



VBR STAR HANDBOOK
Revised April 2020

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MISSION STATEMENT

Creating a positive club environment within the Virginia's Blue Ridge that is of the highest-level standard on and off the field. Our club strives to maintain a family-oriented environment that incorporates our WeAreStar values. Promoting personal development, which will guide our players throughout each respective program based on their commitment, ability, and desire.

We are a multi-cultural club with a diverse staff and player base. We maintain a policy of open membership regardless of residence or economic circumstance. Our club is proud to represent southwest Virginia and is committed to achieving positive recognition for our region.

VISION

For our club to be recognized as the highest quality soccer program throughout the Virginia's Blue Ridge. We will use creative development strategies to help players achieve their next level through domestic and international competition.

WeAreStar Values

(We) Willingness— The desire to go outside your comfort zone and try new things that may be difficult.

(Are) Acceptance— Meeting each player at their own skill level and help them achieve personal goals.

(S) Sacrifice— Putting an emphasis on using personal skillset for the betterment of a team.

(T) Trustworthy— Creating a club culture where all members can hold each other accountable.

(A) Attitude—A positive playing environment that promotes respect to coaches, opponents, and referees.

(R) Resilience—Showing the commitment to overcome adversity through training, and competition.

CLUB HISTORY

VBR Star Soccer Club was established in 1986 to provide training for youth soccer players looking for the highest level of competitive play and qualified coaching. VBR Star is a 501.C.3 nonprofit, self-supporting organization that is operated on fees from club-sponsored tournaments, participation fees, and money collected from fund raising activities and donations.

VBR Star has grown to having a current membership of over 500 youth players aged 10-19, with more than 30 teams playing Elite, Premier or Developmental soccer in the Club Champions League at both the Premiership and Championship level.

In addition, the Star also has a Youth Academy for players 4-10 years old learning the game of soccer from an experienced and licensed coaching staff. VBR Star also oversees the operations of GSA (Roanoke City) soccer program, which has over 400+ athletes participating each year.

CLUB STRUCTURE

VBR Star is overseen by a Board of Directors, which meets every other month (or as needed). The Club also has an Executive Board that consists of the President, Vice President of Activities, Vice President of Administration, Treasurer, and Secretary, and meets monthly. The Club's full time staff consists of an Executive Director, Director of Coaching, Assistant Director of Coaching, Director of Youth Academy, and



Administrative Assistant. The part-time staff includes a Director of Goalkeeping, Strength and Conditioning coaching expert and Staff Coaches.

The full Board members serve a two-year term. The Executive Board members serve a three-year term. The nominating committee has the responsibility of recommending candidates for election, and presents their recommendations to the Board.

The President of the Club also forms 8 committees consisting of Finance, Administration, Nominating, Activities, Marketing/Public Relations, Strategic Planning, Facilities, and Tournaments.

Executive Director

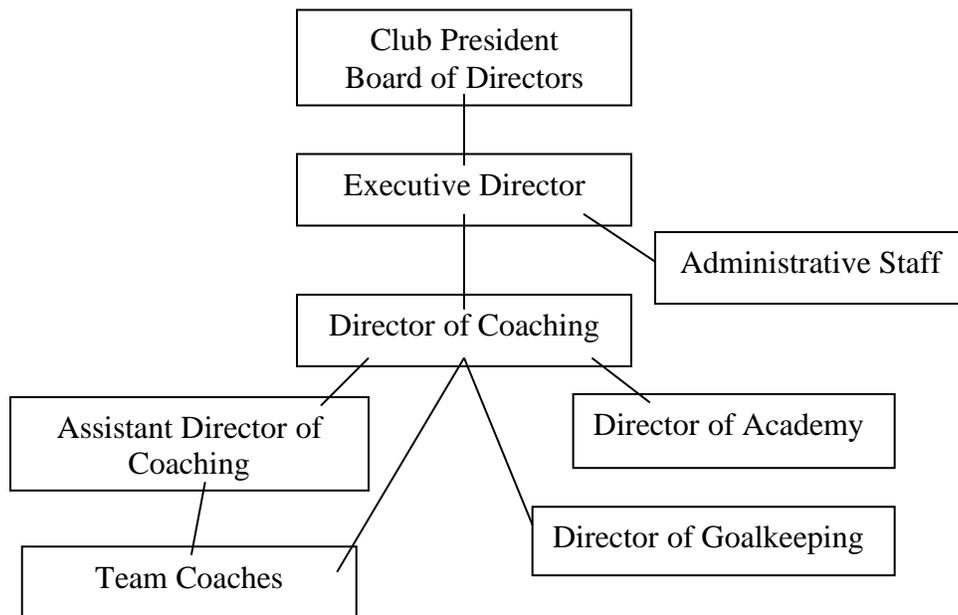
The Executive Director (hereafter “ED”) reports to the Board of Directors. The ED is accountable for the administration and operations of VBR Star (Under the umbrella of Roanoke Valley Youth Soccer Club), the delegation of duties to the appropriate employees and volunteers, and working within the boundaries of the Board-approved financial budget. The following are activities and duties the ED has as primary concerns: fundraising, marketing, administration, field complex, and forecasting.

Director of Coaching

The Director of Coaching (DOC) is accountable for player development, team organization and coaches’ development and retention. The DOC is responsible for selecting and evaluating the coaching staff and is the primary contact for players, parents and coaches for all soccer issues.

Goalkeeping Director

The Goalkeeping Director provides technical and tactical assistance to Star coaches, teams and players. This assistance is aimed at the goalkeeping position but will include advice on how the goalkeeping position works within the framework of the team.





THE TRY-OUT PROCESS

To be selected for a VBR Star team, players must first attend our annual try-outs. Try-outs are held in the spring, usually in May. The Club advertises the open try-outs to inform the public of the times and dates.

Player performance will be evaluated by observing the player during the Club's annual try-outs. These try-outs are open to all and are conducted under the supervision of the Director of Coaching.

Selection decisions at try-outs are based purely on soccer decisions, not on politics, friendships, personal relationships or financial contributions to the Club. Coaches are responsible for making decisions for the good of the player, team and Club. Our coaches are given the freedom to work objectively, and each player will be given a fair opportunity to make a team within the club. Consideration is also given to a player's previous Star experience.

Unless otherwise instructed by the Director of Coaching, players must try-out for their age appropriate team. If considered appropriate, the age group coach may then recommend to the Director of Coaching that a player "plays up." The decision of the Director of Coaching is final.

Shortly after the completion of try-outs, selected players will be invited to join a team. A quick response to an invitation to join the Club is required.

TRAINING PROGRAM

Teams train on average 2-3 times per week, depending on the team or program. Training is the bulk of the season, as it is roughly 2/3's of the teams season. Players are expected to attend all training sessions, and come with an open mind for development. This mindset will help players achieve goals, and also compete individually within their skill appropriate playing level.

Training sessions will be determined and announced by the Club, to help accommodate coaching and/or team conflicts throughout the season. Training session are 90 minutes on average during the season. Variations may occur due to team needs, field availability, daylight savings time, weather, coaching availability and other factors. Players are expected to make training sessions a priority over other sporting interests.

Youth Academy 5-10 yr olds

The Academy is for players who wish to improve and build their skill level. It exposes players to a high standard of technical coaching. Again, the priority at the Academy ages is for the child to have fun and develop a love for the game.

Youth Academy is divided into three groups

1. U5 & U6—Coed, train 1x per week throughout season.
 - a. This program is designed to introduce beginners to the sport and to enhance the skills of young players seeking instruction. The main purpose of the program at these ages is to



install a love for the game through playing fun games and exploring the physical and mental capabilities of the player.

2. U7 & U8-- Coed (Gender specific when available) 2x per week, plus games
 - a. This program is a building block for all other programs, as it introduces competition into the development. Players train 2x per week, and play in friendly matches scheduled by the Youth Academy Director.
3. U9 & U10 –Gender Specific, 2x per week, with scheduled games
 - a. Skill appropriate training is introduced, as players have different needs. VBR Star partners with other clubs of similar playing levels, to create a season worth of games and competitions. Festivals are provided to create opportunity to play teams/clubs from outside the region.

STAR TEAMS

U11-U19 Championship Level

Teams compete in the CCL West Division. Championship teams are considered as a middle tier in the youth soccer structure. Each Star Championship team has a licensed coach. Travel is regional, with the occasional travel tournament outside of the state.

U11—U18 Elite Level

Star U11-U18 Elite teams participate in the Virginia Club Champions League (CCL). This league offers the highest level of club soccer in Virginia. The CCL is comprised of an elite group of clubs from around the Commonwealth and southern Maryland. Star Elite teams also compete in the Virginia State Cup unless otherwise decided by the coach and Director of Coaching. Each Elite team has a nationally qualified coach. Travel is regional, throughout the state, and will travel outside of the state for Showcases or Tournaments.

ADDITIONAL PROGRAMS

Goalkeeping

Star employs a Goalkeeping Director and qualified coaches to work with players in this specialized position. All goalkeepers can expect to receive at least 1 training session per week with the goalkeeper coaches.

Foreign Travel

Star soccer provides opportunities to travel that will undoubtedly broaden any young person's horizons. In addition to traveling to many cities and communities within the United States, the boys U15/16 and girls U14/15 teams also travel to Europe for tournament play each summer.

Camps & Clinics

Star hold age appropriate camps and clinics during different times of the year, to provide extra training and playing opportunities for all players interested.

College Exposure

Star U16-U19 teams attend College Showcase events, including the exclusive CCL Showcase. VBR Star staff has extensive contacts with college coaches and actively work with players who aspire to play college soccer. Star players have made contributions to soccer programs at an impressive list of schools across all NCAA divisions. This is unrivaled by any club in southwest Virginia.



Indoor Program

Star offers a Winter Indoor Program with a focus on technical training.

STAR COACHES

We work very hard to provide an excellent coaching staff to fulfill our Club's commitment to provide each player with a quality coach. Star coaches are committed to excellence within the program. The variety of coaches within the Club exposes players to different personalities and coaching styles within the Club's overall player development philosophy. It is the responsibility of the Director of Coaching to ensure that the club meets the highest possible coaching standards.

Our coaches are instructed to conduct themselves first, as teachers and second, as coaches. Nothing positive will come of the Club's efforts if it produces world-class players who do not know how to conduct themselves as successful human beings. In this regard you can expect Star coaches to conduct themselves as positive role models and display appropriate behavior both on and off the soccer pitch. Star coaches take their jobs of teaching and influencing the young people of the Club very seriously. Coaches contribute to the personal development of each child and make the players overall welfare their first priority.

Coaches are responsible for the conduct of the team on and off the field when the team is together and part of an event. We insist that players be polite, well behaved and respectful. You can expect all these qualities from Star coaches, as well as honesty, punctuality, reliability and consistency.

Each Star coach has received a coaching qualification from either the United Soccer Soccers (formerly NSCAA) or the United States Soccer Federation. Many have received qualifications from both. A number of Star coaches have also played at the collegiate and/or professional level. The vast majority of Star coaches have attended a course at a National level.

Our coaching staff has been responsible for developing state, regional and national caliber players, many of who receive college scholarships. However, the commitment the Club makes to each does not guarantee that a player will be offered a college scholarship. What VBR Star will commit to do is produce a safe, fun environment where players can participate in quality, competitive soccer. How successful each player becomes largely depends on his/her desire to succeed and commitment to the game.

VBR STAR PLAYERS

Players are not under any pressure to join the Club. Instead, it is hoped that players and their parents will consider all options and choose the best one, taking into consideration goals as a person and a player. The aim of VBR Star is to create better players in an environment which will challenge them on and off the field.

We want players to be fully aware of the Club's policies and ambitions before a commitment is made. Once a player commits to VBR Star, he/she agrees to abide by the policies of the Club and team. At the end of the soccer season the commitment to the soccer club is over and players are free to leave the Club if they feel it is in their best interest. At the beginning of the next season players are encouraged to try out again under the same guidelines previously mentioned.



The soccer we play is taken seriously. However, we understand that there are things more important in life than soccer. In terms of priority, family and schoolwork should come first. However, as a member of VBR Star, we expect players to commit to the game of soccer and the Star team as the player's first extracurricular activity and priority during the Club's Fall/Winter and Spring seasons.

Once a player has committed to the Club, the Club will commit to the player. No player will be cut from a team during the season unless it is for disciplinary reasons (this may include on or off the field behavior of a player or behavior of a parent or guardian), or for failure to meet the financial obligation to the Club.

As a member of VBR Star, a player is responsible for his/her own performance and conduct. Best efforts in training and games, good sportsmanship and being a reliable team member will be expected at all times.

The Club asks that players care about themselves, their teammates and the game of soccer. This requires that players maintain a healthy lifestyle and a healthy team attitude. Any use of drugs, alcohol or tobacco is not acceptable to the Club and may lead to suspension or dismissal from the Club.

In addition, our Club insists that each player maintains a positive team attitude and a personal sense of fair play and sportsmanship. Verbal or physical abuse (by player or parent) of teammates, opponents or officials is not acceptable and will be dealt with swiftly and decisively.

During the soccer season, players will be participating in practices, league games, tournaments and State Cup games. The coach will make decisions on team line-up, player's position, and playing time. Tournament participation and player selection will be decided after consultation between the coach and Director of Coaching. The coaching staff will determine playing time. There is no guarantee of playing time. Players must be positive in filling the role that is asked of them for the team at any given moment. From the designated arrival time at practices and games, players will be expected to concentrate on soccer. Players are asked to arrive on time with the required equipment, including cleats (cleaned), shinguards and inflated ball.

Nutrition and rest are very important parts of a player's responsibility as a member of VBR Star. We encourage players to eat healthy, nutritious food at a time that does not interfere with practice or games. Game preparation is very important. Players must take their responsibility to rest before games seriously. As a member of a team, players should not let teammates down by being tired or unfit to play. Rest periods between games may be spent with family or friends if time and the team coach permits. There will be times when the coach requires the team to stay together between games. The coach is solely responsible for making this decision.

At VBR Star we expect our players to take the lead and show responsibility. The player, not his or her parents, should bring concerns such as playing time or the position a child plays to the coach. Some younger players may feel uncomfortable approaching the coach but still should be encouraged to do so.

Some Star players may be asked to guest play with other Clubs or Star teams. All guest play needs to be approved by the Director of Coaching. Our Team Managers are instructed not to give up Player Cards prior to Director of Coaching approval.

Star Players must agree to the Player/Parents Code of Conduct prior to each season.



ROLE OF PARENTS

The staff and coaches at VBR Star fully appreciate the contribution of parents and family to our club. We could not function without the unselfish volunteer work and support of parents. Parental support and involvement in the club are essential. When a player commits to Star the commitment of parents also begins. Parents must see that their child attends practices, games, meetings and any other function deemed necessary by the coaching staff.

We realize that there will be times when more important things than soccer arise. We can create the best possible compromise with good communication, planning and understanding. It is our ambition to keep you updated regularly on club functions, trips, etc. so conflict can be avoided where possible. Please make timely arrangements with the team manager and coach if any conflicts arise so the team can make all necessary adjustments.

VBR Star expects both parents and players to abide by certain rules of conduct. We expect our parents to be interested, supportive, but not obsessive. Parents must accept that soccer expertise lies with coaches. While the Club encourages parents to attend training sessions and matches, it is imperative that parents refrain from “coaching” their child or “refereeing” matches. The Club hires soccer professionals who will focus their expertise on developing each child’s soccer potential and each team’s competitive play.

At VBR Star we expect our players to take the lead and show responsibility. The player, not his or her parents, should bring concerns such as playing time or the position a child plays to the coach. Some younger players may feel uncomfortable approaching the coach but still should be encouraged to do so.

There will be no coaching by parents. No matter how good your intentions are, we insist that there be no shouting instructions to players during games or practice and that there be no screaming, shouting or complaining to officials at any time. One of the priorities of VBR Star is to teach our players to be better all-round players. This means learning to be better sportsmen and women also. A good example in this area will go a long way toward teaching our players that we are serious in our efforts. “Go” and “Shoot,” for example, are interpreted as instructions and, as such, are not desirable. We employ excellent coaches whom we trust to coach our teams. Please allow them to do their jobs without interference. Your positive support and encouragement are of course welcome.

It is very important that players are not distracted during practice and games. Please stay a safe distance off the field during games and practice. It is imperative that the players only receive one set of instructions at these times in order to avoid confusing or upsetting them. All Star coaches have the same philosophy regarding coaching soccer and how we want our players to learn the game. Parents have not been fully instructed in this philosophy. Therefore, in order to avoid giving mixed messages to the players, parents are asked to refrain from giving any instruction to them.

The voice of the coaches will be the ones heard in a coaching capacity at games or practice and the only people allowed on the same side of the field as the team. All others will be on the opposite sideline.

Parents must refrain from talking directly to the coach after the game. At a time when emotions can run high it is best to wait for a day or two to allow for a cooling off period. Star coaches are instructed not to talk to parents about contentious issues following a game.



Star's primary concern is for the long-term development of players' soccer skills under pressure and there will be times when they will be instructed to do things parents do not understand. Player and team development will often be given a greater priority than winning. Players and parents must understand this and conduct themselves in a manner consistent with a healthy team environment.

It is important that our players do not have a "blame culture!" Players will be instructed and often reminded of the necessity to ignore adverse conditions such as bad weather, rough play, cheating, bad referees, negative behavior by parents, teammates, etc. This is an essential characteristic for players to possess if they are to realize their full potential as players and people. Please, as a parent and a role model for these children, show this example and re-reinforce it often to them.

Star parents/guardians are required to agree to the Player/Parents Code of Conduct prior to each season.

CLUB FACILITIES

The Club's main facility is Kroger Soccer Park. We have six fields at this complex and the Club is responsible for maintenance of these fields. We also use other facilities throughout the Roanoke Valley on an as needed basis. All players and families are expected to help with keeping the park picked up.

EXPENSES

Club Fees

The Club participation fees cover league fees, referee fees, coaching, field maintenance, and administration of the Club. Club fees are non-refundable. Our Club fee is approximately one-half that of other teams in our league. Additionally, the fee covers about 50% of our operating budget. The remaining funds are raised by fundraising, sponsorships and our tournaments.

Team fees

Vary from team to team depending on the number of tournaments teams attend, and players on the roster. Team fees cover coach's hotel room, tournament entry fees, copying, postage, etc. Parents are responsible for hotel rooms, meals, and travel costs of the player. The team manager should present parents with a team budget and a financial statement.

VBR Soccer Credits

Use of Soccer Credits has become a great value for many families within the club. Soccer Credits can be raised in a number of ways; Bingo, Kroger Community Rewards, Refereeing Youth Academy, and other fundraising opportunities approved by the club. Soccer Credits can be used in a variety of ways; to pay for any VBR Star program, European Trips through club or league, team fees, club issued apparel at Soccer Stop, soccer equipment at Soccer Stop.

Rules of use for VBR Star Soccer Credits. 1) Any family leaving the club with a soccer credit balance will forfeit all soccer credits, soccer credits are not transferrable to another family. 2) Any family making non-uniform based purchases at Soccer Stop will need to be approved by the Executive Director (any family leaving VBR Star will not be able to spend credits). 3) No soccer credit can be used at Soccer Stop from April 1-June 1 for anything other than Uniform purchases, unless approved by Executive Director.



Club Insurance

Club insurance is provided through VYSA. This is secondary insurance to cover, within limitations, expenses not covered by an individual's primary insurance. If no primary insurance covers an individual, the insurance provided by the club acts as primary insurance. Claim forms may be obtained from the Club office to be completed and returned to the office for processing. All receipts must accompany claims.

FINANCIAL GRANTS/SPONSORS

The goal of the Club is to make the VBR Star experience available to all qualified soccer players who have the talent and commitment to participate in the Club. Because of the many other demands on the financial resources of VBR Star, the availability and amount of financial aid is limited.

Financial grants will apply only to Club participation fees and will be based on need. Financial grant players are responsible for their own transportation for practices, games and tournaments and will be required to fund the cost of their tournament fees, meals and lodging in connection with tournaments and other VBR Star team events.

All players on financial grant/scholarship who decide to leave the club before the end of the season will be required to return all pieces of apparel/equipment provided by the club before being released. Players may be required to pay the amount of grant/scholarship if leaving club before end of season to play at another club locally. The VBR Star Board of Directors will make the final decision before play can/will be released.

A financial grant form must be completed and submitted with documentation (W-2 Forms, Income Tax Returns, etc.) to the Club office by the same deadline set for all other participation forms and participation fees.

All information disclosed on the financial grant application form is strictly confidential and will be reviewed only by the Financial Grant Committee.

STATE CUP

State Cup is a single-elimination tournament to declare a state champion in each age group to represent Virginia in the United States Youth Soccer Regionals. There are four regions in the US and we are in Region 1. Each region champion plays each other for the national championship.

It is up to the discretion of the coach and Director of Coaching to decide whether a team will participate in State Cup. The team will be responsible for applying and paying the State Cup fee. The fall season is for U15-U18 boys and girls. The spring season is for U12-U14, boys and girls.

FUNDRAISING

The Club will conduct different fundraising activities throughout the year. The U15 boys and U14 girls coordinate and participate in fundraising events to help subsidize the cost of their summer Europe trip. The Executive Director must approve any individual team fundraising.



VOLUNTEERS

Volunteers are the backbone of VBR Star. Our club would not exist without our volunteers. We are able to offer our Club's low membership costs largely because of our volunteer support with our annual tournaments, office work, field complex, and numerous other Club duties. Team managers will ask you to volunteer. All parents must volunteer and you are fully expected to fulfill your obligation. If you are unable to perform the responsibilities you commit to, you must find a replacement, and notify your team manager of the change. We can help our children develop their maturity by demonstrating to them the importance of honoring our commitments.

TOURNAMENTS

The Club conducts multiple tournaments each year. They are held on Columbus Day weekend, and in early May. Our tournaments not only provide competition for our teams at home, it also helps subsidize our Club budget. Our tournaments are fundamental in helping to keep player fees to a minimum.

CANCELLATION POLICY

Decisions for training will be made by 3PM on the date of training if possible. When weather is questionable it is a good idea to monitor this line up until time for departure to the field site as sometimes cancellation decisions might be made "after" 3PM. The Directors will communicate with team managers to help inform all families.

PLAYER AND PARENT CODE OF CONDUCT

PLAYERS:

1. Players will refrain from using profanity during games and practices.
2. Players will not engage in disparaging dialogue with referees, teammates, coaches, opponents, or spectators.
3. Players will not, under any circumstances, participate in physical violence or threats thereof during any game or practice.
4. Players are prohibited from the use of alcohol, illegal drugs, or tobacco products while on the active roster of a club team.
5. Property damage during road trips will result in suspension from the team and full restitution to the property owner by players and/or parents.
6. Players will make every attempt to notify the coach prior to missing a practice in order to receive an excused absence.
7. Players must read and agree to abide by the policies set forth in the club Handbook (available at www.vbrstar.com).
8. Players will wear club approved, official uniforms at games and warm-up t-shirts for practices.

PARENTS:

1. Parents agree to support the club in requiring players to abide by the Players Code of Conduct.



2. Parents will refrain from verbal abuse of players, coaches, referees, opponents, and spectators.
3. Parents will agree to pay for any property damages which can be attributed to their child.
4. Parents will discuss constructive concerns regarding coach, players or club policy with the coach first, Director of Coaching, and finally, through the club's Executive Director.
6. Parents may also direct concerns to the Executive Committee, and/or Board of Directors.
7. Parents must understand that coaches, managers, and directors are dedicated to quality soccer and will conduct themselves in a manner consistent with Club policies and objectives.
8. Parents agree to fully reimburse the club for any monetary sanction or fine imposed as the result of improper conduct of the parents or their child, including any monetary sanctions imposed under the Referee Abuse Policy.
9. Players will not be allowed to play until participation and team fees are paid in full or arrangements have been made with the Club Office to pay the required fees.
10. Parents must read and agree to abide by the policies set forth in the Club Handbook (available at www.vbrstar.com).
11. I understand that participation fees are non-refundable
12. I understand any VBR Star soccer credits accumulated through Bingo or Kroger Card programs will remain with the club if you decide to leave the club. Credits are not transferrable. You can use credits at Soccer Stop for uniforms and player related soccer expenses such as cleats and shin guards.
13. You must pay your participation fees in full before your card will be released.

PLAYER & PARENTS

While on any club-sponsored trip away from Roanoke, a player is subject to immediate suspension from the team for the remainder of the trip if the player's misconduct or misbehavior, at the sole discretion of the club or club representative, warrants such action.

The player, parents and/or guardian understands that they shall be responsible for making arrangements for the player's immediate return, in the event of suspension, and shall be responsible for all costs associated with the suspension, including the possible forfeiture of all costs and fees relative to the balance of the trip for the player.

Players and Parents who are unable to adhere to the VBR Star Code of Conduct, can be removed from the program as deemed necessary by the VBR Star staff. Forfeiture of club fees will can and will be assessed to any family who is removed from programming due to failure to meet Code of Conduct. VBR Star Board of Directors can determine if any other action may be taken.