



# BEAT YESTERDAY

**FREDERICKSBURG VICTORY**  
**VOLLEYBALL PLAYERS HANDBOOK**

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This handbook is designed to provide you with an overview of the organization's philosophy, goals, and expectations. It will also outline the expectations for practices and matches, as well as provide information on team policies and procedures.

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## ***Organizational Goal***

The goal of Victory Volleyball is to reflect the love and light of God in all that we do, both on and off the court. Through our actions, we aim to demonstrate the values of teamwork, respect, sportsmanship, and humility, while also striving to embody the Christian principles of love, compassion, and service to others. We believe that by upholding these standards, we can make a positive impact on our community and inspire others to live their lives with purpose and meaning. Our goal is not only to achieve success on the court but also to be a shining example of God's love and grace, both as individuals and as a team.

We are committed to fostering an environment of positivity, encouragement, and growth, where every player is valued and supported in their journey to become the best version of themselves. By shining God's light through our actions, we aim to leave a lasting legacy of faith, hope, and love that will endure far beyond the volleyball season.

## ***Mission, Purpose, and Vision Statements***

### **Victory Volleyball Mission Statement**

1. The mission of Victory Volleyball is to shine God's light through our actions on and off the court.

### **Victory Volleyball Purpose Statement**

1. To develop great people while learning the sport of volleyball. To teach and encourage the growth mindset where athletes are comfortable pushing past their comfort zone and developing a lifelong desire to improve at everything they do.

### **Victory Volleyball Vision Statement**

1. To be the best part of every athlete's day. To be the place where everyone wants to be and nobody wants to leave.

## ***Core Values***

Joy (Romans 15:13)

**We play with joy. We rejoice in the success of others.**

As an organization, we believe in the importance of playing with joy and rejoicing in the success of others. We believe that volleyball should be a source of happiness and fulfillment and that our players should always strive to bring a positive attitude and enthusiasm to the court. We also believe in celebrating the accomplishments of our teammates, whether big or small and in lifting each other up to reach our full potential. By playing with joy and rejoicing in the success of others, we create a culture of support, encouragement, and teamwork that inspires everyone to do their best. We recognize that volleyball is not just about winning or losing, but about the journey and the relationships that we build along the way. By embodying the core value of Joy, we aim to create a sense of community and togetherness that extends beyond the court and into every aspect of our lives.

Growth Mindset (Romans 12:2)

**We know pushing past our comfort zones is the only way to grow. We are okay with making mistakes.**

As an organization, we believe in the power of a growth mindset. We understand that success is not just about innate talent, but about the willingness to learn, grow, and improve. We believe that every player has the potential to achieve greatness, and that the key to unlocking that potential is a mindset of continuous learning and development. We encourage our players to embrace challenges, to view mistakes as opportunities for growth, and to always strive for progress, not perfection. We believe that a growth mindset not only helps our players to achieve their goals on the court, but also in life beyond volleyball. By embodying the value of Growth Mindset, we inspire our players to push beyond their limits, to embrace the unknown, and to become the best versions of themselves.

Effort (Colossians 3:17)

**We give our best effort in everything we do.**

As an organization, we value the importance of giving our all in everything we do. We believe that by putting forth maximum effort, we can achieve extraordinary results. Whether it's in practice, in a game, or in our everyday lives, we strive to give 100% of our

energy and focus to everything we do. We know that giving our best effort requires discipline, commitment, and perseverance, but we believe that the rewards are worth it. We take pride in our work ethic, and we believe that by giving our maximum effort, we inspire those around us to do the same. By embodying the value of Effort, we develop a culture of excellence, where hard work, determination, and grit are the keys to success.

Intentionality (Proverbs 16:3)

**We are intentional with everything we do.**

As an organization, we believe in the power of being intentional in everything we do. We understand that success is not just a matter of luck or talent, but also a result of deliberate planning, focused execution, and consistent effort. That's why we strive to be intentional in our actions, decisions, and interactions, both on and off the court. We know that being intentional requires mindfulness, purposefulness, and awareness, but we believe that it's worth the effort. By embodying the value of Intentionality, we develop a culture of excellence, where every action has a purpose, every decision is well-thought-out, and every interaction is meaningful. We take pride in our ability to be intentional, and we believe that by doing so, we maximize our potential and achieve our goals with greater success.

# ***Expectations***

## ***Athlete Expectations***

As an athletic program that values character and integrity, we expect our athletes to hold themselves to Christian standards both on and off the court. Our program is committed to creating a positive and welcoming environment for all athletes, and we believe that upholding Christian values can help us achieve this goal.

To ensure that our athletes are holding themselves to these standards, we have implemented the following policies:

1. Respect for others: We expect all athletes to treat their teammates, coaches, opponents, and officials with respect and kindness, as Jesus taught us to do. Any form of bullying, discrimination, or disrespect will not be tolerated. (Matthew 7:12)
2. Honesty and integrity: We expect our athletes to always be truthful and honest, even in difficult situations. Cheating, lying, or other forms of dishonesty will not be tolerated. (2 Timothy 2:15)
3. Responsibility and accountability: We expect our athletes to take responsibility for their actions and be accountable for their mistakes. This includes being on time to practices and games, being prepared and attentive during practices, and following team rules and expectations. (Colossians 3:23)
4. Service and community: We encourage our athletes to serve others and be active members of their communities. This includes volunteering, participating in team service projects, and being positive role models for younger athletes. (1 Peter 4:10)
5. Personal growth: We believe that being a part of this program is an opportunity for personal growth and development. We encourage our athletes to set personal goals, work hard to achieve them, and strive for excellence both on and off the court. (2 Corinthians 13:5-7)

By holding themselves to these Christian standards, our athletes can not only improve their own lives but also positively impact the lives of those around them. We are committed to supporting and encouraging our athletes as they strive to be their best selves, both as athletes and as individuals.



## ***Practice Expectations***

Practice expectations refer to the specific behaviors and actions that are expected of volleyball players during practice sessions. These may include arriving on time, wearing appropriate clothing and equipment, participating in warm-up drills, following the coach's instructions, practicing good sportsmanship, and staying focused and engaged throughout the practice. Practice expectations may vary depending on the team's level of competition, the coach's philosophy, and the specific goals of each practice session.

The purpose of having practice expectations is to ensure that players are making the most of their practice time and working towards improving their skills and overall performance on the court.

As a member of a Victory volleyball team, you are expected to:

1. Attend all practices: Attendance, including strength and conditioning, is mandatory unless you have a legitimate reason for being absent.
2. Arrive on time: Be at the gym or practice location at least 15 minutes before practice begins.
3. Come prepared: Bring all necessary equipment and be dressed in appropriate volleyball attire.
4. Give your best effort: Be engaged and focused during practices, and give 100% effort in all drills and exercises.
5. Positive Attitude: Maintain a positive attitude, even in difficult situations. Support your teammates and encourage them to do their best.
6. Teamwork: Put the team's goals ahead of your own personal goals. Be a team player and work together with your teammates to achieve success.
7. Communicate: Communicate with your coach and teammates if you have questions or concerns about practice routines or strategies.
8. Equipment: Take care of all equipment, including balls, nets, and other training aids.
9. Injuries: Report any injuries to your coach immediately and follow the recommended treatment plan.

## ***Match Expectations***

Match expectations refer to the specific behaviors and actions that are expected of volleyball players during competitive matches. These may include arriving on time, wearing the team uniform, being mentally and physically prepared to play, following the



coach's game plan, demonstrating good sportsmanship, communicating effectively with teammates, and giving maximum effort on every play. Match expectations may also include adhering to specific rules and regulations, such as those related to substitutions, serving, and time-outs.

The purpose of having match expectations is to ensure that players are representing themselves and their team in the best possible manner during competition, and working towards achieving their goals on the court.

Matches are the culmination of all your hard work during practice. To ensure that you perform your best during games, you are expected to:

1. Be mentally prepared: Visualize yourself playing well and stay focused on the task at hand.
2. Uniforms: Wear the team uniform for all matches and follow the dress code for matches (cover shorts, etc..).
3. Follow pre-game routines: Warm up properly, stretch, and stay hydrated.
4. Stay positive: Maintain a positive attitude, even if the team is struggling.
5. Communicate: Talk to your teammates on the court, and listen to your coach's instructions.
6. Conduct: Behave in a manner that reflects positively on the team and the organization. Use appropriate language and avoid any behavior that could be considered unsportsmanlike.
7. Play with passion: Give 100% effort, play with intensity, and have fun!
8. Injuries: Report any injuries to your coach immediately!

## ***Policies and Procedures***

### ***Playing Time Policy***

It is important for all players to understand that playing time is not guaranteed and that the coach makes decisions based on what is best for the team as a whole, rather than on individual players. While everyone wants to play and contribute to the team's success on the court, it is important to remember that sometimes the coach may need to make difficult decisions based on the team's overall strategy and game plan. This may mean that some players will see more playing time than others, or that certain players may not play at all during certain matches or situations. However, it is crucial to maintain a positive attitude and continue to work hard during practices and matches, regardless of how much playing time is received.

Remember, the ultimate goal is to support the team and help it achieve success, both on and off the court.

### ***Practice Attendance Policy***

We believe that consistent attendance at practice is essential for individual and team success. Therefore, if a player misses practice without a valid excuse, the player may not be allowed to participate in the next match. We understand that unforeseen circumstances can arise, and if a player has to miss practice for a valid reason, such as illness, a family emergency, or a religious event, the player should notify the coach as soon as possible.

We also recognize that practice is where players improve their skills, learn game strategy, and develop team chemistry. Therefore, consistent attendance at practice is not only essential for individual success but also for the success of the team. If a player misses more than two practices without a valid excuse, the coach may need to re-evaluate the player's commitment to the team and may limit the player's playing time in matches.

Ultimately, we believe that players who attend all practices and show a strong commitment to the team will be rewarded with more playing time and opportunities to contribute to the team's success. We encourage all players to prioritize attending

practice and communicating with the coach if they have to miss practice for a valid reason.

Valid excuses for missing practice may include:

1. Illness or injury that prevents the athlete from participating safely
2. Family emergency or other personal matter that requires immediate attention
3. Religious observances or holidays
4. Prior commitments that were scheduled before the season began and communicated to the coach in advance
5. Extreme weather or other hazardous conditions that make it unsafe to travel to or participate in practice

While it is understandable that there may be valid reasons for missing a practice session, missing multiple practices, even with valid reasons, should be avoided if possible. Consistent attendance is crucial for maintaining skill level, building team camaraderie, and meeting team goals. While occasional absences can be accommodated, frequent absences can disrupt team dynamics and hinder individual progress. Therefore, it is essential to prioritize attendance and communicate any potential reoccurring conflicts in advance to minimize the impact on the team's overall performance.

Unexcused absences are absences that are not approved by the coach and do not fall under any valid excuse. Some examples of unexcused absences for missing practice in volleyball could include:

1. Skipping practice to hang out with friends or attend a party
2. Failing to notify the coach of an absence ahead of time
3. Deciding to skip practice due to laziness or lack of motivation
4. Missing practice because of work or other non-emergency commitments that conflict with practice times
5. Skipping practice to attend another sports team's practice or game
6. Choosing to skip practice for personal reasons that are not valid excuses (e.g. hair appointment, shopping trip, etc.)
7. Prioritizing personal commitments over team obligations without discussing it with the coach

It is important for players to attend all practices unless there is a valid excuse. Unexcused absences will not be tolerated and may result in disciplinary action, including but not limited to reduced playing time or removal from the team.

### ***Strength and Conditioning Policy (Varsity Girls only for 2023)***

The strength and conditioning program is a critical component of our volleyball team's success. As such, all players are expected to attend every scheduled session unless excused by the head coach or for medical reasons. Unexcused absences will not be tolerated and may result in disciplinary action, including but not limited to reduced playing time or removal from the team.

If a player is unable to participate in strength and conditioning due to injury, they will not be permitted to participate in practice or matches until they are able to be a full participant in all activities.

Players who arrive late to a strength and conditioning session will be responsible for making up any missed work at the discretion of the strength and conditioning coach.

Players are expected to come to strength and conditioning sessions prepared and dressed appropriately in athletic clothing and proper footwear. It is also important to bring a water bottle and any necessary equipment as instructed by the strength and conditioning coach.

The strength and conditioning program is designed to help players improve their strength, endurance, agility, and overall fitness. By attending and actively participating in these sessions, players can improve their athletic performance and contribute to the team's success.

Currently, strength and conditioning training is scheduled for the girls' varsity team. However, plans are underway to expand the program to include the boys' varsity team and the girls' junior varsity team as well.

### ***Cover Shorts Policy for Matches***

All players on girls volleyball teams must wear cover shorts during matches. These cover shorts must be solid black with no pockets and must be worn over spandex shorts.

Players are responsible for bringing their own cover shorts to each match. If a player forgets to bring their cover shorts, they will not be allowed to play in the match. It is the responsibility of each player to ensure that they have their cover shorts with them.

Coaches will check each player before the match to ensure that they are wearing their cover shorts. If a player is not wearing their cover shorts, they will be asked to leave the court and put them on before they can continue playing.

The wearing of cover shorts during matches is not optional, and failure to comply with this policy may result in disciplinary action, up to and including suspension from the team.

Cover shorts are not required at practice.

Long black athletic tights/leggings may be worn without cover shorts during matches.

### ***Player Commitment Policy***

All Victory Volleyball players are expected to be fully committed to their team for the entire season. This means that players should not commit to other activities during the volleyball season, as it may interfere with the team's practices and matches. Players who wish to participate in other activities during the season should discuss their intentions with the coach and volleyball director before tryouts.

We believe that being fully committed to the team is crucial to the success of the program, and it also helps players to develop a stronger sense of teamwork, responsibility, and accountability.

Players who are found to be violating this policy may face disciplinary action, which may include reduced playing time, suspension from the team, or other consequences. By agreeing to be a part of the team, players are expected to prioritize the team's needs over their individual interests, and to work together to achieve common goals.

## ***Social Media Policy***

The Victory Volleyball social media policy outlines the expectations for volleyball players when using social media. Here are some key points that can be included in the policy:

1. Represent the team positively: Victory Volleyball players should use social media in a way that reflects positively on the team, the organization, and themselves. They should avoid posting negative or offensive content that could harm the team's reputation.
2. Respect privacy: Players should respect the privacy of their teammates, coaches, and opponents. They should not post private or personal information about others without their consent.
3. Avoid conflicts: Players should avoid engaging in conflicts or arguments on social media. If they have a disagreement with a teammate or coach, they should handle it in person, not on social media.
4. Do not post during practice or matches: Players should not use social media during practice or matches. It is important to stay focused on the game and avoid distractions.
5. Report inappropriate behavior: If a player sees inappropriate behavior or content on social media, they should report it to a coach or other adult immediately.
6. Use good judgment: Players should use good judgment when posting on social media. They should think about how their posts could be interpreted by others and how they could impact the team's reputation.

By following these guidelines, volleyball players can use social media in a positive and responsible way. Players who are found to be violating this policy may face disciplinary action, which may include reduced playing time, suspension from the team, or other consequences.

## ***Dress Code Policy***

The dress code policy for the Victory Volleyball teams requires all players to wear appropriate attire during practice and matches. Clothing with offensive language, graphics, or images are strictly prohibited. Sports bras may only be worn as an undergarment and must not be visible.

Players should wear the appropriate athletic shoes during practice and matches. Knee pads are optional but recommended for girls and boys. Jewelry at practice should be minimal and not pose a safety risk to the player or other participants. Any headwear, such as headbands, should be worn in a way that does not obstruct the player's vision or pose a safety hazard.

The dress code policy is designed to maintain a professional and respectful appearance and promote safety during practice and matches. Players who violate the dress code policy may be asked to change their attire or may not be allowed to participate in practice or matches until they comply with the policy. It is the responsibility of each player to come to practice and matches dressed appropriately and ready to participate fully.

### ***Procedure for Discussion Playing Time Concerns***

Although we have a clearly defined playing time policy, it is not uncommon for players to want to speak with their coach about playing time. Players may have concerns about their performance, playing position, or the team's overall strategy, which can all impact their playing time. In such cases, players are encouraged to have an open and honest conversation with their coach to address any concerns they may have. Coaches are always willing to discuss these issues and provide feedback to help players improve their performance and increase their playing time. Ultimately, it is important for players to feel valued and supported by their coach and to work together to achieve the team's goals.

You can either speak with a coach directly or follow the steps outlined below.

1. Schedule a meeting with the coach: Contact the coach to request a meeting to discuss your playing time. It's important to be respectful and professional in your communication.
2. Prepare your talking points: Before the meeting, prepare a list of specific questions or concerns you have about your playing time. It may be helpful to take notes after practices and matches to refer to during the meeting.
3. Be open to feedback: During the meeting, listen carefully to the coach's feedback and be open to suggestions for improvement. Keep in mind that the coach's decisions are based on what is best for the team, not just individual players.
4. Discuss expectations: Clarify your expectations with the coach and ask for specific feedback on what you can do to improve your playing time. It's important to have



a clear understanding of what is expected of you and what you need to work on to earn more playing time.

5. Follow up: After the meeting, follow up with the coach to thank them for their time and reiterate your commitment to the team. It's important to continue working hard and demonstrating a positive attitude, even if you don't immediately see an increase in playing time.

### ***Procedure for Escalating a Problem to the Volleyball Director***

Before escalating any non-playing time concerns to the Volleyball Director, players and parents should first have a conversation with their child's coach to address any issues or concerns. If the conversation with the coach does not result in a satisfactory resolution, parents may escalate the matter to the Volleyball Director.

Parents should send an email or schedule a meeting with the Volleyball Director to discuss their concerns. The email or meeting request should clearly outline the issue at hand, the steps already taken to address the matter, and any supporting evidence or documentation.

During the meeting, the parent should calmly and respectfully express their concerns and provide any supporting information. The Volleyball Director will then have the opportunity to provide their perspective, explain the program's policies and procedures, and offer suggestions for improvement.

If the issue remains unresolved, the parent may request a follow-up meeting with the Volleyball Director and possibly Athletic Director to further discuss the matter. It is important to remember that these meetings should be approached with professionalism and respect for all parties involved.

Ultimately, the goal should be to find a resolution that is in the best interest of the team and the individual player. By working together with the coach and the Volleyball Director, parents can help create a positive and supportive environment for their child and the entire team.

The Volleyball Director does not engage with playing time issues as that is at the discretion of the coach.

## ***Resources and Support***

As a member of the Victory volleyball organization, you have access to a variety of resources and support, including:

1. Team Captains: These players can help build team morale, communication, and accountability. They are available to discuss any issues you may have that do not necessarily require coach involvement.
2. Coaches: Our coaching staff is dedicated to helping you improve your skills and reach your full potential as a volleyball player.
3. Strength and Conditioning Coach: We have access to a strength and conditioning coach who can help you improve your overall fitness and performance.
4. Director: The Volleyball Director is available to discuss any issues you may have that cannot be handled at the team level.
5. Volleyball Coordinator: The Volleyball Coordinator is responsible for organizing organizational events with team parents, handling some administrative tasks, and leading the parent support group.
6. Parent Support Group: This group can provide emotional and practical support to players and their families, as well as help with fundraising and organizing events.

### ***2023 Victory Volleyball Staff***

#### **Volleyball Program**

1. Director - Todd Headington
2. Scheduler - Todd Headington
3. Volleyball Coordinator - Katie Herron
4. Strength and Conditioning Coach - Macey Headington

#### **Girls Varsity Volleyball**

1. Head Coach - Todd Headington
2. Assistant Coach - Melanie Haynes

#### **Boys Varsity Volleyball**

1. Head Coach - Robert Mulherin
2. Assistant Coach - Abbie Headington

#### **Girls Junior Varsity Volleyball**

1. Head Coach - Kendra Mulherin
2. Assistant Coach - Shelly Jenkins
3. Assistant Coach - Jared Jenkins

## Girls Middle School Volleyball

1. Head Coach -Enzo Simoni
2. Assistant Coach - Vacant (Needed)

## ***Player and Parent Acknowledgment***

We have received and read the Victory Volleyball Player Handbook. We understand and acknowledge the policies and procedures outlined in the handbook, including player character expectations, playing time, practice and match expectations, uniform and equipment requirements, attendance and participation policies, and consequences for violations.

We also acknowledge the importance of teamwork, sportsmanship, and communication in the success of the team, and we commit to upholding the standards set forth in the handbook. We understand that failure to abide by the policies and procedures outlined in the handbook may result in consequences, up to and including dismissal from the team. By signing below, we acknowledge our commitment to the Victory Volleyball Program and to upholding its standards.

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Player Signature

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Printed Name

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Date

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Parent Signature

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Printed Name

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Date

Please sign, scan/photograph and send to [katie@victoryaa.org](mailto:katie@victoryaa.org)