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MSSRT Club Handbook 2023-2024

1. Welcome

Mt Spokane Ski Race Team, formerly Spokane Ski Race Association, has existed since 1959 to help the youth of the Inland Northwest learn to ski and compete in the olympic discipline of Alpine ski racing. We are a tax protected 501(c)(3) non-profit youth sports organization that is mission driven, led by a board of directors, and bound by bylaws. Excellence in alpine ski racing is part of our identity, and we have a proud and successful competitive history. We believe that through participation in alpine ski racing, athletes develop a high level of skiing ability as well as important character traits of self-discipline, independence, perseverance, sportsmanship, and time management.

Welcome to the club!

2. Mission, Vision, Values (Updated 2022)

Mission: To provide premium ski race development programs for the youth of the Inland Northwest

Vision: To inspire and develop ski race athletes at all levels to their highest potential

Values: Sportsmanship, Citizenship, Character, Teamwork, Creativity, Passion, Perseverance

3. Contacts:

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4. Program Overview:

The overall programming goals of MSSRT are to provide programs appropriate for the structure of our sport and necessary for athletes to develop skills on pace with athletes within their age class from across the division, region, and country. We want to inspire and incentivize less committed or proficient athletes to increase participation and ensure that athletes do not have to quit the sport or move to another team due to inadequate programming. We want to provide programming that allows athletes to ski / race to their potential. Our programming aims to develop athletes from an entry / fundamental level all the way to the US Ski Team.

- 1. Introduction** - Introduction to alpine ski racing is designed for ages U8 - U12. We offer a 5-day Holiday Camp and a 10-week program. Emphasis is on having fun in a non-competitive environment that focuses on skill acquisition through time on snow and guided discovery. Races and camps are optional.
- 2. Youth Ski League (YSL)** - YSL programs run from mid December through March and are designed for ages U8-U12. We offer 1-day, 2- day, and 4-day programs to accommodate a variety of skill and commitment levels. These programs still emphasize a fun noncompetitive learning environment. However skill acquisition is achieved through a greater emphasis on drills and exposure to a wider variety of training environments. Races and camps are encouraged but optional.
- 3. U14 Program** - Our U14 program runs from mid December through April. Training is offered 5 days per week. Athletes are not expected to train five days per week but we offer day and night training so that athletes have the opportunity to train as much as possible given academic workload and family schedules / priorities. Emphasis is on skill development through drills and training environments with an introduction to tactics. Races and camps are highly encouraged. Van transportation is offered for home training, all qualifying races, and additional races per the MSSRT calendar.
- 4. U16-U19 Program** - Our U16-U19 program runs from mid December through April. Training is offered 5 days per week. The amount of training depends on the athletes goals and level of commitment. Training is scheduled around race and project schedules. Athletes at this level are already excellent all-mountain skiers. The goal and focus of training in this program is to refine technical skills and emphasize tactical development. Races and camps are not required but are primary components of the annual program at this level.
- 5. FIS Program** - FIS programming is year round and individualized to the athlete. FIS racing is highly competitive with race access based on performance (points). Races and camps are required to improve at this level. Most racing for our FIS athletes takes place in the western US and Canada. This should be the athletes primary sport and only sport in season.
- 6. Camps** - MSSRT offers multiple camps throughout the year for a variety of age groups and purposes. Camps are a great way to jump start your training
 - Spring camps** mid to late April for U14 and older athletes
 - Summer camps** in June and or July for all ages
 - Fall camps** in November and early December for all agesMSSRT staff also works with the region, division, and other USSS clubs to provide additional camp opportunities for our athletes.
- 7. Travel Policy** - Team travel and lodging for away races are for U16 athletes and older. U14 and younger athletes are expected to travel and lodge with their families.

5. Long Term Athlete Development:

Entry into the sport of alpine ski racing typically begins with participation in the Youth Ski League (YSL) for ages 6-12. At this level, emphasis is placed on development of basic skiing ability in a fun and engaging team environment while introducing elements of competition at a local level. As athletes age up, there is a natural escalation in the requisite commitment to training, racing, and travel. Continued success in the sport is highly variable, but correlates with individual aptitude, commitment, active participation in training, optional camps, and physical

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conditioning and nutrition programs for older athletes. This is broadly true of any sport, specifically true for alpine ski racing, and our programming seeks to parallel and support this progression.

LTAD Key Concepts [HERE](#)

LTAD Matrix [HERE](#)

Alpine Development Pipeline and Development Pyramid [HERE](#)

6. General Calendar:

Jan - March	Race season, race hosting
March	Auction
April	Team picnic Spring camps
May	MSSRT Annual meeting, board elections
June & July	Summer camps
Sept	Enrollment opens Used gear swap & Race day
Oct	Fall mountain cleanup, team BBQ Coat fitting
Nov	New parent meeting Fall camps YSL drylands training Officials clinics
Dec	Training starts when Mt Spokane opens New parent social Holiday camp & club race

7. Communication

MSSRT Board of Directors, Executive Director, and Coaches communicate through email, and new this year we are working to transition to TeamSnap. We also use WhatsApp as an additional communication tool when on the road or for last minute schedule changes. MSSRT also has a Facebook page that we post event information on. The email address and phone number we use for all communication is the email address and phone number the member provided on the team registration form. If you would like to receive communication at a different email address or phone number please contact the Executive Director or your Head Coach.

8. Uniform Policy:

1. A current MSSRT Team jacket is required for all full season athletes. It is expected that team jackets be worn for all training and award ceremonies. Tuition covers the cost of one new jacket per athlete every two years (Athletes only participating in Holiday Camp or the 10-week program are excluded from this requirement) If athletes use their coats longer than two years, they are eligible for a tuition discount of \$100.
2. While the cost of jackets are included in tuition, the jackets themselves are owned by the athlete, as such, repair or replacement of damaged or lost jackets are the responsibility of the athlete. Replacements may or may not be available from the team supply for purchase.

9. Equipment Rules:

Equipment needs evolve as athletes age up. At a minimum, all athletes should wear a hard-eared helmet for all training and racing. (Soft-eared helmets with a chin guard are permitted for SL events only.) Athletes competing in USSS or FIS sanctioned races will be expected to abide by current USSS and FIS Equipment Rules available [HERE](#). Please consult with your coach or the Head Coach for further questions.

- 10. Additional Costs:** In addition to tuition, members may incur other costs such as USSS membership, lift tickets, equipment, tuning, camps, travel, and uniforms (U16 and older)
- 11. Concussion Policy:** MSSRT strictly adheres to the U.S. Ski & Snowboard concussion policy - available [HERE](#), summarized below:

“Any U.S. Ski & Snowboard athlete suspected of having sustained a concussion / traumatic brain injury must be removed immediately from participation in U.S. Ski & Snowboard sporting event (e.g. sanctioned training, practice, camps, competitions or tryouts), by the Technical Delegate or member coach overseeing such sporting event. The athlete will be prohibited from further participation until evaluated and cleared in writing to resume participation in U.S. Ski & Snowboard sporting events by a qualified healthcare provider trained in the evaluation and management of concussive head injuries. The healthcare professional must certify in the clearance letter that he/she has successfully completed a continuing education course in the evaluation and management of concussive head injuries within three years of the day on which the written statement is made.

Upon removal of an athlete from participation for a suspected concussion / traumatic brain injury, the TD or member coach making the removal must inform Competition Services. Athletes who have subsequently been medically cleared to resume participation must provide such medical clearance (as described above) to Competition Services in order to be permitted to participate in U.S. Ski & Snowboard sporting events.”

- 12. COVID-19 Policy:** It is the expectation that all MSSRT coaches, athletes, and membership comply with relevant Washington State Department of Health, CDC, U.S. Ski & Snowboard, and Mt. Spokane Ski and Snowboard Park COVID-19 rules and regulations.

13. How to Support Your Athlete:

Alpine ski race competitions are a timed event, and results are reported ranking competitors in order of their overall time. Race points are awarded based on their finish results, and overall season results are generated. As athletes progress beyond YSL, USSS ranks competitors based on race points, and FIS athletes are ranked based on FIS race points. **While it is tempting to judge success based on such rankings or how your athlete finishes in a race, there are pitfalls with that approach. Early race results are poorly correlated with later success in the sport. (There are numerous examples of successful ski race athletes who were not YSL stars).**

While there is only one “winner”, there are countless other success stories. MSSRT encourages passionate pursuit of individual goals, recognizes hard work, sportsmanship, and character. Parents are encouraged to seek to understand and support their child’s goals, celebrate their effort and progress, and recognize that “failure” is a reality in alpine ski racing and often represents breakthrough effort. Passion, coach-ability, and effort are more predictive of success than individual rankings, and parents are encouraged to help their athletes focus on those attributes that are within their control and ultimately more valuable life skills.

US Ski and Snowboard Parent resources can be found [HERE](#). These resources include the Sport Parent Survival Guide, Guidelines for Supportive Parents, Five First Day Tips for Parents, and Letter to Teachers.

- 14. Culture / Code of Conduct - MSSRT seeks to maintain an inclusive and respectful culture where athletes can pursue their goals in a safe and supportive environment. Athletes, parents, coaches, and officials alike are expected to demonstrate good sportsmanship and respectful behavior at all times. Patterns of behavior that fall outside of this expectation will not be tolerated and may result in disciplinary action or dismissal from the club.**

15. Volunteer Commitment:

Alpine ski racing is a team sport that depends on the coordinated efforts of many volunteers to provide a quality race experience for our athletes as well as keep costs under control. To ensure everyone pulls their own weight, MSSRT members agree to contribute meaningfully to the workload as follows.

Families are expected to commit to a certain number of workdays to help the club succeed. There are many ways to contribute, and the time you share with the club is valued. Families with one athlete are expected to contribute a minimum of 3 days, and families with 2 or more athletes are expected to contribute a minimum of 6 days. While volunteering on race days is critical, other club duties are necessary for the success of the club.

*Any member who has the necessary training, certification, and commitment to reliably fulfill all duties of the following leadership roles fulfills his / her volunteer requirement. Examples include: Chief of Timing & Calculations, Race Administration, Chief of Race, Chief of Course, Chief Gate Judge, Start and Finish Ref, Volunteer Coordinator, Auction Chair, Sponsorship development.

We welcome volunteers at all levels of knowledge, and strive to help willing volunteers get the necessary training and experience to develop further. Officials clinics are generally offered in the fall and are a great way to take the next step. Reach out to Dan for details.

Lift tickets will be provided to volunteers who need them for completing their duties, and vouchers will be provided for a future discounted ticket for those who complete a full day of work.

You do not need to know how to ski to volunteer at a race. There are several opportunities to help that do not require skiing. Also, we have opportunities to volunteer at team events and the auction.

1. Critical roles

1. **Gate Judge** - Observes and ensures correct passage of all athletes in their assigned section of the course, records and draws a description of all faults and remains available to the Jury in case of athlete protest. Gate judges should connect with the Chief Gate Judge at least 60 minutes prior to the scheduled race start, and be prepared to get to the start of the race course in time to be assigned gates and in position. Gate judges should be familiar with the following video: [Gate Judge Video](#).
2. **Course Maintenance: (Strong skiing ability required)** - Work at the direction of the Chief of Course to prepare and maintain the race surface. Course crew are expected to load the chair at 0700 and work throughout the day.
3. **Starter** - The Starter gives the actual countdown or signal for each racer to start his / her race. Training required. (In a crunch, the Start Referee can also be the Starter)
4. **Start Queue Organizer** - The assistant starter calls the competitors to the start in their start order and assists in getting racers lined up and into the start area. (Only needed for YSL races).
5. **Hand Timing** - Work alone (or ideally in pairs) to operate a stopwatch and record precise "time-of-day" of athlete start or finish, which creates a critical backup to the electronic timing system.
6. **B-29 crossing guard** - Controls access at the B-29 crossing to ensure safe passage across the race course.
7. **Bib management** - At the direction of the Race Administrator, collect, wash, organize, store, and assist in distribution of bibs.

8. **Registration Desk** - Welcome athletes, distribute bibs according to direction from Race Administration, sell athlete tickets, assist Volunteer Coordinator in welcoming and assigning outside volunteers, distribute and record volunteer vouchers at end of race day.

2. **Discretionary roles: (nice, but not always required)**

1. **Announcer:** Works with Timing and Calculations in the timing shack, announces racers name, club, and time as they finish, DJ skills optional.
2. **Hospitality** - Works with other volunteers to acquire, assemble and distribute lunches, coffee, and water to volunteers.

3. **Non race related critical roles:**

1. **Fundraising, auction support, sponsorship development**

16. **Alpine Ski Racing Overview:**

The sport of ski racing progresses from local community racing at young ages all the way to international and Olympic racing as adults. Ski racing in the United States categorizes athletes into age groups known as the “U” system. The age of the athlete is determined by the athlete’s age on December 31st of any given year. The youngest age classification is U8 (7 years old and younger) followed by U10, U12, U14, U16, U18, U21, and SR (Senior). Ski Racing development begins with Zonal racing, then moves to Divisional, Regional, National, and International racing. Alpine ski racing includes six disciplines; Downhill, Super G, Giant Slalom, Slalom, Alpine Combined, and Parallel. Downhill and Super G are one run races whereas Slalom, Giant Slalom, and Alpine Combined are two run races. Parallel uses a bracket system to advance.

1. **Zonal / Youth Ski League (YSL)** - Zonal/ YSL racing is for U8 to U12 athletes. Our Zone includes Eastern Washington and the Idaho Panhandle. Most YSL racing in our zone is part of the Emerald Empire Youth Ski League (EEYSL). U12’s have one Divisional race (Buddy Werner Championships) usually in late March or early April.
2. **Divisional** - Our Division is the Pacific Northwest Ski Association (PNSA). Divisional racing is designed primarily for U14 and older athletes. PNSA consists of three zones. The zones are Western Washington, Eastern Washington and the Idaho Panhandle, and Oregon.
 - a. **Divisional / PNSA Racing**

Buddy Werner Championship (YSL) - The BWC is a U12 only race that is non-scored and seeded randomly. The events contested include Slalom, Giant Slalom, and Super G or Skillsquest.
 - b. **U14 Qualifying Series**

The U14 series qualifies athletes to the U14 Western Region Championships. This series is for 12 to 13 year olds only. These races are scored which means the athletes earn USSS points. Qualification however is determined by single run New World Cup points (Head to Head -H2H points). Seeding at these races uses a random (TRS) system. The disciplines contested include 2 Slaloms, 2 Giant Slaloms, and 2 Super G’s.
 - c. **Evergreen Cups**

Evergreen Cup races are for athletes that are U14 and older. These races are scored and athletes are seeded using USSS points. Evergreen Cup Finals is used to qualify some U14’s to Northwest Cup Finals. The races vary and can include Slalom, GS, and Super G.
 - d. **Northwest Cups**

Northwest Cups are used to qualify U16’s to their regional championship. NW Cups are for U16 and older athletes except for NW Cup Finals which provides a quota for 20 U14’s per gender to race in the Slalom, GS, and Parallel events. NW Cups are scored however New World Cup Points (H2H) from their two best

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results per discipline are used for qualifying to the WR U16 Championships. Athletes are seeded by USSS points. The NW Cup Series includes 3 Slaloms, 3 Giant Slaloms, and 3 Super G's.

3. **Regional** - Our region is the Western Region
Regional races are primarily for U18 and older athletes however there are a few races and camps (known as projects) for U14's and U16's. Our region (Western Region) consists of five divisions. Alaska, PNSA (Oregon, Washington, and the Idaho Panhandle), Northern (Montana, Northern Wyoming, and NW South Dakota), Intermountain (Utah, Southern Idaho, SW Wyoming, NE Nevada), and Far West (California and Nevada).
4. **National** - US Ski and Snowboard
National races are primarily for U18 and older athletes, however there are a few races and camps for U16 athletes. USSS consists of three regions; Western Region, Rocky/ Central Region, and Eastern Region
5. **International** - International Ski Federation FIS
FIS governs ski racing world wide. FIS consists of two hemispheres (Northern and Southern). FIS has multiple levels and classifications of racing. There are a few international competitions for U16's however FIS racing is for U18 and older athletes. Entry level FIS races are classified as Devo, ENL, or Open. The next is the Elite level which includes Elite and FISU races. Then there are Continental Cups (NorAm and Europa Cups in the Northern Hemisphere), the World Junior Ski Championships (U18-U21), World Cups, Olympic Winter Games, and World Ski Championships.

17. National Governing Body (NGB)

Our **National Governing Body** is US Ski and Snowboard (USSS). USSS oversees the Olympic winter sports of Alpine, Freeski, Freestyle, Cross Country, Ski Jumping, Nordic, and Snowboard.

1. **Membership** - Alpine membership is required for athletes to race in USSS races. All EEYSL races are USSS races. Membership types and fees are [HERE](#).
2. **Rules** - There are several resources for specific rules at each level of racing, the links are listed below:
 1. [International Ski Federation Competition Rules \(ICR\)](#)
 2. [US Ski and Snowboard Alpine Competition Guide](#)
 3. [Western Region Policies and Procedures](#)
 4. [PNSA Competition Manual](#)
3. **Quotas, Points, Point Lists, and Selections**
 1. **Quotas** - Quotas determine who and how many athletes can attend a race, camp, or project at the divisional, regional, or national level. Quotas are calculated using different methods and then allocated to the region, division, or club.
 2. **Points** - There are three basic types of points in ski racing. Head to Head (H2H) points are based on the place or ranking that an athlete finishes a race. There are different types of H2H points including Old World Cup points and New World Cup points. National Points (USSS points) and FIS points are based on how far an athlete is off the fastest skier and how strong/fast the top competitors in the field were. YSL races do not generate points. U14 and older races earn National (USSS) points. U18 and older races earn National points in USSS races and earn National and FIS points in FIS races.
 3. **Point Lists** - USSS and FIS point lists are generated approximately every two weeks from November through April. Point lists can be used to determine who can attend a race or project. Selections can but do not always use the most recent point list.
 4. **Selections** - Athletes are selected to some races and projects using Boards. Boards typically use the disciplines contested or focused on at the project, can be single or double, and can use USSS points and or H2H points.
4. **Seeding / Startlists**
 1. **Divisional/ PNSA-** Divisional races within PNSA use random first run and reverse second run seeding for YSL races. U14 qualifying races use the TRS or Butterfly

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system for seeding and start lists. Evergreen Cup and Northwest Cup races use National (USSS) points for the first run and a flip 30 for the second run.

2. **Regional/ Western Region** - Regional races use the Turton, Modified Turton, or Five Seed method to seed the first run with a flip 30 second run for the U14 and U16 Western Region Championships. FIS races use FIS points to seed athletes for the first run with a flip 30 for the second run.

18. MSSRT Organizational Structure:

MSSRT is a member of US Ski and Snowboard and is an alpine race development program within USSS. MSSRT is a non-profit 501 (c)(3) entity.

1. **Board of Directors** - The overall vision and direction of the club is managed by the Board of Directors with input from the Executive director.
2. **Executive Director** - The ED reports to the board and manages all programming, staffing, and day to day operations.
3. **Coaches** - The coaches report to the ED and execute on hill technical and tactical training. Our coaches are licensed through US Ski and Snowboard and or the Professional Ski Instructor Association (PSIA). As part of license requirements all coaches undergo background checks and SafeSport Training. Our coaches hold a variety of certifications through USSS and the PSIA. Additionally the coaches are annually trained / refreshed on the MSSRT Coaching Concepts.
4. **Parents** - Parents are the most important part of MSSRT. Parents provide countless hours of support on and off the hill. Without parent involvement MSSRT would not be able to provide quality programs and experiences for the athletes.

19. MSSRT Leadership:

1. Board composition

The board is composed of elected club members and individuals from the community. Our bylaws specify a minimum of 6 board members, as well as an executive board composed of a president, vice president, treasurer, and secretary. Other members are “at-large”. Typically past presidents remain at-large for the year following their replacement.

2. Election to the board of directors and succession planning

Board members are selected from the membership and community based on the needs of the board. The board composition is determined in the spring, presented as a whole, or “slate” to the club membership for a vote at the Annual Meeting. The executive board is selected from the board as a whole following confirmation of the slate from membership. Board members commit to serve for one year terms that begin June 1st of each year. At present, there are no term limits. New board members may be added at any time during the course of the year at the discretion of the board.

3. Requirements for board membership

Board members are expected to:

- Abide by the MSSRT Board of Directors Code of Conduct - (available upon request)
- Maintain current [USSS Alpine Club Volunteer](#) or current USSS Alpine Official certification (Motion 2023.03.07)
 - Includes SafeSport training, background screening, and an online Introduction to Avalanche course
- Have no outstanding unpaid invoices beyond 60 days (Motion 2022.06.28)

4. Governance model, roles of the board members and officers

- President: Serves as leader of the board, setting the agenda and driving the board to come to decisions in the best interest of the club
- Vice president: Performs President responsibilities when the president cannot be available

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- Treasurer: Oversees and reviews financial matters of the organization
- Secretary: Maintains records of the board

5. Board general calendar:

Jan - March - Race season / race hosting

March - Auction, survey planning

April - Wrap up season, team picnic, board member commitments for following season, team survey

May - Annual team meeting, board elections

June - Board term and ED contract begins June 1st

July - Summer Camps, ED eval process

Aug - ED eval, pay, & bonus reviewed / approved

Sept - Budget forecast, Fiscal year begins Sept 15th, ED bonus paid out Sept 15th, if applicable, review mission, goals, SWOT, Auction planning

Oct - Budget approval by Oct 31, Fall mountain cleanup, BBQ, coat fitting, race day

Nov - New parents meeting, fall camps, YSL dryland training begins, PNSA officials clinics

Dec - Season starts when mountain opens, new parent social, Holiday camp & club race

6. Revenue Sources / Annual Budget

As of 2023, MSSRT has an annual budget between 400K and 500K and has four primary sources of revenue:

- Tuition ~35 - 40% of the annual revenue
- Camps ~ 25 - 45% (Camps are intended to be a “pass through” expense with approximately 5% buffer)
- Fundraising (Auction and Sponsorship) ~ 15 - 25%
- Hosting Races ~ 5-10%

7. MSSRT Bylaws - see below

20. Tuning Tips

Bindings (~annually): Mount and / or adjustment of bindings should be performed for all skis for all athletes at the beginning of each season. Kids grow in boot size, weight, and ski ability, and bindings need to be adjusted accordingly. DIN's may need to be adjusted periodically throughout the season as skiers grow and advance.

Side wall (~annually): Excess side wall material should be planed back to allow the sharpening stone to contact the edge properly. Cut with sidewall planer, moderate material removal to preserve edge strength. Periodically inspect and remove additional material to maintain access to the side edge for regular tuning throughout the season. Smooth with fine grit sand paper or scotch-brite.

Base prep (~annually): Full base prep ensures that bases are free of damage and repaired as needed. New skis are not always flat from the manufacturer. Full prep of new and used skis includes special attention to flattening the ski. New skis typically arrive with good structure (tiny grooves in the base material), but this may need to be periodically refreshed by the shop. Structure pattern is selected based on expected snow temps and moisture content. The base angle is set by hand at the shop at 0.5 degrees for race skis (1 degree for recreational skis). Once the base angle is set, no further filing of the base edge should occur as this will raise the contact point of the base edge relative to the ski base and adversely affect the handling of the ski.

Sharpening (~weekly): Establishing and maintaining a sharp edge is critical in ski racing. Skis should ideally be sharpened and waxed **before each training or race day**. There are many tools and techniques, and learning how to properly tune and wax skis is imperative for success in this sport. The Spokane Alpine Haus is planning to offer ski tuning clinics, contact them for details. Other potential resources include veteran racers, coaches, and parents. There are also online resources available, for example, at:

<https://the-raceplace.com/collections/how-to-tune-skis>
<https://www.racewax.com/tuning-tips/>

An edge angle of 3 degrees (87 degrees) is standard for all YSL, U14 and U16 athletes. Skis for recreational use are typically tuned at 2 degrees (88 degrees).

Anytime a stone or file contacts a ski edge, it should be in a guide to precisely maintain the edge angle. This is true when removing case hardening, filing, sharpening, and deburring.

Begin by removal of case hardened base edge material. When the ski edge strikes a rock, the contact point on the edge undergoes case-hardening. Case hardened steel is harder than the file material and must first be removed with a coarse diamond stone (120 or 220 grit). Use a 0.5 degree base guide with a medium diamond stone, pass lightly to identify and remove case hardened base material. No attempt to "sharpen" the base edge should be made.

At this point, consider applying blue painters tape to the base to protect the structure

Next, in the same manner, remove case hardened side edge material with a 3 degree guide and a medium diamond stone. Case hardened steel will damage files and must be removed with a diamond stone or damage to your file will occur.

Proceed with desired sequence of edge files / stones. File ski edges rarely and with caution, material can be removed quickly. It is best to proceed with a sequence of diamond stones (120 => 220 => 400)

Finish by removing the burr you created from the base of the edge. Very light pressure with a fine ceramic stone (in a guide) is preferred, alternatively, a single light pass with a gummy stone will suffice.

Race skis are not "detuned" at tips and tails like recreational skis.

Wax (~weekly):

Tips / rules of thumb:

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Basic hydrocarbon wax is all that is needed, any brand will do, (fluoro additives are no longer permitted and are toxic, best to avoid). Select wax based on the expected overnight low temperatures, mixing wax is reasonable if overnight temps are between waxes.

Clean bases before applying wax, wipe with damp cloth, brush out structure with brass brush. Avoid chemical base cleaners.

While not critical, a digital iron is preferred. Flatten the iron surface before first use. (tape a sheet of 220 or 320 grit sandpaper to a precisely flat surface, slide the iron face over the sandpaper to ensure a flat iron surface)

Set iron temp as directed by selected wax, begin by touching wax to iron then immediately crayon onto ski, repeat until entire ski covered, then melt wax with hot iron, carefully avoiding overheating ski.

For best results, immediately hot scrape (to clean base) and repeat. Cool, then scrape & brush.

The importance of a sharp scraper cannot be over emphasized. Most ski shops will sharpen your scraper for you if you ask.

Wax should be “in” the ski, not “on” the ski. Scrape wax off the ski, then brush (tip to tail) to remove wax from the surface, exposing the structure of the ski. Finish with a horse hair brush.

Store & transport skis with ski straps at tips and tails at contact points to prevent the edges from rusting.

Storage (at season end):

It is recommended to store skis for the summer with a coat of wax “on” the ski to protect the base from drying out. This is referred to as “summer wax”, typically a mid temp hydrocarbon wax.

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21. MSSRT Bylaws:

BYLAWS
OF
MT. SPOKANE ALPINE TEAM

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ARTICLE I Offices

1.1 *Registered Office and Registered Agent.* The registered office of the corporation shall be located in the State of Washington at such place as may be fixed from time to time by the Board of Directors upon filing of such notices as may be required by law. The registered agent seal have a business office identical with such registered office.

1.2 *Other Offices.* The corporation may have other offices within or outside the State of Washington as such place or places as the Board of Directors may from time to time determine.

ARTICLE II Members

The corporation shall have two (2) classes of members. Regular members shall consist of all families having members enrolled in the corporation's ski racing program and who shall have paid, by December 31 of each year, the annual fee determined for a particular year by the corporation's Board of Directors. Regular members shall be entitled to one vote for each family member enrolled in the ski racing program. Honorary members shall consist of those persons so designated by the Board of Directors. All Honorary membership fees and qualifications shall be determined by the Board of Directors on an annual basis. Each Honorary members shall be entitled to one vote on all matters submitted to a vote of the corporation's members. Memberships shall not be transferable.

ARTICLE III Members' Meetings

3.1 *Meeting Place.* All meetings of the members shall be held at the registered office of the corporation, or at such other place as shall be determined from time to time by the Board of Directors, and the place at which any such meeting shall be held shall be stated in the notice of the meeting.

3.2 *Annual Meeting Time.* The annual meeting of the members for the transaction of such business as may properly come before the meeting, shall be held each year on the 31st day of March at the hour of 7pm, or on such other date as the Board may determine, if not a legal holiday.

3.3 *Annual Meeting - Order of Business.* At the annual meeting of members, the order of business shall be as follows:

- (a) Calling the meeting to order
- (b) Proof of notice of meeting (or filing of waiver)
- (c) Reading of minutes of last annual meeting
- (d) Reports of officers
- (e) Reports of committees
- (f) Miscellaneous business

3.4 *Special Meetings.* Special meetings of the members for any purpose may be called at any time by the President or Board of Directors

3.5 Notice

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(a) Notice of the time and place of the annual meeting of members and any of regular meetings other than the annual meeting shall be given by delivering personally or by mailing a written or printed notice of the same, at least ten (10) days, and not more than fifty (50) days, prior to the meeting.

(b) At least ten (10) days and not more than fifty (50) days prior to the meeting, written or printed notice of each special meeting of the members, stating the place, day, and hour of such meeting, and the purpose or purposes for which the meeting is called, shall be delivered personally, or mailed.

3.6 *Waiver of Notice.* A waiver of any notice required to be given any member, signed by the person or persons entitled to such notice, whether before or after the time stated therein for the meeting, shall be equivalent to the giving of such notice.

3.7 *Voting.* A member may vote in person or by proxy executed in writing by such member or such members duly authorized attorney-in-fact. No proxy shall be valid after eleven (11) months from the date it is executed, unless otherwise provided in the proxy. A member may vote for the election of directors by mail or by any other method permitted by this Section 3.7

3.8 *Quorum.* One-quarter (1/4) of the members entitled to vote represented at a meeting in person or by proxy (or in the case of election of directors not present but voting by mail) shall be necessary and sufficient to constitute a quorum for the transaction of business.

ARTICLE IV Board of Directors

4.1 *Number and Powers.* The management of all the affairs, property, and interests of the corporation shall be vested in a Board of Directors consisting of no more than nine (9) persons. Directors need not be members. The initial Board shall be appointed by the incorporator of the corporation. Thereafter, the Board shall be elected at the annual meeting of members. The Board of Directors elected at the annual meeting of members shall serve for a term of one year and until their successors are duly elected and qualified. In addition to the powers and authorities expressly conferred upon it by these Bylaws and Articles of Incorporation, the Board of Directors may exercise all such powers of the corporation and do all such lawful acts and things as are not by statute or by the Articles of Incorporation or by these Bylaws directed or required to be exercised or done by the members of the corporation.

4.2 *Change of Number.* The number of directors may at any time be increased or decreased by amendment of these Bylaws, but no decrease shall have the effect of shortening the term of any incumbent director.

4.3 *Vacancies.* All vacancies in the Board of Directors, whether caused by resignation, death, or otherwise, may be filled by the affirmative vote of a majority of the remaining directors even though less than a quorum of the Board of Directors. A director elected to fill any vacancy shall hold office for the unexpired term of his or her predecessor and until a successor is elected and qualified.

4.4 *Regular Meetings.* Regular meeting of the Board of Directors may be held at the registered office of the corporation or at such other place or places, either within or without the State of Washington, as the Board of Directors may from time to time designate. The annual meeting shall be held without notice at the registered office of the corporate, at ^{^^}.m., on [^] of [^] each year, or at such other time and place as the Board of Directors shall designate by written notice. In addition to the annual meeting, there shall be regular meetings of the Board of Directors held, with proper notice, not less frequently than once each calendar quarter.

4.5 *Special Meetings.* Special meetings of the Board of Directors may be called at any time by the President or upon written request by any two directors. Such meetings shall be held at the registered office of the corporation or at such other place or places as the directors may from time to time designate.

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4.6 *Notice.* Notice of all special meetings of the Board of Directors (and of all regular meetings other than the annual meetings to be held at the place and time designated in Section 4.4) shall be given to each director by three (3) days' prior service of the same by telegram, by letter, or personally. Such notice need not specify the business to be transacted at, nor the purpose of, the meeting.

4.7 *Quorum.* A majority of the whole Board of Directors shall be necessary and sufficient at all meetings to constitute a quorum for the transaction of business.

4.8 *Waiver of Notice.* Attendance of a director at a meeting shall constitute a waiver of notice of such meeting, except where a director attends for the express purpose of objecting to the transaction any business because the meeting is not lawfully called or convened. A waiver of notice signed by the director or directors, whether before or after the time stated for the meeting, shall be equivalent to the giving of notice.

4.9 *Registering Dissent.* A director who is present at a meeting of the Board of Directors at which action on a corporate matter is taken shall be presumed to have assented to such action unless the director shall file a written dissent or abstention to such action with the person acting as the secretary of the meeting before the adjournment thereof, or shall forward such dissent by registered mail to the Secretary of the corporation immediately after the adjournment of the meeting. Such right to dissent or abstain shall not apply to a director who voted in favor of such action.

4.10 *Executive and Other Committees.* The Board of Directors may appoint, from time to time, from its own number, standing or temporary committees consisting each of no fewer than two (2) directors. Such committees may be vested with such powers as the Board may determine by resolution passed by a majority of the full Board of Directors. No such committee shall have the authority of the Board of Directors in reference to amending, altering, or repealing these Bylaws; electing, appointing, or removing any member of any such committee or any director or officer of the corporation; amending the articles of Incorporation; adopting a plan of merger or adopting a plan of consolidation with another corporation; authorizing the sale, lease, or exchange of all or substantially all of the property and assets of the corporation other than in the ordinary course of business; authorizing the voluntary dissolution of the corporation or adopting a plan for the distribution of the assets of the corporation; or amending, altering, or repealing any resolution of the Board of Directors which by its terms provides that it shall not be amended, altered, or repealed by such committee. All committees so appointed shall keep regular minutes of the transactions of their meetings and shall cause them to be recorded in books kept for that purpose in the office of the corporation. The designation of any such committee and the delegation of authority thereto, shall not relieve the Board of Directors, or any member thereof, of any responsibility imposed by law.

4.11 *Remuneration.* No stated salary shall be paid directors, as such, for their service, but by resolution of the Board of Directors, a fixed sum and expenses of attendance, if any, may be allowed for attendance at each regular or special meeting of such Board; provided, that nothing herein contained shall be construed to preclude any director from serving the corporation in any other capacity and receiving compensation therefore. Members of special or standing committees may be allowed like compensation for attending committee meetings.

4.12 *Loans.* No loans shall be made by the corporation to any director.

4.13 *Removal.* Any director may be removed at any time, with or without cause, by the affirmative vote of two-thirds (2/3) of the votes cast by members having voting rights with regard to the election of any director represented in person or by proxy at a meeting of members at which a quorum is present.

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4.14 *Action by Directors without a Meeting.* Any action required or permitted to be taken at a meeting of the directors, or of a committee thereof, may be taken without a meeting by a written consent setting forth the action so to be taken, signed by all of the directors, or all of the members of the committee, as the case may be, before such action is taken. Such consent shall have the same effect as a unanimous vote. Any such action may also be ratified after it has been taken, either at a meeting of the directors or by unanimous written consent.

ARTICLE V Officers

5.1 *Designations.* The officers of the corporation shall be a President, one or more Vice Presidents (one or more of whom may be Executive Vice Presidents), a Secretary and a Treasurer, and such Assistant Secretaries and Assistant Treasurers as the Board may designate. All officers shall be elected for terms of one year by the Board of Directors. Such officers shall hold office until their successors are elected and qualify. Any two or more offices may be held by the same person, except the offices of the President and Secretary.

5.2 *The President.* The President shall preside at all meetings of the Board of Directors, shall have general supervision of the affairs of the corporation, and shall perform such other duties as are incident to the office or are properly required of the President by the Board of Directors.

5.3 *Vice Presidents.* During the absence or disability of the President, the Executive Vice Presidents, if any, or any of the Vice Presidents in the order designated by the Board of Directors, shall exercise all the functions of the President. Each Vice President shall have such powers and discharge such duties as may be assigned to him or her from time to time by the Board of Directors.

5.4 *Secretary and Assistant Secretaries.* The Secretary shall issue notices for all meetings, except for notices of special meetings of the member and the Board of Directors which are called by the requisite number of directors, shall keep minutes of all meetings, shall have charge of the seal and the corporate books, and shall make such reports and perform such other duties as are incident to the office, or are properly required of the Secretary by the Board of Directors. The Assistant Secretary, or Assistant Secretaries, in the order designated by the Board of Directors, shall perform all the duties of the Secretary, and at other times may perform such duties as are directed by the President or Board of directors.

5.5 *The Treasurer.* The Treasurer shall have the custody of all monies and securities of the corporation and shall keep regular books of account. The Treasurer shall disburse the funds of the corporation in payment of the just demands against the corporation as may be ordered by the Board of Directors (taking proper vouchers for such disbursements) and shall render to the Board of Directors from time to time as may be required, an account of all transactions undertaken as Treasurer and of the financial condition of the corporation. The Treasurer shall perform such other duties as are incident to the office or are properly required by the Board of Directors. The Assistant Treasurer, or Assistant Treasurers, in the order designated by the Board of Directors, shall perform all of the duties of the Treasurer in the absence or disability of the Treasurer, and at other times may perform such other duties as are directed by the President or Board of Directors.

5.6 *Executive Director.* The Board may select an Executive Director who shall be responsible for the administration and conduct of the business and affairs of the corporation pursuant to the guidelines established by the Board. The Executive Director shall have full authority for the direction of the employees of the corporation, if any. The Executive Director, if selected, may be compensated for his or her services in that capacity in such amount and manner as the Board of Directors shall determine.

5.7 *Delegation.* If any officer of the corporation is absent or unable to act and no other person is authorized to act in such officer's place by the provisions of these Bylaws, the Board of Directors may

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from time to time delegate the powers or duties of such officer to any other officer or any other person it may select.

5.8 *Vacancies*. Vacancies in any office arising from any cause may be filled by the Board of Directors at any regular or special meeting of the Board.

5.0 *Other Officers*. The Board of Directors may appoint such other officers or agents as it shall deem necessary or expedient, who shall hold their offices for such terms and shall exercise such powers and perform such duties as shall be determined from time to time by the Board of Directors.

5.10 *Loans*. No loan shall be made by the corporation to any officer.

5.11 *Term-Removal*. The officers of the corporation shall hold office until their successors are chosen and qualified. Any officer or agent elected or appointed by the Board of Directors may be removed at any time, with or without cause, by the affirmative vote of a majority of the whole Board of Directors, but such removal shall be without prejudice to the contract rights, if any, of the person so remove.

5.12 *Bonds*. The Board of Directors may, by resolution, require any and all of the officers to provide bonds to the corporation, with surety or sureties acceptable to the Board, conditioned for the faithful performance of the duties of their respective offices, and to comply with such other conditions as may from time to time be required by the Board of Directors.

ARTICLE VI Depositories

The monies of the corporation shall be deposited in the name of the corporation in such bank or banks or trust company or trust companies as the Board of Directors shall designate, and shall be drawn from such accounts only by check or other order for payment of money signed by such persons, and in such manner, as may be determined by resolution of the Board of Directors.

ARTICLE VII Notices

Except as may otherwise be required by law, any notice to any member or director may be delivered personally or by mail. If mailed, the notice shall be deemed to have been delivered when deposited in the United States mail, addressed to the addressee at his or her last known address in the records of the corporation, postage prepaid.

ARTICLE VIII Seal

The corporate seal of the corporation, if any, shall be in such form and bear such inscription as may be adopted by resolution of the Board of Directors, or by usage of the officers on behalf of the corporation.

ARTICLE IX Indemnification of Officers, Directors, Employees, and Agents

The corporation shall indemnify its officers, directors, employees, and agents to the greater extent permitted by law. The corporation shall have power to purchase and maintain insurance on behalf of any person who is or was a director, officer, employee, or agent of the corporation or who is or was serving at the request of the corporation as an officer, employee, or agent of another corporation, partnership, joint venture, trust, other enterprise, or employee benefit plan, against any liability asserted against such person

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and incurred by such person in any such capacity or arising out of any status as such, whether or not the corporation would have the power to indemnify such person against such liability under the provision of this Article.

ARTICLE X Books and Records

The corporation shall keep correct and complete books and records of account and shall keep minutes of the proceedings of its Board of Directors; and shall keep at its registered office or principal place of business, or at the office of its transfer agent or registrar, a record of its directors, giving the names and addresses of all directors.

ARTICLE XI Amendments

The Board of Directors shall have power to make, alter, amend, and repeal the Bylaws of this corporation; provided, that the Board will not approve any such alteration, amendment, or repeal that would adversely impact the rights of any class of members unless such alteration, amendment, or repeal shall first have received the approval of two-thirds (2/3) of the members of such class.

Adopted by resolution of the corporation's Board of Directors on August 8, 2000.

Amy Wick, Secretary

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Statement of Corporate Resolution
Spokane Ski Racing Association
June 7, 2005

On June 7, 2005, a quorum of the Board of Directors of Mt. Spokane Alpine Team (also known as "Spokane Ski Racing Association") adopted the following resolution:

1. Mt. Spokane Alpine Team authorizes Steve Lamberson (Board Member, Immed. Past Pres.), Ron Kincaid (Officer, Treasurer), and Rob Lindsay (Officer, President) to enter into an agreement with Inland Northwest Bank, on behalf of the Mt. Spokane Alpine Team, to borrow up to \$15,000. The Mt. Spokane Alpine Team Board of Directors hereby authorizes the officers listed above to borrow money, execute notes and security documents, and negotiate items as necessary and required by Inland Northwest Bank to complete the transaction.
2. In accordance with Article XI, Amendments, of the Mt. Spokane Alpine Team Bylaws, the following amendments have been approved by a majority of the Board of Directors:

Article VI, Depositories, shall be amended to provide that the Mt. Spokane Alpine Team President or Mt. Spokane Alpine Team Treasurer have the authority to sign checks or other orders for payment of money drawn against any depository account in the name of Mt. Spokane Alpine Team.

Article IV, Board of Directors, shall be amended to provide that a majority vote of the Board of Directors is required to approve all business transaction, and that a minimum of two officers, as defined in Article V, Officers are required to participate in such a vote.

Recorded and Approved on June 7, 2005

Suzanne Sandvig, Mt. Spokane Alpine Team Secretary

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BOARD RESOLUTION
AMENDMENT OF BYLAWS

WHEREAS, the Board of Directors of Mt. Spokane Alpine Team, a Washington non-profit corporation, deems it to be in the best interest of the corporation to increase the number of Directors of the Board of Directors from non (9) to eleven (11) pursuant to this Resolution,

NOW, THEREFORE, BE IT RESOLVED that pursuant to article 4, Section 4.2 of the Bylaws and applicable law, the undersigned, being all of the Directors of this company hereby consent to, approve, and adopt the following:

AMENDMENT OF BYLAWS:

BE IT RESOLVED THAT article IV, Section 4.1 of the Bylaws of this corporation is hereby amended to the following:

4.1 Number and Powers. The management of all the affairs, property, and interests of the corporation shall be vested in a Board of Directors consisting of no more than eleven (11) persons. Directors need not be members. The initial Board shall be appointed by the incorporator of the corporation. Thereafter, the Board shall be elected at the annual meeting of members. The Board of Directors elected at the annual meeting of members shall serve for a term of one year and until their successors are duly elected and qualified. In addition to the powers and authorities expressly conferred upon it by these Bylaws and Articles of Incorporation, the Board of Directors may exercise all such powers of the corporation and do all such lawful acts and things as are not by statute or by the Articles of Incorporation or by these Bylaws directed or required to be exercised or done by the members of the corporation.

BE IT FURTHER RESOLVED that all other provisions of the Bylaws as adopted shall remain in effect and the foregoing amendment shall be incorporated into the standing Bylaws of Mt. Spokane Alpine Team.

PASSED AND ADOPTED this 26th day of February, 2018 by unanimous vote of the Board of Directors of Mt. Spokane Alpine Team.

Recorded and Approved this 27th day of February, 2018

Thomas Falter
Secretary, Mt. Spokane Alpine Team