



Fort Zumwalt North Hockey Club

Bylaws

Version 2.0

Adopted: August 19, 2026

Effective: August 19, 2026

Approved by the Board of Directors



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Section 1 – Organization

Section 1.1 Name

The name of this organization shall be the Fort Zumwalt North Hockey Club, hereinafter referred to as the Club.

Section 1.2 Organization

The Club is organized as a Missouri not-for-profit organization established to promote, administer, and support competitive and developmental hockey opportunities for eligible student-athletes within the Fort Zumwalt North High School attendance area.

Section 1.3 Governing Bodies

The Club shall comply with the rules, regulations, and eligibility requirements established by the governing organizations applicable to each program sponsored by the Club, including but not limited to:

- Mid-States High School Club Hockey Association (MSCHA)
- USA Hockey
- Missouri Hockey
- Missouri Inline Hockey Association (MOIHA)

Should any governing body modify its rules or organizational structure, the Club shall operate in accordance with the successor organization or governing authority responsible for that program.

Section 1.4 Programs Governed

These bylaws apply to all hockey programs sponsored by the Fort Zumwalt North Hockey Club, including but not limited to:

- Varsity Ice Hockey
- Varsity Inline Hockey
- Junior Varsity Ice Hockey
- Junior Varsity Inline Hockey
- B Team Ice Hockey
- Junior High Inline Hockey
- Fort Zumwalt North Hockey Club Development Team
- Board-approved developmental, spring, summer, or instructional programs

Section 1.5 Principal Office

The principal office of the Club shall be located within the State of Missouri. The Board of Directors may change the principal office as necessary to conduct Club business.

Section 1.6 Parliamentary Authority

The current edition of Robert's Rules of Order Newly Revised may be used as a procedural guide for meetings of the Club when a matter of procedure is not addressed by these Bylaws or applicable law. The Board may conduct meetings using reasonable procedures intended to promote orderly, fair, and efficient consideration of Club business.



Section 2 – Purpose

Section 2.1 Mission

The purpose of the Fort Zumwalt North Hockey Club is to provide student-athletes with organized hockey programs that promote sportsmanship, teamwork, skill development, leadership, school pride, and competitive excellence.

Section 2.2 Ice Hockey Program

The Club may organize and sponsor competitive ice hockey programs for eligible student-athletes in accordance with the rules and regulations of Mid-States High School Club Hockey Association, Missouri Hockey, and USA Hockey.

Section 2.3 Inline Hockey Program

The Club may organize and sponsor inline hockey programs for eligible student-athletes in accordance with the rules and regulations of the Missouri Inline Hockey Association (MOIHA).

Unless otherwise specified, these bylaws apply equally to both the ice hockey and inline hockey programs.

Section 2.4 Development Team

The Club may establish and operate the Fort Zumwalt North Hockey Club Development Team to provide additional opportunities for player development.

The Development Team may be utilized when player registration numbers, competitive balance, available coaching resources, or player skill levels do not support fielding multiple competitive teams.

Players participating in the Development Team may be invited to practice with or compete for other Club teams based upon coaching evaluations, player development, roster needs, and applicable league rules.

Section 2.5 Community

The Club shall encourage positive sportsmanship, volunteerism, academic responsibility, and community involvement while representing Fort Zumwalt North High School and the Fort Zumwalt North Hockey Club.



Section 3 – Definitions

For purposes of these bylaws, the following definitions shall apply.

Board

The elected Board of Directors of the Fort Zumwalt North Hockey Club.

Club

The Fort Zumwalt North Hockey Club.

Coach

Any individual approved by the Board to serve in a coaching capacity, whether paid or volunteer.

Development Team

A Board-approved developmental hockey program designed to develop players while supporting the overall needs of the Club.

General Member

The parent or legal guardian of a registered player in good standing.

Good Standing

A member or player who:

- Meets all financial obligations to the Club;
- Complies with these bylaws;
- Complies with Club policies;
- Complies with applicable Codes of Conduct; and
- Meets applicable league eligibility requirements.

Hockey Operations

All matters relating to the operation of Club hockey programs, including but not limited to:

- Tryouts
- Team selection
- Player placement
- Practices
- Games
- Player movement
- Development
- Coaching assignments
- Systems of play
- On-ice discipline

Hockey Manager

A Board-appointed volunteer who assists the Board with hockey-related administration and supports the coaching staff. If the position is vacant, those responsibilities remain with the Board of Directors.

Member

Any General Member or other membership classification established by these bylaws.

Player

A student-athlete properly registered with the Club who meets the eligibility requirements of the applicable governing organization.



Section 4 – Membership

This Section establishes the classifications of membership, the rights and responsibilities of members, eligibility requirements, and expectations for participation in the Fort Zumwalt North Hockey Club.

Section 4.1 Membership

Membership in the Fort Zumwalt North Hockey Club shall consist of parents or legal guardians of registered players, Board members, and such other individuals as may be recognized by these Bylaws.

Membership is intended to support the mission of the Club through volunteerism, sportsmanship, financial responsibility, and positive participation.

Section 4.2 General Members

A General Member shall be defined as the parent or legal guardian of a player who is properly registered with the Club.

Each family shall remain a General Member while at least one player remains registered and the family remains in Good Standing.

Section 4.3 Voting Members

Each registered player's family shall be entitled to one vote for each registered player. The family shall designate one parent or legal guardian to cast the vote or votes associated with that family.

Voting rights shall apply only while the member remains in Good Standing as defined by these Bylaws.

Voting by proxy shall not be permitted.

Only General Members in Good Standing may vote on matters presented to the membership.

Section 4.4 Good Standing

A member shall be considered in Good Standing when all of the following conditions are met:

- All financial obligations to the Club are current or an approved payment arrangement is being honored.
- The member complies with these Bylaws.
- The member complies with all Club Policies and Procedures.
- The member complies with all applicable Codes of Conduct.
- The member remains eligible under applicable governing organizations.



Section 4.5 Responsibilities of Members

Members are expected to:

- Support the mission of the Club.
- Demonstrate good sportsmanship.
- Respect players, coaches, officials, volunteers, opposing teams, and spectators.
- Conduct themselves in a manner that reflects positively upon the Fort Zumwalt North Hockey Club and Fort Zumwalt North High School.
- Fulfill financial obligations.
- Support Club volunteer activities when requested.

Section 4.6 Loss of Good Standing

A member may lose Good Standing through:

- Failure to satisfy financial obligations.
- Violation of these Bylaws.
- Violation of Club Policies.
- Violation of any applicable Code of Conduct.
- Suspension by the Club or governing organization.
- Loss of Good Standing may result in suspension of membership privileges until the matter has been resolved.

Section 4.7 Non-Discrimination

The Fort Zumwalt North Hockey Club shall not discriminate on the basis of race, color, national origin, religion, sex, disability, or any other status protected by applicable law.

Participation shall remain subject to eligibility requirements established by the applicable governing organization.

Section 4.8 Membership Termination

Membership shall terminate upon the earliest of:

- Withdrawal from the Club;
- Graduation of the family's final participating player;
- Expulsion by the Board of Directors following due process;
- Dissolution of the Club.
- Termination of membership shall not relieve any outstanding financial obligation owed to the Club.



Section 4.9 – Opportunity to Participate

The Fort Zumwalt North Hockey Club welcomes participation from all student-athletes who meet the eligibility requirements established by the applicable governing organizations and reside within the Fort Zumwalt North High School attendance boundaries or otherwise qualify under league rules.

Participation in Club activities does not guarantee placement on a specific team or program. Team sponsorship, roster placement, and participation opportunities shall be determined based upon player evaluations, player development, team needs, available coaching resources, registration numbers, league requirements, and the best interests of the Club.

Section 4.10 – Volunteer Participation

The Fort Zumwalt North Hockey Club depends upon the support of its members to successfully operate its programs. Members are encouraged to volunteer their time and talents to assist with Club activities, fundraising, game operations, tournaments, and other Board-approved events.

Volunteer opportunities shall be coordinated by the Board of Directors or its designees. Participation is encouraged as a means of strengthening the Club and supporting its student-athletes.



Section 5 – Board of Directors

This Section establishes the authority, composition, responsibilities, and operation of the Board of Directors of the Fort Zumwalt North Hockey Club.

Section 5.1 Authority

The affairs of the Fort Zumwalt North Hockey Club shall be governed by its Board of Directors. The Board is responsible for the overall management, financial oversight, strategic direction, and administration of the Club.

The Board shall act in the best interests of the Club and its membership at all times.

Section 5.2 Composition

The Board of Directors shall consist of seven (7) elected Directors.

Following each annual election, the elected Directors shall appoint from among themselves the following officers:

- President
- Vice President
- Secretary
- Treasurer

The remaining Directors shall serve as Directors-at-Large.

All Directors shall possess equal voting authority.

Section 5.3 Director Eligibility

To be eligible for election or appointment to the Board of Directors, an individual must:

- Be a General Member in Good Standing;
- Be the parent or legal guardian of at least one player currently registered with and participating in a Fort Zumwalt North Hockey Club program; and
- Meet all other eligibility requirements established by these Bylaws.

A Director must maintain eligibility throughout the Director's term, subject to the provisions applicable to Directors whose player is a graduating senior. A Director whose final participating player graduates or otherwise ceases to be a current player within the Club shall no longer be eligible to serve on the Board. The Director's service shall conclude at the end of the current Board term unless the Director becomes ineligible before that time for another reason provided by these Bylaws.

A paid Head Coach, paid Assistant Coach, or any other compensated member of the Club's coaching staff may not run for, be elected to, be appointed to, or actively serve on the Board of Directors while receiving compensation from the Club for coaching services. If a sitting Director accepts a paid coaching position with the Club, the Director must resign from the Board before beginning the compensated coaching position.

An unpaid Assistant Coach who is also the parent or legal guardian of a current Club player may be nominated, elected, appointed, and serve as a Director provided the individual otherwise meets all Director eligibility requirements.

A Director who also serves as an unpaid Assistant Coach remains subject to all conflict-of-interest requirements contained in these Bylaws. Service as both a Director and unpaid Assistant Coach does not grant the Director additional authority over hockey operations.



Section 5.4 Director Participation in Hockey Operations

A Director serving as an unpaid Assistant Coach shall not use their position as a Director to influence:

- Team selection;
- Roster placement;
- Playing time;
- Line combinations;
- Player movement or call-ups;
- Game strategy; or
- Other hockey operations assigned to the coaching staff.

When a Director is also serving as a coach, the Director shall not participate in player evaluations or evaluation scoring. Player evaluations shall be the responsibility of the Head Coach and other non-Director evaluators designated by the Head Coach, as appropriate.

The Director/Assistant Coach may assist with practices, games, and other coaching responsibilities assigned by the Head Coach but shall not participate in Board deliberations or votes involving a matter in which their coaching role creates an actual or reasonably perceived conflict of interest.

Any required disclosure, abstention, or recusal shall be handled in accordance with the Conflict of Interest provisions of these Bylaws.

Section 5.5 Senior Parent Directors

Parents or legal guardians of graduating senior players are eligible to seek election to the Board of Directors.

However, no more than two (2) of the seven (7) elected Directors may be individuals whose only current player within the Club is a graduating senior at the time of the election.

If more than two eligible senior parents are candidates, only the two senior-parent candidates receiving the highest number of votes may be elected to the Board.

Senior-parent Directors elected under this provision may serve the full Board term for which they were elected notwithstanding the graduation of their player during that term. They shall not be eligible for reelection unless they have another current player participating in the Club at the time of the next election.

Section 5.6 Nominations

Nominations for the Board of Directors must be submitted to the current Board prior to the beginning of the annual election period and in the manner established by the Board.

The Board shall verify that each nominee meets the eligibility requirements established by these Bylaws.

Following verification, the Board shall provide the General Membership with the names and appropriate candidate information for all eligible nominees prior to voting.

Elections shall be for seven (7) equal Director positions and not for individual officer positions. Following the election, the newly elected Directors shall select the officers of the Club from among themselves in accordance with these Bylaws.



Section 5.7 Annual Election

The annual election of Directors shall be completed no later than March 15 of each year.

Voting may be conducted:

- In person at a properly called membership meeting;
- Electronically through a Board-approved voting method; or
- Through a combination of in-person and electronic voting as determined by the Board.

The Board shall provide the General Membership reasonable notice of the election period and instructions for voting.

Each eligible General Member shall exercise the voting rights provided under these Bylaws.

Proxy voting shall not be permitted.

Section 5.8 Confidential Voting

All votes for the Board of Directors shall be confidential.

When electronic voting is used, the Board shall utilize a method reasonably designed to protect the confidentiality and integrity of each Member's vote.

The current Board shall be responsible for overseeing the election and tallying the votes.

Election results shall be maintained as part of the Club's official records. Individual voting selections shall remain confidential.

Section 5.9 Election Results

The seven (7) eligible candidates receiving the highest number of votes shall be elected to the Board of Directors, subject to the limitation on senior-parent Directors established by these Bylaws.

After the votes have been tallied and verified, the current Board shall first notify the individuals elected to the incoming Board.

The Board shall thereafter announce the election results to the Club membership.

Vote totals may be retained as confidential Club records unless disclosure is required by law or authorized by the Board.

Section 5.10 Tie Vote

If a tie affects which candidate would receive the seventh and final Board position, or otherwise affects the outcome because of the limitation on senior-parent Directors, the current Board President shall cast the deciding vote between the tied candidates.

If the current President is one of the tied candidates or otherwise has a conflict of interest concerning the tied candidates, the Vice President shall cast the deciding vote. If the Vice President is also conflicted, the remaining disinterested Directors shall determine the tie by majority vote.



Section 5.11 Term of Office

Each Director shall serve a one-year term beginning on April 1 and ending on March 31 of the following year or until a successor has been elected.

Directors may serve consecutive terms if elected.

Section 5.12 Vacancies

Should a vacancy occur during the term of office, the remaining Directors may appoint a qualified individual to complete the unexpired term.

Section 5.13 Removal

A Director may be removed for:

- Failure to fulfill the responsibilities of the office.
- Repeated unexcused absences.
- Violation of these Bylaws.
- Violation of Club policies.
- Conduct detrimental to the Club.
- Financial misconduct.
- Abuse of authority.

Removal shall require a majority vote of the remaining Directors at a meeting where a quorum is present.

Nothing in this section limits the membership's right to remove Directors in accordance with these Bylaws.

Section 5.14 Attendance

Directors are expected to attend all regular and special Board meetings.

Any Director who misses three (3) Board meetings during a fiscal year without prior notice or reasonable cause may be considered for removal by the Board.

Section 5.15 Quorum

A quorum shall consist of a majority of the Directors then serving, but in no event fewer than three Directors.

No official business requiring Board action may be conducted without a quorum.

Section 5.16 Voting

Each Director shall have one vote.

Unless otherwise required by these Bylaws, actions of the Board shall be approved by a majority vote of Directors present at a meeting where a quorum exists.

Proxy voting shall not be permitted.



Section 5.17 Duties of the Board

The Board shall:

- Establish Club policies.
- Hire and oversee coaches.
- Approve the annual budget.
- Appoint committees as needed.
- Approve Club expenditures.
- Maintain insurance coverage.
- Establish registration fees.
- Ensure compliance with governing organizations.
- Approve payment plans.
- Act in the best interests of the Club.
- Approve fundraising activities.

The Board shall not participate in individual player evaluations, roster decisions, playing time, or other hockey operations delegated to the coaching staff.

Section 5.18 Conflict of Interest

Directors shall disclose any actual or potential conflict of interest involving matters before the Board.

A Director with a conflict of interest shall disclose the conflict prior to discussion and shall abstain from voting on the matter.

The minutes shall reflect the disclosure and recusal.

Section 5.19 Board Members Related to Paid Coaches

A Director may be related to a member of the paid coaching staff.

Any matter involving the hiring, compensation, evaluation, discipline, or continued employment of that coach shall require disclosure of the relationship by the Director.

The related Director shall abstain from discussion and voting on the matter.

The remaining disinterested Directors shall determine the outcome.

Section 5.20 Compensation

Directors shall serve without compensation.

The Board may authorize reimbursement for reasonable Club expenses incurred while conducting approved Club business.

Section 5.21 Use of the Club Name

No individual or organization may use the name, logo, trademarks, or branding of the Fort Zumwalt North Hockey Club without authorization from the Board of Directors.



Section 5.22 – Related Directors

Individuals who are members of the same immediate family or household shall not serve simultaneously on the Board of Directors. For purposes of this section, immediate family includes spouses, parents, children, siblings, legal guardians, and individuals related by marriage or residing in the same household.

Section 5.23 – Standard of Conduct

Directors shall perform their duties in good faith, in a manner they reasonably believe to be in the best interests of the Fort Zumwalt North Hockey Club, and with the care that an ordinarily prudent person would exercise under similar circumstances.

Directors shall:

- Maintain confidentiality regarding matters discussed in executive session or other confidential Club business.
- Respect the authority of the Board and support decisions made by the Board once duly adopted.
- Conduct themselves in a professional and respectful manner while representing the Club.
- Avoid using their position for personal benefit or to benefit any individual player, family, or team.



Section 6 – Officers & Responsibilities

This Section establishes the officers of the Fort Zumwalt North Hockey Club, their responsibilities, and their authority in carrying out the day-to-day administration of the Club under the direction of the Board of Directors.

Section 6.1 Officers

Following each Annual Election, the Board of Directors shall appoint the following officers from among the seven (7) elected Directors:

- President
- Vice President
- Secretary
- Treasurer

The remaining elected Directors shall serve as Directors-at-Large.

Section 6.2 General Responsibilities

Each officer shall:

- Perform the duties assigned to the office.
- Act in the best interests of the Club.
- Support Board-approved decisions.
- Maintain confidentiality when required.
- Assist in the overall operation of the Club.
- Perform additional duties assigned by the Board.

The Board of Directors may appoint volunteer positions, including but not limited to a Hockey Manager, Team Managers, Registrars, Coordinators, or other positions necessary to support the operation of the Club. The duties and responsibilities of these positions shall be established in the Policies & Procedures Manual or by Board action.

Section 6.3 President

The President shall serve as the chief executive officer of the Club and shall:

- Preside over Board and membership meetings.
- Serve as the primary spokesperson for the Club.
- Ensure the Board carries out its responsibilities.
- Coordinate the overall operation of the Club.
- Execute contracts and other Board-approved documents.
- Serve as the primary liaison with governing organizations when appropriate.
- Perform other duties assigned by the Board.



Section 6.4 Vice President

The Vice President shall:

- Assist the President.
- Perform the duties of the President during the President's absence or inability to serve.
- Coordinate special projects as assigned.
- Perform other duties assigned by the Board.

Section 6.5 Secretary

The Secretary shall:

- Record accurate minutes of Board and membership meetings.
- Maintain official Club records.
- Maintain the Club's governing documents.
- Provide meeting notices as required.
- Maintain records of Board actions.
- Assist with Club correspondence.
- Perform other duties assigned by the Board.

Section 6.6 Treasurer

The Treasurer shall:

- Oversee the financial affairs of the Club.
- Maintain accurate financial records.
- Deposit Club funds.
- Pay Board-approved expenses.
- Present financial reports to the Board.
- Assist in preparation of the annual budget.
- Ensure appropriate financial controls are maintained.
- Coordinate preparation of any required tax filings.
- Perform other duties assigned by the Board.

Section 6.7 Directors-at-Large

Directors-at-Large shall:

- Participate fully in Board discussions and decisions.
- Serve on committees as appointed.
- Assist with Club operations.
- Perform duties assigned by the Board.
- Represent the interests of the membership while acting in the best interests of the Club as a whole.

Section 6.8 Officer Transition

Outgoing officers shall cooperate with incoming officers to ensure an orderly transition of responsibilities, records, financial information, electronic accounts, passwords, and other Club property.

The transition should be completed as soon as practical following the beginning of the new Board term.



Section 6.9 – Club Records, Accounts, and Property

All records, equipment, financial information, electronic accounts, passwords, documents, registration systems, and other property obtained, created, or maintained on behalf of the Fort Zumwalt North Hockey Club shall remain the property of the Club.

This includes, but is not limited to:

- Crossbar
- Official Club email accounts
- Website and domain registrations
- Social media accounts
- Financial accounts
- Digital files and cloud storage
- Electronic documents
- Club-owned equipment and supplies

Upon leaving office, each Director or Officer shall promptly return all Club property and provide any passwords, access credentials, records, and information necessary to ensure a smooth transition to the incoming Board.

Section 6.10 – Financial Access

The Board of Directors shall designate authorized signers and administrators for the Club's financial accounts.

The President, Treasurer, and Secretary shall serve as authorized financial representatives unless otherwise approved by the Board of Directors.

The Board may designate additional authorized representatives when necessary to ensure continuity of Club operations.

No individual shall maintain exclusive control over any Club financial account.

Section 6.11 – Electronic Systems Administration

The Board of Directors shall maintain administrative control of all official Club electronic systems.

Administrative access shall be transferred to incoming officers during the annual transition process.

No electronic account established for Club business shall be owned solely by an individual Board member, coach, or volunteer.

Whenever possible, electronic accounts shall be established using Club-controlled contact information to ensure continuity of operations.

Section 6.12 – Club Data

All registration records, rosters, schedules, financial information, member contact information, and other Club data collected through Club operations are the property of the Fort Zumwalt North Hockey Club. Such information shall be used solely for legitimate Club purposes and shall not be distributed, copied, or used for personal, commercial, or unauthorized purposes.



Section 7 - Coaches and Hockey Operations

This Section establishes the authority, responsibilities, qualifications, and oversight of coaches while preserving the distinction between governance by the Board of Directors and hockey operations directed by the coaching staff.

Section 7.1 Authority

The Board of Directors shall have the authority to appoint, supervise, evaluate, and remove all Head Coaches and Assistant Coaches of the Fort Zumwalt North Hockey Club.

All coaches serve at the direction of the Board of Directors and shall operate within these Bylaws, Club Policies and Procedures, and the rules of the applicable governing organizations.

Section 7.2 Coach Qualifications

All coaches shall maintain all certifications, registrations, screenings, and educational requirements required by the governing organization for the program they coach, including but not limited to:

- USA Hockey
- Missouri Hockey
- Mid-States High School Club Hockey Association
- Missouri Inline Hockey Association (MOIHA)
- SafeSport
- Any additional requirements established by the Board of Directors.

Failure to maintain required credentials may result in suspension or removal from coaching duties.

Section 7.3 Coaching Appointments

The Board of Directors shall appoint the Head Coach for each Club program.

The Head Coach may recommend Assistant Coaches, Team Managers, and other team personnel for Board approval.

All coaching appointments shall be subject to final approval by the Board of Directors.



Section 7.4 Hockey Operations

The coaching staff shall have exclusive authority over hockey operations, including but not limited to:

- Tryout evaluations
- Player selection
- Team placement
- Practice planning
- Game strategy
- Playing time
- Line combinations
- Special teams
- Player development
- Team discipline during practices and games
- Team leadership selections
- Movement of players between Club programs when permitted by league rules and Club policy

The Board of Directors shall not interfere with hockey operations except where necessary to fulfill its governance responsibilities or to address violations of Club policy or governing organization rules.

Section 7.5 Directors Serving as Unpaid Assistant Coaches

A Director who otherwise meets the eligibility requirements of these Bylaws may also serve as an unpaid Assistant Coach when approved by the Board and Head Coach.

A Director serving as an unpaid Assistant Coach:

- Remains a Director first for purposes of Club governance;
- Serves under the authority of the Head Coach for hockey operations;
- Shall not participate in player evaluations or evaluation scoring;
- Shall not use Board authority to influence roster placement, playing time, player movement, or other hockey operations;
- Shall disclose and recuse themselves from Board matters involving an actual or reasonably perceived conflict arising from their coaching role; and
- Shall comply with all coaching requirements established by the Club and applicable governing organizations.

Player evaluations involving a team on which a Director serves as an Assistant Coach shall be conducted under the direction of the Head Coach without participation by the Director/Assistant Coach.

A paid coach may not simultaneously serve as a Director.



Section 7.6 Team Selection

Roster selection shall be based upon the coaching staff's evaluation of each player's:

- Skill
- Sportsmanship
- Commitment
- Effort
- Hockey IQ
- Overall contribution to team success
- Attitude
- Positional needs

Selection to a Club team is not guaranteed by prior participation, age, seniority, family relationship, or previous team placement.

Section 7.7 Player Movement

When permitted by applicable governing organizations, coaches may recommend movement of players between Club programs.

Player movement shall be based upon:

- Player development
- Competitive balance
- Team needs
- Injuries
- Player availability
- Other hockey-related considerations

Any movement shall comply with applicable league rules and Club Policies and Procedures.

Section 7.8 Development Team

The Fort Zumwalt North Hockey Club Development Team exists to provide additional opportunities for player development.

The Development Team may be utilized when player registration numbers, competitive balance, available coaching resources, or player skill levels do not support fielding multiple competitive teams.

Players participating in the Development Team may practice with or be called upon to participate with other Club teams based upon coaching evaluations, player development, roster needs, and league eligibility.

Participation on the Development Team shall not limit future advancement within the Club.



Section 7.9 – Coach Conduct

All coaches shall:

- Maintain all certifications, registrations, screenings, background checks, continuing education, and other requirements established by USA Hockey, Missouri Hockey, Mid-States High School Club Hockey Association, Missouri Inline Hockey Association (MOIHA), SafeSport, and any additional requirements established by the Board of Directors.
- Demonstrate sportsmanship at all times.
- Treat all players with dignity, fairness, and respect.
- Promote player development, teamwork, and good sportsmanship.
- Maintain appropriate communication with players and parents.
- Conduct themselves in a professional manner while representing the Fort Zumwalt North Hockey Club.
- Support and comply with these Bylaws, the Club's Policies and Procedures, and all Board-approved policies.
- Serve as positive role models both on and off the playing surface.

Failure to maintain required certifications or comply with the standards of conduct established by the Club or applicable governing organizations may result in disciplinary action, including suspension or removal from coaching duties.

Section 7.10 Parent Communication

Questions regarding hockey operations should first be addressed through the communication procedures established in the Club's Policies and Procedures Manual.

The Board of Directors shall generally not hear complaints regarding coaching decisions involving:

- Team placement
- Playing time
- Line combinations
- Position assignments
- Game strategy
- Practice plans
- Other hockey-related decisions

Unless such concerns involve alleged violations of these Bylaws, Club Policies, governing organization rules, misconduct, discrimination, or player safety.



Section 7.11 Coach Discipline

The Board of Directors reserves the authority to investigate allegations of misconduct involving any coach.

Following appropriate review, the Board may:

- Issue a written warning
- Suspend coaching privileges
- Require corrective action
- Remove a coach from Club service

Nothing in this section shall limit the authority of any governing organization to impose discipline.

Section 7.12 Coach Compensation

Coaches may serve as volunteers or may receive compensation as approved annually by the Board of Directors. Coach compensation shall be established during the annual budgeting process and shall not be fixed by these Bylaws.

Section 7.13 Relatives Serving as Coaches

A coach may be related to a player participating in any Club program. The existence of such a relationship shall not, by itself, prohibit coaching service. Coaches are expected to evaluate and treat all players fairly and consistently. Any concerns regarding conflicts of interest shall be addressed by the Board of Directors in accordance with these Bylaws and Club Policies.

Section 7.14 – No Guaranteed Team Placement

No Director, coach, volunteer, or representative of the Fort Zumwalt North Hockey Club shall promise or guarantee any player placement on a particular team, roster position, playing time, leadership role, or future advancement prior to or following evaluations. All roster decisions shall remain subject to the professional judgment of the coaching staff and the needs of the Club.

Section 7.15 – Coach Support and Board Oversight

The Board of Directors shall support coaches in the performance of their duties while maintaining appropriate oversight of the Club's programs. The Board shall not substitute its judgment for that of the coaching staff on matters of hockey operations unless necessary to address violations of these Bylaws, Club Policies and Procedures, applicable governing organization rules, player safety, or misconduct.

This section shall not limit the Board's authority to investigate complaints, evaluate coaching performance, or take disciplinary action when warranted.

Section 7.16 – Coach Communication

Coaches are expected to maintain open, respectful, and professional communication with players and parents. The Club encourages timely communication regarding player development, expectations, attendance, team activities, and other appropriate hockey-related matters.

Parents and players are expected to communicate respectfully with coaches and follow the communication procedures established in the Club's Policies and Procedures Manual.

Coaches shall not be expected to discuss matters such as playing time, game strategy, line combinations, or roster decisions immediately before, during, or immediately following practices or games.



Section 8 - Team Formation and Club Programs

This Section establishes the process by which the Fort Zumwalt North Hockey Club determines the teams and programs it will sponsor and defines the philosophy and purpose of each program offered by the Club.

Section 8.1 Club Programs

The Fort Zumwalt North Hockey Club may sponsor hockey programs that provide competitive and developmental opportunities for eligible student-athletes.

Programs may include, but are not limited to:

- Varsity Ice Hockey
- Junior Varsity Ice Hockey
- Fort Zumwalt North Hockey Club Development Team
- Varsity Inline Hockey
- Junior Varsity Inline Hockey
- Junior High Inline Hockey
- B Team / Spring Hockey
- Skills Clinics
- Goalie Development Programs
- Camps
- Other Board-approved hockey development programs

The Board of Directors shall determine annually which programs will be sponsored.

Section 8.2 Team Sponsorship

The Fort Zumwalt North Hockey Club is not obligated to sponsor any specific number of teams or programs during any season.

Each year, the Board of Directors shall determine which teams and programs are in the best interests of the Club after considering:

- Player registration numbers
- Player skill levels
- Competitive balance
- Qualified coaching availability
- Ice and facility availability
- Financial resources
- League participation requirements
- Player safety
- Long-term sustainability of the Club

The decision to sponsor, modify, combine, suspend, or discontinue any team or program shall not be considered a reduction in opportunities, but rather an effort to provide the safest, most competitive, and developmentally appropriate experience for all participants.

Section 8.3 Varsity Program

The Varsity program represents the highest level of competition sponsored by the Fort Zumwalt North Hockey Club for both ice and inline hockey.

The Varsity program shall emphasize:

- Competitive excellence
- Sportsmanship
- Team success
- Leadership
- Accountability
- School pride



Section 8.4 Junior Varsity Program

When sponsored, the Junior Varsity program shall provide competitive hockey opportunities for student-athletes while continuing player development.

The Junior Varsity program serves to prepare players for future advancement while providing meaningful competitive experiences in both ice and inline hockey.

Section 8.5 Fort Zumwalt North Hockey Club Development Team

The Fort Zumwalt North Hockey Club Development Team is a developmental program designed to provide additional opportunities for player growth.

The Development Team may be utilized when:

- Player registration numbers do not support multiple competitive teams;
- Player skill levels do not support multiple competitive rosters;
- Additional player development opportunities are beneficial to the Club.

The Development Team may:

- Practice independently;
- Practice jointly with other Club teams;
- Participate in games, scrimmages, exhibitions, or other development opportunities approved by the Board of Directors and coaching staff.

Players participating in the Development Team may be called upon to practice or compete with other Club teams based upon coaching evaluations, player development, roster needs, and league eligibility requirements.

Participation in the Development Team shall not limit future advancement within the Club.

The primary objective of the Development Team is long-term player development while supporting the overall needs of the Fort Zumwalt North Hockey Club.

Section 8.6 Inline Hockey Program

The Club may sponsor one or more Inline Hockey programs, including but not limited to:

- Varsity Inline
- Junior Varsity Inline
- Junior High Inline

Inline Hockey programs shall operate under the governance of the Missouri Inline Hockey Association (MOIHA) and these Bylaws.

Unless specifically stated otherwise, all provisions of these Bylaws apply equally to the Inline Hockey program.



Section 8.7 Team Placement

Placement of players within Club programs shall be determined solely by the coaching staff.

Placement decisions shall consider:

- Skill level
- Hockey knowledge
- Work ethic
- Attitude
- Commitment
- Positional needs
- Team balance
- Player development
- Other hockey-related factors deemed appropriate by the coaching staff.

Neither previous participation, age, family relationship, nor prior team placement shall guarantee placement on any particular team.

Section 8.8 Program Flexibility

The Board of Directors may establish, modify, combine, suspend, or discontinue any Club program when it determines such action is in the best interests of the Fort Zumwalt North Hockey Club.

Such decisions may be based upon:

- Registration trends
- League alignment
- Facility availability
- Competitive opportunities
- Financial considerations
- Coaching resources
- Player development
- Safety considerations

Section 8.9 Call-Up Opportunities

When permitted by league rules, players may be invited to practice with or compete for another Club team.

Call-up opportunities shall be determined solely by the coaching staff based upon:

- Player development
- Injuries
- Competitive opportunities
- Team needs
- Player availability
- Applicable league regulations

Participation as a call-up does not guarantee permanent placement on another team.

Section 8.10 Equal Opportunity

The Fort Zumwalt North Hockey Club is committed to providing eligible student-athletes the opportunity to participate in hockey programs sponsored by the Club.

While every effort will be made to provide appropriate opportunities, participation on a particular team or within a specific program is not guaranteed and remains subject to evaluations, roster limitations, eligibility requirements, and the needs of the Club.



Section 9 - Finance

This Section establishes the financial policies, responsibilities, and oversight necessary to ensure the responsible management of the Fort Zumwalt North Hockey Club's assets and resources.

Section 9.1 Fiscal Year

The fiscal year of the Fort Zumwalt North Hockey Club shall begin on April 1 and end on March 31, unless otherwise determined by the Board of Directors.

Section 9.2 Annual Budget

The Board of Directors shall adopt an annual operating budget before the beginning of each fiscal year.

The budget shall serve as the financial plan for the Club and may be amended by the Board as necessary throughout the fiscal year.

Section 9.3 Club Fees

The Board of Directors shall establish registration fees and other assessments annually as part of the budget approval process.

In establishing Club fees, the Board may consider:

- Program operating expenses
- Ice and facility costs
- League fees
- Coach compensation
- Equipment
- Insurance
- Administrative expenses
- Financial reserves
- Other anticipated operating costs

The Board may approve payment plans, multi-player family discounts, early registration incentives, financial assistance programs, or other fee adjustments when determined to be in the best interests of the Fort Zumwalt North Hockey Club.

Approved fees and payment schedules shall be communicated to the membership before each season.



Section 9.4 Payment Plans

The Board of Directors may authorize payment plans for members when appropriate.

Members participating in an approved payment plan shall remain responsible for timely payments in accordance with the terms established by the Club.

Failure to comply with an approved payment plan may result in loss of Good Standing and other actions permitted by these Bylaws or the Club's Policies and Procedures Manual.

Section 9.5 Refund Policy

Refund requests shall be administered in accordance with the Fort Zumwalt North Hockey Club Policies and Procedures Manual.

The Board of Directors may consider extraordinary circumstances when permitted under the adopted refund policy.

Section 9.6 Financial Oversight

The Board of Directors shall be responsible for ensuring the Club maintains sound financial practices and appropriate internal controls.

Club funds shall be used solely to further the mission and operation of the Fort Zumwalt North Hockey Club.

The Treasurer shall provide regular financial reports to the Board of Directors.

Financial records shall be available for review by the Board of Directors upon request.

The Board may authorize a financial review or audit whenever it determines such action to be in the best interests of the Club.

Section 9.7 Banking Authority

The Board of Directors shall designate the financial institutions utilized by the Club.

The President, Treasurer, and Secretary shall serve as authorized representatives on Club financial accounts unless otherwise approved by the Board of Directors.

No individual shall maintain exclusive control over any Club financial account.

Section 9.8 Expenditures

No expenditure of Club funds shall be made unless:

- Included within the approved annual budget; or
- Specifically authorized by the Board of Directors.

The Treasurer is authorized to pay routine budgeted expenses in accordance with Board-approved financial policies.



Section 9.9 Financial Records

The Club shall maintain complete and accurate financial records.

Financial records shall be retained in accordance with applicable law and Board-approved record retention practices.

Section 9.10 Gifts, Donations, and Sponsorships

The Board of Directors may accept donations, sponsorships, grants, and gifts on behalf of the Fort Zumwalt North Hockey Club, provided such contributions are consistent with the mission of the Club and do not create obligations contrary to these Bylaws or applicable governing organization rules.

The Board may establish policies governing the acceptance, recognition, and use of donated funds, goods, and services.

Section 9.11 Fundraising

The Board of Directors may approve fundraising activities that support the mission and financial needs of the Club.

All fundraising activities conducted on behalf of the Club shall comply with applicable laws, governing organization rules, and Board-approved policies.

Section 9.12 Dissolution

In the event the Fort Zumwalt North Hockey Club is dissolved, all remaining assets, after payment of lawful obligations, shall be distributed to one or more nonprofit organizations or educational organizations whose purposes are consistent with the mission of the Club, as determined by the Board of Directors and in accordance with applicable Missouri law.



Section 10 - Meetings

This Section establishes the meeting requirements and procedures of the Fort Zumwalt North Hockey Club to promote effective governance, transparency, and communication.

Section 10.1 Annual Membership Meeting

The Fort Zumwalt North Hockey Club shall hold an Annual Membership Meeting each year at a date, time, and location determined by the Board of Directors.

The purpose of the Annual Membership Meeting shall include, but not be limited to:

- Election of Directors.
- Reports to the membership.
- Consideration of properly submitted business.

Such other matters that may come before the membership.

Section 10.2 Regular Board Meetings

The Board of Directors shall meet regularly throughout the year at dates, times, and locations determined by the Board.

Regular meetings may be scheduled in advance or established by Board action.

Section 10.3 Special Meetings

Special meetings of the Board of Directors may be called by:

- The President; or
- A majority of the Directors.

Only the business identified in the meeting notice shall be considered at a Special Meeting unless all Directors present unanimously agree otherwise.

Section 10.4 Notice of Meetings

Reasonable notice shall be provided for all membership and Board meetings.

Notice may be provided by:

- Electronic mail
- Crossbar
- Official Club website
- Other Board-approved communication methods
- Failure of a member to receive notice shall not invalidate actions taken when reasonable efforts to provide notice have been made.



Section 10.5 Quorum

Membership meetings shall require a quorum consisting of those members present at a properly called meeting.

Board meetings shall require the quorum established in Section 5.

Section 10.6 Voting

Unless otherwise provided in these Bylaws:

- Each Director shall have one vote.
- Each General Member in Good Standing shall have one vote for each registered player within their immediate family.

Voting by proxy shall not be permitted.

Section 10.7 Executive Session

The Board of Directors may enter Executive Session to discuss matters that are confidential in nature, including but not limited to:

- Personnel matters
- Coaching matters
- Legal matters
- Financial matters involving confidential information
- Discipline
- Litigation
- Contract negotiations
- Other matters requiring confidentiality

Only individuals invited by the Board may attend Executive Session.

Any action resulting from Executive Session shall be recorded in the official meeting minutes when appropriate.

Section 10.8 Remote Participation

Directors may participate in Board meetings through telephone, video conference, or other reliable electronic means that allow all participating Directors to communicate simultaneously.

A Director participating remotely shall be considered present for purposes of establishing a quorum and voting.

This provision applies only to meetings of the Board of Directors and does not authorize electronic voting by the membership.

Section 10.9 Meeting Minutes

The Secretary shall maintain accurate minutes of all Board and Membership meetings.

Approved minutes shall become part of the permanent records of the Fort Zumwalt North Hockey Club.

Section 10.10 Parliamentary Procedure

Meetings shall be conducted in an orderly and respectful manner.



Section 11 - Discipline and Code of Conduct

This Section establishes the standards of conduct expected of all individuals participating in the Fort Zumwalt North Hockey Club and provides a fair process for addressing alleged violations of these Bylaws, Club Policies and Procedures, and the Club's Codes of Conduct.

Section 11.1 Standards of Conduct

All players, parents, guardians, spectators, coaches, volunteers, team personnel, and Directors shall conduct themselves in a manner that reflects positively upon the Fort Zumwalt North Hockey Club.

All participants are expected to:

- Demonstrate sportsmanship.
- Show respect toward teammates, opponents, officials, coaches, volunteers, and spectators.
- Comply with these Bylaws.
- Comply with the Club's Policies and Procedures.
- Comply with applicable Codes of Conduct.
- Comply with the rules of the applicable governing organizations.

Section 11.2 Codes of Conduct

The Board of Directors shall adopt and maintain Codes of Conduct applicable to players, parents and spectators, coaches, volunteers, and Board members as appropriate.

As a condition of participation, all participants shall comply with the applicable Code of Conduct. The Board may require acknowledgment of the applicable Code of Conduct through the Club's registration system or another Board-approved method.

Section 11.3 Reporting Concerns

Any member may report alleged violations of these Bylaws, Club Policies and Procedures, applicable Codes of Conduct, or governing organization rules.

Reports should be submitted to the President or another designated Board member when appropriate.

Reports involving the President shall be submitted to the Vice President or another disinterested Director.

Nothing in the Club's internal complaint or disciplinary process shall replace, delay, or limit any reporting obligation to USA Hockey, the U.S. Center for SafeSport, law enforcement, child-protection authorities, or another applicable governing organization when such reporting is required.

Section 11.4 Review of Allegations

The Board of Directors shall review reported concerns to determine whether further investigation or action is warranted. The Board may gather information from individuals with relevant knowledge before making a determination.



Section 11.5 Interim Action

When necessary to protect the safety of participants, the integrity of the Club, or compliance with governing organization rules, the Board may impose temporary restrictions or interim measures while a matter is being reviewed.

Such action shall not be considered a final disciplinary determination.

Section 11.6 Disciplinary Actions

When the Board determines that a violation has occurred, it may impose disciplinary action appropriate to the circumstances.

Disciplinary actions may include, but are not limited to:

- Verbal warning
- Written warning
- Probation
- Suspension from Club activities
- Removal from a volunteer or Board position
- Removal from coaching duties
- Loss of membership privileges
- Expulsion from the Club

Nothing in this section limits the authority of a governing organization to impose discipline.

Section 11.7 Due Process

Before imposing significant disciplinary action, the individual shall be provided:

- Notice of the alleged violation;
- A reasonable opportunity to respond; and
- Consideration by the Board of Directors before a final decision is made.

Nothing in this section prevents the Board from taking immediate action when necessary to protect player safety or comply with governing organization requirements.

Section 11.8 Appeals

An individual subject to suspension or expulsion may submit a written request for reconsideration to the Board of Directors within fourteen (14) days of receiving written notice of the decision.

The decision of the Board following reconsideration shall be final.

Nothing in this section limits appeal rights established by applicable governing organizations.



Section 11.9 Non-Retaliation

No individual shall be subject to retaliation for reporting, in good faith, a suspected violation of these Bylaws, Club Policies and Procedures, applicable Codes of Conduct, or governing organization rules.

Knowingly false or malicious reports may themselves constitute a violation subject to disciplinary action.

Section 11.10 Governing Organization Authority

Nothing contained in this Section limits the authority of USA Hockey, Missouri Hockey, Mid-States High School Club Hockey Association, Missouri Inline Hockey Association (MOIHA), SafeSport, or any other applicable governing organization to investigate or discipline participants under their respective rules and policies.



Section 12 - Amendments

This Section establishes the process for proposing, considering, and adopting amendments to these Bylaws to ensure they remain current while providing stability in the governance of the Fort Zumwalt North Hockey Club.

Section 12.1 Authority to Amend

These Bylaws may be amended only in accordance with the procedures established in this Section.

Section 12.2 Proposed Amendments

Proposed amendments may be submitted by:

- The Board of Directors; or
- Any General Member in Good Standing.

Proposed amendments shall be submitted in writing to the Secretary and shall clearly identify the section to be amended along with the proposed language.

Section 12.3 Notice

The Board of Directors shall provide reasonable notice of any proposed bylaw amendment prior to the meeting at which the amendment will be considered.

The notice shall include the text or a summary of the proposed amendment.

Notice may be provided through:

- Electronic mail
- Official Club website
- Crossbar
- Other Board-approved communication methods

Section 12.4 Adoption

An amendment shall become effective upon approval by a two-thirds (2/3) vote of the General Members present and eligible to vote at a properly called Membership Meeting, unless a different effective date is specified in the motion adopting the amendment.

Section 12.5 Technical Corrections

The Board of Directors may authorize the correction of typographical errors, formatting inconsistencies, numbering errors, cross-reference errors, or other non-substantive clerical corrections, provided such corrections do not alter the intent or effect of any provision of these Bylaws.

Section 12.6 Superseding Documents

Upon adoption of these Bylaws, all previous constitutions, bylaws, amendments, policies, or governance documents that conflict with these Bylaws are superseded to the extent of the conflict.

Board-approved Policies and Procedures shall remain in effect provided they do not conflict with these Bylaws.



Record Of Adoption

Fort Zumwalt North Hockey Club Bylaws

Original Adoption Date: August 19, 2026

Effective Date: August 19, 2026

Current Version: 2.0

Supersedes: All previous versions of the Fort Zumwalt North Hockey Club Bylaws.

These Bylaws constitute the official governing document of the Fort Zumwalt North Hockey Club. They govern all programs sponsored by the Club, including ice hockey, inline hockey, the Development Team, and any other Board-approved programs unless otherwise required by the applicable governing organization.

These Bylaws shall remain in effect until amended or repealed in accordance with Section XII – Amendments.

