



**Player and Parent Handbook  
2017-2018**

## **WELCOME TO EVERGREEN JUNIORS VOLLEYBALL CLUB**

EJVBC is committed to providing opportunities for young athletes at all levels of development to engage in quality, competitive experiences. EJVBC believes that any athlete, regardless of size or skill level, who wants to participate in a USA Volleyball Junior program, should be given an opportunity. The directors, coaches, and staff of EJVBC want to share the mission of creating and maintaining a program that has a POSITIVE effect on all of our athletes. Our goal is to help each athlete set an achievable goal, and help them reach those goals by instilling a personal internal confidence and commitment to support each other and work as a team. Learning a lifelong sport, making friends outside of school, and enjoying the sport are all reasons players choose to get into volleyball. EJVBC is proud of the players that have progressed and played at the college levels, many even receiving scholarships. The EJVBC directors strive to develop athletes, not only as players, but also as people learning lifelong teamwork and interpersonal skills, with the ability to handle pressure situations and to effectively use goal setting to accomplish anything in life.

Our philosophy is that family comes first, then school and then club activities. You will never be penalized for missing practices/tournaments because of family obligations or homework. Chronic absence can effect playing time in tournaments. Athletes are welcome to bring their homework to practice and or tournaments if needed.

### **EJVBC MISSION STATEMENT**

EJVBC is a competitive program dedicated to enhancing the athletic development of our players through the pursuit of excellence in volleyball.

### **CLUB DUES**

*EJVBC is a non-profit organization that relies heavily on volunteers such as parents and board members as well as our modestly compensated coaches to accomplish the clubs purposes and goals.*

**\*\*Club dues covers:** Team sanctioned registration fees for tournament, facility and court time fees, secondary insurance, coaches stipend, coaches USAV membership fee, administrative costs (printing, mailing, flyers, toner, pens, pencils, coaches note books, web site, etc.), jump training and equipment replacement as needed (balls, bags, poles, nets, flags, first aid kits and refills and up to date web coach training/drills and misc.)

### ***Secondary Insurance Coverage***

As part of the athlete's membership fees, all players are covered by a supplemental insurance policy that is carried by USA Volleyball. This is a policy that covers all club activities and injuries that may occur during an event. An event can either be practice or tournaments. Please note that this is a supplemental policy you need a primary carrier, you may contact the USA Volleyball insurance company for additional coverage.

**\*\*Club dues do NOT cover:** Any travel expenses or meals for players such as team cooler expenses, and apparel or accessories such as hair ties, ribbons, and gym bags, warm up pants, extra shirts, spirit wear, or whistles.

**\*\*Uniforms:**

Team uniforms are being provided by Cheval Rouge Sport – a custom uniform supplier headquartered in Tacoma, Washington. Jerseys, shorts and jackets are custom designed for Evergreen Juniors and produced in the USA. The cost of the package is separate from club dues and differs by team.

**The required uniform package for the 12's & 13's** includes 2 playing jerseys, 1 game day cover jersey and 1 pair of shorts. The cost of the required package is \$185 plus tax.

**The required uniform package for the 14's through 18's** includes 3 playing jerseys, 1 game day cover jersey and 1 pair of shorts. The black jersey from last year may be re-used provided that the player retains last year's roster number and the jersey is in good condition and still fits well. The cost of the required package ranges between \$185 and \$250.

Optional items or players include extra shorts, a warm-up jacket and pants.

**Spirit wear** (t-shirts, sweatshirts and other items) will also be available for players and fans.

**Uniform Ordering & Delivery:** Players are responsible for ordering their uniform package using an on-line order system. At tryouts, representatives will have sample items available for sizing. Once a player has signed with the club, a catalog link, login & password will be sent to the player's email. ***Players should order uniforms immediately after signing*** as there is a very short timeline between when the teams are set and the first tournament. Payment is due when the order is placed. Evergreen Juniors will supply final roster numbers to Cheval Rouge Sport by team. Uniform packages will be delivered directly to the club.

*If by chance you are placed on a team in which two players have the same number it will be discussed between the parents and the coach on how to resolve it.*

**USAV membership:** You will be responsible to upgrade and **pay PSR** the athlete's membership and selecting a club. This is so the club can immediately place the athlete on a roster. A complete roster is needed for Cheval as they process orders by team.

**Fees:** Dues for the current season are \$1,400. A down payment of \$400 (non-refundable) needs to be paid on or before the parent meeting then monthly payments of 250.00 until April. *There will be a late fee charge of 50.00 added to your account if there is an unpaid balance by July 15th.* Full payment can be made at any time.

**\*\*We offer multifamily discount for families with more than one child playing on EJVBC teams during the same season. Dues will be discounted 10% for the 2<sup>nd</sup> child and 20% for the 3<sup>rd</sup> or more children playing for the current club season. Make sure you have indicated this on your signed contract to the club.**

## Payment Methods

1. Check or money order made out to **EJVBC** and mailed to:  
EJVBC  
PO Box 14155  
Tumwater, WA 98501
2. Paid Via PayPal, credit card, debit through our website [www.ejvbc.org](http://www.ejvbc.org)
3. Credit or debit card through square. (make arrangements with Donna)

**Do NOT give your payment to coaches;** they are not responsible for missed placed fees if given to the coach. **\*\*If other arrangements need to be made, Please contact Donna Losey, by text (360) 239-4546.**

**\*\*Fundraising opportunities:** Individual teams may use fund raisers to defray additional costs of possible hotel and traveling costs during the season. Also fund raising may be done to help pay monthly dues for athletes. The club will **NOT manage or track fundraised funds.** Parents/athletes may conduct a number of individual/team fund raising events during the season for various reasons. Participation in fund raising activities is strictly voluntary. The club will not organize any fundraisers.

**Refund Policy:** Each parent/athlete is required to meet ALL financial obligations. The club's budget is based on the number of participants that commit to play on each team before each season starts, and the club has financial obligations to meet according to that budget.

If an illness or injury occurs that prevents the athlete from continuing, a doctor's note must accompany a letter of request for relief from the obligation to pay the fees. These requests will be reviewed by the club's board and directors, will be done on a case by case bases.

*\*By Puget Sound Region guideline state "if dues are not paid for the season, by the agreed upon date, your child will be reported to the Puget Sound Region as a "Player not in good standing" This is typically by the end September, of the ending season. This means they will be unable to join any club or tryout next season until these dues are satisfied\*.*

## **COACHING**

For each team there will be a head coach assigned to the team. Some will have an assistant coach or a volunteer helper. Coaching philosophies are individualized to their coaching style, but all teams will contain all of our club philosophies. Our coaches are highly skilled and motivated. The majority are former collegiate players, high school, and junior high or college coaches. Coaches are not limited to other certifications such as CAP I&II certifications, CPR and first aid. USA Volleyball is committed to be a leader in providing safe and fun environments for youth, all our coaches are required through the regions to have participated in the 1 time IMPACT certification and annual SafeSport certified. All coaches and any adult, officials and event staff who is helping will go through a background check through USAV. The safety of its participants on and off the court is of paramount importance to USA Volleyball. USA Volleyball considers it a part of our responsibility to provide educational materials and resources for our Regions, clubs, coaches, parents and athletes. All region coaches and staff are mandatory

reporters for any abuse or misconduct to an athlete or vulnerable adult. USA Volleyball has ZERO TOLERANCE for abuse and misconduct.

## **TOURNAMENTS/COMPETITIVE GOALS**

Your athlete will compete in USAV/Puget Sound Region events as well as tournaments hosted by other USAV Regions and club programs. Our competitive schedule consists of one day tournaments twice per month, either Saturday or a Sunday. Some teams can choose to do longer tournaments. Tournament days are long either way! You leave early in the morning in order to arrive by 7 or 8 am and if your team is playing well, you will stay late into the afternoon or evening! For athletes, a blanket and pillow are helpful for a rest break. Teams are responsible to clean up their team areas, team bench areas or any area occupied by your team BEFORE you leave the facility. It is the responsibility of each team to know and comply with each of the facilities rules regarding food items and team tables. These rules are posted on PSR web site.

**Transportation/Travel:** Travel to and from tournaments and practices will be the responsibility of the individual players and their parents/guardians. The club does not provide transportation for club members. Coaches are not allowed to transport players who are not their own children. We recommend players and parents arrange carpools with other team members who are within the same area. If a hotel expense occurs during your season these costs is not part of the club fees. The coach's hotel cost occurs it will be assisted and paid with fundraising monies or cost can be divided between the athletes. Behavior inside and outside the hotel is the same standards and within our code of conduct with the club and PSR in which you signed with your membership.

**Team Parents:** Some teams will utilize a parent or parents as a volunteer basis only. These parent(s) typically make sure that all players have rides to each tournament, encourage carpools, and that all families are aware of the location of each tournament. The team parent has various duties that are delegated out to other parents for smooth communication such as practices times, tournament location and times, food rules and tables, and other planning activities and communication.

**Meals:** Don't expect food sources at the facilities or nearby and time will NOT permit the athlete to leave the facility. Players need food ready to eat during their snack and lunch breaks. Foods should be nutritious such as sandwiches, fruit, vegetables, water. All players are required to stay with their team at all times as they are usually playing or refereeing with small amounts of time to rest and eat. ***Many gyms do not allow any food or drink other than water and the offending club will be penalized points for disregarding this rule.***

**Playing Time:** Areas that will affect an athlete's playing time are as follows: attitude, skill, 3 missed practices in a row, position, and status of payment. We give equal practice time, **NOT** equal match playing time. When assessing the amount of playing time, make sure the comparison is being made among players of that same position. (Examples are setters, libero-defensive specialist.) Your club dues go mainly goes toward practice time and instruction by an experienced coach. Not playing time in tournaments. Practice and training is where you receive the most instruction and experience. Tournament play is only a supplement to participating in club. If an athlete has a problem with playing time, playing position, etc., she shall talk to her coach about it first. Most of the time, this approach alleviates the situation without the parents or

club director getting involved. It is highly recommended that the communication lines remain open between the athlete and coach. SEE BELOW GREVIENCE STEPS on resolving a conflict. The directors and board members will support our coaches and their decisions, as long as the coach can justify and the questionable actions.

**\*\*Officiating: Every NEW athlete will take a 1 time officiating online clinic that is provided by PSR. Each coach will be updated by the director before season starts of any changes. All coaches now will be responsible for athlete's performance in officiating.**

All tournaments are at least partially self-officiated. Officiating at tournaments is the shared responsibility of the entire team, including coaches. All players are required to help with the line judging, scorekeeping, score flipping, and down officiating. The coach may rotate officiating responsibilities. **No headsets or cell phones** are to be used during officiating assignments. This includes the use of cell phones at the scorekeeper's table.

## **PRACTICE RULES/EXPECTATIONS**

We expect players to be punctual, who are in the proper frame of mind to work hard, and who pay attention to coaches and cooperate with teammates and coaches. Each practice session is very important to the development of our athletes and team development (chemistry). We know that not all players can show up to every practice. School commitments and other activities sometimes must take priority. It is important that you attend every possible practice, though, and notify coaches when you cannot attend as early as you can in advance.

Commitment is vital to be part of the program. The club season is a great opportunity to improve individual volleyball skills if you are committed. If you are not committed, we recommend that you do not participate. If you work hard in practice, matches and scrimmages, you are likely to have a successful season.

Respect for the club and PSR regulation with signing and following the USA Volleyball Player's Code of Conduct Rules. Rules will be clearly stated and reinforced.

Practice times are *generally* 2 times a week for 2 hours each. On occasions there may be extra or longer practices for, specialty help or jump training depending on age group. If the athlete is unable to attend, please out of courtesy to your coach contact them as soon as possible. Get in a habit to arrive at least 15 minutes early to do stretching exercises so you are ready when your coach calls you to practice.

Practices are open for viewing by parents. Only **players and coaches who are registered** with EJVBC and USAV are allowed to participate in practice sessions and/or be on the court, due to insurance purposes. All practices are held at various schools in the Lacey, Olympia, and Tumwater area. We will follow school closures as they occur.

**\*\*TEAM Selection/Chemistry:** Our club believes that athletes should play with their USAV defined age group. Therefore athletes should try out for their USAV defined age group. Occasionally you may be asked to try out for an age group above their defined age group. Ultimately it is our goal to have the athlete to play in an age group in which match their

skills/abilities. We attempt to keep teams at minimum 10 athletes and maximum number of 12 to a team. Therefore, it is to make it fairly easy for coaches to utilize all players during tournaments. Players may be also moved to in doing so would allow the club to fill a team in a higher age group and prevent athletes from being cut from the lower age group who would like to participate in the club. Our goal is that no athlete will be cut if they have a desire to play club volleyball. In an unfortunate event that there is not enough athletes to fill a team that has appropriate like skills levels and age then the team will be dissolved and there may not be a spot with in the club for the athletes for the 2018 season. A very important part of a team's success is the chemistry that develops between the players. The unity, support, friendship and effort with each other are imperative to success of the team. All players will be expected to contribute to the team chemistry and to be enthusiastic at both practices and tournaments. Ultimately, sports are supposed to be fun.

**Team changes during the season:** During the season, players will learn and improve at varying rates and achieve varying levels of expertise. Although not typical, at times a player has been asked to fill in during a tournament with another team which is on a volunteer basis only in which the athlete does not have a tournament that weekend with their own team.

### **SCHOOL /GRADES AND ATTITUDE**

All club players are encouraged to keep a good academic standing throughout the school year. Grades are an extremely important part of each student-athletes future and the club assumes the duty of encouraging each player to maintain the highest grade point average possible. Every athlete is expected to conduct herself appropriately at all times. You are representing EJVBC and our Region. We expect the athlete and parents respect and follow the code of conduct the PSR has put out. Which entails showing respect at all times to coaches, teammates, officials at tournaments and other parents. Be competitive, but not disrespectful toward other teams and/or clubs.

### **PARENT/COACH/PLAYER RELATIONSHIP**

To any successful youth program are the relationships between parents and coaches. At EJVBC and through PSR we will encourage positive character traits like cooperation, self-discipline and work ethic. It is very difficult to attain the desirable traits if the adults around them fail to also set these examples. Parents and coaches WILL and MUST refrain from criticizing opposing players, other parents, and especially any player on that team as well as any officials. You can be removed from a tournament if the tournament director deems that you are not following the PSR code of conduct.

For spectators on the side lines we ask you to refrain from giving instructions to the players in that may be contrary to what the coach may have asked of the athlete. For young players it can cause confusion. Please leave the coaching to the coach and encourage the athletes to follow the coaches' instructions.

These coaches, directors and board members of our club have dedicated time, energy and best efforts to teach your child the sport of volleyball. Some if not all of their time is on a volunteer basis because of their love of volleyball. It is understandable that you or the athlete will not like/understand or agree with every coaching tactic, comment or suggestion that is made by the

coach. This difference does not warrant criticism or rudeness. It is a rare fit between goals and priorities of the coach with the goals and priorities of every parent on a team. However, there is a mutual interest in the player's development as an athlete and person. Coaches and parents can come to a better understanding of each other's perspectives by helping their athletes how to cope with so of these frustrations that may arise.

Sports are an excellent opportunity to teach athletes about the realities of a highly competitive situation. They will be taught how to be a cooperative team member, how to make use of both positive feedback and constructive criticism, how to cope with adversity, how to achieve mental toughness, and how to be a gracious winner.

Establishing a rapport with a coach is to display a high level of commitment to the activity. Players need to learn to display their commitment by coming early/on time, staying late, doing extra reparation, being enthusiastic about the activity, and actively and publicly supporting their teammates. A child who has developed or showing growth in these skills will never have to worry whether a coach is giving their child a fair break.

## **GRIEVANCE PROCEDURE**

As in all families there are differences and knowing how to resolve these issues. Here are the steps for our volleyball family.

If a player has a concern with a coach, parents can help their athlete remedy the situation by teaching them on how to deal with conflict or how to approach the coach in a positive way.

Parents try to utilize the **24/48 RULE**: This means that parents CANNOT approach a coach at a tournament about a coaching complaint and we ask that you wait at least 24 hours after the triggering event before contacting the coach, and then deal with the issue at hand in the next 48 hours or **forever drop it**. Cooler heads are inevitably more productive and after a given day of a stressful day of competition, it is not uncommon for emotions to run high on all parties involved.

It is very important that player, parents understand alike that conversations are allowed and encouraged at any time throughout the season as long as it is civil and polite. This does enhance team, trust and cooperation throughout the team family.

- **PLAYER** should discuss the concern with their coach and try to arrive at a solution.
  - *Our coaches are there for your child they are very willing to listen to a players concern. If the coach is not aware of the concern, NOTHING at all can be done to alleviate it.*
- After 2 weeks, the concern is not resolved the player and parent may make an **appointment** to speak with the coach and Bill Lash, Director if it's needed.
  - *As a parent please do not confront a coach in a hostile manner at any time especially before, during or after a tournament. Tournaments are times where coaches are focused on the team and should not to be put into a situation that takes the focus off the team. I have instructed them to diffuse the situation by walking away and refocus on the team.*

- If a solution is not reached after the appointment 3 more parties will be asked to join the meeting
  - *Who will be asked to attend this meeting will consist of (the parent, the athlete, the director, the coach, another coach, one board member and another parent). The situation will be discussed and a plan of action will be established to resolve the situation to the best for all parties.*

### **WEATHER CONDITIONS**

If the surroundings school districts cancel school or dismisses early because of dangerous weather, practice for EJVBC will also be cancelled. In the event that dangerous weather starts after school is dismissed for the day, the coach will make the decision one hour prior to the start of practice if it is cancelled. If you are unsure, please call your coach. Otherwise, if you are unable to reach your coach, please use your own judgment. No penalties will be given for missing practice due to dangerous weather conditions.

### **Directors and board members**

Director... Bill Lash  
 Asst Director... Donna Losey  
 Board member... Jack Lizee  
 Board member... Sam Gleaves  
 Board member... Erin Porter  
 Board member... Derek Losey  
 Board member... Lisa Krockner  
 TBD on positions and duties for board members

### **CONTACT INFORMATION**

General information and questions ...evergreenjuniorsvbc@gmail.com  
 Billing questions...EJVBCpymts@gmail.com  
 Director...Bill Lash (360) 507-0937

Let's have a great season of volleyball!!

**PLEASE SIGN AND RETURN THIS PORTION OF THE HANDBOOK**

**Participant and Parent's Agreement & Consent**

I have read and understand the EJVBC player/handbook in its entirety. I certify by my signature below that I understand and I agree to follow the policies and procedures set forth within the handbook.

Parent Signature \_\_\_\_\_

Parent Print Name \_\_\_\_\_

Date \_\_\_\_\_

Athlete Signature \_\_\_\_\_

Athlete Print Name \_\_\_\_\_

Date \_\_\_\_\_