



First Nations Snowboard Team

High Performance Team (HPT) Athlete Agreement

Between: _____ (Athlete's Name Printed)

And:

The FNST represented by:

Aaron Marchant, *FNST Founder / Program Manager*

Virginia Johnston, *Senior Administrator*

Lindsay Hubley, *REC Manager / SN Technician*

FNST Mission Statement:

"To provide a system which develops World Championship and Olympic medals in the event of Snowboarding"

FNST Objective:

"To achieve personal excellence and ultimately achieve World Championship and Olympic Medals"

Guiding Principles

"FNST members must reflect a holistic approach, advance winter sport as a vehicle for social change, and respect the diversity of British Columbia's peoples."

Introduction:

The High Performance Team (HPT) committee of the FNST has identified that the time has come to encourage a culture of excellence and commitment, which includes First Nations participation in the winter sport of snowboarding. You are a talented athlete and the HPT committee feels that further opportunities should be made available to you in order to help you develop your potential as an athlete. Ideally, the committee would like to fund your entire development but, realistically, the FNST will contribute the funding and resources that we have, to assist you.

In order for athletes to join the 2007 - 2008 FNST season, athletes must sign this Athlete Agreement in which they agree to commit to a reasonable level of physical and technical training, regular attendance, in addition to specific team functions.

The issue of commitment extends much further than the actual training; athletes must do all that is possible to attain their chosen level of excellence. As part of the HPT, we expect that your goals be in line with our goals - to win World Championship and Olympic Medals. While the HPT agrees that not everyone who competes must aspire to be a World or Olympic Champion, we acknowledge that:

1. The FNST is investing considerable resources into each athlete and must demand a reasonable level of commitment.
2. As part of the HPT, you are committed to excellence. Examples of this are: properly rehabilitating to an injury, arriving at a training camp prepared to perform, on time, so on.

Commitment

This agreement relates to the following topics:

1. Individualized participation standards (training, competition, cultural)
2. Individualized physical fitness and training standards
3. Respect for team schedules and team members
4. Equipment guidelines

Together, athletes and coaches will create measurable training and participation goals. Each athlete will have an individualized program relating to his/her specific goals based on their needs and resources.

1. Participation standards:

- a) Each athlete must attend all training sessions and camps, volunteer dates, and arrive on time for training (15 min prior).
- b) Each Athlete must attend 90% of ALL training dates.
- c) Each Athlete must be able to attend 90% of cultural training and team building dates.
- d) Each Athlete must commit to 10 volunteer days with the Junior Elite program.
- e) Athletes must bring your own food money while away from home.
- f) Athletes will wax your snowboard the night before a competition.
- g) Athletes will not question the person in charge while away.

All athletes will receive their training schedule two months before any dry-land or on-snow training. This will allow time to notify work or FNST management of absents.

2. Communications

- a) Athletes will receive notification in an e-mail or call one week prior to training / they must reply within 48 hrs to training notification.
- b) Athlete- Should athletes miss a training/cultural day, a medical note and/ or phone call (48 Hours after notification) is required, so is to have time to fill open training spot. In the event that you cannot attend, please contact Wes at: 250.768.7337 or 250.317.4791 or e-mail recreation@wfn.ca
- c) If an athlete moves, FNST must be notified of new address or telephone number immediately.
- d) Athletes must be aware of FNST sponsors and give full recognition to our sponsors in any media interviews or announcements.

FNST OFFICE/ 320 Seymour Boulevard

Hours of Operation: Monday – Friday from 8:30am to 4:30pm

Recreation:

Lindsay Hubley **w: 604.982.8661** c: 604.230.5857 Email: Lindsay_Hubley@squamish.net

High Performance:

Virginia Johnston: **w: 604.982.8662** c: 604.240.4630 Email: Virginia_Johnston@squamish.net

Concerns/Requests:

Aaron Marchant: **w: 604.982.8632** c: 604.838.4432 Email: Aaron_Marchant@squamish.net

Website:

www.fnriders.com

YWCA contact info:

Ingrid Knight-Cohee

Tel: 604.895.5761

E-mail: iknight_cohee@ywcavan.org

The FNST management does not except absence due to events such as; tournaments, birthdays, no transportation etc. **Attendance is mandatory**; if athlete is absent two days he/she will be replaced with try-out runner up.

3. **Physical fitness and training standards:**

- a) Drug, alcohol, and smoke free.
- b) Must participate in our drug and alcohol screening
- c) Maintain a C+ average in school/ good community standings.
- d) Follow directions and behave in an appropriate manner during and after camps.
- e) Be Respectful to coaches and team members at all times and possess a positive attitude.
- f) 1 hr of schoolwork each night during camp training.
- g) If not school provide a 500 word essay on achieving their goals.

4. **Respect:**

- a) Athlete is to be on time and ready for training, otherwise he/she will not be participating in training session. Lateness (without an emergency or medical reason) will not be tolerated and may result in your termination.
- b) Athletes must call to confirm they will be attending each training session.
- c) Participation in teamwork (construction.)
- d) To ensure a code of conduct while away from home (behavior.)
- e) Classroom manors are to be in effect while coaches/mentors are instructing.

The FNST staff will not tolerate athletes who neglect their Athlete Agreement. Please remember that there is a waiting list and if you do not commit or “skip training” your FNST privileges will be taken away and your spot on the team will be replaced.

5. **Equipment Guidelines:**

- a) Only athletes who have attended 90% of summer camp will receive equipment.
- b) Each athlete will receive boots, bindings, board, and helmet at the end of summer camp.
- c) Each athlete must ensure equipment is maintained.
- d) The program owns equipment not the athlete.
- e) The athlete will be able to use equipment as long as they are in program.
- f) If athlete leaves program equipment must be returned.

6. **Other:**

- a) Transportation is provided, but in the off chance that there isn't transportation than the athlete will be notified and is responsible for making his/her own arrangement to get to training on time. FNST will not document absence due to transportation as excused.
- b) FNST will not provide food monies during any training dates or competitions. It is the athletes' responsibility to either bring money or a lunch.

Lack of Performance

Failure to abide by the athlete agreement can result in loss of a seasons pass along with the athlete having to return the equipment to the FNST.

Final Lack of Performance:

If an athlete is viewed to be deficient in one or more of the items listed in this agreement the following procedure will be undertaken:

Step 1. The program manager will meet with the athlete to address his/her concern and the athlete will receive a *verbal warning*. The program manager and athlete will agree on a plan of action to address appropriate training and behavior.

Step 2. The program manager will meet with the athlete to address his/her concern and the athlete will receive a written warning.

Step 3. The program manager will place the athlete on a temporary suspension.

Step 4. The athlete will receive a permanent suspension from the program, which would result in the space being filled by one of the runners up that attended try-outs.

An athlete may appeal their suspension with the FNST Executive Director if they feel they have met their athlete agreement and have been treated unfairly.

I, _____, agree to the standards and process in this agreement.

Today's Date

Athlete's Signature

Program Manager

Co-Signer (if applicable – athlete is younger than 18)

www.FNRiders.com