



PARTICIPATION AGREEMENT

OLYMPIC PREMIER VOLLEYBALL CLUB

ESTABLISHED 2007

WWW.OPVBC.ORG

PARTICIPATION AGREEMENT

"Individual commitment to a group effort - that is what makes a team work, a company work, a society work, a civilization work." - Vince Lombardi

MISSION STATEMENT

OPVBC is committed to provide a program of excellence by uniting skilled coaches with committed athletes and supportive family members.

PHILOSOPHY

OPVBC is a non-profit organization incorporated for the purpose of providing an environment that cultivates a positive experience for each person involved in the club by focusing on the values of self-esteem, character, leadership, integrity, sportsmanship and academics.

GOALS

1. To develop interest and encourage participation in the sport of volleyball for girls 8 years old through seniors in high school.
2. Continuous individual development in both proper techniques and to focus on the values of self-esteem, character, leadership, teamwork and sportsmanship.
3. To provide maximum exposure and training for all students preparing to play at the next level.
4. Strive to see continuous team improvement through the season with weekly training and team building efforts. Focus on how training and team communication can directly transfer onto the court during competition.
5. To assist players in laying the groundwork for maintaining a physically healthy lifestyle with nutrition, training and making good choices to help throughout their daily lives.
6. To assist players that are interested in earning an athletic scholarship to help pay for their college education
7. To provide training and develop local coaches.

ABOUT OLYMPIC PREMIER VOLLEYBALL CLUB

Olympic Premier Volleyball Club is a member of the Puget Sound Region of the United States Volleyball Association, hereinafter referred to as USA Volleyball. The Club will consist of one or more teams depending on available coaching staff, facilities and the number of players trying out. Teams will compete in tournaments throughout the state and the region during the sanctioned USA Volleyball season (JAN-MAY), with specific teams competing at the National level in different locations around the country.

COMMITMENT

OPVBC works hard to develop an outstanding reputation in the local volleyball community, with other USA Volleyball Clubs and with many college coaches. Together, we can help build an outstanding reputation and reap the rewards that come from such recognition.

Playing volleyball for OPVBC requires a strong commitment to volleyball and one's team. For the Club and teams to be successful, we request that players make OPVBC a priority, after family and

schoolwork. We encourage you to use time management skills in order to effectively balance your school, volleyball and other responsibilities. Also, while we think school is important, we don't believe it should be used as an excuse to miss practice if you are using proper time management skills. Please plan accordingly when finals and tests arrive so that you can be best prepared for these and still make volleyball practice and/or tournaments. OPVBC has many former college players on staff that are happy to share his or her time management skills with you!

TOURNAMENT PLAY

Many of the tournaments OPVBC enters take one day, either a Saturday or a Sunday. The Puget Sound Region sets which day tournaments are hosted, what age group are able to participate, and who hosts them. The typical one day tournament schedule starts at 8:00 AM with "pool play" consisting of three or four matches against other teams in your pool. Some tournaments follow pool play with single elimination bracket play ending in a final match for the top two finishing teams. Bracket play for one day tournaments begins sometime in the afternoon, ending with tournament finals sometime that evening. Teams making it to the finals will add another two or three matches to their day.

A few tournaments (Qualifiers and special events) involve two or three days of pool play, as described, followed by a single elimination bracket play.

Counting three to four matches per tournament day, and adding another one to four matches per bracket (if played), the number of matches played during a typical OPVBC season adds up rapidly with some teams playing more than 50 matches in one season. A typical high school varsity team plays 15-20 matches per season plus any playoff matches. One OPVBC season can, therefore, easily provide experience equivalent to two or three high school seasons of competition.

Since the length of volleyball matches can be unpredictable and tournament formats and management varies, it is difficult to know the time a tournament may end. Also, exact tournament schedules or final confirmations are often not available until just before the tournaments begin (often the night before play starts). This is partly due to late entries, withdrawals or team changes, which all impact the actual tournament playing schedule and match-ups. OPVBC has no control over the administration or operation of these tournaments.

Because of long tournament days, food and drinks in coolers are recommended. All food and drink (even if it is in a cooler) must be kept outside the gym area at all playing sites. **WATER ONLY INSIDE THE GYMS**, or point penalties will be assessed against the violating team. Athletes are asked to bring nutritious foods such as sandwiches, fruit, vegetables, fruit drinks and water. Players are not allowed to leave the gym without coach permission. 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.

Travel to and from tournaments and practices will be the responsibility of the individual players and their parents/guardians. Though coaches will develop tournament itineraries and suggest travel times, it is up to players/parents to arrange for transportation to and from each event. Coaches will not be responsible for finding your child a ride to the tournaments. We recommend players and parents arrange carpools with others from the same area.

PLAYER CONDUCT

Every athlete is expected to conduct herself appropriately at all times. You are representing OPVBC and we expect you to show respect at all times to coaches, teammates, officials at tournaments and

parents. Be competitive, but not disrespectful toward other teams and/or clubs. Disrespect to ANYONE will not be tolerated!

- When at tournaments and traveling to tournaments as a team, players are expected to wear OPVBC gear only.
- Alcohol and drugs are prohibited at all times.
- Smoking is prohibited.
- Maintain a C average or better in all classes. If you are having trouble with school, please speak to your coach. We can provide free tutoring for you.
- As a representative of Olympic Premier Volleyball Club, no actions that will hinder the player's performance, game, or scholastics will be tolerated. All players' actions and behavior should always be such as to reflect positively on the player, their team, and OPVBC.
- Players must be on time for all team commitments. Early is always best!
- Players must call or email their team coach when they are going to be late or absent from a practice or tournament.
- All players are required to participate in all physical conditioning activities and drills unless excused by a doctor or a coach.
- Players must report all physical injuries or illness to their head coach immediately.
- Equipment and uniforms issued to each player must be cared for properly.
- All players must abide by the rules established at tournament facilities, both locally and in other cities.
- If players are involved in a dispute, they must immediately work out problems between them. If they are unable to resolve their problem immediately, they must meet with the coaches until their problems are resolved. Problems between players must never be left unresolved.
- If a player is unable to attend a tournament, she must tell the coach as soon as reasonably possible in order to enable the coach to plan practices and position trainings accordingly. We ask that players and parents take a close look at the tournament schedules in December and compare it to their family calendars in order to identify any conflicts well in advance.

PLAYING TIME

OPVBC cannot guarantee equal playing time for everyone. However, we can offer fair playing time to each team player. Your club membership fees go toward practice time and instruction by qualified, experienced coaches. Practice and training is where you receive the most instruction and experience. Tournament play is only a supplement to participating in club. OPVBC trusts that each of our coaches have a method and philosophy about making playing time decisions. It must also be noted that each coach has different rules regarding being late and/or missing practices and how that affects playing time. Your coach will orient your team to his/her team rules when you begin your season.

PRACTICES

- **Players are required to be ready to begin practice at the designated start time.** Please allow yourselves enough time to put on kneepads, change shoes, be taped if needed and help set up equipment. Players are expected to assist in practice set up such as setting up and taking down nets and standards, and putting away volleyballs and ball carts. Begin practice mentally prepared. Have personal goals for all practices.

- **If a player must miss practice, a telephone call or email to their respective coach is mandatory at least three hours before practice.** Only after attempting and failing to reach the coach, can a player contact a teammate to pass the word along to the coach.
- **Advance notice is mandatory if a player is unable to make a practice or tournament due to vacation, family commitment, etc.** Budgeting for travel tournaments is done two months in advance, so if your player will be missing a tournament, you must tell the club director as soon as possible in order to not be charged for that travel. A written note is required for all these absences.
- **Each practice session is very important to the development of our athletes and team development.** Players need to make every effort to be at each practice so they don't miss instruction that could affect their performance at tournaments. Also, coaches prepare practice plans according to whom and how many players are attending. They need to know in advance if someone will have to miss practice so they may adjust their practice plans accordingly. It is important to note, if a player does not attend practice on a regular basis, the promise of fair playing time will not be adhered to.
- **No cell phones allowed during water breaks.** Please stay focused on the training during water breaks and refrain from checking your phone unless approved by coach.
- **Only players' current in their dues will be allowed to participate in practices and tournaments, unless financial arrangements have been made.** We do not want to hold players out of practice so please communicate with us if you are going to be late or short on payments.
- **Miscellaneous items.** Players should be quick to respond to instructions during practice, hustling during drills, and give maximum focused effort at all times. ALL players will be released by coaches once all equipment is put away and announcements are complete.

TEAM ASSIGNMENTS

The desire of the OPVBC Board of Directors is that the club fields strong and competitive teams in each USAV Age grouping. The Board also strongly believes that athletes should play with their USAV defined age group. For this reason, all athletes must try out for their USAV defined age group. Occasionally the director may ask an athlete to return and tryout for an age group above their defined age group. The decision to ultimately have the athlete play up in age group will be a decision of the Board of Directors and will be measured against the following criteria:

1. Keeping the athlete with the defined age group team would make it difficult or impossible for the athlete to improve above and beyond their current level of skill/ability and/or the skill/ability level of the athlete is clearly high enough for that athlete to be a routine starting/impact player on the advanced age group team.
2. Athlete(s) may be moved to a higher age group if doing so would allow the club to field a team in the higher age group and prevent athletes from being cut from the lower age group who would like to participate in the club. Which athletes, and how many athletes would be at the sole discretion of the Board.
3. Athletes who played up the previous season may be exempted from the strict standards of 1. And 2. above. However, they would still be required to go through the tryout process and earn their way onto the respective team.
4. Due to the strict WIAA coaching rules, there may be times in which the OPVBC Board of Directors have a player play up an age group in order to avoid a potential violation of a coach. These placements would only be made if the player's development would not be hindered or hurt and is not resorted upon unless necessary.

PARENT/COACH/PLAYER RELATIONSHIPS

Parents and coaches are key components to any successful youth program and that is certainly true in our program. OPVBC can teach positive character traits, such as cooperation, self-discipline and work ethic, but it is difficult to attain these desirable traits if the adults around them fail to set the proper example. Parents and coaches **MUST** refrain from criticizing opposing players, other parents, other coaches, and especially any player on that team as well as any officials.

As spectators, a parent's enthusiasm may make him/her prone to give instructions to the players that are contrary to those of the coach. This can cause confusion for young players. Parents, please encourage athletes to follow their coach's instructions, and leave the coaching to the coach!

The coaches are giving their time, energy, and best efforts to teach your child the sport of volleyball and we will not tolerate condemnation of the coaches. Understand that you will not agree or like every coaching tactic, comment, or suggestion that is made by the coaches, but this does not warrant criticism or rudeness. Because they often have different agendas, there is rarely a perfect fit between the goals and priorities of the coach with the goals and priorities of every parent on a team. However, due to their mutual interest in the player's development as an athlete and a person, coaches and parents can come to a better understanding of each other's perspectives. One thing parents can do to ally themselves with the coaches is to teach their daughters how to cope with some of the inherent frustrations that arise when one is a member of a team. Sports provide an excellent opportunity to teach young women about the realities of highly competitive situations. They must 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.

The most effective way to establish 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, staying late, doing extra preparation, being enthusiastic about the activity, and actively and publicly supporting their teammates. A parent who is successful in teaching these skills will never have to worry whether a coach is giving their child a fair break.

CLUB GRIEVANCE PROCEDURE

If a player has a concern with a coach, parents have the responsibility for teaching their child steps to remedy the situation. The following steps **MUST** be taken if any player has a concern with a coach:

Step 1: PLAYER should discuss the concern with their respective coach and try to arrive at a solution. None of the coaches should be considered unapproachable. They are very willing to listen to a player's concern and try to arrive at a mutual solution. Until the coach is made aware of the concern, nothing at all can be done to alleviate it.

Step 2: If, after time, the concern is not resolved the player and parents may make an appointment to speak with the coach and the club director. Please do not confront a coach in a hostile manner at any time particularly before, during or after a tournament. Arrange to meet with your coach and director at a convenient time for all parties. Tournaments and practices are times where coaches are focused on the team and not to be put into a situation that takes the focus off the team. Coaches are instructed by the administration to diffuse the situation by walking away.

Step 3: **If, after time, a solution is still not reached contact the OPVBC arbitration panel.** The athlete, parents, coaches, and arbitration panel (consists of an uninvolved Board Member, uninvolved Coach, and one uninvolved parent) will thoroughly discuss the situation and a plan of action will be established to resolve the matter to the best of all parties' abilities.

It is important that players and parents alike understand that conversation with a coach is allowed and encouraged at any time throughout the season as long as it is civil and polite. However, when/if problems arise, we all need to be rational and calm before a discussion occurs. Given the stress of a full day's competition, it is not uncommon for emotions to run high for all parties involved. That is why we ask that parents and players do not aggressively confront a coach at the immediate conclusion of an event. The administration at OPVBC will always act on behalf of the coach. We will support our coaches and their decisions, as long as the coach can justify any questionable actions. If the coach puts a player in harm's way, either physically, emotionally, psychologically or sexually, we will take every course of action necessary to facilitate a solution or appropriate response.

TRAVEL

Selected teams will travel outside of our Region to play in tournaments. The travel costs for these events will not be part of the club fees, but assessed on a per team basis to cover hotel costs and airfare if necessary. The following guidelines will be adhered to when traveling to these events:

- Players will be housed as a team, under the supervision of an appropriate number of chaperones. Only extenuating circumstances will be considered to exempt a player from this rule (determined on an individual basis). Coaches will make room assignments which must be adhered to, no switching allowed. Though OPVBC may make rooms available, parents attending these events will be responsible for securing their own lodging.
- Unless otherwise stated, all meals will be at the expense of the individual players.
- Behavior inside the motel which might be disturbing to other guests is not acceptable. Any player found to be disruptive in this way will be subject to suspension from tournament play.
- Because travel costs are assessed on a per team basis, it is important for the player and her family to let the coach and club director know as soon as possible if she is unable to attend to avoid being billed for the travel. Notification must be done in writing one month in advance of the tournament date in order to be excluded from billing.

GENERAL INFORMATION

Insurance Coverage

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

Club Fees

OPVBC is a non-profit organization that relies heavily on volunteers such as parents and board members, as well as modestly compensated coaches, to accomplish the club's purposes and goals. We have established our club fees to cover the following:

- Two playing jerseys and one pair of spandex, warm-up jacket, warm-up pant, tee shirt and backpack, all to be retained by each player.
- Volleyball equipment: balls, ball carts, ball bags, etc.
- Coach's equipment/salaries: warm-ups, coaching notebook, first aid kits, ball pumps, etc.
- Facilities Rental: gym space and court time
- Administrative expenses: mailings, flyers, website, etc.
- USA Volleyball Membership for each coach.
- Team registration fees for USA Volleyball sanctioned tournaments.

OPVBC has been a non-profit in Kitsap County since it was founded. The most essential differences between a non-profit organization and for-profit corporation or company is the purpose for which they are formed. Non-profits are usually founded to serve some sort of need in a community, and any money made over covering expenses must be channeled back into the programs and services they were formed for. That is why we do not pay our coaches during the winter, summer, and fall programs, and do not charge for our outdoor trainings, nor do we pay our club director or assistant club director during the winter, summer or fall. For-profit companies and corporations are usually founded to offer services or products and maximize profits that can be distributed between owners, employees, shareholders, and the business itself. Non-profits like OPVBC have no owners or shareholders, so no earnings can be distributed, and these types of organizations are more concerned with ensuring we operate over the bottom line and can fulfill our mission statement and adhere to our philosophy. In summary, what makes an organization a nonprofit is that:

- *its mission is to undertake activities whose goal is not primarily for profit*
- *no person owns shares of the corporation or interests in its property*
- *the property and income of the nonprofit corporation must never be distributed to any owners but are recycled back into the nonprofit corporation's public benefit mission and activities.*

PARTICIPATION AND FEE AGREEMENT

PLEASE SIGN AND RETURN THIS PORTION TO THE OPVBC CLUB DIRECTOR

NAME:

TEAM:

PLAYER AGREEMENT & CONSENT

I, _____, have read and understand the OPVBC player/parent handbook in its entirety, I certify by my signature below that I understand and I agree to abide by the policies and procedures set forth within the handbook.

Player's Signature

Date

PARENT'S AGREEMENT & CONSENT

I, _____, have read and understand the OPVBC player/parent handbook in its entirety, I certify by my signature below that I understand and I agree to abide by the policies and procedures set forth within the handbook and to pay dues in full prior to the end of the season.

Parent/Guardian Signature

Date