

Empire Volleyball Club

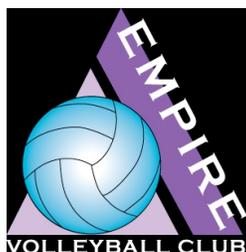
2018-2019

Handbook

Empire VBC
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Introduction and Club Philosophy

The purpose of this handbook is to familiarize parents and players with the Empire Volleyball Club (EVC) administrative staff and club policies. EVC is a member of the Northern California Volleyball Association (NCVA) whose governing body is USA Volleyball. Junior Olympic Volleyball is a program run by USA Volleyball for girls and boys 18 years of age and younger. The purpose of the Junior Olympic program is to provide the opportunity for athletes to receive high quality instruction in volleyball skill development and strategy at all ability levels. EVC is proud to take on this challenge and commitment. EVC has a group of outstanding coaches, many from area schools, who are committed to the success of this program.

The Empire Volleyball Club is an organization committed to teaching and developing volleyball skills as well as emphasizing the values of teamwork, responsibility, self-discipline and self-motivation. The purpose of the club is to provide our athletes with high quality volleyball training and competition throughout the year. Participation by each individual is stressed, with the focus on improvement in skills and overall performance. Our primary focus at this time is working with female athletes who are currently in the 5th through 12th grades in Sonoma County and the surrounding areas.

Empire Volleyball Club has earned recognition as one of the top clubs in the country, and Empire has gained recognition among college coaches for the development of well-trained volleyball players. Many of our former players have gone on to play at numerous colleges and universities across the country. One of the aspects of our club that is unique, compared to other clubs of our stature, is that our goals include serving the needs of athletes across the skill spectrum. While our top teams experience success at the highest levels of national competition, we also offer developmental teams for the less experienced athlete.

Team Selection and Eligibility

USAV Age definitions:

18 and Under Division: Players who were born on or after September 1, 2000 or Players who were born on or After September 1, 1999 **and** are a high school student during some part of the current academic year.

17 and under: Players born on or after 9/1/2001

16 and under: Players born on or after 9/1/2002

15 and under: Players born on or after 9/1/2003

14 and under: Players born on or after 9/1/2004

13 and under: Players born on or after 9/1/2005

12 and under: Players born on or after 9/1/2006

11 and under: Players born on or after 9/1/2007

A player who is too old for her peer group must try out with her AGE group. If a player's birthday fits with a younger group, please notify the staff but attend with the proper PEER group.

Tryouts:

Players are invited to participate in the Empire Volleyball Club after qualifying through tryouts. During tryouts coaches evaluate players based on skills and potential and place them on teams accordingly. Team selections are made with the objective of putting together teams with players of similar athletic abilities and volleyball skills who will fill the various positions on each team (i.e., setters, hitters, defensive specialists, etc.).

At the conclusion of the tryout series, decisions about athlete placement will be made and positions will be offered. Athletes who accept spots on Empire teams will then need to register online (ncva.com) and turn in their USAV Membership card and NCVA Commitment Form to secure their spot on a team. Team placement is not official until an athlete has submitted a Commitment Form and has paid the initial registration fees. Failure to do so by the specified deadline will result in that spot being offered to the next athlete on the list. Athletes who do not make teams initially will be placed on a waiting list ranked by position. When a player declines a position and a spot opens up, the first player on the list at that position will be offered a spot on a team.

Maintaining Eligibility:

To remain eligible, players must attend practice regularly. All absences must be cleared with the coach, preferably 24 hours in advance. Acceptable absences include illness, academic conflicts, school sport practice or contests, and major school activities.

Player and/or parent attitude may adversely affect eligibility for the club. A player may not be eligible if the coach or staff determines that their participation could be disruptive or detrimental to the team. In addition, failure to stay current with financial obligation to the club will affect eligibility. Players and parents shall adhere to specifications of the USA Volleyball Code of Conduct at all times while representing the Empire Volleyball Club.

North Bay Juniors/Empire Volleyball Club reserves the right to refuse membership or terminate the membership of anyone, in its sole discretion, with or without cause, or prior notice.

Communication and Conduct

General Communication:

Effective communication is critical to a successful club season. The following is information on how the communication structure works at Empire, as well as some important communication guidelines:

1. Each team will have at least one Team Parent who will be the primary conduit to pass along important information such as tournament locations and schedules, practice schedule information and changes, travel plans, etc. The club website will also serve as a medium to disseminate information.
2. Parents and athletes should make an effort to establish open lines of communication with their coach. Give support to the coach's rules, systems and philosophy.
3. Issues that arise during the season should be resolved between player and coach. The most effective resolution takes place at this level. Empire will follow this progression for dealing with issues that arise:
 - a. The first step must be a player to coach discussion. Parents are not involved at this stage. If the player and coach do not reach a resolution, then the next step would be taken.
 - b. The second step is a meeting between the player, the coach, and the parent(s). This meeting will not take place without the player in attendance.
 - c. The third step is a meeting between the player, coach, parent(s) and club administration.
4. Know when to communicate!
 - a. Please Do NOT approach your coach with an issue at a tournament.

- b. NEVER try to resolve a conflict with a coach in front of the team.
- c. Please deal with issues as they arise. Informing coaches or club administration of problems at the end of the season is not very helpful!

Player Conduct:

Players are expected to positively represent Empire at all club events. We expect sportsmanlike behavior at all practices, tournaments, when traveling and in all activities on and off the court. Disrespectful behavior towards coaches, officials, teammates or opponents will not be tolerated.

Parent Conduct:

Parents are expected to positively support their daughter, the team and the coach. Parents need to think about filling their daughter's "emotional tank" and avoiding behaviors that are detrimental to her experience. Negative comments, sideline coaching, and even overly enthusiastic encouragement can be disruptive. Lack of cooperation will result in the dismissal of a parent from the event. We highly recommend taking a look at the "Parents Tools" resources on the Positive Coaching Alliance website (www.positivecoach.org).

Club Administration

Club Structure:

Empire VBC is run by an administrative team. This group is one of the most experienced in club volleyball. Empire administrators have expertise at all levels of competition from training the beginner up through college and national level competition.

Club Directors:

Club Director Bear Grassl: Bear has been with Empire VBC for twenty-six years. During his tenure he has served as a coach, an Assistant Director and for the past fourteen years as Head Coach and Co-Director. Bear will be continuing his duties as Head Coach, overseeing the training for all Empire teams. Any coaching issues or player development concerns should be directed to Bear. Bear is currently the Head Coach at Sonoma State University. Bear a four time "Coach of the Year" in the CCAA. In 14 seasons at Sonoma State, Bear has coached 18 All-Americans and countless All-Conference and All-Region performers.

Club Director Kathy O'Neil: Kathy has been with Empire for the past twenty-four years. She has served as a Head Coach, an Assistant Director and for the past thirteen years as a Club Director. Kathy works with the USA Volleyball pipeline in their High Performance program, coaching the Junior National and Youth National A1 teams. Kathy's duties will include many of the club's administrative tasks, including tournament and practice scheduling, Team Parent coordination, travel, club newsletters, etc. Kathy is a Professor in the Communication Studies Department at SRJC.

Assistant Director Bob O'Neil: Bob has been with Empire for twenty-two years. Bob has 40+ years of coaching experience at both the high school and middle school levels, as well as coaching at elite college summer programs. In addition to his coaching duties, Bob handles all of the uniforms and club apparel. Bob also runs the non-profit foundation and helps coordinate fundraising activities for our athletes. Prior to retiring, Bob taught and coached in the Sonoma Valley School District. Bob currently coaches at Montgomery High School. Bob has also coached at Maria Carillo High and Analy High.

Assistant Director Daryl Kapis: Daryl is in his second year with Empire. He has coached at the collegiate level for 18 years, and in 2017 he is on staff with Sonoma State. In 2016 he was on staff at the University of San Francisco as an assistant coach, but continues to teach in the Kinesiology Department.

Prior to moving back home to the Bay Area in 2016 he was the Head Coach and Assistant Athletic Director at perennial power Division II Hawaii Pacific University located in Honolulu, Hawaii for ten years. Kapis' highlights include coaching two All-Americans at the middle and libero position, and also leading his team to set the defensive record per set for Division II with 20.33 digs per set. He also led the strength and conditioning program for his players and served as the head coach for the beach volleyball club team.

Before he packed his bags and moved to Hawaii he was the Head Volleyball Coach at San Jose City College where he led his team to its first and only State Championship tournament appearance in 2005 where his team went 25-6 and finished 5th in the state. Daryl has also coached at the Division I level making stops at UCLA, San Jose State and the University of San Francisco.

USA Volleyball recognized Daryl's potential back in 1999 and, since that time, Daryl has worked at all levels of the USA Youth and Junior National pipeline programs. Most recently this past summer his team received a Gold Medal at the A2 camp and tournament in Colorado Springs.

Daryl has an impressive record of success in club volleyball as both an administrator and a coach. Daryl has locally worked with Vision, City Beach, Yahoo, and Golden Bear. In Hawaii Daryl was affiliated with Jammers Volleyball Club and with the Junior Jammers clinics for young aspiring players. In 2002 he took his 17's team to a 5th place finish in the Open Division of Junior Nationals.

As a high school coach Daryl coached at Archbishop Mitty High School for three years and assisted in taking the team to the Division I State Championships, and two strong runs into the Northern California State playoffs. Daryl was the Head Varsity Volleyball Coach at his alma mater at Aptos High School taking them to a shared Santa Cruz Athletic League title, and a run into the CCS playoffs.

Daryl is a certified Strength and Conditioning Specialist, along with being a certified power lifting Instructor. Daryl has had multiple articles published in Performance Conditioning for Volleyball. Daryl was the Head Strength and Conditioning Coach at Archbishop Mitty High School for six years, and prior to that he interned at Stanford University where he assisted with the strength and conditioning of the Men's and Women's Volleyball programs.

Daryl earned his bachelor's degree from San Francisco State University and a master's from Saint Mary's of Moraga, in the Kinesiology field. He has taught at University of San Francisco, San Jose State, San Jose City College, Mission College as well as Archbishop Mitty and Aptos High School.

Daryl is the Director of the Empire Juniors Volleyball clinics, which will be working on teaching volleyball fundamentals to boys and girls ages 7-12.

Website: Empire maintains a club website at www.empirevolleyball.com. Staff bios can be found in the staff section of the Empire website. The website for the Northern California Volleyball Association is www.ncva.com.

Team Options

Participating athletes will be placed on one of two types of teams. The type of team will dictate the travel, practice, and fee schedule:

Premier League (Area League) teams:

Premier League teams will be offered for the 11's, 12's, 13's/14's, and 15's/16's (pending level of interest). Premier teams will participate in **NCVA Premier League** play, keeping their travel to a minimum. The NCVA makes every attempt to acquire sites within a 90-minute travel range to keep teams in their **Premier District** area. Premier League teams do not have any additional expenses unless they opt to attend travel tournaments requiring hotel stays.

Power League teams:

Power League teams will participate in **NCVA Power League** play as well as additional specialized tournament competition. Travel for the Power League is solely dictated by the NCVA. Teams are subject to travel anywhere within the region (from Fresno to the Oregon border) for league competition. Power League fees include all regional play as well as several additional tournaments decided upon at pre-season opening team meetings. These tournaments may include: **California Kickoff, NCVA President's Day, Spring Classic, Far Westerns Qualifier, Bay View Classic, Great America, and the Volleyball Classic.**

Tournaments:

Each team in the club will play an average of one to two tournaments per month. The schedules vary depending on age group and team level. Premier (Area) League teams start competition at the end of January. Power League teams will start competition in February and end either in May or June, depending on team choice of year-end tournament.

Most of the NCVA league tournaments are one-day competitions, held either on a Saturday or Sunday depending on the age group. The NCVA has a minimum of three required league tournaments (four for Premier League), a two-day qualifier to open and a two-day regional competition to close the league season. Schedules will be distributed once team selections are complete. Exact league tournament locations and times for each individual team will be available from the NCVA prior to the tournament.

Tournaments are all day affairs, so come prepared! The following rules will be in effect during tournaments:

1. The coach is in charge while at tournament sites.
2. Athletes will not leave tournament sites until the coach releases them.
3. ALL TEAM MEMBERS will stay at a site when a team has refereeing duty. Players who do not have a refing assignment will not leave the site until the team duties are complete.
4. Have warm clothes (tournament sites can be very cold) and food and sports drinks/water. Proper nutrition is crucial.

Additional Tournaments (possible for 15's-18's):

Certain travel teams will attend out-of-region tournaments as well. Some older teams will travel to additional "recruiting tournaments," which will be discussed at the initial meeting on November 18th. These tournaments can include: **Las Vegas Invitational, JO Qualifiers, AAU Nationals, Junior Nationals**, etc. These types of tournaments are not included in the fee schedules and will be billed as soon as travel arrangements are completed.

Practices:

Practice schedules will be distributed on a month-by-month basis. Practice sessions are scheduled at times designed, whenever possible, to not conflict with school sports or other school activities. Practices are typically held one to two weeknights (depending on the type of team) and on Sundays.

Premier (Area) League teams practice one week night and once on the weekend.

Power League teams practice twice during the week and once on the weekend.

Practice days and times may vary on occasion due to conflicting activities. Any changes from the practice schedule will be communicated through the team's coach or team parents.

The main practice facility is Sonoma State University, although some satellite sites are used.

Transportation and Travel

Transportation:

Travel to and from club events is the responsibility of each player's family. Since Empire athletes come from such a large geographic area, we highly recommend setting up carpools. Multiple teams practice at one time so finding other families to share driving responsibilities is not difficult. There are parking fees charged at SSU on weeknights.

Only adults 25 or older will be allowed to drive athletes to tournaments. **AT NO TIME WILL ATHLETES BE ALLOWED TO DRIVE THEMSELVES OR OTHER PLAYERS TO TOURNAMENTS.**

Premier (Area) League teams will not incur hotel expenses. Power League teams may need to travel as far as Fresno for a one day League Tournament. Each travel tournament has fixed coach costs and each player is responsible for her share of the costs, even if the player does not go to the tournament.

NEW THIS YEAR: Each family is responsible for their player's travel to regional tournaments. Coach expenses will be evenly split amongst team members.

Out-of-Region Travel Tournaments (possible for 15's-18's):

Any of the tournaments that require pre-planned overnight stays will have hotel accommodations arranged by the club. Airfare and rental cars will also be factored in when applicable. Each travel tournament has fixed costs and each player is responsible for a portion of those costs, even if the player does not attend the tournament (tournament fees, travel and lodging costs for chaperones and coaches, etc.). The financial costs of travel tournaments will be shared equally by all members of a team, regardless of whether or not they attend the tournament. Some costs may be spared if administrators have enough advance notice (i.e. airfare). Accommodations are made well in advance for any planned team travel.

Club Fees

General Information:

Set club fees cover facilities, equipment, uniforms, tournament entry fees, NCVA team fees, NCVA league fees, coaches salaries, payroll taxes, worker's compensation insurance, accounting and bookkeeping, legal expenses, and administrative costs (web site, e-mail, postage, copying, phone lines, supplies, etc.).

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Monthly payments are due by the 15th of each month. Late payments will result in a \$25.00 late charge. Bounced checks are subject to a \$30.00 processing fee. Empire VBC accepts Visa and MasterCard as methods of payment.

Refund Policy:

The club cost structure is not variable. This means that if a player no longer plays with her team, the costs do not decrease; the coach's salary remains the same, NCVA and tournament entry fees stay the same, facility and equipment costs do not change. Therefore, once an athlete has committed to a team, there are NO REFUNDS.

Uniforms and Empire Wear:

Membership fees include the following items:

1. Two jerseys (fitted Mizuno jerseys for Power League teams, 1 Mizuno jersey and one t-shirt jerseys for Premier League teams)
2. One Mizuno practice shirt
3. One pair of spandex shorts

Additional items are optional and will be available for purchase through the Empire store (Bags, backpacks, sweatshirts, warm ups, shoes, socks, ankle braces, knee pads, etc). Parents and fans are welcome to purchase Empire gear.

Fundraising:

Empire offers fundraising options for athletes in need of financial assistance. The club yearbook provides significant fundraising opportunities. The club also has a fundraising coordinator to help teams and individuals with fundraising ideas and assistance.

Payment Schedules (not including initial registration fees)

Fee schedules do not include initial registration fees of \$350 for Premier (Area) League teams and \$450 for Power League teams (due on November 12th). Participants receive a discount for paying all fees up front, if paid in full between January 1st and January 5th, 2018.

12's Area

<i>4 Month Payment Plan or Paid in Full by January 5</i>		
December	\$220	\$800
January	\$220	N/A
February	\$220	N/A
March	\$220	N/A
Total	\$880 *	or \$800 *

13's/14's and 15's/16's/17's Area

<i>4 Month Payment Plan or Paid in Full by January 5</i>		
December	\$275	\$1000
January	\$275	N/A
February	\$275	N/A
March	\$275	N/A
Total	\$1100 *	or \$1000 *

12's/13's/14's Power

<i>4 Month Payment Plan or Paid in Full by January 5</i>		
December	\$525	\$1925
January	\$525	N/A
February	\$525	N/A
March	\$525	N/A
Total	\$2100 *	or \$1925 *

15's/16's and 17's/18's Power

<i>4 Month Payment Plan or Paid in Full by January 5</i>		
December	\$625	\$2300
January	\$625	N/A
February	\$625	N/A
March	\$625	N/A
Total	\$2500 *	or \$2300 *

*** Totals do not include initial registration fees due in November.**