

## **Ethos Club Manual**

### **GENERAL INFORMATION**

#### **A little background**

Ethos VBC was founded in 2010 out of a passion to see the sport of volleyball grow in Tennessee and to help the individual athlete reach their potential both on and off the court. Ethos Volleyball Club is a proud member of the JVA and competes in some of the largest tournaments in the Nation.

#### **What is “ethos”?**

Ethos is defined as the “guiding beliefs or ideals that characterize a community, a nation or a group of people.” At Ethos VBC, our “ethos” is focused on 3 things – a love for God, a love for people, and a love of volleyball. We intend to teach all three to our players by the way we live, by the way we treat each other, and by the way we play. It is our goal that each player leaves our club a better person and not simply a better volleyball player.

#### **Mission Statement**

Ethos mission is to be one of the premier volleyball clubs in the Nation and who prepares our players to compete at the highest level. It is our goal to develop our players both mentally, physically and spiritually through the sport of volleyball. We want to prepare our athletes to succeed on the court, in the classroom and in the working world. It is our goal to make better people and not just better volleyball players.

In order to achieve our mission, we have set the following goals:

1. To instill and encourage a positive and constructive attitude towards the game, teammates, coaches, and others associated with the game.
2. To teach players to make a commitment to self-improvement both on and off the court and to expect excellence in everything they do.
3. To help players develop a sense of teamwork and cooperation in a competitive atmosphere.
4. To offer a consistent coaching philosophy & well-trained staff from the first time a player enters a gym until their high school graduation. Ethos VBC will insist on uniformity throughout our coaching process and provide mandatory coaching clinics for all coaches.
5. To ensure an “open door” communication policy for all players and parents with their coach(es) and Club Directors.
6. To run a well-organized club consisting of: tryouts, practices, tournaments, social events, clinics, fundraising, lessons & community service.

#### **Directors Commitment**

1. We commit to providing a competitive & educational learning environment for our athletes
2. We commit to putting the interests of the players, parents & the club first
3. We commit to providing consistent coaching & instruction across all levels of play

## **Our training philosophy**

At Ethos, we believe that intense practice combined with quality repetitions are the two building blocks for success in any aspect of life – especially in volleyball. We believe that humans learn best when proper form is combined with thousands upon thousands of hours of repetition. This process is the best way to become successful on the volleyball court, in the classroom, and in the real world. We are passionate about this training philosophy and want it to become a part of our players' core beliefs. Hard work always produces results, so we will always be excited to work hard.

## **Practice Philosophy**

Ethos is a very different from other clubs in Tennessee in almost every way - one of which is our meticulous approach to practice planning & preparation. Unlike other clubs, every single practice at Ethos is planned by a Master Coach (usually the Directors). In this way, Ethos offers a uniformity of instruction across different age groups, skill levels & practice locations. Regardless of which team or coach you have at Ethos, each player will receive the same high quality coaching, intense practice environment & will hear the same verbal cues. We believe that this uniformity of instruction from age 10 to age 18 creates our unique club culture and yields incredible results in the long run.

## **Fee Structure**

The fees to play for Ethos VBC are different depending on several variables (# practices per week, # of tournaments, season length, gym availability & price, etc.) Parents are required to submit payment to Ethos according to the Fee Schedule found online or passed out at the Clubwide Meeting.

Club Fees go towards paying for the following:

- JVA/AAU membership fees for players (where appropriate)
- JVA/AAU membership for coaches/directors
- JVA/AAU tournament entry fees
- JVA/AAU coaches background checks
- Out of region tournament entry fees
- Facility rental costs
- Training equipment
- Salary for coaches
- Training for coaches
- Travel, rooming and food expenses for coaches
- Administrative costs & supplies
- Website maintenance fees
- Overhead

Fees **do not** cover the individual player's uniform package, travel to and from tournaments, hotel accommodations or food during tournaments. Players and parents often work out carpools to tournaments to reduce costs. Only in the most extreme situations should the club have to rent a vehicle(s) to transport players to a tournament.

### **Injury & Refund Policy**

Occasionally, a player is kept from participation in the club season due to a physical injury or prolonged illness which requires hospitalization. In such instances, players or parents must submit a doctor's note immediately and an email to the Director explaining the situation. Such incidents *may* be eligible for the following refund (at the Director's discretion):

- Notification to Ethos Director prior to December 1st - 50% refund
- Notification to Ethos Director prior to January 1st - 25% refund
- Notification to Ethos Director prior to February 1st - 10% refund
- Notification to Ethos Director **after** February 1st - No refund

Fees will not be refunded, however, for players who choose to leave the club early for any reason other than the 2 mentioned above or for those who are removed from the club due to a Code of Conduct violation. Should either of those 2 things happen (dismissal or removal from the club), then the player's remaining balance will be immediately "due in full" and a **\$500 penalty** will be added to his/her outstanding balance (also due immediately). See the FINANCIAL CONTRACT for more details.

### **Maintaining Good Grades**

We want Ethos to be filled with excellent students (not just volleyball players). Therefore it is important to keep your grades up throughout the season. If you want to be recruited to top level college, you must do your part in the classroom in addition to the volleyball court. Time management is a critical skill to any student athlete but especially those who play club. Plan ahead to ensure that school work is completed in advance. Missing practice to complete assignments or study because you failed to plan ahead is NOT acceptable. Everyone is busy and has school - learn to plan ahead. Getting home late from a weekend tournament does not excuse you from school the following day.

### **Team Parent**

Essential to any successful club and/or high school season, is having a great Team Parent. Listed below are some of the expectations/responsibilities for our Ethos Team Parent. If you are interested in serving or wish to help in some other organizational capacity, please contact your coach (or the Directors) as soon as possible.

### **Responsibilities of Team Parent**

1. Acts as a liaison between the coach and the parents. Communicates regularly with the coach and informs the team of changes in practice times, tournament schedule changes, and any other information that needs to be distributed to the team.
2. Serves as the team representative to the Ethos coaches & Directors. Attends meetings at which a team parent is required. Any information presented at the meetings is then communicated back to the other parents.
3. Prepares contact information for all parents with names of players and parents, addresses and phone numbers.
4. Coordinates and/or assigns responsibility for the food bags or snack tables at tournaments.
5. Coordinates team parties, bonding activities, carpooling, etc.
6. Encourages team and club spirit!

### **Travel & Tournament Policies**

Most athletes will take at least 1 overnight trip with their team during the season. Players will abide by the rules & curfews outlined by their individual coach AND the club rules outlined below.

1. The coach will determine the location & departure time when traveling to a tournament. They will also establish the meeting time(s) for the team at the hotel & at the gym.
2. Transportation to and from all practices, club-sponsored clinics, and tournaments is the responsibility of the parents. An athlete may not drive to or from an out of town tournament without permission from the individual coach (after speaking with the parents).
3. At no time will an athlete be allowed to leave hotel property without the express permission of their coach or chaperone. Your parents may request, if there is appropriate “down time,” to take you off premises – otherwise you will stay at the hotel with the team.
4. Bring ALL jerseys and spandex, kneepads, socks, shoes, large water bottle or jug to each day of the tournament. Failure to do so might cost you playing time.
5. While at the hotel, players will travel in pairs (at a minimum) when walking outside of the hotel rooms – especially off the hotel property. There shall be no display of disrespect toward any club coach, athlete, parent, chaperone, or hotel guest/employee.
6. Boys/Men are not permitted in the room of a player at any time. Violation of this policy can result in immediate expulsion from Ethos and the athlete being sent home immediately.

### **Tournament Attire**

According to Ethos, a tournament begins the moment you get in the car to travel to that tournament and ends when you arrive back home. At all times during a “tournament,” Ethos players are required to wear Ethos apparel. Failure to do so will be considered being “out of uniform” and will result in reduced playing time. We want to put a good face to our club and let other clubs know that Ethos has arrived. Players are required to warm-up in their Ethos warm-ups (not t-shirts or sweatshirts). Team bags are to be lined up neatly at practices & behind the team bench at tournaments.

### **Remember who you are**

Please remember that at every practice & tournament, you are representing yourself, your family, your coach, your teammates and Ethos VBC. We are a club that is known for our sportsmanship, respect for authority & Christ-like attitude. Players & parents who argue with officials do not represent our club positively. It is also important to note that you never know when a college recruiter is watching and therefore it is important to display respect & proper behavior at all time. College coaches watch for more than just how you play the game - they also watch how you (and your parents) interact with everyone involved in the sport.

## PLAYING TIME

### Playing Time

It is important to know that your club fees pay for training and NOT for playing time at tournaments. Playing time has never been, nor will it ever be, equal among players on a team. Our coaches are will use the lineup they believe will give the team the greatest chance of success (meaning we play to win). So that means ALL players must EARN their playing time in practice through hard work, a great attitude and execution of volleyball skills.

- NB: ***If you do not accept this policy, then please do not play for Ethos.***

### Role Acceptance

Whether you are a starter or come off the bench, all players and parents are expected to put the team success above their own individual glory/goals. Legendary UCLA basketball coach, John Wooden, once said: *“it’s amazing what you can accomplish when no one cares who gets the credit.”* With that in mind, players are expected to play whatever position or role that helps the team succeed. That may be playing a different position or helping cheer, take statistics or encourage from the bench at certain times.

### Parents should NEVER

- engage in “coaching” from the sidelines
- come onto the court for any reason during competition
- criticize players/coaches/officials verbally during or after a match
- approach a coach regarding playing time/team issues/etc. at a tournament
  - Abide by the 24 Rule (see below)

### Concerns Regarding Playing Time

If it is the player’s belief that they are not receiving the appropriate amount of playing time, the player should make the first effort to discuss these concerns with their coach. Since the coach sees each player at practice on a weekly basis, they may have a different perspective than parents. Parents and players should always remember that all playing time is earned.

### 4 Steps to Resolve Conflict

1. **Follow the 24hr rule**
  - no communication of any sort with a coach until 24hrs have passed after the end of the final match of a tournament
2. Request a **meeting with the Coach** (hopefully just player & coach)
3. If conflict is still unresolved, **Parents may ask to join** the next meeting. Both parent, player & coach must all be present for this meeting to happen.
4. If still unresolved, the parent will ask for a **meeting with the branch/club Director**. Both parent, player, coach & a club Director must all be present. Decision of the Director will be final.

## **ATTENDANCE**

### **Attendance Policy**

Attendance at all practices & tournaments is expected. If you will miss a practice, give your coach as much notice as possible (24hrs minimum). Missing practices and/or tournaments does not signify full commitment the program.

**Attendance at all tournaments is MANDATORY – missing a tournament is grounds for immediate dismissal from the club unless you have the director’s permission & gave the coach plenty of advance notice.**

### **Missing Practice**

Players are allowed to miss up to 3 practices during the season without incurring the club-mandated restriction on playing time. After the 3<sup>rd</sup> missed practice, the coach will reduce playing time at the following tournament as they deem appropriate.

### **“Making Up” a practice = no such thing**

While players are always allowed to attend practices with other Ethos teams (open practice policy), this does NOT constitute “making up” a missed practice. The purpose of our open practice policy is to encourage players to get as much training time as possible during the season to improve. Be sure to attend another practice if you miss yours, but that is not “making it up” for attendance purposes.

### **Participation at Practice**

Physically showing up for practice is not enough - we expect our players to be punctual (10mins early), dressed appropriately, ready to work hard, open to receiving instruction, willing to help shag balls or set up nets & able cooperate with teammates. Players should be warmed up and ready to compete at the start time listed for practice.

***All practices are closed to parents and other non-team members for both safety & because it causes an unnecessary distraction.***

### **Practice Attire**

A club-approved practice shirt and dark colored shorts/spandex are required for all practices. Players are required to wear warm-ups or appropriate cold weather gear and hats to & from practices during the winter season – we can’t afford to have anyone get sick due to negligence. Please dress warmly and appropriately.

## **FUNDRAISING**

As a 501c3 not-for-profit organization, Ethos can offer a myriad of fundraising options to our parents/players to help keep actual out-of-pocket costs down. These fundraising opportunities are OPTIONAL and available to all our families as needed. Some of the annual fundraising options are listed below and new ones are updated on the website as they come available:

### **1. Bridgestone Concession Stands**

- a. Adults (18+) work food/beer concession stands at the arena and get a cut of the take

## **Ethos HOSTED tournaments**

Hosting tournaments is a major way the club helps keep the costs down for ALL families. Over the past couple of years, the *Ethos/K2 Peak Challenge tournament* has been a major line item on our yearly budget. Without this tournament, Ethos would have to raise the club dues for each player nearly \$100. Hopefully in the future we can co-host other tournaments and keep the costs down even further. Running a tournament, however, is a lot of work and we will be calling on our parents, players, and coaches to volunteer in one of the following ways:

1. Help with tickets, admission, or selling t-shirts
2. Help with parking lot duties
3. Help cooking, staffing the coach/ref hospitality room
4. Helping set up & break down courts or clean the gym before/after a tournament

## **Ethos “LOVE” Scholarship Fund**

At Ethos we believe that giving back/paying it forward is an essential part of living a full and abundant life. In that regard, we are starting a **scholarship fund** for the current & future club seasons. The goal of this fund is to set aside money to help some of our lower-income families play club volleyball. Funds will be used to off-set the cost of club dues and are reserved for players who otherwise would not be able to play. Since Ethos is a non-profit organization, there is no need to establish a separate entity to oversee the collection and administering of funds – we can just earmark all monies raised and organize a committee of coaches to oversee distribution of funds.

- All Ethos players are **expected to participate** in the few (1-2) “LOVE” campaign fundraisers each season to help us raise money for our scholarship program.

Hopefully our players are excited to help give the gift of club volleyball to some less fortunate players and will go above and beyond the minimum fundraising expectations on the few LOVE campaigns each season.