



New Berlin Pumas Select BASEBALL & FASTPITCH Corporation

2024 Season Parent / Player Agreement

This agreement is DEEMED ACKNOWLEDGED/ACCEPTED by the parent(s)/Guardian(s) of all registered players of the Pumas organization as soon as they pay their down payment for the season. While this agreement is not all inclusive, it will be consistent in our organization's effort to ensure all operational items are transparent to our families.

This will also serve as the starting point for any issues or concerns that may arise. This document will outline the philosophies of our organization and help to maintain a great environment for our players and families. All players and families must be fully aware of what is expected of them through the season and reference to this document will be made in the event of any issues. It is also understood that BASEBALL & FASTPITCH activities will be allowed only if a safe environment can be provided. Any cancellations that are out of our control due to world wide pandemics, public health concerns, etc. will be managed to the best of our ability and in line with the guidelines of local or state public health officials.

1. Player Fees / Other Expenses:

Baseball 6U Development:	\$250 (Breakout Below)
Baseball 7U - 14U	\$600 Total (Breakout Below)
FastPitch Development 6U/7U	\$100 (Breakout Below)
FastPitch U8/U10	\$480 Total (Breakout Below)
Baseball 15U - 16U	\$125 (Breakout Below)

Upon being offered a roster spot on a team, a NON REFUNDABLE deposit of \$100 is due within 72HOURS of receiving TEAMSNAPE deposit invoice. Any deposits not received within the 72hour time frame opens up the possibility for the New Berlin Pumas to rescind the roster spot offer. The \$100 deposit will be applied to the overall costs due to play for the Pumas.

All player registration fees must be paid in full by Oct 31st, 2023 OR the family must have an agreed upon payment plan in place approved by the New Berlin Pumas Board of Directors. If you would like a payment plan to be put into effect for your kid(s), simply email newberlinpumas@gmail.com. You will email AFTER paying the \$100 deposit invoice to ensure your roster spot. Failure to have registration fully paid, or have a payment plan in place, on Nov 1st, 2023 will result in suspension from all New Berlin Puma events, activities, etc until obligation(s) are met.

Please note, every year the New Berlin Pumas Board evaluates the efficacy of current fees as the cost to our teams and organization fluctuates. The Pumas Board strives to keep costs within reasonable standards that must make sense for our teams and their families. Understand that if you see increases in fees it's for well thought out reasons and out of necessity.



BREAKDOWN (Additional info in notes below as well)

Age Level	Registration	Facility Fee	Beer & Wine Fundraiser + Raffle Basket	Uniforms
6U BB Development	\$250/Player*	N/A	NOT REQUIRED BUT STRONGLY ENCOURAGED	Included
6/7U FP Development	\$100/Player*	N/A	NOT REQUIRED BUT STRONGLY ENCOURAGED	Included
7U - 14U Baseball	\$350 / Player*	\$150**	\$100***	Need Based****
8U - 12U Fastpitch	\$250 / Player*	\$150**	\$80***	Need Based****
15U - 17U Baseball	\$125*	N/A	2 Tickets are given to families	Need Based****

Important Notes:

MultitPlayers: There is a \$50 Discount available for additional players from the same immediate family. This will be reflected on the full registration invoice, NOT on the deposit.

7U - 14U Registration fee for each player will cover a multitude of expenses from league fees, insurance, umpires, field costs, and allow each team to compete in at least 3 tournaments. Teams are encouraged to get creative with fundraising. Our organization is fully tax exempt, and has an active raffle license in Wisconsin. Any fundraising done solely by teams is there \$ to be used for extra tournaments, equipment, uniforms, to bank \$ for the 12U Myrtle Beach, etc. Should your head coach want more \$ from parents for things like more than 1 over-night tournament, or add additional indoor practices with costs in the offseason, etc, the he/she will be required to get a majority vote of the parents on the team in order to do so. Otherwise fundraising can pay for some things like the extras. Any family that does not wish to travel to an extra tournament, or spend the extra \$ will not be punished. Any backlash/punishment towards a child or family for not supporting extra out-of-pocket costs/travel, should immediately be reported to the Pumas Board.

15U - 17U Registration Fee per player is to cover insurance and insider access to fields only available through the organization. Each family will also 2 tickets to the Beer & Wine event. Families can use or sell to someone else. All tournaments, leagues, field fees, etc will be decided upon by Head Coach and paid for by the families directly or through their own separate fundraising & Registration Fee.



8U - 12U Fastpitch: Registration fee for each player will cover a multitude of expenses including WFL league fees, insurance, umpires, field costs, and *at least* 4 tournaments. For fastpitch teams 10U and above, a cost of \$14.00 per team player and coach will be allocated for the team membership with USA Softball. For more information on the benefits of this membership, visit <https://www.usasoftball.com/play-usa-softball/memberships/>. Teams are encouraged to get creative with fundraising. Our organization is fully tax exempt and has an active raffle license in Wisconsin. Any fundraising done solely by teams is that team's money to be used for extra tournaments, equipment, uniforms, to bank money for future years expenses, etc. If the organization is asked to assist, then the organization will take 10%-20% depending on how much participation is asked for from the Board of Directors. Should your head coach wish to travel to more than 1 out of town tournament, add additional indoor practices in the offseason, or other extra costs, he/she will be required to get a majority vote of the parents on the team to do so. Any family that does not wish to travel to an extra tournament or spend the extra money will not be punished. Any backlash/punishment towards a child or family for not supporting extra costs/travel, should immediately be reported to the Pumas Board.

(Out of town tournaments - If it is decided by the coach/team to do an out-of-town tournament, any travel costs associated will be the responsibility of the families. Coaches will have the ability to use fundraising dollars in their team account as they see fit to offset costs.)

****Facility Fee** - This fee is to cover the costs for the specialized indoor practice sessions at OAW & Burghardts indoor facilities in New Berlin Jan - Mar 2024. 7U-14U Baseball & 8U-12U FP will all have indoor practice sessions 1x per week at OAW/Burghardts's. These practices are in addition to the everyday options we have at our indoor hitting/pitching/catching facility off of Rogers Drive in New Berlin. Our organization spends every \$ of this Facility Fee and kicks in \$ every year to assure these practices.

***** Uniforms** - These are need based and every effort should be made to pay for this through individual team fundraising! Always encourage your team to fundraise to pay for these! The Organization will not be responsible for the costs of Uniforms.

6U Development team will include a basic uniform package that includes Pants, Shirt, hat and belt. If the player continues on to 7U the following season after tryouts, they will need to get the full uniform package at that time.



6/7U Development Fastpitch will include a basic uniform package of shirt, visor & socks. If a player continues onto 8U the following season, they will need to get the full uniform package at that time.

7U Baseball purchases one pair of pants, one jersey and one hat with belt.

7U - 14U Baseball/FastPitch new / first year players will need to purchase the entire uniform package that includes 2 jerseys, 2 pants, belt and hat. Returning players will have the option to purchase individual uniform pieces as needed. Returning 7U players that move up to 8U will need to purchase the remainder of the uniform package for their 8U season.

****** Beer & Wine Fundraiser & Raffle Basket Cost** - We made this financial change to collect the money up front to ensure everyone participates, or does their buyout, so all families are held to the same expectations. The cost breaks out so each family will be given 2 tickets per player in the organization, as the fee is PER PLAYER. The upfront fee also replaces each team's requirement to provide 2 raffle baskets for the Beer & Wine fundraiser in 2023. If the family, any family members, or friends would like to purchase additional tickets, we will have plenty of them available for purchase the day of the Beer & Wine Fundraiser on Saturday, Jan 28th 2023. We will not sell out of space, so we will sell tickets the day of the event. This event fundraiser in January every year raises \$ for the Organization, 11U (they are mentoring for the following year), and 12U for their Myrtle Beach Trip.

2. Tryouts

The New Berlin Pumas are a premier Select Baseball & FastPitch organization in New Berlin and all players will be required to tryout each year from Baseball 7U - 10U, and FastPitch 8U - 12U. Baseball 11U - 14U tryouts are at the discretion of the Head Coach(es) of that year's team. A spot on the team from year to year is not guaranteed. However, our coaches take team family dynamics into consideration every year, as families are what make the Pumas arguably the premier baseball select organization in New Berlin. Our teams have an expectation to ensure our organizational rosters are made up of no less than 75%+ New Berlin Families, or families attending a school in New Berlin, as both are taxpayers in the City of New Berlin. Our success is based on our investment in coaches. We encourage our coaches to move players around and pay attention to playing time for developmental reasons of these young kids. That said, playing time is NOT a guarantee for any player.

Tryout information for next season Baseball and FastPitch will be posted on our website sometime in June/July of the current season. It is to be understood that once you are rostered on a Pumas team Baseball or FastPitch, this is to take priority over other sports the player may be involved in from March 1st - July 31st of the current season. Communication with your coach is imperative throughout the year, and attendance to Puma's activities is mandatory from March 1st - July 31st of the current season. However - School, family, and Health will always take priority over Baseball & FastPitch. All efforts should be made to be in attendance for all Pumas team baseball activities March 1st - July 31st of the current season. Coaches are empowered with discretion on enforcing penalties for violating the priority of baseball during this time outside of School, Family, and/or Health.



1. You will get a call/text/email either way within 72hours after tryout(s).
2. If offered a spot on the team, a \$100 nonrefundable deposit will be required within 48 hours of receiving the teamsnap invoice.
3. Items we are potentially evaluating
 - Hustle/attitude
 - For returning players: coachability, commitment, and work ethic during previous season(s)
 - Parental Demeanor with child & coaches
 - Speed running bases - Home-1st, Home-2nd
 - Fielding grounders
 - Fielding pop ups
 - Throwing the ball from 3rd/Shortstop to first
 - Hitting
 - Pitchers: Speed & Accuracy
 - Catchers: Blocking & Throwing

2. Parental Participation & Requirements

As a volunteer organization, we cannot provide a great environment for our players without the support of our families and the need for Volunteers. There is a requirement and assumption that all families in the organization participate in the organization's sponsored activities. Volunteering includes committing to working on tips and drills from coaches at home with your child. You are the greatest asset our organization has in the infinite development of these children.

BATTLE IN NEW BERLIN BASEBALL TOURNAMENT (May 17th to May 19th, 2024) - This tournament is played by our baseball teams, but the money goes toward the overall organization funds. This requirement will be PER FAMILY in the Pumas Organization, NOT PER PLAYER. This requirement is for Baseball 7U through 14U, and for ALL FASTPITCH TEAMS! Each FAMILY will be required to work 2 2-hour shifts at our annual tournament. There will be a buy out of \$300 if you do not volunteer for the tournament. 1 2-hour shift DOES NOT get a buyout discount. YOU MUST COMPLETE 2 2-hour shifts throughout the weekend to fulfill the requirement for the family. Family members or friends can volunteer on behalf of the Puma family, but it is on the Puma Family to inform the organization on the "SignUp Genius" who is volunteering on their behalf. If a family has not fulfilled their 2 2-hour shift requirement, nor paid \$300 buyout to New Berlin Pumas Organization, by June 1st of that season then all children rostered on a Puma team will be immediately ineligible to participate in any Pumas activity until obligation is FULLY MET. Which at



this point would be a buyout of \$300. Any violation of the ineligibility will result in a review by the President, Vice-President, & CEO to determine further consequences which could be the possibility of game forfeiture(s) by reporting ineligible players to the league, or expulsion(s) from the organization, or suspension of coach(s), etc.

Annual BEER & WINE TASTING Saturday, January 27th, 2024 - 11U, 12U, & Org Board will be planning, preparing, and executing this event going forward. 12U will take the vast responsibility as this is the major fundraiser to pay for the Cal Ripken experience Tournament, pay for a specialized Uniform, and potentially other. They want to raise a bunch of money to help offset the cost of travel, stay, team activities, etc. Thus they are motivated, along with 11U and the Org Board, to put on a great event with great raffles/auction items. Baseball families from 7U-16U, and all FastPitch Families, can come with friends and family and have a great night in fellowship. We are **STRONGLY ENCOURAGING** 6U to come to the event and fellowship with the Puma Nation. Ticketing is paid up front with additional ticket sales coming day of event! **NO VOLUNTEER REQUIREMENT**. All proceeds will be split 70% to 12U, 15% to 11U (Plus a natural mentorship for their 12U year), & 15% to Organization.

Annual Pumas Open Golf Outing Friday October 6th at NEW BERLIN HILLS GOLF COURSE - All Baseball & FastPitch Teams will be required to fill 1 4some per team for this Golf, Dinner, & Fellowship event. Of course, get as many 4somes as you wish or can get from outside the organization. This event will support the entire Organization, and a portion of the funds raised will be used to send a Puma FastPitch team to a special event in Madison, WI with the Badgers Softball team. Any team not fulfilling their obligation will have \$500 deducted from their team's finances regardless of whether that came from registration or fundraising.

Org wide fundraisers

The Organization may decide to participate in local fundraisers like Milwaukee Admirals/ Milwaukee Milkmen/Milwaukee Bucks/ New Berlin Food Nights / Amazon Smile All Year / ETC. These are not required but we highly encourage attendance as our organization is strongly based on fellowship with families throughout the organization! We love getting all of our families together outside of our normal baseball activities to show the community what Pumas Pride is all about! Plus is a very fun way to raise funds instead of selling candy and things like that!

3. Code of Conduct - PARENTS

General Behavior:

We want to continue to grow our standing with the community in New Berlin, as well as any teams we visit. We want the Pumas to be a well-respected organization and to have positive experiences whenever someone is in contact with our organization. When you are participating in a Pumas event, you are representing our organization and should conduct yourself in a manner that is respectful to all. There will be a **ZERO TOLERANCE** policy for any Parent that engages negatively with Coaches, Players, or



Parents. Parents engaging with Officials of the game is NOT ALLOWED. The Coaches will handle any on field issues. This will be strictly enforced. Any instances reported to the organization will be investigated by the New Berlin Pumas Board who will determine a mandatory penalty which may include a warning, suspension, expulsion, or any other consequences they deem appropriate. This could mean coaches bear the brunt of the penalty as a result of a parent, family member, etc.

Coaching from the Stands - During the game, parents are respectfully asked to maintain a good distance from the dugout. Parents are not to contact their player or enter the dugout during game activities. We have a great group of dedicated coaches in our organization that volunteer hours of their time to coach their team. Many hours are ones you don't see as they spend a lot of time outside of practice and games on the team. Parents and Fans in the stands are there to positively reinforce the team and cheer for their players. Yelling out instructions during at-bats or plays, causes confusion for our players and will lead to errors. The Coaches should be the ONLY ones talking to the players with instruction. If there is a concern, please address it with your head coach. **Refer to the 24hr rule below.** Any verbal or physical abuse of a coach, player or official will not be tolerated and will be investigated for code of conduct violation resulting in consequences deemed appropriate at the judgment of the President, Vice President, and CEO of the Organization.

Concerns / Questions

Parents that have concerns or questions must follow the proper procedure:

1. **24hr Rule.** Never address the coach on an issue immediately following a game. YOU MUST WAIT 24HRs and then make an appointment to speak on the phone or in person.
2. Always follow proper chain of command - Head Coach > Vice President > President
3. Never discuss other players when addressing a concern
4. Email is not for conflict resolution. It is simply for fact gathering. An in person discussion or phone call is the proper way to resolve issues.

4. Code of Conduct - Coaches

The primary focus for our coaches is the well-being and development of your player, teamwork, respect of fellow teammates, and fundamental/competitive play. Our coaches will treat all players fairly, and with respect. All coaches are held to a high standard and will answer with consequences to the President, Vice President, and CEO of the organization if these standards are not upheld. Head Coaches will be selected by recommendation of our Director of Coaching. Then someone from the New Berlin Pumas Board will meet with those recommended to give the final approval for Head Coach. The Head coach will pick their assistant coaches, team managers, etc at their discretion. The Organization will hold those assistant coaches to abiding by all the expectations of coaching in our organization.

All coaches (7U+ baseball and 6/7U & 8U Fastpitch) are required to complete the Pumas Coaching Certification program. This includes educational modules, SafeSport training, HeadsUp concussion training as well as a background check. All 10U+ Fastpitch coaches will complete trainings and background check through the team's USA Softball membership account. We want to ensure the safety of all our players both physically and mentally. Coaches are required to attend coaches' meetings as scheduled, or communicate with the President, Vice President, or CEO on why there is a conflict.



We view our coaches as the voice of our teams and want to ensure any concerns are discussed and addressed.

Baseball & FastPitch Coaches DO NOT have the freedom to alter the New Berlin Pumas logo, brand, jerseys, hats, uniform, etc. without unanimous approval from the President, Vice President, & CEO. We have what we have across the organization for brand recognition. We also have it this way so families are not being asked to spend extra \$ each and every year because a coach wants something new. As with other rules in our organization, violation of this will result in a review by the President, Vice President, & CEO. Penalties can be a warning, suspension, demotion, expulsion, etc.

5. Code of Conduct - Players

The New Berlin Pumas are the premier select organization in New Berlin, recognized around the state, and our goal is to be the standard for youth baseball organizations. All players are expected to treat all fellow players, coaches, parents, with respect and dignity. This goes for Puma teams and opposing teams. Players that are disrespectful to fellow players, coaches, parents or other teams will be disciplined as the head coach sees fit. Good Sportsmanship is a priority and will be enforced no matter the situation.

1. Players should never argue with coaches, parents or officials. Any issues should be brought to the coaches attention to address.
2. Foul language or profanity will not be tolerated
3. Good Sportsmanship no matter the situation is the expectation. Taunting their own or visiting players, fans or umps, will not be tolerated.
4. Poor body language after a play or situation that does not go your way has no place on the team. Doing your best to maintain a positive attitude and continuing to compete will be expected of all players.
5. Unexcused absences from practices, games, meetings, or other scheduled NB Puma events during the mandatory dates during the season..

6. ROSTERS – Parents & Coaches Understanding & Rules for Players Playing Up a level from the Grade they are in.

Our rosters are geared towards giving every benefit of the doubt to New Berlin residents, or kids who attend a New Berlin school 1st. We have spots for kids from any city, but those are limited as we have an expectation that our organization is made up of children from New Berlin or going to school in New Berlin by 75%+ (ie 9 out of 11 players, or 10 out of 12 players). Our rosters are geared to playing with kids playing with other kids in their grade. Thus 7U – 1st graders, 8U – 2nd graders, 9U – 3rd Graders, 10U – 4th graders, 11U – 5th graders, 12U – 6th graders, 13U – 7th graders, & 14U – 8th graders.



Effective for 2025 teams, 8U Baseball – 14U Baseball, going forward.

- Only 1 child will be allowed to be rostered on an older team, where that team consists of children who are in a grade older than that child.
- The parent of a child who wished to have their child play up a grade level will be required to sign a document at 8U that clearly outlines if that child is ever cut in future years, or wants to play down in future years with his grade, that child will be trying out for the younger Puma team as if he were not in the organization already. That child will get a tryout like any other child, but there will be NO BIAS NOR GUARANTEE of a roster spot because he/she was in the Puma Organization.
- NO COACH is required to take a child who has been cut from an older PUMA team, or where that child/family has decided that the child would like to play with kids in his own grade for the PUMAS.
- THIS DOES NOT PERTAIN TO PLAYING 2 YEARS AT 7U. This is encouraged for those kids more advanced 5–6-year-olds.

6. Organization Structure - Board

1. President - Tony Goodman
2. Vice President - Cory Powers
3. Chief Executive Officer - Joe James
4. FastPitch President - Victoria Newbauer

Specialized Leadership Positions

Independent Financial Adviser/CPA - Tom Landgraf

Director of Coaching – Open

Director of Coaching Certifications – Scott Meinerz

Director of Administrative Duties – Open

Director of Battle In New Berlin Tournament - Rick Paustien

Assistant Director of BINB - Rob Fickau

Assistant Director of BINB - Jennifer Molle

Asst Fundraising Team - Amy Bushman, Jessica Redlich, Megan Cardenas

Head Coaches

Assistant Coaches

Parents / Players



All members of the New Berlin Pumas Select Baseball & FastPitch organization are responsible for understanding this document. Upon submitting a down payment to play for the New Berlin Pumas, everyone automatically acknowledges they understand this document and agree to adhere to this document. While we never intend to change this guidance during a season, things may arise where we may need to make updates to this document. This document may be edited and updated throughout the season as absolutely necessary.

Print Name: _____ **DATE:** _____

SIGNATURE: _____