



PASSION. SKILL. CHARACTER.

Pewaukee Sussex United's Parent Reference Guide

Welcome

Whether you're new to Pewaukee Sussex United (PSU) or a long-time PSU member returning for another year we're glad you are part of *The United* family.

Below you will find *tons* of information about our club – from how uniforms work to the structure of club soccer and everything in between. Reading through this guide will give you a deep and thorough understanding of who we are, how we operate, and how things work here at PSU. However, this document also serves as a reference guide, giving you access to the information you need at your fingertips whenever you need it.

Certainly, Club staff members are happy to help with whatever you need, however for those times you need information readily available – or you just want the power of having a library of PSU information at your fingertips - this guide is your answer!

Before we dive into the depths of PSU information, there are a few critically important notes you need to be aware of:

1. Our mission is to fuel each player's success, both on and off the field, through Passion, Skill, & Character. We do this by:
 - a. Teaching players the sport of soccer via a progressive curriculum that provides players with three ways to learn the sport: team training, individual training, and free play.
 - b. Teaching players to exhibit Passion, Skill, & Character in everything they do.
 - c. Exposing players to the benefits of a [Growth Mindset](#).
2. We have high expectations for our players, staff, and for our parents. Expectations for our players vary by age, but the expectations for our staff and parents remain high in all circumstances.
3. "United" is not only our club's name, but also, how we work and act together, how we grow together, and how we keep PSU the special place it is. As such, we ask everyone to contribute to the club in some way. Whether it's helping coach our Junior's players, being a team manager, or simply telling friends and neighbors about PSU, this is our club and we make it what it is together.

Welcome to Pewaukee Sussex United.

Joe Ulm, President

Contents

Welcome.....	1
General Club Information	4
Leadership.....	4
Communications	4
Website.....	4
TeamSnap	4
Social Media.....	4
Email	5
Registration.....	5
Player Excellence	5
Fields.....	5
Inclement Weather.....	6
Facilities	6
Policies.....	6
Covid-19.....	6
Playing Time.....	7
Uniforms	7
Uniform Orders.....	7
Uniform Numbers	7
Spiritwear.....	8
Equipment	8
Volunteer Opportunities.....	9
How Club Soccer Works.....	9
Structure	9
United States Soccer Federation (USSF)	9
Wisconsin Youth Soccer Association (WYSA).....	9
Waukesha Area Recreational Soccer (WARS)	9
Year ‘Round Play	Error! Bookmark not defined.
“U” Levels	9
Levels of Play.....	10
Southeast Classic League (SECL)	10

State.....	10
MRL.....	10
Referees.....	10
PSU Control over Game Referees	10
Referee Assigner	10
Referee Assignment.....	11
PSU Influence on Referees.....	11
Becoming a Referee.....	11
Programs Information.....	11
General	11
Teams & Groups	11
Team Meetings	11
End-of-Season Party.....	12
Programs.....	12
Juniors.....	12
Recreational Program	12
Academy Program [Lati to write].....	12
Select Program.....	12
High School Select Program	13
Player Excellence	13
Team Managers	13
Member Expectations.....	13
Code of Conduct	13
Coaches & Staff.....	14
Affiliate Code of Conduct.....	14
Player Code of Conduct	14
Player Expectations.....	14
General	15
Tobacco, Alcohol, and Other Drugs	15
Disciplinary Action	15
Parent Expectations.....	15
Conclusion	16

General Club Information

Leadership

- Joe Ulm, President | julm@pewaukeesussexunited.com
- Lati Ziba, Director of Coaching | lziba@pewaukeesussexunited.com
- Adam Neylon, Juniors and Recreational Program Director | aneylon@pewaukeesussexunited.com
- Daniel Nogueira, Assistant Academy Director | dnogueira@pewaukeesussexunited.com
- Erin Gudeyon, Director of Operations | egudeyon@pewaukeesussexunited.com
- Macy Sauke, Social Media Manager | msauke@pewaukeesussexunited.com

Communications

We use several different platforms to communicate information to our members, teams, players, and parents:

Website (<https://pewaukeesussexunited.com/>). PSU's website is the place to go for all non-team specific information. Here you will find:

- General club information
- General program information
- Club updates, resources, events, news, and articles
- Registration access
- Club policies
- Club leadership and contact information

TeamSnap. TeamSnap is the place to go for all team-specific information and Player Excellence session information. Here you'll find:

- Coach information
- Team roster and parent information
- Practice and game schedules
- Player game and practice availability
- Uniform expectations
- Game and practice locations
- Optional team information such as game history, pictures and media, and a team chat
- Player Excellence session information

TeamSnap can be accessed via a browser or mobile phone. To access TeamSnap via mobile phone, download the TeamSnap app from the Apple Store (iPhone) or from Google Play (Android). Parents (and older players) get access to TeamSnap via an email invitation sent by the club. Details on navigating and troubleshooting TeamSnap can be found here: <https://pewaukeesussexunited.com/navigating-teamsnap/>

Social Media. PSU maintains a strong social media presence via Facebook, Instagram, and other social media platforms. On these platforms you will find:

- Club updates, events, news, and articles

- Team and player spotlight information
- Pictures of players, teams, coaches, and events
- Special accomplishments by players, teams, and coaches

Email. PSU sends the following information to members via email:

- Important club-wide information
- Spring and fall surveys
- PSU's weekly newsletter (The Weekly Score)

Registration

Registration is located on the [club website](#) under the Programs tab for seasonal registration. We provide four categories of full-season programs: [Juniors](#), [Recreational](#), [Academy](#), & [Select](#).

Each program provides players with various levels of challenge and competition. The curriculum for each program is age-specific and designed by our team of experts to align with both our style of play and our [Player-first philosophy](#). Our [Coaching Excellence Program](#) then ensures our coaches have the tools, resources, and education to create an engaging experience for our players that helps them develop advanced skills within the sport.

Additional training opportunities can be found under the [Player Excellence tab](#).

Player Excellence

Our Player Excellence Program is designed to give players the ability to train and improve individually and in small groups. This approach complements each player's team training, providing them with multiple, valuable ways to learn and improve at the sport with players of similar skill and age. Player Excellence is a fee-based service (with some exceptions such as Street Soccer), and includes programs such as Ball Mastery, First Touch, Street Soccer, and many more. Player Excellence opportunities are available all year, however, a larger number of Player Excellence sessions are offered during the offseason (summer and winter) than during the season (spring and fall).

Fields

PSU conducts practices and games in one of four locations:

- Armory Park, W239N5730 Maple Avenue, Sussex
- Balmer Park, N44W23875 Lindsay Road, Pewaukee
- Pewaukee Sports Complex, N45W23440 Lindsay Road, Pewaukee
- Wagner Park, N31W23320 Green Road, Pewaukee

From time to time, PSU closes its fields due to the poor condition of the fields or because of inclement weather (see Inclement Weather below for PSU's Inclement Weather policy). Field-closure information is provided on the homepage of PSU's website via a "fields icon" that changes according to field status:

- **Green** means all fields are open. The date is not displayed under the fields icon when fields are open
- **Yellow** means some fields are open and some are closed. When this happens, specifics will be provided underneath the icon along with the current date.

- **Red** means all fields are closed. When fields are closed, the date will be shown underneath the fields icon.

Additionally, the club communicates closures directly with coaches and team managers who then use TeamSnap to update their teams on the status of the fields.

Note: We do all we can to keep fields open while maintaining the quality of the fields; however, Wisconsin weather will require field closures from time to time and are to be expected each season.

Inclement Weather

Pewaukee Sussex United may close fields for practice and/or games due to inclement weather, field conditions, or for the safety of our members. Field closures will be posted on our homepage by 3:30 pm during the week, and by 8:00 am on the weekends, whenever possible. However, field closures can be determined after these times when significant changes in the weather occur. Additionally, coaches may select to cancel or cease practice even if fields are open during inclement weather, particularly if player safety becomes a concern.

Facilities

When the weather turns cold and the snow begins to fall, we move training indoors. Our current facilities are:

- Christ Lutheran Church, W240N3103 Pewaukee Road, Pewaukee
- Ridgewood Baptist Church, 2720 Lilly Rd, Brookfield
- University Lake School, 4024 Nagawicka Rd, Hartland

We continue to look for the best possible facilities at locations convenient for our members so our facilities may change from year to year.

Facility drop off, pick up, and other relevant instructions are provided on our website for each location [here](#).

Policies

All PSU's policies can be found on our website [here](#).

Club policies are important to the operation and management of the club, and they affect every member. As such, please familiarize yourself with them. We generally update everyone when any major changes are made to our policies; however, we also make minor changes to our policies regularly to keep our policies current and relevant. We do not send updates for minor policy changes, so we suggest everyone review club policies regularly.

Covid-19

Note that given how often CDC and local COVID policies change, our COVID policy is in a separate location. You can find that here: <https://pewaukeesussexunited.com/covid-19-policy/>

Playing Time

At PSU, playing time is earned by a player's embodiment of Club values—Passion, Skill, and Character. Coaches individually determine playing time throughout the season based on all three values according to the age of the players, the program level they coach, and the dynamics of the team. PSU staff and coaches will continually encourage and support every player's growth in all three areas; however, players who consistently demonstrate a high level of character, exhibit an ongoing desire to play soccer, and who have an appropriate/strong level of skill for their age and program level, will receive more playing time than other players.

Uniforms

PSU changes uniforms every two years. We change uniforms for two reasons:

1. Manufacturers change styles regularly and stock becomes scarce for styles no longer in production.
2. Changing uniforms every two years ensures parents only need to buy new uniforms every two years instead of every year.

Uniforms are included with registration for our Explorer, Micros, and Juniors players. Uniforms are not included for Academy, Recreational, and Select players, and must be purchased separately. Uniforms are ordered through Stefan's Soccer.

Uniform Orders

For 4U – 8U players are asked their uniform size within registration. Once the orders are placed, uniforms are distributed by the coach or program director.

Academy, select and recreational players are emailed a link through our uniform vendor (Stefans) to place their order directly. Once their order is complete, they have the option to pick it up or have it shipped to their home.

Uniform Numbers

Uniform numbers are assigned by the club and kept consistent from year to year as much as possible, in addition, uniform numbers often change as players accelerate and progress throughout our programs. Specific uniform numbers can be requested, but number availability is based on a number of factors. As such, PSU will honor number requests where possible, but uniform numbers are not guaranteed.

Additionally, there are uniform regulations imposed by WYSA. You can find those [here](#), however, the most common regulations are:

- A player must not use equipment or wear anything that is dangerous.
- All items of jewelry (necklaces, rings, bracelets, earrings, leather bands, rubber bands, etc.) are forbidden and must be removed. Using tape to cover jewelry is not permitted.
- Non-dangerous protective equipment, for example: headgear, facemasks, and knee and arm protectors made of soft, lightweight padded material are permitted as are goalkeepers' caps and sports spectacles.
- Head covers - Where head covers (excluding goalkeepers' caps) are worn, they must:

- ✓ be black or the same main color as the shirt (provided that the players of the same team wear the same color)
- ✓ Keep the professional appearance of the player's equipment
- ✓ not be attached to the shirt
- ✓ not be dangerous to the player wearing it or any other player (e.g. opening/closing mechanism around neck)
- ✓ not have any part(s) extending out from the surface (protruding elements)
- Undershirts must be:
 - ✓ • a single color which is the same color as the main color of the shirt sleeve
 - Or
 - ✓ • a pattern/colors which exactly replicate(s) the shirt sleeve

Spiritwear

Spiritwear can currently be purchased at select times throughout the year through Stefan's Soccer.

PSU's spiritwear program is currently undergoing significant revisions and will soon allow members to purchase a wide variety of spiritwear throughout the year.

Equipment

Players are responsible for having the proper equipment at each practice and each game. Here is the equipment required by each program:

- Explorers
 - Shin guards
 - Socks
 - Cleats
 - Size 3 soccer ball
- Micros
 - Shin guards
 - Socks
 - Cleats
 - Size 3 soccer ball
- Juniors
 - Shin guards
 - Socks
 - Cleats
 - Size 3 soccer ball
- Recreational
 - Shin guards
 - Cleats
 - Size 4 soccer ball (10U – 12U) or size 5 soccer ball (15U)
- Academy
 - Shin guards
 - Cleats (for fall and spring seasons)
 - Size 4 soccer ball
 - Flats (for winter training)

- Select
 - Shin guards
 - Cleats
 - Size 4 soccer ball (11U – 12U) or size 5 soccer ball (13U+)
 - Flats (for winter training)

Note that all cleats must be soccer cleats (“toe” cleats and metal cleats are NOT permitted).

Volunteer Opportunities

PSU provides numerous volunteer opportunities for parents. In general, these opportunities include coaching Juniors and Recreational teams, being a parent-helper for our Micros players, and being a team manager for our Academy and Select teams. Volunteers are rewarded with special PSU gear, unavailable to anyone else in the club. Parent involvement in this way is essential for us to provide great experiences to our players, parents, and members.

How Club Soccer Works

Structure

United States Soccer Federation (USSF)

The structure of soccer in the U.S. is governed by the [USSF](#). The USSF establishes soccer rules and regulations for various leagues around the country - including the Wisconsin Youth Soccer Association (WYSA), where our membership is. Authorized leagues utilize the rules established by the USSF and then implement specific procedures, policies, etc. for their league.

Wisconsin Youth Soccer Association (WYSA)

[WYSA](#) is the largest soccer league in Wisconsin. WYSA works much like a “commissioner” does in professional sports, “sanctioning” select & academy tournaments, assigning select & academy teams to leagues, establishing select & academy league schedules, adjudicating disputes between clubs, establishing safety regulations, and managing the overall structure for select & academy league play.

Waukesha Area Recreational Soccer (WARS)

WARS runs the recreational league in the area and includes the following, local area clubs: Elmbrook United, SC Wave, Strike FC, and Wales Soccer Club. Other clubs may be allowed to participate in WARS on occasion from season to season.

“U” Levels

In soccer, players are grouped by U levels which are defined by a birth year. Players are allowed to play with older birth years (i.e. “playing up”) but cannot play with younger birth years. For example, a 10U player could play on an 11U team, but they could not play on a 9U team. Additionally, once teams become gender specific (10U for Recreational, 8U for Academy), girls are allowed to play on boys teams of the same U-level, but boys are not allowed to play on girls teams of the same U-level.

PSU's academy and select teams are formed primarily within one U level (or one birth year) which typically includes players from two school grades. For example, a 14U team would have both 7th and 8th graders who were born within the same birth year.

In PSU's recreational play, multiple U levels play together in our in-house leagues as well as our WARS league (5/6U, 7/8U, 9/10U, 11/12U, and 13-15U). Because of this, teams are formed within two birth years and often three school grades. A 12U recreational team would be made up of 4th-6th graders who fall into two different birth years, therefore, two different U levels, 11U and 12U.

Levels of Play

Southeast Classic League (SECL)

SECL provides three different levels of play:

- SECL A
- SECL B
- SECL C

In general, [SECL play](#) is for clubs in and around Metro Milwaukee. Divisions are based on team ability with multiple brackets at some age groups (age groups and divisions are combined as needed). The number of games each team plays is based on the number of teams in the division, and it typically ranges between 6-8 games each fall and spring season. The SECL does not necessarily consider travel distance, and the league does not commit to scheduling equal numbers of home and away games for our teams.

State League

Teams who play at in the [State League](#) have a similar experience as SECL teams except travel distances are generally longer given there are fewer teams who play at this level. The competition level is above SECL A, however, travel generally stays within Wisconsin.

Midwest Regional League (MRL)

[MRL play](#) is equivalent to "regional" play. At this level teams generally play games throughout the Midwest, often traveling to different locations each week during the season.

Referees

PSU Control over Game Referees

The first thing to note about Referees is that as an established club, we have *no direct control over referees*. Yep, that's right – we have *zero* direct control over referees. We don't find them, train them, certify them, grade them, guide them, or assign them. In fact, we only do two things for referees:

- We pay a fee for a WYSA-assigned contractor – "The Referee Assigner" - to manage the referees.
- We pay referees 50% of their game fee (the opponent pays the other 50%).

Referee Assigner

The Referee Assigner manages the referees across a WYSA-assigned geographical area, meaning he/she does so for all the WYSA clubs within his/her assigned area. In our case, we're *extremely* fortunate to have a very good Referee Assigner who works incredibly hard to fill every game. Without his exceptional work, we would have far fewer referees at our games – no question about it!

Referee Assignment

At certain younger ages (generally), referees “sign up” to referee games through a software program. At older ages – or for games that may be more intense between teams – the referee assigner *assigns* the referees. The ratio of referees who “sign up for games” or “are assigned to games” varies, but there are generally quite a few games left open for which referees can sign up.

PSU Influence on Referees

A number of factors go into what makes a game desirable or not desirable for referees (including pay, distance from home, etc.), but one of the largest *is how they expect to be treated at the game*. And that’s where we come in because as a club, we CAN affect how desirable our games are to referee – essentially making PSU a place where referees *want* to referee games. As such, we expect our coaches, players, and parents to uphold our core values and give officials the respect they deserve at all times.

Becoming a Referee

There is a huge need for referees and WYSA has made things easier than ever to become a referee. If you are interested, you can find information here: <https://www.wiyouthsoccer.com/member-services/referees/>

Programs Information

General

General information about each program can be found on our website here:

<https://pewaukeesussexunited.com/programs/>. Programs are run via a team structure or a group structure depending on the program.

In addition to TeamSnap information, Select and Academy coaches will conduct a team meeting for parents two to three weeks prior to the first practice of the fall season.

Teams & Groups

The “team” is the main structure for play for Majors, Academy, Recreation, and Select players meaning all practices, games, schedules, events, and communications are coordinated at the team level, each team led by their coach. Academy and Select teams also have a Team Manager who provides administrative assistance to the coach.

All communications, schedules, player availability, and events for the team are provided via [Team Snap](#) which can be accessed via the web, or via the [TeamSnap app](#).

Our Minis and Micros programs operate via a “group” structure meaning training sessions are organized and communicated to the entire group by PSU staff members. All group communications are provided via TeamSnap. Minis players train in small groups led by parent-helpers.

Team Meetings

Academy and Select teams kick off their fall season with a team meeting. The team meeting provides parents with team goals, expectations, coach information, and other information critical to the success of the team for the upcoming season. Some recreational teams may hold team meetings as well, however, this is dependent upon coach preferences.

End-of-Season Party

Academy teams participate in an “end-of-season” party at the end of both the fall and spring seasons. The party provides players with fun ways of celebrating the recent season while providing recognition for each players’ accomplishments throughout the past season. End-of-Season parties are optional for all Select and Recreational teams.

End-of-season parties are run by the coach but sponsored and coordinated by team parents.

Programs

Juniors

“Juniors” is the term that describes the three programs we provide to our youngest players: Minis (4U/5U), Micros (6U), & Majors (7U/8U).

- **Minis (4U/5U)** - Our Minis program (previously called “Explorers”) is designed for 3 and 4yr old players that are new to soccer. This Minis program is “Club-led”, meaning PSU coaches work with the players directly. Players play fun games and engage in age-focused activities that promote an enjoyment of the sport – all with a soccer ball at their feet.
- **Micros (6U)** – Our Micros program gives players their first experience with a team environment. Players are placed on coed teams of approximately 6-8 players per team. 2 to 3 parent-helpers coach players through Club-developed training over 6, 1-hr practice sessions in both the fall and the spring.
- **Majors (7U/8U)** – Players in our Majors program (previously called “Juniors) are placed on teams of 6-8 players who are coached by parents through an 8-week season in both the spring and the fall. Teams practice twice each week, learning individual skills and team tactics through a club-driven methodology in a positive, nurturing environment. Each week ends with a Saturday morning game against another team (games are occasionally scheduled on Sundays). The focus of the Majors program remains strongly on fun, sportsmanship, and learning the fundamentals of the game, while also preparing players for higher levels of competition in years to come.

Recreational Program

Players in our Recreational program (9U to 15U) practice two days each week and play games on weekends. Teams are split by gender and participate in the Waukesha Area Recreational Soccer League (WARS). Recreational teams are led by our volunteer coaches and supported by our Recreational Director. Coaches are provided with access to PSU’s training curriculum via their mobile phone, ensuring they have the tools and resources to help each player grow within the sport.

Academy Program

Our Academy program provides players from 6 years old (7U) to 9 years old (10U) with high-level training that lays the groundwork for their long-term success in both soccer and in life. Teams are organized by gender and led by licensed and experienced coaches who are passionate about developing players’ skills and their personalities in a game-like environment with a high degree of decision making.

Select Program

Our Select program provides players from 10 years old (11U) to 14 years old (15U) with high-level instruction on all elements and phases of the game. Teams are split by gender and participate in SECL or

State League play in both the fall and spring seasons. Select teams are led by our highly experienced and licensed coaches who develop players technically and tactically in a progressive and dynamic environment dedicated toward individual growth and team play.

High School Select Program

Our High School Select program prepares players for varsity and college-level play. Players from 14 years old (15U) to 18 years old (19U) receive high-level instruction on all elements and phases of the game. Teams are split by gender and participate in SECL or State League play in the fall (girls) or spring (boys). High School Select teams are led by our highly experienced and licensed coaches who train players to achieve technical and tactical excellence.

Player Excellence

Our Player Excellence Program provides players with numerous opportunities to work on their game individually, in small groups, and through “free play” (simply playing soccer). This gives players the opportunity to improve their soccer skills outside the team environment, train with different coaches, and learn the sport in multiple environments. Our Player Excellence program includes training opportunities 12 months of the year.

Team Managers

Team Managers are our liaisons between coaches, parents, and the club. Team Managers communicate regularly with coaches, parents (and players 16U+) via team meetings, TeamSnap, phone calls, and emails. All team managers are required to complete the SafeSport class (virtual, asynchronous) and a background check.

Team Manager roles vary slightly from team to team, but they typically perform the following duties:

- Communicate practice and game schedule information and updates
- Maintain records and information relevant to game play (rosters, medical release forms, coach/parent/opponent contact information, recording game scores, etc.)
- Complete league game reports (printing score sheets, reporting scores)
- Keep confidential information private
- Organize team gatherings (end of season party, team meals, etc.)
- Pay referees each home and away game (reimbursable by the club)

Member Expectations

We expect everyone associated with PSU to conduct themselves in ways that support the mission and values of the club, and encourage a positive, growth mindset for every player.

Code of Conduct

At PSU, we believe everyone who attends or participates in club activities contributes to the experience we all enjoy. As such, we expect everyone to conduct themselves in a manner that is:

- Aligned with PSU’s values of Passion, Skill, & Character
- *Actively* supports a positive, encouraging environment for all

Players, coaches, PSU staff members, and/or others affiliated with the club who conduct themselves in a manner inconsistent with PSU's Codes of Conduct will be subject to disciplinary action as determined by PSU's leadership team, including the potential suspension and/or dismissal from the Club.

Coaches & Staff

PSU Coaches and Staff Members are expected to actively support the club's mission, vision, and values, at all times, both on and off the field. In general, this means PSU Coaches and Staff:

- Support and positively contribute to PSU's Player-first philosophy
- Help instill a passion for the sport of soccer in every player
- Contribute to the development of both soccer skills and essential life skills in every soccer player
- Support, model, and teach the development of positive character traits in every player
- Follow both the letter and the spirit of all PSU policies

Ultimately, PSU coaches and staff members are expected to be role models for all players, affiliates, and other coaches and staff members.

Affiliate Code of Conduct

Affiliates include parents, spectators, opponents, visitors, donors, referees, vendors and any other non-player person who supports or attends PSU activities. PSU expects every affiliate to conduct themselves in a way that *actively* supports a positive, encouraging environment for every player, and to do so in a way that helps create a great experience for all. In general, appropriate conduct includes:

- Actions that encourage and inspire *all* players
- Being considerate and respectful of all coaches, staff, players, and other affiliates
- Maintaining good decorum at all PSU events

Player Code of Conduct

PSU expects every PSU player to conduct themselves in a way that aligns with PSU's values (Passion, Skill, & Character) and actively contributes to a positive environment at PSU, at school, and within their community. In general, this means PSU players are expected to:

- Show exceptional character in all their pursuits, both on and off the field
- Positively contribute to their own passion and enjoyment of the sport
- Contribute to the development of both soccer and life skills in their teammates, friends, family members, and other PSU players
- Continually develop their own positive character traits and support the same in other PSU players, and in friends, and family
- Give back to the Club and the community
- Work hard in all pursuits: soccer, academic, and personal
- Maintain good academic standing in school
- Exhibit a positive, can-do attitude both on and off the field
- Actively engage with teammates, coaches, and other PSU players in a positive way
- Respect teammates, coaches, referees, opponents, parents, and everyone affiliated with PSU

Player Expectations

General

PSU expects every PSU player to conduct themselves in a way that aligns with PSU's values (Passion, Skill, & Character) and actively contributes to a positive environment at PSU, at school, and within their community. It is through these concepts that we help members become great teammates, skilled players, and resilient in their efforts both on and off the field. As such, every player in the program is expected to consistently:

- Exhibit a positive, can-do attitude
- Be respectful of coaches and teammates
- Work hard and put good effort into each practice and every game
- Engage actively, positively, and respectfully with their coaches, teammates, referees, opponents, and parents

Tobacco, Alcohol, and Other Drugs

PSU players are prohibited from using tobacco (including vaping), consuming alcohol, or using illegal drugs.

Disciplinary Action

Players who do not meet PSU's player expectations will typically experience a series of escalating disciplinary actions as follows:

- The player is given a verbal warning and parents are notified via a phone call.
- The player is placed on probation. Players on probation are typically required to perform some additional tasks to give back to the team (picking up/setting up drills, collecting balls during drills, creating practice plans, and/or assisting in other areas helpful to the coach or team). Probation typically lasts two weeks
- The player is suspended from the Club and may not attend any club activity. Suspensions are typically two weeks long, but can vary depending on the severity of the situation.
- Players who continue to exhibit unacceptable behavior after being suspended will be released from the Club for the remainder of the season, year, or in rare cases, permanently. No refunds are given when a player is released from the Club due to behavior.

PSU will discipline players according to the severity of their actions meaning more severe situations will receive more severe discipline. As such, some players may be placed on probation, suspended, or in rare cases, removed from the Club immediately.

Parent Expectations

PSU expects every parent to conduct themselves in a way that *actively* supports a positive, encouraging environment for every player, and to do so in a way that helps create a great experience for all. In general, appropriate conduct includes:

- Actions that encourage and inspire *all* players
- Being considerate and respectful of all coaches, staff, players, and other affiliates
- Maintaining good decorum at all PSU events

Additionally, PSU asks that parents support the Club through volunteer activities, by sharing information about PSU with friends and neighbors, and support the Club's mission, vision, and values with

Conclusion

Pewaukee Sussex United is home to the Select/Academy athlete, the recreational soccer player, the new soccer player, and everything in between. Here at PSU we provide numerous opportunities and modalities for your children to help them develop in the sport we all love, while expecting players to exhibit a high moral fiber by incorporating our core values- Passion, Skill, and Character – in all we do. All of us at Pewaukee Sussex United are excited to have you and your families with us and would like to welcome you all to our UNITED family.