

AMENDED AND RESTATED

**BY-LAWS OF
MONTANA AMATEUR HOCKEY LEAGUE**

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ARTICLE I – NAME, AFFILIATION, AUTHORITY & EFFECTUATING CLAUSE

SECTION 1. NAME – The name of this corporation shall be "Montana Amateur Hockey Association." (hereinafter referred to as "MAHA") MAHA shall govern all USA Hockey amateur hockey in the State of Montana, youth through adults.

SECTION 2. AFFILIATION – MAHA shall be the USA Hockey sanctioned "Affiliate Association" governing the geographical area for the State of Montana.

SECTION 3. GRANT OF AUTHORITY – MAHA has been formed as the governing body for amateur ice hockey in the State of Montana pursuant to a grant of authority from USA Hockey.

ARTICLE II – OFFICES

The principal office of the corporation shall be located at any place either within or outside the State of Montana as designated in the corporation's most current Annual Report filed with the Montana Secretary of State. The corporation may have such other offices, either within or without the State of Montana as the board of directors may designate or as the business of the corporation may require from time to time.

The registered office of the corporation shall be located within the State of Montana and may be, but not need be, identical with the principal office (if located within Montana). The address of the registered office may be changed from time to time by the board of directors.

ARTICLE III – PURPOSES

SECTION 1. To register all members becoming participants of MAHA and USA Hockey such that all such registered member are "Registered Members" in good standing with USA Hockey.

SECTION 2. To conduct the affairs of MAHA in accord with and expressly adopting herein as a part here of the USA Hockey Additional Principles set forth in the "Affiliate Agreement" between MAHA and US Hockey, as By-Laws and official Policy. This By-Law shall be deemed amended automatically as may be stated in any amended or renewed "Affiliate Agreement" between MAHA and USA Hockey or as may be required in writing by USA Hockey to continue such grant of exclusive jurisdiction in full force and effect and in perpetuity.

SECTION 3. To encourage and improve the standards and conduct of ice hockey in the State of Montana. To encourage, assist and administer hockey in the development and growth of community and regional leagues, associations, programs and teams so that the sport is made available to more people in all levels of competition at the lowest possible cost.

SECTION 4. To develop and encourage sportsmanship and playing proficiency by all players and persons involved in the sport of ice hockey in the State of Montana.

SECTION 5. To affiliate with USA Hockey and encourage registration of all members not currently registered with MAHA at all levels of play with USA Hockey.

SECTION 6. To conduct ice hockey tournaments and to sanction teams to enter and participate in said tournaments.

SECTION 7. To communicate and cooperate with USA Hockey, other State and Official Associations so as to improve and promote the sport of ice hockey, both within and without the State of Montana.

SECTION 8. To do any and all acts necessary or desirable in the furtherance of the foregoing purposes and the sport of ice hockey. MAHA and its associations will follow the policies and guidelines set forth by USA Hockey, Inc.

SECTION 9. JURISDICTION – The Affiliate shall have full and final jurisdiction and authority over all amateur hockey related activities taking place within the State of Montana, and of any hockey related activities of those organizations belonging to this Affiliate as authorized by USA Hockey and under these By-Laws as provided under its USA Hockey Affiliate Agreement and the prevailing USA Hockey By-Laws, Rules and Regulations and Policies.

The term “amateur hockey” may be referred to in these By-Laws to be understood to mean any and all phases of the game of ice hockey, including but not restricted to games, tournaments and those groups and individuals who compose the members of MAHA.

ARTICLE IV – MEMBERS

SECTION 1. MEMBERSHIP – The members of MAHA shall comprise of all the amateur hockey associations that are in good standing, and its registered players, as defined in the By-Laws and Rules and Regulations, being headquartered in the State of Montana and such other teams as may be designated to be under the jurisdiction of MAHA as the sanctioned affiliate of USA Hockey and duly registered with MAHA. Associations will be hereinafter referred to as “Members”.

Application and acceptance. Membership in the corporation may be acquired by application; which must be accompanied by the prescribed fee. The board of directors reserves the right to refuse any membership application at its discretion. In acquiring membership, each new member shall express its willingness to comply with and adhere to the by-laws and rules and regulations of USA Hockey and the corporation. All members must be members in good standing with USA Hockey and, with the corporation.

Suspension or forfeiture. Membership shall be subject to suspension or forfeiture in the event of a failure to comply with any of the requirements of the by-laws, rules and regulations, and decisions of the board of directors of the corporation. Subject to its affiliation with USA Hockey, the corporation shall have full and final jurisdiction over its members as well as over the sport of amateur ice hockey in the State of Montana.

The board of directors reserves the right to refuse any membership application at its discretion, for failure to provide the Board with the following: team, association or league organizational documents or other documentation required by these By-Laws or Rules and Regulations. In the event the aforementioned documents do not comply with the By-Laws, Rules and Regulations, Operating Procedures, Playing Rules or decisions of the Board of Directors of MAHA and USA Hockey, membership may be denied.

An annual registration fee shall be established by the executive committee and Financial Committee for the Associations of MAHA. The Board of Directors shall establish the fee amounts of no less than \$100 per rostered team, and due October 1st of each year.

The registrar for MAHA will not provide any association any approved rosters until the registration fees have been paid for each team.

The discovery of any violation of the By-Laws, Rules and Regulations, or decisions of the Board of Directors of MAHA or USA Hockey, or comparable documents by a MAHA Affiliate or a Member Association or a registered player of MAHA, shall subject the offender to suspension by either the Suspension Committee or Rules and Ethics Committee, as the case may be. However, before any such action may be taken, the hearing procedures of such committees must be followed as established by the Board of Directors. MAHA will also follow any USA Hockey rule proposal(a) that are passed at Annual Meetings.

ARTICLE V – MEETINGS

SECTION 1. NUMBER OF MEETINGS

1. The Executive Committee shall meet once per month with the Executive Director. These meetings will be held via Zoom.
2. The full Board shall meet a minimum of two times per year. These meetings will be held in person.

SECTION 2. ANNUAL MEETING – The annual meeting of the members and Member Associations shall be held each year between May 1st and June 30th. This is for the purpose of electing directors and for the transaction of such other business as may come before the meeting. This meeting shall be held in person, with all voting members to be live in attendance, unless Proxy authorization has been provided in advance. This will be a mandatory meeting with a \$250 fine to each association that does not provide representation.

SECTION 3. SUMMIT MEETING – The Board of Directors will meet every October during the Pre-Season Development Camp weekend. This meeting shall be held in person, with all voting members to be live in attendance, unless Proxy authorization has been provided in advance. This will be a mandatory meeting with a \$250 fine to each association that does not provide representation.

SECTION 4. SPECIAL MEETINGS – Special meetings of the Member Associations may be called by the President or a majority of the Board of Directors.

SECTION 5. PLACE OF MEETINGS – The President or Board of Directors may designate any place within the State of Montana as the place of meeting for any Annual Meeting or for any Special Meeting.

SECTION 6. NOTICE OF MEETINGS – Written email notification shall constitute proper notice stating the place, day and hour of the meeting, and in case of a special meeting, the purpose for which the meeting is called. This shall be delivered no less than seven days before the date of the meeting to each Member Association entitled to vote at such meeting. Such notice shall be deemed to be delivered when sent to the email address provided by the Member Association for the records of MAHA.

SECTION 7. REPORTS – Any officer, section leader or committee needing to provide a report to the Board will submit such report in writing to the MAHA Secretary at least 30 days prior to the meeting date. A summary of the report will be orated at the meeting and questions answered.

SECTION 8. PROPOSALS – Any and all proposals and/or agenda items needing Board approval shall be submitted to the MAHA Secretary at least 30 days prior to the meeting date. The Secretary will forward all reports to the full Board at least 25 days prior to the meeting date. This will allow voting members the opportunity to review and discuss with their local Board before voting.

SECTION 9. QUORUM – At any meeting of this Affiliate, the presence of 2/3 majority of the dully elected Directors at the meeting shall constitute a quorum. In the absence of a quorum, any regular or special meeting of this Affiliate may be adjourned by the President without notice other than announcement thereof at the meeting, until a quorum is formed. Once a quorum has been formed at any regular or special meeting of this Affiliate, the Directors remaining in attendance may continue to transact business until adjournment, notwithstanding the departure of enough Directors to leave less than a quorum.

ARTICLE VI – VOTING

SECTION 1. VOTING RIGHTS – Each Association member entitled to vote, shall be entitled to one vote upon each matter submitted to a vote at a meeting of members. The Member

Associations vote shall be cast by either the President or Registrar of the Member Association listed on the official MAHA Registration Form, unless another representative has been designated, in writing, by the member association, provided, however, such designee must be associated or affiliated with the same association. Other voting members will be the Adult Director, Vice-President and Secretary. In the event of a tie vote, the President will cast the tie breaking vote. No voting member shall serve in more than one voting position. Voting positions will not be filled by USA Hockey/Northern Plains District appointees or compensated MAHA positions. Voting members may assign a proxy by emailing any MAHA Board officer prior to the meeting.

SECTION 2. VOTING DISPUTES – At any meeting of the members, any question or dispute relating to the validity or result of any vote shall be submitted to the incumbent Board of Directors for a determination and the decision of the majority of the Board present, provided a quorum of the Board is present, shall be binding on all parties.

SECTION 3. VOTING – Voting on any question or in any election shall be via voice. All votes shall be a matter of public record. Each Member Association shall receive one (1) vote for each matter submitted to a vote at a meeting of members. Meetings via Zoom, or other electronic means, will be made by voice with a ye or nay. If there are any nay votes, a roll call vote may be needed.

ARTICLE VI – DIRECTORS

SECTION 1. GENERAL POWERS – The business and affairs of MAHA shall be managed by the President and Executive Committee, with the guidance of the Board of Directors.

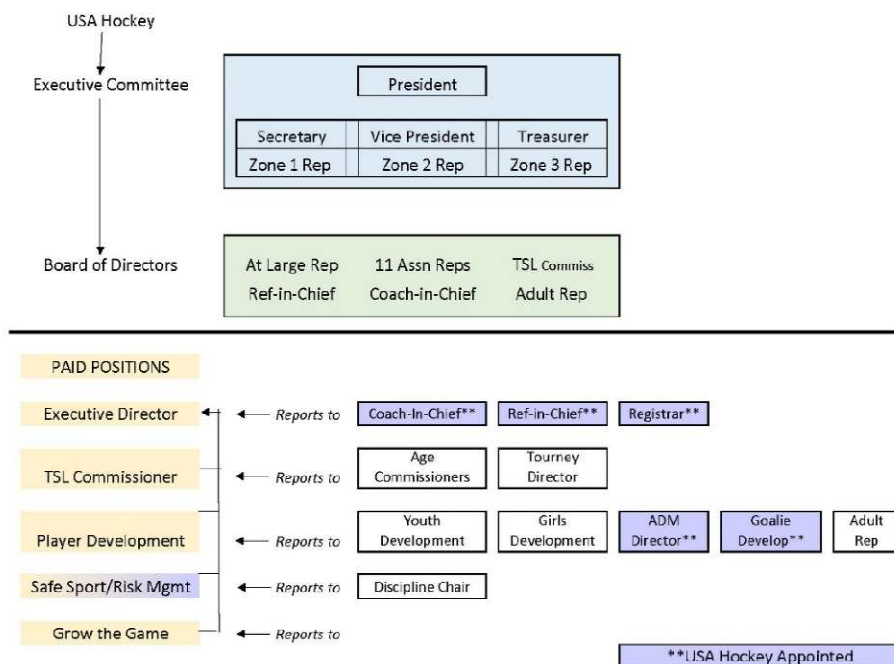
SECTION 2. SPECIFIC POWERS – The Board of Directors shall determine what is in the best interests of amateur ice hockey and shall have the authority to develop, implement and enforce rules, policies, procedures, incentives and penalties that advance those interests. The fundamental direction of MAHA is set by the Board. The Executive Committee is the executor of their policies and procedures.

Furthermore, the MAHA Board of Directors shall have the authority to name, at its discretion, one or more President Emeritus or Director Emeritus in recognition of outstanding service to this Affiliate. Emeritus shall continue to be non-voting members of this Board of Directors and eligible for all committee appointments by the President.

SECTION 3. NUMBER, TENURE AND QUALIFICATIONS – Board of Directors: The number of Association Director positions shall consist of the local Association President (Association in Good standing) or a locally appointed Association Representative, Adult Director, MAHA Vice-President and MAHA Secretary. A member cannot sit on the Board of Directors in two different voting positions.

In addition to the Directors listed above, other members of the Board shall include: the immediate past president of MAHA, USA Hockey Appointed positions, Age Specific Commissioners and other MAHA section leaders. See table on for MAHA structure. The President may also appoint as many non-voting members to the Board as the President deems necessary.

The Executive Committee will consist of the four Executive Officers plus three (3) Zone Representatives. (See appendix A for more on zone reps)



(Note – as of 31 May 2025, this table is obsolete. A new one will be inserted upon finalizing strategic planning.)**

SECTION 4. MANNER OF ACTING – The act of the majority of the Directors present at a meeting at which a quorum is present shall be the act of the Board of Directors.

SECTION 5. OTHER DUTIES – The Board of Directors shall hear and rule on appeals from any of the corporation committees, and shall resolve any and all disputes within the corporation.

SECTION 6. REMOVAL OF A DIRECTOR – Local directors may be removed only by the members of the Local Association which elected such director.

ARTICLE VII – OFFICERS

(This section will likely be updated during the Strategic Planning process starting summer 2025.)

SECTION 1. NUMBER – The officers of MAHA shall be a President, Vice President, Treasurer and Secretary, and such other officers as may be elected or appointed by the Board of Directors

SECTION 2. ELECTION AND TERM OF OFFICE – The officers of the corporation shall be elected by the Board of Directors, and shall be elected for 3-year terms. Elections shall be held at the Annual Meeting.

If the election of officers shall not be held at the annua meeting, such election shall be held as soon thereafter as is convenient. Each officer shall hold office until a successor has been duly elected and has qualified or until he or she resigns or is removed. In the event of resignation or removal of the President, the Vice-President will immediately fill the vacancy. In the event of the resignation or removal of the Vice-President, Treasurer or Secretary, the President shall nominate a replacement for approval of the full Board.

Position	Term of Office Begins			
President	2021	2024	2027	2030
Vice-President	2020	2022	2025	2028
Secretary	2021	2024	2027	2030
Treasurer	2020	2022	2025	2028
Zone 1 Rep	2021	2022	2025	2028
Zone 2 Rep	2021	2023	2026	2029
Zone 3 Rep	2021	2024	2027	2030

SECTION 3. DUTIES – The officers shall have such duties, in addition to those expressed herein, as the Board of Directors shall specify from time to time. If the presidency switches before the USA Hockey Annual Congress takes place, the new President will not officially begin the presidency until July 1, this way the outgoing President and incoming President can attend the USA Hockey Annual Congress and a transition of the presidency can effectively take place.

SECTION 4 . RESIGNATION/REMOVAL – Any officer or agent elected or appointed by the Board of Directors may be removed by a two-thirds (2/3) vote of the entire Board of Directors whenever in its best judgment, the best interests of MAHA would be served.

SECTION 5. EXECUTIVE COMMITTEE JOB DESCRIPTIONS

PRESIDENT

The President will be elected by the Board of Directors, and shall serves as chair of the Executive Committee.

The President shall perform such duties and have such powers as are usual to the office of a corporate president including the following:

1. To preside over all meetings of the Association, the Board of Directors and the Executive Committee at which this person is present.
2. The power to call special meetings of MAHA, at this person's discretion.
3. To adopt and determine questions arising from emergencies not provided for in the Applicable Rules and Regulations upon proper notice to the Executive Committee and the Board of Directors at their next meeting.
4. To attend and represent MAHA at other ice hockey meetings including USAH meetings.
5. To fill vacancies among the officers subject to approval of the Executive Committee.
6. To provide to the Executive Director of USA Hockey an annual financial report of operations as furnished to the President by the Treasurer of MAHA.
7. To be available for any USA Hockey audits as necessary.
8. To provide the Executive Director of USA Hockey a written annual report which shall include all such information required by USA Hockey, including, but not limited to, information concerning all dues, fees and assessments to MAHA members on or before May 1 of each year.
9. To serve as an ex-officio member of all standing committees unless this person otherwise qualifies to be a member of any such committee.
10. Such other duties as shall be reasonably required under these By-Laws and the applicable Rules as amended.
11. The Executive Director reports directly to the President and the President informs the Executive Committee of decisions.

At the conclusion of a Presidents tenure, a parting honorarium will be given to the President. This honorarium will be up to one hundred dollars for each year of service to MAHA not to exceed five hundred dollars. The honorarium will be up to the MAHA Board of Directors to approve.

VICE PRESIDENT

The Vice-President will be elected by the Board of Directors.

The Vice-President shall perform such duties and have such powers as are usual to the office of a corporate Vice-President including the following:

1. In the absence of the President, shall have the duties and powers of the President.
2. To perform such other tasks as shall from time to time be delegated by the President and/or the Executive Committee.
3. Act as chair of the MAHA Discipline Committee and as the Discipline Director.
4. Serve as a member of the Executive Committee.
5. File applications for USA Hockey Foundation grant money and approve applications to local associations as needed for this money.
6. Attend all MAHA meetings.

TREASURER

The Treasurer will be nominated by the President and then elected by the Board of Directors.

The Treasurer will report to the President and Executive Director.

The Treasurer shall perform such duties and have such powers as are usual to the office of a corporate Treasurer, and shall personally perform and/or delegate to and supervise the MAHA administrative personnel in performing the following:

1. Serve as a member of the Executive Committee.
2. Serve as a member of the Finance Committee.
3. Receive and deposit all funds paid to MAHA into the appropriate MAHA account(s).
4. Approve expenditures.
 - a. The Treasurer and President are the individuals who can approve expenditures with the exception of expenses over \$10,000 which require approval from the Finance Committee prior to purchase with confirmation of approval sent to both the Treasurer and President.
5. Write Checks.
6. Prepare monthly reports of activity in the MAHA accounts.
7. Prepare the annual Treasurer's report.
8. Provide the President an annual financial report of operation that shall be furnished to the Executive Director of USA Hockey.
9. Provide for the continuance of coverage under the general liability insurance policy maintained by USA Hockey and to obtain additional insurance coverage if deemed necessary by the Executive Committee of MAHA. Any such additional coverage will be at the expense of MAHA with US Hockey as an additional insured thereof.
10. Maintain in full force and effect at all times Directors' and Officers' liability insurance that names USA Hockey as an additional insured thereunder.
11. File all necessary federal, state and local governmental forms to maintain the 501(c)(3) tax-exempt status of MAHA.
12. Cooperate with USA Hockey if the event MAHA is included in a group exemption letter.
13. Attend all MAHA meetings.

SECRETARY

The Secretary will be nominated by the President and then elected by the Board of Directors.

The Secretary will report to the MAHA President and Executive Director.

The Secretary shall perform such duties and have such powers as are usual to the office of a corporate Secretary including the following:

1. Provide notice of the Annual Meeting and other important information to the officers, members of the Board of Directors, and general membership.
2. Keep, publish and maintain minutes of the Annual Meeting and other meetings of the Board of Directors in a timely fashion.
3. Oversee annual distribution of copies of the latest MAHA By-Laws, Rules and Regulations, and all amendments thereto, copies of which shall also be reasonably available upon request.

4. Maintain and oversee the MAHA Google drive.
5. Ensure all forms are updated and distributed annually.
6. Maintain and track dates of all MAHA events and meetings.
7. Be custodian of corporate records and the seal of MAHA.
8. Maintain a current list of names, post office addresses, email addresses and telephone numbers for all Affiliate and Association members of MAHA.
9. Make all meeting arrangements for MAHA meetings.
10. Attend all MAHA Meetings.
11. Serve as a member of the Executive Committee.

EXECUTIVE DIRECTOR

The Executive Director will report directly to the MAHA President and the Executive Committee. The President will directly oversee the Executive Director.

The following positions report to the Executive Director:

1. TSL Commissioner
2. Player Development Director
3. Disabled Director
4. DEI Director
5. Grow the Game

Responsibilities will include, but are not limited to:

1. Financial
 - a. Working with the finance committee to develop an annual budget
 - b. Work with the Treasurer regularly on financial issues.
 - c. Find new and creative ways to raise money for MAHA.
2. Youth, Girls and Adult Hockey
 - a. Responsible for all aspects of youth, girls and adult hockey in Montana.
 - b. Work with the Grow the Game Director to establish growth of hockey in Montana.
 - c. Meet with the TSL Commissioner at least once per month to ensure all TSL business is being addressed.
 - d. Meet with the Player Development Director at least once per month to ensure development of all Montana players.
 - e. Meet with Safe Sport and Risk Manager at least once per month to ensure all matters for this position are or will be resolved.
 - f. Meet with the Adult Director at least once per month to ensure adult hockey in Montana remains active and growing.
 - g. Work with the Disabled Hockey Director to develop and implement a disabled hockey program in Montana.
3. Associations
 - a. Work with each association to assist in finding solutions to their issues.
 - b. Provide assistance in developing growth strategies.
 - c. Visit each Association annually.

4. Meetings
 - a. Provide monthly report to the Executive Committee
 - b. Provide a quarterly report to the Board of Directors
5. Evaluations and Compensation
 - a. An annual employment review shall be conducted by the Executive Committee.
 - b. The Executive Committee will develop a list of questions that will be used to adequately gauge performance.
 - c. All Executive Committee members and one representative of each association shall be asked to complete the questionnaire.
 - d. Results will be reviewed by the Executive Committee and summarized for presentation to the Executive Director by two members of the Executive Committee.
 - e. Compensation adjustments will be determined during the evaluation process.

See **Appendix A** for other Members of the Board job descriptions.

ARTICLE VIII – COMMITTEES

SECTION 1. STANDING COMMITTEES – the President shall designate and appoint the membership for the following committees.

1. Adult Committee
2. Communications Committee
3. Disciplinary/Dispute Committee
4. Finance Committee
5. Girls Growth Committee
6. High Performance (Player Development) Committee

Members of these standing committees will be appointed by the President with endorsement of the Board of Directors. No one individual shall serve on more than three (3) committees at the same time. The MAHA President shall have the absolute right at his or her discretion to appoint one person of his/her choosing to each standing committee who shall be neither an officer or director of any Association or league. The MAHA Vice-President shall preside as the chair of the Discipline/Dispute Committee.

The members and duties of each standing committee shall be as set forth in APPENDIX B hereto. As a minimum, one or more Directors shall serve on each Standing Committee. Both the MAHA President and the Executive Director shall also serve as ex-officio members of each standing committee, if not otherwise appointed to the committee, shall not vote nor shall his/her presence be counted for purposes of determining a quorum when serving in an ex-officio capacity. The MAHA President shall serve as a liaison between the committees and the Board of Directors.

The Board of Directors with direction of the Executive Committee may at any time, establish such other Standing Committees as it shall deem desirable or necessary. Members of such

other standing committees shall be appointed by the President with endorsement from the Board of Directors. Such standing committees shall have the authority and shall perform the duties prescribed from time-to-time by the Board of Directors.

Any standing committee member who is unable or unwilling to complete his/her term of service for which the member was appointed shall be replaced by an appointment of the President with endorsement of the Board or Directors. Unable or unwilling status will be defined by missing three consecutive meetings and/or verbal or written request of the member to be removed from the committee.

Any standing committee member may be removed from the committee by a 2/3 vote of the Board of Directors, whenever, in the Board's judgement, the best interest of MAHA would be served thereby, but such removal shall be without prejudice to subsequent re-appointment or appointment to another standing committee.

The objectives, programs, budgets and fees proposed by each standing committee shall be subject to the approval by majority vote of the full MAHA Board.

Nothing herein should be construed that the standing committees are to be organized in an identical manner of that the objectives and programs of the standing committees will be the same. At a minimum, each standing committee will have a Chairperson and a Secretary.

All committee meeting dates will be provided in advance to the MAHA Secretary to be posted the Board of Directors calendar. All proceedings of standing committees shall be recorded and minutes of the meetings posted to the MAHA Google drive within seven (7) days of session or meeting.

Each standing committee shall be allowed to place items on the agenda of the MAHA Board of Directors meetings under their respective committee to be voted on as any other agenda item in the prescribed manner.

See **APPENDIX B** for Standing Committee duties and responsibilities.

ARTICLE IX – CONTRACTS, LOANS, CHECKS AND DEPOSITS

SECTION 1. CONTRACTS – The Board of Directors may authorize any officer or officers, agent or agents, to enter into any contract or execute and deliver any instrument in the name and on behalf of MAHA, and such an authority may be general or confined to specific instances.

SECTION 2. LOANS – No loans shall be contracted on behalf of MAHA and no evidences of indebtedness shall be issued in its name unless authorized by a resolution of the Board of Directors. Such authority may be general or confined to specific instances.

SECTION 3. CHECKS, DRAFTS, ETC. – All checks, drafts or other orders for the payment of money, notes or other evidences of indebtedness issued in the name of MAHA shall be signed by such officer or officers, agent or agents of MAHA and in such manner as shall from time to time be determined by resolution of the Board of Directors.

SECTION 4. DEPOSITS – All funds of MAHA not otherwise employed shall be deposited from time to time to the credit of MAHA in such banks, trust companies or other insured depositories as the Board of Directors may select.

SECTION 5. ANNUAL INDEPENDENT FINANCIAL REVIEW – At such time at the annual budget shall exceed \$25,000 per year, an independent financial review will be conducted at the conclusion of each fiscal year, and will be available for inspection by member organizations. In any event, the Treasurer shall prepare an annual report for inspection by the member organizations which shall be made available to them upon a 10-day written request.

ARTICLE X – FISCAL YEAR

The fiscal year of MSHA shall begin on the first day of July each year and end on the last day of June each year.

ARTICLE XI – SEAL

The Board of Directors may provide a corporate seal which may be circular in form and have inscribed thereon any designation including the name of the corporation, the state of incorporation, and the words “Corporate Seal”.

ARTICLE XII – WAIVER OF NOTICE

Whenever any notice whatever is required to be given under the provisions of the Article of Incorporation or under the provisions of the General Nonprofit Corporation Act of the State of Montana, a waiver thereof in writing signed by the person or persons entitled to such notice, whether before or after the time slated therein, shall be deemed equivalent to the giving of such notice.

ARTICLE XIII – DISPUTE RESOLUTION PROCEDURE/HEARINGS/FINANCIAL OBLIGATIONS

SECTION 1. DISPUTE RESOLUTION PROCEDURE – USA Hockey has established a “Dispute Resolution Procedure”, currently set forth in USA Hockey By-Law 10, Paragraph F, entitled “Arbitration”. MAHA hereby adopts such By-Laws herein, as may be amended from time to time. It is the purpose of such administrative procedure to provide a full and complete substitute for any court proceeding for matters governed by the USA Hockey Dispute

Resolution Procedure. NOTICE IS HEREBY GIVEN that failure to follow and abide by said Dispute Resolution Procedure shall subject a party, and any person for entity participating with r aiding such party to liability for Costs and attorney's fees, the value of volunteer time and immediate suspension and/or disqualification from membership in USA Hockey or any of its Affiliate Associations. NOTICE IS HEREBY GIVEN TO REVIEW THE USA HOCKEY ANNUA GUIDE FOR THE SPECIFIC DETAILS OF THE DISPUTE RESOLUTION PROCEDURE IN EFFECT FROM TIME TO TIME.

SECTION 2. HEARINGS – Hearings on matters arising pursuant to the Dispute Resolution Procedure or these By-Laws shall be conducted in accord with the minimal standards set forth in the USA Hockey Annual Guide, as in effect from time to time. Specific procedures shall be established as necessary by the Board of Directors and set forth in the Operating Procedures of MAHA. MAHA and its associations will follow the policies and guidelines set forth by USA Hockey, Inc.

ARTICLE XIV – IRS 501(C)(3) EXEMPT STATUS & MAHA DISTRIBUTION OF ASSETS

The assets of MAHA are permanently dedicated to exempt purposes within the meaning of Section 501(c)(3) of the Internal Revenue Code of 1954 (or corresponding provisions of future laws). MAHA shall not be operated for pecuniary profit and shall have no capital stock and shall make no distribution of dividends to its members, directors, officers or persons having a private interest in the activities of the corporation.

In the event the MAHA is dissolved, the Board of Directors shall pay, satisfy and discharge all liabilities and obligations of MAHA or make adequate provisions therefore and distribute all remaining assets of MAHA to an organization or organizations engaged in activities substantially similar to those of MAHA and organized and operated exclusively for charitable, educational, religious or scientific purpose as shall at that time qualify as an exempt organization under Section 501(c)(3) of the Internal Revenue Code of 1954 (or corresponding provisions of future laws).

ARTICLE XV – AMENDMENTS

The By-Laws may be altered, amended or repealed and new By-Laws may be adopted at any meeting of MAHA by a two-thirds vote of all the voting members who are represented at the meeting, provided each proposed amendment must first be submitted to the President, who, with the rest of the Board of Directors shall, before presentation for consideration by the membership, decide whether or not to recommend tis adoption at the next annual or special meeting. No amendment shall be eligible for presentation at a meeting unless it shall have been submitted by a Member Association to the President at least 30 days prior to such a meeting or published by the Board of Directors at least 14 days prior to such a meeting. Any amendment submitted be a Member Association in accordance with this By-Law shall be published by the Board of Directors at least 14 days prior to such a meeting.

ARTICLE XVI – CONFIDENTIALITY POLICY

SECTION 1. NONDISCLOSURE POLICY – Each Responsible Person (defined below) shall exercise care not to disclose confidential information acquired in connection with such status, the disclosure of which might be averse to the interests of Montana Amateur Hockey Association (MAHA). No responsible Person shall use confidential information for his or her personal gain.

SECTION 2. POLICIES – For the purposes of this policy, a “Responsible Person” is any person who holds one or more of the following positions with MAHA or with an entity that controls, is controlled by, or is under common control with MAHA: Director, Director Emeritus, Officer, Member of a council, committee or similar body, Member of the MAHA staff, Member of a task force or other similar ad hoc committee, Member of a hearing or appeal panel regarding a disciplinary matter, or any other person determined by the President of MAHA to be subject to this policy,.

SECTION 3. TYPES OF CONFIDENTIAL INFORMATION – The following types of information received by a Responsible Person in the performance of his or her responsibilities as a Responsible Person shall be treated as confidential unless otherwise determined by the Board of Directors of MAHA.

1. Information regarding the appointment or termination of employees
2. Employee evaluations and compensation
3. Information about contractual relationships with third parties
4. Financial information
5. Membership date, including any identifying or contact information for any member of MAHA, or with MAHA records or databases

The foregoing is not intended be a complete list of all types of information that may be considered confidential.

SECTION 4. FAILURE TO COMPLY – Any Responsible Person who fail to comply with the provisions of this confidentiality policy shall be subject to such sanctions or other action by MAHA pursuant to MAHA By-Laws. Any other person who is subject to this policy and who fails to comply with it shall be subject to discipline, termination of employment, or such other sanction as MAHA determines is appropriate.

Each Responsible Person must also be familiar with and comply with any applicable state or federal law with respect to protection of private information.

ARTICLE XVII – CONFLICT OF INTEREST POLICY

SECTION 1. Conflicts of interest have the potential to cause legal problems as well as embarrassment for Montana Amateur Hockey Association (MAHA). While conflicts of interest

are not prohibited, they must be duly considered by an appropriate body or party of MAHA based on disclosures as required by MAHA. This Conflicts of Interest Policy ("Policy") is intended to help directors, officers, employees, members of councils, committees and similar bodies, and certain other persons identify situations that present possible conflicts of interest and to provide MAHA with procedures whereby potential conflicts may be reviewed by an appropriate body or party of MAHA.

Conflicts of interest exist where an individual's activities or relationships present the potential for improper personal gain or advantage, or an adverse effect on the interests of MAHA. It is impossible to list every circumstance giving rise to a conflict of interest; however, this Policy will serve as a guide to the types of circumstances that create conflicts of interest. Because the nature of the business of MAHA requires great public respect for and trust in the reputation and integrity of MAHA, and because MAHA operates in the public spotlight, MAHA is expected to conduct its affairs in a manner consistent with high ethical principles. MAHA correspondingly requires Responsible Persons (as defined below) to act in the same manner. It is recognized that many persons serving in paid, volunteer and other roles with MAHA may also have volunteer, employment, management, ownership and other relationships with other entities involved in hockey that give rise to fiduciary duty to MAHA and must always act in the best interests of MAHA. If a conflict exists, then the Responsible Person has a primary fiduciary duty to MAHA and must always act in the best interests of MAHA. If a conflict exists, then the Responsible Person must recuse themselves from involvement in the matter. Recognizing that conflicts of interest arise, this Policy is intended to preserve the integrity of the decisions and actions taken by MAHA.

SECTION 2. DEFINITIONS – as used in this Policy, the following capitalized terms shall have the meanings indicated.

1. AGENT refers to a person serving as director, officer, agent, partner, associate, trustee, personal representative, receiver, guardian, custodian, conservator or other legal representative of an entity or individual.
2. BOARD is the Board of Directors of MAHA.
3. TRANSACTION is any contract, transaction, agreement or relationship involving the sale or purchase of goods, services, or rights of any kind, the providing or receipt of a grant or loan, or the establishment of any other financial relationship with MAHA or a related organization.
4. CONTROL exists if an entity or individual either (i) owns, directly or indirectly, at least fifty percent (50%) of the equity ownership of another entity, or (ii) has the right, directly or indirectly, to direct or cause the direction of the management and policies of another entity, whether through the ownership of voting interests, by contract, or otherwise.
5. FAMILY MEMBER is a spouse, parent, child or a spouse of a child, brother, sister or spouse of a brother or sister, of a responsible person.

6. RELATED ORGANIZATION is an entity that controls, is controlled by, or is under common control with MAHA.
7. RESPONSIBLE PERSON is any person who holds one or more of the following positions with MAHA, or a related organization: Director; Director Emeritus; officer; member of a council, committee or similar body; member of MAHA staff, member of a task force or other similar ad hoc committee; member of a hearing or appeal panel regarding a disciplinary matter, or any other person determined by the President of MAHA to be subject to this policy.

SECTION 3. EXISTENCE OF A CONFLICT OF INTEREST – A “Conflict of interest” or “Conflict” exists when a Responsible Person’s activities or interests, whether direct or indirect, interfere with, influence, or have the potential to interfere with or influence his or her responsibilities in any material respect on behalf of MAHA, or undermine the interests of MAHA provided, however, where a responsible person has a financial interest (regardless of the materiality of the financial interest) in a transaction, a potential conflict of interest may exist. This definition of conflict of interest is intended to be interpreted broadly because the appearance of impropriety can be just as damaging as actual impropriety.

Therefore, a conflict of interest exists whenever the public may reasonably infer from the circumstances that there is or could be such a conflict.

Conflicts of interest include, without limitation, the following types of circumstances and related examples, which are presented for illustration purposes and are not intended to be an exhaustive list of all potential conflict of interest.

1. When MAHA is considering entering into a Transaction with a responsible person or family member.
Example: Approval of the Board of Directors is sought for an agreement for the provision of consulting services by a director of MAHA.
2. When MAHA is considering entering into a Transaction with an entity (other than a related organization) or individual in which a responsible person or family member has a financial interest or is an agent.
Example: Approval of the Finance Committee of MAHA is sought for a banking relationship with a company of which a MAHA director is the Vice-President.
3. When a responsible person engages in activities competing with MAHA or a related organization, including in the provision of service for, or in any other transaction or arrangement with a third party.
Example: An officer of MAHA agrees with a national governing body other than USA Hockey to promote the other national governing body in negotiations with potential sponsors or licensees.
4. When a responsible person has a financial interest in an entity or individual that competes with MAHA or a related organization, including in the provision of services for, or in any other transaction or arrangement with, a third party

Example: The spouse of an officer of MSHS works for, or is an investor in, a company that competes with MAHA or a related organization, or in a company that provides services to a company that competes with MAHA or a related organization.

5. When a responsible person accepts gifts, excessive entertainment or other favors from any individual or entity that does, or is seeking to do, business with MAHA or a related organization, if it might be concluded that such action was intended to influence or might influence or the responsible person in his or her duties to MAHA. This does not preclude the acceptance of items of nominal or insignificant value that are clearly tokens of respect or friendship and not related to any actual or potential transaction or activity of MAHA or a related organization.

Example: The chair of the Finance Committee of MAHA is offered free use of a lake home belonging to the President of an organization that has a financial proposal under review by MAHA.

6. When a responsible person has a financial interest, or is an Agent of an organization that is reasonably likely to be impacted (financially or otherwise) by an action or decision made by the responsible person in his or her capacity acting on behalf of MAHA.

Example: A committee member who works for a league, program or other organization is called upon to vote or make a decision on a matter materially impacting the league, program or other organization.

Example: A director working or volunteering for a Tier program serves on a committee for determining whether to grant Tier status to competing programs.

7. When a responsible person's activities or interests, whether direct or indirect, interfere with, influence, or have the potential to interfere with or influence his or her responsibilities on behalf of MAHA or undermine the interests of MAHA.

Example: A director has a significant client that owns or operates a facility being considered as the host of an organization's event.

Example: An officer serves on a hearing panel or appeal panel involving discipline against a member of the officer's program.

SECTION 4. POLICIES AND PROCEDURES – The procedures set forth below are designed to help responsible persons identify situations that present potential conflict of interest and to provide MAHA with a procedure for independent review and, when appropriate, approval of a circumstance in which a responsible person has or may have a conflict of interest. The policy is intended to comply with the procedure prescribed in MCA Section 35-2-441, which governs conflicts of interest for directors of non-profit corporations.

REPORTING CONFLICTS OF INTEREST

Prior to Board, Executive Committee or other action on a matter involving a conflict of interest (including any decision or any transaction), a responsible person who believes he or she has a conflict of interest shall disclose all facts material to the conflict of interest as follows:

1. In the case of Board or Executive Committee action, to the President

2. In the case of action by a council, committee, task force, other ad hoc committee, or hearing or appeal panel, to the applicable chair (for example, a member of a committee who believes that he or she has a conflict of interest shall report the matter to the chair of the committee.
3. In the case of action by MAHA staff, to the President

Such disclosure shall be made by the person with the conflict prior to or at the meeting. The individual to whom the disclosure is made shall report the disclosure at the meeting prior to consideration of the matter involving the conflict, and the disclosure shall be reflected in the minutes of the meeting. If the person having the conflict of interest is the President, then the required disclosure shall be made to, and the required report shall be made by a Vice-President or another office of MAHA.

For any other conflicts of interest not described above, the responsible person who believes he or she may have a conflict of interest shall disclose to the President the facts relating to the potential conflict of interest.

A responsible person with a conflict of interest shall refrain from any action that may affect MAHA's participation in the subject transaction or other decision or action of MAHA, and shall not attempt to exert his or her personal influence regarding the matter.

Individuals or bodies of MAHA with questions about procedures for disclosure and review of conflicts of interest may seek advice from designate legal counsel for MAHA, who may answer such question or refer such question to a member of MAHA or other designee.

UNREPORTED CONFLICTS OF INTEREST

At the direction of the President or designated legal counsel for MAHA, MAHA may review any matter to be considered by the Board, or a council, committee, task force, other ad hoc committee, hearing or appeal panel or other body of MAHA to determine whether a responsible person has a conflict of interest, and if it is determined that a conflict exists, the conflict-of-interest procedures herein shall apply.

REVIEW OF CONFLICTED TRANSACTIONS

For matters in which a responsible person has a conflict of interest, the Board, Executive Committee, council, committee, task force, other ad hoc committee, hearing or appeal panel, or other body of MAHA, as applicable, shall review each conflict of interest that is reported to it, and may approve the matter if the material facts as to the matter and the conflict of interest are fully disclosed or known to the body considering the matter and the body approves the matter in good faith by the affirmative vote (without counting the person(s) with the conflict) of a majority of the disinterested members of the body at the meeting, even though the disinterested members constitute less than a quorum for such meeting.

A responsible person who believes he or she has a conflict of interest may participate in the body's discussion of the matter if they have disclosed the material facts related to the conflict and all parties related to the subject of the matter are present or represented; provided

however, the chair of the body considering the matter may provide an opportunity for the body to discuss the matter without the person with the conflict of interest present. The person with a conflict of interest may not vote on the subject matter. The chair has the power to require the interested person to leave the room while the vote is taken and/or during deliberations. The minutes of the meeting of the body reviewing conflict of interest and making a decision on the underlying matter shall reflect (1) the matter under consideration, (2) the responsible person with a conflict of interest, (3) the responsible person's ineligibility to vote and/or absence from the meeting during any discussion or vote, and (4) the decision of the body on the matter under consideration.

For all other conflicts of interest, the President shall determine whether the conflict of interest should be reported to or acted on by the Board or other body of MAHA. The President may also determine whether review and resolution of a conflict of interest should be handled by another party or body of MAHA, including a special committee designated by the President. In each case, the President may direct and address review and resolution of the matter in the President's discretion and shall make a written record of the disclosure of the conflict of interest and related decision on referral of the matter.

QUESTIONS

If it is not clear whether a conflict of interest exists, then a responsible person with a potential conflict shall disclose the circumstances to the President, who shall determine whether there exists a conflict of interest that is subject to this Policy.

Individuals or bodies of MAHA with questions about procedures for disclosure and review for conflicts of interest may seek advice from the organization's designated legal counsel, who may answer such question or refer such question to a member of MAHA or other designee.

See MAHA website for conflict-of-interest form to be signed by MAHA Board members. This form is to be submitted into MAHA Secretary by the MAHA Annual Meeting. In the event the MAHA Secretary position is vacant, this form will be submitted to the MAHA President.

ARTICLE XVII – WHISTLE BLOWER POLICY

This Whistleblower Policy of MAHA, USA Hockey encourages directors, MAHA members, and volunteers to come forward with credible information on illegal practices or serious violations of adopted policies of MAHA. Specifically, that MAHA will protect the person retaliation.

SECTION 1. ENCOURAGEMENT OF REPORTING – MAHA encourages complaints, reports or inquiries about illegal practices or serious violations of MAHA policies, including illegal or improper conduct by MAHA itself, by its leadership, or by others on its behalf. Appropriate subjects to raise under this policy would include financial improprieties, accounting or audit matters, ethical violations, or other similar illegal or improper practices or policies. Other subjects on which MAHA has existing compliant mechanisms should be addressed under those

mechanisms. This policy is not intended to provide a means of appeal from outcomes in those other mechanisms.

SECTION 2. PROTECTION FROM RETALIATION – MAHA prohibits retaliation by or on behalf of MAHA against directors, MAHA Members and/or volunteers for making good faith complaints, reports or inquiries under this policy or for participating in a review or investigation under this policy. The protection extends to those whose allegations are made in good faith but prove to be mistaken, MAHA reserves the right to discipline persons who make bad faith, knowingly false, or vexatious complaints, reports or inquiries or who otherwise abuse this policy. As far as possible, the confidentiality of the whistleblower will be maintained. However, identity may have to be disclosed to conduct a thorough investigation, to comply with the law and to provide accused individuals their legal right of defense.

SECTION 3. WHERE TO REPORT – Complaints, reports or inquiries may be made under this policy on a confidential or anonymous basis. They should describe in detail the specific facts demonstrating the basis of the complaint, report or inquiry. They should be directed to the MAHA President immediately. If the implicated is the President, it should be directed to either the MAHA Vice-President or another MAHA officer. MAHA will conduct a prompt, discreet and objective review or investigation. Directors, MAHA members or volunteers must recognize that MAHA may be unable to fully evaluate a vague or general complaint, report or inquiry that is made anonymously.

ARTICLE XVIII RECORD RETENTION POLICY

MAHA shall retain records in an orderly fashion for time periods that comply with legal and government requirements.

Record Retention Guidelines: The following holding periods shall be used for the maintenance of the documents listed below.

Accounting Records

Accounts Payable	7 Years
Accounts Receivable	7 Years
Audit Report	Permanent
Chart of Accounts	Permanent
Depreciation Schedules	Permanent
Expense Reports	7 Years
Financial Statements (annual)	Permanent
Fixed Asset purchases	Permanent
General Ledger & General Journal	Permanent
Loan Payment Schedules	7 Years
Purchase Orders	7 Years
Requisitions	3 Years
Tax Returns & Working Papers	Permanent
Trial Balance (annual)	Permanent

Bank Records

Bank Reconciliations	3 Years
Bank Statements	7 Years
Cancelled Checks	7 Years
Checks for Capital Purchases	Permanent
Electronic Payment Records	7 Years
Petty Cash Vouchers	3 Years

Corporate Records

Board Minutes	Permanent
By-Laws, Charter, Articles of Incorporation	Permanent
Licenses	Permanent
Contracts – Major	Permanent
Legal and Tax Correspondence	Permanent
Contract	Life + 4 Years
Insurance Policies, Accident Claims	Life + 4 Years

MAHA shall establish a cloud-based storage retention program for record retention. This cloud-based platform will be with Google Drive. Members of the MAHA Executive Committee will be given access to this platform.

ARTICLE XIX – AFFILIATE AGREEMENT & SAFE SPORT AGREEMENT

All MAHA Associations will annually update the information contained within the MAHA Affiliate Agreements as well as complete and sign the USA Hockey Safe Sport Agreement. The completed Affiliate Agreement shall be submitted to the MAHA Secretary by August 1 of each year. The completed Safe Sport Agreement shall be submitted to the MAHA Safe Sport Coordinator by August 1 of each year.

ARTICLE XX – PLAYER DEVELOPMENT & PRE-SEASON DEVELOPMENT CAMPS

The MAHA Player Development Camp locations will be awarded as 2-year awards by approval of the MAHA Board of Directors.

ARTICLE XXI – MAHA LOGO APPAREL

MAHA Apparel will be awarded on a 3-year agreement with the winning vendor. When the MAHA Apparel agreement is up for bid, those vendors wishing to bid will submit a bid package to the MAHA Board of Directors for review. The awarding of the agreement will be by majority vote of the Board of Directors.

ARTICLE XXII- CANADIAN TRAVEL

CHA (Canadian) teams playing in the US must have permission to do so. Likewise, US teams playing in Canada must follow similar procedure. Permission can be obtained from the MAHA Affiliate Registrar. Failure to obtain permission may subject the team to suspension. The Registrar will provide a form or sample letter to be approved for Canadian travel. The approval letter will need to be sent to Canadian teams for their travel permits to come into the US.

ARTICLE XXIII – ALCOHOL USE AT MAHA-SANCTIONED EVENTS

MAHA fully supports USA Hockey's Policy D prohibiting the use of alcohol, tobacco, smoking products and drugs by any USA Hockey Participant who is supervising minor athletes or participating in a USA Hockey practice, game or event. Additionally, it is the considered judgment of the Board of Directors of MAHA that consumption/use/abuse of alcohol is detrimental to a healthy state of mind, body and spirit in an athletic participant, MAHA staff member, or MAHA volunteer.

Therefore, MAHA prohibits the consumption of alcohol by any MAHA staff or volunteer while participating in that capacity at any MAHA-sanctioned event. Further, MAHA will not condone the use of alcohol at any MAHA event, nor will it reimburse the payment for alcohol at any MAHA event, by any coach, official volunteer or staff person. All terms herein are to be defined as they are defined in Policy D in the USA Hockey Annual Guide.

ARTICLE XXIV – EMPLOYEE PAYROLL

The MAHA Board of Directors are given the ability to have and pay employees.

ARTICLE XXV – AGREEMENTS WITH USA HOCKEY

The following By-Laws provisions are granted by the Montana Amateur Hockey Association to USA Hockey, in consideration of the grant of exclusive jurisdiction within the State of Montana. This By-Law shall be deemed amended automatic as may be stated in any amended or renewed "Affiliate Agreement" between MAHA and/or USA Hockey or as may be required in writing by USA Hockey to continue such grant of exclusive jurisdiction in full force and effect and in perpetuity.

USA HOCKEY PREEMINENCE – Montana Amateur Hockey Association (MAHA) an affiliate of USA Hockey, shall abide by and act in accord with the Articles of Incorporation, By-Laws, Rules and Regulations of USA Hockey, and decisions of the Board of Directors of USA Hockey, and such documents and decisions shall take precedence over and supersede all similar governing documents and/or decisions of the Montana Amateur Hockey Association. Further, MAHA (1)

Shall assist USA Hockey in the administration and enforcement of the provisions of the By-Laws, Rules and Regulations, Playing Rules and decision of the Board of Directors of USA Hockey, within and upon its jurisdiction, and (2) Agrees to be guided by the following core values of USA Hockey.

SPORTSMANSHIP – Foremost of all values is to learn a sense of fair play. Become humble in victory, gracious in defeat. We will foster friendship with teammates and opponents alike.

RESPECT FOR THE INDIVIDUAL – Treat all others as you expect to be treated.

INTEGRITY – We seek to foster honesty and fair play beyond mere strict interpretation of the rules and regulations of the game.

PURSUIT OF EXCELLENCE AT THE INDIVIDUAL TEAM & ORGANIZATIONAL LEVEL – Each member of the organization, whether player, volunteer or staff should seek to perform each aspect of the game to the highest level of his or her ability.

ENJOYMENT – It is important for the hockey experience to be fun satisfying and rewarding for the participants.

LOYALTY – We aspire to teach loyalty to the ideals and fellow members of the sport of hockey.

TEAMWORK – We value the strength of learning to work together. The use of teamwork is reinforced and rewarded by success in the hockey experience.

INDEMNITY – Montana Amateur Hockey Association, as an affiliate of USA Hockey, shall indemnify and hold harmless USA Hockey, their respective Board of Directors and each member, thereof, the Executive Committees of USA Hockey, and each member thereof, the councils and committees of USA Hockey and members thereof, and all other elected, appointed, employed or volunteer representatives of USA Hockey from any and all claims, liability, judgments, costs, attorneys' fees, charges and expenses whatsoever, arising from the acts and omissions of Montana Amateur Hockey League, except to the extent (1) that USA Hockey or its aforementioned representatives caused such claims, liability, judgments costs, attorneys' fees, charges or expenses by their own intentional neglect or default, or (2) that such acts or omissions were the direct result of compliance with the Articles of Incorporation, By-Laws, Rules and Regulations, Playing Rules or decisions of the Board of Directors of USA Hockey Board of Directors. Further, MAHA understands and acknowledges that USA Hockey and its aforementioned representatives have assumed such assignment, function, office or capacity upon the express understanding, agreement and condition that they be so indemnified and held harmless to the extent described in the y-Law.

USA Hockey shall reasonably cooperate with MAHA in any litigation and provide reasonable support in connection therewith, including but not limited to advice and testimony upon any

reasonable request; provided, however that such cooperation shall not require USA Hockey to incur any out-of-pocket expenses not reimbursed by MAHA.

The foregoing By-Laws of the Montana Amateur Hockey Association, were adopted and approved by the Board of Directors and membership thereof, on 02 October 2021, and amended on 31 ay, 2025, notice being duly given and a quorum being present.

The President and Secretary of MAHA hereby certify the foregoing as of the dates below written.

By: _____ By: _____
President Secretary

Dated: _____

APPENDIX A

Article VI Officers – Section 4: Job Descriptions

ADULT DIRECTOR

The Adult Director Position will be selected by the Executive Director with endorsement of the Executive Committee.

This is a volunteer position and will serve 3-year terms.

This position reports directly to the Executive Director.

Responsibilities and Duties:

1. Work closely with Grow the Game Director focusing on Adult Player Development.
2. Maintain a list of contacts with addresses of all Association Adult Program Reps
3. Help associations with ideas on how to grow adult hockey in Montana.
4. Discuss with all existing associations the benefits in belonging to USA Hockey.
5. Work toward the goal of having all adults playing in Montana to be members of USA Hockey.
6. Work toward grassroots ideas to help the growth of adult hockey in Montana.

AGE GROUP LEAGUE COMMISSIONER

The Age Group League Commissioners will be appointed by the TSL Commissioner with approval of the Executive Director.

These positions are volunteer, with travel expenses paid to attend their assigned Age Group MAHA State Tournaments.

These positions will report directly to the TSL Commissioner.

Age Group League Commissioners will oversee all aspect of their league(s) from formation through the completion of the state tournament(s), ensuring fair and safe play throughout. To accomplish this, Age Group Commissioners will coordinate and work closely with the TSL Commissioner, State Referee-in-Chief, Registrar, Tournament Directors and Team Managers/Coaches.

Responsibilities and Duties:

1. League Formation
 - a. Confirm games are scored live and inputted correctly
 - b. Maintain League points and standings
 - c. Assist in rescheduling of postponed games
 - d. Assist in weather decisions on travel and game play following MAHA guidelines.
 - e. Investigate incidents and render rulings in conjunction with the TSL Commissioner.
 - f. Once rulings are made, monitor suspensions and other penalties assessed

2. State Tournaments

- a. Coordinate with the TSL Tournament Director and local Director for each state tournament
- b. Ensure all tournaments are sanctioned by USA Hockey
- c. Finalize the seeding for all division within the age group
- d. Verify all players and coaches are eligible for tournament play
- e. Attend and supervise the tournament
- f. Compile High School and 19U Girls All State, MVP and Mr. & Ms. Hockey selections

ASSOCIATION REPRESENTATIVES

Association Representatives will be assigned by their local association.

These are volunteer MAHA members. Any travel expenses will be paid by the respective local association.

These positions report to their local association Board of Directors.

Responsibilities and Duties

1. Serve as members of the MAHA Board of Directors
 - a. Determine what is in the best interest of amateur ice hockey in Montana
 - b. Have the authority to develop, implement and enforce rules, policies, procedures, incentive and penalties that advance those interests
 - c. Have the authority to name, at its discretion, one or more President Emeritus or Director Emeritus in recognition of outstanding service to the MAHA Affiliate.
 - d. Provide unbiased representation and have a vision for what is best for MAHA and all associations.

EXECUTIVE COMMITTEE

The Executive Committee shall be the four MAHA officers and three (3) Zone Representatives.

MAHA Zones are as follows:

1. Zone 1
 - a. Butte Amateur Hockey Association
 - b. Missoula Area Youth Hockey Association
 - c. Northwest Montana Youth Hockey Association
2. Zone 2
 - a. Great Falls Amateur Hockey Association
 - b. Havre Youth Hockey Association
 - c. Helena Area Youth Hockey Association
 - d. Hi Line Youth Hockey Association
3. Zone 3
 - a. MT64 Hockey Association (Big Sky)

- b. Billings Amateur Hockey League
- c. Bozeman Amateur Hockey Association
- d. Miles City Youth Hockey Association

The three zone representatives, one from each zone, will be selected by the corresponding zone, and must be the Association Rep assigned by the local association.

GROW THE GAME REPRESENTATIVE

The Grow the Game Representative is appointed by the Executive Director with approval of the Board of Directors.

This is a volunteer position.

The Grow the Game Representative will report directly to the Executive Director.

Responsibilities and Duties:

1. Participate in Northern Plains District Growth Committee
2. Create direct communication channels with the leaders of all MAHA local associations
3. Search for grants to help build local programs
4. Work on retention. Track historical growth in an effort to show improvement.
5. Work with each association on growth initiatives.
6. Develop a consistent marketing campaign and resources to focus on attracting new 4 – 8-year-olds to play hockey
7. Assist local associations with implementation of national programs such as Hockey Weekend across America and the American Development Model
8. Create an on-line resource for local association leaders to gain easier access to information from all of USA Hockey programs

YOUTH PLAYER DEVELOPMENT COORDINATORS

There will be two Player Development Coordinators, one for youth and one for girls.

The Development Coordinators will be appointed by the President, with endorsement of the Board, to 3-year terms.

These are volunteer positions.

Both positions will report to the ADM Director.

Responsibilities and Duties:

1. Work closely with the ADM Director, focusing on development.
2. Help associations with practice plans
3. Attend both Development Camps
4. Work on grassroots ideas to help the growth of hockey in Montana
5. Work closely with the operations and missions of state teams in Montana

TOURNAMENT DIRECTOR

The Tournament Director is nominated by the Executive Director and approved by the Executive Committee.

This is a volunteer position, serving 3-year terms.

The Tournament Director reports to the TSL Commissioner.

The Tournament Director will serve as the point person during the state tournaments, and represents MAHA to coaches, managers and parents.

The Tournament Director is responsible for managing and facilitating all aspect of tournament event preparation. This currently consists of the TSL State Tournaments and the 6/8U Jamboree.

Responsibilities and duties include, but are not limited to:

1. Compile bids from Associations interested in hosting TSL State Tournaments and the 6/8U Jamboree.
 - a. Work with bidding Associations to ensure availability of hotels and restaurants
 - b. Work with bidding Associations to ensure availability of on-ice officials
 - c. Manage scheduling so there are no conflicting events during the tournament
 - d. Recommend bid award winners to the Executive Committee
2. Ensure tournament hosts understand
 - a. Awarding of TSL Bond monies
 - b. Budgeting for the tournament, including payment to on-ice officials
3. Work with Referee-in-Chief to schedule referees for each tournament
4. Order tournament banners and trophies, securing delivery to host associations
5. Work with the Registrar to verify player eligibility and red lined players for both state and district approval
6. Verify with the MAHA Treasurer that bond money has been received for each team participating in each tournament
7. Approve tournament schedule
8. Work with Age Group League Commissioners and TSL Commissioner to set the tournament format and rules
9. Attend all possible State Tournaments

TSL COMMISSIONER

The TSL Commissioner is appointed by the MAHA President with approval of the Executive Committee.

This is a compensated position.

The TSL Commissioner reports to the Executive Director.

The TSL Commissioner will communicate the goals, objectives and on-going activities of the Treasure State League, and serves as an advocate for MAHA, including policy support and enforcement.

Responsibilities and Duties include, but are not limited to:

1. Analyze and interpret policies, procedures, manuals and rule books
2. Communicate effectively with players, coaches, parents and Board members.
3. Implement policies for the benefit of the league and without bias.
4. Oversee league structure and scheduling of league play, both regular season and post season. This includes supervising and communicating with all age group commissioners and the tournament director.
5. Oversee the enforcement of the Player/Parent agreement and work directly with the Referee-in-Chief and Coach-in-Chief regarding compliance of league policies.
6. Follow up with associations and teams regarding payer suspensions.
7. Be a standing member of the Disciplinary Committee.
8. Oversee player verifications and the coordination of all player transactions within the league.
9. Support the age group league commissioners in enforcing live scoring at league games.

AFFILIATE ADM DIRECTOR

The ADM Director is nominated by the MAHA President and appointed by the USA Hockey Executive Director.

This is a volunteer position.

The ADM Director will report to the MAHA Executive Director.

Responsibilities and Duties:

The Affiliate ADM Director follows job responsibilities assigned by USA Hockey/Northern Plains District.

AFFILIATE COACH DEVELOPER

This individual is nominated by the District Coach-in-Chief, endorsed by the National Coach-in-Chief and appointed by the USA Hockey Executive Director.

This is a volunteer position.

The Coach Developer will report to the District Coach-in-Chief, but will keep the MAHA Executive Director updated.

Responsibilities and Duties:

The Affiliate Coach Developer follows job responsibilities assigned by USA Hockey/Northern Plains District.

AFFILIATE COACH IN CHIEF

The Coach-in-Chief for Montana, with the endorsement of the Executive Committee, will be nominated by the District Coach-in-Chief and appointed by the USA Hockey Executive Director.

This is a volunteer position.

The Coach Developer will report to the District Coach-in-Chief, but will keep the MAHA Executive Director updated.

Responsibilities and Duties:

The Affiliate Coach-in-Chief follows job responsibilities assigned by USA Hockey/Northern Plains District.

AFFILIATE GOALTENDING DEVELOPMENT COORDINATORS

There will be two Affiliate Goaltending Development Coordinators, one for youth and one for girls.

These positions are will be appointed by USA Hockey.

These are volunteer positions.

These positions will answer to the USA Hockey Goaltending Development Manager, but will keep the MAHA Executive Director updated.

Responsibilities and Duties:

The Affiliate Goaltending Development Coordinators will follow job responsibilities assigned by USA Hockey.

AFFILIATE PLAYER SAFETY COORDINATOR

The Affiliate Player Safety Coordinator will be nominated by the MAHA President and appointed by USA Hockey.

This position will report to the MAHA Executive Director.

This is a volunteer position.

It is the duty of the Affiliate Player Safety Coordinator to educate players, coaches, parents and officials in Montana on safety initiatives set forth by USA Hockey.

AFFILIATE REFEREE-IN-CHIEF

The Affiliate Referee-in-Chief will be nominated by the District Referee-in-Chief, with approval of the MAHA President, and appointed by the USA Hockey Executive Director.

This position will report to the District Referee-in-Chief, but will keep the MAHA Executive Director updated.

Responsibilities and duties: The Affiliate Referee-in-Chief follows job responsibilities assigned by Northern Plains District and USA Hockey.

AFFILIATE REGISTRAR

The Affiliate Registrar will be nominated by the District Registrar, with approval of the MAHA President, and appointed by the USA Hockey Executive Director.

This position will report to the District Registrar, but will keep the MAHA Executive Director updated.

This is a compensated position.

Responsibilities and duties:

The Affiliate Registrar follows job responsibilities assigned by Northern Plains District and USA Hockey.

AFFILIATE RISK MANAGER

The Affiliate Risk Manager will be nominated by the District Risk Manager, with approval of the MAHA President, and appointed by the USA Hockey Executive Director.

This position reports to the District Risk Manager, but will keep the MAHA Executive Director updated.

This is a volunteer position.

Responsibilities and duties:

The Affiliate Risk Manager follows job responsibilities assigned by Northern Plains District and USA Hockey.

AFFILIATE SAFE SPORT COORDINATOR

The Affiliate Safe Sport Coordinator will be appointed by USA Hockey Legal Counsel – Safe Sport Program.

This position reports to the USA Hockey Safe Sport Program Manager and Legal Counsel, but will keep the MAHA Executive Director updated.

This is a compensated position.

Responsibilities and duties:

The Affiliate Safe Sport Coordinator follows job responsibilities assigned by USA Hockey Legal Counsel – Safe Sport Program.

APPENDIX B

Article VIII – Standing Committees Duties and Responsibilities

Adult Committee - a standing committee of the Montana Amateur Hockey Association (MAHA) that supports the operations of adult hockey in Montana. This committee advises the MAHA Executive Director and MAHA Board of Directors on matters related to adult hockey in Montana, providing recommendations for growth and development.

AUTHORITY AND SCOPE:

1. The Adult Committee is established by the board of directors and operates under the authority granted by the organization's bylaws.
2. The Adult Committee will be responsible for assessing the needs of adult programs, and making recommendations and strategies for growth, community engagement and program improvement.

COMPOSITION:

1. Members of the Adult Committee shall include the Adult Director as Chair and at least two additional members.
2. The MAHA President and Executive Director will both serve as ex-officio members of the Adult Committee but shall not vote nor be counted for the purpose of determining a quorum.
3. Committee members will be appointed by the MAHA President with the endorsement of the Board of Directors.
4. The committee must have a Chairperson and Secretary.

ROLES AND RESPONSIBILITIES:

1. Develop strategies and initiatives to enhance participation, competitiveness and accessibility in adult hockey programs statewide.
2. Members of the Adult Committee will serve as ambassadors for adult hockey programs, promoting equitable opportunity in the state of Montana.
3. Assist the MAHA Executive Director with setting annual goals and objectives for adult hockey programming, reviewing feedback, and evaluating the overall effectiveness of adult programming.
4. Assist with program operations and community outreach as requested by the MAHA Executive Director.
5. Undertake additional responsibilities as directed by the Board of Directors, ensuring alignment with MAHA's mission and objectives.
6. Propose an adult hockey annual budget for approval by the Board of Directors.

MEETINGS:

The Adult Committee will have at minimum, one meeting per month. All proceedings shall be recorded and minutes posted to the appropriate folder on the MAHA Google Drive within seven (7) days of any committee meeting.

CONFIDENTIALITY AND CONFLICT OF INTEREST:

1. Adult Committee members shall maintain strict confidentiality regarding sensitive

information discussed during committee meetings.

2. Each member shall complete the annual Conflict-Of-Interest form found on the MAHA website, and submit completed forms to the MAHA Secretary.
3. Members shall disclose any potential conflicts as directed in the organization's By-Laws, and refrain from participating in discussions or decisions where such conflicts exist.

DURATION AND REVIEW:

1. The Adult Committee shall operate until disbanded by the board of directors or upon completion of its designated tasks.
2. The charter shall be reviewed periodically, at least once a year, to ensure its relevance and effectiveness.
3. This is a standing committee with three-year terms. There will be no limit on the number of terms one member can serve.
4. Committee Members may be dismissed by a two-thirds (2/3) vote of the Board of Directors.

Communications Committee - a standing committee of the Montana Amateur Hockey Association (MAHA) to insure the visibility of MAHA to active members and the public in multiple formats.

AUTHORITY AND SCOPE:

1. The Communication's Committee is established by the Board of Directors and operates under the authority granted by the organization's By-Laws.
2. The Communications Committee may review and make recommendations regarding the organization's needs to improve the distribution of news and events.

COMPOSITION:

1. Members of the Communications Committee shall be composed of at least one Board Member, and at least two additional members.
2. The MAHA President and MAHA Executive Director will serve as ex-officio members of the Communications Committee, but shall not vote nor shall his/her presence be counted for the purpose of determining a quorum.
3. Committee members will be appointed by the MAHA President with the endorsement of the Board of Directors.
4. The committee must have a Chairperson and Secretary
5. This committee will utilize an experienced Communications Director.

ROLES AND RESPONSIBILITIES:

1. Oversee the distribution of MAHA information to active membership.
 - Maintain active Social Media presence

- Prepare and distribute a Newsletter at least quarterly
 - Update website as needed
 - Issue Press releases as directed by Executive Director or the Board of Directors
2. Work with the Executive Director to determine committee needs and to the Mission and vision of MAHA.
 3. Propose an annual budget for communication tools and other expenses for approval by the Board of Directors.

MEETINGS:

The Communications Committee will have at minimum, one meeting per month. Minutes of all meetings shall be recorded and post to the appropriate folder in Google Drive within seven (7) days of each meeting.

CONFIDENTIALITY AND CONFLICT OF INTEREST:

1. Communications Committee members shall maintain strict confidentiality regarding sensitive information discussed during committee meetings.
2. Each member shall complete the annual Conflict-Of-Interest form found on the MAHA website, and submit completed forms to the MAHA Secretary.
3. Members shall disclose any potential conflicts as directed in the organization's By-Laws, and refrain from participating in discussions or decisions where such conflicts exist.

DURATION AND REVIEW:

1. The Communications Committee shall operate until disbanded by the Board of Directors or upon completion of its designated tasks.
2. The charter shall be reviewed periodically, at least once a year, to ensure its relevance and effectiveness.
3. This is a standing committee with three-year terms. There will be no limit on the number of terms one member can serve.
4. Committee Members may be dismissed by a two-thirds (2/3) vote of the Board of Directors.

Discipline/Dispute Committee - a standing committee of the Montana Amateur Hockey Association (MAHA) that resolve disputes and appeals within the Montana Affiliate in accordance with MAHA and USA Hockey Bylaws, Rules and Regulations involving players, officials, parents and other spectators.

AUTHORITY AND SCOPE:

1. The Discipline/Dispute Committee is established by the board of directors and operates under the authority granted by the organization's bylaws.

2. The Discipline Committee shall hold all authority for initiating disciplinary proceedings for all matters of concern to MAHA.

COMPOSITION:

1. Members of the Discipline/Dispute Committee shall be composed of the MAHA Vice-President as Chair, Safe Sport Coordinator and at least 2 additional individuals.
2. All members of the Discipline/Dispute Committee shall be impartial, fair and reasonable people.
3. The MAHA President and MAHA Executive Director will serve as ex-officio members of this committee, but shall not vote nor be counted for the purpose of determining a quorum.
4. Committee members other than the Vice-President and Safe Sport Coordinator will be appointed by the MAHA President with the endorsement of the Board of Directors.
5. The committee must have a Chairperson and Secretary

ROLES AND RESPONSIBILITIES:

1. Oversee all discipline and dispute matters of concern to MAHA.
2. Base all decisions in accordance with MAHA and USA Hockey Bylaws.
3. The Vice-President/Chair of the Discipline/Dispute Committee will be responsible for determining when and if legal counsel is needed.

**If such counsel is determined to be necessary, Legal Counsel shall serve on the Discipline/Dispute Committee in a non-voting capacity.*

MEETINGS:

The Discipline/Dispute Committee will meet as often as needed. All documentation shall be stored in a private folder on the MAHA Google Drive.

CONFIDENTIALITY AND CONFLICT OF INTEREST:

1. Discipline/Dispute Committee members shall maintain strict confidentiality regarding sensitive information discussed during committee meetings.
2. Each member shall complete the annual Conflict-Of-Interest form found on the MAHA website, and submit completed forms to the MAHA Secretary.
3. Members shall disclose any potential conflicts as directed in the organization's By-Laws, and refrain from participating in discussions or decisions where such conflicts exist.

DURATION AND REVIEW:

1. The Discipline/Dispute Committee shall operate until disbanded by the board of directors or upon completion of its designated tasks.
2. The charter shall be reviewed periodically, at least once a year, to ensure its relevance and effectiveness.
3. This is a standing committee with three-year terms. There will be no limit on the number of terms one member can serve.

4. Committee Members may be dismissed by a two-thirds (2/3) vote of the Board of Directors.

Executive Committee - a standing committee of the Montana Amateur Hockey Association (MAHA) that supports the operations of hockey in Montana. This committee provides oversight of all MAHA policies, programs and directives.

AUTHORITY AND SCOPE:

1. The Executive Committee is established by the MAHA By-Laws and operates under the authority granted there.
2. The Executive Committee may review and make recommendations regarding the organization's daily operations.

COMPOSITION:

1. Members of the Executive Committee shall be composed of the Board President, Board Vice-President, Board Secretary, Board Treasurer and one Representative of each of MAHA's three zones.
2. The MAHA President will be Chair of the Executive Committee.
3. The MAHA Executive Director will serve as an ex-officio member of the Executive Committee but shall not vote nor be counted for the purpose of determining a quorum.
4. The committee must have a Chairperson and Secretary

ROLES AND RESPONSIBILITIES:

1. Oversee the policies, programs and directives of MAHA.
2. The Executive Committee will hire the Executive Director.
3. Members of the Executive Committee will serve as ambassadors for all hockey programs in Montana,
4. The Executive Committee will serve as the steering committee for the full MAHA Board.
5. The Executive Committee will Assist the MAHA Executive Director with setting goals and priorities.
6. The Executive Committee members will assist with program operations and community outreach as requested by the MAHA Executive Director.
7. Perform other duties as assigned by the Board of Directors.

MEETINGS:

The Executive Committee will have at minimum, one meeting per month. All proceedings of the committee shall be recorded and minutes of the meetings posted to the MAHA Google Drive within seven (7) days of any committee meeting.

CONFIDENTIALITY AND CONFLICT OF INTEREST:

1. Executive Committee members shall maintain strict confidentiality regarding sensitive information discussed during committee meetings.
2. Each member shall complete the annual Conflict-Of-Interest form found on the MAHA website, and submit completed forms to the MAHA Secretary.
3. Members shall disclose any potential conflicts as directed in the organization's By-Laws, and refrain from participating in discussions or decisions where such conflicts exist.

DURATION AND REVIEW:

1. The Executive Committee shall operate until disbanded by the board of directors or upon completion of its designated tasks.
2. The charter shall be reviewed periodically, at least once a year, to ensure its relevance and effectiveness.
3. This is a standing committee. Zone Representatives shall serve staggered three-year terms. The Officers shall serve terms that coincide with their respective offices.
4. Committee Members may be dismissed by a two-thirds (2/3) vote of the Board of Directors.

Finance Committee - a standing committee of Montana Amateur Hockey Association (MAHA) to support the operations of budgeting and finances for operations in Montana. This committee provides feedback and provides recommendations to the MAHA Executive Director and MAHA Board of Directors as needed.

AUTHORITY AND SCOPE:

1. The Finance Committee is established by the board of directors and operates under the authority granted by the organization's bylaws.
2. The Finance Committee may review and make recommendations regarding the organization's budget and spending.

COMPOSITION:

1. Members of the Finance Committee shall be composed of the MAHA Treasurer, and two or more Directors. The Chairman of this committee will be appointed by the President.
2. The MAHA President and MAHA Executive Director will serve as ex-officio members of the Finance Committee, but shall not vote nor be counted for the purpose of determining a quorum.
3. Committee members will be appointed by the MAHA President with the endorsement of the Board of Directors.
4. The committee must have a Chairperson and Secretary

ROLES AND RESPONSIBILITIES:

1. Oversee the development and administration of annual budgets.
2. Assist the MAHA Executive Director with setting annual goals and objectives that will fall within the projected budget.
3. Meet quarterly to review the Budget to Actual figures. If Actual are projected to be less than budgeted by more than \$5,000 in any line item, or \$10,000 overall, the committee shall recommend revisions to the budgeted expenditures for the remainder of the fiscal year for Board of Directors approval.
4. As delegated by the MAHA Board of Directors, supervise the management of MAHA funds.
5. Undertake additional responsibilities as directed by the Board of Directors, ensuring alignment with MAHA's mission and objectives.

MEETINGS:

The Finance Committee will have at minimum, one meeting per quarter. All proceedings shall be recorded and posted to the appropriate folder on Google Drive within seven (7) days of any committee meeting.

CONFIDENTIALITY AND CONFLICT OF INTEREST:

1. Finance Committee members shall maintain strict confidentiality regarding sensitive information discussed during committee meetings.
2. Each member shall complete the annual Conflict-Of-Interest form found on the MAHA website, and submit completed forms to the MAHA Secretary.
3. Members shall disclose any potential conflicts as directed in the organization's By-Laws, and refrain from participating in discussions or decisions where such conflicts exist.

DURATION AND REVIEW:

1. The Finance Committee shall operate until disbanded by the board of directors or upon completion of its designated tasks.
2. The charter shall be reviewed periodically, at least once a year, to ensure its relevance and effectiveness.
3. This is a standing committee with three-year terms. There will be no limit on the number of terms one member can serve.
4. Committee Members may be dismissed by a two-thirds (2/3) vote of the Board of Directors.

Girls' Growth Committee - a standing committee of the Montana Amateur Hockey Association (MAHA) that supports the operations of girls' hockey in Montana. This committee provides feedback and makes recommendations to the MAHA Executive Director and MAHA Board of Directors as needed.

AUTHORITY AND SCOPE:

1. The Girls' Growth Committee is established by the board of directors and operates under the authority granted by the organization's bylaws.
2. The Girls Growth Committee may review and make recommendations regarding the organization's needs to improve growth and community around girls' hockey.

COMPOSITION:

1. Members of the Girls' Growth Committee shall be composed of at least one Board Member, and at least two other members.
2. The MAHA President and MAHA Executive Director will serve as ex-officio members of the Girls' Growth Committee, but shall not vote nor be counted for the purpose of determining a quorum.
3. Committee members will be appointed by the MAHA President with the endorsement of the Board of Directors.
4. The committee must have a Chairperson and Secretary

ROLES AND RESPONSIBILITIES:

1. Oversee the growth and development of girls' hockey in Montana.
2. Members of the Girls' Growth Committee will serve as ambassadors for girls' hockey programs, promoting equitable opportunity in the state of Montana.
3. Assist the MAHA Executive Director with setting annual goals and objectives for girls' hockey programming, reviewing feedback, and evaluating the overall effectiveness of girls' programming.
4. Assist with program operations and community outreach as requested by the MAHA Executive Director.
5. Undertake additional responsibilities as directed by the Board of Directors, ensuring alignment with MAHA's mission and objectives.
6. Propose an annual budget for girls' hockey for approval by the Board of Directors.

MEETINGS:

The Girls' Growth Committee will have at minimum, one meeting per month. All proceedings of the committee shall be recorded and minutes of the meetings provided by email to all committee members and the full Board of Directors within seven (7) days of any committee meeting.

CONFIDENTIALITY AND CONFLICT OF INTEREST:

1. Girls' Growth Committee members shall maintain strict confidentiality regarding sensitive information discussed during committee meetings.
2. Each member shall complete the annual Conflict-Of-Interest form found on the MAHA website, and submit completed forms to the MAHA Secretary.
3. Members shall disclose any potential conflicts as directed in the organization's By-Laws, and refrain from participating in discussions or decisions where such

conflicts exist.

DURATION AND REVIEW:

1. The Girls' Growth Committee shall operate until disbanded by the board of directors or upon completion of its designated tasks.
2. The charter shall be reviewed periodically, at least once a year, to ensure its relevance and effectiveness.
3. This is a standing committee with three-year terms. There will be no limit on the number of terms one member can serve.
4. Committee Members may be dismissed by a two-thirds (2/3) vote of the Board of Directors.

High-Performance (Player Development) Committee - a standing committee of the Montana Amateur Hockey Association (MAHA) to insure the visibility of MAHA to active members and the public in multiple formats.

AUTHORITY AND SCOPE:

1. The High-Performance (Player Development) Committee is established by the Board of Directors and operates under the authority granted by the organization's By-Laws.
2. The High-Performance (Player Development) Committee will provide an innovative grassroots foundation for the growth and development of USA Hockey, designing programs aimed at increased participation, improved skills and a responsible environment for the conduct of youth hockey.

COMPOSITION:

1. Members of the High-Performance (Player Development) Committee shall be composed of both Youth and Girls' Player Development Coordinators, both Youth and Girls Goalie Development Leaders, ADM Director, MAHA Coach-in-Chief and at least 2 at large members. .
2. The MAHA President and MAHA Executive Director will serve as ex-officio members of the Player Development & High-Performance Committee, but shall not vote nor shall his/her presence be counted for the purpose of determining a quorum.
3. Committee members will be appointed by the MAHA President with the endorsement of the Board of Directors.
4. The committee must have a Chairperson and Secretary

ROLES AND RESPONSIBILITIES:

1. Planning, creating, developing and administering grassroots development program.
2. Plan and operate two statewide development camps each year.
3. Oversee Tier I and Tier II team applications.

4. Recommend granting or terminating authority to organize, field and operate Tier I or II teams.
5. Plan and carryout festival tryouts.
6. Undertake additional responsibilities as directed by the Board of Directors, ensuring alignment with MAHA's mission and objectives.

MEETINGS:

The High-Performance (Player Development) Committee will have at minimum, one meeting per month. Minutes of all meetings shall be recorded and post to the appropriate folder in Google Drive within seven (7) days of each meeting.

CONFIDENTIALITY AND CONFLICT OF INTEREST:

1. High-Performance (Player Development) Committee members shall maintain strict confidentiality regarding sensitive information discussed during committee meetings.
2. Each member shall complete the annual Conflict-Of-Interest form found on the MAHA website, and submit completed forms to the MAHA Secretary.
3. Members shall disclose any potential conflicts as directed in the organization's By-Laws, and refrain from participating in discussions or decisions where such conflicts exist.

DURATION AND REVIEW:

1. The High-Performance (Player Development) Committee shall operate until disbanded by the Board of Directors or upon completion of its designated tasks.
2. The charter shall be reviewed periodically, at least once a year, to ensure its relevance and effectiveness.
3. This is a standing committee with three-year terms. There will be no limit on the number of terms one member can serve.
4. Committee Members may be dismissed by a two-thirds (2/3) vote of the Board of Directors.