



**UKRAINIAN NATIONALS
PLAYBOOK FOR
PLAYERS, COACHES AND
PARENTS**

Forward

This is a living document and meant to be updated annually. Each player, parent and coach is required to read this with an understanding of the content, and an acknowledgement of the intent and a recognition of the consequences for lack of compliance with this or any other club policies.

This document covers many topics in a comprehensive manner, but is not comprehensive. The key to successful interpretation of this guidance is to understand the intent and not to search for loopholes. Ultimately, the Ukrainian Nationals Board of Directors will have the final say in interpreting this document. The “Spirit” of this document not the letter is what is most important.

We will hold ourselves to the highest standard regardless of any outside influences. The expectation is that our players, coaches and parents model principles of discipline, professionalism, courtesy and sportsmanship in all interactions. There are entire clubs and teams that do not set or enforce these types of standards and the result is a negative perception in the eyes of their peers (e.g., parents screaming at referees, parents coaching from the sidelines, players cursing, coaches not demonstrating good sportsmanship). Poor behavior choices on the part of opposing players, parents or coaches will not serve as an excuse to enable retaliatory behavior from members of this club. We will lead by example and lead from the front.

The Board of Directors of this club is comprised of volunteers dedicated to the best interest of the Ukrainian Nationals. The Board expects each team to monitor and police themselves unless there are situations where an intervention is necessary. As the club grows and steadily evolves, there will be less tolerance for deviation from the principles outlined above. As a member of this club we will be held to the highest standard and we should expect nothing less.

Ukrainian Nationals Board of Directors

Version	Date	Owner	Comments
1.0	9/29/2014	Dan Nysch	Initial document
1.1	3/13/2015	Dan Nysch	Incorporate changes from members

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Who are the Ukrainian Nationals?

The Ukrainian Nationals, located in Horsham, Pennsylvania, is a non-profit 501(c)(3) organization dedicated to competitive youth soccer for boys and girls. We have youth programs starting with our developmental academy for ages 5-8 and travel teams ranging from U8 through U18 competing in the most competitive local and regional youth leagues. Through involvement in the Ukrainian Nationals Soccer Program, players develop their soccer skills, learn the value of teamwork and establish long-lasting friendships and relationships within our Club and community.

Our Guiding Principles

The goals and objectives of our youth soccer program are simple. We collectively seek to instill and/or strive to attract:

- Committed and Respectful Players
- Qualified Coaches and Trainers
- Supportive and Respectful Parents
- Energetic and Motivated Volunteers
- Organized Board and Team Managers
- Best Grounds and Club Facilities
- Family Atmosphere

These principles are the foundation of the Club and our Members are the pillars of that foundation. Conversely, we want to eliminate influences which create a negative atmosphere. As a member of the club it is up to each of us to call this out and demand a higher standard from ourselves. This does not require confrontation, but diplomacy and positive intent.

We want... **NO DRAMA... PERIOD... EXCLAMATION POINT**

Club History

The Ukrainian Nationals started in 1950 and is one of the most-prominent and accomplished soccer clubs in the Philadelphia area, Region 1 and the United States. The Club's accomplishments and history can be found on our website and on many Internet sites discussing the history of amateur and professional soccer in Philadelphia and our nation. The accomplishment of our Majors' Division has been proudly included in the Philadelphia Union's Web page dedicated to the history of American soccer in this region:

Philadelphia Soccer in the 1960s--Highs and Lows

In 1957-58, Philadelphia was granted yet another franchise in the American Soccer League. The Ukrainian Nationals made a splash immediately upon their arrival, sitting at the top of the league table as late as April of 1958 before being overtaken by New York Hakoah. The "Ukes," as they were known, also had to finish in second for the Lewis Cup, losing a two-game series to cross-town rivals Uhrik Truckers on a 4-3 aggregate. In spite of finishing second in both league and cup play, the Ukes swept the post-season awards, with Walter Kudenko being named MVP and coach Wassyl Borak earning the ASL Coach of the Year award. As names like "Ukrainians" and "Hakoah" would indicate, the ASL had devolved into a semi-pro, ethnic league. Long-time clubs like Brooklyn Wanderers, New York Americans, and the 1940s Philadelphia clubs had been replaced with teams named "Pompei," "Galicia," "Portuguese," and "Italians."

Still, the Ukrainian Nationals were more than a social club team, and would dominate U.S. soccer in the 1960s. In 1958-59, the Ukes again had to settle for second in the league behind New York Hakoah, but at least could take comfort in having won their first Lewis Cup. Goalkeeper Juri Kulishenko's outstanding play earned him the ASL MVP Award. Fittingly, American soccer's team of the 1960s began its championship run in the 1959-60 season. Although again finishing as league runner-up--this time to a new club, Columbo--the Ukes defeated the Los Angeles Kickers 5-2 to win their first U.S. Open Cup title. Mike Noha scored all five goals for the Ukes in one of the most impressive scoring feats in U.S. soccer history. Once again, the Ukes swept the ASL's post-season honors, with Andy Racz being named league MVP and coach Walter Medusha getting the club's second Coach of the Year award in three years. Also, Noha led the league in scoring, with 22 goals.

Picking up right where they left off at the conclusion of the 1960 season, the Ukrainian Nationals continued to cut a wide swath through United States professional soccer, dominating both league and U.S. Open Cup play to earn the "double" in 1960-61. From the opening tap on October 2, 1960, the Ukes took firm control of the American Soccer League schedule, jumping into first place and going wire-to-wire as the league leaders. En route to their first-place finish, the Ukes went undefeated, with only two draws marring a perfect season. While doing so, the Ukes stretched their two-year ASL unbeaten string to 23 wins and 4 draws, a league record. The Ukes dominated opponents on both sides of the ball. Herman Niss (league leading goal scorer with 17 tallies), Ricardo Mangini, and league MVP Mike Noha contributed to the club's league leading sixty goals scored, while goalkeeper Al Didriksen anchored the ASL's stingiest defense. Ironically, Philadelphia's other club, Uhrik Truckers, had become the league doormats, finishing 1-12-1.

Besides overwhelming the league competition, the Ukrainian Nationals also stormed their way to a second consecutive U.S. Open Cup. Manager Marion Kozeniowski's lads continued a string of dominance dating back to October of 1959, going unmolested through the early rounds and storming their way to the Open Cup final. Against Los Angeles Scots, the Ukes drew 2-2 out west, relying on two markers from Stan Dlugosh, before returning home and trouncing L.A. 5-2 before 6,000 fans at LaSalle Stadium on June 25. Herman Niss scored a hat-trick, while Dlugosh and Carl Yakovino added one goal each.

The 1961-62 season saw the Ukes again with the ASL crown, finishing well ahead of second-place Inter-Brooklyn Italians. The Philadelphia side would win two more ASL titles, winning four in a row during that span. The Ukes also won the title in 1968. Uke Ismael Fereyra led the league in scoring in 1962-63 with 14 goals, and teammate Walter Chyzowych led the circuit the following season with 15 goals. George Bertic led the ASL in scoring in 1966-67, scoring 24 goals for the Ukes.

The Ukrainian Nationals continued to assert their dominance on the national level, as well. The Ukes won the 1963 U.S. Open Cup, edging Los Angeles Armenian 2-1. The Ukes lost in the finals the next year, as Los Angeles Kickers avenged their 1960 defeat. The Ukes would win another Cup in 1966, blanking Orange County in two games.

See <http://www.philadelphiaunion.com/history/philly-soccer-history-1960s-highs-and-lows>. The vast accomplishments of Walter Chyzowych and Gene Chyzowych both in their playing careers and in the indelible mark they have made on United States' soccer at the national and international level are proudly displayed by the Club. Following the path of our Majors, our youth soccer program has achieved unparalleled success since its inception placing scores of players in the professional ranks, NCAA Division I, II and III collegiate soccer programs, and achieving recognition in Pennsylvania OPD, Region 1 and National programs. Every year, local high school varsity teams in Bucks and Montgomery County will prominently feature Ukrainian Nationals players who honed their talent, knowledge of the game and technical ability at our Club.

Ukrainian Nationals Mission Statement

Ukrainian Nationals will provide a competitive soccer development experience for the committed soccer player with the goal of evolving to his/her highest potential. This requires a partnership between the player, the coach and the parent. The responsibilities of these parties are set forth in the Code of Conduct sections outlined below.

Ukrainian Nationals will accomplish our Mission by:

- Providing each player with a valuable, productive development experience
- Creating training opportunities to improve and master soccer skills
- Providing access to higher levels of soccer training and competition and opportunities for advancement in and outside the Club
- Providing the most competitive and challenging programs suited to each Team including involvement where possible in the most-competitive leagues and tournaments

Ukrainian Nationals will support our Mission by:

- Improving individual skills through well-structured training sessions
- Challenging players through the highest levels of competition
- Providing a POSITIVE soccer club environment conducive to success and having the best private facilities and resources available in the area

Player development will be achieved through:

- Mastering the technical elements of age-appropriate soccer skills
- Increasing knowledge of the tactical elements of team play and speed of play
- Using soccer as a means to develop character by promoting fair play, self-confidence and the highest ideals of sportsmanship.

Ukrainian Nationals will measure success by how well we accomplish our objectives through this Mission of individual character development, and not by wins and losses.

Member Behavior and Attitude

Fostering the highest level of sportsmanship is essential to reaching our goal of individual character development. All players, parents, and coaches are expected to show a positive and respectful attitude at all times. Criticism and disrespect for officials, opponents, coaches or fans undermine the ideal of sportsmanship and encourage behavior contrary to the spirit of the game, and moreover, the Mission and guiding principles of the Ukrainian Nationals.

Setting a good example

Each Member of the Ukrainian Nationals is accountable for his/her behavior at all times on or off the field of play and whether at Tryzub or attending a tournament out-of-state. Parents, coaches and other adults affiliated in any way with the Club should remember that children learn by example and it is up to you to set the highest example of integrity, respect for our Club and love of the game. When you are in a hotel lobby in Annandale, Virginia getting ready to travel to a tournament match, your conduct affects the reputation of the Ukrainian Nationals.

The Ukrainian Nationals will not tolerate conduct that is detrimental to the sport, the Club, the participants, or the community. ***We require discipline and self-restraint by all our members (Players, Parents and Coaches). Teams must exercise immediate and appropriate control over those individuals who fail to control themselves and fail to adhere to these principles of sportsmanship.***

Maintaining good relationships

Officials - The referee or assistant referee's job is a difficult one. All referees are human and therefore make mistakes. Parents or players who believe their team has been treated unfairly or has been assigned an unqualified referee should speak to their coach **after** the game. Coaches should inform the appropriate club officials about blatant officiating problems. Managers should make reports through appropriate channels, including mail evaluations where available. Any official complaints about referees in match reports should be prepared with the utmost integrity and professionalism, avoiding all pejorative references and exaggeration.

In accordance with FIFA laws, verbal abuse toward a referee can result in a red card and ejection of the offending player, coach or parent. Referees have the authority to suspend play if a coach does not control his players and parents/supporters. More importantly, there is no instance where any player other than a captain should directly address the referee. No parent should ever address the referee before, during or after a match (including the parking lot or Tryzub Clubhouse).

Opponents (other clubs) - Players and coaches are required to maintain a sense of fair play and be respectful of opposing players, coaches and fans at all times. Sportsmanship begins with self-respect and respect for one another. Without it, the positive competitive environment we strive to instill (which should be a player's outside classroom for learning the values of soccer and ideals of sportsmanship) is completely undermined. Occasionally we will encounter opponents who do not share our values and high standards. If we allow ourselves to be drawn down to their level, we will have lost regardless of the final score.

Our Own Team - In the competitive youth soccer environment where our children compete against other teams, and even against his/her own teammates for playing time, it can be difficult to control jealousies and rivalries. This is particularly and sadly true when parents' infect the process with these negative emotions. A successful team resembles a family in that members put their own needs second, behind the greater good of the team. Great care must be taken not to undermine the coach's authority and goals for long-time player development and instilling love of the game, not the immediate craving for wins and losses. As in most cases, parental example is critical to achieving this goal. Parents and players should reserve making public judgment of the value of other players. We leave player evaluation to our qualified coaches and trainers.

The Vital Importance of Volunteerism

Volunteers are **crucial** to the past, present and future success of the Ukrainian Nationals. If our Members are the pillars of our Club, volunteerism is the mortar in our pillars. Our wish is for every Member to substantially contribute to our Club's success. Unlike other clubs and township programs, we do not have a 'pay and play' option for volunteering. We strive to promote a culture of cooperation, collaboration and cohesion within all our Members. We believe that volunteering is fun, rewarding and essential to the Ukrainian Nationals' success.

Our primary fundraising events and volunteer needs are through our annual tournaments over Memorial Weekend and Columbus Weekend and Family Fun Day (where one age group runs the event). Within these events we mandate all families to volunteer. We further understand that some families have multiple children playing and we encourage everyone (Parents, Managers, etc) to work together to apply some common sense towards proper expectations. We understand that families have priorities and things come up, but we will simply will not tolerate volunteers not showing up for assigned and committed duties. This puts additional burden on others, is disrespectful of other's time and creates drama (see No Drama clause in beginning of this document)

Other than the events above, we strongly encourage all Members to help out and extend a hand in other initiatives and endeavors (spring and fall clean-up, assisting with field maintenance and field lining, etc.). We believe you will get out of the Club what you put into it!

The Board of Directors is comprised exclusively of volunteers. Our Club Officers are all volunteers except for the Director of Soccer Position. We welcome anyone who wants to contribute and serve within the Board or various committees to further promote and enhance our Club's Mission.

Tryouts – General Guidelines

- Teams typically will have two or three 90-minute tryouts from March through May with roster and team announcements made as shortly as practicable after the last tryout
- We expect all Members (parents, players and coaches) to approach the tryouts with integrity, adhering to ideals of sportsmanship and commitment to our goals of character development and setting good example
- Tryouts are run by the coaches of the age group along with ***independent evaluators***
- Roster size of 8v8 teams: 12-14 players
- Roster size of 11v11 teams: 16-18 players
- Once a player accepts the bid to play on a Ukrainian Nationals team, it will be a year-long commitment: August through late March/May (Fall/Winter/Spring)
- Selection Process for Teams
 - Ages U8-12 with three rosters 8v8 and will be selected based on a scale of players ranked 1-36. Players 1-12 Black team, players 13-24 Red team, players 25-36 Grey team
 - Ages U13-18 with two rosters 11v11 and will be selected based on a scale of players ranked 1-32. Players 1-16 Black team, players 17-32 Red team. Of course, these numbers can vary depending on circumstances and preferences of the coach/trainer and needs of the particular team
- The “goal” for the total number of teams per age-group is as follows: U8 through U12 - 3 rosters in each age group (3 for Boys and 3 for Girls), U13 through U18 teams - 2 rosters in each age group (2 for Boys and 2 for Girls)

Player's Code of Conduct

Behavior Expectations

It is a privilege to play for the Ukrainian Nationals. At all times, I will:

- Play because I love playing soccer,
- Be respectful to myself, my parents, teammates and coaches
- Be modest and generous when I win and gracious when I lose
- Respect the game of soccer and its laws, learn these laws, follow them, and play the game fairly
- Work for the good of my team and the club. I will give my **best effort** at all times
- Show respect for the authority of the referee, even though I may sometimes disagree with his / her calls
- Show good sportsmanship before, during, and after games. I understand that soccer is a game, and that the players on the other team are my opponents, not my enemies.
- Shake the opposing team's hand after every match.
- Shake the opposing coach's hand after every match.
- Shake the referee's hand after every match.
- Conduct myself with honor and dignity and treat other players as I would like to be treated
- Control my temper and not retaliate, even if I believe I have been wronged.
- Be responsible for my own equipment (ball, uniform, water, etc) when going to training or games and not rely on my parents to pack and carry my items anywhere
- Wear my training attire when training and wear my club kit when playing.
- Come to games and training prepared and with the proper attitude and focus
- Not use or possess tobacco, alcohol, or illegal or performance-enhancing drugs
- Not use foul or profane language

Player Consequences

Players will be accountable for their actions. Depending on the severity of misbehavior, misconduct or descent, the player may have the following imposed:

- Suspension from training
- Suspension from games
- Expulsion from the club

Parent's Code of Conduct

As a parent of a player and a member of the Ukrainian Nationals, you play a special role in the development of your daughter or son, and of his/her teammates. You have entrusted his/her soccer development to the experienced Coaches and Trainers at the Club and we take this responsibility very seriously. Your enthusiasm, encouragement and good example will do more to ensure good sportsmanship and self-discipline than any other influence. While winning is important in competitive soccer, playing well and fairly is the true essence of the game. The expectation as a member of this club is that you will set an example for your children, the coaches, the referees and the opposing team as to what it means to be a Ukrainian National. In the excitement of it all, take a moment to stop and think about the right choice, for you, your player and the club.

We expect you, as a parent of a Ukrainian Nationals player, to do the following:

Support your child

Support your child by giving encouragement and showing interest in his/her team. Help your child work toward skill improvement and good sportsmanship in every training session and every match. Teach your child that hard work and an honest effort are often more important than victory.

Always be positive

Children learn more by example than by criticism. Work to be a positive role model, and reinforce positive behavior in others. Applaud good plays by others on your child's team as well as good plays by the opposing team. Do not criticize any child's performance from the sidelines. Accept the results of each game. Teach your child to be gracious in victory and to turn defeat into victory by learning and working toward improvement. The best thing that you can tell your child is how much you enjoy watching them play. Focus on the negative is not productive. It is the role of the coach and trainer to drive development. Let them do it.

Don't be a sideline coach or referee

Refrain from coaching or refereeing from the sidelines. Parents who shout or scream from the sidelines often give inappropriate advice at the wrong time. The coach should be the only sideline voice. Remain well back from the sidelines and within the spectator area. You and your child will both enjoy the game more if you put some emotional distance between yourself and your child on the field of play. First and foremost, your child should be looking to their coach for teaching moments during the game, not to a parent for approval or disapproval. Inevitably, your son or daughter will look to you for your reactions to good and bad things that happen to him/her on the field of play. How you respond could have an indelible effect on his/her development. Be prepared for this moment.

Officials are symbols of fair play, integrity and sportsmanship - Do not openly question their judgment or honesty. There is no cause or reason for you to have any negative interaction or communication with the referee or assistant referee before, during and after a match. Our collective experience at the Ukrainian Nationals over the last decades has proven that parents screaming at or questioning a referee has never positively influenced a match. It has only set a bad example for our players and reflected poorly on our Club's reputation. Communication with the referee during the match should only come from the Coach and Team Captains. These types of negative engagements with officials, coaches, opposing teams or team members are all things that are entirely within our control. The only thing you can truly change is you. Start there and see what happens.

Demonstrate a positive attitude toward your opponents and their families

Opponents are not enemies. Take care to show good hospitality at home and to represent Ukrainian Nationals in a positive way when visiting other clubs. Never allow yourself to be drawn into a verbal disagreement with opposing parents or coaches. No one has ever regretted letting “cooler heads prevail.”

Remember that your child wants to have fun

Your child is the one playing soccer, not you. Children must establish their own goals - to play the game for themselves. Take care not to impose unreasonable demands on your child. Let your children experience the fun of playing as well as the challenge of excelling.

I/we will set a good example to my/our child in his/her soccer development by adhering at all times to the following:

- We will not criticize the referee openly or directly, during or after games. Any criticism shall be done in writing, sent to my manager and my club representative, not verbally.
- We will give only positive feedback to players.
- We will cheer at all games within the spirit of fair play and shall do our best to cheer the effort regardless of the outcome. We will be mindful in “lopsided” game where cheering our own “winning” team might be misunderstood.
- We shall do our best to teach our players to become students of the game.
- We shall show the quality of our sportsmanship during and after each game and help our child remember to thank the referee after the match without regard to the result.
- We shall do our very best to have our child prepared for every game.
- We shall support the learning efforts of the players, the coaches, and the referees by demonstrating our patience.
- We understand that improper behavior at a game may result in a parent being asked to leave the field by the referee, the TSL, or a club official so the coach does not receive a yellow card caution or a red card ejection due to the action of the parent spectator.
- We shall leave the coaching to the coach during the game. We shall not give our child instructions during the game.
- We understand that the leagues can, and will if necessary, suspend our individual privilege to watch our child play should we behave in a manner that is rude or otherwise offensive.
- We agree to do our best to have as much fun watching the game as the players should have playing the game.
- We will do our best to have our child to training and games at the time specified by the Coach/Manager
- We agree to follow all rules and regulations at Tryzub including directions for vehicle traffic/ parking and agree never to drop my child off on the adjacent roads (Lower State or County Line) or in the premises driveway

Parent Consequences

Parents will be accountable for their actions. Depending on the severity of misbehavior, misconduct or descent, the parent may have the following imposed:

- Suspension from training
- Suspension from games
- Expulsion from the club

Coach's and Trainer's Code of Conduct

Coaching and training youth players at the Ukrainian Nationals should be one of the most-rewarding experiences of your life. It is a privilege to play a part in the development of a child in sport. With that privilege also comes a significant responsibility. This Code of Conduct enumerates basic requirements of your position, organized under four principles. They are: **Setting a good example; Keeping players safe; Ensuring that all participants have a positive experience; and Relating to officials** in an exemplary manner and encouraging players to do the same.

Setting a good example

The coach's example is powerful. If a coach insists on fair play, concentrates on players' enjoyment of the game and their overall, long term development, and supports the referee, players and parents will notice. If a coach discourages (or allows) players to play outside the rules, are overly concerned about the results, and/or criticize the referee or opposing coach, players and parents will also notice. Above all, children deserve a coach they can respect.

- Coaches, in all contact with players, parents, officials and other coaches, should strive to set an example of the highest ethical and moral conduct. Before, during, and after the game, they should be an example of dignity, patience and positive spirit.
- Before games, opposing coaches should meet and exchange greetings to set the proper tone for the game. After games, the teams and coaches should meet and congratulate each other in a sportsmanlike manner.
- Coaches should ensure that their players' soccer experience is one of fun and enjoyment, and improvement in skill (winning is only part of it). Players should never be yelled at, lectured or ridiculed for making mistakes or losing a game. Coaches should be generous with praise when it is deserved.
- Coaches will wear Ukrainian Nationals training attire when training and wear Ukrainian Nationals coaching attire when coaching. You should look the part when representing Ukrainian Nationals.
- Coaches should avoid any conduct which could be construed as physically or verbally abusive.
- Coaches should completely refrain from verbal dissent during a game with an opposing coach's bench and should never negatively address an opposing player.
- Coaches should honor all professional relationships with colleagues, associations, the media, officials and the public. Conflicts of interest and exploitation of these relationships must be avoided.
- Coaches should never utilize their position with the Club for his/her secondary gain.

Keeping players safe

Coaches should have the safety of the players in their charge as their first priority at all times. Coaches should be familiar with the facilities and fields on which their teams practice and play, and be mindful of the levels of fitness and skill of each one of their players. Coaches should also be familiar with the Laws of the Game, current with principles of age-appropriate

coaching, aware of applicable existing rules and regulations, and informed of the affairs of the Ukrainian Nationals and their league.

- Coaches should check players' equipment and playing facilities frequently. They should meet safety standards and be appropriate for the age and ability of players.
- Coaches should follow the advice of a physician when determining when an injured player is ready to play again. During a game, and in an absence of medical advice, coaches should err on the side of caution in permitting an injured player to return to play.

Creating a positive experience

Our club wants to ensure that games are fair, positive and enjoyable experiences for the children and adults involved. A soccer game should be friendly and unifying - a spirited social and athletic occasion for players, coaches, referees, and spectators.

Coaches should require all players and spectators to adhere to the highest level of sportsmanship at all times. During the game, the coach is responsible for the sportsmanship of the players. If a player is carded or is disrespectful, irresponsible or overly aggressive, the coach should remove the player from the game at least long enough for the player to calm down. Coaches should explain acceptable behavior to players and parents at a preseason meeting. Encourage parents to make positive comments about good play by either team. Prohibit them from yelling at players and the referee.

Relating to officials

Coaches should demonstrate respect for the official and their role. Coaches can help referees improve by letting them concentrate on the game, accepting their inevitable, occasional mistakes, and offering constructive post-game comments.

- Before a game, coaches should introduce themselves to the referee. During the game, they should never address the referee except to request a substitution. After the game, they should thank the referee and ask players to do the same.
- A small disagreement should be discussed with the referee calmly after the game. For major complaints, or if the referee appeared to be unfair, biased, unfit, or incompetent, report opinions to the Director of Referees. Fill out and mail in the referee evaluation card after every game.
- This rule applies to dealings with league officials in addition to match officials.

Coach Consequences

Coaches will be accountable for their actions. Depending on the severity of misbehavior, misconduct or descent, the coach may have the following imposed:

- Suspension from training
- Suspension from games
- Expulsion from the club