

GOLDEN BEAR
VOLLEYBALL



2017 PLAYER & PARENT PACKET
TRYOUTS: NOVEMBER 6, 2016

CLUB PHILOSOPHY

First and foremost, Golden Bear is an educational organization. We believe the underlying values we teach are fundamental to players' development as athletes, students, and people. Although one of our goals is to develop teams that will compete for national championships, we recognize the most important lessons we teach extend beyond the gym.

I. How does Golden Bear train to reach its goals?

A. Work Hard

If you want reach your potential, the most important controllable variable is how hard you work. As we strive to win, train for success now and in the future, and foster loving the experience, we keep the focus on a simple concept: *work hard*.

Social, carefree fun happens spontaneously in the context of a cohesive group bound together by working hard towards a common goal. Consistent with this, we focus on providing the structure where a team can feel proud of its efforts and enjoy their down-time as a reward. Jack Nicklaus (*the Golden Bear*, coincidentally) was once asked whether he ever played golf for fun. His reply: "Fun for me is walking up the 18th at the Masters with a 1-shot lead." At Golden Bear, we seek to inspire the courage to give your all, so you can gain satisfaction from the results, whatever they may be.

B. Individual Technique

The foundation of individual and group success is solid fundamentals. To be great, you have to be able to be good at the little things, *over and over again*. Golden Bear has built teams to heights unequalled in the central Bay Area in part because we have focused on a strong technical foundation. Getting a little better a technique with every repetition is a hallmark of Golden Bear training.

C. Team Systems

Individual skills are woven into a coordinated effort in every phase of the game. Technical proficiency is of limited value unless every player on the floor understands and executes her role.

Understanding how each role fits in the bigger picture, and trusting your teammates, is an essential component of learning.

D. Competitive Situations

Performing a skill in a controlled practice setting is building block, but it's not the same as doing it in live play. Simulating game situations in the practice gym introduces the many variables that occur in competition, but allow for many repetitions as well as focused feedback. Weaving individual skills and team concepts into the fabric of game situation is the apex of each skill progression.

E. Competition

While every team competes, Golden Bear looks for more – in several ways. (1) We want to compete harder, just like we practice harder. (2) We want to get more out of competition, by learning at every opportunity. (3) We never put results ahead of effort; if we put the effort into the process, then we improve our chances of reaching our competitive goals.

Things are more likely to go your way when you stop worrying about whether you're going to win or lose and focus your full attention on what's happening right this moment.

— Phil Jackson, Sacred Hoops

II. What's the philosophy on playing time?

Everything at Golden Bear is guided by a simple rule: *team first*. The corollary to the rule is that no team reaches its potential without every player making a contribution. Each player must also be aware of her importance to the team.

One finger can't lift a pebble. — Hopi saying

A. Team First

This means everyone is working towards the same goals, and they have to put their private agendas aside when they interfere with the team's goals. A team is not a democracy, it's more like a meritocracy.

Competitive players all want to play as much as possible, but the attitude we're looking for is "what can I do to help the team?"

The team, the team, the team. — Jim Harbaugh

B. The importance of every team member.

1. Every player gets opportunities, of two types. First, **every player gets the same opportunities in practice to earn playing time.** Whether in game situations or practice, the coach is responsible for identifying the strongest line-up, which means constant reevaluation. Second, there are opportunities to compete in game situations. The older the team, the more playing time is earned, not given. Whoever is playing best will play the most, but this is always subject to change based on what a player does with the opportunities in practice.

2. Every player has a role. Those players who play less than others are vital parts of a team's success. First, they always have the opportunity to show they can help the team improve. No starting line-up is ever permanent. Also, they can raise the level of practice, maintain the level in games when called upon, or raise the level — thus earning more playing time. When a player isn't happy with her role, the appropriate response is first to be sure she understands what she needs to do, then work as hard as possible to effectuate change.

3. Exposure. By the 15's year, recruiting is an important part of club volleyball. Coaches are aware of this, and will look for appropriate opportunities to give every player exposure in positive situations. Keep in mind, however, that most recruiting in volleyball is player-initiated. When a player has been corresponding with a program that is in attendance, our coaches will look for opportunities for exposure, provided that it is not at the expense of the team.

III. What does Golden Bear care about besides volleyball?

We do all we can to stay aware of the big picture. This may mean simply keeping one play, one match, or one tournament in *perspective*. This may also mean recognizing that there are values more important than winning which we will follow as we pursue volleyball excellence. We believe our philosophy allows us to remain true to our principles *and* develop great teams and players. Doing things right and doing well go hand-in-hand.

Below are some examples which address specific situations:

A. Academics, Family, & Social Life

As a club volleyball program, we are preparing players for success as student-athletes. That's student first, athlete second. When the time comes for choosing a college, we offer advice for the academic side as well as the athletic. The emphasis on school does not mean that players are encouraged to miss practices for academic reasons. The lessons student-athletes must learn include how to plan ahead, so we expect that players won't miss practices due to a lack of foresight.

B. School Sports

At Golden Bear, we believe as long as a player decides to play a school sport, it is up to the player to set her priorities. What we expect, however, is the player will do everything possible to fulfill her commitment to her Golden Bear team.

C. Personal growth.

There are a number of important lessons that come from playing team sports, especially at the high level at which Golden Bear teams play. Many of these have already been mentioned. Here, however, are a few of the things that we consider important: accepting responsibility, teamwork, communication, challenging yourself, discipline, and working passionately for something. There are a lot more, but the point is just this: we're aware of the big picture, and we try to make it a part of everything we do.

FREQUENTLY ASKED TRYOUT QUESTIONS

What are the differences between Mizuno, Gold, White, and Navy teams?

Mizuno teams compete at the highest levels, practice 2-3 times per week, play in the NCVA Power League, and travel to national tournaments.

Gold and *White* teams practice twice per week, play in the NCVA Premier League (local), and do not travel (except 18 Gold to Vegas). Gold and White teams require less of a time and financial commitment. Gold, white, and navy teams will typically practice twice weekly – once working on individual and competitive skills with another team, and once by themselves.

What if a parent cannot attend the November 14th signing meeting?

This meeting is when we will complete the NCVA letter of commitment and uniform sizing. We will also require the first payment at this meeting. Any parent who cannot attend is responsible for communicating with the coaches to complete the paperwork and make payment arrangements.

What are the chances of making a team if you haven't been to a clinic? Can you really evaluate players thoroughly at tryouts?

Coming to clinics makes things easier for the coaches to make decisions, but players being seen at tryouts for the first time still have every opportunity to make a team.

Do you know how many positions are still open?

Every position is open. We do not ask for commitments before tryouts, even if we know a player is good enough to make a team. If we told a player about her chances of making a team, the coach will share that information if asked. We have made no offers to players before tryouts.

Do you have any biases towards former Golden Bear players?

For better or worse, every Golden Bear player knows she must earn her spot every year. The reason for this is simple: we are committed to making our teams as strong as possible every year. The players who try out here want to play at the highest level possible, and in order to form such teams, the policy must apply to everyone. *However, our experience with anyone we know will naturally influence our decisions. That experience might help, or might not.*

Do you make decisions at tryouts, or notify players later?

We will begin to contact players as soon as possible *after* the tryout, and post final teams on-line.

What if a player is sick or injured and cannot try out for any other reason?

We will consider any player based on the information available to us. Some of our coaches may have had the opportunity to observe a player at a camp, a clinic, or playing on a school team. For a player who does not attend tryouts to be offered a position, it must be certain she merits it; close calls favor the player(s) who we can evaluate against their peers in the tryout setting. That said, if the information we have available to us tell us that a player definitely deserves a position, we would offer it to her.

If offered a position, when must a player decide?

When a player is offered a position, she can verbally accept the position. If a player is unsure at that time, how long we can wait is decided on a case-by-case basis. We will never require a decision in less than 24 hours. When the player who wants more time cannot be replaced by someone off the waiting list, a coach will generally wait, even if it means the position eventually is not filled. When a wait-listed player would be a reasonable replacement, we are not in a position to be as patient. Partly, the urgency is for benefit of the team, so the wait-listed player will still be available should a position open up. It is also in consideration of the wait-listed player, as she gets the chance to play for her first choice before being forced to make a commitment elsewhere. **We will never make a take-it-or-leave it offer.**

What age group am I?

Usually, 18s are seniors in high school, 17s are juniors, etc. If you are too old for your peer group (e.g. an 8th grader whose birthday fits with the 15s), you must try out with your AGE group. If your birthday fits with the younger group (e.g. a 10th grader who can play 15s), we would prefer you attend with your PEER group, i.e. your classmates. In this case, we will consider you first with your peer group and secondly with you age group, looking for the best possible fit. We welcome parent and player input in this process.

CLUB POLICIES

Parents and players should not consider the following to be a complete set of rules. Instead, these policies are representative of the high standards for conduct that we expect of all participants.

- 1.1 Participation is open to all without regard to race, religious beliefs, or national origin.

Players

- 2.1 Players are expected to maintain a courteous manner during all Club activities including practices, travel to and from tournaments, on and off the court. A player whose conduct is deemed improper may be dismissed from practice, a tournament, or the Club entirely.
- 2.2 Possession and/or use of drugs, alcohol, or any regulated substance or item is strictly prohibited and violation of this rule will be grounds for expulsion from the Club without refund of fees.
- 2.3 Each player is responsible for notifying her coach of any physical ailment or injury that may affect her ability to play or to attend a practice.

Communication

- 3.1 Coaches decide the time, place, and manner of feedback and instruction. Parents are requested to consult with coaches if they wish to address these decisions.
- 3.2 Problems that arise should be dealt with in the following order: (1) Player and coach; (2) parent, player, and coach; (3) director, parent, player, and coach. Open communication is everyone's responsibility. All coaches and the director are available to resolve problems. Following the chain of communication allows players to learn to take responsibility

for themselves, encourages player-coach communication, and prevents micro-managing of the teams.

- 3.3 *The corollary to 3.2 is this: The director's door is always open. In addition to monthly open meetings, parents may contact the director if they believe the process described in 3.2 is not appropriate to the situation. No concern is too big or too small.*
- 3.4 The places and times we choose for communication has a great deal to do with its ultimate success. Players and parents should request to meet with the coach to discuss sensitive issues. Before and after practice may be appropriate for brief unemotional discussions, but difficult or emotional situations require separate meetings. Dealing with difficult problems immediately before practice usually does not result in a resolution and can disrupt practice for the player, coach and all team members.
- 3.5 Parents are encouraged to talk with coaches at appropriate times, yet should avoid discussing any player/coach conflict situations during competition or in the presence of any team member. **Parents MAY NOT discuss their daughter's or other athletes playing time with the coach on the day of competition, including before or after competition.** Lack of cooperation with this will result in the player being asked to leave with the parent. This subject is loaded with emotion and needs to be dealt with in a meeting with the coach and/or Director at a later time.
- 3.6 Coaches will host question & answer sessions with parents. At least one such meeting will be held during January and February, and thereafter as necessary.
- 3.7 There will probably be situations for every player and parent where you are not entirely happy. In all cases, there are only two permissible actions:

1. Conclude it is not worth raising a fuss; simply let it go.
2. Talk to the appropriate person about the problem, be it a teammate, a coach, or a parent. Be sure to follow the chain of communication.

Any other type of response, such as complaining amongst teammates or parents or allowing concerns to grow and fester, is divisive and detrimental to the team.

- 3.8 Making disruptive or negative comments (whether towards tournament officials, team members, staff or opponents) and parent sideline coaching are not permitted.

Financial

- 4.1 Any player whose account is not up to date may be prohibited from practice or participation in tournaments.

4.2 Club Fees:

<u>Team</u>	<u>Dues</u>	<u>Events</u>	<u>Total</u>
18F	\$3,708	\$1,635	\$5,343
16M	\$3,708	\$1,415	\$5,123
15M	\$3,708	\$1,415	\$5,123
14M	\$3,708	\$1,415	\$5,123
13M	\$3,708	\$865	\$4,573
12M	\$2,073	\$815	\$2,888
18G	\$2,073	\$800	\$2,873
16G	\$1,737	\$0	\$1,737
15G	\$1,737	\$0	\$1,737
14G	\$1,737	\$0	\$1,737
14W	\$1,737	\$0	\$1,737
13G	\$1,737	\$0	\$1,737
12G	\$1,737	\$0	\$1,737
12W	\$1,737	\$0	\$1,737
12N	\$1,737	\$0	\$1,737
12Y	\$1,737	\$0	\$1,737
Cubs	\$472	\$0	\$472

*Events = Any tournament other than NCVA League.

Payment Schedule for 2017 Season (including travel):

1. Due at 11/14/16 meeting: \$2,000 (or balance).
2. Due 12/14/16: \$2,000 (or balance).
3. Due 1/14/16: remaining balance.
 - \$50 discount for full payment by check for Mizuno or Blue at 11/14 meeting, \$20 for Gold or White.
 - \$20 late fee if payment is not received on schedule.

Credit card payments are accepted; authorization forms can be downloaded from our website. Credit card authorization forms and checks can be submitted to our business address:

*951-2 Old County Road #161
Belmont, CA 94002*

- 4.3 When committing to play on a team you are obliged to pay the full basic membership cost. This is because our expenses do not drop when a player leaves a team. **Payment is not on a monthly or pro-rated basis, and refunds will not be given.**

- 4.4 Credit card must be on file.

Travel

- 5.1 NCVA tournament (league) registration fees are included in the club dues. Mizuno teams play Power League, Gold and White teams play Area League, Cubs play Non-League. Other local tournaments may be added at additional expense. Additional tournaments are selected, as appropriate, on a team-by-team basis. Mizuno teams may incur minimal travel expenses for competition at distant locations within the region.

- 5.2 The estimated costs for additional tournaments represents our current best estimate of the cost of all additional

- tournaments. Any difference between the cost estimate and the actual cost of the trip will be reflected in a statement after the tournament. You will be credited or billed for any difference between the estimate and the actual cost. See chart (13.1) for breakdown of costs.
- 5.3 Payment for all estimated costs will be made in advance of travel. See the Financial section for details.
- 5.4 Refunds for withdrawal from a tournament: Every player is expected to attend every tournament. Based on this, the club makes payments for travel and lodging which are often not recoverable. If a player withdraws, any costs the Club can recover will be refunded in full, but **there will be no credits for other costs**. Non-refundable airline tickets that result in credits will be turned over to the player. We are compelled to apply this policy to medical reasons or any emergency as well.
- 5.5 **Players may never drive to or from a tournament.**
- 5.6 **All teams travel together to tournaments outside the region.** This includes air and ground transportation to and during the event, meals, and accommodations. Exceptions are made at the club's discretion, when available.
- 5.7 When more than one Golden Bear team travels to the same event, their total expenses will be shared among all teams going to that event, unless a team voluntarily chooses a more expensive itinerary, in which case they will be billed for the difference.
- 5.8 The travel calendar is set by the club. Changes will be considered based on input from team coaches and parents. The club will consider adding additional tournaments contingent on parent feedback.
- 5.9 End of Season Tournament:
- Mizuno: Junior Nationals or Bay View Classic
 - Gold/White/Navy: Premier Area League Championship
- 5.10 In general, the club does not arrange transportation to tournaments within California or to Reno.
- 5.11 All Golden Bear teams will travel with a parent chaperone. Due to USAV rules, every chaperone (and coach) must undergo a background check. Each Golden Bear team will have one designated chaperone who will attend JOs. At JOs, the official chaperone must be present, although other parents may assist in the duties as permitted by USAV rules. **When a trip includes group air travel (JOQs, Vegas, JOs), the chaperone's airfare will be assumed by the team.** At their own discretion, chaperones may relieve the team of the cost of their airfare. Hotel charges will remain the responsibility of the chaperone. When no parent(s) are willing to chaperone and pay their hotel costs, the team will assume the expense.
- 5.12 We are sensitive to those trying to keep their travel expenses low. As such, we prefer each player pay their own meal expenses. Those who are on a tight budget are understandably resentful when they are expected to pay a share of more expensive meals. There are, however, situations where pay-as-you-go is unnecessary due to the small differences in costs or impractical due to time constraints.
- 5.13 Before and during competition, players will restrict their intake of certain foods, including caffeine and fried foods.
- 5.14 Parent travel: **Golden Bear will not book travel for parents, with the exception of the team chaperone.** As soon as we choose a team flight, we will communicate this to the team and post it on our website. We will do the same

with hotels. Where permitted by the hotel, we will block rooms for parents to call the hotel directly.

6.1 **Fundraising**

The club will offer several fundraising opportunities, one of which is mandatory: for our A's game fundraiser, every player will be issued 5 tickets. *The club fees include 5 tickets per player for Mizuno teams and 2 per player for all others.* The tickets can be used by the player's family or sold for \$20+ with the proceeds kept by the player. Additional tickets will be available on request, at a decreasing cost to the player.

7.1 **Sponsors:** There are always players for whom club volleyball is a financial impossibility. After fundraising options have been exhausted, the club seeks sponsors. If you or someone you know would be able to make a tax-deductible donation, please contact the club. All donations will be kept confidential unless requested otherwise.

Financial Aid

For families in significant financial need. Options include:

- A. Payment plan to spread out payments.
- B. Fundraising (workshifts, A's ticket sales, etc.).
- C. Player-originated sponsorship (players receive 100% of donations acquired).
- D. Sponsorship by the Opportunity Fund.

8.2 For those receiving Opportunity Fund sponsorship (8.1D above), players and parents must participate in **all fundraising**.

8.3 Opportunity Fund candidates must complete an application and submit tax returns and other documentation. In most cases, the club will be able to reply within one week.

8.4 Opportunity Fund evaluations follow a standardized format based on income and number of household members. Exceptions will be considered by application.

8.5 Financial aid must be based on need, not ability. Otherwise, it makes a player a professional in the eyes of the NCAA. College eligibility, along with eligibility for college athletic scholarships, can be stripped.

8.6 Parents of those receiving Opportunity sponsorship (8.1D above) may not attend tournaments requiring air travel absent special circumstances.

8.7 Golden Bear and the Renaissance Fund will recognize loyalty and contributions to the club at the highest level. All Graduating seniors in good standing and with at least 3 years of Golden Bear experience will receive a \$1,000.00 scholarship towards college expenses.

Web Site

9.1 We maintain a web site at www.goldenbearvolleyball.com. This site includes information for college coaches, as well as practice and tournament information. Each team can add content (photos, etc.) as they see fit. Also be sure to follow us and post on Facebook and Instagram.

Administration

10.1 Golden Bear has five senior staff members:

1. Randy Chang (randyc@goldenbearvolleyball.com) is the club's bookkeeper. He keeps track of charges and payments.
2. Shelby Salonga (shelbysalonga@gmail.com) is the club's Director of Operations.
3. Emerson Salonga (emersonsalonga@hotmail.com) is Golden Bear's Director of Volleyball. He is responsible for overseeing player training and staff development.
4. Sarah McClendon (directorsarahmc@gmail.com) is the Club Director, responsible for the day-to-day management of the

program. Questions or concerns that cannot be addressed by the coaches should be directed to Sarah.

5. Ed Cohen is the club's Chief Financial Officer.

Uniforms

- 11.1 The club will order your full uniform. Please be sure to try on uniforms at the 11/14 meeting. Your membership fee includes the following items:
 - One set of warm-ups
 - Three jerseys (two for Cubs, Gold, and White teams)
 - Two pair of biker shorts (one for Cubs, Gold, and White)
- 11.2 Returning players may request to re-use any of last season's apparel that is being ordered in the same style this year. The on-line uniform request form allows for this option, and the player will receive a credit to her account.
- 11.3 New players will be required to purchase a Mizuno bag at a cost of approximately \$50. This fee will be billed by the club. (Does not apply to Gold teams.)
- 11.4 All-Star Sports will offer team shoes and other products at a club discount price. BearWear (ParentWear) will be available at the 11/14 meeting. For questions regarding these items, contact Sally at All-Star Sports (s.abart@yahoo.com).

12.1 Coaching Staff

For questions about specific age groups, contact the following head coaches:

18 FOREFRONT/	Justin Caraway	coachwjc@gmail.com
18 GOLD	Colin Jindra	colinjindra@gmail.com
16 MIZUNO	Kyle Brook	kyle.william.brook@gmail.com
	Vanessa Williams	vrw.california@gmail.com
16 GOLD	Claire Veeninga	cveeninga@gmail.com
15 MIZUNO	Milo Dubinsky	milodubinsky@gmail.com
	Christina Higgins	chrissychristis93@sbcglobal.net
15 GOLD	Zahra Jackson	zahra.jackson12@gmail.com
14 MIZUNO	Kingman Lim	kingmanlim@gmail.com
	Laura Challis	lecchallis@gmail.com
14 GOLD	Phoebe Bautista	flipnsoul3@gmail.com
14 WHITE	Sarah Nappl	sarahnepl@berkeley.edu
13 MIZUNO	Mia Navileer	mia.navellier@gmail.com
	Marlies Swan	marliesjade@yahoo.com
13 GOLD	Alex Reames	alexreames@gmail.com
12 MIZUNO	Dave Cartalla	dbcartalla2@gmail.com
12 GOLD	Zahra Jackson	zahra.jackson12@gmail.com
12 WHITE	Kim Ho	kimthiho916@gmail.com
12 NAVY	Angela Dempf	adempf@berkeley.edu
CUBS	Phoebe Bautista	flipnsoul3@gmail.com

13.1 Additional Tournament (“Events”) Breakdown

		12G					14G						
	Cubs	12M	12N	13M	13G	14M	14W	15M	15G	16M	16G	18G	18F
California Kickoff		\$50		\$100		\$100		\$100		\$100			\$100
Las Vegas Invitational												\$800	\$800
President’s Day		\$145		\$145		\$145		\$145		\$145			
SoCal JNQ						\$550		\$550		\$550			
Golden State JNQ													\$115
Far Western JNQ		\$500		\$500		\$500		\$500		\$500			\$500
Bay View Classic		\$120		\$120		\$120		\$120		\$120			\$120

\$0	\$815	\$0	\$865	\$0	\$1,415	\$0	\$1,415	\$0	\$1,415	\$0	\$800	\$1,635
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COMPREHENSIVE EDUCATION

Golden Bear has vast experience in the many different components that make for a successful club experience. Our coaches provide instruction and leadership in practices, and our teams compete at a rarefied level. But to make the experience complete, we supplement the team setting with a club-wide experience which gives every player opportunities to benefit from what the entire club has to offer. This starts with our clinics, which expose players and coaches to Golden Bear's most knowledgeable specialists. It extends to the teamwork between Golden Bear coaches and teams. In the end, players and parents are the beneficiaries of a wealth of volleyball knowledge and experience.

Sports Performance Training

1. For Mizuno, Forefront, and 18 Gold, there will be a pre-season sports performance program, designed to build volleyball-specific strength, explosiveness, agility, speed, and prevent injuries. This will be hosted at ProAction Athletics in Oakland.
2. Pre-season training will include Olympic lifting, plyometric work, core strengthening and technical training in volleyball skills. We will have a mid-week stair workout and alternate weekend workouts at ProAction and in the gym on the court working on volleyball skills. Sports performance training will continue with weekly sessions during January and March, followed by maintenance training for the remainder of the season.

Recruiting Workshop – Early February

Golden Bear offers a recruiting workshop for parents and players. **Anyone in the freshman year or later who has not attended a Golden Bear recruiting workshop in the past is required to attend.** The workshop is a comprehensive review of the recruiting process, including an overview of the process, the player's role, NCAA rules, and an thorough Q & A.

Parent/Coach/Administration

1. Golden Bear will offer a seminar covering rules, coaching techniques, and strategies.
2. All teams will offer several team meetings to include players, parents, coaching staff, and (when requested) administration.
3. Club director Sarah McClendon is available for parents interested in helping to improve the Golden Bear program. Our club is constantly adapting to the needs of the Bay Area. Your input is greatly appreciated.

Athletic Training and Injury Prevention

Stan Nakahara, Golden Bear Trainer-in-Residence. For years, Stan has worked wonders with injured Golden Bear athletes. Stan will have regular drop-in hours at practices, free to all Golden Bears.

Student-Athlete Skills

Sharing our experience as college coaches and student-athletes, we address topics such as time management, stress management, and goal setting (short and long-term).

Practices

1. Golden Bear has “open practices.” With the advance consent of both coaches, players may attend practices of other teams.
2. Additional practices are available on Saturdays for 15s and older. 14s and younger may occasionally add a 3rd practice.
3. At the coaches discretion, practices may be cancelled due to team fatigue or similar reasons.

Clinics

Justin Caraway, Emerson Salonga, or other specialists will lead clinics offering specialized skills, position-specific training, and advanced team tactical training. These will in addition to the regular practice schedule. They will be on Fridays or weekends at Hearst.

Cubs

Structured training for young players, grades 4th, 5th & 6th. We will start this program in early February/late March, unless there is sufficient interest and gym availability to begin earlier.