (Age-Class) Racing 24/25 Season:

Age Classification is based on your age as of December 31st of each season. Competitions of this type are open to all athletes who meet the age-class criteria for the event.

SR Ages 23 and older (born 2001 or 1994)

U23 Ages 20-22 (born 2002, 2003, or 2004)

U20 Ages 18 and 19 (born 2005 or 2006)

U18 Ages 16 and 17 (born 2007 or 2008)

U16 Ages 14 and 15 (born 2009 or 2010)

U14 Ages 12 and 13 (born 2011 or 2012)

US Ski and Snowboard Licensing:

All Winter Term program athletes, planning to compete in USSS/PNW races, must be members of USSS and hold a valid competitor's license. All athletes, who will turn 18 within the season, must complete their mandatory Safe Sport training, before attending any MBSEF camps or trips.

Membership can be found online at <https://usskiandsnowboard.org/membership>. Your membership must be received and processed by **October 15** to avoid the late fee. Athletes planning to compete in FIS events must also register with FIS. The FIS early fee deadline is **August 15** to avoid the late fee for the 2024-2025 season, but can be registered for as part of your USSS membership.

Winter Term Team: 2-day and 5-day

Overview:

MBSEF's Nordic Winter Term program builds off of our middle school programming and is designed for skiers, aged 12-22, with the expressed goal of creating life long skiers. While competition is a large part of what we do, our Winter Term programming is for anyone who wishes to pursue improvement in their technique, fitness, and love of the sport.

Full Time athletes benefit from the expertise of MBSEF's US Ski and Snowboard certified staff. Coaches coordinate up to six days per week of on-snow and dryland training with the addition of two mornings of strength training. Athletes are encouraged to choose the days that best fit their goals and schedule.

[MBSEF Registration link](#)

All MBSEF Nordic athletes are strongly encouraged to be active members of their OISRAN high school Nordic teams. The OISRAN provides our athletes with an invaluable resource of peers and local racing experience, which we cannot understate the value of. MBSEF does not host high school aged practices on dates that both Northern and Southern Leagues are racing. We also do our best to provide transport to, and coaching support for unaffiliated athletes at OISRAN races when possible. For more information on our amazing local high school league, please check out oisran.org.

What is available through this program:

- Summer fitness training (Dryland)
- Pre-season fall conditioning (Dryland)
- Pre-season on-snow Camp at Silverstar in Canada
- In season on-snow training, at Mt. Bachelor and local ski areas (Included in tuition)
- In season strength training, in the Bill Healy Training Center (Included in tuition)
- Divisional, Regional, national competitions and Camps
- Spring season, on-snow and dryland, training
- Training Video Analysis (Included in tuition)
- Academic Support

Full Time Team: U16, U18, U20, and U23

Overview:

MBSEF's Nordic Full Time Team is designed for athlete participation in USSS and FIS events. Juniors compete in the PNW Cup series, Junior National qualifiers and National level events. Our full time athletes are pursuing Nordic skiing at a high level and welcome all others to join them. This program is more goal oriented than our Winter Term Team, but both programs train and race as one team.

Full Time athletes benefit from the expertise of MBSEF's US Ski and Snowboard certified staff. Coaches coordinate six days per week of on-snow and dryland training with the addition of two mornings of strength training. Our staff provides aid in the selection and management of equipment, forming of annual training plans, and annual goal setting as well as technical and video analysis.

MBSEF staff travel to divisional, regional and national races providing race service in the support of our athlete's goals. MBSEF full time athletes have enjoyed success at the regional, national, and international levels of skiing. In addition, the MBSEF Nordic Team has had athletes named to the US Ski Team and awarded college scholarships at NCAA schools. Full Time training is offered to USSS experienced athletes ages U16+, but recommended for athletes U18+. MBSEF athletes who wish to pursue Nordic skiing as a year-round, full-time athlete are strongly encouraged to pursue goals in at least one additional sport throughout the majority of their high school experience.

[MBSEF Registration link](#)

All MBSEF Nordic athletes are strongly encouraged to be active members of their OISRAN high school Nordic teams. The OISRAN provides our athletes with an invaluable resource of peers and local racing experience, which we cannot understate the value of. MBSEF does not host high school aged practices on dates that both Northern and Southern Leagues are racing. We also do our best to provide access to transport to, and coaching support for unaffiliated athletes at, OISRAN races when possible. For more information on our amazing local high school league, please check out oisran.org.

What is available through this program:

- Seasonal, year round, programming
- Summer fitness training (Dryland)
- Pre-season fall conditioning (Optionally included in tuition for fall sport athletes)
- Pre season strength training in the Bill Healy Training Center (Optionally included in tuition for fall sport athletes)
- Pre-season on-snow camp in Silverstar, Canada
- In season on-snow training at Mt. Bachelor and local ski areas (Included in tuition)
- In season strength training in the Bill Healy Training Center (Included in tuition)
- Divisional, Regional, and National competitions and camps
- Spring season, on-snow and dryland, training
- Training Video Analysis (Included in tuition)
- Academic Support (Included in tuition and strongly encouraged)

Athlete Social Media Representative

Last season, winter 2023/2024, MBSEF started an internship program for our athletes interested in having an impact on the public face of MBSEF. Our athlete representative did a fantastic job, and we are continuing the program, and expanding it, this season. If you, or anyone you know have enjoyed seeing what our crew is up to on the team's instagram (mbsef_nordic) then you have these athletes to thank. We hope to be seeing even more from them, including blog posts, newsletter spotlights, and race-weekend recaps!

The application has closed for this season, and I am happy to announce that our Nordic athlete reps for 2024/2025, are Sophie Capozzi and Will Mowry! If you are interested in being a part of the social media crew for next year, please save the letter below.

MBSEF is seeking one individual from each of our three main programs (Freeride, Nordic and Alpine) to work as Social Media and Communication Interns. Interns will work directly with Marieka Greene, MBSEF's Events and Financial Development Director, to collect and create content for use on Social Media and in our monthly newsletters. Interns will be paid up to 5 hours per month at a rate of \$14.20/hour.

MBSEF athletes in their Junior or Senior year of high school who are currently enrolled in a winter competition program are eligible to apply, using this link below:

https://docs.google.com/forms/d/e/1FAIpQLSc8VzW-t8THg6icoykkbyjfdl5GxDbBVv042t3J1OBZTREcgg/viewform?usp=sf_link

Applications must be submitted by Monday, December 18th. Interns will be selected based on their written application responses and recommendations from program directors. If more than 2 athletes from each program apply, Marieka may conduct brief meetings with top applicants in order to make a final selection.

This internship will run through the end of our fiscal year, June 30th, 2024. We will start taking applications for the following year in August of 2024, and successful interns from this first season will be encouraged to apply to start in the fall of 2024.

Please reach out to Marieka (marieka@mbsef) with any questions about the internship or application process.

Looking forward to working with our athletes this season!

Marieka Greene

Nordic Team Culture Athlete Ambassador

New for Season 2024/2025, MBSEF Nordic is creating a volunteer athlete position as a Team Culture Ambassador. This role has come at the request, and the hard work in the development of, our high school aged athletes. Much like a traditional Team Captain, our Team Culture Ambassadors will set the tone of our team's culture. Strengthening and supporting the interrelationships of team well being, connection and performance, as a peer to peer leader. Overall, our Team Culture Ambassadors will advocate for the needs and well-being of the team, as a whole, while taking on and developing leadership skills for the future.

The creation, and development of, this role has been athlete driven and athlete run. We are extremely proud of the incredible young men and women in our programming and cannot wait to see the good they can do for our world.

Academic Support Program

This Fall we are very excited to continue our Academic Support Program. This program supports our student-athletes' academics by providing study hall sessions, monitoring course progress, developing study plans, study skills, goal setting, and additional support. Jack Husmann, Lead Academic Advisor, MBSEF Freeride Ski Competition Regional Head Coach & DH/Enduro Coach, will be working with students to support their academics and spending 1:1 time with each student to work through a Study Skills course.

Jack Husmann is the "Lead Academic Advisor" for our academic program. He has experience teaching in public and private alternative schools and coaches our Freeride Ski and Downhill/Enduro mountain bike programs. Jack is the perfect fit to lead this program.

Program Schedules

** Training schedule start/end date and day-to-day operations are always subject to change. We participate in an outdoor sport where weather, and traffic, comes into play. Our meeting locations at Mt Bachelor are: Emils or the Martin Stadium. At Meissner we will meet at the grooming shed.

Dryland

- **Summer:** Late-June - Mid-August
 - M-F 8:00-11:30am + T/Th 3:00-5:00pm

- **Fall:** Mid-September - Thanksgiving Break

Standard week schedule	Comp / High School	3:45pm release HS and MS Comp
Monday	Rest Day	
Tuesday	6:30am - 8:30am Strength	6:30am Strength (U16+)
	3:00 PM	No Late Practice
Wednesday	2:00 PM	3:00pm MS van
Thursday	6:30am - 8:30am Strength	6:30am Strength (U16+)
	3:00 PM	4:15 PM late departure bus for Comp and MS Comp
Friday	3:00 PM	No Late Practice
Saturday	9:00 AM	
Sunday	9:00 AM	
Gray/Silver/White Days "Late release" ONLY	Comp / High School	3:45pm release HS and MS Comp
Monday	Rest Day	
Tuesday	6:30am - 8:30am Strength	6:30am Strength (U16+)
		4:15 PM
Wednesday		3:00 PM
Thursday	6:30am - 8:30am Strength	6:30am Strength (U16+)
		4:15 PM
Friday		4:15 PM

On-Snow Early

December - End of Groomed Trails at Mt Bachelor

Standard week schedule	Comp / High School	3:45pm release HS and MS Comp
Monday	Rest Day	Rest Day
Tuesday	6:30am - 8:30am Strength	6:30am Strength (U16+)
	3:00 PM	No Late Practice
Wednesday	2:00 PM	3:00pm MS van
Thursday	6:30am - 8:30am Strength	6:30am Strength (U16+)
	3:00 PM	4:15 PM late departure bus for Comp and MS Comp
Friday	3:00 PM	No Late Practice
Saturday	7:30am (8:30 on snow)	
Sunday	7:30am (8:30 on snow)	
Gray/Silver/White Days (Late release) ONLY	Comp / High School	3:45pm release HS and MS Comp
Monday	Rest Day	
Tuesday	6:30am - 8:30am Strength	6:30am Strength (U16+)
		4:15 PM
Wednesday	3:00 PM	
Thursday	6:30am - 8:30am Strength	6:30am Strength (U16+)
		4:15 PM
Friday	4:15 PM	

RACING

All dates are tentative for the season. Races marked in (Yellow) are local races and OISRAN races, while races marked in (Orange) require travel. We do not travel as a team with U14 athletes, parents must provide transportation, and lodging, to races. For U14 families, recommended lodging locations will be provided upon request. It's our recommendation that your lodging is cancelable or refundable. For U16 athletes, we provide team travel for races, lodging and travel fees to be provided well in advance of departure for events. U16 & FIS athletes are welcome to compete in our divisional PNW Cup series races.

MBSEF Nordic Full Time and Winter Term Race calendar (as of 10/15/2024):

[+ MBSEF Nordic Calendar 2024-2025](#)

Non-OISRAN Race Dates:

- Bend JNQ (CL Sprint, SK indiv): December 14&15
- Par for the Course, part 1: December 21
- US Senior Nationals (Anchorage AK) Email Reitler for details
- New Years Relays: January 1st
- PNW Cup @ Teacup: January 11&12
- Soldier Hollow Super JNQ: January 17&18
- Tour of Meissner: January 19
- Methow Valley JNQ: February 1&2
- Great Nordeen February 9th
- Spokane JNQ: February 15&16
- Par for the Course, part 2
- US Junior Nationals (Soldier Hollow): March 7-16

MBSEF INJURY RESPONSE PROTOCOL

Medical Emergency

Applicable to injuries such as:

- Breathing cessation
- Severe bleeding
- Concussion with loss of consciousness
- Suspected neck or spinal injury
- Fracture, dislocation, eye or face injury
- Heat-related illness
- Any other injury or illness resulting in poor vital signs (e.g., low blood pressure, weak pulse, shock symptoms).

Steps:

1. **Assess the situation & Secure the Scene** - The coach will make sure the location is safe and evaluate the athlete's injury
 2. **Contact Ski Patrol** - Immediately call Ski Patrol at **541.693.0911**
 3. **Stabilize the athlete** - Stay calm, stabilize the athlete, and ensure safety until help arrives.
 4. **Contact the Program Director and Lead Coach**-Please use cell phone communication rather than radios to maintain privacy. Determine who will stay with the rest of the group and who will remain with the athlete.
 5. **Provide Information** - Offer Ski Patrol and EMS all relevant details about the athlete's condition and the situation.
 6. **Remain with the athlete** - A coach will stay with the athlete until a parent or guardian arrives or until they are transported by Ski Patrol or EMS.
 7. **Incident Reporting** - Coach will fill out an incident report as soon as possible.
-

Non-Emergency

Applicable to injuries such as:

- Sprains, strains
- Concussion without loss of consciousness
- Illness, abrasions, minor cuts, contusions.

Steps:

1. **Assess the situation** - The coach will evaluate the injury and follow situational protocol.
 2. **Contact Parent & Head Coach** - Notify the athlete's parent or guardian, and inform the Lead Coach and/or Program Director.
 3. **Stabilize & First Aid** - Provide appropriate first aid and ensure the athlete's comfort and safety.
 4. **Incident Reporting** - Coach will fill out an incident report within 24 hours.
-

Follow-Up

Post-Incident Procedures:

1. **Report All Incidents** - Regardless of severity, all incidents must be reported using program protocols.
2. **Respect Confidentiality** - Ensure the privacy and confidentiality of the injured athlete.

3. **Return to Training** - Discuss the return-to-training or work protocol with the parent and Lead Coach or Program Director as appropriate. If necessary, a physician note will be required.
 4. **Monitor Condition** - Coach and/or Program Director will follow up on the athlete's condition until they are cleared to return.
-

Responsibilities

- **Program Director** - Responsible for training all program Lead Coaches in programmatic and site-specific protocols.
- **Lead Coaches** - Ensure that all employed coaches, staff, and volunteers are informed and follow the established protocol.
- **All Coaches** - Responsible for reporting accidents, incidents, or injuries promptly and following up with families as appropriate.

Equipment

Best Practices:

Purchasing equipment can be challenging and confusing, here are some resources and information for you to use to help find the right equipment.

The best first step is to consult your coach about equipment. A good second option/step for race gear are our local shop partners. You'll find well rounded information about proper equipment fitting, maintenance and supplies.

When buying race gear for your athlete, you have to balance a few conflicting needs, saving money vs quality equipment. Here are some things to keep in mind:

- Avoid buying something too big so “they'll grow into it”. Especially with boots.
- Second hand skis are wonderful for junior racers. When buying for older athletes this is still ok, since you can often find a proven ski, however the flex or “stiffness” of the skis could be compromised. Generally, used skis are a safe bet, but it is a good idea to consult with a coach.
- If new boots are not an option, make sure the pair you choose fits properly and is not unduly worn. When it comes to boots, comfort trumps everything else.
- As a rule of thumb, invest in boots more than skis, so rather than getting older boots to afford a new pair of skis, get older skis and thus afford better-fitted boots etc.
- U16s need to have both classic and skate equipment and we strongly advise against combi skis/boots
- Athletes pursuing competition should have separate race and training skis for each discipline
- Having a complete ski fleet can be beneficial at higher levels of competition, allowing athletes to choose skis based on condition/race format. Contact your coaches before going this route

Gear List:

****The below list is very surface level. Please contact coaches with questions****

Ski Equipment:

- Rock skis (old race skis)
- Classic skis
- Skate skis
- training/warm-up skis (U16+)
- Boots (Skate and classic)
- Poles (Skate and classic)
- Training Bag
- Ski Bag

Protective Gear:

- Helmet (Roller skiing and biking)
- Hi-viz clothing (roller skiing)
- Eye protection (Sun and pole tips)
- Dry change of clothing for post training (critical for limiting illness)

Ski Clothing:

- Socks
- Tights or base layer
- Training top or base layer
- Zip off ski pants
- SweatShirt/midlayer
- Training jacket
- Insulated overcoat *or* Shell for pre/post training
- Buff
- Hates/headbands (Hats are strongly encourages at temps below 20F)
- Gloves

Volunteer Information and Event Dates

Volunteer Information:

Each season, families are required to contribute a volunteer deposit at registration, which can be fully refunded by completing 20 hours of volunteer work at MBSEF races and events. Our events fund a significant portion of our operating costs, helping to keep program fees lower for all athletes. These events require a lot of manpower to run successfully, and we rely on the support of our families to make them possible. Volunteering not only helps keep costs down, but it also strengthens the MBSEF community, fostering a sense of teamwork and commitment that benefits our athletes and programs. By working together, we create a stronger foundation for our organization..

We prioritize offering these opportunities to our families before opening them up to the general public, and additional chances to help out often arise beyond the events listed below. Athletes are encouraged to contribute toward their family's volunteer hours as well. Look out for emails from Marieka Greene regarding opportunities like the PPP, Snow Ball, and Ski Swap. To learn more about current volunteer needs or to submit your hours for a deposit refund by June 1st, please visit the [volunteer page on our website](#). We appreciate your support!

Event Dates:

Skyliners Ski Swap - October 9th - 13th, 2024 (Actual event on Oct. 12)

- 10/9/24 - Move-in & Set up
- 10/10/24 - 10/11 - Gear placement and organization, pre-sale party on Friday.
- 10/12/24 - General public sale - 8am-5pm, support buyers.
- 10/12 - Break-down and move out from 5-9pm.
- 10/13 - Gear pick-up/clean-up and sorting, 9-11am.

Snowball - November 8th - 10th, 2024 (Actual event on November 9th)

- 11/9/24 - Event runs from approximately 5-10pm
- Work may be done prior, during, or after the event. Marieka Greene will lead all organizational efforts related to Snowball.

MBSEF Nordic Race Series

- Bend JNQ: 12/14-15, 2024
- Par for the Course: 12/21/24 and 3/1/25
- New Years Relay: 1/1/25
- Great Nordeen: 2/9/2024

Pole Pedal Paddle - May 17th, 2025

- Set-up efforts will take place two days prior to the event
- Please come help support this awesome event

Mini Pole Pedal Paddle - May 17th & 18th 2025 (Actual event on May 18th)

- 5/17/25 - Set-up at Seventh Mountain Resort, mid-day.
- 5/18 - Mini PPP relays run from approximately 9am-4pm, with breakdown occurring immediately after the event.

Financial Aid

At MBSEF, we are committed to providing every athlete with the opportunity to pursue their snowsports dreams, regardless of financial circumstances. We understand that participation, especially at the competition level, can be expensive. To help ease this burden, we want to ensure that all eligible athletes and families are aware of the financial aid opportunities available.

Following is a chart listing various scholarships from organizations across the Pacific Northwest that are available to MBSEF athletes. This chart also includes the criteria for MBSEF Training and Travel Grant requests. We encourage you to review the eligibility requirements carefully to determine if your athlete qualifies for any of these scholarships. Be sure to note the deadline dates, as they are critical for application submission. Application forms and additional details can be found on the respective giving organizations' websites.

Organization/Grant Type	Eligibility Requirements	Deadlines	Other Information
MBSEF Training Grant	Age: Priority given to MBSEF Full-time/3-4 day per week Alpine, Nordic, Freeride Athletes Grades: Minimum 2.5 GPA	August 31, 2024	Applications available at MBSEF office. Awards: \$100-\$2000 (general range) Notification by September 30, 2024
MBSEF Travel Grant	Age: Must be enrolled in MBSEF program. For qualified Regional/National Competition Grades: Minimum 2.5 GPA	On-going. Must be submitted 2 weeks prior to the event.	Applications available at MBSEF office. Awards: \$50-\$1000 per each request (general range)
MBSEF Bill Healy/Emil Nordeen	Age: 2nd year U16 and older, enrolled in MBSEF program, permanent Central Oregon resident or 2nd year in MBSEF. Grades: GPA 3.0 from last 2 grading periods (not accumulative GPA)	April 10 each year	Applications available at MBSEF office. Winners notified at Annual Awards Banquet Awards: \$500 each
PNWSEF	Age: U19, U21. U16 only for events outside of PNW calendered projects. Must be a PNSA member.	On-going. Grant application December 31, Project Event Form 2 weeks prior to event.	Applications available at pnsa.org Awards: Up to \$1000 per application, maximum \$2000 per year.
PNWSEF Jane Henry Scholarship	Age: College-bound athletes	June 1, 2024	Provide resume, cover letter, letter of recommendation from coach, official transcript,
World Cup Dreams Foundation/	Age: 14+ alpine/nordic/freeride	Ongoing	Information available at https://www.worldcupdreams.org/t2-

T2 Foundation			foundation. Follow directions to submit your grant request. Awards: Varies
National Nordic Foundation (NNF): Athlete Grant	Year dependent	August 15	https://nationalnordicfoundation.org/athlete-grants/

We are here to support you in navigating these opportunities. If you have any questions or need assistance with the application process, please don't hesitate to reach out to our MBSEF Office.

Code Of Conduct

*Starting for the 2024-2025 Season, The MBSEF Code of Conduct will require in-person acceptance by all competition-level Athletes and Parents at the start of each season and can be found on the MBSEF Website. MBSEF will hold sessions for athletes in late October and November. Attendance at one of these sessions is **mandatory** before athletes are allowed to attend on snow training.*

Section 1: Introduction and Purpose

The purpose of MBSEF's Code of Conduct is to uphold the MBSEF core values, which are derived from the acronym "CHASE" and stand for the following: Commitment, Honesty, Accountability, Sportsmanship, and Excellence. We believe that adhering to these values will assist each participant in achieving their individual athletic, academic, and personal goals while developing a positive attitude and strong character that will lead them into adulthood. Our MBSEF Staff and Board of Directors stand behind our Code of Conduct and take all matters seriously.

MBSEF requires athletes, parents, and guardians to read, understand, and abide by this Code of Conduct. Participating in MBSEF is a privilege, and each athlete should know and understand the following rules. The Code of Conduct will encourage athletes to perform to the best of their ability and also encourages athletes, parents, and guardians to conduct themselves in a way that positively reflects on MBSEF and their sport. It provides a procedure for MBSEF to review and address alleged conduct that is determined to be in violation of this Code. Violations of rules and policies will result in disciplinary action imposed by MBSEF Coaches, Program Directors, the Executive Director, and/or the MBSEF Board of Directors.

Serious violations will be reviewed by an Athlete Conduct and Discipline Committee, and a mandatory meeting with the athlete and parents may be necessary. Failure to participate in the athlete meeting will result in immediate suspension from the program, including all training with MBSEF. All consequences imposed by the Committee are subject to appeal by the athlete. An MBSEF Board of Directors-approved Appeals Committee will review, evaluate, and recommend action to be taken by the Board, based on a case presentation by the athlete through a formal review.

Please note that the discovery process and convening the Committee for the review of a serious violation may take a period of time. MBSEF will make every effort possible to expedite this process, so please be patient. We want to ensure that the process is thorough to reach the best possible outcome for the parties involved and MBSEF.

Section 2: MBSEF Code of Conduct

Academic, Attendance and Integrity Standards

- **Academic Requirement:** Maintain a minimum of a 2.25 GPA to participate in travel and competitions with an MBSEF team.
- **Integrity:** Represent yourself, your sport, and MBSEF with the highest level of integrity and professionalism. This includes:
 - Respectful conduct at all times, whether at the office, in van rides, at the Jr. Race Center, Nordic Lodge, races, camps, or other MBSEF events.
 - High personal responsibility and respect for the decisions of coaches, race and competition officials, and ski area personnel.
 - Adherence to the rules and codes of conduct set by MBSEF, Mt. Bachelor LLC., USSS (including SafeSport and the MAAPP), USASA, and PNW.
 - Compliance with the MBSEF Social Media Agreement.
- **Program Attendance:** As much as possible, attend all practices, competitions, and team events. Consistency is crucial for both individual and team success. Communicate with your lead coach when you will be missing a practice or event.

Sportsmanship and General Conduct

- **Sportsmanship:** Conduct yourself with good sportsmanship at all times, whether training, racing, traveling, or participating in team activities. This includes:
 - No use of alcohol, illegal drugs, or tobacco products (including electronic nicotine devices or pouches such as Zyns).
 - Refrain from any conduct that could be perceived as harassment based on race, ethnicity, national origin, religion, disability, gender, gender identity, or sexual orientation.
 - No use of profane, abusive, or offensive language.
 - Honesty in all actions; no stealing or misrepresentation.
 - Show self-control and consideration for others.
 - **No Bullying. Examples include, but are not limited to:**
 - Verbal: Teasing, name-calling, taunting, or threatening.
 - Social: Excluding others, spreading rumors, or embarrassing someone.
 - Physical: Hitting, spitting, tripping, or taking belongings.
 - Cyber: Using digital media to tease or embarrass.
 - No tampering with other athletes' equipment or personal belongings.
 - A desire to learn and respect others' learning processes.

Bill Healy Training Center Rules

- **Supervision:** Only use the training center under the supervision of a coach or after checking in with the administrative office.
- **Respectful Conduct:** Keep the training center clean, including placing trash in appropriate containers. Return all weights and equipment to their storage areas when you are finished.
- **Parking:** Drive slowly in the parking lot; athletes need to use side street parking when training or traveling.

Junior Race Center and Nordic Lodge Rules

- **Cleanliness:** Clean up after yourself and help with general lodge cleaning.
- **Respect:** Stay out of others' belongings and refrain from using profane, abusive, or offensive language.
- **Property Care:** No defacing walls or placing stickers in the JRC or Nordic Lodge. Clean up tuning benches and floors after use.

MBSEF Van Transportation Rules

- **Cleanliness:** Keep the vans clean.
- **Respect:**
 - Do not intentionally damage team vehicles.
 - Be respectful of both property and fellow athletes.
 - Maintain a reasonable noise level and keep belongings contained.
 - Content on devices and language should always be in a tone that is accepting of all and age-appropriate. This includes music that anyone else can hear.
- **Safety:**
 - All athletes must wear seat belts at all times.
 - You may only switch seats when vans are parked.

Section 3: Consequences for Violations

The consequences for each violation of the MBSEF Code of Conduct are determined by MBSEF Program Directors, the Executive Director, and the MBSEF Board of Directors. They can vary from the guidelines listed below based on the circumstances of each situation.

Serious Violations

Serious violations include:

- Breaking the law while participating in MBSEF activities, including use of illegal substances
- Conduct that harms the reputation or integrity of MBSEF or Mt. Bachelor
- Actions investigated and defined as bullying by Program Directors
- All other Safe Sport Violations

Consequences:

- **First Violation:**
 - Immediate suspension, minimum of one week, from all programs for a period to be determined based on the severity of the violation.
- **Second Violation:**
 - Removal from MBSEF programs without a refund.

Other Violations

Other violations may include, but are not limited to:

- Violating the Social Media Agreement.
- Inappropriate language or behavior during MBSEF activities.
- Items not explicitly stated in this agreement that cause harm to the MBSEF or Mt. Bachelor Community, Facilities or Equipment.

Consequences:

- First Violation:
 - Verbal and/or written warning.
- Second Violation:
 - Temporary removal from training for a period to be determined based on the severity of the violation.
- Third Violation:
 - Removal from MBSEF programs without a refund.

Section 4: Expectations of Parents

Parents and coaches work together to provide a positive athletic experience for their children and athletes. If they understand their respective roles and communicate well with each other, positive outcomes for the athletes will result. Please understand, this may not be the “result” a parent is expecting. On the other hand, our athletes suffer when there is poor parent/coach communication or, worse, conflict. MBSEF expects and requires its parents to heed the following:

- Provide your athlete with unconditional love and support regardless of competitive event results. Allow MBSEF coaches to coach and do not provide conflicting advice to your athlete, particularly in the presence of MBSEF coaches and other athletes.
- Communication with coaches about the Athlete should never take place during training or competition events. Take the time after such activities to voice your concerns in a courteous and professional manner.
- Do not talk to judges and/or race officials about competitions or results. If you have a concern, please take it to your coach so they can escalate it to the appropriate person, through appropriate channels.
- If conflicts arise between athletes during MBSEF training or events, athletes should bring these issues directly to their coaches or program directors for resolution. It's important to allow the coaching staff to manage and mediate athlete interactions to ensure a fair and effective outcome and to avoid issues between families and damage to team dynamics.
- If a situation has you emotionally charged, wait 24 hours before communicating by any means with your athlete's coach to better ensure a clear, concise, and constructive conversation.
- An abusive interaction with MBSEF, whether coaches or any other staff, with an athlete, another parent, or any official, may result in required mediation, removal of parent from training or race venues or expulsion of the athlete and other athletes in the family from the Program and MBSEF, either temporarily or permanently, as determined by the Athlete Conduct and Discipline Committee.

Section 5: Character Clause

Purpose:

The purpose of this character clause is to encourage athletes to take responsibility for their actions by self-reporting any code violations. This policy aims to foster a culture of integrity, accountability, and courage in our MBSEF athletes by encouraging them to acknowledge their mistakes and take corrective actions.

Procedure:

- **Identification of Code Violation:**

Athletes who realize they have committed a code violation are encouraged to report the incident as soon as possible.

- **Self-Reporting Process:**

Athletes can self-report by contacting their coach or the MBSEF Executive Director. The report should include:

- A description of the violation
- The date and time of the incident
- Any other relevant details

- **Confidentiality:**

The self-referral process will be handled with confidentiality. Information about the violation will be shared only with relevant coaches.

- **Review and Response:**

Upon receiving a self-referral, the coach or Executive Director will review the incident and determine the appropriate course of action. This may include:

- Counseling or education on the specific code of conduct
- A formal warning
- Disciplinary action as outlined in the MBSEF Code of Conduct

- **Roles and Responsibilities:**

- **Athletes:**

- Recognize and acknowledge their code violations.
- Report violations promptly and honestly.
- Comply with any corrective actions prescribed.

- **Coaches and Executive Director:**

- Provide a safe and supportive environment for self-reporting.
- Review and respond to self-referrals in a fair and consistent manner.
- Ensure confidentiality throughout the process.
- Monitor compliance with corrective actions and provide support as needed.

Incentives for Self-Referral:

Athletes who self-report code violations may be eligible for reduced disciplinary actions or amnesty, recognizing their honesty and commitment to upholding the values of our organization.

MBSEF Social Media Guidelines 2024/2025

Social media is a powerful tool for connecting with friends, family, teammates, and coaches. However, it also comes with responsibilities. What you post online—whether it's a picture, status update, tweet, or comment—becomes a permanent part of your digital footprint and can impact your reputation.

You are responsible for your online presence. Before sharing anything online, consider the potential risks and rewards. Your actions on social media can affect not only you but also MBSEF. Any behavior that negatively impacts our program or your teammates could result in disciplinary action, including possible dismissal.

To help you make responsible choices, here are some key guidelines:

- **Own Your Profile:** You're responsible for the content you post online.
- **Protect your passwords:** Don't share with friends, peers or teammates.
- **Respect Others:** Do not engage in degrading, taunting, bullying, or harassing behavior online. Such actions will not be tolerated and may result in disciplinary action.
- **Promote Positivity:** Use social media to uplift your teammates, coaches, opponents, and officials. Focus on promoting your abilities, team spirit, and community values.
- **Be Honest:** Share accurate information, correct mistakes quickly, and take accountability for your actions.
- **Avoid Spreading False Information:** Never post or share rumors or false information.
- **Think Before You Post:** Always ask yourself, "Is this how I want to be seen?" before sharing anything online.
- **Handle Negativity with Grace:** If you encounter negative comments about yourself, do not retaliate. Instead, rise above it and report them to a Coach or Program Director.
- **Support Your Teammates:** If you see a teammate posting something negative, have a constructive conversation with them. If you're not comfortable doing this, speak with a Coach or Program Director.
- **Represent MBSEF Positively:** Remember, you represent MBSEF, your sport, your family, and your community at all times. Ensure your online actions reflect this responsibility.

Introduction to MBSEF Athlete Cell Phone Policy for Parents

We are excited to share our new cell phone policy for MBSEF athletes. This policy has been thoughtfully designed to support your athlete's mental, emotional, and athletic development. We are committed to fostering a team environment that emphasizes focus, connection, and performance both on and off the mountain.

Why This Policy is Important:

Research shows that excessive screen time can negatively impact adolescent brain development, interfere with building strong team relationships, and hinder athletic performance—especially when tech is used right before intense training or competitions. This policy is not just about limiting distractions, but about creating the best possible conditions for your athletes to succeed in their sport.

How You Can Help:

We are asking for your partnership in preparing your athlete for the implementation of this policy. It's important for them to understand the rationale behind it, and your support at home will help ensure that this policy is smoothly integrated into their experience with MBSEF.

Here are some ways you can assist:

1. **Discuss the Policy:** Have a conversation with your athlete about the importance of minimizing screen time, especially when it comes to preparing for training or competition. Reinforce the idea that this policy is in place to help them become better athletes and stronger teammates.
2. **Set Screen Time Limits During Team Trips:** We encourage you to consider placing restrictions on your athlete's device during team trips. For example, you could block access to all apps except those essential for communication after a reasonable time in the evening (please check with coaches for specific lights-out times). This will support their rest and focus AND that of the teammates they share a room with.
3. **Remind Athletes About JRC Rules:** The Junior Race Center (JRC) is a designated phone-free space to foster focus and team engagement. Please help by reminding your athlete of these rules and encouraging them to support others in following them as well.

Partnership and Support:

We greatly appreciate your partnership in making this policy a success. With your help, we can create a team environment where athletes thrive, both in their sport and in their personal growth. Thank you for helping to shape the environment where our athletes can excel!

MBSEF Athlete Cell Phone Policy

Purpose:

The MBSEF cell phone policy is designed to foster a healthy, focused, and team-centered environment for our athletes. Research has shown that excessive screen time can negatively affect brain development, interfere with team bonding, and hinder athletic performance. The following guidelines aim to balance the use of technology with the need for in-person connection, mental focus, and optimal performance.

Research-Based Rationale:

1. **Impact of Screen Time on Brain Development:** Studies indicate that excessive screen time can impair cognitive function and emotional regulation in adolescents. Too much time on devices can reduce attention span and decrease the ability to focus during important moments like training and competitions.
 2. **The Importance of Authentic Peer Connections:** Building strong team relationships requires face-to-face communication. Spending time on devices can isolate athletes from their teammates, weakening team dynamics and the support system necessary for individual success.
 3. **Athletic Performance & Technology Use Before Competitions:** Research shows that athletes who engage with screens, especially visual tech like smartphones or tablets, immediately before a competition perform worse than those who don't. The constant stimulation from screens can prevent athletes from mentally preparing and achieving a state of focus.
-

Cell Phone Use Guidelines:

1. Short Trips (MBSEF to Mt. Bachelor or similar):

- No tech use is allowed during short trips. Athletes are encouraged to engage with each other, mentally prepare for their training, or simply relax without digital distractions.

2. Long Drives (to races, competitions, or extended trips):

- Coaches will define tech guidelines for longer trips. Athletes should expect limited time on devices on road trips.

3. In the JRC (Junior Race Center):

- No cell phone use will be allowed in the JRC. This space is intended for preparation, team bonding, lunch and rest. Devices can distract athletes from these critical aspects of their development.

4. Travel with Teams (Competitions, Camps, etc.):

- Coaches accompanying athletes on trips will establish clear guidelines for tech use based on the schedule and environment. They may set restrictions during team meals, evening free time, meetings, and pre-competition times to maintain focus and team cohesion.

Coaches may opt to collect phones or devices from athletes when device use is not permitted in order to help foster a screen-free environment.

Appropriate Cell Phone Use (When Allowed):

- **Volume Control:** If listening to music, athletes must use headphones at a volume that cannot be heard by others.
 - **Content:** All screen content, including music and videos, must be appropriate for all audiences. Inappropriate, offensive, or sexual content will not be tolerated.
 - **Constructive Cell Phone Use:** There may be times when coaches and athletes use phones educationally or in a way to compliment team dynamics and support training, and phones are allowed during short trips or in the JRC. Ultimately this is at the discretion of coaches and athletes are expected to follow coach instructions regarding cell phone use.
-

Consequences for Violating the Cell Phone Policy:

1. **First Offense:**
The athlete will receive a verbal warning and will be asked to put their device away immediately.
2. **Second Offense:**
The athlete will lose their cell phone privileges for the remainder of the trip or training session.
3. **Third Offense:**
The athlete's parents will be notified, and additional consequences may include losing cell phone privileges for future events or races. If violations persist, a meeting with the coach, athlete, and parents will be required to discuss behavior and expectations.

This policy aims to support athletes' mental and emotional well-being, promote a strong team environment, and enhance performance by minimizing distractions. We appreciate the support and cooperation of athletes and parents in upholding these standards.

Ways to Give

Program fees cover roughly 70% of MBSEF's operational expenses. To keep our programming affordable and accessible, we rely on the generous support of our community through sponsorships and donations. Here's how you can help:

How to Give

- **Cash, Check, Credit Card, Money Order, Stock**
We accept all traditional forms of payment.
- **In-Kind Donations**
Contributions of goods or services are always appreciated.
- **Matching Gifts**
Check with your employer to see if they offer matching gifts for charitable donations.
- **Sponsorships**
MBSEF offers various sponsorship opportunities. For more details, request our sponsorship packet. Opportunities include competitions, uniforms, vehicle branding and more!
- **Events**
Attend and support MBSEF at our annual fundraising events which include the Skyliners Ski Swap, Snowball, PPP, and more!

How to Donate

You can make a donation by mailing a check, calling our office, or using MBSEF's online donation form, linked from our website. For more information on giving, please visit our website: [MBSEF Giving Page](#).

MBSEF is a 501(c)(3) nonprofit organization.
Our EIN number is: 93-0846112

Where Your Dollars Can Go

- **MBSEF's Annual Friends Campaign**
Every donation to this annual fund goes towards supporting our athletes, coaches, and overall programming.
- **Program-Specific Giving**
You can designate your donation to support a specific program within MBSEF.
- **Endowment and Scholarship Funds**
You can donate specifically for annual scholarships, or set up an endowment to accrue and donate over time. Your contribution to this fund is a long-term investment in the success of our MBSEF Athletes.

Our Sponsors

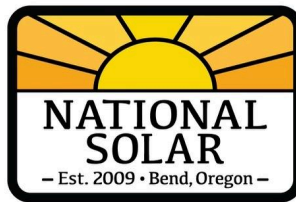
Our MBSEF sponsors play a vital role in supporting our mission to inspire and develop the next generation of winter sports athletes. Their generosity enables us to offer high-quality coaching, state-of-the-art equipment, and exceptional programs for athletes of all levels. We extend a special thank you to our Podium-Level Sponsors, whose multi-year commitments reinforce the foundation for strong, sustainable programs. Their continued support helps ensure our athletes have the resources they need to achieve success both on and off the mountain. We are deeply grateful for their investment in the future of our athletes and our community.

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