

G O L D E N B E A R
V O L L E Y B A L L



2010 Player & Parent Packet

Tryouts: November 7-8, 2009

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. The value of hard work is at the heart of everything we teach. Here are some examples of things in which we believe:

Volleyball should be fun *and* educational.

Everyone must put her own interests second to the team's.

There is inherent value in hard work.

One should strive to be the best *and* exemplify true sportsmanship.

One should win and lose with equal grace, and *always* play with joy.

Every time you walk into a gym, you should learn something.

Athletics should complement academics.

Making your best effort takes courage. Courage is habit-forming.

QUALITY - Countless unseen details are often the only difference between mediocre and magnificent.

I. *What is the top priority -- winning, training, or having fun?*

Our big-picture goals are more about character development. While we strive to win, train skills for success now and in the future, and believe in loving the experience, these are components and by-products of a goal which is more immediate and more far-reaching: hard work.

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. 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." For Golden Bear, the fun we seek is the deep satisfaction of knowing that you and your teammates have given your all, *whether or not you win*.

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

A. Winning, focus, and passion are components of effort.

1. Desire to win, or competitive spirit, is one of the main motivating forces behind hard work. Desire to win makes it easy to put the effort in, but this is just the beginning.

2. We help players to enjoy the feeling and satisfaction of working with a purpose, and to maintain a positive attitude throughout. You have to love the challenge in order to put in your best effort. If you dislike hard work, or work aimlessly, you'll never reach your potential. If you love and engage in the process, and not just the result, your pleasure will increase and your results will improve. Rarely is desire to win a strong enough motivator. If winning is all you care about, then you've got almost no chance to be satisfied, unless you sell yourself short by looking for situations where you're less likely to risk losing. You must push yourself hard; only then can you be satisfied with the results, whatever they may be.

B. Winning, development, and pleasure are by-products of effort

1. Put winning in its proper place: it's a result of focused effort. Do the work mindfully, and the results will take care of themselves. The best you can hope for is to work hard enough and smart enough that you win every match you're capable of winning.

2. "Fun" is a by-product of discipline. What are the pleasurable things that come from focused effort? To name a few: individual and team improvement, esprit de corps, more wins, the satisfaction of

knowing you have challenged yourself, and the self-confidence of knowing you were up to that challenge.

C. Hard work is an immediate goal.

Winning is an “end goal;” it’s someplace you want to wind up, not a road map for how to get there. Desire to win might motivate you, but focusing on winning alone won’t help you get better. “Process goals” help you improve; they are the road map. If you focus on the details, if you can put the effort into the process, then you improve your chances of reaching your ultimate goal.

D. Hard work is an ultimate goal.

Hard work isn’t just a means to an end, learning to work hard and work efficiently is an end in itself. When all is said and done, simply being a better volleyball player isn’t likely to make your life much better. Even the rare few who wind up having a career in sports won’t be professional athletes for most of their lives. Ultimately, it’s important to experience the satisfaction of disciplined effort, especially working with others towards a common goal. Just as important, however, is the confidence and courage developed from being willing to put out your best, and accepting the results, whatever they may be.

We’re good because we work harder than anybody else. — Walter O’Malley

II. *What’s the philosophy on playing time?*

The rule is that the team comes 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?”

In order to have a winner, the team must have a feeling of unity; every player must put the team first ahead of personal glory. — Bear Bryant

B. The importance of every team member.

1. For a successful team, the coach must consider each player as part of the whole. In an ideal situation, every player will be proud of her contribution to the team’s success. What are the components of this? Every player gets opportunities. There are at least two kinds of opportunities. First, as mentioned above, the opportunity to earn a playing time is always there; **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. The second type, opportunities to compete in game situations, varies from team to team, along age lines. The older the team, the more it is true that 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 of play 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 16’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.

*Now this is the law of the Jungle —
as old and as true as the sky;
And the Wolf that shall keep it may prosper,
but the Wolf that shall break it must die.
As the creeper that girdles the tree trunk,
the Law runneth forward and back —
For the strength of the Pack is the Wolf,
and the strength of the Wolf is the Pack.*
— Rudyard Kipling, The Second Jungle Book
—

III. *What does Golden Bear care about besides volleyball?*

In case it isn't obvious, 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. One of the reasons we have coaches who have played for, or worked with, college programs with all our teams is to provide role models who understand just how difficult it is to balance academics, sports, family, and social life (yes, we believe in that, too). 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. In the end, however, we'd rather you miss a practice and invoke a modest penalty than fail to turn in an assignment.

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. The consequences for missing a practice or tournament for a school sport are no different than for other legitimate reasons. These consequences are more than obvious things like sitting out a game. When you miss an opportunity to practice, you won't improve. This affects performance, thus playing time. Still, club volleyball is a long season, and there have been plenty of multi-sport athletes who miss some training, but when they are there full-time, they're in great shape and ready to catch up quickly.

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.

IV. *Why play Golden Bear if I don't make I want to play on?*

In choosing a team, consider the quality of the team, the coaching, your role, and the program in general. At Golden Bear, the approach to every team is the same. We expect a high degree of commitment from every player and coach on every team. Players transition smoothly through the program and learn more quickly because they don't have to start from scratch every season. For college coaches, the Golden Bear name means players who have the skills, attitude, and understanding of the game to play at the next level.

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.

General

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

Player

2.1 Players are expected to maintain a courteous manner during all Club activities including practices, travel to and from tournaments, both 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 or alcohol (or any dangerous 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.

Parent

3.1 No Coaching.

3.2 Coaches have complete charge of their teams. Players and parents are expected to respect the coaches' decisions and requests.

3.3 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 is, however, essential. This allows players to learn to take

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

Please be considerate of the difference between asking a question and questioning.

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, is divisive and detrimental to the team.

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 Making disruptive or negative comments (whether towards tournament officials, team members, staff or opponents) is prohibited.

3.8 Negative comments, parent sideline coaching, or even extreme displays of support of your daughter can be disruptive to the team effort and 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>Travel</u>	<u>Total</u>
Cubs:	\$784	\$160	\$982
12B:	\$2,141	\$695	\$2,836
13B:	\$2,605	\$1,570	\$4,175
14B:	\$2,641	\$1,570	\$4,211
14G:	\$2,580	\$995	\$3,575
15M:	\$2,904	\$2,085	\$4,989
15B:	\$2,688	\$1,485	\$4,173
16M:	\$2,976	\$2,085	\$5,061
16B:	\$2,688	\$1,060	\$3,748
17M:	\$2,699	\$2,730	\$5,429
17B:	\$2,610	\$2,130	\$4,740
18F:	\$2,854	\$2,730	\$5,584
18B:	\$2,610	\$2,130	\$4,740

Payment Schedule for 2010 Season (including travel):

1. Due at 11/16 meeting: \$1,500 (\$784 for Cubs).
2. Due 12/15/09: \$1,500 (\$1,336 for 12B).
3. Due 1/15/10: balance of dues and travel charges.

- \$50 discount for full payment by check at 11/16 meeting.
- \$20 late fee if payment is not received on schedule.
- A lengthier payment plan may be available as needed.

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

*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 First payment to be made at the November 16th meeting.

Travel

5.1 Power League (non-league for Cubs) registration fees are included in the club dues. Power League includes NCVA qualifiers (2-3 days), NCVA league tournaments (3 days), and the NCVA Regionals (2 days). Other local tournaments may be added at additional expense. Additional tournaments are selected, as appropriate, on a team-by-team basis. All 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 (12.1) 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 out-of-region tournaments.** 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.
- 5.9 All teams will terminate play at Junior Nationals, the Volleyball Festival, or the California Finals tournament. **We expect all players to complete the season, barring injury or other emergency.** All teams will attempt to qualify for Junior Nationals (JO's), held this year in Reno, NV.
- 5.10 In general, the club does not arrange transportation to tournaments within California or 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 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. A fundraising website for parent travel reservations will be offered.

Fundraising

- 6.1 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 \$60 for these tickets.* The tickets are generally sold for \$20+ with the proceeds kept by the player. Additional tickets will be available on request, at a decreasing cost to the player.

Sponsors

- 7.1 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

- 8.1 Golden Bear will work with families in significant financial need. In such cases, a package will be worked out including some combination of the following:
- 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 sponsorship (8.1E 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 applicants are expected to attend a meeting reviewing the program.
- 8.5 Parents of those receiving Opportunity sponsorship (8.1D above) may not attend tournaments requiring air travel. The rationale for this policy is as follows: Opportunity Fund sponsorship is reserved for the most extreme cases. When the club seeks donors, we explain these donations are for players who otherwise could not afford to play at all. It is assumed parents are using all available resources to pay for their daughters' participation before they pay for their own pleasure travel. If parents were to use

funds for their travel while a sponsor pays for the player, the net effect is the sponsor is paying for the parents' travel.

- 8.6 *Beginning this season, the club 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.

Administration

- 10.1 Golden Bear has four administrators:
1. Randy Chang (randyc@goldenbearvolleyball.com) is the club's bookkeeper. He tracks all charges and payments. If you want to know whether a payment was received or you need to check your account balance, contact Randy.
 2. In her position as Operations Manager, Shelby Salonga (shelbyannesalonga@hotmail.com) is responsible for day-to-day matters. Questions regarding matters such as practice schedules, uniforms, or travel should be directed to your coach first. Questions the coach cannot answer will be forwarded to the Operations Manager.
 3. Emerson Salonga (emersons@goldenbearvolleyball.com) is Golden Bear's Director of Volleyball. He is responsible for overseeing player training and staff development.
 4. Club Director Ed Cohen (edc@goldenbearvolleyball.com) will oversee all the above and any matters involving club policy. Again, questions should always go to the coaches first, then the Operations Manager.

Uniforms

- 11.1 Your membership fee includes the following Mizuno items:
- One set of warm-ups
 - Two jerseys
 - Two pair of biker shorts
 - One long-sleeve warm-up shirt
 - *One cotton T-shirt numbered jersey*

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 club will deduct accordingly.

- 11.2 The club will order your full uniform from Mizuno. Please be sure to try on samples before filling out your uniform request.
- 11.3 Mizuno (John.Pina@mizunousa.com) will size all interested players for team shoes and other product at a club discount price. Payment for shoes or other Mizuno additional product will be made directly to Mizuno, except . . . (11.4) . . .
- 12.1
- 11.4 New players will be required to purchase a Mizuno bag at a cost of approximately \$50. This fee will be billed by the club.
- 11.5 BearWear (a.k.a. ParentWear) will be in-stock and available for purchase during the first practices in January.

*If you can dream--and not make dreams your master,
If you can think--and not make thoughts your aim;
If you can meet with Triumph and Disaster
And treat those two impostors just the same;
If you can fill the unforgiving minute
With sixty seconds' worth of distance run,
Yours is the Earth and everything that's in it,
And--which is more--you'll be a Man, my son!
--Rudyard Kipling, "If"*

CLUB POLICIES

	Cubs	12B	13B	14G	14B	15B	15M	16B	16M	17B	17M	18B	18F
California Kickoff		\$65	\$65	\$65	\$65	\$75	\$75	\$75	\$75	\$75	\$75	\$75	\$75
NCVA Non-leagues	\$70												
Las Vegas Invitational										\$750	\$750	\$750	\$750
President's Day		\$90	\$90	\$90	\$90	\$105	\$105	\$105	\$105				
Pacific NW JOQ						\$725	\$725		\$725	\$725	\$725	\$725	\$725
<i>SCVA JOQ</i>			\$300	\$300	\$300			\$300					
Far Western JOQ		\$285	\$285	\$285	\$285	\$300	\$300	\$300	\$300	\$300	\$300	\$300	\$300
Bay View Classic	\$90	\$90	\$90	\$90	\$90	\$100	\$100	\$100	\$100	\$100	\$100	\$100	\$100
California Final		\$165	\$165	\$165	\$165	\$180	\$180	\$180	\$180	\$180	\$180	\$180	\$180
Junior Nationals			\$575		\$575		\$600		\$600		\$600		\$600

\$160	\$695	\$1,570	\$995	\$1,570	\$1,485	\$2,085	\$1,060	\$2,085	\$2,130	\$2,730	\$2,130	\$2,730
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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 all teams other than 12s and Cubs, there will be a pre-season sports performance program, designed to build strength, explosiveness, agility, speed, and prevent injuries.
2. 15s – 18s teams will work out together twice weekly, 13s and 14s teams once a week.
3. Those interested in additional sports performance training will receive discounts from top local programs.
4. During the season teams will be able to work with the sports performance programs to design specialized programs.

Recruiting Workshop – Early February

1. 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.
2. Individual coaches are available to assist in all aspects of the recruiting process. Our experience and networks with college programs are unmatched in this area.
3. Club Director Ed Cohen consults with all interested athletes regarding both the academic and athletic aspects of colleges.

Parent Seminars

1. A review of the game, coaching techniques, and advanced strategies; designed to increase understanding and enjoyment.
2. *A Positive Coaching Alliance Workshop: “Developing Winners in Life through Sports.”*

Athletic Training and Injury Prevention

Stan Nakahara, Golden Bear Trainer-in-Residence. For years, Stan has worked wonders with injured Golden Bear athletes. This year, Stan will have regular drop-in hours at Golden Bear practices, free to all Golden Bears. Stan will also advise coaches on injury prevention and treatment.

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 weekends for 15s and older. 14s and younger may occasionally add a 3rd practice.

Clinics

1. Position-specific clinics to focus on specialized skills.
2. *Some clinics to be held on Fridays, most on open weekends.*

Cubs

A less-intense program for young players, running from January through Memorial Day.

1. *An 11-and-under team, practicing once per week, competing in three non-league tournaments and Bay View Classic.*
2. *Weekly drop-in clinics for any younger players, free to those on the Cubs team. Payment will be on a per visit basis with discounted punch cards available.*

TRYOUT FREQUENTLY ASKED QUESTIONS

What if a parent cannot attend the November 16th meeting?

This meeting is when we will complete the NCVA letter of commitment and any additional uniform sizing. We also require the first payment. 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. Evaluating the players in the context of the tryout can be difficult, but we've gotten pretty good at it over the years. Overall, our coaches have run hundreds and hundreds of tryouts, including National Teams, Youth and Junior National Teams, USA High Performance Programs, school, and club tryouts, plus thousands of hours of evaluating college prospects. That said, the more we see you, the better we know you.

How many positions are still open?

All of them. Now, some players are pretty confident they will make a given team, and if they have said "I'm playing Golden Bear" they may be correct. Some, unfortunately, may make misleading statements to discourage players from trying out. Since no one can make a binding commitment this year before 11/16 and we won't expect a verbal commitment until after tryouts, we'll have to wait and see just like everyone else.

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. Our experience with anyone we know will naturally influence our decisions. That experience might help, or might not. Every year, our strongest loyalty is to the teams we are forming for that season.

How many players do you carry on a team?

We don't have a predetermined number, although it is usually 10–12. Rather than choose a certain number of players, we try to select every player who will be a good fit with the team.

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

We will share any information we can at the end of the tryout. Since no player can make a binding commitment before 11/16, there should be no compelling reason to announce decisions on-site. We are aware, however, that some clubs will try to extract immediate verbal commitments. Let us know if you are facing such a deadline, but don't forget that no commitment is binding until 11/16/09. We will post final information on the web soon after tryouts, probably within two days. This procedure will mean players do not have to wait around to hear results, and it will also allow our staff more time to reflect on the very difficult decisions we must make.

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 ask for a decision in less than 72 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 start with 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 also with you age group.

2010 PLANNED PRACTICE SCHEDULE

	<u>Hearst 220</u>	<u>Hearst 237</u>	<u>Berkeley High</u>	<u>Fallon</u>	<u>24</u>
Monday		5:00 Cubs			
		7:00 15B	7:00 13B 15M 14G		
Tuesday					
	7:00 14B	6:00 12B	7:00 16M 17M 17B	18F	
Wednesday					
		5:00 Cubs			
		7:00 15B	7:00 13B 14G		
Thursday					
	7:00 14B	5:30 12B			
		7:30 17B	7:00 16M 17M 18F		15M
Friday	5:00 Cubs	6:00 Clinics			
	Drop-in	12s - 14s			

Saturday	9:00 5B, 5M
	11:00 6M, 7B
	1:00 8F, 7M

The times listed on this schedule sometimes represent the time the team may take the court. Coaches often want their teams at the gym as much as 30 minutes early.

Practices begin Monday, January 4th. During the first two weeks of practice, teams generally additional practices. A full schedule for these weeks will be circulated in early December.

18F	Emerson Salonga	Susan Flores	Shelby Salonga*	Scott Bishop*
	Director of Volleyball, USAV coach, ex-Cal & Utah St. ass't	Mills College Head Coach, former UOP student-athlete	8 Years coaching Golden Bear, 3 JO medals, 6 top-10 finishes	15-year GB and 7-year college coach, Campolindo coach
	Joel Chan	Steve Fukamae	Marisa Vierra	
	Fourth-year Golden Bear coach, SJCC ass't coach	Fourth-year Golden Bear coach, Campolindo coach	Experienced coach in 4th year w/GB, college and GB setter	
17M	Jeff Barnes	Jerry Mix	Claire Veeninga	
	8 years coaching, coached 15-1 to JO bid last year	Carondelet HS coach, 18 years coaching, 5th-year Golden Bear	Albany HS coach, 3rd-year Golden Bear Coach, former GB player	
16M	Michelle Brazil	Justin Caraway	Sarah Taggart	
	7 years coaching Golden Bear & 7 Junior National bids	Long-time Golden Bear coach, multiple JO appearances	Former Golden Bear and College of Charleston setter	
	Greg Paoli	Brenda Bertram	Gary Hodge	
	Fourth-year GB coach, Bishop O'Dowd ass't coach	Eight year Golden Bear, 16 years coaching	Oakland Tech Coach, former Berkeley High and Starlings coach	
15M	Mike Gee	Megan Mosness	Lynn Hall	
	6th-year Golden Bear coach, Bishop O'Dowd Head Coach	NorCo 15-1 coach, college setter, Cal Athletics staff	Albany HS coach, former AZ coach, South Bay coach, DI player	
	Rachael Castro	Erika Beutler	Erica Nguyen*	
	3rd-year Golden Bear coach, Berkeley High School coach	Bishop O'Dowd Frosh coach, former Golden Bear player	2nd-year Golden Bear coach, SoCal club player and youth coach	
14B	Stephanie Vierra	Jenn Carey	Mary Sutter*	
	22 years club, 11 years HS, 7 years JC coaching, 8th-year GB coach	Cal VB Staff, DI college coach, club coach, former U.Hawaii setter	Volleyball and high jump coach, former college student-athlete	
13B	Jamie Hadenfeldt	Mia Navalier	Caitlin Cuan*	
	Returning GB coach, former GB player, ex-UConn player	3rd-year Golden Bear coach, Co-Head Coach of 12B in 2009	Former Golden Bear player, 2nd-year Golden Bear Coach	
12B	Mia Navalier	Jamie Hadenfeldt	Stephanie Vierra*	
	3rd-year Golden Bear coach, Co-Head Coach of 12B in 2009	Returning GB coach, former GB player, ex-UConn player	22 years club, 11 years HS, 7 years JC coaching, 8th-year GB coach	
Cubs	Brenda Bertram	Julia Healy		
	Eight year Golden Bear, 16 years coaching	High school and youth coach, Golden Bear clinician		

*part-time