



Moose Lake Area Hockey Association
By-Laws
March 1, 2023

The Mission of Moose Lake Area Hockey Association is to give each child in our program the opportunity to develop and grow as a hockey player; as an individual; and as a member of a team. We hope to accomplish through educated volunteers, creating a fun atmosphere for practices and games and developing a community of responsible, supportive adults to mentor the players.

Proudly representing families in the following school districts:

Moose Lake Barnum Willow River Cromwell East Central Hinckley Finlayson

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Article 1 Name and Location

Section 1: The name of the corporation shall be Moose Lake Area Hockey Association, Incorporated. (hereafter referred to as the Association or MLAHA).

Section 2: The principal address of the corporation will be: *Moose Lake Area Hockey Association, 20 Earl Ellens Drive, PO BOX 104, Moose Lake MN 55767.*

Section 3: The corporation shall continue to maintain in the state of Minnesota, a registered office, as required by the Minnesota Nonprofit Corporation Law, which location may be changed by the board.

Article 2 Purpose

Section 1: MLAHA is a non profit corporation, organized for the following purposes:

1. To encourage, promote and to teach youth hockey through an organized effort that fosters sportsmanship, community spirit and fellowship of all participants for the betterment of their physical, mental and social well being. MLAHA fully supports academic excellence and scholastic requirements put forth by the local school systems.
2. To arrange and promote youth hockey and to raise funds by donations, subscriptions or otherwise for the encouragement of such youth hockey.
3. The By-Laws of the MLAHA fully support Minnesota Hockey, which in turn supports the positions and By-Laws of USA Hockey. Anything not expressed within these By-Laws may be covered in the documentation of one of the aforementioned organizations, of which MLAHA is a member in good standing of.

Article 3 Membership

Section 1: Membership of the Corporation encompasses a parent(s) or legal guardian(s) or legal custodian(s) of a registered player(s) in good standing with the MLAHA program or any coaches in the Associations program regardless of race, color, creed, national origin or sex. Every member of the Association has the right to nominate and express opinions on all subjects before the Association, and to participate in the activities of the Association. Each family shall be entitled to one (1) vote at the annual meeting during the selection of the Board of Directors.

Section 2: All elected and appointed Officers and Directors are members of the Corporation.

Section 3: Fees: The Board of Directors shall set membership fees and payment terms for the ensuing year. A registration fee per application shall be paid at the time of registration.

Section 4: Resignation: Any member may resign by giving written notice to the Secretary of MLAHA.

Section 5: Termination of Membership: The Board of Directors may suspend or terminate any member for good cause showing violation of the code of conduct by a two thirds ($\frac{2}{3}$) vote of the entire board.

Section 6: Reinstatement: Upon written request by the former member, filed with the Secretary, the Board may, by an affirmative vote of two thirds ($\frac{2}{3}$) of the entire Board, reinstate the former member, subject to terms that the Board deems appropriate.

Article 4 Officers

Section 1: Generally. The Officers of the Corporation are the President, Vice-President, Secretary, Treasurer and At-large members. The Officers shall be elected by the Association Membership at the year end membership banquet. In the event of a post-election vacancy, an interim person will be appointed and will complete the rest of that term. The Officers of the Corporation shall hold their positions for a term of three (3) years that begins at the conclusion of election. The positions of President and one (1) At-large position shall be elected in the year of 2023 and every three (3) years thereafter. The positions of Vice President and Secretary should be elected in the year 2024 and every three years thereafter. The positions of Treasurer and one (1) At-large position shall be elected in the year of 2025, and every three (3) years thereafter. No one person may hold more than one (1) office concurrently, but nothing in these bylaws restricts a person from holding more than one (1) office consecutively. There is no limit on the number of terms a person may serve.

Voting for the new Board of Officers will be tallied as follows: 1. Each family, in good standing, will be entitled to one (1) vote. 2. Any Officer or Director that does not have a child in the program will be entitled to one (1) vote. 3. The President is not entitled to a vote, except in the case of a tie. Results will be certified at the April membership meeting, at which time the officers and directors will take on their positions.

Section 2: President. The President shall be the Chief Executive of the Corporation, and shall, when present, preside at all meetings of the Board of Directors. They will have the authority to make executive decisions and act on behalf of the Corporation. Any executive decision that was made can be appealed and brought up for a vote at the next subsequent Board of Directors meeting. They shall perform all the duties commonly incident to their office, and shall perform such other duties and have such other powers as the Board of Directors may designate, such as, but not restricted to:

1. Sign and execute all contracts in the name of the Corporation when authorized to do so by the Board of Directors.
2. Appoint and discharge agents and employees, subject to the approval of the Board of Directors.
3. Responsible for the general management of the affairs of the Corporation.
4. Responsible for a representative of the association attending all meetings pertaining to any aspect of the MLAHA program.
5. Channel all information to the appropriate committee for action and follow-up to said matters.
6. Serve as ex-officio on all committees.
7. Call and preside over meetings for the Association, the Executive Board, the Board of Directors and other special groups.
8. Follow the accepted order of business, decide all parliamentary questions, and preserve order at all meetings.
9. Be responsible for ensuring that the By Laws and the Rules and Regulations of the Associations are adhered to by all the officers and appointed officials.
10. Serve as Gambling CEO and supervise gambling manager and related staff.

Section 3: Vice-President. The Vice-President shall perform all the duties of the President whenever the latter is absent or unable to meet his/her commitment as President. The Vice-President will oversee ad-hoc committee activities and ensure that these committees complete their assigned tasks. The Vice-President shall also perform such other duties as may be determined by the President of the Board of Directors.

Section 4: Secretary. The MLAHA Secretary shall:

1. Keep accurate records of the meetings of the Association, the Executive Board and the Board of Directors and the present minutes for approval at the next following meeting.
2. Make the official count of votes for every election and business meeting.
3. Conduct the correspondence for the Association.
4. Have an up to date copy of the By Laws and the Rules and Regulations, as amended, at every meeting.

5. Make copies of the Board Meeting minutes and agenda for the next meeting for all board members.
6. Notify members of board meeting dates and times.

Section 5: Treasurer. The Treasurer, on their own or through a Board approved Accounting Firm, shall also perform all duties incident to the office, such as, but not restricted to:

1. Have custody of the general funds of the Association with the exception of gambling funds.
2. Keep a full and accurate account of the receipts and expenditures and make disbursements in accordance with the approval of the Board.
3. Present a financial statement at every meeting of the Association and make a full report at the first meeting after the fiscal year ends.
4. Be responsible for the maintenance of such books or account(s) and records as it may be required.
5. Pay all operating expenses of the Associations as they are due, other expenses as authorized by the Association.
6. Assist with any approved fund-raising activities.
7. Work with the Registrar during player registration.
8. Filing of all State, Federal and local taxes are required.

ARTICLE 5 BOARD OF DIRECTORS

Section 1: Generally. By virtue of the majority vote rule, the Board of Directors shall have general charge and direction of the Corporation. The Board of Directors shall be composed of the Corporation's Officers as well as the two At Large Members, the Registration Director, the Coaching and Player Development Director, Volunteer Director, Scheduling Director, Equipment Manager and the Rinks and Grounds Director. In addition, the exiting President will become a non-voting member of the board as the Past President for one year and serve in an advisory role for the board. General director and coordinator positions are nominated by submitting a completed nomination form two weeks prior to the annual meeting. Members can nominate themselves or other MLAHA members in good standing by completing this form. The director and coordinator positions shall be elected by the Board of Directors by a simple majority of the existing board members at the annual meeting.

Volunteer Positions (and not necessarily board positions) subject to this nomination process include, but not limited to: Tournament Director, Safe Sport Coordinator, Recruitment and Retention Coordinator, Try Hockey For Free Coordinator, Referee Coordinator, Fundraising Coordinator, Marketing Coordinator, Grant Writer, Parent Education Coordinator, Flooding Coordinator, City Liaison, Team Managers and Team Tournament Coordinators.

Section 2: Terms. The Director positions shall be elected for a term of three (3) years that begins at the conclusion of each election. Terms may be referenced on the Association's website.

Section 3: Committee Assignment. Each Officer, except for the President, and each Director will accept the assignment of a Committee Chairperson or Co-Chairperson, to those Committees specified in *Article 12*.

As a Committee Chairperson or Co-Chairperson, the Officer/Director will solicit participation from other Officers/Directors and/or membership to form his/her committee. The said committee will have complete responsibility for that committee's area of concern and will make final decisions not requiring a vote of the full Board of Directors. The Committee Chairperson will report monthly to the consent agenda of the Board of Directors as to the status of their committee's work.

Duties of Directors:

A. Rinks and Grounds Director shall:

1. Secure and maintain all MLAHA owned equipment used for flooding, snow removal and ground maintenance.
2. Coordinates maintenance activities.
3. Works in conjunction with city maintenance staff per lease agreement.
4. Reports to the Board future expenses for equipment repair or replacement.

B. Equipment Coordinator shall:

1. Inventory all Association uniforms and player equipment annually.
2. Collect all equipment at the end of the season.
3. Provide necessary equipment maintenance, repair and/or replacement.
4. Disperse equipment to players at the beginning of the season.
5. Collect equipment deposit and retain rental agreement documentation.

C. Tournament Director shall:

1. Plan and coordinate MN Hockey District and Regional Tournaments to be hosted by MLAHA.
2. Coordinate with team level tournament coordinators for tournaments and jamborees sponsored by MLAHA teams.
3. Order awards and trophies for appropriate level tournaments and jamborees hosted by MLAHA.
4. Bring forward fundraiser ideas to be used by MLAHA team tournaments to the board for review and approval.

D. Registration Director

1. Responsible for conducting player registration prior to the start of the season, specific dates to be approved by the board of directors.
2. Set up registration links on mlaha.com.
3. To ensure maximum coverage of prospective players by reviewing past registration lists.
4. To maintain a file on current registered players as well as past registered players, and to ensure a copy of that list is delivered to the Secretary for appropriate filing.

E. Coach and Player Development Director (committee info currently in Article 12): The role of the Coach and Player development director is to lead and direct the Player Development Committee. This committee should include representatives of all skill levels and backgrounds and both boys and girls levels. The director will then make committee recommendations and reports to the At Large Hockey Director.

1. To review all applications for coaching assignments and make recommendations to the Board of Directors for all MLAHA levels of play in consultation with the committee.
2. To ensure By-Laws pertaining to Coaching certification is adhered to, and assigned new coaches to teams promptly on January 1st if any coach is not certified as indicated in *Article 10, section 4*.
3. With committee review, assign coaches to each team and assist in the assignment of assistant coaches.
4. To select replacement coaches to fill any coaching vacancy that might occur.
5. To work within the committee with the information provided by the Registration Director in the selection and assignment of players for each team . Final selection will be reported back to the Registration Director for paperwork finalization.
6. To draft a player development pyramid for all levels of play to ensure consistency and guidance regarding player development to all coaches.
7. To ensure compliance with all USA Hockey and Minnesota Hockey requirements as pertains to coaches and players.
8. Seek out and share information about off season development opportunities.
9. Lead off season dry land skills activities.

The Coaching and Player Development Committee, at its discretion, may assign players within an age group to various competitive levels of play depending upon numbers and skill levels of players within that age group.

F. Scheduling Director (See Position Description, appendix A)
G. Recruitment and Retention Director

- H. Safe Sport Coordinator
- I. Try Hockey For Free Coordinator
- J. Parent Education Coordinator
- K. Volunteer Coordinator
- L. Fundraising Coordinator
- M. Marketing Coordinator
- N. Flooding Coordinator
- O. City Liaison
- P. Grant Writer

Section 4: Board Size. The Board of Directors may be increased up to eleven (11) members, but under no circumstances may it be decreased to less than seven (7) members. Any proposed increase or decrease of the number of Directors shall be considered a special amendment to these By-laws and shall be handled as such.

Section 5: Powers. A Director shall have the powers usually vested in a Board of Director of a Corporation organized under the provisions of the General Laws of the State of Minnesota. They shall have the direction, control and management of the property and affairs of the Corporation.

Section 6: Resignation and notice. Any member elected as an Officer of the Corporation or as a Director may relinquish their elected position at any time by giving written notice to the Secretary, which in turn will be duly recorded in the records of the Association.

Section 7: Removal. A Director of the Board may be removed from office for just cause, in accordance to the By-Laws and Policy Statements, with a majority vote of the board. The President shall not have a voting right except in the event of a tie, in which case the President shall cast the deciding vote.

Section 8: Vacancies. Once a vacancy has been determined, that vacancy shall be filled in the following order:

1. Any present Board Member will have the option to be elected to that position by the Board of Directors. That Board Member will then step down from the position he/she held before the election to the new position.
2. An election shall be held for the vacancies with notice of the vacancy being posted for a period of four weeks prior to the election consistent with the Association's notice requirements as outlined in the Definition's Section. Any number of candidates can apply to the position. The position will go to that candidate which receives the most votes, regardless of whether they receive a majority of the votes.

Section 9: Attendance. Board members will be required to attend a minimum of 2/3 (two-thirds) of scheduled meetings per year unless there are extraordinary circumstances. Board members who fail to attend at least 2/3 (two-thirds) of scheduled meetings may be subject to removal from the Board of Directors with a vote of the majority of Board members.

Section 10: Other Requirements. The Board of Directors must be made by a simple majority of individuals who have children actively skating in MLAHA.

Section 11: Policy, Personnel, Discipline. The officers of MLAHA are responsible for administering policy, personnel, and discipline for the association to include but not be limited to the following:

1. To be responsible for communicating the meaning of the By-Laws and Policies to any member of the MLAHA needing clarification.
2. To be responsible to enforce all disciplinary measures set forth by USA Hockey, Minnesota Hockey or MLAHA for all players and/or coaches to be carried out as prescribed.
3. To be responsible for reviewing each grievance or complaint, work with any other committees concerned, and take appropriate action.

ARTICLE 6 MEETINGS

Section 1: Annual Meeting. The annual meeting of the membership will be held once a year in April. Notice of the meeting will be posted consistent with these By-laws. The annual meeting of the membership cannot transpire without a simple majority of the current Board of Directors present. During the annual meeting in April the new directors will be appointed by the current Board of Directors.

Section 2: Regular Meetings. Regular meetings of the Board of Directors shall occur on a monthly basis. The regular meetings will be held to conduct the business of the Corporation. The date, time and location will be disseminated at the previous monthly meeting. The monthly Board of Directors meeting cannot transpire without a simple majority of the Board of Directors present in person or electronically. The simple majority of the Board of Directors in attendance in person or electronically will represent a quorum.

Section 3: Special Meetings. Special meetings can be called by the President at his or her discretion whenever requested verbally or in writing by 10% of the membership of the Corporation or by at least four (4) members of the Board of Directors. Notice consistent with these By-laws must be posted for five days prior to

the meeting. Only the business that required a special meeting can be transacted, and a simple majority of Directors must be present in person or electronically in order to conduct the meeting.

Section 4: Voting. All voting that takes place during regular or special meetings will be conducted under majority decision, with only currently seated Officers/Directors participating in the vote. However, all meetings shall be open to the general public and all members shall be encouraged to attend. General association members will be allowed to vote for the Board of Directors at the Annual Meeting following the guidelines as stated in Section 1 of this Article.

Section 5: Quorum: Except as otherwise provided by Statute or by these By Laws, ten percent (10%) of the total number of directors (but not less than 3) shall be required to constitute a quorum for the transaction of business at any meeting. The act of a majority of the directors present at any meeting at which a quorum is present shall be the act of the Board of Directors.

Section 6: Conduct of Meetings: All meetings will be conducted according to "Robert's Rules of Order". Any Officer or Director refusing to adhere to this section will be required to leave the meeting, and will relinquish his/her vote for the entirety of the meeting. Continuance of the non-compliance to this section by an Officer or Director will constitute just cause for process of removal from the Board.

ARTICLE 7 FINANCES

Section 1: Generally. The Board of Directors shall decide on all matters pertaining to the finances of MLAHA. The President and Treasurer, in coalition with the Board, will negotiate all contracts and notes. Check signing authorization is determined by the most recently filed Corporate Authorization Resolution. The Board of Directors must approve, with a majority vote from a quorum of Directors, all contracts, notes and distribution of funds.

Section 2: Assumption of Debt. MLAHA shall never pay, assume or become responsible for the personal or unapproved debt or liabilities of any individual or MLAHA.

ARTICLE 8 FISCAL YEAR

Section 1: Term. The fiscal year will run April 1 through March 31.

ARTICLE 9 HOCKEY PLAYERS

Section 1: Registration Fee. All hockey players shall pay a registration fee, as approved by the Board of Directors, subject to modification annually.

Section 2: Age Classification. USA Hockey shall govern the age division of all hockey players playing in league hockey for consistency across the U.S. Those players shall play in a group commensurate with the age group of the league they are registered. The age group shall be all-inclusive. Any exceptions must formally request a move-up, a decision to which shall be made by the Coaching and Player Development Committee. However, any player born in July or August, and who is in the school class year with those players who must move up, who requests to be moved up shall be given additional consideration of their move up request. All move up requests agreed upon by the Coaching and Player Development Committee are final.

ARTICLE 10 COACHES

Section 1: Generally. The duties of each coach shall consist of instructing the players in the basics of skating, hockey, good sportsmanship and team play. Each coach shall be responsible for the general management of all team practices and games, and for maintaining open communication with parents. See Appendix B for full description of non-parent coach reimbursement and stipend.

Section 2: Equipment. The coaches are responsible for the care, storage and return of MLAHA's equipment issued to him/her. The coaches are not responsible for the care, storage and return of MLAHA's equipment issued directly to a player by the equipment manager.

Section 3: Committee Meetings. Coaches shall attend periodic coaches meetings as called by the Coaching and Player Development Committee, consistent with that committee's expectations.

Section 4: Certification. No later than December 31st of the current playing year, all individuals on the players bench, acting in the capacity of a coach, must show up on the USA Hockey roster as certified from the Coaching Education Program. All coaches must be carded to the appropriate level.

Section 5: Team Meeting. The coaching staff for each team will be responsible for conducting a team meeting and notifying the President and the Coaching and Player Development Committee Director verbally or in writing of that meeting. Additionally, the coach shall solicit parents to fill the team officer positions within their respective teams, including providing the parents with information regarding each position.

ARTICLE 11 AMENDMENTS

Section 1: General. These By-Laws may be amended, altered, or appealed at any meeting or special meeting by the majority of the Board of Directors, provided that notice of the proposed amendment, alteration, or appeal be posted consistent with the notice provision of these by-laws, except in cases where a Special Amendment is required. No amendment, alteration, or appeal shall occur without at least a two-thirds majority vote of the Board of Directors.

ARTICLE 12 COMMITTEES

Section 1: Appointment to Committees. The Board of Directors shall appoint a Chairperson or Co-Chairpersons for the following committees. The Chairperson or Co-Chairpersons may select the necessary number of members to complete each Committee.

Section 2: Coaching and Player Development Committee. The Coaching and Player Development Committee will be responsible for, but not restricted to, the following activities:

1. To review all applications for coaching assignments and make recommendations to the Board of Directors for all MLAHA levels of play.
2. To ensure By-Laws pertaining to Coaching certification is adhered to, and assigned new coaches to teams promptly on January 1st if any coach is not certified as indicated in *Article 10, section 4*.
3. To assign coaches to each team and assist in the assignment of assistant coaches.
4. To select replacement coaches to fill any coaching vacancy that might occur.
5. To work with the information provided by the Registration Director in the selection and assignment of players for each team. Final selection will be reported back to the Registration Director for paperwork finalization.
6. To draft a player development pyramid for all levels of play to ensure consistency and guidance regarding player development to all coaches.
7. To ensure compliance with all USA Hockey and Minnesota Hockey requirements as pertains to coaches and players.
8. To administer and manage Learn-To-Skate and Rink Rat programs of the MLAHA. This may include both on-ice and off-ice sessions to explain the basics of skating and hockey to the players and parents.
9. To periodically scout Learn to Skate and Rink Rat programs for the purpose of moving those players, who are ready and willing, into competitive play. The coaches committee will be contacted for appropriate placement and placement verified with the Registration committee to insure team balance.

10. To periodically evaluate Learn to Skate and Rink Rat programs to ensure that instruction meets the standards as approved by the Board of Directors.
11. To be responsible for the management, allocation, distribution and collection of the Corporation's Equipment through the Equipment manager.
12. To be responsible to oversee the purchasing and acquiring of both individual and team equipment, including but not limited to goalie equipment, jerseys, pucks, etc. through the Equipment manager.

The Coaching and Player Development Committee, at its discretion, may assign players within an age group to various competitive levels of play depending upon numbers and skill levels of players within that age group.

Section 7: Ad-hoc Committees. Ad-hoc Committees are those committees that are formulated by the President and/or the Board of Directors for a specific period of time to address a specific business need.

Appendix A

Scheduling

Director

Board Approved 03.01.23

MLAHA Ice Scheduler Job Description & Responsibilities

Rate of Pay: \$500/mo from July to April

Job Requirements

Extremely organized, detail-oriented and precise

Proficient with Microsoft Excel

Generally strong with technology – ice scheduling software, interfacing with SportsEngine platform for team calendar maintenance, and general technology troubleshooting

Prompt email responsiveness to perform weekly and nightly ice schedule triage. Expectation is that email is checked and processed nightly October through March.

Strong personality not intimidated by occasional criticism or unreasonable requests from coaches/managers.

Strong written and verbal communicator – many emails with MLAHA coaches, board members and managers, and phone calls with arena managers to add/drop ice or communicate ice changes.

High-Level Responsibilities

Negotiate and procure ice time from local arenas to support all MLAHA season activities

Attend MLAHA board meetings and workshops as needed

Provide ice budget recommendations to MLAHA board

Perform detailed long-range planning for pre-scheduled season functions (tryouts, preseason camps, in-season development activities, and others)

Assign ice time to MLAHA teams as equitably as possible

Send weekly ice schedules to local arenas so they can publish locker room assignments

Respond in a timely fashion to consistent flow of ice changes over the course of a season (ice returns, tournament ice changes, arena issues/closures, etc.)

Monthly Responsibilities and Estimated Time Commitment (195-300 Hours)

June: 20-40 hours

Begin working with MLAHA board to determine tryout and preseason ice needs

Begin conversations with arena managers to determine their timing for season ice commitment

Begin working through season ice commitment

July: 20-40 hours

Lock in tryout and preseason camp ice sessions

Support planning and scheduling of in-season development (goalie development, player development)

Reserve ice for District 11 and Minnesota Hockey hosted tournaments

Finalize season ice commitment with arena managers

August: 20-40 hours

Lock in in-season development sessions (goalie development, player development) with providers (HS coaches, external providers, etc.)

Begin planning for District 11 game slots for season

Lock in hosted tournament game slots – send available ice to tournament director and ask him/her to identify the ice they need for tournaments and what can be used for practice ice

September: 20-40 hours

Send weekly ice schedules to arena managers

For MLAHA teams playing in District 11, provide game slots and date blocks for District 11 game scheduling. No home game slots on MLAHA hosted tournament weekends

Build October practice ice schedule

October: 20-40 hours

Send weekly ice schedules to arena managers

Support District 11 game scheduling process – send game slots and date blocks, share draft game schedules with coaches/managers, publish final game schedules once complete

Perform triage on ice schedule

Build November practice ice schedule

November: 20-40 hours

Send weekly ice schedules to arena managers

Perform triage on ice schedule

Build December practice ice schedule

December: 20-40 hours

Send weekly ice schedules to arena managers

Perform triage on ice schedule

Build January practice ice schedule

January: 20-40 hours

Send weekly ice schedules to arena managers

Perform triage on ice schedule

Build February practice ice schedule

Lock in game slots of District 11 and Minnesota Hockey tournaments and share with Tournament Director

February: 20-40 hours

Send weekly ice schedules to arena managers

Perform triage on ice schedule

Build March practice ice schedule

March: 15-30 hours

Send weekly ice schedules to arena managers

Perform triage on ice schedule

April, May: Little to no tasks

Appendix B

Non-Parent

Coach Policy

Board Approved 03.01.23 Starting with the 2023-2024 Season:

Coaching Reimbursement

MLAHA will reimburse ALL coaches for their USA Hockey fees. Coaches must submit proof of payment and proof of completion of the appropriate level\course(s) to the MLAHA Registrar and MLAHA Coach Development Director before January 1 of the current season in order to be eligible for reimbursement. The form for reimbursement request is found on the MLAHA website under Forms and Policies

Non-Parent Coaching Stipend

Bantam: Head Coach 1st year \$2000, 2nd year \$2500

Bantam Assistant: 1st year \$1000, 2nd year \$1250

PeeWee/1U2: Head Coach 1st year \$1500, 2nd year \$1750

PeeWee Assistant Coach: 1st year \$1000, 2nd year \$1250

Squirt/10U: Head Coach 1st year \$750, 2nd year \$1000

Tournaments: Standard hotel room cost at same hotel as team, meals \$50 a day.

Position Description:

Successful candidates will encompass:

- Proven experience in teaching and modeling character and responsible behavior
- Positive, high energy, and committed
- Partners well with parents, staff, community leaders etc.
- View success not just as winning, but as helping team members to reach goals
- Previous high level of playing or coaching experience

Key Areas of Responsibility:

- Ability to coach to in all aspects of hockey operations that include but are not limited to; practice planning, skill development, video review, practice and game schedule arrangements,
- Ability to engage with players and families appropriately on-ice and off-ice.
- Ability to commit to 3-4 practice/games a week on average, including some weekend availability due to tournaments
- Participate and collaborate across organization for player development opportunities
- Assist in all other facets of the MLAHA hockey program

