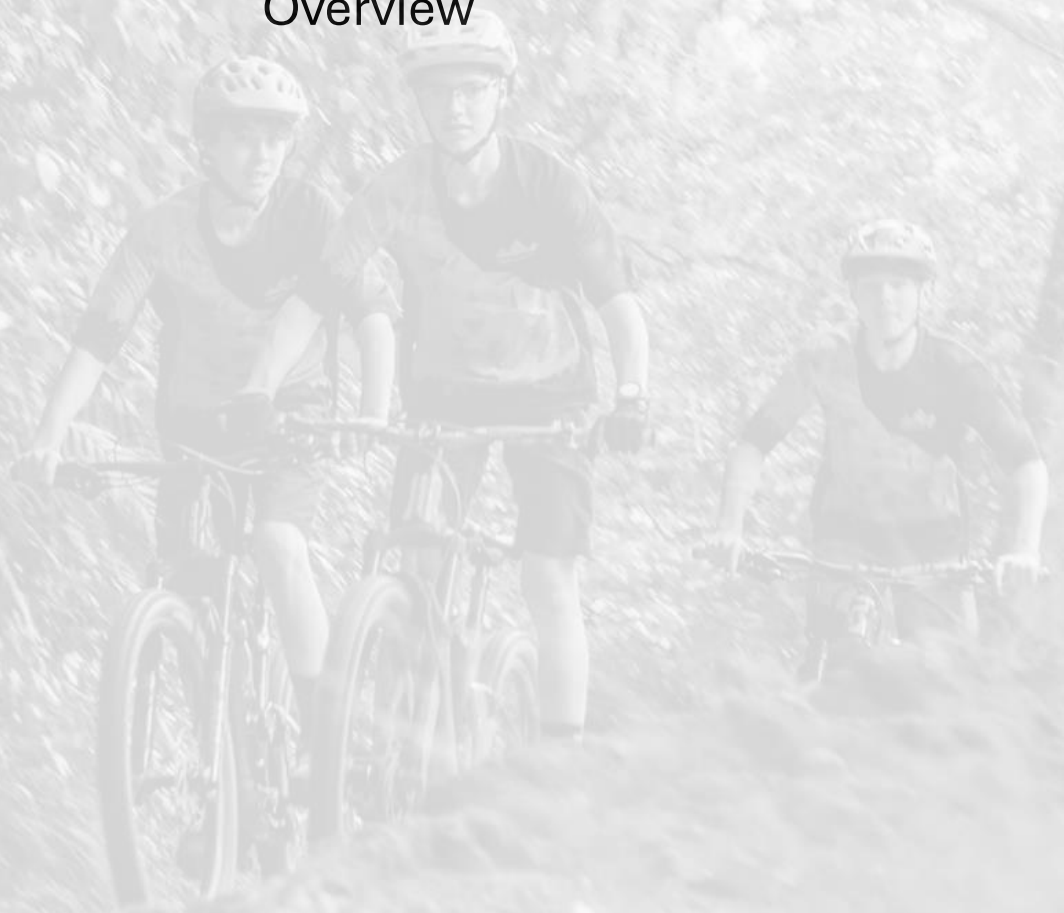

DIRTCRAFT DEVELOPMENT SQUAD

Overview



2024/2025 SEASON

Contents

Introduction.....	2
Development Squad Vision & Values	2
Development Squad Overview	3
Coaching & Development Squad Committee.....	4
Development Squad Services	5
Workshops.....	5
Event trips	6
1:1 Guidance.....	7
Training Programmes.....	7
Mentoring.....	8
Camps and day sessions	8
Other Benefits & Opportunities	8
Future services to integrate.....	9
Development Squad Costs	10
Cost Overview	10
Cost Breakdown	11
Discounts.....	12
Selection Process	13
Summary.....	16
General Expectations and Standards	17
Vision & Values	17
Team Culture.....	17
Communication.....	17
Health and Safety	18
Declarations	18
Rider Declaration	18
Parental Declaration	18
Finalised Cost & Signing.....	20
Annual Payment & Discount Confirmation	20
Signing.....	20

Introduction

The purpose of this document is to:

- Explain DirtCraft vision and values in relation to the Development Squad.
- Provide a general overview of the Development Squad.
- Introduce coaching & the Development Squad Committee (DSC).
- Explain the different services included in the Development Squad.
- Explain how costs and discounts work.
- Explain selection, getting started and timeline.
- Show general expectations and standards.
- Summary.
- Show Rider & Parent Declarations.
- Show how the signing of the Development Squad is laid out.

Rider(s) is the term used to refer to paying members in the Development Squad.

Development Squad Vision & Values

Vision

The Development Squad vision is to enable individuals to grow their potential in MTB while developing skills and experiences that are transferable to other areas of life.

As the saying goes... It takes a village to raise a child. DirtCraft has incorporated this philosophy into the Development Squad along with packaging up several current and new services in a cost-effective and valuable way to achieve our vision. The Development Squad will be the only way to access most of these services. This method allows the DirtCraft team to give significantly more support to each individual than on a term-by-term basis. Underpinning all our values is a standard of enjoyment, respect, teamwork and maturity.

Values

Development Squad is the flagship programme for DirtCraft. It encompasses all our values and provides the optimal environment for young riders who want to explore their potential in the sport and grow as a person. Development Squad provides the ideal environment for riders to develop the DirtCraft values:

Integrity	Accountability	Self-Awareness
Independence	Growth Mindset	Grit
Courage	Resilience	Service

All these values are ingrained in the culture and delivery, and we provide opportunities for riders to develop and test these values throughout DirtCraft.

Development Squad Overview

What we achieve

In the Development Squad we utilise Mountain Biking so we can facilitate the rider to achieve:

1. Supported environment to explore, test and develop who they are (Integrity).
2. Autonomy with decision making and leading their development (Independence).
3. Push their comfort zones, boundaries and navigate a range of experiences (Courage).
4. Facing consequences or rewards for their decisions, goals and actions (Accountability).
5. Shape world view from peers, mentors, resources and experiences (Growth Mindset).
6. Navigate adversity through events, training and social interaction (Resilience).
7. Belonging and connection with others through our rich team culture (Self-Awareness).
8. Consistently work to challenge their own thoughts, abilities and skills (Grit).
9. Partake in initiatives that help causes greater than themselves (Service).
10. Engage with people in a range of environments (Maturity, Teamwork, Respect & Fun).

How we do it

- Robust & **targeted selection process.**
- At least 16 hours of rider **workshops.**
- At least 2 hours of parent **workshops.**
- Facilitate **event trips** outside of the region.
- At least 5 hours of **1:1 guidance.**
- **Generic training plan.**
- Heavily **discounted custom training plan.**
- **Mentoring** & leadership opportunities.
- Summer & Autumn **Camps.**
- Guest speakers & high-profile athlete appearances.
- Up to 4 DirtSkill groups annually.
- Parent & Rider communication platform.
- Other benefits and opportunities.



Coaching & Development Squad Committee

The Head Coach (Tristan) and assistant coach (Anna) are the only paid coaches in the Development Squad. Their role is to: plan and deliver workshops, plan and deliver camps, plan and deliver other DirtCraft services, 1:1 support, training programme writing, manage health & safety, coordinate the DSC, manage the team culture, coordinate local events, identify and address patterns of weakness amongst the riders, manage finances, uphold discipline boundaries, manage child protection, facilitate the selection process, review and adjust the Development Squad and its services, promote the Development Squad and its riders, provide fundraising opportunities, obtain and manage sponsors and partners, plan event trips and travel logistics, manage riders. In addition to this, their role also entails them to be a part of the DSC.

The Development Squad Committee (DSC) is made up of people in the DirtCraft community who embody the DirtCraft values, who share in DirtCrafts' vision, who are well known and trusted by Tristan & Anna, and who can enrich the experience of the Development Squad for its riders. We have a strict no parent rule to make up the DSC. Although occasionally if we cannot obtain enough people from the DSC to conduct a trip then we may call on a parent or former riders to assist with logistics. **The DSC has four primary roles.**

1. Get to know the riders.

The DSC individuals organically interact with the riders at DirtCraft services, events or in general. Each rider should aim to establish a relationship with at least 4 members on the DSC including Tristan and Anna.

2. Development Squad application selection.

The DSC discuss if an applicant appropriately aligns with the DirtCraft Values & the validity of their goal setting and SWOT in reality.

3. Attend workshops, camps, local events and trainings where practical.

Continue to engage with the riders in different DirtCraft environments.

4. Attend trips.

Lead or assist with trip management and delivery for event trips outside of the region.

The expenses of the DSC which are primarily travel costs and include: food, accommodation, flights, personal vehicle usage and fuel. This is covered or reimbursed by DirtCraft. DirtCraft raises these funds from the volunteers we manage at events we deliver. In the past this has been AIMS Games, but we are looking to expand this to other events as the Development Squad expands.

The 2024/2025 season DSC is:

Tristan Haycock	Alex West	Riley?
Anna Connolly	Carwyn?	Regan?
Coralie O'Connell	Brit?	Wendy

Development Squad Services

Workshops

Our education workshops are delivered to riders, or parents or both. They have a range of objectives and delivery methods. Education workshops are designed to have a 6-year cycle so there is no repeating content (although there will be purposeful revision). We will aim to deliver one or two workshops each month on average. Most workshops will be at least 1.5 hours in length. Riders will have a communication platform to discuss with each other their learning. Theory and practical homework would be issued. We have the option of delivering these on **Friday evenings or Saturday afternoons. Let us know what works better for you.**

DirtCraft expectations

We will provide resources for these workshops where possible, so riders have something to take home and utilise for continued learning. We will also make these resources including workbooks, video and presentations available for parents and riders to access at home so if you missed the workshop there is still value for you.

Rider expectations

Attend all workshops that they can, engage, try their best. Put learning into practice in riding and life. Further explore areas of interest.

Parent expectations

Facilitate attendance of their child to workshops. Prioritise having one or both parents attend parent workshops!

Workshop Topics

2024/2025 season workshop topics

We have broken down our workshop topics into items we aim to address this season and items to address in the future.

Rider workshop topics and resources we aim to deliver this season include:

Goal setting, S&C/movement patterns, general nutrition, basic bike maintenance, travelling with a bike, technical skills, personal weaknesses & strengths, authenticity & mental wellness, sponsorship introduction, guest speakers including athletes, teambuilding, dealing with pressure and anxiety, SWOT analysis, equipment education, supporting athlete development at home.

Future workshop topics

Future workshop topics that we will progress towards in future years include:

Pre and post-race nutrition, in race nutrition, training volume and intensity, bike setup, workout demonstrations, physiology theory, courage, resilience, communication, accountability, resilience, grit, athlete sustainability, periodisation, warmup and warm down routines, race tactics, sponsorship and branding, bike related careers, balancing sport with life/study, racing and team opportunities, raising funds for racing, recovery and sleep, Enduro specific essentials, XC specific essentials, goal revision, mindfulness and mental skills, leadership and teaching, course practice, preparing for adult life, cooking as an athlete, time management, international race planning, trade/university & MTB considerations domestically and abroad, imagery, meditation, building healthy identity, Wada drug testing and more.

Event trips

Expect DirtCraft to plan multiple trips annually. Normally events we target include National XCO Champs, National Enduro Champs, Oceania Champs (XCO), National XCO Series, Mammoth Enduro, Capital Enduro, 3 Peaks Enduro, Pheonix Enduro and Karapoti. North Island. School events may be included if there is enough interest. Most of these events occur around February.

Once we have an idea of numbers, we organise DSC members, generate cost estimates and start bookings for accommodation, flights, rental cars etc. From here we send an invitation to everyone interested in each event. In this invitation you are issued with flight booking details, travel dates & times, costs, framework details, rider and DSC estimates, and travel plans. Upon accepting this invitation, you are issued with the **first 50% estimate deposit** invoice. This covers your child's share of food, accommodation, vehicle hire, logistics, fuel etc.

Around 2 weeks prior to the event occurring you are issued with a confirmed list of attendees, travel limitations (i.e. space for luggage, bike bags vs boxes etc). We will also notify you if we have a travelling mechanic for this trip and which tools & spare parts we are taking.

On the week of the trip, during or just after, we will send the **second 50% balance invoice** which may range a little from the first, but normally is pretty accurate (within 10%). Please promptly pay this invoice.

We aim to have a mechanic on each race trip, or at least a DSC or rider who has good mechanical knowledge. This is to alleviate stress during event week. Good preparation can avoid 80% of issues we face. I.e. have your bike serviced a week prior to leaving etc. We educate the kids on what is needed and provide a resource to pass on to parents. Along with this we also have listed spare parts and a toolbox. Which aims to cover most of the parts we may need to replace when things go amiss (crashes etc). We will notify you of what these items are, so we don't double up on bringing the same equipment and tools.

Rider expectations

Select, commit and train for selected event to the best of their ability. Enjoy the trip, uphold DirtCraft values and help make the trip more pleasant for everyone involved.

Parent expectations

To assist with selection of the trip. Pay the deposit and balance payments promptly. It helps if parents are organised with flight bookings, race entries and race licencing etc. Most events don't require race licencing and most families opt not to purchase travel insurance for domestic events.

Local Events

An event within the Bay of Plenty or Waikato region is considered a local event. Common locations include Tauranga, Rotorua, Taupo, Cambridge and Whakatane. Normally families or friends can take the rider to these events. These include but not limited to: Whaka 100, 2W Gravity Enduro, WaiBOP schools, local club races, local national level events.

Expectations

DirtCraft DSC may or may not attend. This will be on a case-by-case basis. Some of these events the DSC may offer to take riders to, but this is done on a personal level external of the Development Squad. In most of these cases it is polite to offer fuel money to the driver. DirtCraft may or may not have venue support including mechanic, spare parts and tools, feeders etc.

1:1 Guidance

A rider is encouraged to initiate 1:1 meeting with the head coach or assistant coach to obtain guidance on their training, goal setting, interpretation of workshops and resources and real-world challenges they face throughout the season. The rider is eligible for 5 hours minimum of guidance time with the coach of their choice. This can be conducted via phone call, face time or face to face catch up. If organically necessary, a rider may be eligible for more time if required. This is on a case-by-case basis. This by default puts the coach in a mentoring role in addition to coaching role.

Training Programmes

Generic Training Programme

DirtCraft will provide a generic training programme for the Development Squad from June 15th to October 31st. It is up to each rider if they want to utilise this or not. It will be based on a 4-week block and outline different rides/workouts & recovery methods, along with suggestions on progressions. This programme will be periodised for February/March peak to maximise the national race season and be relevant for both XC and Enduro athletes.

Custom Training Programmes

Development Squad riders get a discount on Training Programmes by \$25 per week. And a further discount if they sign up for the 4-month or 10-month programme.

4 Month Custom Programme

Custom Training programmes are encouraged for all Development Squad riders. We suggest year 8, 9 and 10 riders utilise the 4-month training programme (November 1st to March 1st) to maximise their race season, while maintaining healthy balance with other sport and the rest of their life. We encourage riders on this programme to have a quality cycle computer, cadence sensor and speed sensor and a heart rate monitor. Programme Cost \$550

10 Month Custom Programme

We encourage year 11, 12, and 13 riders to utilise the 10-month custom training programme (May 1st to March 1st) to maximise their development and potential for the race season. This is delivered in a sustainable way that takes other areas of life into account when prescribing load. In addition to a cycle computer, cadence sensor, speed sensor and a heart rate monitor, we encourage riders to have a power meter if they are XC focused. Programme Cost \$1200

Other Training Programme information

We can start training programmes outside of the time windows listed above too if needed or event targets sit at different times of the year.

If a rider is writing their own training programme or obtaining a training programme from another professional, this needs to be transparent, and any changes disclosed with the head coach of DirtCraft immediately.

Mentoring

Riders form organic bonds with the DSC. DSC ensure they are approachable and role-modelling the DirtCraft values. DirtCraft also engage older former DirtCraft riders to interact with the Development Squad. This means there is a range of people for Development Squad riders to engage with enables them to find role models in people that they can relate to. As a Development Squad riders get older, they are organically paired up with younger riders as the mentor to support and guide the journey of others. This enables strong vertical connections between age groups and a new perspective for learning in both a leadership sense and follower sense. This is ingrained throughout workshops, trips, events and training.

Camps and day sessions

Camps are planned to occur in Tauranga twice a year. Once in December, around a week or so prior to Christmas and sometime in the T1/T2 School Holidays. We are always open to other camp venues so if you have contacts or a location that could accommodate us at an affordable rate please get in touch. If there is need and demand, there is a chance that a camp can occur in Rotorua. If this is the case then there will be an additional cost to cover venue usage, transport and accommodation. This cost is around \$150 but will be communicated in due course if necessary.

We'll be dynamically assessing the riders, their patterns of weakness, and delivering day sessions to address said weaknesses. This will be on an organic basis with a targeted approach. I.E the junior XC group, or all Enduro females.

DirtCraft expectations

Different camps have different objectives. Camps may be split into junior (Year 8 to 10) and senior (Year 11 to 13) or run all together. This along with the content and riding will depend on the camp objectives. We will provide riders with a camp timetable and gear list around 2 weeks out from the camp. Camp dates will be locked in at least 10 weeks prior to the camp in most cases.

Riders' expectations

Attend camp, have fun, learn, connect and try your best.

Parents expectations

Stay in the loop with information, schedule the camp into calendar, pay additional camp cost if it does get moved to Rotorua (if this is the case then the camp becomes optional).

Other Benefits & Opportunities

Guest speakers & high-profile athlete appearances

Often, we'll have guest speakers and high-profile athletes or educators engage with DirtCraft. The Development Squad will be invited to these opportunities to connect with these individuals or groups.

Up to 4 DirtSkill groups annually

Riders will be provided a discount code when registration opens in Term 4 & Term 1 for DirtSkill groups. Riders will be able to access up to 2 DirtSkill groups per term at no additional cost.

For example:

Monday 4.30pm to 6.00pm + Wednesday 6.00pm to 7.30pm in Term 4 &

Monday 4.30pm to 6.00pm + Thursday 4.30pm to 6.00pm Term 1.

Parent & Rider communication platform.

Development Squad will provide a WhatsApp platform for parents and riders to engage, communicate and coordinate with one another and the DSC.

Development Squad riders will have an Instagram group chat to engage with one another and coaches.

Regular Group Rides

DirtCraft will encourage the riders to coordinate regular rides for social connection and training progression. This will need to organically fit in with busy race, training and life schedules.

Service Opportunities

DirtCraft intends to annually host an opportunity to raise money for a specific area of the community. This may be in the club, a charity or even Summerhill. DirtCraft will facilitate fundraising opportunities which Development Squad members will be encouraged to partake. DirtCraft will also coordinate other service opportunities including working bees on trails, and fundraising opportunities for riders.

Financial Guidance within Mountain Biking

Feel free to utilise the knowledge and experience of the head coach when it comes to questions regarding purchasing bikes, targeted races, parts & upgrades, how the bike industry works, prioritising equipment purchasing. All of this is at no charge for parents of riders involved in the Development Squad. This will help your money to stretch further.

Future services to integrate

- HighFit sessions (not included this year, but will be for future years)
- Integration opportunities into the world beyond Highschool (not included this year but will be for future years).
- Let us know your ideas, on cool things we can utilise this platform for.



Development Squad Costs

Cost Overview

The Development Squad annual payment can be paid over the year. But the rider must commit to the whole season.

Quantifiable Value

- | | |
|---|-------------------|
| • Robust & targeted selection process to establish a high standard. | Valued at \$50 |
| • At least 16 hours of rider workshops. | Valued at \$560 |
| • At least 2 hours of parent workshops. | Valued at \$120 |
| • Facilitate event trips outside of the region. | Valued at \$180 |
| • At least 5 hours of 1:1 guidance. | Valued at \$350 |
| • Generic training plan (October only 2024/2025 season) | Valued at \$60 |
| • Summer & Autumn Camps | Valued at \$700 |
| • Up to 4 DirtSkill groups annually. | Valued at \$745 |
| • Custom training plan 4-month available at \$550 | Savings of \$470 |
| • Custom training plan 10-month available at \$1200 | Savings of \$1440 |

Total quantifiable value included in the package: \$2765.00 + savings

Unquantifiable Value

Unquantifiable value will enable to rider to access:

- Supported environment to explore, test and develop who they are (Integrity).
- Autonomy with decision making and leading their development (Independence).
- Push their comfort zones, boundaries and navigate a range of experiences (Courage).
- Facing consequences or rewards for their decisions, goals and actions (Accountability).
- Shape their world view from peers, mentors, resources and experiences (Growth Mindset).
- Navigate adversity through events, training and social interaction (Resilience).
- Belonging and connection with others through our rich team culture (Self-Awareness).
- Consistently work to challenge their own thoughts, abilities and skills (Grit).
- Partake in initiatives that help causes greater than themselves (Service).
- Engage with people in a range of environments (Maturity, Teamwork, Respect & Fun).
- Parent & Rider communication platform.
- Financial guidance within Mountain Biking
- Guest speakers & high-profile athlete appearances.

Total unquantifiable value = A prepared capable young adult who can better transfer skills developed in the Development Squad into life.

Cost Breakdown

The 2024/2025 Development Squad season is shortened compared to normal. It will run from September 28th until April 28th. We have attached a discount to reflect this. Normally the season runs from mid-June until mid-April. We are aware this date is just prior to NZSSC in Christchurch.

The fundamental cost associated with Development Squad is the **annual payment**. This is the \$2800 figure minus any discounts applied.

Event trip payments are determined by the athlete's commitment to the trip or not.

The **camp location change payment** is only sent if the camp is moved to a location outside of Tauranga (\$150). The additional cost here is to cover accommodation, travel and venue usage.

External costs include race entries, flights, bike and equipment purchasing, travel insurance, race licencing, all of this is outlined in our free budget guide resource. External costs need to be covered directly by families unless agreed otherwise.

Development Squad Annual Payment

As the rider must commit to the whole year, payment termination may be negotiated in extreme situations. Annual payment can be made in one lump sum at the start of the season or in 3 lump sums by negotiation. Even if a rider gets injured, they are still encouraged to take part in the Development Squad as there is plenty of value and support available in this situation. Renew occurs in June 2025 for the 2025/2026 season.

Event Trip Payments

Event trips are optional. Families are only invoiced for trips that their child plans to attend. Event trip payments are broken down into two parts.

1. **Deposit invoice** (this is nonrefundable) and is sent out once the trip is planned.
2. **Balance invoice** is sent out a few days prior, during or just after the event has occurred. It is expected that this be paid promptly.

If a rider is injured, in most cases we still encourage them to attend the trip to retain the learning and experience beyond riding. If they choose not to, then they are not entitled to pay the balance payment.

Future years

Please note that annual costs will change each year. This will be determined by:

- Additions of services to the programme.
- Subtractions of services to the programme.
- The rate of inflation +1%.
- Change in value or quantity of services to the programme.

This will be done at the start of the season in June 2025, and we will be transparent.

Discounts

The retail cost for this programme is \$2800.

However, we are providing the following discounts:

Shortened season discount (24/25 season only)		-\$425
Founding members discount (24/25 season only)		-\$225
Ambassador discount (optional)		-\$555
Obtaining DirtCraft Partnerships	Can range	-\$50 to \$600
Rider Assistance Initiative (by application)	Per year up to	-\$1000

For the 2024/2025 season we expect most riders to go for the ambassador discount at least. This combined with the short season discount and founding member discount will bring the cost to \$1595.

Founding Member

We are offering a discounted rate for riders to become founding members of the new Development Squad. Support may expand beyond April 2025 but renews in June 2025 (we encourage riders to have some down time between April and June). Discount Value -\$225

Ambassador

We truly value helping to shape each individual athlete and person. We also want to make this affordable. Thus, we are introducing DirtCraft ambassadors. In return for us putting 100% effort into the individual we would like some support back in the way of lifelong ambassadors for DirtCraft. Check out the 'DirtCraft Ambassador Contract' for details to see what this entails. Anyone who passes the Development Squad selection criteria is eligible to be an ambassador. Discount Value -\$555

Shortened Season

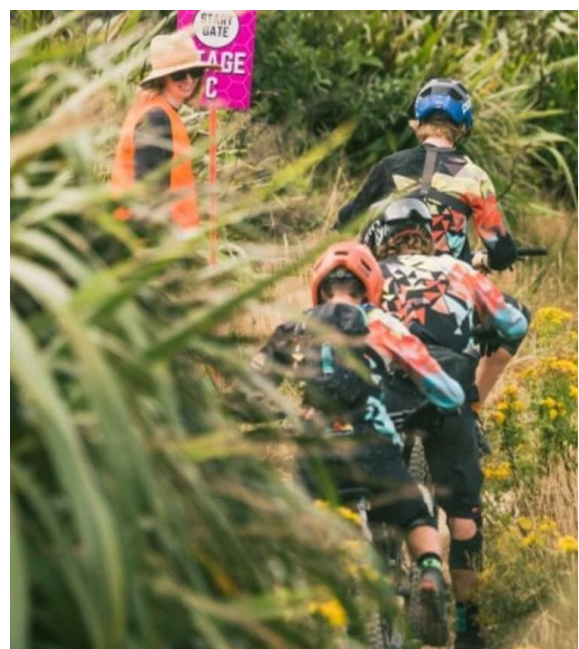
As this is a shortened season prices have been reduced to reflect this. Discount Value -\$425

Family Discounts

If a family has more than one rider involved in the Development Squad, then they may be eligible for a family discount on negotiation. Contact head coach. Discount Value -\$ variable

DirtCraft Partnership Finder's Fee

If you can obtain a financial sponsor/partner for DirtCraft then you are able to retain up to 20% of the value of the sponsorship as a credit to your account. This can be a great way to organically work with your network to support our cause. More details can be found in the 'DirtCraft Partnership Proposal'. -\$ variable



Rider Assistance Initiative

The RAI is in place to help committed riders who face higher deprivation. We don't want finances to be a barrier for our services. Don't be shy, go ahead and apply. You can apply for up to \$1000 annually. Discount Value -\$ variable

Fundraising

Team members have the option to work together to fundraise over the season to pay for some of their expenses under the DirtCraft brand. DirtCraft often provides opportunities for riders and families to fundraise, in the past this has been volunteering at events external of DirtCraft, running BBQs and canteens at MTB events including AIMS Games, and splitting and selling firewood. Discount Value -\$ variable

Self-Funding & Other Avenues

Another option is self-funding. We encourage all riders to put some of their own money towards the sport. Weather this is travel costs, coaching costs or equipment costs.



Selection Process

Prerequisites

Development Squad is for riders who:

- Are known to DirtCraft.
- Are year 8 to year 13.
- Prioritise Cross Country or Enduro over other disciplines and other sports.
- Want to achieve their potential as an athlete.
- Want to utilise the sport to grow as a person.
- Regularly demonstrate enjoyment, respect, teamwork and maturity.
- Have parents or guardians that support the DirtCraft vision.
- Score 11 or above from the selection criteria in the application.

The Head Coach determines if the rider meets the above prerequisites or not.

Application

Applications have 4 key areas.

Values **Goal Setting & SWOT** **Technical Skills** **Timed Segment**

Riders must gather the necessary evidence of technical skill and timed segments. Then collate this information with their Values & Goal Setting evidence. We recommend using the Development Squad Application Template. Then submitting this to tristanhrider@gmail.com.

The applicant needs to provide an application that outlines how they meet the four areas.

1. Articulate an area of strength and an area to progress of the DirtCraft values (Subjective)*.
2. Demonstrate their goals in the sport and life, complete a SWOT analysis (Subjective).
3. Technical Skills standards (Objective).
4. Timed Segment Physiological standards (Objective).

* Subjective refers to the decision making of the DSC. Development Squad Selection Matrix V1 document outlines **how the four areas of selection work**.

Upcoming Skills testing dates are 24th August & 15th September at Oropi MTB Park. We will be releasing more information about this closer to the time. To those who have registered interest.

Getting started

Right now, if Development Squad is something that interests you. Pause reading and fill out the [‘Development Squad Applicant Interest’](#) form before you continue.

Once completing this document, we highly recommend that you have a look through the documents at <https://dirtcraft.nz/development-squad/> to get details for different areas of the Development Squad. There are also some great tools and resources on there. These will help you better understand the Development Squad and how selection works to increase your chance of submitting a successful application. See the timeline below to save key dates in your calendar.

Timeline

1. Rider decides they want to apply for the Development Squad. *
2. Rider ensures they meet the prerequisites and completes the Google Form [‘Development Squad Applicant Interest’](#) by August 10th. **
3. Rider researches and understands the application process.
4. Rider attempts timed segments between July 1st and 17th September 2024.
5. Attend technical testing day(s) to obtain skill measure. 24th August and or 15th September.
6. Rider collates Technical Skills area score, Timed Segment area score, value area and goal/SWOT area results and writes their application based on the template.
7. Rider submits application prior to 17th September.
8. DSC reviews all applications throughout 18th to 21st September.
9. DSC meet to discuss applications and calculate results 21st September.
10. Rider is notified of their acceptance or denial of application along with reasoning 22nd September.
11. Riders, DSC and parents meet for first workshop, expectation outline and contract signing 24th September. (This is your final chance to opt out of the Development Squad).
12. Development Squad commences 28th September.

*Please note that we will do everything we can to work to these dates.

****We will communicate to those who have completed applicant interest** any changes, updates, confirmation of times and venues in due course. This includes releasing of Technical testing information and guidance.

Details for the four areas of selection

Check out the Development Squad Selection Matrix V1 document to find out **how the four areas of selection work**. This can be found at <https://dirtcraft.nz/development-squad/>

Application Template

Check out the Development Squad **Application Template** to help structure your application. This can be found at <https://dirtcraft.nz/development-squad/>

Other selection related information

Non selection

If you do not meet prerequisites in the perception of the Head Coach (Tristan) then you will be contacted on the notification date 22nd September 2024 or prior. If you do not obtain a total of 11 area points in selection you will be notified by the head coach also along with recommended areas to improve for your application next year. The DSC plans to meet on the 21st of September.

Reselection

After completing a year in the Development Squad a rider will not have to reapply unless:

- They have been absent for a significant amount of time.
- In the view of the DSC, they are not upholding the DirtCraft Values.
- In the view of the DSC, they are not working towards their goals to the best of their abilities.
- Their skills or physiology is not tracking as anticipated by the head coach.



Summary

The Development Squad embodies the "it takes a village" concept. Our goal is to provide all this value to the right people at a rate that is sustainable for DirtCraft to operate but also with opportunity for it to be financially and logistically accessible for individuals that it is designed to assist.

We go beyond coaching, offering mentoring, workshops, camps, training, and event travel opportunities. This supportive environment fosters athletic ability and personal growth to transfer skills into wider life.

Now let's get started!

Register your interest before August 10th at: [Development Squad Applicant Interest](#)

More resources can be found at: <https://dirtcraft.nz/development-squad/>



This document goes on to outline:

Expectations and standards to uphold throughout the Development Squad.

Rider and Parent Declaration

Signing and Annual Payment Discount confirmation

General Expectations and Standards

Outlined below is an overview of how we expect team riders to operate in a general sense.

Vision & Values

- Riders understand the DirtCraft vision and are working towards fulfilling it in their way.
- Riders understand the DirtCraft values and continue to develop them in their own way.
- Riders represent the vision and values to the best of their ability.
- Riders display maturity, teamwork, enjoyment and respect.

Team Culture

- All riders must acknowledge that they should work to enhance the positive team culture.
- Representing our vision, values and developing into a great young person is just as valued as race results.
- Some situations will require riders to be unsupervised on their own or in groups; it is up to the athlete to maintain respect and maturity while using common sense and following previous instruction.
- Riders must respect the rights, dignity and worth of all participants.
- Team riders must treat teammates and DSC with the utmost respect.
- All riders must follow instruction of DSC (including external individuals/groups) with respect.
- There will be shared accommodation/living/cooking facilities with other male or female riders or DSC at camps and events.
- Sleeping arrangements will always separate male and females. It is vital for squad members to conduct themselves in an appropriate mature manner in these independent situations without bringing another team member, DSC or themselves into disrepute.
- Team members and their families understand that for a DirtCraft Development official overnight trip/event/campaign to occur there needs to be a same sex chaperone present for each gender present. In some cases, there can be limited options around this and either one of three outcomes will occur:
 1. A same sex chaperone is sourced and attends the event trip,
 2. Parents and the athlete acknowledge there is no same sex chaperone present and confirm they are comfortable with the situation and DSC attending,
 3. The athlete does not attend the event trip because there is no same sex chaperone available.

Communication

- Communicate with DSC as soon as possible around any issues involving travel, training, racing, finances, internal squad controversy, external controversy or other issues that may impact your performance, image, results, the team's ability to achieve its goals, team and rider image, the squad's culture, the club, team sponsors, other members.
- Throughout the year riders will face challenging situations, due to the nature of mountain biking, riders may face these challenges on their own. There will be health and safety risks that are limited and controlled as best as possible by the coach and manager, these challenges will teach riders to take ownership and develop as young people.
- Immediately inform the squad coach or manager of any illness or injury that could impact on the riders' ability to compete, train or participate.

Health and Safety

- Riders and DSC must abide by the DirtCraft Health & Safety Policy.
- Riders and DSC must abide by the DirtCraft Interaction Policy.
- Riders and DSC must abide by the DirtCraft Child Protection Policy.
- Riders must warm up and cool down properly.
- Riders are not allowed to smoke any type of cigarette, E cigarette or vape whilst representing DirtCraft.
- Members cannot consume alcohol, recreational, or performance enhancing drugs whilst representing DirtCraft.
- Driving in a vehicle during camps and race trips will be with a fully licensed DSC or approved parent.
- Any team member driving themselves to or from a squad activity must have a restricted or full license and cannot take passengers unless given permission by DSC and it is legal to do so.
- Some sessions may be independent which will mean riders may not always be supervised, this requires riders to take every effort to adhere to the road code when riding on the road and conduct themselves appropriately.
- Photographs of riders will be taken throughout the season. Riders may have access to these photos.
- Team members are required to follow all instructions from DSC while in their care.
- Riders are to compete within the legal boundaries as set by the World Anti-Doping Agency (WADA).

Declarations

Rider Declaration

The rider has read and agrees to uphold the expectations of them in this document.

The rider understands it is their responsibility to represent DirtCraft to the best of their ability.

The rider understands that mountain biking and related training require a high level of risk.

The rider is expected to complete the challenges to the best of their abilities.

The rider may sustain physical injuries while apart of the Development Squad.

The rider may have equipment damaged or broken while partaking in the Development Squad.

DirtCraft will take reasonably practicable measures ensuring riders and equipment is safe.

The rider understands that the DSC in charge of the group will be acting in 'Loco parentis' and in the event of an accident, where the riders' parents are not present.

Parental Declaration

The parent has read and agrees to uphold the expectations on them and their child.

The parent understands it's their child's responsibility to represent DirtCraft.

The parent understands that mountain biking and related training require a high level of risk.

The parent understands that their child is expected to complete the challenges to the best of their abilities,

The parent understands their child may sustain injuries while apart of the Development Squad.

The parent has considered the nature of the Development Squad and discussed this with their child and is satisfied their child can uphold the expectations outlined in this document.

The Parent is satisfied that their child is sufficiently responsible and competent to assume full and entire responsibility for their own safety, under the supervision of a DSC when available.

The parent understands their child may have equipment damaged or broken while partaking in the Development Squad.

The parent understands that DirtCraft will take reasonably practicable measures ensuring riders and equipment are safe.

The parent understands that the DSC in charge of the group will be acting in 'Loco parentis' and in the event of an accident, where the riders' parents are not present.

The parent agrees to attend all parent workshops where reasonably practicable.

The parent acknowledges that throughout the year their child will face challenging situations, due to the nature of mountain biking and sporting teams or may face adversity on their own as dictated by the Coach. Riders will be tested mentally and physically to grow and develop into well rounded young adults who are passionate about the sport. In some cases, riders may face these challenges on their own and not succeed. We ask that Parents are patient and trust the process DSC is putting them through to develop different areas of their mental and physical growth. Some of these challenges will be artificially created by DSC, and some will be organically generated from the environment for the child to work through, grow and overcome. Organic adversity will be monitored by DSC to challenge the child, not demoralise the child.

Should a parent be concerned about this development process they should contact the coach immediately to discuss and resolve the issue, and in doing so not seek to influence the riders learning process. In these challenging situations we endeavour to always keep the child safe from any preventable external harm. Parents need to understand the Coach takes all reasonable precautions to ensure participant safety during the sessions but accept there is still a risk of injury/accident.

The following section is only valid for successful applicants and will be completed on the 28th September. DirtCraft will provide you with a copy of this signing page.



Finalised Cost & Signing

The annual figure agreed may be paid upfront or through the season but needs to be paid in full by February 15th 2025.

Annual Payment & Discount Confirmation

Amount	Item	Requested	Approval
\$2800	Total Retail Cost		
-\$225	Founding Member	<input type="checkbox"/>	DirtCraft approved:
-\$555	Ambassador	<input type="checkbox"/>	DirtCraft approved:
-\$425	Shortened Season	<input type="checkbox"/>	DirtCraft approved:
-\$?	Family Discount	<input type="checkbox"/>	DirtCraft approved:
-\$?	RAI	<input type="checkbox"/>	DirtCraft approved: Upon application
-\$?	Partnership Finder's Fee		DirtCraft approved: Upon agreement

\$ Amount to pay

Signing

By signing this document, I agree to/my child agrees to abide by the expectations while being involved in the DirtCraft Development Squad.

By signing this document, I agree to the payment terms and the arranged amount to pay.

Signing Date:

DirtCraft Sign:

DirtCraft Name:

Rider Sign:

Rider Name:

Parent Sign:

Parent Name: