



Junior _____

COACHING

Be Fearless. Be Empowered. Be You. Be Elite.

NDE
NORTH DAKOTA ELITE

OUR MISSION

Here at North Dakota Elite, we're not just passionate about building athletic stars, but also crafting individuals who shine bright in all aspects of life! Through our diligent efforts, we teach the value of hard work, mental resilience, teamwork, accountability and community. We are dedicated to cultivating an environment that celebrates collaboration and selflessness, fostering a collective mindset that values unity over individual triumphs. Our goal is not just to excel in sports performance but also to nurture personal growth, build character, and foster a tight-knit community within our athletes, staff, and families. Together, we aim to inspire and uplift each other to reach new heights, embodying our Elite values of Empowerment, Leadership, Integrity, Teamwork, and Excellence.



Chelsea Hermanson
Gym Owner & Coach

ELITE VALUES

- Empowerment - Empowering young athletes to reach their full potential
- Leadership - Instilling leadership skills on and off the mat
- Integrity - Promoting honesty, fairness, and good sportsmanship
- Teamwork - Emphasizing the value of collaboration and working together
- Excellence - Striving for excellence in skill development and personal growth

Our Elite Values will be followed and represented by myself, the coaches, the athletes, and the parents

Thank you, Chelsea Hermanson



The Best Team

MEET THE DIRECTORS



Chelsea Hermanson

Gym Owner

☎ 701-793-8754



Emily Smedshammer

All Star Cheer

☎ 701-540-2350



Brenna Lachowitzer

Camps & Events

☎ 701-893-8197



Acacia Wetzstein

Merchandise

☎ 701-200-1739



Cheyenne Kyner

Social Media & Marketing

☎ 701-200-4039





JR. STAFF PROGRAM OVERVIEW

The North Dakota Elite Junior Staff Program is designed to empower athletes to take on leadership roles within our gym community. As representatives of our program, Junior Staff members are expected to embody the highest standards of conduct, character, and commitment. Being a Junior Staff member is more than just a title, it's a commitment to leading by example and helping shape the next generation of athletes.

ELIGIBILITY & APPLICATION

- Junior Staff positions are seasonal and open to all eligible athletes through an application process.
- Athletes must apply each season using the designated Google Form.
- Selection is competitive and based on leadership potential, attitude, coachability, and alignment with our Elite Values.


EXPECTATIONS OF JUNIOR STAFF

Junior Staff members are leaders and role models. As such, they are expected to:

- Consistently demonstrate a positive, respectful, and enthusiastic attitude both in and outside the gym.
- Be a source of support and encouragement to younger athletes and teammates.
- Take initiative, be dependable, and always show up prepared to assist coaches and lead by example.
- Uphold and promote North Dakota Elite's core values.

DRESS CODE

Junior Staff are required to wear designated apparel each time they are scheduled to coach or assist.

- Available apparel:
 - Tank Top – \$15
 - T-Shirt – \$15
 - Crewneck Sweater – \$22
 - Apparel must be purchased and worn as a visible identifier of your role on staff.
- 

JR. STAFF PROGRAM OVERVIEW

CONDUCT STANDARDS

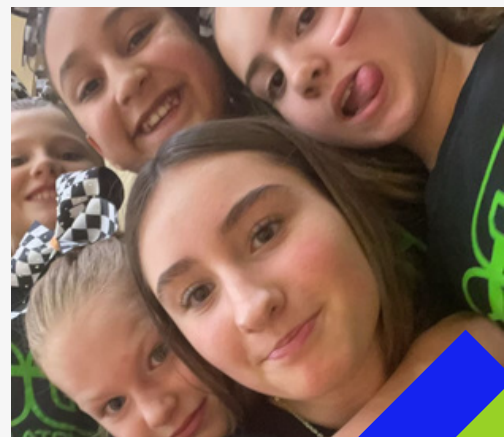
- Junior Staff must maintain excellent behavior at all times, in person and on social media.
- Any behavior that reflects poorly on the gym, staff, or program may result in disciplinary action or removal.
- Respect toward coaches, athletes, parents, and fellow staff is non-negotiable.

COMMITMENT & ACCOUNTABILITY

- Junior Staff members are expected to be punctual and reliable. Repeated tardiness or unexcused absences may lead to dismissal.
- If unable to attend a scheduled session, prior notice must be given to your supervisor or head coach.
- Junior Staff are expected to actively engage with younger athletes and not be passive observers during sessions.

PERFORMANCE REVIEWS & PROGRAM REMOVAL

- Athlete performance will be reviewed regularly.
- Athletes who are not meeting expectations or upholding the Elite Values may be:
 - Given a warning and an opportunity to improve.
 - Placed on probation.
 - Removed from the Junior Staff Program if necessary.





JR. STAFF PROGRAM OVERVIEW

We offer two levels of Junior Coaching staff: Junior Staff 1 and Junior Staff 2.

JUNIOR STAFF 1

Junior Staff 1 operates on a volunteer basis only. All junior staff athletes are required to begin here and complete this program before advancing to Junior Staff 2.


Requirements:

- Athletes must have been a member of North Dakota Elite for a minimum of one year.
- Athletes must be 14 years old or older.
- Athletes will be assigned to classes and recreational programs.
- If your athlete is coaching a recreational team, attendance at performances is not mandatory, though it is strongly encouraged.

JUNIOR STAFF 2

Junior Staff 2 operates on a tuition credit basis. All junior staff athletes are required to pass Junior Staff 1 before advancing to Junior Staff 2.

Requirements:

- Athletes must have been a member of North Dakota Elite for a minimum of two years.
 - Athletes must be 14 years old or older.
 - Athletes will be assigned to classes and teams.
 - It is the athlete's responsibility to complete a time sheet to receive credit toward their tuition. Please note that any missed time sheets will not be credited retroactively. Thank you for supporting us in teaching your athlete about responsibility.
 - If your athlete is coaching a team, attendance at competitions and camps will not be credited as they are not mandatory to attend.
- 



Statement of Understanding

I have read and understand all portions of the JR. Staff Handbook. If at any time I have questions regarding any of the policies, I know how to contact a member of management.

JR. Staff Member Printed Name

JR. Staff Member Signature

Parent / Guardian Printed Name

Parent / Guardian Signature

Date Signed

NDE
NORTH DAKOTA ELITE

