



# Parent Handbook & Team Code of Conduct

Youth Climbing Teams  
2019/2020 Season





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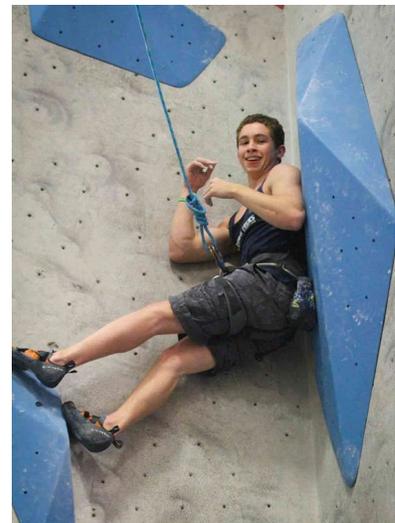
## Climbing Team – History and Mission:

The climbing team was launched in 1998 with eight eager young climbers; just a year after Earth Treks' first climbing gym in Columbia, MD opened its doors. At that time only one of the team members even competed. Today, Earth Treks' climbing team boasts over 300 competitive athletes, and dozens of nationally ranked climbers.

**Climbing Team Goal:** *To develop high performing climbing athletes in a way that emphasizes fun, fosters a love of the sport, and supports each team member's personal development and growth.*

## Team Levels:

- **Introductory Team**
  - A once-a-week team for athletes with some climbing experience, who are hooked and want to learn more about climbing and the climbing community. This team introduces athletes to our team culture and community, teaches basic climbing skills, and helps athletes feel comfortable and excited to train with their peers. No competition participation required.
- **Intermediate Team**
  - A twice-a-week team for athletes who demonstrate love of the climbing community, enthusiasm to work with coaches and peers, and focus during practice. This team introduces athletes to physical, mental, and technical rock climbing skills as well as a more structured training environment. Participation in entry-level competitions encouraged.
- **Advanced Team**
  - A twice a week team for driven, focused, and mature athletes who demonstrate dedication to their team and mastery of basic climbing skills. This team introduces advanced movement skills, more extensive physical training, and preparation for performance situations. Participation in USA Climbing competitions strongly encouraged.
- **Competitive Team**
  - A three-times-per week team for exceptionally mature, driven, and dedicated athletes training for competition on the National stage and beyond. This team emphasizes sport-specific and competition-specific training. Participation in USA Climbing competitions is mandatory.



## Tryout Details and Criteria for Participation:



All team level programs (Introductory, Intermediate, Advanced, and Competitive Team) are by invitation only and require a successful tryout. Tryouts are utilized to ensure that every team member is placed on the team that best matches their skills and goals. Space limitations also necessitate the use of competitive tryouts. **Team members must be between 6 and 19 years of age.**

**Anyone new interested in joining the Climbing Team must submit an application for consideration in the program.** We use this list of athletes to fill our program when spots become available throughout the year. Applicants will be contacted if and when a spot becomes available and are asked to try out youth team to see if it is a good fit for the climbers needs and where the climber might fit best into our program.

**\*\*Current team members will have specified times during the season to have a personal review with the coaches to assess goals and determine best fit within the program.**

There is no strict performance requirement used for tryouts; rather each child's climbing ability is assessed relative to their peers. Their motivation and ability to meet the expectations of the different teams is also considered. In all cases, prospective team members must demonstrate a positive attitude and a commitment to their personal development as a climber.

All athletes are expected to treat both their peers and coaches with respect both during try outs and beyond. By joining an Earth Treks team, you're agreeing to live up to our [Team Code of Conduct](#), and spots on the team can be revoked.

## **Belaying Policies**

At El Cap, our standard belay policy requires customers to be 13 or older to take the belay check. This is due to the level of responsibility and focus required in belaying and especially lead climbing/belaying. We provide specific exceptions in instructional settings based on the needs and goals of a particular program, though there are strict policies and guidelines for these exceptions which are outlined below. These exceptions vary, based on age and team level, as we take into account the average experience level of the athletes.

Please note: we do allow minors on the Youth Climbing Team to participate as belayers during Youth Climbing Team activities. That means any athlete, when participating in the Youth Climbing Team activities, may be belayed by an Earth Treks employee, a minor Belay, or another adult or parent. In certain circumstances we also allow minors on the youth climbing team who are under the standard minimum belay age of 13, but no younger than 8, to Belay, at the discretion of the Head or Lead coach after passing a belay check, at which point they may belay any athlete in the program.

### **Types of Exceptions:**

EL-Cap has two levels of exceptions available to our youth members.

Exception: During Programmed Time:

These exceptions can only occur during scheduled times that a program is running, but extend to other events El Cap is sponsoring or participating in while providing coaching/supervision, like competitions. **Any athlete belaying must be trained and have passed the appropriate checks as outlined in the Team tracking sheets which are kept at the gym.**

- Introductory Team (Head Coach Approval Required for all):
  - **Top Rope Ages 8**
    - Can Top Rope belay with back up from peer and staff are required to conduct a pre climb check.
  - **Top Rope Ages 9-12**
    - No back up required after passing the check
    - Staff are required to conduct a pre climb check
    - Blue Card (Team Top Rope Only) is needed
- Intermediate, Advance and Comp Team (Lead Coach Approval Required for all):
  - **Top Rope Age 8:**
    - Peer back up required
    - Staff are required to conduct a pre climb check
    - No Tracking Sheet or Belay card is needed as the program provides direct supervision to each participant
  - **Top Rope Ages 9-12:**
    - No back up required after passing the check
    - Staff are required to conduct a pre climb check
    - Blue Card (Team Top Rope Only) is needed
  - **Lead Climb Ages 9-12:**
    - Parent must sign Lead Rules and Assumption of Risk doc.
    - Athlete must take the full check from front desk.
    - No staff are required to conduct a pre climb check.
    - Yellow Card (Team Lead Climb Only) is needed
  - **Lead Belay Ages 11-12:**
    - Same as above, plus the use of a GRIGRI is required.
    - Orange Card (Team Lead Climb and Belay Only) is needed

Exception: Outside of Programmed Time

In rare cases, an athlete on Advanced or Comp Team may apply for an exception to top rope belay, lead climb or lead belay outside of practice time. These exceptions are based on a demonstrated need for the athlete's continued training and require additional checks and approval since there is no guaranteed supervision or support outside of practice time. These privileges are only available and granted to athletes who have demonstrated continuous and excellent belay and climbing technique as laid out in our training and tracking documents. They also need to meet the highest standards of the team's culture, including goal focus, responsibility and athlete behavior.

All the previous requirements are still in effect, along with the following additional steps for each level. Tracking of the athlete is continued on the same tracker sheets for continuity of the athlete's ability. **Head Coach as well as Parent/Guardian approval, indicated by signing the appropriate team belay tracker, is required for all of these exceptions.**

- Introductory and Intermediate Team: Not an available option
- Advance and Comp Team
  - **Top Rope Only Ages 9-12**
    - At least one month with Team Top Rope certification
    - Must complete a second top rope belay check with desk staff
    - Issued Red Belay Card
  - **Lead Climb Only Ages 9-12**
    - At least one month with Team Lead Climb only certification
    - Must complete a second Lead Climbing Check on 11a route or harder
    - Issued Purple Belay Card
  - **Lead Climb & Belay Ages 11-12**
    - At least one month with Team Lead belay certification
    - Must compete a second Lead Belay Check with GRIGRI
    - Issued Green Belay Card

**Note: A climber with an outside of programmed time exception can only belay the following**

- Parents and siblings with parent approval.
- El Cap youth team members age 9-12 with an outside of practice belay exception of the same level or higher or El Cap youth team member ages 13+ with a standard belay check.

## **Competitions:**

All climbing team members will be encouraged to participate in competitions as appropriate to their age level and ability. There are several options for competitions including: those run and hosted by our company, individual events or series run and hosted by other gyms, and USA Climbing sanctioned competitions. Our goal is to help athletes understand and develop a healthy relationship with competition climbing, so guidelines for which events are appropriate for different age/ability levels is listed out below.

### **Non USA Climbing Events:**

Earth Treks and several other gyms in our area host both a mix of USA Climbing and non-USA Climbing sanctioned events. For most non-USA Climbing sanctioned events, we do not send coaches, but these can be great opportunities to get your athlete and even parents, siblings, involved in climbing competition in a lower stress setting. The Head Coaches will occasionally send information about these community or gym specific events to the team, and we encourage you to read the descriptions and then reach out to your child's Head Coach to determine if the event is a good fit.

### **Intramural Competitions:**

Earth Treks will host an Intramural competition for Intro Team athletes once per USA Climbing season. Bouldering season runs September-February and Sport/Speed runs March-July.

These Intramural competitions are designed to provide athletes and families new to the Team or competition an opportunity to experience comp climbing in a lower stress and more supportive environment. These events will mimic USA Climbing local competitions, but at substantially lower cost and with less stress!

- We strongly suggest that Intro Team athletes attend at least one Intramural event before competing at USA Climbing sanctioned events.
  - Coaches will be present in a higher ratio than at USA Climbing sanctioned events to provide support and coaching to athletes.
  - We also encourage parents to volunteer for these events to get training and experience in the volunteer positions necessary at USA Climbing competitions.
    - Volunteering is a great way to help the time fly during a comp and decrease stress for the parents and athletes. Athletes benefit from having familiar, friendly faces at each climb, and parents often mention how much less stressful competitions are when they volunteer.

Dates and Registration for these Intramural events will be announced by the Head Coach and emailed directly to Intro Team families. If there are athletes at other levels of Team who are nervous about competition they are welcome to attend these events if there are still spots available. We also encourage athletes from the Competitive Team to volunteer at these Intramural events to support and build more community with our newer athletes.

### **USA Climbing:**

Climbing team members on Intermediate, Advanced and Competitive Team are encouraged to participate in the competitive circuit run by [USA Climbing](#) and practices are tailored to prepare for upcoming events. The importance of participating in competitions (aka “comps”) grows as you progress through the Earth Treks team ranks, though Competitive Team is the only level where participation in competitions is required.

[USA Climbing](#) is the national governing body of competitive climbing in the United States and competitions run from September thru July. Success at the Regional level sets climbers on a path to the Divisional, National, and even World level. The year is broken into two seasons; the Bouldering Season in the fall and the Sport and Speed Climbing Season in the spring. An Introductory membership or Competitor membership is required to compete in [USA Climbing](#) competitions. Please note that to qualify for higher level comps (i.e. Regionals and beyond) athletes must be registered for a Competitor membership with USA Climbing by the close of Regionals registration and place in the top 16 in at least one local competition for that discipline. Visit [USA Climbing](#) for membership registration (memberships valid Sep. 1 – Aug. 31) and competition dates and registration.

**Bouldering Season:** Bouldering runs from September through February. This series is both youth and adult, so parents, feel free to join up.

**Sport and Speed Season:** Rope competitions involve top roping, lead climbing, and speed climbing. Sport and Speed season is from March through July. While most rope competitions are youth only, check the USA Climbing website for various events including the adult levels.



### Supervision Expectations at Competitions & Transportation:

It takes a big commitment from both athletes and their guardians to participate in the USA Climbing competitive circuit. Some competitions (including many regional events) are single day events and only require a short drive, while others are multi day events and may take place across the country. Competitions are often large gatherings and can involve overnights, offsite meals, and social events. The very nature of this travel has inherent risks to youth. ***It's the guardian's responsibility to ensure adult supervision for their children during the entirety of any competition - including the travel, lodging and offsite events that may be occurring.*** El Cap coach's responsibility for the supervision of your child is limited to their coaching duties at the competition venue.

Transportation to competitions is not provided by El Cap, but parent carpools may be coordinated. Team members are not permitted to travel with coaches to competitions, or travel in a coach's personal vehicle for any reason.

### What you can expect from our coaches at competitions:

Competitions increase in intensity and the level of coaching required as the season progresses from local events to the Championship competitions. We send coaches to usually 2-3 local comps per season, which is covered in team dues. We also send coaches to Championship events based on the number of athletes competing. Coaching at Regionals is also covered in monthly dues. The cost to send coaches is higher for Divisionals and Nationals due to travel and lodging, as well as requiring higher coaching skill and certification, so there is an additional fee per athlete (\$75 for Divisionals, and \$150 for Nationals).

#### At Local Comps:

The ratio of coaches to athletes at a local is necessarily different than at practice, as is the role the coach plays. Athletes may not have a coach from their level of team or even their gym at a comp – but any Earth Treks coach is there for all Earth Treks athletes. Competitions are much like a soccer game or other performance event - the coaches are there to provide support to our athletes on a big picture level. The general ratios for coaches to athletes at a local are listed below. These ratios necessitate athletes and parents seeking out a coach if there is a specific concern or help needed. Otherwise coaches will be keeping an eye on the big picture, giving general guidelines and strategies to follow as well as encouraging athletes to group up with teammates of similar age/ability.

Coach to Athlete Ratio for Local Comps

# of Athletes	# of Coaches
15-20	1
21-35	2
35+	3

### Communication:

The predominant method of communication will be email. In addition to the emails being sent to team member guardians, email announcements can also be sent to team members directly if the guardian requests it via the [Team Registration and Billing Agreement](#). Facebook communication between

coaches and team members/parents will be done exclusively through the [Climbing Team Facebook](#) page. Announcements about competitions, contact information for coaches/gym management, support docs/info from USA Climbing, etc will be available via the [Parent Portal](#).

## Social Media

Although social media is a great way for us to share information with our athletes, families, and community, there are inherent risks in it's use – especially for youth. To help ensure our community is aware of the risks and ways to minimize them, we encourage you to review the following resources which all look at how to help youth stay safe on the web.

[Be Internet Awesome](#) - Google's guide and resources to help educate youth in internet safety and citizenship

[Technology Use Contract](#) - something recommended on several sites, but at least gives some good ideas for guidelines and creating transparency in parent/youth expectations in social media use

[What Should Parents know about Instagram](#) - this includes a general overview of Instagram, pluses and challenges for parents and teen use, as well as another link at the bottom which includes pros and cons of Instagram

[18 Social Media Apps and Sites Kids are Using Right Now](#) – this includes general overviews and things to be aware of regarding 18 currently popular social media apps and sites. This can help with keeping up with the constantly changing landscape of apps available.

## What you as a Parent can do to support your athlete!

Parents and Coaches working together help athlete's progress further. Below are some suggestions from our coaching staff that focus on the positive growth mindset, and ways for parents and coaches to stay in communication.

- Focus on encouragement and what they are doing well
- Highlighting effort first and if celebrating an accomplishment praising the effort they put in to get them to that accomplishment rather than just the outcome
- Encourage healthy eating habits
- Partner with coaches and ask questions to learn about the sport and what your athlete is working on and how you might support them.
  - Share with coaches any concerns, pains, goals, changes, or positives you
- Get involved in Team events – whether it's volunteering at an Intramural or USA Climbing competition, or attending a Team potluck or Holiday celebration with your child.
- Read the monthly team newsletter to stay in the loop about upcoming competitions, events, and other opportunities.

## Climbing Team Code of Conduct:

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Every participant, parent and coach is choosing to be part of a *team* with a common goal *to develop high performing climbing athletes in a way that emphasizes fun, fosters a love of the sport, and supports each team member's personal development and growth*. The Code of Conduct spells out the manner in which we'll achieve the team's goals and lays out expectations for both coaches and team members in terms of how they represent the team.

### **Coach's Code of Conduct:**

El Cap coaches are given an opportunity to be an enormously positive influence on the kids that they coach, both in terms of their climbing performance and personal development. The Coach's Code of Conduct is intended to reinforce that positive influence as opposed to squelching it. However, being a coach is a privilege with great responsibility. Coaches must appreciate and respect the inherent power imbalance that exists in the relationship between a coach and a team member. Coaches are conduits through which the values and goals of the sport are channeled to athletes. Thus, how athletes regard their sport is often dependent on the behavior of their coach. The first item in the Coach's Code of Conduct refers to El Cap's Youth Protection Program, which is El Cap's compass in the handling of all issues related to the supervision of youth and abuse prevention.

**#1: I will always put the well being of climbing team members first and adhere to Earth Treks' Youth Protection Code of Conduct.**

My relationship with youth is professional, not personal.

I'll adhere to the Rule of Threes and avoid isolating myself with a child.

My language, attire, and behaviors shall be age appropriate and professional.

My physical contact with youth will be of an appropriate and professional nature.

The nature of my communication with the youth that I work with will be limited by the context of my professional responsibilities.

I will not tolerate bullying and will take appropriate actions to protect the targeted minor and discipline the individual(s) who are engaged in bullying or hazing.

I will learn to recognize the warning signs of child abuse.

I will take personal responsibility for "pushing it up" by reporting any warning signs I witness.

**#2: My coaching methods and style will at all times uphold the core values of respect and fairness.**

I will respect myself, the team members and their parents, and all others in the climbing community.

I will display high standards for the sport of climbing and of coaching.

I will treat officials and opponents with respect both in victory and defeat, and promote good sportsmanship amongst the team members. I will uphold the rules of climbing competitions.

I will strive to evenly spread my coaching time among all team members.

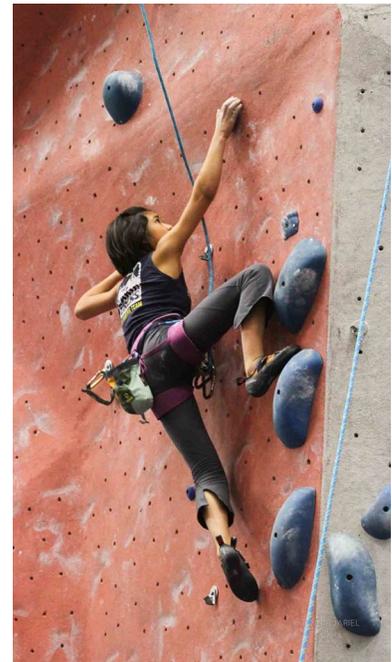
**#3: I understand that I'm an ambassador for the team, the El Cap community, and the sport of climbing and will strive to serve in that role positively at all times.**

**#4: I will commit myself to the climbing and personal development of each team member.**

I will encourage team members to achieve their personal best through positive feedback.

I will ensure that the activities being undertaken are suitable for the age, experience, ability, and fitness level of the team member.

I will promote my own development as a climber and coach by pushing my own personal limits, maintaining a passion for the sport of climbing, and seeking continuing education activities.



## **Team Member's Code of Conduct:**

### **1. I will live up to our team values of Community, Commitment, and Fun**

- I will respect and support my climbing community. This includes me, my fellow team members and their parents, my coaches, and all others in the climbing community. I will treat my team members as I would like to be treated and help them attain their goals through my support and encouragement.
- I am committed to team and myself. I will arrive at practice ready to try hard, make progress, and uphold the core values of our team. I promise to give 100% effort at practice and competitions because I am here to improve as a climber and achieve my goals. I will attend practice regularly.
- I will try my hardest while never forgetting to have fun.

### **2. I will represent the team positively through my behavior, language, and attitude.**

- I understand that words are powerful and should be used to build myself and others up.
- I understand that my actions represent myself and my team. Through my actions I will strive to positively represent myself, my team, and my climbing community.

### **3. I will strive for my personal best, while never forgetting to have fun.**

### **4. My communication with coaches and parents will be open and honest.**

- I will promptly tell coaches if I have any injury, ache or pain, or soreness either from climbing or otherwise.
- I will promptly tell coaches or Head Coach if the behavior, actions, or words of others during practice make me feel uncomfortable.
- I will communicate with coaches or Head Coach if I feel that my needs from climbing team are not being met. I will do this in a respectful way, understanding that my coaches want to support me however they can.

## Team Member Rules

- Team members must bring climbing shoes, a chalk bag or bucket (with chalk), appropriate climbing clothing with stretch or room (no jeans), and a harness to *all* practices. Team members can rent shoes and harness if needed.
  - The Team shirt is required for all practices and competitions. All team members will adhere to a “shirts on policy” whether in practice or competitions.
  - We recommend that team members follow these same guidelines outside of practice as well.
- No cell phone use during practice without permission from a coach.
- Snacks only during snack time with permission from a coach.
- Stay off the bouldering mats / out of fall zones unless actively climbing.
- Team members will do their best to arrive on time for practices and competitions, and to only miss practice when necessary.
- Team members will do their best to inform coaches if missing a practice.
- Team members will refrain from talking or disruptive behavior while coaches are addressing the group.
- Team members’ communication and contact with each other will be supportive and encouraging.
- Team members will follow all other standard rules of the climbing gym.

### ZERO TOLLERANCE:

Our goal is to maintain a welcoming environment for ALL of our team members, staff, and community. Discrimination, Harassment, or Bullying of any kind will not be tolerated, and will lead to disciplinary action which may include suspension or expulsion.

### Consequences

In the event that team members break these rules or fail to meet the expectations laid out by the Team Code of Conduct, coaches may elect to have them sit out of the activity/drill, eject the climber from practice, and contact the climber’s parents. This is entirely up to the discretion of the coach. Disagreements may be brought to the Head Coach. In situations where team members repeatedly or egregiously fail to meet expectations laid out in this document, a conversation will be had with the climber and their parent(s) about remaining on the Climbing Team. A climber’s eligibility for the climbing team is entirely up to the Head Coach and Gym Director.

## Registration Instructions & Billing Procedures:

When invited to join the Team, you will receive an email with details including the level of Team your child is invited to, and the link to register. To complete registration:

1. Follow the link in the email to accept your invite by completing the **Team Registration and Membership Agreement** form. There is a separate link for each gym location and level of team, so make sure you follow the link in the email or reach out if it doesn't match what was offered.
2. Open the confirmation email from your registration and complete the two additional documents:
  - **Team Code of Conduct**
    - Review this with your child, then sign the digital Code of Conduct prior to the first practice.
  - **Contact Info Sheet**

\*Team dues are charged automatically on a monthly basis, year round.

Team Level Name	Session Length	Days / Week	Price / Month (includes membership)	Coach: Athlete Ratio	USA Climbing Participation
<b>Competitive Team</b>	<b>3 hrs</b>	<b>3</b>	<b>\$230</b>		
13 – 17 years old				8	- USAC membership required - Required to compete at Regionals & beyond
9 – 12 years old				7	
6 – 8 years old				6	
<b>Advanced Team</b>	<b>2.5 hrs</b>	<b>2</b>	<b>\$190</b>		
13 – 17 years old				7	- USAC membership encouraged - Strongly encouraged to compete in locals, regionals, and beyond
9 – 12 years old				7	
6 – 8 years old				6	
<b>Intermediate Team</b>	<b>2 hrs</b>	<b>2</b>	<b>\$170</b>		
13 – 17 years old				6	- Encouraged to attend local competitions
9 – 12 years old				5	
6 – 8 years old				5	
<b>Introductory Team</b>	<b>2 hrs</b>	<b>1</b>	<b>\$125</b>		
13 – 17 years old				6	- None
9 – 12 years old				6	
6 – 8 years old				4	

There is a 10% discount on Team dues for siblings who are also Team members to help ease the cost for families with multiple children

There is the standard \$49 initiation fee for new memberships, which is waived if your child is a current member\*.

\*Since team includes a membership, your child will be automatically removed from any family account and their current dues replaced with the Team dues. They will not count towards family membership as the team dues are specific for the program.

### Freezing or Canceling Team dues

- You can freeze Team for up to 3 months at a time (\$8 freeze fee) or cancel your child's Team membership entirely by submitting a request in writing, via email to [membership@earthtreksclimbing.com](mailto:membership@earthtreksclimbing.com) or in person at any of our facilities.
  - All requests must be received before the 1<sup>st</sup> of the month.

### Contact Info:

#### Climbing Team Management:

- Submit an [Online Inquiry](#) to the Regional Director of Programs.
- Columbia Head Coach, Lawrence Osefoh  
[lawrence@earthtreksclimbing.com](mailto:lawrence@earthtreksclimbing.com)
  - Columbia Assistant Head Coach, Lin Robinson  
[Robert.robinson@earthtreksclimbing.com](mailto:Robert.robinson@earthtreksclimbing.com)
- Rockville Head Coach, Lawrence Osefoh  
[lawrence@earthtreksclimbing.com](mailto:lawrence@earthtreksclimbing.com)
- Crystal City Head Coach, Lauren Demeis-Ortiz  
[laurend@earthtreksclimbing.com](mailto:laurend@earthtreksclimbing.com)
- Timonium Head Coach, Kat Porter  
[kat@earthtreksclimbing.com](mailto:kat@earthtreksclimbing.com)

#### Climbing Center Management:

- Columbia Climbing Center - 410-872-0060
  - Director, Amanda Piering  
[amandap@earthtreksclimbing.com](mailto:amandap@earthtreksclimbing.com)
  - Assistant Director of Instruction, Cody Grove  
[cody@earthtreksclimbing.com](mailto:cody@earthtreksclimbing.com)
- Timonium Climbing Center - 410-560-5665
  - Director, Raphy Francis  
[raphael@earthtreksclimbing.com](mailto:raphael@earthtreksclimbing.com)
  - Assistant Director of Instruction, Ty Baxter  
[Ty@earthtreksclimbing.com](mailto:Ty@earthtreksclimbing.com)
- Hampden Climbing Center – 410-759-8330
  - Director, Dan Francis  
[danf@earthtreksclimbing.com](mailto:danf@earthtreksclimbing.com)
  - Assistant Director, Joe Stedman  
[joe@earthtreksclimbing.com](mailto:joe@earthtreksclimbing.com)
- Rockville Climbing Center Director - 240-283-9942
  - Director, Mike Downey  
[miked@earthtreksclimbing.com](mailto:miked@earthtreksclimbing.com)
  - Assistant Director of Instruction, Krista Nickerson  
[Krista.Nickerson@earthtreksclimbing.com](mailto:Krista.Nickerson@earthtreksclimbing.com)
- Crystal City Climbing Center -703-340-2700
  - Director, Nick Gava  
[nick.gava@earthtreksclimbing.com](mailto:nick.gava@earthtreksclimbing.com)



- Assistant Director of Instruction, Andrew Straub  
[Andrews@earthtreksclimbing.com](mailto:Andrews@earthtreksclimbing.com)

**Corporate Management:**

- Senior Director of Route Setting and Programs, Justen Sjong  
[justen.sjong@el-cap.com](mailto:justen.sjong@el-cap.com)
- Chief Operating Officer, Renee DeAngelis  
[renee.deangelis@el-cap.com](mailto:renee.deangelis@el-cap.com)

Our priority is the safety and well-being of the youth who participate on the teams. **If at any time a parent, coach, or team member has a concern about the well-being of a team member, we encourage them to reach out to the [Youth Protection Committee](#).** This web form allows direct and anonymous communication to Earth Treks' management including the CEO, Robert Cohen, Renee DeAngelis, Chris Jenkins.