

TC HANDBOOK NETZO

Introduction

Volleyball at Netzo has grown significantly in recent years with the expansion of both the number of Nevobo teams and recreational players. Furthermore, there is constant turnover of incoming and outgoing players every year which create unique challenges that we must prepare for in advance.

In short, it is high time for an update of the TC handbook which has not been updated since the 2014-2015 season.

In this update, we will describe the objectives of the TC, the tasks, and the criteria for determining team composition going forward. This document may be interpreted by future TCs as they see fit to adjust to changes in Nevobo rules as well as changes within the club such as an increase or decrease of Nevobo and/or recreational players.

Netzo is the largest LGBTQ+ volleyball club in the Netherlands. We actively express this through our website, participation in local and international tournaments, through our own Sinterklaas tournament and most importantly through our members in the regional league (NeVoBo). At Netzo, we want to promote an atmosphere that balances competitive volleyball with an engaging social community as well as a safe sporting environment for everyone.

We hope that this handbook will serve as a guide to the TC members, the Board and most importantly you, the Netzo members.

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1. Composition of the Head TC

The men and women each have their own Technical Committee (TC); they work independently from one another but should communicate best practices with each other and be able to assist one another. The Men's TC currently consists of a Head TC and two additional TC members but can increase as the number of Netzo teams and members increases. The Women's TC consists of a Head TC which works with other members that are in an advisory role. The Women's TC can also increase as membership grows. The Head TCs sit on the Board of Netzo.

Individual team TC members: Individual Team TC Members will be selected each season by their respective teams and represent their team for the full season (Half year for 2nd class and below and full year for 1st class and above). Communication between team members and the Head TC takes place through their TC member representative. An individual team TC member will keep track of training and match attendance as well as give updates on player skill levels (strengths and weaknesses) to the Head TC. Conversely, the individual TC member is also responsible for communication from the TC to their own team. If an individual team TC member cannot fulfill their duties then the team will select a new representative. Teams can report their dissatisfaction with their TC member to the Head of the TC if they are unable to resolve the matter as a team. The Head of the TC will then make a decision and take action following a discussion with the TC member concerned and the team. If a dispute arises within the TC that hinders or makes the functioning of the TC impossible, the Board of Netzo will be requested by the Head of the TC to mediate. Should mediation attempts by the Board not lead to the desired result, the Board has the authority to make a final decisive decision.

Recreational Division The Recreational division is managed by the Recreational Committee. The lead of this committee reports directly to the Chairman of Netzo. The Recreational Committee works in close and continuous collaboration with the Technical Committee (TC), particularly regarding player development and the transition of players from recreational level to Nevobo teams. Alignment between the Recreational Committee and the TC is essential to ensure a consistent and fair development pathway within the club.

2. Objectives of the TC

The Objectives of the Technical Committee:

- a. the annual formation of the NeVoBo competition teams and training groups.
- b. ensuring that every training group has a trainer appropriate for that level.
- c. promoting a fair distribution of players to ensure each team is competitive in their respective class.¹
- d. aligning the training groups with the competition.
- e. encouraging each team to formulate realistic team objectives at the start of the season.

¹ Playing in the 1st Class and higher entails additional obligations for the team, including providing referees with the correct license.

- f. a proper onboarding of new players, including recreational players, and creating a realistic path for those players to join Nevobo teams.²

3. Responsibilities regarding finding new trainers

Finding new trainers is a joint task of the Board and the Technical Committee (TC). The TC indicates what is required: which teams need a trainer and any preferences regarding a new trainer. The TC thus functions as an advisory committee to the Board. The Board is responsible for advertising or contacting potential partners and for the final hiring of the trainer. The Board has an overview of the financial costs of the trainers and is ultimately responsible for the trainers.

4. Team Selection by the TC

Team selection is determined by the Technical Committee in consultation with individual team TC feedback, trainers and if so desired, individual team coaches.³ The Technical Committee must ensure that team selection outcomes are communicated transparently, including a general explanation of the criteria applied. Final decisions on team selection are made by the Technical Committee based on majority voting. In case of an equal number of votes, the Head TC has the deciding vote.

1. The TC adheres to the following principles or rules:

- a. A team exists for 1 full season. A season is currently defined as one full year for 1st class and higher and ½ a year for 2nd class and below (if Nevobo, the governing body, changes these parameters for any specific class, then Netzo will adjust accordingly).
- b. Every player is assigned a team in a specific class or division based on their current technical skill level as well as athleticism and possible future potential (determined by the assessment by the Technical Committee).
- c. In the event that a player is determined to be capable of playing a higher class but there is not space, that player will be assigned to the highest team in the lower class⁴
- d. In the event of equal skill levels, members who are considered to have a higher potential will be given priority. In the event the potential is equal then the player with seniority will be given priority.
- e. The TC bases the team assignment on the objective of giving every team a competitive chance of staying in the same class. In the case where there are multiple Netzo teams in the same class,

² Recreational players previously joined Nevobo training groups but with the expansion of the club they now train on their own respective days. This can change to fit the club's future needs accordingly.

³ Coaching is a voluntary position at Netzo and although a coach may have valuable knowledge of a given team, they do not have a say in the selection of teams but can advise.

⁴ An example is if a player from third class has the skills to play in second class but there is not an available space for that player and all players currently in second class are determined to be more skilled.

The TC will try and give the highest ranking team in that class a chance to promote while not diminishing the chance of the lower teams of staying within the same class.

- f. Members who register during the season can only be placed in a competitive team if there is availability (for example due to travel or injury). These players will come from recreational first, and priority will be given to third class players and higher.
- g. In principle, there is no permanent switching of players to a new team during the season.⁵
- h. Every team must be given an opportunity to maintain its position in the current class they are assigned. ⁶
- i. At the conclusion of a season Nevobo team members can be placed back into a recreational training group if they are determined to not meet the competition criteria to be competitive. In the case of demotion from a Nevobo team to a recreational training group, this must be communicated individually to the member before the new team and training group setup is published to all members.

In case of questions or disagreement regarding team placement, members may request clarification from the Technical Committee. The TC will provide explanation on the decision-making process. Final decisions remain with the TC.

2. The criteria used for team formation are (in order):

- a. The assessment by the Technical Committee.
- b. The assessment by the trainer.
- c. The assessment by the individual Team TC.
- d. The advice of the team coach if applicable.
- e. The position of a player: the TC determines which positions become available on each team. A team is staffed with a fair distribution of positions.⁷
- f. Team size: the ideal size for a competitive team is 9-11.
- g. The wishes of the player.

The maximum number of teams and training groups depends on the hall layout and capacity, trainer availability and financial considerations of the club.

3. New Members

New members will begin at the recreational level and can sign up to train with the Netzo recreational division throughout the year. If space is available they will be invited to a try out, if Netzo recreational is at capacity then they will be placed on the wait list until a spot becomes available. The new player can

⁵ Teams can assist other teams as long as they follow the most current Nevobo guidelines.

⁶ This does not guarantee that they will remain in that class.

⁷ A team of 10 for example can be made up of 2 setters, 3 outsides, 3 middles 1 Dia and one libero but can deviate from this setup as long as the distribution is plausible. For example not having 4 setters and 1 outside.

begin on the first available date determined by the recreational trainer. The recreational trainers will assess the level and potential of new players. If these players have an interest in the Nevobo competition and show the necessary potential to play in Nevobo then the recreational trainers will refer them to the Head TC where they will be given up to three training sessions to determine their skill level and team placement (priority will be given to new members with a skill level of third class and above). A place on a team is subject to availability for midseason registrations for the Nevobo competition and can be done in consultation with the trainer/coach and the team in question. This may result in a spot in a team being taken by a newcomer rather than by long-standing members in lower teams. If a new member does not show potential or dedication then the recreational representatives have the right to remove them from the recreational group to make space for the wait list.

The progression from Recreational to Nevobo level is actively managed by the Technical Committee in collaboration with the Recreational Committee. Progression is based on player development, potential, and team availability, and should be communicated clearly to members.

4. The assessment of players by trainers and coaches

The assessment of players is based on the entire season (1 year for 1st class and above and ½ year for 2nd class and below). Trainers are explicitly requested to assess players based on the level of the team in which they are currently playing. In the assessment, they should take the following into consideration: the player's insight, effort, potential, and technique in all skills (both technical and mental). In addition, they look at the following aspects:

- a. General volleyball skills: how someone moves and handles a ball both offensively and defensively in regards to serve, serve receive, Attack, block, setting as well as intangibles (mental toughness, court awareness, team spirit).
- b. Attendance: Players are expected to attend at least 2/3rds of all trainings and 2/3rds of matches. Exceptions due to illness, work travel, emergencies can be taken into consideration. Players going on sabbatical will still be required to pay their membership fee to maintain a spot when they return during the current or even following season. If a player shows a consistent lack of attendance during a season or year after year then they can be removed from a Nevobo team or a recreational group.
- c. Mentality: a player's ability to concentrate, stay disciplined, and the ability to continue learning, as well as the role he plays in his team (whether or not he or she is a team player).

With regard to the assessment by trainers and coaches, the TC reserves the right to make the final decisions. The TC also has the final say in cases of ambiguity. Each member has the right to receive structured feedback from their trainer. Feedback is a shared responsibility between trainer and player. At minimum, feedback moments are recommended at the beginning and at the end of the season, with continuous feedback throughout the season to support development. Trainers are expected to share relevant evaluation insights with the Technical Committee where needed.

5. Filling in for a higher team

Teams are responsible for supplementing their competitive squad themselves if there are too few of their own team members for matches. The Technical Committee advises requesting first from other teams within the same class. If it is not possible to fill a team from the same class then the next step is to request from one class lower. This promotes teamwork and increases learning opportunities within the club. If a team still cannot be formed then considering a rescheduling of the match becomes a possibility.

5. The training schedule

If possible, each team trains once a week for a duration of 2 hours. The training schedule depends on the number of playing fields. The following points influence the training schedule:

- a. The availability of trainers: trainers who are also players themselves must be able to attend their own training.
- b. In the event that there are not enough players to train, groups can be combined by the TC.
- c. Matches conflicting with training schedules. The TC can adjust and combine training groups as needed to fit extenuating circumstances.
- d. The wishes of the trainers.
- e. Timely coordination between the men's and women's Head Technical Committees for the final schedule, taking into account wishes and club interests.
- f. Free courts - in the event that a court is free on a match or training day, the court can be requested on a first come first serve basis.

6. The technical policy

The training sessions are structured by the trainers based on the following principles:

- a. Teams are encouraged to learn multiple defensive systems and players should learn all positions. All teams are encouraged to learn a 5-1 setting system as well as a 6-2 setting system and be able to interchange them mid match.
- b. All teams are encouraged to be able to play the same system (not same skill level) as the top team at Netzo so that players have less growing pains when growing within the club and advancing to higher teams.

At Netzo, there is no natural progression from youth to seniors. To promote progression to teams and enable the achievement of ambitions, it is important that training sessions are aimed at enhancing the individual development of players:

- c. In consultation with the trainers, both generic and specific position based training sessions will be organized regularly. Players are encouraged to learn multiple positions to assist their team as needed and to better understand their teammates' roles on the court that differ from theirs.
- d. Minimum requirements for the quality of trainers and training

- o Training set up is determined by the trainer and should focus on each team's needs and also focus on individual player development in regards to all skills.
- e. Facilitating training materials
- f. Facilitating training courses / meetings
 - o Exchanging knowledge and experiences between the trainers

7. Addendum

The TC handbook is a guideline that can be interpreted by all current and future Technical Committee members as they see fit to keep up with the ever changing landscape of Nevobo, Netzo and the rules and regulations of volleyball.

Appendix 1 Duties of the TC

The duties of the TC entail:

- Distributing evaluation forms to members and assessment forms to trainers
- Conducting final evaluation interviews with the trainers and individual team TCs.
- Making an inventory of all evaluation forms and information from the trainers and providing general anonymous feedback to the teams/members and trainers.
- Assign players to a team and the distribution of player's positions.
- Answer questions from members within their own team regarding TC matters and team assignments.
- Stay up to date on matters discussed within a team during the season that are relevant to team selection and the like are raised by the TC members at the TC meetings.
- Maintain contact with trainers and coaches regarding progress and any potential issues. The Head of the Technical Committee handles communication regarding the trainers with the Board of Netzo.
- The TC is the point of contact for reporting misconduct by team members, trainers, or coaches that severely impairs the standard of play and enjoyment of the game, provided that a team itself has failed to identify this behavior as a collective problem and put a stop to it. The TC is subsequently tasked with reporting this misconduct to the Board, after which the Board makes a decision and takes action. In the worst-case scenario, this may result in exclusion from the competition or expulsion from the club.
- At the end of the season, the Technical Committee (TC) holds a discussion with the trainers regarding whether they wish to continue training next year and, if so, for which team. The TC takes stock of the number of trainers for the following season and, in the event of a shortage, initiates a search in consultation with the Board (regarding available funds). The TC also takes the wishes of the relevant teams into account in this search.
- The allocation of trainers to the teams (coaches are sought and requested by the teams themselves).
- Drawing up the training schedule for the training groups.
- Facilitating training for (new) trainers: the board decides, the Technical Committee needs a framework within which this can be offered.
- Evaluating the past TC year and one's own performance as a TC member at the end of the season. Members can express their opinion about their TC member on the evaluation form.
- Sending the final team lineup to the match secretary.
- Assisting in the registration of new players and/or reporting changes.

Maintaining contact with members/trainers/coaches by TC members shall take place through conversations as much as possible. Evaluations and assessments will be handled in accordance with a fixed form.

Appendix 2 Duties of the Head of Technical Committee

The duties of the Head of TC include:

- Updating the evaluation forms and distributing them (online forms)
- Handle all communication to the members and the Board.
- Maintain contact with the trainers and pass on any issues identified by a trainer or the Technical Committee to the Board.
- The introduction of new members.
- All onboarding and communication with newly registered members.
- The Head of the Technical Committee has the right to relieve a Technical Committee member of their duties in the event of poor performance.

In the event of poor performance by the Head of the Technical Committee himself, the Board may (after a discussion with the Technical Committee members) relieve him of all his duties.

Expected Timeline of Events.

1. End of April: Member Survey Distribution

- At the end of April, Netzo will send out a survey to all its members to collect feedback and insights. Currently done online but is up to the Head TC to decide what is best.

2. End of April to early May: Trainer Evaluations and Feedback

- By the end of May, the Head TC will evaluate and give feedback to the trainers (this includes recreational trainers). They also reserve the right to request detailed feedback, when additional information is needed, from all trainers about their players, including recommendations for promotions or demotions. The evaluation criteria include:
 - **Current Technique:** Assessment of the player's existing technical skills.
 - **Potential Growth:** Evaluation of the player's future development potential.

3. Formation Drafting: Initial Concept (May)

- Using the information gathered from the surveys, the team TCs and, if necessary, trainer feedback, the Head TC will draft the first concept of Nevobo formations for the following season (currently the season ends in May). New members or players might be placed in teams lower, including recreational, than their current skill level to maintain depending on availability

4. Final Concept and Distribution of teams

- The Head TC will review and make any necessary final adjustments . The final concept will be sent to all members at the beginning of July for the upcoming season and at the end of December for the season starting in January. Year long competition will not be changed in January unless due to extenuating circumstances (injury, moving out of the country, etc).

5. Training Schedule Setup

- The Head TC will establish the training schedule for the upcoming season in late August but prior to the first official training date and will take into consideration trainers availability and preferences. This will include training times (currently at 19:00 and 21:00) as well as the day of the week. Currently Tuesday or Friday. The Head TC has the right to switch the training dates in a season if it improves the quality of the club (from Tuesday to Friday or vice versa with official home matches being on the other day of the week). Training times should switch half way through the season when possible, but priority will be given to trainer availability first and foremost.