



2025-2026 HANDBOOK

208VBC is a year-round Christ-driven volleyball program striving to develop confidence in the youth of our community. We focus on fundamentals and strong foundations in the game of volleyball as well as the joys of life!

We want to encourage our athletes to balance their lives and always put Christ first. We encourage faith first, family, then volleyball. Our club strives to hold the highest standard of integrity and we take pride in having great kids in our program.

208VBC is a family. Our older athletes work with and get to know our younger athletes and our teams support and cheer for each other whenever they can. We will strive to host club wide events and activities throughout the season that will give all of our athletes and families the chance to get to know each other better.

Our coaches are mentors, role models, and teachers. We will provide athletes with not only a high level of volleyball training, but also life lessons that will follow them even after their volleyball career is done. We will teach our athletes to be disciplined, compete and train at full effort, be a positive and supportive teammate, be a problem solver, push beyond their comfort zone, and compete with confidence and enthusiasm.

Chain of Command - Jessica Trevena is the club owner and club director. McKinna Lemos is our Administrator. We work together to run the club as smoothly as possible. Either one of us can help you with any questions that you may have. Whenever the term “club director” is used, we are referring to both McKinna and Jessica.

PLAYER EXPECTATIONS/CODE OF CONDUCT

1. Players are required to read and sign the 2025-26 Player Expectations/Code of Conduct form and return it to McKinna or on your Google Form.
2. Players represent 208VBC and are expected to conduct themselves at all times (on and off the court) in a manner that will reflect the standards and ideals of the club, their team, the coaches and families. Players shall not engage in unsportsmanlike conduct, including the use of obscene or profane language or gestures. Players are expected to always show respect to all teammates, parents, coaches and officials. Players who violate the Code of Conduct will be subject to disciplinary action determined by the coach and club director(s).

3. Players are expected to maintain their church, school, and family responsibilities as well as attending all scheduled 208VBC practices, team meetings, games, and tournaments (unless other arrangements are made with their coach and/or the club director). It is the player's responsibility to notify their coach in advance if they will be absent.
4. Players are expected to be team players and encourage/support teammates whether you are on the court or on the sidelines.
5. Players should arrive at practice at least 10 minutes early in order to have time to put on shoes/kneepads and be ready to begin practice right at start time. Players must have all appropriate volleyball attire in order to practice (shoes, kneepads, appropriate clothing).
6. Players are expected to abstain from the use of alcohol, tobacco, drugs, and vaping during the volleyball season (approximately August-June for U14 and younger; approximately November-June for U15 and older). Violation of this expectation will result in reduction of play time, suspension, or removal from the team/club. Consequences for such violations will be at the discretion of the club director(s), club management team, and the coaches.
7. 208VBC encourages athletes to attend additional training opportunities such as camps, clinics, private lessons, etc. However, if the additional training opportunities conflict with a 208 event (practice, scrimmage, team bonding, tournament, etc.), preference must be given to the 208 event. Choosing a training opportunity above the 208 event may result in reduced playing time.
8. **24 HOUR RULE** - If an athlete or parent has a concern arising from a tournament or practice that needs to be addressed, they need to wait at least 24 hours after the conclusion of the event to discuss the issue with the head coach and/or club director(s). This protects the coaches from inappropriate player/parent behavior, gives player/parent/coaches' emotions time to cool, and helps preserve a positive environment for all players. Failure to abide by the 24 hour rule may lead to banning parents from matches/tournaments.

PARENT EXPECTATIONS

1. Parents are required to read and sign the 2025-26 Parent Expectations form and return it to McKinna or your Google form.
2. Parents are expected to lead by example when it comes to good sportsmanship. It is important to be positive and cheer for our team and not against another team. If you have nothing positive to say, say nothing at all.
3. Parents are expected to get their child to and from all practices, matches and tournaments if their child is unable to drive. Keep in mind that players should arrive at practice at least 10 minutes early in order to get their shoes and knee pads on and be ready when practice begins.
4. Parents should not approach the bench during any tournament unless your child has a medical emergency.

5. Parents should not argue with officials or line judges. Keep in mind the officials and line judges are doing their best, and any issue that arises will be dealt with by the coach and/or club director(s).
6. Aggressive or hostile confrontations between a parent and any coach, official, player, or other parent will not be tolerated and may result in parents losing the privilege to attend team tournaments or practices. Depending on the severity of the confrontation, a parent may be asked to not attend any 208VBC events for a period of time. While we cannot prevent a parent from attending a tournament not hosted by 208VBC, we may ask that they not speak to 208VBC players, coaches, club management staff at such tournament.
7. Discussing negative comments or criticizing 208VBC club directors, coaches, team parents, chaperones, or players will not be permitted. This creates a negative culture that will not be tolerated. If you have questions for a coach or the club director(s), please direct that coach or the club director(s) as opposed to discussing it with other parents or players. Set a good example for your child by showing respect to our coaches and complying with their rules and decisions. The words your child hears at home can shape the outcome of your child's experience. Remember, if your child is happy, this is HIS or HER journey.
8. **24 HOUR RULE** – If an athlete or parent has a concern arising from a tournament or practice that needs to be addressed, they need to wait at least 24 hours after the conclusion of the event to discuss the issue with the head coach. This protects coaches from inappropriate parent behavior, gives parents/players/coaches' emotions time to cool, and helps preserve a positive environment for all players. Failure to abide by the 24-hour rule may lead to banning parents from matches/tournaments.
9. If you have concerns regarding playing time or strategic decisions, **please refer to the "Conflict Resolution Agreement" section below.**
10. A parent's role is to support their son or daughter and support the team he or she made a commitment to whether or not you agree with a coach's decisions and strategies. You must understand that 208VBC's coaches will make choices based on what they believe to be in the best interests of the team as a whole and the team's goals, and not with the interests of a single player in mind.
11. Parents must ally themselves with the coach in teaching their son or daughter how to cope with the potential frustrations of being a member of a team. Sports provide an excellent opportunity to teach young men and women about the realities of highly competitive situations. They must be taught how to be a valuable team member regardless of their role, how to make use of both positive feedback and constructive criticism, how to cope with adversity, and how to be a gracious winner.
12. Please take time to consider how much time, energy, effort and dedication your team's coaches are putting into coaching the team for relatively little compensation. They do it because they are passionate about the sport of volleyball and want to pass that along to help your son or daughter and their teammates be the best players and team that they can be. Please be appreciative of their efforts and realize that they deserve your respect and support. Our coaches are always well intentioned and have the best interest of their teams in mind.

13. Parents are encouraged to help your child take responsibility for rest and meals. Be sure he or she gets adequate sleep the night before tournaments and gets proper nutrition and hydration in the days leading up to tournaments.
14. Each parent (including step parents, adoptive parents, etc.) must sign a Spectator Code of Conduct found on the 208VBC website and provide the signed document to the club director.

CLUB FEES

1. Families are responsible for payment of the full club fees in addition to uniform fees, tournament fees, and travel expenses above and beyond club fees. Once an offer and agreement form is signed by all parties, families are responsible for payment for the season, this can be paid in full or you have the option of 6-monthly installments or 4-monthly installments.
2. Players will not be allowed to begin practicing until the initial club association dues payment of \$375 per athlete is made. Unless otherwise specified, payments are due on the first of each month. If payment of monthly club dues is not received by the 5th of the month, a player will be suspended from practices and tournaments until payment is made. Unpaid fees will result in your player being added to the “no pay, no play” list. All fees owing must be paid in full before the player can begin participating in practices or tournaments.
3. 208VBC accepts various forms of payment including, Venmo, check, or through our Sports Engine invoices. Families who choose to pay via check must make arrangements to deliver payments to our P.O. Box at: 208 VBC LLC PO Box 65 Post Falls, ID 83877. **Do not give payment to any coach.** We do not accept cash payments.
4. Tournament fees and coaches' travel fees are split between the number of players on each team. You are responsible to pay for your athlete's portion of all tournament fees and coaches' travel, whether or not your athlete can participate in the tournament. There will be no deductions/refunds issued if your athlete cannot attend a tournament. ***If you notify the coach **AND** McKinna that your child will not be attending a travel tournament **BEFORE** the coaches' travel fees invoice has been issued, your child will not be included when those fees are divided among players (*you won't receive an invoice for travel fees*). However, if we are notified after the invoice goes out, you are still responsible for your portion of the travel fees.
5. Occasionally, 208VBC may choose to send their club director to a travel tournament as additional support for our coaching staff. In such circumstances, the travel fees for the club director to attend the tournament will be split evenly among all teams competing at said tournament.
6. If a player and/or parent has concerns with club dues or payment of club dues, they are encouraged to set up a time to speak with the club director outside of normal practice or tournament times. Please do not express your concerns via email or text, but rather discuss these matters in an appropriate setting with the club director. Please do not speak with the coaches about your concerns with club dues.

7. If a player and/or parents choose to remove themselves from a team/the club, no refunds will be issued. If a player is dismissed from the club, a refund will be issued for remaining tournaments that have not been played. **Please refer to the “Release of Player from 208VBC” section below for more information.**

PLAYING TIME EXPECTATIONS

1. All players will have equal opportunities to train and play during practice sessions. Playing time in matches and tournaments is earned and is a privilege. 208VBC does not guarantee playing time during matches or tournaments. Coaches will make playing time decisions based on what they believe is best for the team.
2. Players are expected to earn a starting position and/or playing time every day in practice. Factors that can affect playing time include attendance at practice, attitude, work ethic, leadership skills, team chemistry, skill level, etc.

CONFLICT RESOLUTION AGREEMENT

208VBC strives to teach athletes to be their own advocate. If an athlete and/or parent has a concern, issue or problem that arises during the season, they are encouraged to follow the below-described steps (*keeping in mind the 24-hour rule outlined above*):

1. First, the athlete should schedule a time to speak with his or her head coach directly to discuss the issue at hand. In the case of players on the 11s or 12s teams, the parents may request the meeting in which the athlete, parent and coach must be present. The athlete should not discuss such concerns with the coach during, or immediately before or after a practice or a tournament. We are confident that the discussion between the athlete and head coach will resolve the issue.
2. However, if the issue remains unresolved, the parents may contact the Club Director(s) to ask for a meeting to discuss the issue. The meeting should take place at a location considered adequate for private discussion agreed upon by both the parent and club director(s) - NOT at a tournament and/or practice. The decision of the club director(s) at this point is **FINAL**.

RELEASE OF PLAYER FROM 208VBC

Once an offer and agreement form is signed by all parties, the athlete is officially part of the 208VBC family for the duration of the club season. If an athlete/family decides to depart 208VBC during the respective season, the following steps must take place:

- STEP 1 - The athlete/family must submit a written request for release to the club director at 208volleyballclub@gmail.com, stating the reason for the request.
- STEP 2 - The athlete/family must pay the season’s remaining monthly coaching fees in full. (*For example, if the athlete/family requests to be released from the club in February, the athlete will not be released until payment for monthly fees for February, March,*

April, May, and June are received.) Additionally, all invoices that have been sent must be paid in full.

- STEP 3 - 208VBC will release the athlete immediately once payment for all amounts in Step 2 are received. 208VBC will make notification to the ERVA office once the player has met all terms of the requested release.

SAFE SPORT
MINOR ATHLETE ABUSE PREVENTION PROGRAM (MAAPP)

From ERVA's Participants' Handbook & Operating Code:

USA Volleyball and the forty Regional Volleyball Associations are committed to creating a safe and positive environment for its participants' physical, emotional, and social development. Together we will promote an environment free from abuse and misconduct. It must be recognized that the safety of its Participants lies with all those involved in the sport and is not the sole responsibility of any one person at the club, regional or national level.

First, and most importantly, whether one is a gifted athlete or a recreational player, volleyball is FUN! It is a lifetime sport enjoyed by players from 8 to 80. Participation in volleyball is not only good exercise, but also involves team cooperation and spirit.

Athletes enjoy a wide range of physical, emotional and social benefits. Sports develop general physical fitness, and physical exertion has a documented positive mental effect. Athletes have a greater sense of self-worth, demonstrate better collaboration skills, and maintain healthier peer relationships.

Sports, including volleyball, can also be an at-risk environment for misconduct, including physical and sexual abuse. All forms of misconduct are intolerable and in direct conflict with the values of USA Volleyball.

To view the USAV SafeSport Handbook, Report Abuse and Other SafeSport Resources visit:
<https://www.teamusa.org/usa-volleyball/about-us/safesport>

In compliance with the SafeSport Minor Athlete Abuse Prevention Program (MAAPP) requirements, all of 208VBC coaches have received SafeSport Training and Certification. One aspect of SafeSport/MAAPP is that there should be no one-on-one contact between an adult and a minor. It is our club's policy to never create one-on-one situations with an adult and a minor. There will always be a third party brought in as an observer to such conversations/situations.

We have come across situations where a player's rider following practice is not on time. In these situations, our coaches have been instructed to ask another player/family to stay with the player until the ride arrives. However, there are RARE circumstances where this cannot occur. In such situations, **if you wish to authorize your child's coach to provide a ride to or from practice (alone or with other players), we will need a written authorization/waiver of SafeSport MAAPP procedures.** Please contact your coach and/or the club manager to discuss such document.