

True North Volleyball Club

2025 - 2026 Season Parent and Player Handbook



TRUE NORTH
— **VBC** —

Club Mission

Our mission is to empower athletes to find their direction, grow with purpose, and rise to their full potential—both on and off the court. Based in Arcata, California, True North VBC is built on strength, guided by purpose, and deeply connected to the roots and region we call home.

Club Leadership/Board of directors

Director- Coach of Coaches and Development: Angela Spoja

Director of Camps and Clinics: Macy Thomas

Director of Recruitment and Social Media: Tusalava Kuaea

Accounts Payable: Jaron Spoja

Facilities Coordinator: Patrick Kanzler

Club Mailing Address:

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TRUE NORTH VOLLEYBALL CLUB

Successful organizations need effective leadership, a sound philosophy, strong core values, a clear vision, and a detailed plan for growth. It is extremely important to our organization that our coaches are effective at managing “our” teams and have a plan for success. To help manage each team so our athletes may have a quality learning experience, the directors of True North Volleyball Club have developed a written comprehensive personal system of management. These different strategies will help maximize learning and performance in our program. Below is our Personal Management Model to help promote success for our athletes, parents, coaches, and directors within our club.

True North Volleyball Club

Vision

Promote youth volleyball in Humboldt County and raise the level of play across the region. Giving opportunities for athletes to play in college if desired and better the middle school and high school programs in our area.

Core Values

We pursue excellence by:

1. Teaching correct fundamentals, advanced skills, and high-level strategies.
 2. Building character, leadership, teamwork, and sportsmanship.
 3. Striving for excellence in performance and competition.
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Expectations for Players

1. Be Committed

- **To the Team** – Show up, follow through, put the team *before self*.
- **To Each Other** – Treat teammates like family: be kind, supportive, and united.
- **To the Club** – Remember you're part of something bigger than just your team.
- **To Your Coach** – Trust their vision, work hard in practice, and put in extra effort outside practice.

2. Be a Good Teammate

- Show respect, even if you don't always agree.
- Support one another—no gossip, no sides.
- Stay loyal and help create a positive environment.

3. Be Motivated & Self-Disciplined

- Be a self-starter—no shortcuts to success.
- Maintain good habits: healthy diet, extra training, hydration, stretching.

4. Bring Enthusiasm

- Positive energy is contagious—bring it to practices and matches.

5. Keep a Positive Attitude

- Stay upbeat, even when challenges arise.
- Positive players perform better and make the team stronger.

6. Show Good Sportsmanship

- Respect the game, officials, opponents, crowd, teammates, and yourself.
- Winning with class and losing with grace are equally important.

Behaviors That Hurt the Team

- **Apathy** – Not caring about your team or commitment.
 - **Selfishness** – Putting your own desires over the team’s needs.
 - **Complaining/Excuses** – Take responsibility; find solutions, not blame.
 - **Entitlement** – Expecting rather than earning; no one is above subbing.
 - **Cliques** – Include everyone; no one should feel left out.
 - **Breaking Rules** – Follow team and club rules because they matter, not because you “have to.”
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Keys to a Positive & Healthy Team Environment

1. Communication

- Players speak to coaches first about questions or concerns before involving parents.
- Notify coaches ASAP if you'll be late or miss a practice/match.
- Parents support athletes in becoming strong communicators.

2. Consistency

- Show up prepared for every practice and match.
- Avoid emotional "peaks and valleys" that hurt team stability.

3. Attitude

- Good attitudes help teams win on and off the court.
- Stay coachable and open to feedback.

4. Team Before Me

- Be willing to play any role needed.
- Compete in practice, but support and celebrate teammates in matches.

5. Respect

- Respect everyone: coaches, teammates, officials, opponents, and yourself.
- Represent the club with pride at all times.

Summary for Success

Players: Show up, work hard, be positive, respect all, put the team first.

Parents: Support your athlete, trust the process, encourage open communication, and model respect

Together: We build champions in skill, character, and sportsmanship.

Registration

Players and Parents must have completed the following before being allowed to participate in any TBVBC event:

- USA Volleyball NCVA Registration Form
- USA Volleyball Medical History and Release Form-Done in dues registration
- NCVA Region Concussion Awareness and Waiver form-Done in dues registration
- Signed 2025 - 2026 Team Beasts Volleyball Club and NCVA Region Player Contract
- Initiation Fee of \$500 (To be collected before first meeting)
- **Payment of uniforms (done on website through vendor)**

Dues

In order for the Club to execute their annual plan, we must adhere to our budget. ***If a family decides to voluntarily withdraw from the club for personal reasons or is removed for violation of USAV or TNVBC rules on or after August 17th- they will be responsible for the balance of their dues. Please See Additional Contract. If an athlete has a season ending injury BEFORE JANUARY 1, 2026-they will be excused from dues. If the injury is not season ending, dues will still need to be paid.***

Fees go towards paying USAV Club registration and insurance, gym and facility rental fees, coaching and administrative honorariums, equipment replacement costs, tournament registration fees, coaches' gear and equipment, coaching certifications and education and coaches travel costs.

It is very important to keep up to date on your monthly dues if any. If you are delinquent in your monthly dues, we will send one reminder email and give you 24 hours to respond or pay your dues. After that, TNVBC Directors and Coaches will sit your athlete until dues are current. We will attach a 1.5% late fee per day that dues are delinquent.

Transportation & Lodging for players and coaches for out of area tournaments (i.e. Oregon, Sacramento, Bay Area, etc.) will be coordinated by the club as soon as possible. Parents will be responsible for the travel portion for 2025-2026.

TRANSPORTATION: Parents will be responsible for transporting players to/from hotels and to/from playing sites. The players are still expected to attend all team dinners and functions. If a parent cannot travel with a player, then the parent is responsible for finding another parent to take on the transportation of that player. Parents will also be responsible for buying and scheduling their own child's flights for tournaments that need airfare. The coaches will give times that the players need to be checked in to the hotel when traveling. The coaches' responsibility for your son/daughter will end after the last scheduled game of the travel tournament. Players and Parents will meet all team expectations for travel including team dinners and team bonding activities.

All Post Season Expenses are not included in the 2024/2025 club dues: Teams that earn bids to the GNJC (Girls National Junior Championships) choose to participate in Volleyball Festival, or other post season events will need to pay for all extra expenses. Extra expenses include: Tournament fee, gym rental for practices, coaches' stipends, and all travel expenses for players, coaches, and directors.

Estimated 2024-2025 season Dues per team are as follows-subject to change depending on final team rosters): \$3000 per player.

The initial \$500.00 payment at the time of signing is required to ensure the club has the capital to register teams for the tournaments for the year and pay associated regional fees. If a player is accepted and a family agrees to be part of the team as evidenced by their signatures on the 2024-2026 True North Volleyball Club and USAV NCVARegion Player Contract, that family is committed to the entire year's fees (dues) in order for that team to meet its financial commitment. Failure to pay fees in full will result in informing the USAV NCVA Region of bad standing with the TNVBC, and until paid in full to the TNVBC, the player will not be able to participate in any associated USAV events or other clubs, including participating in future years with USAV.

Monthly payments are due by the 1st of each month and will be processed through the online payment system on our website. Any payment not received by the 10th of the month will be considered "Delinquent", and a late fee charge of \$25.00 will be applied to the balance. Information on payments must include player name and team identifier. Collection dates are as follows: ON or BEFORE the Parent meeting in August a \$500 payment is due.

Delinquent accounts:

Any player with a delinquent account during the current season will not be allowed to participate in practices and/or tournaments until the account is made current. In addition, accounts must be paid in full each season by May 1st, failure to do so will result in that player being barred from participating in any activities past that date.

A player with a delinquent account during the current season will not be allowed to participate in practices and/or tournaments until the account is made current or individual arrangements are made with the Club Director and Treasurer. No player will be allowed to participate during the current season if fees from the previous season are unpaid. If an account remains delinquent for 30 days, the player is subject to immediate dismissal from the Club and the account will be forwarded to the USAV NCVA Region and reported in bad standing.

There is a 3.1% fee for paying by credit card to cover the Club's cost.

Practice attendance is mandatory. Players are expected to be at every training session (practice). Every effort should be made to manage homework and schedule outside activities in a way that does not conflict with practices and tournaments. A player's absence has an adverse effect on the individual player as well as the development of the entire team. If a player needs to miss practice, arrive late, or leave early, that player must notify his/her coach with as much notice as possible.

In the case of inclement weather, coaches will call or email their team members at their preferred contact number to notify them of practice cancellations. Every effort will be made to also include this information on the club website.

Coaches may have additional team rules for practices that their players must follow. **Training sessions are designed with the player in mind.** The TNVBC coaches have taken into consideration the need for adequate rest and recovery in avoiding excessive stress to the player.

Practice times and place: We are still working out details for practice facilities and will update you as soon as we know. Updates to practice schedules will also be communicated via the TNVBC website and emails from coaches. Times vary by teams, but in general will be on Tuesday and Thursday between the hours of 3 pm and 10 pm (each team will practice for 2 hours). Additional practices will be necessary and will be communicated via the coaches.

Parents at practices: Coaches may implement closed practices at their discretion. Parents may only observe practices and **may not participate in any way unless they have the permission of the coach, and are Safe Sport certified, Impact Certified and have done the USAV registration along with a background check. This is policy based on NCVA Region training and keeping our children safe. (Safe Sport Training) Observing parents may not approach coaches with questions during practice.** Parents may not question or challenge coaches' techniques or decisions during or after practice (or really any time). Any questions or problems may be handled outside of practice by following the Grievance procedure outlined below.

Tournaments:

The tournament schedule for all teams will be set as soon as possible to determine teams' expenditures, travel arrangements, and assist with overall budgetary planning. The tournament schedules should be decided by early December (pending set schedule by the USAV NCVA Region).

Expectations of players and parents for tournament days:

- 1. All players are expected to be in the gym, READY TO WARM UP**, at the arrival time determined by the coach. The TNVBC standard is an hour before the first game regardless if you play or referee.
- 2. Proper demeanor is expected of all members of the Club** (coaches, players, parents, supporters) at all tournaments. This includes treating members of the officiating crew, other coaches, players and parents with respect during and between matches. Keep in mind that you are representing the TNVBC.
- 3. All TNVBC players and coaches must attend an officiating clinic to learn the rules of volleyball and how to officiate/score-keep.** Parents are encouraged to attend as well.
- 4. Officiating and Scorekeeping at tournaments.** All Junior Olympic tournaments are at least partially self-officiated. Officiating at tournaments is the shared responsibility of the entire team, including coaches. All TNVBC players are required to help with the line judging, scorekeeping, score flipping, and down officiating. Teams assigned to the officiating and scorekeeping must fulfill this responsibility, especially during the playoffs. **Players may not leave the tournament site unless excused by the coach and parents should not ask the coach to make an exception, if this occurs the parents and player will meet with the club Directors before the player is allowed back. The athletes will also sit out of the first day of the next tournament, but she will sit on the bench and cheer on her team.** Except for a true emergency, all players must remain at the tournament with the team until the completion of the team's officiating and scorekeeping duties. This is non-negotiable. The following "Team Player" concept should be understood, "Win as a team, lose as a team, officiate and score-keep as a team." An exception is that a coach may excuse a player early due to injury, or another significant emergency.

5. **Parents are not permitted to confront coaches on tournament days** to discuss playing time, or to complain about tactics, strategy, individual, or team performance. Parents are encouraged to take notes about their concerns and follow our required grievance procedures as outlined within this document (please see grievance procedures below).
6. **We have a club wide cell phone policy.** Cell phones will not be out at tournaments and players need coaches' permission to use cell phones. Rules also apply to traveling and cell phones (see travel portion of handbook.) There is team time and individual time, and traveling is a part of team time. Your coaches will implement a cell phone policy.
7. **Coaches may have additional team rules for tournaments** that their players must follow.

Responsibilities, Ethics, and Conduct

Player Responsibilities: Players are held to high standards by the coaching and administrative staff of the TNVBC. They should remember that they represent their parents, coaches, and Club to the larger community every time they participate in any club-related activity. No player is allowed to use alcohol or other controlled substances, including tobacco products, at any Club-related practice or event. Any player involved in any of these activities (and any other activities deemed inappropriate by Club leadership) will be dismissed from the club immediately with no refund of Club Fees. See second page of handbook for player expectations.

Parent Responsibilities: The TNVBC philosophy is to ensure that every player has the opportunity to learn and grow. As we respect you as parents, we ask for the same respect in return as coaches. Appropriate parental support and involvement is vital to the success of a team. Parents may attend practices if your player is U13 and under but may not interfere in any way. Because players are expected to fully participate in practice and tournaments, we expect parents to not interfere or distract their players during these times.

The TNVBC parents are expected to:

- Release their child to the experience of playing volleyball on their club team.
- Display sportsmanship and respect towards teammates, competitors, parents, coaches, and officials at all times. Do not speak negatively about any player, or any club.
- Allow the coaching staff to handle any concerns over an official's ruling.
- Understand and respect the differences between parental roles and coaching roles (i.e. please don't approach coaches with your philosophy of volleyball, or tell the coaches what position your daughter should play, or discuss playing time).
- Focus on their child's development of skills and strategies rather than competitive success. The nature of sports competition creates its own pressure to succeed.
- Communicate their true concerns with the coach. A positive working relationship is based upon clearly communicated mutual goals among parents, coaches, and players.
- Control negative emotions and think positively.
- Stay away from team huddles where the coach is trying to speak about team strategy and getting ready/ending the play day
- Players have open relationships with their coaches; please ask your player questions as they will more likely know the answer.

- Abide by the clubs grievance procedures as outlined in this document.
- Allow the directors and administration team to set prices, budgets and procedures of post season tournaments such as The Girls' National Junior Championships without second guessing, questioning, and complaining to other parents about expenses that could incur with extra travel.
- Refrain from a "Reply All" to emails from the club or coaches. If you have concerns you can reply directly to the club or coach.
- **Discuss with Directors (not other parents) any issues or concerns you might have during the season.** (Please see grievance procedures below).

Coaches' Responsibilities: Coaches will plan and lead all practices and game activities with a sense of purpose, working towards clearly established goals that are Specific, Measurable, Achievable, Realistic, Tangible (SMART) goals. Emphasis in practice and competition will be placed on skill development and overall team improvement.

The TBVBC coaches are expected to:

- Become IMPACT Certified
- Become SafeSport Certified
- Pass Background check
- Maintain NCVA membership (adult participant)
- Have written practice plans outlined for every practice
- Always carry players' medical forms to all tournaments
- Display sportsmanship and respect towards teammates, competitors, parents, coaches, and officials at all times.
- Always put the welfare of the players ahead of any personal gain.
- Be punctual for all scheduled events.
- Learn about the players and their individual needs.
- Know the rules of the game.
- Make informed playtime and strategy decisions.
- Prepare informative and challenging practices, so that maximum court time is devoted to learning, and cover relevant volleyball skills and concepts.
- Provide instruction of how to continually elevate the skills and game of volleyball using realistic and practical goals.
- Emphasize performance and process over outcome.
- Be positive and consistent with feedback.
- Communicate with players and parents by making sure they are familiar with expectations, procedures, and team rules. Be open to talking with players and parents. Be fair, impartial, and ready to listen and respond. Ability to motivate the players to ensure success from a variety of players and personalities, while demonstrating patience.
- Protect the safety of players. Direct any injury or illness to the appropriate person.
- Provide a role for each player selected for a team.
- Be respectful of the facilities used by the Club and maintain Club property responsibly.
- Contribute to and support the decisions of policy, actions, and rules of USA Volleyball, the USAV NCVA Region, and the TBVBC.
- Be a good role model on and off the court.

- Per the parent expectations as outlined above, coaches will not discuss playing time. Please speak directly with your player.
- Coaches do not accept payment of club fees.
- Communicate by email every Monday to the team.

Playing Time

Playing time must be earned. Equal playing time is never guaranteed on any team or at any event. The following factors influence playing time, in no particular order of importance:

- Volleyball skill and ability as evaluated by the coach
- Level of effort and individual participation displayed at practices and tournaments, and attitude in practice and game situations
- Individual position and role on the team
- Adherence to the coach's rules
- Adherence to the club's rules

Playing time is **NOT** an issue to be brought to the coach's attention by the parent. If a player has questions about her playing time, she may address these with the coaches at an agreed upon time apart from practices or tournaments. Players are not guaranteed to play the same position that they do during their high school volleyball season. Coaches take into consideration many factors in selecting players to fill out their rosters, and may feel that the player and team would benefit by developing a player to play a different role than he or she has previously performed. Playing time concerns are not subject to the grievance process – any concerns should be discussed with the player (players will know where they stand at all times and players can discuss this directly with their coaches).

Grievances

Knowing when and how to communicate with your player's coach is a concern for almost every parent at some time during the season. Most often, the concern is how to inquire about issues surrounding playing time (see playing time above). The TNVBC will not tolerate a hostile or aggressive confrontation between a parent or player and any official, coach, other parent, or other player, whether or not the coach, another player, or another parent is a member of the TNVBC. **This includes emails/text messages and phone calls to other team mates and/or parents or coaches, about the coaches, playing time and other negative behaviors.** Violation of this policy may result in the dismissal of the player from the TNVBC.

It is inappropriate for any player or parent to approach other TNVBC members or their parents about a problem the player or parents have with an TNVBC coach, objections to coaching decisions, or a disagreement with an administrative decision. Asking uninvolved persons to take sides in an issue is unfair to the third party and to the Club. Competitive team athletics, by its very nature, creates situations where not everyone may be happy all the time. For the psychological health of the team and the Club as a whole, grievances need to be handled by only the parties involved and the decision-makers in the situation.

The TNVBC encourages any player to talk to the coach when she/he has questions about her/his playing time or if she is unclear about what the coach's expectations are either in

practice or in competition. An appropriate attitude may be for the player to ask the coach what she needs to do in order to get more opportunities to play in matches. This discussion should take place away from tournament play or practices (after practice is an acceptable time with an email sent beforehand to give the coach adequate time to prepare.)

The coaches and/or Club Director will not discuss "coaching decisions." *"Coaching decisions" include, among other things, specific match decisions such as who played when, who was subbed out and when, or in what position a player was played.* The amount of time any player is given on the court is a result of a complex determination, in that coach's opinion, of the player's ability, the player's potential, the player's position, the team's needs at the moment, and the team's needs in the future. The coach will **NOT** be required to defend his/her thought processes, strategy, or conclusions in these determinations, and it is improper for a parent to make that request. **Coaches will not discuss any player other than the parent's own or the actions of any other TNVBC coach.** If you, as a parent, have legitimate concerns about your player's coach, a coach other than your player's coach, or with a player other than your own, you need to address this with the Club Director. Please remember that "coaching decisions" and playing time are **NOT** legitimate concerns.

When a coach is experiencing issues with a player, the coach will take the following steps of communication:

1. The coach will speak to the player.
2. If the issue is not resolved, the coach will then speak with the player's parents.
3. If the issue is still not resolved, the coach will then speak with the Club Directors.
4. The coach, Club Director, parent, and player will have a meeting to discuss the issue and action required.

When a parent or player has a legitimate concern, the following steps of communication should be followed:

- The player should speak with the coach about the matter.
- If the issue is not resolved; the parent should then speak with the coach.
- If the issue is still not resolved; the parent may then speak with the Club Director

Meetings of this nature are to be at times and locations other than tournaments. If a parent approaches a coach during a tournament, we have instructed the coach to refuse to discuss any controversial matter and to walk away. The coach has been instructed to say "Please check your parent handbook in this scenario." The recommended time for a parent and/or player to talk to a coach about a problem is at a previously arranged meeting either before or immediately after a scheduled practice. Repetitive complaining by a parent or player to third parties may cause, in the sole determination of the Club, to terminate club membership. As necessary, Club Leadership will be involved in helping to make appropriate decisions about any issues or incidents that arise during the club season.

Travel

League Travel:

Travel to League tournaments out of the area will be Parents' responsibility. Parents must arrange travel and lodging for their athletes.

"Stay and Play" Travel:

Additional NCVA or USAV Tournaments that are designated "Stay and Play" will require athletes to stay in Team rooms that are part of the all inclusive Tournament package. Coaches will give a time to check in to the hotel. All members of a team will stay in the same hotel. Any parent or player that does not stay with the team may do so only with the permission of the Travel Coordinator. Players will not leave the hotel without a parent, coach, or chaperone and must notify the coach. Players must use a buddy system at all times. When traveling as a team, room numbers and phone numbers are to be given ONLY to members of the travel party. Curfews for the players may be established by the coaches. It is the parent/chaperone's responsibility to assist coaches in enforcing such curfews. Violation of curfew may result in the player being expelled from the club. Players who damage any property at lodging or playing facility will be responsible for the damages. Any player found in possession of alcohol or other controlled substances, including tobacco products, while representing the TNVBC will be sent home immediately at the expense of the parent or guardian. Club Leadership will decide any other reasons for sending a player home at the expense of the parent/guardian during an out of area tournament.

Insurance Coverage

The USAV provides team liability protection on an excess coverage basis for members participating in scheduled, supervised, and approved activities. If a player sustains an injury in a practice or a tournament, any medical treatment that is needed must be covered by individual medical insurance.

Injuries/Illness

If a player sustains an injury or becomes ill during a practice or game, she must tell her coach immediately. A coach will not allow a player to practice or compete if there is:

- A verbal statement from a player expressing an injury
- A physical action shows that they are unable to play
- A signed note from a parent or doctor

Parents will be notified immediately upon any emergency. If a player sustains an injury or illness that is so severe that she is unable to participate in practices or tournaments for a period of time, written notification of recovery from a parent or qualified healthcare provider is required before that player may resume participation. Players that are unable to compete for more than 3 months' time based on a severe injury may be eligible to have the balance of their dues waived by the Club. Such players must submit medical documentation from a qualified and treating health care provider. No refunds will be granted for pre-paid tournament fees. The decision to waive the remaining fees is at the sole discretion of the Club Director.

California AB 2007

The 2016 California State Legislature passed AB 2007 setting forth important requirements for schools and sports clubs to follow when a player may have sustained a concussion. TBVBC will strictly abide by this law and expects all players and parents to report any signs of head injuries. The law requires TBVBC to not permit a player to practice or participate in tournaments until the player has been evaluated by a licensed health care provider trained in the evaluation and management of concussions. The player must receive a written clearance from the health care provider to return to play.

Minor Athlete Abuse Prevention Policies

USA Volleyball is proud to introduce Minor Athlete Abuse Prevention Policies (MAAPP). These policies outline training requirements and limit one-on-one interactions with minor athletes. The policies will be effective June 23, 2019.

→ <https://www.teamusa.org/usa-volleyball/about-us/safesport/maapp>

MAAPP Summary

The goal of Minor Athlete Abuse Prevention Policies is to limit one-on-one interactions with minor athletes--interactions with minors should be observable and interruptible. Any violation of MAAPP is reportable. The policy covers six areas:

- Limiting one-on-one interactions, including meetings and individual training sessions
- Massages and rubdowns/athlete training modalities
- Locker rooms and changing areas
- Social media and electronic communication
- Local travel
- Team travel

Questions regarding MAAPP should be directed to safesport.general@usav.org.