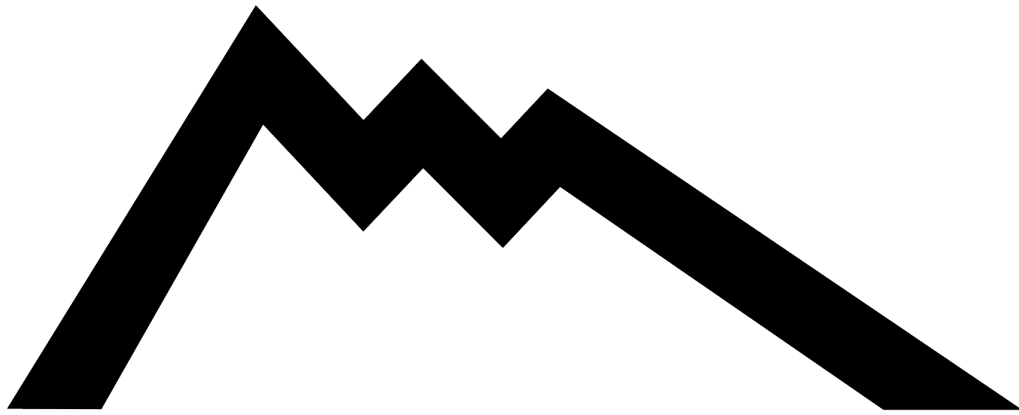


Flagstaff Ski Club, Inc.
(DBA Flagstaff Ski and Snowboard Team)



**FLAGSTAFF SKI &
SNOWBOARD TEAM**

Policies and Procedures

Effective October 2025

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Chapter 1: Introduction

Since 1967, the Flagstaff Ski Club, Inc. has trained thousands of Arizona’s junior athletes, from talented amateurs to National Champions. Today the Flagstaff Ski & Snowboard team has over 170 dedicated junior athletes from age 6 to 18 and more than 30 professional coaches. Cumulatively these teams, through direct participation and related community and retail involvement, impact an estimated 250 Arizona families.

The Flagstaff Ski Club, Inc. is more than just a ski and snowboard team. It is an organization, a family, of highly dedicated coaches, parents and junior athletes. Our junior athletes are taught the skills and techniques of advanced and competitive skiing and snowboarding, and perhaps more importantly, the virtues and values of respect, cooperation, endurance and a deep appreciation of the outdoors. These are qualities that will define them forever.

We are committed to developing healthy, well-conditioned young athletes in a safe and supportive environment. Our primary goals are to:

- Create a fun and safe environment where athletes learn both fundamental and advanced ski and snowboard skills;
- Promote physical fitness and overall well-being in young people;
- Instill discipline, commitment, and a strong work ethic in our athletes;
- Make skiing, snowboarding, and racing accessible to families throughout our community;
- Teach all-mountain awareness, safety, and confidence while encouraging athletes to explore and enjoy the entire mountain.

Arizona Snowbowl is the Flagstaff Ski Club’s largest and most generous supporter. From access to terrain to essential services provided at reduced or no cost, we are deeply grateful for the unwavering support of Snowbowl’s staff and ownership. Thanks to their robust snowmaking program, our athletes benefit from consistent early-season training and reliable conditions for competition throughout the winter.

While snow sports are often seen as cost-prohibitive, **our goal is to keep program fees as low as possible**—making skiing and snowboarding accessible to more families in our community. We do this while maintaining a high-quality coaching staff committed to inspiring a lifelong passion for alpine sports and the outdoors.

The Flagstaff Ski Club, Inc., doing business as Flagstaff Ski & Snowboard Team, is a registered 501(c)(3) nonprofit organization (EIN: 86-0662302). Donations of any size make a meaningful impact and **may be tax-deductible**, regardless of sponsorship level or associated benefits.



Mission

Helping families develop extraordinary human beings through our junior alpine sports programs.

Vision

In a healthy and positive environment, we inspire a life-long passion for the mountains and alpine sports by instilling values and skills learned in advanced alpine skiing and snowboarding. With these values our athletes continue on life's journey with confidence, respect, and discipline that will serve them, our community, and our planet well.

Values

Respect | Safety | Health | Teamwork | Sportsmanship | Confidence | Accountability | Excellence

Our Promise to the Community

At the Flagstaff Ski & Snowboard Team (FSST), our mission is rooted in empowering young athletes, fostering a love for outdoor sports, and building character that extends beyond the slopes. Our commitment to the Flagstaff community reflects the values we instill in our athletes: integrity, teamwork, and respect.

We Promise to:

1. **Nurture Exceptional Individuals** – We are dedicated to guiding our athletes to be well-rounded, resilient, and community-minded, inspiring them to be leaders both on and off the slopes.
2. **Promote Inclusivity and Respect** – FSST celebrates diversity and is committed to providing a safe and inclusive environment for athletes of all backgrounds, skill levels, and abilities.
3. **Engage with the Community** – From our team fundraisers and events to our partnership with Arizona Snowbowl, we actively engage with local businesses, families, and residents, creating opportunities for mutual support and positive impact.
4. **Uphold Safety and Responsibility** – We prioritize safety in every aspect of our programs, holding ourselves to the highest standards in training, racing, and event conduct.
5. **Care for Our Environment** – Flagstaff's natural beauty is integral to our identity. Through organized clean-ups, education, and mindful practices, we are committed to preserving the landscapes that make our community unique.

Together with the Flagstaff community, we will continue to uphold these values, inspire future generations, and make a lasting, positive impact. Thank you, Flagstaff, for your ongoing support and trust in the Flagstaff Ski & Snowboard Team.

Sincerely,

The Flagstaff Ski & Snowboard Team



Responsible Stewardship of our Public Lands

At Flagstaff Ski & Snowboard Team, we recognize our responsibility to preserve and respect the public lands on which we train, compete, and recreate. As part of the Arizona Snowbowl community and beyond, we are committed to minimizing our environmental footprint, respecting the natural surroundings, and educating our athletes on sustainable practices.

Our stewardship principles include:

- **Leave No Trace:** We promote leave-no-trace principles by encouraging all members to clean up after practices, races, and events. Team-organized cleanup days further reinforce our commitment to maintaining clean trails and slopes.
- **Sustainable Practices:** We limit waste, recycle responsibly, and use resources wisely, reducing our environmental impact whenever possible.
- **Respect for Wildlife and Ecosystems:** Our team activities are designed to respect local wildlife habitats and the integrity of surrounding ecosystems.

As representatives of FSST, our athletes and families act as stewards of our public lands, championing conservation and sustainability. Through these actions, we work to preserve the natural beauty of our environment for future generations of skiers, snowboarders, and outdoor enthusiasts.

Policies and Procedure Manual Continuity of Terms

The Flagstaff Ski Club, Inc., DBA Flagstaff Ski and Snowboard Team, herein referred to as, “Flagstaff Ski and Snowboard Team” and/or “Flagstaff Ski Club” and/or “Club”) is governed by the Flagstaff Ski Club Board of Directors (herein referred to as, “Board or Directors” and/or “Board”). The Club uses a number of names and titles for different aspects of the Club and Club leadership. For the purpose of the Flagstaff Ski Club, DBA Flagstaff Ski and Snowboard Team Policies and Procedures Manual (herein referred to as, “Policies and Procedures Manual” and/or “Policies and Procedures”), as amended from time to time, unless otherwise defined herein, capitalized terms, phrases, words, and abbreviations shall have their ordinary meaning and the meanings ascribed to them within this document.



Chapter 2: Memberships and Programs

US Ski and Snowboard Memberships

To remain in compliance with US Ski & Snowboard Bronze Certification standards—and to maintain eligibility for US Ski & Snowboard Club Liability Insurance—all athletes are required to hold an active US Ski & Snowboard membership. **At minimum, a General Membership is required and short-term Competitor memberships may be purchased as needed to allow participation in U.S. Ski & Snowboard sanctioned events.**

Membership requirement with US Ski & Snowboard applies to all athletes:

Find the right membership for your athlete: US Ski & Snowboard Membership Descriptions: Membership Descriptions	To join or renew your membership: US Ski & Snowboard Membership Portal: Get Membership
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US Snowboard and Freeski Association (USASA) Memberships

The Club recommends all who participate in events to become members of their respective association. A USASA membership is required for those athletes, coaches, officials and certain club volunteers who want to compete or participate in USASA sanctioned events.

Membership Details for USASA can be found here: <https://www.usasa.org/about-us/membership/>

Program Registration

FSST athletes are grouped in their respective programs based on a combination of age, ability, and interest. These groupings help provide the best possible experience while encouraging camaraderie, mentorship, and skill progression.

To maintain the integrity of our coaching model, we require a minimum group size of at least four athletes. Smaller groups do not align with our focus on dynamic group learning, peer interaction, and efficient coaching practices. Group sizes also directly support our ability to keep program fees affordable for families.

Flagstaff Ski and Snowboard Team is committed to building relationships and camaraderie between athletes and understands the value of relationships outside of the club. Therefore, we allow requests for your athlete to be paired up with a friend or sibling provided they are of like abilities. We will always do our best to accommodate your request. However, due to different athletes' abilities and as some progress faster than others, the Head Coach may need to adjust the groups as the season progresses.



Flagstaff Alpine Sports Team (FAST) Programs

The Flagstaff Alpine Ski Team (“FAST”), a program under the Flagstaff Ski and Snowboard Team, was established in 1967. Since then, it has grown in scope and size and now serves more than 150 young male and female athletes from ages 6 to 18. FAST represents the third through fifth stages in a series of steps as outlined by the U.S. Ski & Snowboard in a developmental system for alpine racers.

FAST is dedicated to training young athletes, improving their techniques, and offering opportunities for racing for U.S. Ski & Snowboard members.

FAST belongs to the Rocky Mountain Division of U.S. Ski & Snowboard and competes in Southern Series races. The Southern Series is a subdivision of the Rocky Mountain division, which consists of race teams from Purgatory, Taos, Santa Fe, Wolf Creek, Angel Fire, Los Alamos, and Sipapu. Flagstaff Alpine Ski & Snowboard Team athletes receive outstanding coaching, competitive with other race programs in the Rocky Mountain Division.

FAST ALPINE RACE / FREERIDE TEAM

Summary:

December thru April | One weekend off during Spring Break | 2–3 Days/Week
Focused training for athletes committed to competitive alpine ski racing, big mountain, and freeride / park disciplines within the US Ski and Snowboard Organization. Structured training in both alpine and freeride disciplines. Includes video feedback, structured drills, freestyle progression, and training in advanced expert terrain (powder, trees, moguls, steep lines, and hike-to terrain when available).

Requirements:

- Ages 10 - 18;
- Must be able to navigate the entire mountain and ride all lifts.

Curriculum:

- **ADVANCED SKILL DEVELOPMENT:** Athletes will be guided through a progression of drills, freeski fundamental work and a variety of courses designed to develop new skills.
- **FREESKIING & GATELESS TRAINING:** As each athlete grows in skill and ability, they will be exposed to a variety of more challenging snow conditions, lessons and drills, and terrain. This includes bumps, steeps, variable snow conditions, tree skiing, high mountain and extreme terrain.
- **GATE TRAINING AND RACING:** will have a high focus on gated training and will take full advantage of designated venue sessions throughout the season. Athletes will be exposed to a broad range of learning environments and courses which include brushes, stubbies, dye lines, as well as age appropriate slalom, and giant slalom gates. The engagement of gated training is designed to fuse the athletes skill development with the strategy and tactics required to be a successful ski racer and all-mountain skier.
- **SUPPORTED TRAVEL EVENTS:**
 - - Southern Series alpine race events
 - - US Ski and Snowboard Rocky Mountain events (3 or more athletes must commit in advance)
 - - Pre and in-season training camps both at Snowbowl and other ski resorts (with committed numbers)

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INTRO TO RACE PROGRAM

Summary:

Mid-December thru April | One weekend off during Spring Break.

For intermediate skiers interested in race fundamentals and training on-course in a structured learning environment. Combines morning gate training with afternoon directed freeskiing. Great for athletes curious about competition without full commitment.

1 – 2 Days/Week

Requirements:

- Ages 7-18
- Must be able to navigate the entire mountain and ride all lifts.

Curriculum:

- **ADVANCED SKILL DEVELOPMENT:** Athletes will be guided through a progressively more challenging battery of drills designed to hone learned skills while developing new skills that will help them succeed in and out of the race course.
- **DIRECTED FREESKIING:** As each athlete grows in skill and ability, they will be exposed to a variety of more challenging snow conditions, lessons and drills, and terrain. This includes bumps, steeps, harder snow conditions, deeper snow, open glades, and upper mountain terrain.
- **GATELESS TRAINING:** Success is rooted in the extensive use of free skiing and drills outside of gated courses. This includes drills to progress the athletes body positioning, stance, balance, edging, and pressure, as well as the knowledge and understanding of drills and the purpose they serve.
- **GATE TRAINING AND RACING:** Athletes will be exposed to a broad range of training courses which include brushes, stubby gates, dye lines, as well as age appropriate height slalom and giant slalom gates. This immersion into gated training is designed to fuse the athletes' developing skills with the strategy and tactics required to be a successful ski racer.



ALL-MOUNTAIN SKI & RIDE PROGRAM

Summary:

January through April | One weekend off during Spring Break

Our All-Mountain Program caters to a wide range of skiers and snowboarders and is designed to ignite a lifelong passion for sliding on snow. Young athletes build fundamental skills, mountain awareness, and confidence while exploring all that Arizona Snowbowl has to offer.

Many athletes begin in the All-Mountain Program and advance to other programs depending on their interests and progression. Athletes are grouped by ability, and progress is continuously tracked throughout the season using the U.S. Ski & Snowboard framework. Our trained coaches follow a curriculum focused on creating a supportive, safe, and motivating environment.

Training Options: 1–3 Days per Week

Requirements

- Ages 6+
- Comfortably skis or rides on green and blue terrain
- Can safely load, ride, and unload the chairlift independently

Curriculum

All-Mountain athletes ready for more challenge may choose a focus area:

- **Alpine Race Track**
 - Training in gates, racing techniques, and competition readiness for both ski and snowboard disciplines.
- **Freeride Track**
 - Moguls, terrain park, powder, and all-mountain skill development for skiers and riders who love variety and adventure.
- **All-Mountain Rec Track**
 - No competition—just progressing, exploring, and having fun everywhere on the mountain.

Requirements:

- Ages 6+
- Entry level at skiing “green” and “blue” runs comfortably
- Can ride the chairlift comfortably.



JUNIOR COACH PROGRAM *NEW*

Summary:

A hybrid leadership role for teen athletes who want to develop coaching skills while continuing to train. Supports resume-building, mentorship, and coaching education.

Training fee reduction of 20% offered based on work performance - reimbursed at the end of the season. Based on 80% attendance rate. Includes Junior Coach membership and continuing education guidance.

Requirements:

Ages 17 – 18 | Application Required

Curriculum:

- Morning regular training sessions
- Morning fence & check-in area setup
- Afternoon pairing up with coaches joining All-Mountain Groups
- Afternoon Program from 1PM to 2PM
- Afternoon fence and check-in area breakdown
- Required: US Ski & Snowboard Junior Coach Membership

PROGRAM/MEMBERSHIP CONDITIONS

An athlete's membership in any of the FSST programs may be terminated or suspended for non-payment of dues, delinquency of payment, violation of our [Code of Conduct](#), or due cause as determined by the Executive Board. Notice of termination for reasons other than failure to pay dues shall be given to the Member by electronic communication sent to the email address for the Member shown in the FSST records. A Member who objects to the termination may appeal the decision to the Board by submitting a detailed statement to the FSST within fourteen (14) days after the date of the notice. The BOD shall consider the appeal at its next regular meeting. The termination shall be effective unless and until the Member is reinstated by the Board and/or the Executive Board. Members removed for failure to pay dues or delinquency of payment may be reinstated immediately upon payment of dues in effect at the time of reinstatement.

LIFT TICKETS FOR AZ SNOWBOWL SOLD SEPARATELY

VISIT [SNOWBOWL.SKI](https://snowbowl.ski) FOR PURCHASE

Access to Arizona Snowbowl lifts is not included with FSST program registration. All athletes must purchase a **season pass or daily lift ticket** separately through Arizona Snowbowl.



Chapter 3: Volunteer Policies & Information

The Club depends on athlete families to help keep program costs low and events running smoothly. From collecting auction items and selling raffle tickets to working on- and off-mountain events, there's a role for everyone.

We especially need volunteers to host races—a core part of our mission. Races give our athletes a chance to compete at home, bring in revenue, attract visiting teams, and connect our local ski & snowboard community.

To learn more and fulfill your volunteer commitment, see our **Volunteer Procedures**:

<https://flagstaffskiclub.org/volunteers>

Volunteer Deposit

A refundable volunteer credit deposit will be collected with registration fees. The deposit amount will be reviewed annually and published with registration fees.

The volunteer credits will be refunded at the end of the season on an “all or nothing” basis. Meaning, all credits must be fulfilled to receive a refund of the deposit. Refunds typically take place at the end of the season (typically April).

PLEASE NOTE: Families with more than one athlete participating in FSST Programs will only be charged one volunteer deposit per family. Volunteer fees are referred to as “Memberships” within the registration process. Checkout cannot be completed without a Volunteer Deposit.

Volunteer Credits

If elected to fulfill volunteer credits (question asked during registration):

Each family must fulfill a minimum of four (4) volunteer credits.

Volunteer credits are typically defined as listed below; but, they may be modified based on the specific needs of an event and/or the Club:

- Off-mountain credits: one (1) credit = 8 hours of volunteer time.
 - Partial credit may be given if the full 8 hours is not completed per event. For example, if a volunteer works 4 hours at an event, one-half (0.5) credit may be given.
 - Due to the need for race and event day operations, off-mountain credits may not be substituted for race-day credits.
- On-mountain race- and event-day credits: one (1) credit = one (1) complete race or event day (6-9 hours on the mountain)
 - Volunteers must complete at least 2 race- or event-day credits to qualify for the volunteer deposit refund.
 - A maximum of 2 credits may come from USASA events. When volunteering for USASA events ensure organizers reach out to the Flagstaff Ski & Snowboard Team with your name and credits.

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Chapter 4: Safety Policies

Risk Management

Coaches strive to provide a safe environment for all athletes that is conducive to their training and advancement in their sport. This includes recognizing and managing risks inherent in skiing and snowboarding, making informed decisions, and acting with care and professionalism at all times.

There is a certain amount of risk in the sport of skiing & snowboarding. Coaches are expected to know and understand the implications of potentially risky situations, decide which situations might pose serious risks, and determine what practical steps can be taken to minimize those risks.

If the risk is moderately significant, the coach must take measures to reduce the likelihood of its occurrence through careful planning, supervision and training of the athletes. If the risk is severe, then the coach must decide to avoid the risk. For example, extreme weather conditions such as freezing rain or very cold weather with potential to cause frostbite would cause a practice to be cancelled.

Understanding the Risks:

- Environmental risks (e.g. weather, temperature, and snow conditions);
- Equipment and facility risks (e.g. athlete's clothing and ski equipment, and trail conditions); and
- Human Risks (e.g. the athlete's individual physical and behavioral characteristics, other skiers on the mountain, and the coach's training, experience and supervision of the athletes).

An informed and prudent coach protects themselves and their athletes by implementing a personal risk management plan. Further, the risk management plan will promote a safe program that will help prevent injuries from occurring.

The summaries below provide a recommended risk management plan for Flagstaff Ski & Snowboard Team staff and families.

Safety Equipment

Safety is paramount. With that in mind, the Flagstaff Ski and Snowboard Team holds itself to the highest standards of safety during all training and competition events.

Safety equipment such as safety netting, safety fencing, padding, and similar means of safety equipment must be used when and where necessary. All safety equipment must be maintained per the manufacturers recommendations and any governing authority that has written policy—such as U.S. Ski & Snowboard.



Code of Conduct Summary

Skiing and snowboarding naturally involve hazardous conditions, and maintaining a safe environment requires everyone's cooperation. Our **Code of Conduct** establishes the standards of behavior expected from athletes, coaches, families, and event participants. By following these guidelines, we create a culture of safety, respect, and accountability on the mountain. Adhering to the Code of Conduct supports effective training, fair competition, and a positive experience for all involved.

The full Code of Conduct language can be found in the **Parent & Athlete Guide**, which is updated annually. In addition, the Code of Conduct will be presented as a **waiver during registration**, ensuring all members of our community acknowledge and commit to these standards each season.

On-Mountain Emergency Procedures Summary

Skiing and snowboarding carry inherent risks, and emergencies can occur despite careful preparation. To ensure the safety of athletes, families, and staff, **coaches are expected to follow established emergency procedures and best practices** when on the mountain. These procedures help guide responses to injuries, hazardous conditions, and other incidents, creating a consistent and effective approach to protecting our community.

Detailed **On-Mountain Emergency Procedures** and best practices for coaches are outlined in the **Coach Contract and Parent & Athlete Guide**, which is reviewed and updated annually. All stakeholders are responsible for understanding and adhering to these procedures as part of their role in fostering a safe and supportive training and competition environment.

Athlete Supervision Policy

Conscientious supervision is required at all FSST events and training sessions. All coaches and volunteers with direct responsibility for athletes must complete **Coach Orientation** and follow the **Coaches Code of Conduct**.

SafeSport training is highly encouraged for all volunteers and may be required by the Alpine Director or Development Director under certain circumstances.

Recommended Supervision Ratios

- All Mountain Ski & Ride: 1 coach per 6 athletes
- Intro to Race: 1:6
- FAST RACE: 1:8

The Alpine Director may adjust ratios based on athlete age, maturity, skill level, or the level of risk associated with a specific activity.



On-Mountain Conduct

FSST trains in a **public ski area** and receives **no special privileges**. Athletes and coaches must always be **courteous to Snowbowl staff and guests** and share the mountain respectfully.

- **Lift passes must be visible at all times**—this includes athletes and coaches. If asked by Snowbowl staff, you must show your pass.
- **Never block a trail.** Coaches should use low-traffic areas for drills and teaching. When stopping, keep groups **safely to the side** and out of the flow of traffic.
- **In front of the FSST buildings, congestion is a safety hazard.** Teams must stay well off the main trail and behind netting where provided. Organize efficiently—this area is not a hangout zone.
- Coaches, staff and volunteers must follow the Emergency Procedures as outlined in the **Emergency Action Plan** (found in the Parent & Athlete Guide and Coach Contracts) and according to the **Injury Policies** and **US Ski & Snowboard** best practices and training.
<https://flagstaffskiclub.org/club-documents>

Failure to follow these rules puts athletes, the public, and our partnership with Snowbowl at risk.



Chapter 5: Equipment & Facilities Policies

Management of Club Equipment

It is critically important to maintain up to date inventory and equipment controls to ensure equipment locations and dispositions are well known. Lost, stolen, or poorly maintained equipment leads to increased costs to the Club and could pose a safety concern—such as in the case of B-net. Proper equipment management policies and procedures ensures an extended lifecycle of our equipment and provides documentation that aid in recovery, replacement, criminal, and insurance activities.

Use of Club Facilities

Club Facilities include: the Club Office, located at, 2 S Beaver St # 118, Flagstaff, AZ 86001, the Club buildings, located near the Agassiz Lodge at Snowbowl; the equipment storage conex located near the Club buildings; the Timing Tower, located near the bottom of the Agassiz trail; and the Score Board Hut, located at the bottom of the Agassiz trail.

The Club buildings are designated as the coach's building and the athlete's building.

Club Office

The Club Office is the Club's place of business off-mountain. The office is primarily used by the Development Director, Alpine Director and Board Executive Committee and is open only when club staff is present.

Coach's Building

The coach's building is available for coaches to prepare for the day, hold morning and afternoon briefings, and for Club leadership to use as a remote office for on-mountain operations. This coach's building is off-limits to all athletes except when permission is given by a coach.

Athlete's Building

The athlete's building is available for athletes to prepare for the day (e.g. put on ski boots and protective equipment) and store lunches, bags, or other personal items.

Prohibited uses:

- Sleeping or napping;
- Congregating or loitering during training hours;
- Hazing, fighting, or bullying; and/or
- Storing of expensive personal items, such as laptops or tablets
 - **Expensive personal items should be kept in parent / guardian vehicles**



The athlete's building must be well maintained and kept clean by the athletes. Failing to do so may result in losing the privilege of using the building. The building must be cleaned daily after training or an event. Each day, a coach will inspect the condition of the building and report it to the Head Coach.

The Athlete building is also utilized as the race headquarters during races. The Athlete's building will be occupied by the Technical Delegate (TD), Race Administrator, and other key personnel to race operations. During this time, coaches and Club staff that are not critical to race operations are discouraged from using the building. While the TD is completing race documents or occupying the space in an official capacity, all persons are prohibited from entering the building unless the TD has given them permission to do so.

Equipment Conex

The equipment conex is the Club's primary storage facility and must be maintained and organized so that all items are accessible and inspectable. All items in the conex will be inspected and inventoried annually, or as directed by the Alpine Director.

Timing Tower

The Timing Tower is for use during race events held at Snowbowl. The bottom half of the building is utilized for storage of fencing, racing gates, finish gates, and miscellaneous equipment used by the team for races and training. The top half is reserved for "office" space where the Timing officials operate during races. In addition, the "office" space of the Timing Tower can be used as lockable storage area when not in use. However, it is advised to not leave personal items or items of value in the locked area, as it is not the most secure location.

Use of Club Radios and Radio Frequencies

Club radios are issued to coaches at the beginning of the year for use during Club activities. In some cases, there are personal radios that utilize the Club's frequencies. Those radios are considered personal property and will be maintained as such. However, the Club holds the license for those frequencies and must regulate their use.

Coaches and persons possessing personal radios with the Club's frequencies are prohibited from using the club radios when not actively participating in club activities. "Actively participating" shall be defined as operating in an official capacity as a coach, club employee, or official volunteer.

Coaches are expected to keep their radios fully charged and ready for each training day and/or event. Coaches must maintain their radios and keep them clean and serviceable. If a radio malfunctions, stops working, or does not hold a charge for a full day of training or event, the coach must inform their supervisor for a replacement radio.



Use of Club Waxing Equipment and Materials

The Club owns waxing equipment such as waxing irons, scrapers, and brushes, as well as a basic supply of waxes and base conditioners which is available only for travel race events. For anything beyond basic waxing, club members are encouraged to bring their own waxing supplies.

Race Team Waxing Policies

The Flagstaff Ski and Snowboard Team adheres to all rules and requirements set forth by U.S. Ski & Snowboard and USASA. At no time shall any member, athlete, coach, or other person use prohibited practices or materials for events or during training.

The Head Coach or designee will keep an up to date inventory of wax and equipment during the ski season. The Head Coach or designee will conduct a post ski season inventory of wax and equipment.

The Head Coach or designee will provide proper training for wax application to individuals interested upon request.

- For training, wax is the team members' responsibility.
- For home mountain races, wax application will be the team members' responsibility.
- For "away" races, waxing equipment and race wax will be available and will be maintained and controlled by the Head Coach.

Use of Safety, Race, and Club Equipment

The Flagstaff Ski and Snowboard Team maintains an inventory of equipment used for club operations, training, events, fundraising, and general use, which may be requested by members of other organizations. The Club is responsible for the upkeep-and-general maintenance of the equipment and therefore assumes some level of risk when this occurs. When the equipment is returned in less than satisfactory or serviceable condition, a certain level of maintenance is required before the equipment is reusable. For this reason, the Club collects a repair and maintenance fee for the use of the equipment borrowed, rented, or used by any other club or organization.

All requests for the use of club equipment or facilities must be made in writing to the Alpine Director or designee who may approve the request or escalate the request for board approval in cases where significant risk to the equipment, or fees to be collected exceed \$500.00.

Rental fees are subject to review and adjusted by the Board of Directors. The following fees may also be assessed for equipment being rented or borrowed:

- A security deposit;
- Cleaning fee (refundable or non-refundable);
- Maintenance fee; and/or
- Replacement cost for equipment damaged beyond a repairable state.

Proof of insurance and/or a formal agreement may be required for the use of certain equipment.



Chapter 6: Board of Directors and Club Staff

Board of Directors Officers

President

The President is responsible and accountable for overall operations and functioning of the Club, ensuring its annual success, including:

- Chairs the board meetings and resolves any issues that may arise with the support of the board;
- Arranges for any special recognition required for long-term or dedicated, retiring members;
- Ensures that all members of the club leadership are aware of the requirements of their positions and that all have the appropriate guidance and assistance;
- Liaise with the Treasurer;
- Ensures that the club operates under the IRS guidelines of a non-profit organization; and
- Oversees the work of the Alpine Director and Development Director.

Vice-President

The Vice-President supports the President and performs the duties of the President whenever the president is unable to do so. This position is also responsible for some of the external functions of the Club including:

- Responsible for overseeing the Policies and Procedures Manual;
- Performs the duties of the President in his/her absence;

Secretary

The Secretary supports the efficient and successful operations of the Club in an executive capacity.

Responsibilities include:

- Organizing the board meetings, including issuing notices of meetings of the Club and the board;
- Keep minutes of all meetings of the Club and Board and ensure that they are distributed and posted online in a timely manner. If unavailable, ensure that another Director fulfils this responsibility at Board meetings; and
- Responsible for all club records and correspondence except financial records.

Treasurer

The Treasurer is responsible for all the financial matters of the Club, including:

- Works with the President to ensure that the club operates under the IRS guidelines of a non-profit organization;
- Prepare and maintain yearly budget, using input provided by other board members and the Development Director based on program responsibility and presents this budget at the appropriate Board meeting(s);
- Using the budget, provide recommendations on yearly fees, and allocating funds for various club purchases, expenses, payroll, and/or costs;
- Send reports and financial statements to the IRS or other parties as required in collaboration with the President;
- Maintain Club financial records, including general ledger and various bookkeeping requirements, according to generally accepted accounting principles, and as required by law;

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- Pay insurance and any registration fees on a timely basis;
- Liaise closely with the Alpine Director regarding number of program and member registrants and any other matters that could affect the financial status of the club; and
- Oversee club expenses and provide funds as required for club operations, while ensuring a reasonable operating balance.

Directors at Large

There are Directors at Large positions. These board members have no specific executive or program responsibilities, nonetheless, they are critical to the overall operation of the club. The Directors at Large are an assembly of advising board members and may advise other board members and/or assist with tasks from time-to-time.

Chair Positions

A chairperson is responsible for leading a project or commitment from inception to execution. This includes assembling a committee when needed, being accountable for the planning of the event or ongoing commitment, delegation of tasks and resources, and developing and maintaining the scope of the project or projects. These can include programs, fundraisers, and club facilities and facilities improvements.

Chair positions are volunteer positions within the board of directors and are available to those who have the desire and ability to assist in the leadership role.

Chair positions may include, but are not limited to:

- Public Relations and Stewardship Chair;
- Communications and Website Chair;
- Fundraising and Events;
- Facility and Equipment Maintenance Chair;
- Race Chair; and
- Scholarship Chair.

Club Staff

The Board of Directors may elect to create and hire part or full time staff to provide support and day-to-day management of the club's programs. New positions must be reviewed and approved by a vote of the Board of Directors and positions will be evaluated annually based on available funding and the needs of the club.



Coach Experience and Professional Certification Requirements

Flagstaff Ski Club, Inc. is committed to providing a high-quality, developmentally appropriate experience for all athletes through skilled, certified, and knowledgeable coaching staff. As such, all coaches are required to meet the following standards:

- **Mandatory Memberships & Trainings:**

All coaches must maintain an active membership with either **U.S. Ski & Snowboard** based on their discipline. Memberships ensure compliance with national sport governing body requirements and grant access to essential training and resources.

In addition, all coaches must complete:

- The **U.S. Ski & Snowboard Coaching Fundamentals Course**, which introduces essential concepts in athlete development, ethics, and coaching philosophy.
- The **U.S. Ski & Snowboard Safesport training and background check**.
- The **CDC “Heads Up” Concussion Training**, a free, evidence-based course designed to promote concussion safety in youth sports.

- **Recommended Certifications:**

To maintain a high standard of excellence and safety, all coaches are strongly encouraged to pursue professional certification through U.S. Ski & Snowboard.

- By the end of the 2025-26 season, **all coaches must *hold* a current certification or be *in progress* towards their Level 100 certification.**
- **Level 200 Certification or higher** is encouraged for all coaches working with Travel Team athletes or competitive programs, as it includes advanced coaching methods, performance planning, and athlete management.

Experience & Program Alignment:

Coaches are placed based on their experience, credentials, and skill set relative to the needs of each program. Specific qualifications and expectations for each program (e.g., All-Mountain, Race) can be found in the **Club Staff Role Descriptions**, which outline necessary experience, terrain proficiency, communication skills, and commitment to youth development principles.



Coach Background Check Requirements

Ensuring a safe and supportive environment for all athletes is a top priority. Therefore:

- All coaches must pass a **criminal background check** conducted through U.S. Ski & Snowboard or USASA as part of their annual membership process. This check includes screening for offenses that may disqualify individuals from working with youth.
- All coaches are also required to complete **SafeSport Training**, a nationally mandated program that educates coaches on abuse prevention, reporting responsibilities, and creating safe spaces for athletes.
- These requirements must be completed **before** a coach may engage with athletes in any capacity.

The Flagstaff Ski & Snowboard Team reserves the right to request additional documentation or conduct internal review procedures if concerns arise regarding a coach's background or conduct.

Continuing Education

Per requirements set forth by US Ski and Snowboard Association, all certified coaches are required to **earn 10 continuing education credits each year** to maintain their "**Active**" certification status. In this system, **1 credit will represent 30 minutes** of engagement. This way, coaches will have the option to pursue a larger variety of shorter courses, and by extension, have a greater ability to customize their ongoing learning to their own needs and interests.

Worker's Compensation Policy

If an employee of Flagstaff Ski Club, Inc. (FSC) is injured while performing job duties:

1. **Incident Reporting**
 - The employee must complete an incident report including: Name, DOB, Date, Time, Description of the Incident, and Nature of Injury.
 - For non-emergency injuries, this report should be completed before the employee leaves for treatment.
 - For emergencies, the Director will arrange medical transport first, then ensure the report is completed as soon as possible.
2. **Claims & Compensation**
 - The Director will initiate the claims filing process promptly.



- Compensation payments will be provided in accordance with state law. The first installment is due within 15 days after FSC receives notice of injury, unless liability is denied.

3. Review of Claims

- If the Director questions the validity or work-relatedness of an injury, concerns must be brought to the FSC President.
- Any denial of liability requires consultation with the Board officers.

4. Recordkeeping

- FSC will maintain records of all employee injuries and claims in accordance with the Document Retention and Destruction Policy.



Chapter 7: Club Governance Policies

Documents mentioned in this section can be found in the Club's online Policy Library:

<https://flagstaffskiclub.org/club-documents>

Travel Policy

The Club Travel Policy was developed to provide a consolidated set of guidelines that seek to ensure athlete safety, provide clear travel expectations, and maintain transparency in travel-related costs for out-of-town events.

Ultimately, there are countless unpredictable circumstances that may arise during Club travel outings and the Alpine Director, Development Director, and Board of Directors will be responsible for reviewing and making decisions related to travel arrangements and any exceptions to the guidelines in the best interest of the athletes and the Club.

Conflict of Interest Policy

Conflicts of interest may arise from time to time in the affairs of the Club where the private interests of an individual may interfere with his/her official duties and responsibilities. Conflicts may be real or perceived: in either case, the Club seeks to protect itself, its volunteers, and its employees from potential legal matters and from poor public relations through a clear and transparent process.

The objective of this policy is to enhance confidence in the integrity of the Club and afford legal protection to all board members, volunteers, and employees of the Club.

Privacy Policy

The Club collects personal information from its participants and uses that information for program development, marketing purposes, contact information, and to meet legal obligations. The Club may use participant and guest photos and/or videos from Club activities for promotional purposes including brochures and websites. In all circumstances, the Club will limit the collection of personal information to those items necessary to provide the best service to all members.

The Club is committed to safeguarding member personal information through the use of security standards and procedures appropriate to the sensitivity of the information. Member's personal information will not be sold, leased, rented or otherwise provided to any third party other than those contracted to provide services to the Club.

Should an athlete wish to have information removed from the Club's records following departure from the Club, please contact the Development Director.

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Document Retention and Destruction Policy

The Club's Document Retention and Destruction Policy defines the length of time that various documents - including but not limited to: athlete applications, employment contracts, sponsorship agreements, and vendor receipts – will be held in the files of the Club. It also provides that once the period for keeping the document has expired, the document should be destroyed.

The adoption of a document retention and destruction policy provides guidelines and time periods for Club staff and the Board for which documents should be maintained and helps to guard against improper disposal or destruction of documents.

Whistleblower Policy

The purpose of the Club's Whistleblower Policy is to prevent retaliation against those who report unsafe conditions, discrimination, harassment, and fraudulent accounting practices.

The Club encourages board members, staff, employees, volunteers, or others to communicate their concerns about most any issue without fear of consequences or retribution.

The Club has an open-door policy and the standards for transparency and accountability are clear. The Whistleblower Policy affirms that a responsible person will take their concerns seriously and the complaint will not be passed off as nothing or dismissed without further investigation.

Anti-Discrimination Policy

The Flagstaff Ski and Snowboard Team does not discriminate on the basis of race, creed, color, ethnicity, national origin, religion, sex, sexual orientation, gender expression, age, height, weight, physical or mental ability, family/parental status, and marital status.

This policy applies to all employees, volunteers, parents, athletes, members, clients, and contractors.

This policy also applies to scholarships, internal promotions, training, opportunities for advancement, terminations or removal from the program, outside vendors, service clients, use of contractors and consultants, and dealings with the general public.

The most up-to-date Anti-discrimination and Equal Employment Opportunity Policy may be accessed in the Club's online Policy Library.

Arizona State Paid Sick Leave Policy

Arizona law mandates that most employees accrue and use paid sick time. Employees earn one hour of paid sick time for every 30 hours worked. The maximum accrual and usage is capped at 40 hours per year for larger businesses (15+ employees) and 24 hours for smaller businesses (under 15 employees), unless the employer chooses to offer more.



Key aspects of Arizona's Paid Sick Time Law:

- **Accrual:** Employees accrue paid sick time starting on their first day of employment, but employers can delay usage for the first 90 days.
- **Usage:** Employees can use accrued sick time for their own or a family member's mental or physical illness, injury, or health condition, including preventative care and medical appointments. It can also be used for domestic violence, stalking, or sexual violence situations.
- **Notice:** Employees should make a good faith effort to provide advance notice when leave is foreseeable. Employers can require documentation for absences of three or more consecutive workdays.
- **Carryover:** FSST does not rollover accrued sick time from year to year except in the case of full-time year round employees.
- **Non-payment upon termination:** Unused paid sick time is not paid out when employment ends.
- **Employer Requirements:** Employers must display a poster informing employees of their rights, and include information on pay stubs about accrued and used sick time.
- **Retaliation:** FSST cannot retaliate against employees for using or requesting paid sick time.

Family Leave Policy

Purpose: To support the health and well-being of employees and their families, the Flagstaff Ski & Snowboard Team (FSST) provides family leave to salaried employees following the birth of a child.

Eligibility: Full-time salaried employees who have worked at FSST for at least 6 continuous months are eligible for family leave.

Leave Duration: Eligible employees may take up to 12 weeks of family leave, which includes a combination of paid and unpaid leave as outlined below:

- 6 weeks paid family leave, provided at 100% of regular salary.
- Employees may use any accrued PTO (vacation or sick leave) to extend paid time.
- Up to an additional 6 weeks of unpaid leave may be requested, subject to approval by the FSST Board of Directors.

Flexibility:

We understand that each family's situation is unique. FSST encourages open communication to explore flexible arrangements, including a phased return to work, part-time or remote options (where feasible), or extended unpaid leave if needed.

Job Protection:

Employees returning from leave will be reinstated to their original job or an equivalent position with the same pay, benefits, and working conditions.

Notice Requirements:

Employees should notify the FSST Board of Directors as early as possible—ideally at least 30 days in

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advance—of the expected leave start date. A written request including estimated due date and intended leave duration is required. In emergencies, notice should be given as soon as practicable.

Return to Work:

We ask employees to confirm their return date at least 2 weeks prior to resuming work. Employees may request a transitional schedule to ease back into duties.

Communication Policy

The Board is committed to the principle of open, two-way communication between Club members and the Board. The Board recognizes that they have been elected to work on their behalf and it is incumbent upon them to communicate with the membership, in a timely fashion.

The primary means of communication with membership is through the Club’s website.

Open communication between coaches, club staff, athletes, and parents is vital to the success of the Club. The Club shall create and maintain a Communication Plan that provides guidance for communications practices, procedures, mediums, and content. The Communication Plan will also provide specific requirements for communication between all roles within the Club to each other and to the different types of participants—whether parent, guardians, athletes, club staff, etc.

Once approved, board meeting minutes from the previous meeting will be posted on the Board of Directors shared drive within 7 days of approval by the Club Secretary.

The Communication Plan will be reviewed annually to ensure that goals are met, communication methods and mediums are efficient and effective, and clear and consistent communication is being maintained.

Strategic Planning Policy

The Board of Directors believes that short- and long-term planning is necessary to ensure that the Club and its governance is continually improved and strengthened. The Board has developed a Five-Year Strategic Plan that describes the mission, vision, guiding principles and goals of the Club. It includes a business plan required to achieve these goals.

The Strategic Plan will be reviewed annually to ensure that the annual goals are in alignment with the overall strategic plan. The Plan will be formally updated every five years on a cycle commencing in 2020 or as determined by the Board of Directors.

Zero Tolerance Policy

To protect our athletes and maintain a positive team culture, **we enforce a strict zero-tolerance policy** for inappropriate behavior by parents, guardians, or spectators. This includes, but is not limited to:

- Verbal or physical aggression
- Disrespectful, argumentative, or undermining behavior toward coaches, officials, Team staff, or other families

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- Harassment, bullying, or creating a toxic environment
- Public criticism of any athlete, coach, or Team decision
- Disregard for team rules, policies, or protocols

Violations of this policy may result in immediate removal from events and/or disciplinary action, up to and including dismissal from the Team.



Chapter 8: Financial Management Policies

Accounting

The Club Treasurer is responsible for the full cycle accounting for the Club, including budgeting, financial reporting to the membership, daily operational accounting, and government reporting (Annual Report to the IRS and other taxing or regulatory entities).

Accounting for the use of Club funds is tracked using QuickBooks software and follows generally accepted accounting principles.

The fiscal year of the Club runs from June 1st through May 31st.

Signatory Authority Policy

- One signature is required on all checks;
- Signing officers do not sign their own expense reimbursement checks;
- The Treasurer and/or President are always two of the signing officers, with the Development Director; and
- Other Board members may be added as signing officers, as deemed appropriate, depending on role and geographic location.

Purchasing and Reimbursement Policy

General club and program expenditures are managed by the Treasurer, head coach(es), and President of the Board, and are guided by the annual budget. All other purchases that are not expressly identified in the annual budget must be approved by the Club Officers.

All expenditures over \$1,500 require a formal quote from a provider, prior to purchase. Purchases over \$3,000 require a minimum of two quotes, to ensure the Club is seeking the best value for the team.. An exception to the two-quote requirement may be granted when there is only one provider of the goods or services is available. Wherever possible, local suppliers should be considered first in purchasing decisions and encouraged to provide a quote.

Travel Team expenditures are managed by the Alpine Director, in collaboration with the Treasurer. Purchases are assessed against the annual budget. Please see the Travel Policy document for details.

Reimbursements for expenses are issued once receipts are received by the Treasurer and have been approved by the appropriate party. If requested, the party being reimbursed may be asked to provide a detailed explanation, outlining the reason for the expense and any measures taken to ensure the best value for the Club.



Program Fees

The primary source of funding for the Flagstaff Ski and Snowboard Team comes from program fees. Further income is generated through donations, race and annual fundraising events.

Team Registration Fee

This mandatory fee must be paid by each registering family for each participating athlete.

FSST Employee Lift Passes

These fees are set by and paid to Snowbowl directly. Snowbowl manages the ski area and is completely independent from the Flagstaff Ski and Snowboard Team.

Administrative Fees

The club has the option and authority to charge an administrative fee for costs incurred through our merchant services provider(s) and other administrative costs.

Event Registration Fees

The Club collects fees for athletes to participate in events throughout the year. These fees are collected during registration for event(s) and are mandatory for anyone participating in the event.

Lift Tickets & Rentals

Please Note: Flagstaff Ski Club, Inc. operates as a coaching and training program. **Lift access and equipment rentals at Arizona Snowbowl are not included** in FSST program fees and must be purchased separately through Arizona Snowbowl. This includes season passes, daily lift tickets, and ski/snowboard rentals. For any questions or refund requests related to lift tickets, passes, or rental equipment, **please contact Arizona Snowbowl directly.**

FLAGSTAFF SKI & SNOWBOARD TEAM REFUND POLICY FOR MEMBERS

It is the responsibility of the registrant to understand the Flagstaff Ski & Snowboard Team's refund policy prior to registering for any program.

We recognize that unexpected circumstances may arise, and we will consider refund requests for exceptional cases, such as injury or illness. All refund decisions are made at the discretion of the Development Director, Alpine Director, and/or the Board, depending on the situation. Please note:

- Volunteer Fees will only be refunded if the volunteer requirement has been fulfilled.
- Program Fees may be partially refunded depending on timing and circumstances.
- Event registration fees (e.g., sanctioned races, team events) are non-refundable once the event has started, regardless of reason.

Season Interruptions and Closures

In the event of a sudden or unexpected season closure, refund or credit decisions will be evaluated at the time the closure occurs. Partial refunds or credits may be issued at the discretion of FSST leadership, taking into account the portion of the season completed, fixed costs incurred, and any non-recoverable expenses such as Membership or Equipment Fees.



How to Request a Refund

To request a refund or cancellation, please email director@flagstaffskiclub.org with the following information:

- Your name and the name(s) of your child(ren)
- Registration confirmation number(s)
- A clear explanation of your cancellation request
- Any supporting documentation

We appreciate your understanding and cooperation as we strive to maintain fairness while managing the operational costs of our nonprofit program.



Chapter 9: Gift Acceptance Policy & Uses

The Club accepts solicited and unsolicited sponsorship funds and donations from organizations that are aligned with the goals of the Club and the governing authority for the sport [U.S. Ski & Snowboard].

The Club reserves the right to refuse donations or sponsorship where there is a requirement to provide recognition that is not deemed appropriate, or to add programs or services that are not in line with the Club's strategic policy, or for which there are insufficient club resources to undertake, or other reasons at the discretion of the Board.

The Club may solicit sponsorship or donations for Club expenditures (e.g. team van, wax hut, paid head coach). These solicitations will be guided by a clear sponsorship document that will outline why we are seeking funds, how they will be utilized, and how sponsors and donors will be recognized for their contribution.

General sponsorship and donation recognition will follow the Sponsorship Guidelines, please visit the website for details: <https://flagstaffskiclub.org/sponsorship>

Sponsorship Levels

Level	Minimum Annual Donation
PLATINUM SPONSOR	\$10,000 over 3 committed years
SCHOLARSHIP UNDERWRITER	\$10,000
GOLD SPONSOR	\$7,500
SILVER SPONSOR	\$5,000
BRONZE SPONSOR	\$1,000
Karma Donor	\$500

Gift Acceptance Policy: *Flagstaff Ski Club, Inc.*

As a 501(c)(3) nonprofit organization, Flagstaff Ski Club, Inc. gratefully accepts charitable contributions that support our mission to develop extraordinary individuals through mountain sports. We are committed to ethical fundraising practices and stewardship of all gifts in a manner that aligns with our values, strategic goals, and legal obligations.



Purpose

This policy outlines the types of gifts the Club will accept, the review process for certain gifts, and the responsibilities of donors and the organization.

General Guidelines

1. Accepted Gifts

The Club accepts the following types of gifts:

- Cash and cash equivalents (check, credit card, EFT, etc.)
- In-kind contributions of goods or services
- Publicly traded securities
- Equipment or property that supports team programs or operations
- Pledged donations (subject to Board approval if over \$5,000)
- Bequests and other planned gifts

2. Conditional or Restricted Gifts

Gifts with restrictions or conditions will be reviewed to ensure alignment with Club priorities. The Board of Directors reserves the right to decline any gift that is inconsistent with our mission, impractical to administer, or poses a conflict of interest.

3. Non-Standard Gifts

- Gifts such as real estate, privately held securities, vehicles, or items requiring appraisal or ongoing maintenance will be reviewed and approved by the Board prior to acceptance.
- **Valuation and Acknowledgment:** Donors are responsible for establishing the fair market value of non-cash gifts for tax purposes. The Club will issue timely acknowledgment letters in accordance with IRS guidelines but does not provide legal or tax advice.

4. Gift Recognition

Recognition and naming opportunities are coordinated with the Development Director and must be consistent with Club policy and values.

5. Donor Privacy

We respect donor confidentiality and do not share personal or financial information without permission, except as required by law.

Uses of Gift Funds

As a 501(c)(3) nonprofit organization, Flagstaff Ski Club, Inc. is committed to using donated funds responsibly, transparently, and in direct alignment with our mission: to develop extraordinary individuals through alpine sports. Gifts to the Flagstaff Ski & Snowboard Team support a wide range of initiatives that strengthen our programs, increase access, and build long-term sustainability.



All contributions are used with care to advance youth development, equity in sport, and operational excellence. Below are key areas where donor support makes a meaningful impact:

1. Athlete Financial Support (Scholarships)

We believe that no child should be turned away from skiing or snowboarding due to financial hardship. Our scholarship program helps eliminate barriers to participation by offering **full and partial program fee waivers** to qualifying families.

Scholarships are made possible by generous donors, sponsors, and team families who believe in making alpine sports accessible to all.

To apply: Families must complete an online application, including an athlete essay, a letter of recommendation, and household financial documentation. A designated committee reviews applications and makes recommendations to the Board of Directors. Any member with a conflict of interest must recuse themselves from the review.

For full details, visit: <https://flagstaffskiclub.org/scholarships>

2. Coach Education & Professional Development

High-quality coaching is essential to athlete growth, safety, and performance. FSST is committed to investing in the **ongoing professional development** of our coaching staff. Donor funds may be used to cover the cost of continuing education courses, certifications, safety training, and leadership development.

Examples include:

- U.S. Ski & Snowboard Coaching Certifications (Levels 100–500)
- USASA Coaching Certifications (Levels 100–400)
- CPR, First Aid, and Avalanche Safety (e.g., KPAC Level I & II)
- Wilderness First Aid / Wilderness First Responder
- “Stop the Bleed” and other emergency preparedness training

All professional development requests must be submitted in advance for review by the Alpine Director or Development Director and approved by the Board.

3. Program Enrichment & Equipment

Donor funding helps ensure our athletes and coaches have access to the tools and resources they need to train safely and effectively. This includes:

- Timing equipment and radios
- Training gates and safety fencing
- Tuning equipment and team tools

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- Portable shelters and supplies for on-mountain training
- Athlete development resources (journals, goal trackers, etc.)

4. Travel & Competition Support

Competitive opportunities outside our local area are essential to athlete progression but can be financially challenging for many families. FSST may allocate funds to:

- Offset coach travel and lodging costs
- Provide athlete stipends for major competitions
- Cover entry fees or team-based travel logistics for underserved athletes

5. Staff Development & Club Operations

Strong operational infrastructure is key to running a successful, mission-driven program. Donor funds may be used to support:

- Administrative staffing
- Strategic planning and leadership development
- Technology tools for communication, registration, and athlete tracking
- Insurance, compliance, and professional services

6. Capital Projects & Long-Term Investments

When appropriate, contributions may be directed toward approved capital needs such as:

- New transportation vehicles
- Storage or training facilities
- Office equipment or technology infrastructure

These projects are prioritized based on organizational growth, safety, and the long-term sustainability of the team.

Your Impact

Every gift—no matter the size—helps build a stronger, more inclusive, and more resilient Club. Your support ensures that young athletes not only gain skills on the mountain but also grow into confident, capable individuals off the hill.

If you would like to direct your gift to a specific area or learn more about current funding needs, please contact us at director@flagstaffskiclub.org.