



Sauk Rapids Youth Hockey Association Handbook 2026-2027

APPROVED 7/31/2026



Welcome from the President

Welcome to the 2026–2027 hockey season!

On behalf of the Sauk Rapids Youth Hockey Association (SRYHA), I am excited to welcome both returning and new players and families to another season of hockey. Whether this is your first year with SRYHA or your family has been part of our association for many seasons, we are grateful you have chosen to be a part of our hockey community.

SRYHA exists to provide a positive, safe, and development-focused hockey experience for every player. While we certainly celebrate success on the scoreboard, our greater purpose is to help young athletes develop the skills, confidence, character, sportsmanship, and leadership qualities that will serve them both on and off the ice.

Our Association continues to grow because of the dedication of our volunteers. Coaches, team managers, Board members, committee members, and countless parents generously contribute their time and talents to make youth hockey possible. Their commitment allows our players to learn, compete, and create memories that will last a lifetime.

As you participate this season, I encourage every family to become actively involved. Volunteer when opportunities arise, support your team, encourage every player, respect coaches and officials, and help create the positive environment that makes SRYHA such a special place for young athletes. Every family contributes to the culture of our Association.

This past year, the Executive Board completed a comprehensive update of our Association Handbook. The revised handbook better reflects our commitment to sound governance, consistent operations, player development, and clear expectations for everyone involved with SRYHA. I encourage every family to take time to review the handbook, as it serves as an important resource throughout the season.

Player development remains the foundation of everything we do. Our coaches, Hockey Director, Hockey Advisory Committee, and volunteers work together to provide age-appropriate instruction that emphasizes skill development, teamwork, accountability, sportsmanship, and a lifelong love for the game.

Thank you for your continued support of Sauk Rapids Youth Hockey. Together, we are building more than hockey players - we are developing teammates, leaders, and young people of character. I wish each of you a fun, safe, and memorable 2026–2027 season. Thank you for being an important part of the SRYHA family.

Sincerely,

Jason Ellering

President

Sauk Rapids Youth Hockey Association



Section 1 – Welcome

Handbook Purpose

Welcome to the Sauk Rapids Youth Hockey Association (SRYHA).

This Handbook serves as the official governance and operating guide for the Association. It establishes the policies, expectations, and guiding principles that support the operation of SRYHA while promoting a safe, positive, and development-focused experience for all participants. The policies contained in this Handbook are intended to provide consistent guidance for players, parents, coaches, volunteers, and Association leadership. They are designed to support the Association's mission while providing the Executive Board with the flexibility necessary to responsibly govern the organization. This Handbook is intended to supplement the Association's Articles of Incorporation and Bylaws. In the event of a conflict, the Articles of Incorporation, Bylaws, and the governing rules of USA Hockey, Minnesota Hockey, or District 5 shall control, as applicable.

Nothing contained in this Handbook shall be interpreted as creating a contractual right, guarantee of participation, or legal entitlement beyond those established by applicable law or the Association's governing documents.

Our Hockey Community

SRYHA believes hockey is more than a game.

Every practice, every game, and every interaction provides an opportunity to teach responsibility, perseverance, teamwork, leadership, sportsmanship, and respect. Our Association is strongest when players, parents, coaches, volunteers, officials, and Association leadership work together toward a common purpose—providing the best possible experience for every player. We recognize that youth sports can create excitement, challenges, and differing opinions. While disagreements may occasionally occur, we are committed to treating one another with professionalism, respect, and civility. We encourage open communication, assume positive intent, and seek solutions that place the best interests of our players first. Success at SRYHA is measured by far more than wins and championships. We strive to develop confident athletes, supportive teammates, respectful competitors, and responsible young people who positively represent our Association and community.

Every member of the SRYHA community shares in that responsibility.

Our Affiliation

The Sauk Rapids Youth Hockey Association is a nonprofit youth hockey organization affiliated with:

- **USA Hockey**
- **Minnesota Hockey**
- **Minnesota Hockey District 5**

SRYHA operates in accordance with the rules, regulations, policies, and playing standards established by these governing organizations.

As an affiliated association:

- All players must be registered with USA Hockey.
- Coaches and designated volunteers must satisfy applicable certification, background screening, and SafeSport requirements.
- League play, player eligibility, tournaments, and postseason competition are governed by Minnesota Hockey and District 5 rules.
- SRYHA policies are intended to complement, not replace, the governing rules established by these organizations.



When a conflict exists between this Handbook and the rules or regulations of USA Hockey, Minnesota Hockey, or District 5, the governing organization's rules shall prevail.

Mission Statement

The mission of the Sauk Rapids Youth Hockey Association is to provide a safe, positive, and development-focused hockey experience that promotes skill development, sportsmanship, teamwork, leadership, and character while fostering a lifelong appreciation for the game of hockey.

Vision Statement

Our vision is to be a respected community hockey association recognized for developing confident athletes, outstanding teammates, dedicated volunteers, and future leaders through a culture of integrity, inclusion, accountability, and continuous improvement.

Guiding Principles

The Sauk Rapids Youth Hockey Association is guided by the following principles:

Player Development First

We prioritize the long-term development, safety, and well-being of every player.

Respect

We treat players, families, coaches, officials, volunteers, and opponents with dignity and respect.

Sportsmanship

We promote fair play, humility in victory, and character in defeat.

Integrity

We act honestly, ethically, and transparently in all Association activities.

Community

We recognize that our Association succeeds through the dedication of volunteers and the support of our families and community.

Accountability

We accept responsibility for our actions and strive to uphold the standards of the Association.

Continuous Improvement

We are committed to learning, adapting, and improving our programs, leadership, and player development opportunities for future generations.

Section 2 – Association Governance

Governance Framework

The Sauk Rapids Youth Hockey Association (SRYHA) is a Minnesota nonprofit corporation recognized as tax-exempt under Section 501(c)(3) of the Internal Revenue Code.

SRYHA is governed by its Articles of Incorporation, Bylaws, this Handbook, policies adopted by the Executive Board, and all applicable federal, state, and local laws.

The Association also operates under the applicable rules, regulations, policies, and playing standards of USA Hockey, Minnesota Hockey, and Minnesota Hockey District 5.

In the event of a conflict among governing documents or policies, the following general order of authority shall apply:

1. Applicable federal, state, and local law.
2. Rules and requirements of USA Hockey, Minnesota Hockey, and District 5, as applicable.
3. Executive Board policies and resolutions.
4. This Handbook.
5. Administrative procedures and team-level guidelines.



The Executive Board retains authority to interpret this Handbook and determine how Association policies apply to circumstances not specifically addressed.

Association Structure

SRHYA operates through a combination of elected leadership, paid or contracted personnel, appointed volunteers, committees, coaches, and general members.

The Association's structure is intended to separate governance responsibilities from day-to-day operations while maintaining appropriate oversight and accountability.

The primary components of the Association are:

- Association Membership
- Executive Board
- Hockey Director (paid position)
- Charitable Gambling Manager (paid position)
- Concession Stand Manager (paid position)
- Hockey Advisory Committee
- Standing and special committees
- Appointed coordinators and operational volunteers
- Coaches and team leadership

Each component serves a distinct purpose while working collaboratively to support the mission of SRHYA.

Association Membership

Association membership generally consists of families with players registered in SRHYA programs and any other individuals eligible for membership under the Association's Bylaws.

Members in good standing may exercise the rights provided by the Bylaws, which may include:

- Voting in Association elections.
- Seeking elected office.
- Serving in appointed or volunteer positions.
- Participating on committees.
- Receiving official Association communications.
- Attending membership and Executive Board meetings when open to the membership.

Membership rights, voting eligibility, election procedures, and annual meeting requirements are governed by the Association's Bylaws.

Membership also carries responsibilities, including compliance with Association policies, fulfillment of financial and volunteer obligations, and conduct consistent with the mission and values of SRHYA.

Executive Board

The Executive Board is the governing body of SRHYA and acts on behalf of the Association and its membership. The composition, election, appointment, terms, voting rights, and removal of Executive Board members shall be governed by the Association's Bylaws. The Executive Board may delegate responsibilities but retains ultimate governance and fiduciary authority over the Association.

The Executive Board is responsible for:

- Establishing Association policy
- Providing strategic direction
- Approving the annual budget
- Protecting Association assets
- Overseeing employees and contracted personnel
- Establishing registration fees, dues, fundraising requirements, and volunteer obligations.



- Approving significant contracts and financial commitments.
- Overseeing charitable gambling operations
- Ensuring compliance with nonprofit, legal, insurance, and governing-body requirements.
- Interpreting and administering the Association's governing documents.

Officers and Directors

The Association's Bylaws establish the elected and appointed positions that make up the Executive Board. Depending upon the structure authorized by the Bylaws, the Executive Board may include officers, directors, age-level coordinators, and other designated leadership positions. Position descriptions and reporting relationships may be adjusted by the Executive Board as organizational needs change, provided those adjustments remain consistent with the Bylaws.

Individual duties may be further defined through:

- The Association's Bylaws
- Executive Board policy
- Position descriptions
- Committee charters
- Employment or independent-contractor agreements.
- Annual appointments

Executive Board Structure

The Executive Board consists of elected officers and directors as established by the Association's Bylaws.

Executive Board positions may include:

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|---------------------------------|------------------------------------|
| • President | • Girls 12U Coordinator |
| • Vice President/Past President | • Girls 10U Coordinator |
| • Secretary | • Girls 8U Coordinator |
| • Treasurer | • Fundraising Coordinator |
| • Bantam Coordinator | • Concession Stand Manager |
| • Pee wee Coordinator | • Gambling Manager |
| • Squirt Coordinator | • District 5 Representative |
| • 8U Coordinator | • Goalie Development Coordinator |
| • 6U Coordinator | • Coaches Registration Coordinator |
| • Girls 15U Coordinator | |

Governance and Operations

The Executive Board's primary responsibility is governance rather than direct administration of every Association activity. Delegated responsibilities shall be performed within the authority provided by the Executive Board, approved budgets, applicable agreements, and Association policies. Delegation does not eliminate the Executive Board's responsibility to provide reasonable oversight.

The Board may delegate routine operational responsibilities to:

- The Hockey Director
- The Charitable Gambling Manager
- Concession Stand Manager
- Committees.
- Appointed coordinators
- Coaches
- Team managers
- Other approved volunteers or service providers.



Hockey Director

The Hockey Director is the Association's primary operational leader for hockey programming and player development. The Hockey Director may make routine hockey-related decisions within delegated authority but does not possess independent governance authority over the Association.

Detailed responsibilities may be established in a job description, employment agreement, independent-contractor agreement, or Executive Board policy. The Hockey Director is employed or contracted by the Executive Board and works under its direction.

Responsibilities generally include:

- Providing leadership for hockey operations.
- Overseeing player-development programming.
- Supporting coach recruitment, selection, education, and evaluation.
- Administering tryouts and team-formation processes.
- Chairing or leading the Hockey Advisory Committee.
- Supporting consistent hockey philosophies throughout the Association.
- Providing recommendations to the Executive Board regarding hockey programming and resources.

Charitable Gambling Manager

SRHYA may conduct lawful charitable gambling activities in support of its nonprofit mission.

The Association employs or contracts a licensed Charitable Gambling Manager to administer the day-to-day operation of the charitable gambling program in accordance with Minnesota law, regulatory requirements, internal controls, and Executive Board policy. The Charitable Gambling Manager has operational authority within the scope of applicable law, approved policies, and the position's employment or contractual agreement. The Executive Board retains ultimate fiduciary and governance responsibility for the Association's charitable gambling operations and the lawful use of gambling proceeds. Responsibilities generally include:

- Maintaining required licenses and registrations.
- Managing daily gambling operations.
- Supervising gambling employees and sites, when applicable.
- Maintaining accurate financial and regulatory records.
- Preparing required reports and filings.
- Supporting internal controls and financial accountability.
- Reporting regularly to the Executive Board and Gambling Committee.

Concession Stand Manager

The Concession Stand Manager serves as the Association's primary operational leader for concession stand operations and food service activities. The Concession Stand Manager is appointed, employed, or contracted by the Executive Board and serves under its direction.

The Concession Stand Manager may make routine operational decisions necessary for the efficient operation of the concession stand within the authority delegated by the Executive Board but does not possess independent governance authority or authority to establish Association policy.

Additional duties, responsibilities, performance expectations, and delegated authority may be established through a job description, employment agreement, independent contractor agreement, or Executive Board policy.



Responsibilities generally include:

- Overseeing the day-to-day operation of the Association's concession stand(s).
- Coordinating concession schedules and ensuring adequate volunteer staffing.
- Managing inventory, ordering products, and maintaining appropriate stock levels.
- Establishing product offerings and pricing, subject to Executive Board approval when required.
- Ensuring compliance with applicable food safety regulations, health department requirements, and Association policies.
- Maintaining concession equipment and coordinating repairs or replacement needs.
- Implementing cash-handling procedures and maintaining accurate financial records in accordance with Association policies.
- Preparing financial reports, inventory summaries, and operational updates for the Executive Board.
- Training volunteers on concession operations, food safety, customer service, and cash-handling procedures.
- Recommending operational improvements and budgetary needs to the Executive Board.

Hockey Advisory Committee

The Hockey Advisory Committee (HAC) serves as the Association's primary advisory and operational committee for hockey-related matters. The structure, membership, and responsibilities of the HAC may be reviewed and modified periodically by the Executive Board. The HAC works under the leadership of the Hockey Director and is subject to Executive Board oversight.

The HAC may assist with:

- Player-development philosophy
- Coaching standards and selection
- Tryout planning
- Team formation
- Goaltender development
- Practice and competition models
- Age-level programming
- Long-term hockey planning
- Evaluation of hockey operations.

The HAC may make routine operational decisions when authority has been delegated by the Executive Board. The HAC does not possess independent authority to:

- Amend Association policy
- Approve unbudgeted expenditures
- Enter contracts
- Make employment decisions
- Resolve legal or governance matters reserved to the Executive Board.

Standing Committees

The Executive Board may establish standing committees to support ongoing Association responsibilities. The Executive Board may create, combine, reorganize, suspend, or dissolve standing committees as organizational needs change, subject to any requirements contained in the Bylaws. Standing committees may include:

- **Finance Committee**



Assists with budgeting, financial planning, scholarships, fundraising, sponsorships, concession operations, and long-term financial sustainability.

- **Gambling Committee**

Assists the Executive Board with oversight of charitable gambling, financial review, compliance, risk management, internal controls, and the lawful use of gambling proceeds.

- **Communications Committee**

Supports official communications, website content, membership information, registration communications, recruitment, retention, and public relations.

- **Governance or Handbook Committee**

Reviews the Bylaws, Handbook, governance practices, and proposed policy changes and provides recommendations to the Executive Board.

- **Hockey Advisory Committee**

Supports hockey operations as described elsewhere in this Handbook.

Special Committees and Task Forces

The Executive Board may establish temporary committees or task forces to address a particular issue, project, or organizational need. A special committee's authority, purpose, membership, and duration shall be determined by the Executive Board. Unless otherwise directed, a special committee dissolves upon completion of its assigned responsibility. Examples may include:

- Coach-selection committees
- Nominating committees
- Grievance or disciplinary review committees
- Tournament committees
- Hiring committees
- Strategic-planning groups
- Facility or capital-project committees
- Special-event committees
- Policy-review groups

Appointed Coordinators and Operational Positions

The Executive Board may appoint coordinators and volunteers to administer specific areas of Association operations. Appointed individuals operate within assigned responsibilities and report to the Executive Board, a designated officer, employee, or committee. Appointment to an operational position does not create independent governance authority. The Executive Board may establish, revise, combine, or discontinue appointed positions as Association needs evolve.

Appointed positions may include:

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|---|--|
| ● Officials Coordinator | ● Website or Communications Coordinator |
| ● Sponsorship Coordinator | ● Apparel Coordinator |
| ● Equipment Coordinator | ● SafeSport Coordinator |
| ● Ice Scheduler | ● Sports Arena East Representative |
| ● Registration Coordinator | ● Summer Event Coordinator |
| ● Tournament Coordinator | ● Tryout Coordinator |
| ● Recruitment and Retention Coordinator | ● Other positions established by the Executive Board |
| ● Concession Stand Manager | |
| ● Volunteer Coordinator | |
| ● Picture Coordinator | |

Coaches and Team Leadership



Coaches and team managers are responsible for administering team-level activities in accordance with Association policies. The Head Coach provides leadership for the team's hockey activities, while the Team Manager generally supports communication and administrative responsibilities. Coaches and team leaders are accountable to the Hockey Director and the Association's established governance structure. Coaches and team leadership do not possess authority to:

- Change Association policy
- Commit Association funds without authorization
- Enter contracts on behalf of SRYHA
- Create independent fundraising programs without approval
- Represent personal decisions as official Executive Board action

Sports Arena East Relationship

Sports Arena East serves as a primary home facility for SRYHA but is operated by a separate nonprofit organization. SRYHA may appoint or designate representatives to attend Sports Arena East meetings, communicate Association interests, and report relevant information to the Executive Board.

Representation on or communication with the Sports Arena East governing body does not merge the legal, financial, or operational responsibilities of the two organizations.

Any leases, concession agreements, ice agreements, financial commitments, or other formal arrangements between SRYHA and Sports Arena East shall be governed by written agreements approved by the appropriate governing bodies.

Committee and Position Authority

Committees, coordinators, coaches, employees, and volunteers may act on behalf of SRYHA only within the authority granted to them. Questions regarding the scope of authority shall be referred to the Executive Board or its designated representative before action is taken.

Unless expressly authorized, no individual or group may:

- Bind the Association contractually.
- Commit Association funds.
- Establish or modify policy.
- Make public statements on behalf of SRYHA.
- Use the Association's name, logo, tax-exempt status, or financial accounts for an unauthorized purpose.

Conflicts of Interest

Executive Board members, committee members, employees, coaches, and appointed volunteers shall act in the best interests of SRYHA. Individuals shall disclose actual or potential conflicts of interest involving matters under consideration. When appropriate, an individual with a conflict shall refrain from participating in discussion, evaluation, recommendation, or voting on the matter. The Executive Board may adopt and maintain a separate Conflict of Interest Policy governing disclosures, recusals, documentation, and related procedures.

Confidentiality

Individuals with access to confidential information shall protect that information and disclose it only to those with a legitimate need to know or as required by law or governing-body policy. Confidentiality obligations may continue after an individual's Board, committee, employment, coaching, or volunteer service ends. Association leaders may receive confidential information concerning:

- Players.
- Families.
- Employees.
- Coaches.



- Volunteers.
- Financial assistance.
- Discipline.
- SafeSport matters.
- Charitable gambling.
- Contracts.
- Legal issues.
- Personnel matters.
- Player evaluations and team formation.

Board Meetings and Member Participation

Executive Board meetings shall be conducted in accordance with the Association's Bylaws and established meeting procedures. The Board may establish a regular meeting schedule and communicate meeting dates, times, and locations through official Association channels. Members may be invited to attend open portions of meetings and provide comments during designated opportunities. Attendance at an Executive Board meeting does not provide a member with voting authority or the right to participate in all Board deliberations. The Executive Board may enter a closed or executive session when discussing confidential matters, including:

- Personnel.
- Legal issues.
- Discipline.
- SafeSport matters.
- Financial assistance.
- Contracts.
- Private member information.
- Other matters require confidentiality.

Decision-Making

The Executive Board shall make decisions in accordance with the voting, quorum, and meeting requirements contained in the Association's Bylaws. The Board may seek recommendations from committees, employees, coaches, coordinators, members, legal counsel, accountants, insurance representatives, governing organizations, or other qualified individuals before making decisions. When immediate action is reasonably necessary to protect participants, preserve Association assets, satisfy a legal obligation, or maintain operations, authorized Association leaders may act within the authority provided by the Bylaws or Executive Board policy. Such actions shall be reported to the Executive Board as soon as reasonably practical.

Policy Adoption and Amendment

The Executive Board may adopt, amend, suspend, or repeal Association policies in accordance with the Bylaws and applicable law. Handbook revisions should be communicated to members through official Association channels. The Executive Board may also issue administrative procedures, annual schedules, forms, and operating guidelines that implement this Handbook without formally amending the Handbook, provided those materials are consistent with governing documents and Board policy.

Governance Interpretation

The Executive Board retains final authority to interpret this Section and resolve questions concerning Association structure, delegated authority, committee responsibility, operational oversight, and policy application. Nothing in this Section limits authority granted to the Executive Board under applicable law, the Articles of Incorporation, or the Association's Bylaws.

Section 3 – Registration & Financial Policies

Registration Philosophy

The Sauk Rapids Youth Hockey Association (SRYHA) is committed to providing an organized, transparent, and financially responsible registration process that supports long-term player development while



maintaining affordability for Association families. Annual registration fees help fund the operation of the Association, including ice rental, player development, equipment, officials, league fees, insurance, coaching education, tournaments, and other program expenses. The Executive Board establishes registration fees annually after reviewing the Association's operating budget, projected participation, and long-term financial needs.

Player Eligibility

Additional eligibility requirements may apply in accordance with Minnesota Hockey, District 5, or Association policy. To participate in SRYHA programs, players must:

- Register with SRYHA.
 - Register annually with USA Hockey.
 - Meet applicable age eligibility requirements established by USA Hockey and Minnesota Hockey.
 - Complete all required registration forms and waivers.
 - Remain in good standing with the Association.
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Age Classifications

SRYHA offers hockey programs based upon USA Hockey and Minnesota Hockey age classifications. See **Appendix G, table 1** for details.

Monthly Dues

Player dues are the primary financial contribution made by Association families to support the cost of operating the Association and providing hockey programming. Dues help fund items such as ice rental, officials, league and tournament fees, player development, equipment, insurance, administrative expenses, and other operating costs. The Executive Board shall establish player dues annually as part of the Association's budgeting process. Dues may vary by age classification or program based on anticipated costs.

The current dues schedule is provided in **Appendix G, Table 2**. The Executive Board may amend the dues schedule from time to time without requiring an amendment to this Handbook.

Registration Period

The Executive Board establishes the annual registration period. Registration dates, deadlines, registration fees, and required documentation will be communicated through the Association's official communication channels. The annual registration fee is \$175.00, payable at the time of registration unless otherwise approved under the Association's payment or financial assistance policies. Early registration is encouraged to assist with planning, budgeting, coach recruitment, ice scheduling, and team formation. Late registrations may be accepted based on roster availability and operational considerations and may be subject to additional fees. Any family with outstanding dues or unfulfilled volunteer hours from the previous season will not be eligible to register a player until any outstanding balances are paid.

Payment Options

The Association may offer payment plans to assist families with registration costs. Available payment schedules, due dates, and accepted payment methods shall be established annually. Players may be restricted from participation if financial obligations remain unpaid unless other arrangements have been approved by the Association.



Late Registration

The Executive Board may establish late registration deadlines and fees. Acceptance of a late registration is not guaranteed. Late registrations may be subject to:

- Late fees
 - Limited roster availability
 - Delayed team placement
 - Other restrictions necessary for Association operations
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Financial Assistance

SRHYHA believes every child should have the opportunity to participate regardless of financial circumstances. Families experiencing financial hardship are encouraged to confidentially apply for available scholarship or financial assistance programs by contacting the association Treasurer. Applications shall be reviewed confidentially in accordance with procedures established by the Executive Board. Receipt of financial assistance does not eliminate a family's obligation to comply with other Association policies unless specifically approved. The maximum scholarship awarded can be up to 75% of the monthly dues per player, this is dependent on the number of requests until the budget is used.

Volunteer Program

SRHYHA is a volunteer-driven organization. To support Association operations, each family is expected to complete the annual volunteer requirement established by the Executive Board. Each individual is responsible for finding their own replacement for any shift they are no longer able to cover.

The current requirement is:

- 16 volunteer hours per registered player
- Maximum of 32 hours per family

Volunteer opportunities may include, but are not limited to:

- Concession stand shifts
- Tournaments/Mite Jamboree
- Committee membership service
- Other approved volunteer activities

Families who do not complete the required volunteer hours will be assessed according to the annual volunteer penalty per hour amount established by the Executive Board.

Current Volunteer Penalty: \$75 per unfulfilled hour

Volunteer requirements and penalty rates are reviewed annually by the Executive Board.

You can hire someone to work your hours for a minimum of \$10.00/hr. The hired worker must be a SRHYHA member, immediate family member to a SRHYHA member or receive permission from the concession stand manager to work in the concession stand. Families choosing this option should make arrangements with the worker themselves and pay them directly. You are held accountable to the policies should that worker not show up or cancel their shift.

Refund Policy

Requests for registration refunds shall be submitted in writing.

Refund requests will be reviewed on a case-by-case basis and may consider:

- Date of withdrawal
- Program expenses already incurred.



- Team placement
- Ice commitments
- Governing organization fees
- Extraordinary circumstances

The Executive Board reserves the right to approve full, partial, or no refund depending upon the circumstances.

Concession Stand Operation

SRHYHA leases the Concession Stand from Sports Arena East (SAE) as a means of income for the Association. There is a written contract with SAE to operate the stand in a specific manner. The SRHYHA President and Concession Stand Manager will review the contract and provide essential information on the operations of the stand to the workers. Shifts available to work will be posted on Dibs. It is necessary that we maintain adequate staffing of the concession stand. Unfilled shifts result in loss of profits. The Concession Stand Manager will determine the products sold in the stand and equipment needs with approval of the Executive Board. Decisions will be made based on product turnover, specific events, licensing requirements, availability of products, profit margin, etc. Workers in the stand should not be making purchases of any products to sell without prior approval of the Concession Stand Manager or President. The Concession Stand should be operated in a professional manner.

- Carefully read policies and procedure manuals and any posted information or specific instructions from Concession Stand Manager.
- Follow sanitary guidelines.
- Show up on time for your scheduled shift.
- Be courteous to customers and co-workers.
- Make good decisions about the operation of the stand during your shift.
- Money should be carefully counted when giving change and making nightly deposits.

Workers need to pay for any food/drink consumed while working the stand. Anyone caught stealing food, supplies, money or other items sold from the stand may be prosecuted. Do not make extra food just to bring home the unsold food at the closing of the stand.

Delinquent Accounts

Families with outstanding financial obligations may be subject to:

- Inability to register a skater
- Withholding of team placement
- Restriction from participation
- Loss of volunteer deposits or credits
- Other remedies permitted by Association policy

The Executive Board may approve alternative payment arrangements when appropriate.

Goaltender Financial Incentive

To encourage participation at the goaltender position, SRHYHA may provide financial incentives for designated full-time goaltenders. The current incentive provides a waiver of monthly dues for approved full-time Pee wee/12U and Bantam/15U goaltenders. Eligibility requirements and incentive amounts are established annually by the Executive Board and may be modified based on Association needs.



Financial Responsibility

Families experiencing financial hardship are encouraged to contact the Association before payment deadlines whenever possible. Families are responsible for:

- Timely payment of registration fees and dues.
 - Returning Association property.
 - Payment for lost or damaged Association equipment beyond normal wear.
 - Fulfilling volunteer obligations or applicable buyout requirements.
 - Prompt communication regarding financial concerns.
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Coach Payments/Reimbursements

Non-Parent Head Coaches will receive payment for the season. The season is defined as the start of Dynamics sessions through the team's final game of the season. Payment may be made in one or more installments during the season. A breakdown of coach compensation by level and position is provided in **Table 4, Appendix G**. Non-parent coaches will sign an Independent Contractor Agreement that outlines the terms of compensation and any expenses eligible for reimbursement beyond the seasonal payment.

All parent coaches will be reimbursed for their USA Hockey registration, Level 1–4 Coaching Certification Seminars, and required Level Modules upon submission of appropriate receipts. Non-parent coaches will not be reimbursed for expenses unless otherwise provided in their Independent Contractor Agreement. Reimbursement for the Level 5 Coaching Certification Seminar will be considered on a case-by-case basis. Reimbursement for hotel accommodations associated with certification seminars requires prior approval from the SRYHA Executive Board

Policy Interpretation

The Executive Board retains the authority to establish annual registration fees, monthly dues, volunteer requirements, payment schedules, scholarship criteria, refund guidelines, and other financial policies consistent with the long-term financial stability of the Association. Administrative procedures implementing these policies may be updated annually without requiring amendment to this Handbook.

Section 4 – Hockey Operations

Section 4.1 – Hockey Operations

Purpose

The Sauk Rapids Youth Hockey Association (SRYHA) is committed to providing a safe, organized, and development-focused hockey program that promotes skill development, sportsmanship, teamwork, leadership, character, and a lifelong appreciation for the game of hockey. The purpose of Hockey Operations is to provide consistent leadership, programming, and oversight that supports players, coaches, officials, volunteers, and families while advancing the mission and vision of the Association. SRYHA recognizes that the long-term success of its hockey program is measured not only by competitive achievement, but by the development of confident athletes, respectful teammates, responsible citizens, and future leaders. All hockey programming shall be administered in a manner that reflects the Association's Mission Statement, Vision Statement, and Guiding Principles.



Operational Philosophy

SRHYA believes successful hockey programs are built upon a commitment to long-term player development rather than short-term competitive success.

Accordingly, Hockey Operations shall be guided by the following principles:

- Player development is the Association's highest hockey priority.
- Every player deserves the opportunity to develop in a positive, challenging, and supportive environment.
- Skill development, hockey sense, and character development should progress together.
- Coaches, volunteers, parents, and Association leadership share responsibility for creating a positive hockey experience.
- Decisions should be made in the best interests of both the individual player and the Association as a whole.
- Programs should promote sportsmanship, teamwork, accountability, respect, resilience, and leadership.
- Hockey operations should be administered consistently, fairly, transparently, and with integrity.
- The Association will continually evaluate and improve its hockey programs using recognized best practices.

SRHYA embraces the principles of long-term athlete development promoted by USA Hockey and Minnesota Hockey and seeks to provide age-appropriate instruction that balances individual skill development with competitive opportunities.

Hockey Operations Structure

The Executive Board has overall responsibility for governing the Association and establishing policies that support the delivery of hockey programs. The Executive Board delegates the day-to-day administration of hockey operations to the Hockey Director, who serves as the Association's chief hockey administrator. The Hockey Director works collaboratively with the Hockey Advisory Committee (HAC), coaches, coordinators, volunteers, and the Executive Board to administer hockey programming consistent with this Handbook and Executive Board policy. The Hockey Director is responsible for implementing - not creating- Association hockey policy. Governance authority remains with the Executive Board.

Hockey Operations Leadership

Executive Board

The Executive Board establishes the strategic direction of the Association and provides governance oversight for all hockey operations.

Responsibilities include:

- Establishing Association policy.
- Approving budgets and financial resources.
- Hiring, supervising, and evaluating the Hockey Director.
- Approving significant operational changes.
- Protecting the long-term interests of the Association.
- Ensuring compliance with nonprofit governance and governing organizations.

The Executive Board shall avoid involvement in routine hockey operations except when required by policy, appeal, or governance responsibility.

Hockey Director

The Hockey Director is responsible for the administration and leadership of all hockey-related operations under the direction of the Executive Board.



Responsibilities generally include:

- Administering the Association's hockey programs.
- Implementing the Player Development Philosophy.
- Leading the Hockey Advisory Committee.
- Supporting coach recruitment, selection, education, and evaluation.
- Overseeing player evaluations and team formation.
- Coordinating player development initiatives.
- Supporting goaltender development.
- Monitoring program consistency across all age levels.
- Recommending operational improvements.
- Serving as the Association's primary hockey resource.

The Hockey Director may establish operational procedures necessary to effectively administer hockey programs, provided those procedures remain consistent with this Handbook and Executive Board policy.

Hockey Advisory Committee

The Hockey Advisory Committee (HAC) serves as the Association's primary advisory committee for hockey operations. The committee consists of experienced hockey volunteers representing various age levels and areas of expertise within the Association. The HAC assists the Hockey Director by providing recommendations and operational support regarding:

- Player development.
- Coaching standards.
- Coach education.
- Team formation.
- Player evaluations.
- Goaltender development.
- Practice models.
- Age-level programming.
- Long-term hockey planning.
- Other hockey-related initiatives.

The Hockey Director serves as Chair of the Hockey Advisory Committee.

Committee membership shall be approved annually by the Executive Board upon recommendation of the Hockey Director. The HAC operates in an advisory capacity and exercises only the authority delegated by the Executive Board.

Scope of Hockey Operations

Hockey Operations generally includes:

- Player development programming.
- Coach recruitment, selection, education, and evaluation.
- Team formation and player evaluations.
- Player movement.
- Goaltender development.
- Practice planning and curriculum.
- Seasonal programming.
- Tournament participation.
- Hockey clinics and development opportunities.
- Team operations.
- Hockey-related communications.
- Support of coaches, players, and families.



The Hockey Director may establish administrative procedures to implement these programs while remaining consistent with Association policy.

Decision-Making Authority

Routine hockey decisions are delegated to the Hockey Director.

Examples include:

- Practice planning.
- Development curriculum.
- Coach support.
- Practice scheduling recommendations.
- Team activities.
- Development programming.
- Goaltender programming.
- Evaluation logistics.
- Team balancing recommendations.
- Player movement recommendations.

The Hockey Director may consult the Hockey Advisory Committee, coaches, evaluators, or other qualified individuals before making operational decisions. Matters involving Association governance, budgets, employment, contracts, legal issues, disciplinary appeals, or policy changes remain the responsibility of the Executive Board.

Alignment with Governing Organizations

SRYHA is proud to be affiliated with:

- USA Hockey
- Minnesota Hockey
- Minnesota Hockey District 5

The Association administers its hockey programs in accordance with the rules, regulations, and player development principles established by these governing organizations. When governing organizations revise rules, safety standards, or player development recommendations, SRYHA may modify its operational procedures accordingly. If a conflict exists between this Handbook and the governing rules of USA Hockey, Minnesota Hockey, or District 5, the governing organization's rules shall prevail.

Continuous Improvement

SRYHA is committed to continually evaluating and improving its hockey program. The Hockey Director, Hockey Advisory Committee, coaches, and Executive Board are encouraged to regularly review:

- Player development outcomes.
- Coaching effectiveness.
- Practice models.
- Team formation processes.
- Parent and player feedback.
- Program participation.
- New player recruitment.
- Retention initiatives.
- Safety practices.
- Best practices promoted by USA Hockey and Minnesota Hockey.

Recommendations for improvement shall be considered as part of the Association's annual planning process.

**Operational Flexibility**

The Executive Board recognizes that youth hockey continually evolves.

Accordingly, the Hockey Director may develop, revise, and implement administrative procedures, instructional methods, practice models, development initiatives, and operational processes that improve the Association's hockey programs, provided those changes remain consistent with:

- This Handbook
- Executive Board policy
- The Association's Bylaws
- USA Hockey requirements
- Minnesota Hockey requirements
- District 5 requirements

Administrative procedures may be modified without formal amendment to this Handbook.

Section 4.2 – Player Development Philosophy

Purpose

The Sauk Rapids Youth Hockey Association (SRYHA) is committed to providing a comprehensive player development program that prepares young athletes for success both on and off the ice.

The Association recognizes that every player develops at a unique pace. Accordingly, SRYHA is committed to creating an environment that challenges players appropriately while fostering confidence, sportsmanship, leadership, and a lifelong passion for the game of hockey.

The primary objective of player development is not simply to build successful teams, but to develop skilled hockey players, outstanding teammates, responsible citizens, and future leaders.

Development Philosophy

SRYHA believes that successful player development is achieved through a balanced approach that emphasizes:

- Individual skill development
- Hockey IQ and decision-making
- Skating proficiency
- Competitive spirit
- Character development
- Teamwork
- Leadership
- Sportsmanship
- Respect
- Accountability
- Love of the game

The Association encourages players to embrace challenges, learn from setbacks, compete with integrity, and continually strive for improvement. Winning games is valued; however, long-term player development will remain the Association's highest hockey priority.

Long-Term Athlete Development

SRYHA supports the principles of long-term athlete development promoted by USA Hockey and Minnesota Hockey. Programming is designed to provide age-appropriate instruction that emphasizes progressive skill development, increasing hockey awareness, and growing levels of personal responsibility as players mature. Instruction is intended to build upon previously acquired skills while



preparing players for future levels of competition. Development shall remain appropriate for each player's age, physical maturity, emotional development, and experience.

Whole Player Development

SRHYA believes that developing successful hockey players also requires developing successful young people.

Accordingly, coaches are expected to foster:

- Integrity
- Respect
- Self-discipline
- Confidence
- Work ethic
- Leadership
- Resilience
- Accountability
- Humility
- Team-first attitudes

Players should leave the Association better prepared for success in school, athletics, careers, and their communities.

Individual Development

Every player deserves the opportunity to improve.

Coaches are encouraged to:

- Challenge every player appropriately.
- Teach fundamental skills.
- Provide constructive instruction.
- Encourage creativity and decision-making.
- Reinforce positive habits.
- Celebrate improvement.
- Promote confidence through preparation.

The Association recognizes that player development occurs at different rates and encourages patience throughout each athlete's developmental journey.

Practice Philosophy

SRHYA believes that meaningful player development occurs primarily through quality practices.

Practices should:

- Maximize puck touches.
- Promote active participation.
- Minimize unnecessary waiting.
- Emphasize skating and skill development.
- Incorporate age-appropriate small-area games.
- Encourage decision-making.
- Maintain a positive and energetic learning environment.

Practice plans should reflect current player development principles promoted by USA Hockey while remaining adaptable to the needs of individual teams.



Competition Philosophy

Games provide players with opportunities to apply the skills developed during practice. While winning is an important aspect of athletics, it shall not come at the expense of player development or sportsmanship. Competition should:

- Reinforce player development.
- Encourage creativity.
- Build confidence.
- Promote teamwork.
- Teach sportsmanship.
- Challenge players appropriately.
- Encourage resilience.

Age-Appropriate Development

SRHYA recognizes that the developmental needs of players evolve throughout their youth hockey experience. Programming shall be designed to meet players where they are developmentally while preparing them for future levels of competition. Specific programming expectations may evolve as recommended by USA Hockey, Minnesota Hockey, and the Hockey Director.

General developmental emphasis includes:

Mite / U8

- Skating fundamentals
- Puck control
- Basic hockey concepts
- Small-area play
- Enjoyment and participation

Squirt / U10

- Advanced skating
- Individual skill development
- Hockey IQ
- Decision-making
- Continued love of the game

Peewee / U12

- Technical refinement
- Position-specific concepts
- Body contact instruction
- Team concepts
- Competitive habits

Bantam / U15

- Advanced skill execution
- Body checking (where applicable)
- Team systems
- Leadership
- Competitive preparation

Role of Coaches

Coaches play the most significant role in delivering the Association's Player Development Philosophy. Coaches are encouraged to continually improve through education, mentorship, and collaboration. Every coach is expected to:



- Teach with enthusiasm.
 - Encourage effort over results.
 - Foster a positive learning environment.
 - Model integrity and sportsmanship.
 - Communicate respectfully.
 - Promote accountability.
 - Support every player's development.
-

Role of Parents

Parents are essential partners in player development. Parents are encouraged to focus on long-term development rather than short-term outcomes.

Families support the Association by:

- Encouraging effort and improvement.
 - Reinforcing positive attitudes.
 - Supporting coaches and teammates.
 - Demonstrating good sportsmanship.
 - Promoting healthy competition.
 - Helping players maintain perspective and enjoyment.
-

Measuring Success

Championships and competitive success are valued accomplishments but are not the sole measure of a successful hockey program. The Association evaluates the success of its hockey program using a variety of indicators, including:

- Player improvement.
 - Player retention.
 - Coach development.
 - Sportsmanship.
 - Enjoyment of the game.
 - Competitive growth.
 - Leadership development.
 - Positive Association culture.
-

Continuous Improvement

SRYHA is committed to regularly evaluating and improving its player development model.

The Hockey Director, Hockey Advisory Committee, coaches, and Executive Board are encouraged to review current research, USA Hockey resources, Minnesota Hockey recommendations, and feedback from players and families to continually strengthen the Association's development program.

Policy Interpretation

The Hockey Director shall administer the Association's player development program consistent with this Handbook and the authority delegated by the Executive Board.

The Executive Board retains final authority to establish Association policy and approve significant changes to the Player Development Philosophy.



Section 4.3 – Coaching Standards & Selection

Purpose

The Sauk Rapids Youth Hockey Association (SRYHA) recognizes that coaches have the greatest influence on the experience and development of its players.

The purpose of this policy is to establish the standards, expectations, and selection process for coaches while promoting a consistent coaching philosophy throughout the Association.

SRYHA is committed to recruiting, selecting, developing, and supporting qualified coaches who demonstrate the knowledge, leadership, character, and commitment necessary to positively influence young athletes.

Coaching Philosophy

SRYHA believes that great coaches develop more than hockey players. Winning is valued; however, winning shall never take precedence over player development, safety, or good sportsmanship. Coaches are expected to model the behaviors and values they seek to develop in their players. Every coach is expected to create an environment that promotes:

- Skill development
- Sportsmanship
- Respect
- Leadership
- Accountability
- Confidence
- Teamwork
- Character
- Enjoyment of the game

Coaching Standards

The Association expects coaches to conduct themselves in a manner that reflects positively upon SRYHA at all times. All SRYHA coaches shall:

- Place player development first.
- Treat every player with dignity and respect.
- Foster a positive and inclusive team culture.
- Demonstrate professionalism on and off the ice.
- Support the Association's Mission, Vision, and Guiding Principles.
- Follow the Association's Player Development Philosophy.
- Comply with all USA Hockey, Minnesota Hockey, District 5, SafeSport, and Association requirements.
- Serve as positive role models for players and families.

Minimum Qualifications

To be eligible for appointment, coaches must satisfy all applicable requirements established by USA Hockey, Minnesota Hockey, District 5, and SRYHA. Coaches are responsible for maintaining all required certifications throughout the season.

Requirements generally include:

- Current USA Hockey registration.
- Completion of required coaching certification.
- Age-specific coaching modules.
- Current SafeSport certification.



- Background screening.
 - Any additional requirements established by the Association.
-

Coach Recruitment

SRYHA encourages qualified individuals who demonstrate a commitment to youth development and the Association's philosophy to apply for coaching positions. The Association welcomes both parent and non-parent coaches. The Association actively seeks coaches who:

- Possess strong hockey knowledge.
 - Demonstrate effective leadership.
 - Communicate positively.
 - Embrace continued learning.
 - Work collaboratively.
 - Support all players.
-

Coach Selection

The Hockey Director shall oversee the annual coach selection process with assistance from the Hockey Advisory Committee. Recommendations shall be submitted to the Executive Board for approval in accordance with Association policy. No single factor guarantees selection.

Selection decisions may consider:

- Coaching experience.
 - Playing experience.
 - Leadership ability.
 - Communication skills.
 - Player development philosophy.
 - Prior coaching performance.
 - Ability to work collaboratively.
 - Commitment to SRYHA values.
 - References, when appropriate.
 - The overall needs of the Association.
-

Interviews

The Hockey Director may interview applicants when deemed appropriate.

An interview is not required for every applicant. Returning coaches with demonstrated success and continued support of the Association's Player Development Philosophy may be reappointed without a formal interview. Likewise, the Hockey Director may recruit qualified individuals who have not submitted a formal application when doing so is determined to be in the best interests of the Association. Participation in the interview process does not guarantee appointment to a coaching position.

Appointment of Coaches

The Executive Board approves coaching appointments based upon the recommendation of the Hockey Director. Appointments are made annually. Appointment to a coaching position for one season does not create an expectation or guarantee of future appointment.

Coaching Staff

The Hockey Director shall determine the appropriate composition of each coaching staff based upon the needs of the team and the availability of qualified personnel. Each team may consist of:

- Head Coach
- Assistant Coach(es)



- Goalie Coach, when appropriate
 - Other approved on-ice instructors
-

Coach Expectations

Coaches shall also support consistent programming across all age levels. Coaches are expected to:

- Plan and conduct organized practices.
 - Promote age-appropriate skill development.
 - Prepare players for competition.
 - Communicate effectively with players and parents.
 - Support Association initiatives.
 - Demonstrate respect toward officials, opponents, and volunteers.
 - Encourage good sportsmanship.
 - Foster an enjoyable hockey experience.
-

Coach Education and Development

SRHYA is committed to the continued education of its coaches. Coaches are encouraged to continually improve their knowledge and instructional abilities throughout their coaching careers.

The Association may provide:

- Coaches' meetings.
 - Practice resources.
 - Development materials.
 - Mentorship opportunities.
 - USA Hockey educational resources.
 - Hockey Director support.
 - Goaltender development resources.
 - Continuing education opportunities.
-

Coach Evaluation

The Hockey Director shall periodically evaluate coaches to promote consistency and continuous improvement. The purpose of evaluation is improvement rather than criticism.

Evaluation may consider:

- Player development.
 - Practice organization.
 - Communication.
 - Leadership.
 - Sportsmanship.
 - Compliance with Association policies.
 - Parent feedback, when appropriate.
 - Commitment to the Association's philosophy.
-

Accountability

Coaches are accountable to the Hockey Director and the Executive Board. The Executive Board retains final authority regarding coaching appointments and disciplinary actions involving coaches. Failure to comply with Association policies or coaching expectations may result in:

- Coaching support or mentoring.
- Corrective action.
- Additional education.
- Reassignment.



- Suspension.
- Removal from a coaching position.

Volunteer Coaches

Volunteer coaches play an essential role in the success of SRYHA.

The Association recognizes the significant time and commitment contributed by volunteer coaches and is committed to supporting them through education, communication, and access to resources.

Volunteer coaches are expected to uphold the same standards of professionalism and conduct as all Association representatives.

Policy Interpretation

The Hockey Director shall administer the coach selection and development process consistent with this Handbook and the authority delegated by the Executive Board. The Executive Board retains final authority regarding coaching appointments, policy interpretation, and any matters not specifically addressed within this section.

Section 4.4 – Team Formation & Player Evaluations

Purpose

The Sauk Rapids Youth Hockey Association (SRYHA) is committed to a fair, consistent, and development-focused evaluation process that supports the long-term growth of every player while promoting balanced and competitive teams.

The purpose of player evaluations is to assess each player's current skills and abilities to assist in placing players in an environment that best supports their continued development.

Team formation decisions are intended to balance individual development, team competitiveness, roster composition, and the overall needs of the Association.

Guiding Principles

The player evaluation and team formation process shall be guided by the following principles:

- Fairness
- Consistency
- Objectivity
- Transparency
- Player development
- Sportsmanship
- Competitive balance
- Long-term athlete development

Every effort shall be made to evaluate players using consistent criteria while recognizing that no evaluation system can perfectly measure every aspect of a player's potential or future development.

Evaluation Philosophy

Player evaluations measure a player's demonstrated abilities at the time of evaluation.

Evaluations are intended to assist in team placement and should not be viewed as a permanent measure of a player's potential, future success, or long-term development.

The Association recognizes that players develop at different rates, and evaluation results represent only one component of the team formation process.



Administration of Evaluations

The Hockey Director is responsible for administering the annual player evaluation process.

The Hockey Director may establish evaluation procedures, schedules, formats, evaluation criteria, and administrative processes that support a fair and effective evaluation process.

The Hockey Advisory Committee may assist in planning and administering evaluations.

Annual evaluation procedures may be modified to improve the process or comply with USA Hockey, Minnesota Hockey, or District 5 requirements without requiring amendment to this Handbook.

Evaluators

Whenever practical, SRYHA will utilize independent and qualified evaluators to promote objectivity and consistency.

Evaluators may include:

- Independent evaluators
- Qualified non-parent coaches
- Hockey Director
- Hockey Advisory Committee members
- High school or college coaches
- Other experienced hockey personnel

Individuals with an actual or perceived conflict of interest may be excluded from evaluating players where appropriate.

The Hockey Director shall determine the composition of the evaluation staff.

Evaluation Criteria

Evaluation criteria may include, but are not limited to:

- Skating
- Puck handling
- Passing and receiving
- Shooting
- Hockey sense
- Compete level
- Positioning
- Decision-making
- Work ethic
- Coachability
- Team play
- Goaltending skills (when applicable)

The Association may adjust evaluation criteria to reflect the developmental priorities of each age level.

Team Formation

Following evaluations, the Hockey Director shall recommend team placements using evaluation results together with other relevant hockey considerations.

Team formation may consider:

- Evaluation results
- Goaltender distribution
- Positional balance
- Team size
- Competitive balance
- Player safety



- Player development
- Age eligibility
- Governing organization requirements
- Other factors determined to be in the best interests of the Association

Evaluation scores are an important factor but are not the sole determinant of team placement.

Roster Composition

The Hockey Director shall recommend roster sizes based upon:

- Registration numbers
- Ice availability
- Financial considerations
- Development opportunities
- Competitive balance
- Governing organization recommendations
- Available coaching resources

Final roster sizes shall be approved in accordance with Association policy.

Team Placement

Players shall be placed on the team that the Association believes provides the best opportunity for both individual development and overall program success. Placement decisions are based upon the totality of the evaluation process and not solely upon a single drill, scrimmage, or evaluator's opinion.

No player is guaranteed placement on any particular team.

Player Movement During Evaluations

Players requesting consideration for movement to another age classification shall follow the procedures established by the Association and governing organizations. The Hockey Director shall review all requests in consultation with the Hockey Advisory Committee. Final recommendations shall consider player development, competitive readiness, safety, roster composition, and applicable governing organization rules. Approval of player movement is exceptional and not the standard practice.

Absence from Evaluations

Players unable to participate in evaluations due to illness, injury, or other extenuating circumstances should notify the Hockey Director as soon as reasonably possible. The Hockey Director may utilize previous evaluations, independent observations, additional evaluations, or other available information when determining team placement. The Association is not obligated to conduct separate evaluation sessions.

Communication of Results

Team placement decisions shall be communicated through official Association channels. Evaluation scores, evaluator comments, and internal ranking information are confidential Association records and will not be publicly released. Parents may request a meeting with the Hockey Director to better understand the evaluation process and their player's development opportunities.

Requests for Review

Parents who believe the published evaluation procedures were not substantially followed may submit a written request for review in accordance with the Association's Conduct, Discipline & Grievance Policy.



A request for review shall focus on whether established procedures were substantially followed and shall not constitute a re-evaluation of the player. Disagreement with evaluation results or team placement alone is not grounds for review or appeal.

Confidentiality

To protect the integrity of the evaluation process, evaluation records shall remain confidential. Evaluators, coaches, Hockey Advisory Committee members, and Executive Board members shall not disclose confidential evaluation information except as necessary to administer the process.

Continuous Improvement

The Hockey Director and Hockey Advisory Committee shall annually review the evaluation process and may recommend improvements to the Executive Board. The Association is committed to continually improving the fairness, consistency, and effectiveness of its evaluation procedures.

Policy Interpretation

The Hockey Director shall administer player evaluations and team formation consistent with this Handbook and the authority delegated by the Executive Board. The Executive Board retains final authority regarding policy interpretation and governance matters related to team formation.

Section 4.5 – Player Movement & Roster Management

Purpose

The Sauk Rapids Youth Hockey Association (SRYHA) is committed to placing players in an environment that best supports their long-term development while maintaining competitive balance, appropriate roster sizes, and a positive experience for all participants. The purpose of this policy is to establish the principles and authority governing player movement and roster management throughout the Association.

Guiding Principles

Player movement decisions shall always prioritize:

- Long-term player development.
- Player safety.
- Competitive balance.
- Fairness and consistency.
- Age-appropriate competition.
- Team stability.
- The overall best interests of the Association.

Movement decisions shall not be based solely on short-term competitive success.

Age Classification

Players shall participate at the age classification established by USA Hockey and Minnesota Hockey unless otherwise permitted by governing organization rules and approved by the Association.

SRYHA supports age-appropriate development and considers participation within a player's designated age level to be the standard expectation.



Player Movement Between Age Levels

Requests for participation at a higher age classification ("playing up") may be considered in limited circumstances.

All requests must:

- Comply with USA Hockey, Minnesota Hockey, and District 5 regulations.
- Be submitted in accordance with Association procedures.
- Receive any required approvals from governing organizations.

Approval is considered an exception to the standard age-classification model and is not guaranteed.

When evaluating a request, the Hockey Director may consider:

- Player safety.
- Physical maturity.
- Skill level.
- Competitive readiness.
- Emotional maturity.
- Long-term development.
- Team composition.
- Available roster space.
- The impact on both age levels.
- Other relevant hockey considerations.

The Executive Board reserves final authority over Association policy governing player movement.

Peer (Grade-Based) Movement

SRHYA recognizes the Minnesota Hockey peer (grade-based) movement rule and will administer requests in accordance with current Minnesota Hockey regulations.

Parents requesting peer movement must comply with all deadlines and documentation requirements established by Minnesota Hockey and the Association.

Goaltender Movement

Because of the specialized nature of the goaltending position, the Association may approve temporary or permanent movement of goaltenders when necessary to:

- Provide appropriate development opportunities.
- Maintain adequate roster balance.
- Address participation levels.
- Support the overall needs of the Association.

Each request shall be evaluated individually.

Temporary Player Movement

The Hockey Director may authorize temporary movement of players between teams or age levels for purposes including:

- Practice participation.
- Injury replacement.
- Tournament participation.
- Development opportunities.
- Goaltender support.
- Roster shortages.
- Other operational needs.

Temporary participation does not guarantee permanent placement on another team.



Team Balancing

Following team formation, roster adjustments may occasionally be necessary.

Roster changes may occur due to:

- Player withdrawals.
- Injuries.
- High school team selection.
- Changes in registration numbers.
- Goaltender availability.
- Competitive balance.
- Other extraordinary circumstances.

Whenever practical, affected coaches and families shall be consulted before significant roster changes are made.

Player-Initiated Requests

Parents may submit written requests regarding player movement when permitted by Association policy.

The Hockey Director shall review each request individually.

Approval of a request is not guaranteed.

The Association's responsibility is to make decisions that support the long-term interests of both the player and the Association.

High School Participation

Players who become eligible for and are selected to participate on a high school hockey team shall be governed by Minnesota Hockey eligibility rules and applicable Association financial policies. Roster adjustments resulting from high school participation may be made by the Hockey Director as necessary.

Injuries and Extenuating Circumstances

When illness, injury, or other significant circumstances affect a player's participation during evaluations or the season, the Hockey Director may consider available information, including:

- Prior evaluations.
- Coach observations.
- Independent evaluations.
- Medical limitations.
- Other relevant information.

Reasonable efforts shall be made to support the player's continued development while maintaining fairness to all participants.

Decision-Making Authority

The Hockey Director is responsible for administering player movement and roster management.

The Hockey Director may consult with:

- Hockey Advisory Committee members.
- Coaches.
- Goaltending staff.
- Independent evaluators.
- Other qualified hockey personnel.

Operational decisions shall be made consistently with this Handbook and Executive Board policy.

Requests for Review



Parents who believe established player movement procedures were not substantially followed may request review under the Association's Conduct, Discipline & Grievance Policy.

A review shall focus on whether established procedures were substantially followed and shall not constitute a reevaluation of the player's ability or a reconsideration of a hockey judgment made within delegated authority.

Policy Interpretation

The Hockey Director shall administer this policy consistent with the authority delegated by the Executive Board. The Executive Board retains final authority regarding policy interpretation and any matters involving Association governance.

Section 4.6 – Goaltender Development

Purpose

The Sauk Rapids Youth Hockey Association (SRYHA) recognizes that goaltenders play a unique and essential role in the game of hockey. The purpose of this policy is to provide a framework for the development, support, and evaluation of goaltenders while encouraging participation and long-term growth at the position. SRYHA is committed to creating an environment where goaltenders receive age-appropriate instruction, meaningful development opportunities, and the resources necessary to develop confidence, technical skills, and a lifelong enjoyment of the position.

Development Philosophy

Goaltender development is an important component of the Association's overall Player Development Philosophy.

SRYHA believes successful goaltender development should emphasize:

- Proper skating fundamentals.
- Sound technical habits.
- Positioning and angle play.
- Puck tracking.
- Rebound control.
- Hockey awareness.
- Confidence.
- Mental resilience.
- Communication.
- Sportsmanship and teamwork.

The Association recognizes that goaltenders develop at different rates and encourages long-term development over short-term competitive results.

Development Program

The Hockey Director shall oversee the Association's goaltender development program with assistance from the Hockey Advisory Committee and designated goaltending instructors.

Subject to available ice time, staffing, and budget, the Association may provide:

- Position-specific instruction.
- Goaltending clinics.
- Small-group training sessions.
- Individual skill development.



- Goaltender mentorship opportunities.
- Coach education related to goaltending.
- Additional development opportunities as determined by the Hockey Director.

Programming may vary from season to season based on participation levels and available resources.

Team Practices

Goaltenders are expected to participate fully in team practices while also receiving position-specific instruction whenever practical.

Coaches are encouraged to:

- Include goaltenders in practice planning.
- Provide quality repetitions.
- Incorporate game-like situations.
- Support technical development.
- Encourage communication and leadership.
- Avoid unnecessary overuse or repetitive drills that increase fatigue or injury risk.

Goaltenders should be viewed as active participants in every practice rather than simply the final obstacle in shooting drills.

Coach Support

SRHYA recognizes that many volunteer coaches may not have specialized goaltending experience.

Accordingly, the Association encourages coaches to:

- Utilize Association goaltending resources.
- Consult with designated goalie instructors.
- Participate in continuing education opportunities.
- Reinforce consistent technical instruction.
- Support each goaltender's individual development.

The Hockey Director may provide coaches with practice resources and instructional guidance to promote consistency throughout the Association.

Goaltender Evaluations

Goaltenders shall be evaluated using criteria appropriate for the position.

Whenever practical, qualified evaluators with goaltending experience should participate in the evaluation process.

Evaluation criteria may include:

- Skating ability.
- Positioning.
- Angle play.
- Puck tracking.
- Rebound control.
- Recovery.
- Athletic ability.
- Competitiveness.
- Coachability.
- Communication.
- Overall developmental potential.

Goaltender evaluations are one component of the overall team formation process.



Team Placement

The Hockey Director shall determine appropriate goaltender placement after considering:

- Evaluation results.
- Developmental opportunities.
- Team balance.
- Number of available goaltenders.
- Competitive readiness.
- Long-term player development.
- Overall Association needs.

No goaltender is guaranteed placement on a particular team solely based on evaluation results.

Temporary Goaltender Movement

Because of the specialized nature of the position, goaltenders may occasionally participate with another team for practices, games, tournaments, or development opportunities.

Temporary movement may occur to:

- Support player development.
- Address roster shortages.
- Replace injured goaltenders.
- Provide appropriate playing opportunities.
- Maintain program continuity.

Temporary participation does not constitute permanent reassignment.

Association Equipment

The Association may provide goaltending equipment for designated age levels as approved by the Executive Board. Families utilizing Association-owned equipment are responsible for its proper care and timely return in accordance with the Association's Equipment & Uniform Policy. Equipment availability may vary from season to season.

Financial Incentives

Recognizing the importance of maintaining a healthy number of goaltenders within the Association, SRYHA may offer financial incentives for designated full-time goaltenders.

Eligibility requirements, incentive amounts, and qualifying age levels shall be established annually by the Executive Board and communicated during the registration process.

Encouraging Participation

SRYHA encourages players interested in the goaltending position to explore the role in a positive and supportive environment.

Players may transition into or out of the goaltending position as they develop, and the Association will make reasonable efforts to provide opportunities for players to experience the position while balancing the operational needs of each team.

The Association believes that introducing players to goaltending at an early age contributes to the long-term strength and sustainability of the program.

Policy Interpretation

The Hockey Director shall administer the Association's goaltender development program consistent with this Handbook and the authority delegated by the Executive Board.

The Executive Board retains final authority regarding policy interpretation and the allocation of resources supporting goaltender development.



Section 4.7 – Team Operations

Purpose

The Sauk Rapids Youth Hockey Association (SRYHA) is committed to providing a well-organized, positive, and development-focused team environment. The purpose of Team Operations is to establish consistent expectations for the administration and management of SRYHA teams while promoting communication, accountability, sportsmanship, and player development throughout the season. While each team will develop its own identity, all teams are expected to operate in a manner consistent with the Association's Mission, Vision, Guiding Principles, and Player Development Philosophy.

Team Leadership

Each team shall operate under the leadership of an approved Head Coach.

The Head Coach is responsible for the overall administration of the team's hockey activities and works collaboratively with Assistant Coaches, the Team Manager, and families to provide a positive experience for all participants. The Team Manager serves as the team's primary administrative volunteer and assists with communication, scheduling, travel coordination, and other team-related responsibilities.

Additional volunteers may be appointed as needed to support team operations.

Team Manager

The Team Manager plays an important role in the successful operation of each team.

Responsibilities may include:

- Team communications.
- Schedule coordination.
- Tournament administration.
- Team roster management.
- Volunteer coordination.
- Game-day administration.
- Coordination with the Hockey Director and Association.
- Other administrative duties assigned by the Head Coach or Hockey Director.

Specific responsibilities may vary depending upon the age level and needs of the team.

Parent Meeting

Each team is encouraged to conduct a preseason parent meeting before the start of league play.

The meeting should include discussion of:

- Team philosophy.
- Coaching expectations.
- Communication procedures.
- Practice schedules.
- Tournament schedule.
- Volunteer responsibilities.
- Team finances, if applicable.
- SafeSport expectations.
- Association policies.

Establishing expectations early promotes consistency and minimizes misunderstandings throughout the season.



Team Finances

Individual teams may collect voluntary funds for approved team activities that enhance the player experience. Examples include:

- Team meals.
- Team-building activities.
- End-of-season celebrations.

All team financial activities shall be conducted transparently and in accordance with Association policies. Team funds are separate from Association operating funds and shall not be represented as SRYHA accounts unless specifically authorized by the Executive Board.

Tournament Participation

Tournament participation provides valuable opportunities for player development, team bonding, and competition. Tournament participation shall be coordinated through the Hockey Director, Age Level Coordinator and coaching staff and shall remain consistent with Association scheduling priorities and District of Minnesota Hockey requirements. Teams shall not commit to events that conflict with Association obligations without prior approval.

Travel

Players, coaches, parents, and spectators represent SRYHA whenever participating in travel activities.

All participants are expected to:

- Demonstrate sportsmanship.
- Respect hotels and facilities.
- Follow team expectations.
- Represent the Association positively.
- Maintain appropriate conduct both on and off the ice.

Parents remain responsible for the supervision and care of their children unless otherwise communicated.

Locker Rooms

Locker rooms are an extension of the team environment.

Players and coaches are expected to:

- Treat teammates with respect.
- Maintain clean facilities.
- Respect Association property.
- Demonstrate sportsmanship.
- Comply with all SafeSport requirements.

Locker room supervision shall comply with current USA Hockey SafeSport policies and Association procedures.

Team Apparel

Players shall wear Association-approved apparel as required by the Equipment & Uniform Policy.

Additional apparel may be purchased only through Association-approved vendors. Use of the SRYHA name, logo, trademarks, colors, or other Association branding must comply with the Association's branding standards and receive prior approval from both the Executive Board and the Apparel Coordinator before being offered for sale, distributed, or produced. Individual teams shall not create, sell, or distribute SRYHA-branded apparel through vendors other than the Association's approved vendor(s), nor shall they offer SRYHA-branded apparel exclusively to a single team or limited group of members unless specifically authorized by the Executive Board. Whenever practical, SRYHA-branded



apparel shall be made available to the entire Association through the official Association apparel program.

Team Responsibilities

Successful teams are built through collaboration among players, coaches, parents, volunteers, and Association leadership.

Every member of the team is expected to:

- Support player development.
 - Demonstrate sportsmanship.
 - Communicate respectfully.
 - Follow Association policies.
 - Represent SRYHA positively.
 - Contribute to a positive team culture.
-

Operational Flexibility

The Hockey Director may establish administrative procedures necessary to support efficient team operations, provided those procedures are consistent with this Handbook and Executive Board policy. Procedures may be revised as operational needs evolve without requiring amendment to this Handbook.

Policy Interpretation

The Hockey Director shall administer team operations consistent with the authority delegated by the Executive Board. The Executive Board retains final authority regarding policy interpretation and any matters affecting Association governance.

Section 4.8 – Attendance & Participation

Purpose

The Sauk Rapids Youth Hockey Association (SRYHA) believes that consistent attendance and active participation are essential to individual player development, team success, and the overall hockey experience. The purpose of this policy is to establish expectations for attendance while recognizing that players and families must balance hockey with academics, family commitments, faith, employment, and other extracurricular activities. The Association encourages open communication between players, families, and coaches whenever scheduling conflicts arise.

Participation Expectations

Players are expected to make a good-faith commitment to their team by attending scheduled practices, games, team meetings, and Association activities whenever reasonably possible.

Consistent participation allows players to:

- Develop individual skills.
- Build team chemistry.
- Learn team systems.
- Improve conditioning.
- Support teammates.
- Contribute to a positive team environment.

Attendance is an important part of player development but should always be viewed within the context of the player's overall circumstances.



Communication

Players and families are expected to notify the Head Coach or Team Manager as soon as reasonably possible when a player will miss a scheduled activity. Whenever practical, advance notice should be provided. Timely communication allows coaches to appropriately plan practices, lineups, travel, and team activities.

Extended Absences

Families anticipating an extended absence are encouraged to discuss the situation with the Head Coach as early as possible. Depending on the circumstances, the Hockey Director may assist in developing an appropriate plan that supports both the player's continued development and the needs of the team.

Commitment to Team

Participation on an SRYHA team carries a responsibility to teammates.

Players are expected to:

- Arrive on time and prepared.
- Demonstrate consistent effort.
- Support teammates.
- Participate fully when medically able.
- Communicate respectfully.

The Association encourages players to honor commitments made to their teammates whenever possible.

Multi-Sport Athletes

SRYHA supports participation in multiple sports and activities. The Association recognizes that participation in other sports, school activities, music, theater, faith-based programs, employment, and family events contributes to the overall development of young people. Players participating in multiple activities are expected to communicate scheduling conflicts with their coaches in advance whenever practical. The Association encourages coaches to work collaboratively with families to balance commitments while maintaining team expectations.

Illness and Injury

The health and safety of players is the Association's highest priority. Players who are ill or injured should not participate until medically appropriate. Players returning from illness or injury shall comply with applicable medical guidance, concussion protocols, and return-to-play requirements established by healthcare providers, USA Hockey, Minnesota Hockey, and applicable law.

Coach Discretion

The Head Coach may consider attendance when making decisions related to:

- Practice planning.
- Team preparation.
- Line combinations.
- Special teams assignments.
- Leadership opportunities.
- Other team-related responsibilities.

Any consideration of attendance should be reasonable, communicated appropriately, and consistent with the Association's Player Development Philosophy.

Attendance alone shall not be used as punitive discipline except as otherwise permitted by Association policy.

**School Comes First**

SRHYA believes that academic success is an important component of long-term player development. Players are expected to prioritize their educational responsibilities. The Association encourages families to maintain a healthy balance among academics, athletics, family life, and personal well-being.

Sportsmanship and Commitment

Attendance reflects respect for teammates, coaches, and the Association.

Players are encouraged to demonstrate commitment through:

- Dependability.
- Preparation.
- Positive attitude.
- Respect for team commitments.
- Accountability.

The Association values effort, communication, and responsibility more than perfect attendance.

Operational Flexibility

Recognizing that each season presents unique circumstances, the Hockey Director may establish administrative procedures or participation guidelines to assist coaches in administering attendance expectations. Such procedures shall remain consistent with this Handbook and may be modified as operational needs evolve.

Section 4.9 – Playing Time Philosophy

Purpose

The Sauk Rapids Youth Hockey Association (SRHYA) believes that meaningful game participation is an important component of player development. The purpose of this policy is to establish a consistent philosophy regarding playing time while recognizing the developmental objectives, competitive environment, and team needs associated with each age level. Playing time decisions are intended to support individual player development, team success, and the overall objectives of the Association.

Guiding Principles

Playing time decisions shall be guided by the following principles:

- Player development remains the Association's highest hockey priority.
- Every player should have opportunities to participate, develop, and contribute.
- Expectations evolve as players advance through the Association.
- Coaches should communicate expectations clearly and consistently.
- Playing time decisions should be fair, objective, and made in the best interests of both the player and the team.

No player is guaranteed equal playing time at every level of play.

Developmental Progression

As players mature, they are expected to assume greater responsibility for their development and their role on the team. Accordingly, playing time philosophy evolves throughout the Association.



Mite / U8

The primary objective is player development. Coaches are encouraged to provide meaningful participation opportunities for all players while emphasizing skill development, teamwork, and enjoyment of the game. Game situations should support learning and confidence-building. Playing time at the Mite/8U level shall be equal.

Squirt / U10

Player development continues to be the primary focus. While coaches may begin introducing situational coaching concepts, every player should receive meaningful game opportunities that support continued growth and development. Playing time at the Squirt/10U level shall be equal.

Peewee / U12

As competition increases, coaches may begin making playing time decisions based on factors including:

- Attendance.
- Effort.
- Preparation.
- Team needs.
- Player development.
- Game situations.
- Sportsmanship.

The Association continues to encourage meaningful participation while recognizing increasing competitive expectations. Coaches may exercise discretion during:

- the final half of the 3rd period in league/district games
 - closely contested league games
 - playoff games
 - tournament medal games
-

Bantam / U15 B and under

At the Bantam level, players are preparing for higher levels of competition. Playing time decisions become increasingly influenced by:

- Player development.
- Effort and attitude.
- Practice habits.
- Attendance.
- Team systems.
- Competitive situations.
- Safety considerations.
- Team strategy.

Coaches are expected to balance player development with competitive decision-making while maintaining consistency and fairness.

Play time is 100% coach discretion at the Bantam A level.

Communication

Parents and players with questions regarding playing time are encouraged to follow the Association's Communication Policy. Questions should be directed to the Head Coach after observing the Association's



24-Hour Rule. Playing time discussions should focus on player development and ways to improve rather than comparisons with other players.

Coach Responsibilities

Coaches should strive to provide opportunities that foster confidence while preparing players for increasing levels of competition. Coaches are expected to:

- Make playing time decisions in good faith.
 - Consider the developmental objectives of the age level.
 - Communicate expectations to players and parents.
 - Encourage improvement through constructive feedback.
 - Avoid arbitrary or retaliatory reductions in playing time.
 - Support every player's continued development.
-

Discipline and Playing Time

Playing time shall not be used as the primary form of discipline for routine behavioral issues.

Matters involving misconduct or violations of team or Association policies should be addressed through appropriate coaching, corrective action, or the Association's Conduct, Discipline & Grievance Policy.

Nothing in this section limits a coach's ability to make reasonable in-game decisions or enforce team expectations consistent with this Handbook.

Policy Interpretation

The Head Coach is responsible for managing player participation during practices and games consistent with this policy and the Association's Player Development Philosophy. The Hockey Director shall provide oversight and guidance to promote consistency throughout the Association. The Executive Board retains final authority regarding policy interpretation and governance matters.

Section 5 – Association Standards, Safety & Conduct

Section 5.1 – Equipment & Uniform Standards

Purpose

The Sauk Rapids Youth Hockey Association (SRYHA) is committed to providing a safe, consistent, and professional appearance throughout the Association while ensuring players have access to the equipment necessary to safely participate in hockey. This policy establishes standards for player equipment, uniforms, Association-issued equipment, and the care and responsibility of both player-owned and Association-owned property.

Player Equipment

Each player is responsible for providing and maintaining properly fitted protective equipment that meets the requirements established by USA Hockey and Minnesota Hockey. Players are responsible for ensuring that all personal equipment is properly maintained and in safe playing condition. The Association reserves the right to prohibit participation if equipment is determined to be unsafe or does not meet governing organization requirements.

Required equipment shall include, at a minimum:

- Approved hockey helmet with face protection
 - Neck laceration protection
-



- Shoulder pads
- Elbow pads
- Hockey gloves
- Protective cup or pelvic protector
- Hockey pants/Breezers
- Shin guards
- Hockey skates
- Mouthguard
- Hockey stick
- Other equipment required by USA Hockey or Minnesota Hockey

Association-Issued Equipment

SRYHA may provide certain equipment to players based on age level, position, program needs, or equipment availability. Association-issued equipment remains the property of SRYHA and shall be returned in good condition at the conclusion of the season or upon request. Normal wear resulting from ordinary use is expected.

Examples may include:

- Player Equipment for 8U and under such as:
 - Helmet
 - Shoulder Pads
 - Elbow Pads
 - Hockey gloves
 - Hockey Pants/Breezers
 - Shin Guards
- Goaltender equipment (8U and under)
- Practice jerseys
- Other equipment approved by the Executive Board

Player-Owned Game Jerseys

SRYHA utilizes a player-owned game jersey and sock program to provide consistency throughout the Association while simplifying annual equipment distribution. Players are responsible for purchasing the official SRYHA game jerseys and socks approved by the Association. The Association will designate an approved vendor or online team store through which official jerseys may be purchased. Ordering information, deadlines, and specifications will be communicated annually. Players entering the Squirt/U10 level are encouraged to select a jersey number they intend to keep throughout their youth hockey career with SRYHA. Jersey number coordination will be facilitated by Squirt level coordinator and based on even/odd year. The Association will make every reasonable effort to allow players to retain their jersey number from season to season as they advance through the program; however, jersey numbers cannot be guaranteed and remain subject to Association approval, roster composition, and operational needs. Replacement jerseys may be purchased through the Association's approved vendor as needed.

Uniform Standards

To promote a consistent and professional appearance, all players shall wear the official uniforms approved by the Association during games and other designated events. Players shall not alter official uniforms without prior approval.

Uniform standards include:

- Black player helmet – goalies are not required to wear black helmet



- Official SRYHA game jerseys
 - Official game socks
 - Green Hockey Gloves
 - Association-approved jersey numbering
 - Other uniform components designated by the Association
-

Travel Team Equipment Standards

To promote consistency and strengthen the identity of SRYHA travel teams, the Association may designate specific equipment standards for travel teams. For the current season, all SRYHA travel team players are required to wear the Association-approved green hockey gloves during games unless otherwise authorized by the Hockey Director. The Executive Board reserves the right to modify designated equipment standards, including glove color, approved manufacturers, or other uniform components, as needed to support the Association's branding and operational needs.

Team Apparel

The Association may offer optional apparel for players, families, coaches, and supporters through approved vendors. Use of the SRYHA name, logo, trademarks, or branding on apparel or merchandise requires Association approval. Teams wishing to purchase additional apparel outside of the Association's official offerings must obtain prior approval from the Executive Board or its designee to ensure consistency with Association branding.

Care of Equipment

Players and families are expected to exercise reasonable care when using Association-owned equipment. Players are encouraged to report damaged or unsafe equipment to their coach or the Equipment Coordinator as soon as reasonably possible.

Equipment should be:

- Kept clean and dry.
 - Stored appropriately.
 - Used only for its intended purpose.
 - Protected from unnecessary damage.
 - Returned promptly when requested.
-

Loss or Damage

Families may be financially responsible for Association-owned equipment that is lost, stolen due to negligence, intentionally damaged, or not returned.

Normal wear associated with ordinary use will not result in replacement charges.

The Executive Board may determine appropriate replacement costs based upon the age, condition, and value of the equipment.

Equipment Return

Association-owned equipment shall be returned at the time and location designated by the Association. The Association may establish annual equipment return procedures without amending this Handbook. Failure to return Association property may result in:

- Replacement charges.
 - Registration holds for future seasons.
 - Other remedies authorized by Association policy.
-

**Equipment Safety**

The safety of all participants is the highest priority. Players shall not participate using equipment that is damaged, altered in a manner that compromises safety, or otherwise fails to meet governing organization requirements. Coaches may prohibit participation until equipment concerns have been corrected.

Association Property

Association-owned equipment, training aids, jerseys, coaching materials, electronic devices, and other property shall be used only for authorized Association purposes. Individuals shall not sell, loan, alter, or otherwise dispose of Association property without authorization.

Operational Authority

The Equipment Coordinator, Hockey Director, or other designated Association representative may establish administrative procedures governing equipment distribution, inventory, maintenance, ordering, and return. These procedures may be updated as operational needs evolve and do not require formal amendment to this Handbook.

Policy Interpretation

The Hockey Director shall administer this policy consistent with the authority delegated by the Executive Board. The Executive Board retains final authority regarding policy interpretation, equipment standards, replacement costs, and Association branding.

Section 5.2 – SafeSport & Player Safety

Purpose

The Sauk Rapids Youth Hockey Association (SRYHA) is committed to providing a safe, respectful, and inclusive environment where every participant can enjoy the game of hockey free from abuse, bullying, harassment, hazing, discrimination, misconduct, and other inappropriate behavior. Player safety and well-being are fundamental responsibilities shared by players, parents, coaches, volunteers, officials, employees, and Association leadership. SRYHA fully supports and complies with the SafeSport Program established by USA Hockey, Minnesota Hockey, and Minnesota Hockey District 5.

Commitment to Player Safety

The safety and well-being of every participant is the Association's highest priority. Every member of the Association shares responsibility for maintaining a culture of safety.

SRYHA is committed to fostering an environment that promotes:

- Respect
- Inclusion
- Sportsmanship
- Accountability
- Positive coaching
- Appropriate adult supervision
- Safe participation
- Emotional and physical well-being



SafeSport Compliance

All individuals serving in positions requiring SafeSport compliance shall satisfy the requirements established by USA Hockey, Minnesota Hockey, and applicable law. The Association will communicate current compliance requirements as they are updated by the governing organizations.

Requirements may include:

- USA Hockey registration
 - SafeSport training
 - Background screening
 - Age-specific coaching education
 - Mandatory reporting obligations
 - Any additional requirements established by the governing organizations
-

Responsibilities of Association Members

Failure to comply with SafeSport requirements may result in suspension or removal from Association activities. Every member of the SRYHA community is expected to:

- Promote player safety.
 - Treat others with dignity and respect.
 - Follow all applicable SafeSport requirements.
 - Report suspected misconduct when required.
 - Cooperate with investigations conducted by authorized organizations or agencies.
 - Conduct themselves in a manner consistent with the values of the Association.
-

Abuse Prevention

SRYHA has zero tolerance for conduct that endangers the physical or emotional well-being of participants. Allegations involving prohibited conduct shall be addressed in accordance with applicable SafeSport requirements. Prohibited conduct includes, but is not limited to:

- Physical abuse
 - Sexual misconduct
 - Emotional abuse
 - Bullying
 - Hazing
 - Harassment
 - Retaliation
 - Grooming behaviors
 - Other conduct prohibited by the USA Hockey SafeSport Program
-

Reporting Concerns

Any individual who becomes aware of conduct that may violate SafeSport policies should report the concern immediately through the appropriate reporting channels. Reports involving abuse, sexual misconduct, child abuse, or other matters governed by the USA Hockey SafeSport Program shall be made in accordance with USA Hockey requirements and applicable law. Nothing in this Handbook limits an individual's legal obligation to report suspected abuse or neglect. Individuals should not attempt to independently investigate allegations involving potential SafeSport violations.

Locker Room Supervision

SRYHA shall administer locker room supervision in accordance with the current USA Hockey SafeSport Program. Specific locker room procedures may be updated as governing organization requirements evolve. Players, coaches, volunteers, and parents are expected to:



- Respect player privacy.
 - Follow locker room supervision procedures.
 - Promote a safe and respectful environment.
 - Comply with all Association and SafeSport requirements.
-

Electronic Communications

Electronic communications between coaches, volunteers, players, and parents shall comply with the current USA Hockey SafeSport Program. Whenever required, communications with minor athletes shall include a parent, guardian, or another approved adult as required by SafeSport policies. The Association encourages the use of approved communication platforms that promote transparency and accountability.

Team Travel

Association-sponsored travel shall comply with current SafeSport requirements. Coaches, volunteers, parents, and players are expected to follow established supervision, transportation, lodging, and conduct expectations designed to promote participant safety.

Background Screening

Individuals serving in positions requiring background screening shall successfully complete all required screenings before participating in Association activities. Failure to maintain current eligibility may result in suspension from Association responsibilities until compliance has been restored.

Interim Protective Actions

When appropriate, the Executive Board or its designee may take temporary administrative action to protect participants while allegations are reviewed by the appropriate authorities. Such actions are administrative in nature and should not be interpreted as a determination regarding the merits of any allegation.

Confidentiality

The Association shall make reasonable efforts to protect the privacy of individuals involved in SafeSport matters. Information shall be shared only with those individuals who have a legitimate need to know or as otherwise required by law or governing organization policy.

Relationship to Governing Organizations

SRHYA administers its SafeSport program in accordance with:

- USA Hockey
- Minnesota Hockey
- Minnesota Hockey District 5
- Applicable federal and state law

When a conflict exists between this Handbook and the current USA Hockey SafeSport Program, the governing SafeSport requirements shall control.

Annual Review

The Hockey Director, SafeSport Coordinator, and Executive Board shall periodically review the Association's SafeSport practices to ensure continued compliance with governing organization requirements and to promote a safe environment for all participants.

Administrative procedures may be updated without requiring amendment to this Handbook.

**Policy Interpretation**

The Executive Board retains final authority regarding the interpretation and administration of this policy. The Executive Board may delegate administrative responsibilities to the Hockey Director, SafeSport Coordinator, or other designated Association representatives, while recognizing that investigations involving SafeSport matters are governed by the authority of USA Hockey, Minnesota Hockey, law enforcement, or other agencies with jurisdiction.

Section 5.3 – Member Conduct, Discipline & Grievances

Purpose

The Sauk Rapids Youth Hockey Association (SRYHA) is committed to providing a safe, respectful, inclusive, and positive environment for all participants. The purpose of this policy is to establish standards of conduct, define expectations for members of the Association, provide a fair process for addressing concerns and grievances, and authorize appropriate corrective action when necessary to protect participants and the interests of the Association. The Association's goal is to resolve issues through communication, education, and collaboration whenever practical while maintaining accountability for conduct inconsistent with the values of SRYHA.

Applicability

These expectations apply during all Association-related activities, including practices, games, tournaments, travel, meetings, fundraising events, volunteer activities, and electronic communications related to SRYHA. This policy applies to all individuals participating in or representing SRYHA, including:

- Players
- Parents and guardians
- Coaches
- Team managers
- Volunteers
- Officials
- Employees
- Independent contractors
- Executive Board members
- Committee members
- Spectators
- Any individual participating in or attending Association activities

Standards of Conduct

Conduct that undermines the safety, integrity, reputation, or mission of the Association may result in corrective action. Every member of the SRYHA community is expected to:

- Treat others with dignity and respect.
- Demonstrate sportsmanship and integrity.
- Promote a safe and positive environment.
- Support the development of all players.
- Communicate professionally and constructively.
- Respect coaches, officials, volunteers, opponents, and spectators.
- Follow Association policies and governing organization requirements.
- Represent SRYHA in a positive manner both on and off the ice.



Expectations of Players

Players are expected to:

- Demonstrate respect for teammates, coaches, officials, opponents, volunteers, and spectators.
 - Display good sportsmanship regardless of the outcome of competition.
 - Attend practices and games prepared to learn and compete.
 - Follow team rules and Association policies.
 - Care for Association facilities and equipment.
 - Conduct themselves in a manner that positively represents SRYHA.
-

Expectations of Parents and Guardians

Parents and guardians play a critical role in creating a positive youth hockey experience. Parents are encouraged to support the development of every player—not only their own child.

Parents are expected to:

- Encourage all players.
 - Demonstrate respect toward coaches, officials, volunteers, and opposing teams.
 - Allow coaches to coach and officials to officiate.
 - Communicate concerns respectfully.
 - Support the Association's Player Development Philosophy.
 - Model appropriate behavior for players.
 - Fulfill financial and volunteer commitments including but not limited to association raffles.
 - Promote sportsmanship at all Association activities.
-

Expectations of Coaches and Volunteers

Coaches and volunteers are expected to:

- Place player safety and development first.
 - Act professionally and ethically.
 - Demonstrate leadership by example.
 - Foster an inclusive and positive team culture.
 - Follow Association policies.
 - Comply with SafeSport requirements.
 - Treat all participants fairly and respectfully.
 - Communicate openly and professionally.
-

Expectations of Spectators

Individuals may be removed from an event for behavior that interferes with the safe and orderly conduct of Association activities. Spectators are expected to:

- Encourage positive sportsmanship.
 - Respect officials and opposing teams.
 - Refrain from abusive, threatening, or disruptive behavior.
 - Support all participants in a positive manner.
 - Comply with facility rules and Association policies.
-

Communication Expectations

SRYHA encourages concerns to be addressed promptly, respectfully, and at the lowest appropriate level. Members are encouraged to seek resolution through respectful dialogue before requesting Executive Board involvement. Whenever practical, concerns should follow this communication process:

1. Head Coach
 2. Team Manager (administrative matters only)
-



3. Hockey Director
4. Executive Board

24-Hour Rule

To encourage productive communication, parents and spectators are expected to wait at least **24 hours** following a game before requesting a meeting to discuss coaching decisions, playing time, strategy, or other hockey-related matters. This expectation allows all parties time to reflect before engaging in constructive discussion. This rule does not apply to:

- Player safety concerns.
- SafeSport matters.
- Emergencies.
- Situations requiring immediate attention.

Concerns

A concern is a routine hockey or team-related matter that can generally be resolved through communication. Most concerns should be resolved through discussion with the appropriate coach or Hockey Director. Routine coaching decisions are not Executive Board matters.

Examples include:

- Playing time.
- Practice organization.
- Team communication.
- Scheduling.
- Team expectations.
- Coaching philosophy.
- Administrative questions.

Grievances

A grievance is a formal allegation that the Association failed to substantially follow its published policies, Bylaws, or procedures, or that a significant procedural irregularity materially affected an Association decision. Grievances shall be submitted in writing to the Executive Board within a reasonable time after the event giving rise to the concern. The Executive Board shall determine whether the grievance warrants formal review.

Examples include:

- Failure to substantially follow published evaluation procedures.
- Unequal application of Association policy.
- Alleged conflict of interest.
- Alleged violation of the Bylaws or Handbook.
- Significant procedural errors affecting Association operations.

Discipline

When an individual violates Association policies or engages in conduct inconsistent with the mission or best interests of SRYHA, the Association may impose corrective action. Corrective action shall be based on the nature, severity, frequency, and circumstances of the conduct.

Corrective action may include:

- Verbal counseling.
- Written warning.
- Educational requirements.
- Removal from an event.



- Suspension from specific activities.
 - Suspension from Association activities.
 - Removal from a volunteer or coaching position.
 - Restriction of Association privileges.
 - Expulsion from the Association.
-

Investigations

When appropriate, the Association may conduct a review of the facts before taking disciplinary action or resolving a grievance. The Association is not required to conduct a formal hearing in every matter.

The Executive Board or its designee may:

- Review written information.
 - Interview individuals with relevant knowledge.
 - Consult governing organizations.
 - Review applicable Association policies.
 - Seek legal or professional guidance when appropriate.
-

Appeals

Not every Association decision is subject to appeal. Disagreement with coaching decisions, player evaluations, team placement, playing time, or other hockey judgments made within delegated authority does not constitute grounds for appeal. The Executive Board shall determine whether an appeal meets the criteria for review. The Executive Board's decision shall be final.

Appeals may be considered only when:

- A material procedural error occurred.
 - A conflict of interest materially affected the decision.
 - Significant new information becomes available that could not reasonably have been presented earlier.
 - The Association failed to substantially follow its published policies.
-

Confidentiality

To protect the privacy of all participants, disciplinary matters, grievances, investigations, and appeals shall be handled as confidentially as reasonably possible.

Information shall be shared only with individuals who have a legitimate need to know or as otherwise required by law or governing organization policy.

Members are expected to respect the confidentiality of these matters and refrain from discussing confidential information publicly or on social media.

Retaliation

SRYHA prohibits retaliation against any individual who, in good faith:

- Reports misconduct.
- Raises a concern.
- Files a grievance.
- Participates in an investigation.
- Cooperates with the Association or governing organizations.

Individuals who engage in retaliation may be subject to disciplinary action.

Social Media & Electronic Conduct

SRYHA recognizes that social media and electronic communication are valuable tools for communication and community engagement. Members are expected to use these platforms responsibly and in a manner



that reflects the values of the Association. Players, parents, coaches, volunteers, officials, and Association representatives shall refrain from using social media, text messaging, email, or other electronic communication to:

- Harass, bully, intimidate, or threaten another individual.
- Knowingly publish false, misleading, or defamatory statements regarding players, families, coaches, volunteers, officials, or the Association.
- Disclose confidential Association information.
- Engage in conduct that materially disrupts the operations of the Association or undermines the safety, well-being, or dignity of its participants.
- Communicate in a manner that violates USA Hockey SafeSport requirements or other applicable Association policies.

Nothing in this policy is intended to prohibit lawful expression, respectful disagreement, or constructive feedback regarding Association programs or decisions. The Association recognizes and respects the rights of individuals to express differing opinions. However, members are expected to do so respectfully and in a manner that does not interfere with the safe, respectful, and effective operation of the Association. Conduct occurring through electronic communication may be subject to review and corrective action when it has a direct and material impact on the Association, its participants, or its programs.

Progressive Discipline

Whenever practical, SRYHA will seek to resolve conduct concerns through education, coaching, communication, and progressive corrective action. The Association recognizes that many concerns can be effectively addressed through constructive conversations and opportunities for improvement before formal disciplinary measures become necessary. However, the Executive Board reserves the right to impose more significant corrective action, including immediate suspension or removal from Association activities, when the severity of the conduct, participant safety, legal obligations, SafeSport requirements, or the best interests of the Association warrant such action. Nothing in this policy requires the Association to follow a particular sequence of disciplinary actions. The nature and severity of any corrective action shall be determined based upon the facts and circumstances of each individual case.

Grievance & Dispute Resolution Policy

The Sauk Rapids Youth Hockey Association (SRYHA) encourages members to resolve concerns through respectful communication whenever possible. The purpose of this policy is to provide a fair, consistent, and timely process for resolving disputes while preserving positive relationships and minimizing unnecessary disruption to the Association. The Association recognizes that disagreements may arise during the course of a season. Most concerns can be resolved through open communication without the need for formal intervention.

Guiding Principles

The grievance process is intended to:

- Encourage respectful communication.
- Resolve issues at the lowest appropriate level.
- Promote fairness and consistency.
- Protect the rights of all parties.
- Preserve confidentiality whenever practical.
- Minimize disruption to players, teams, and the Association.
- Support the mission and values of SRYHA.

Participation in the grievance process should always be conducted in good faith.



Step One – Direct Communication

Whenever appropriate, individuals are encouraged to resolve concerns directly with the person involved. Most issues can be resolved through respectful conversation.

Examples include:

- Misunderstandings.
 - Team communication.
 - Scheduling concerns.
 - Practice questions.
 - Clarification of expectations.
-

Step Two – Informal Resolution

If a concern cannot be resolved directly, the individual should contact the appropriate Association representative. If the concern involves one of the individuals listed above, the matter should be directed to the next appropriate level. The Association encourages informal resolution whenever practical before a formal grievance is submitted. This follows the intent of the current handbook's requirement that members attempt informal resolution before initiating the formal grievance process. Generally, concerns should follow this chain of communication:

1. Head Coach
 2. Team Manager (administrative matters only)
 3. Hockey Director
 4. Executive Board Representative, when appropriate
-

Step Three – Formal Grievance

If reasonable efforts to resolve the matter informally are unsuccessful, a member may submit a formal written grievance. The Executive Board may extend this timeframe when circumstances reasonably justify additional time.

A formal grievance should generally be submitted within seven (7) calendar days of:

- The occurrence giving rise to the grievance, or
 - The date the individual reasonably became aware of the matter.
-

Contents of a Formal Grievance

Only matters previously raised through the informal resolution process should normally proceed as formal grievances unless exceptional circumstances exist. A formal grievance should include:

- Name of the individual submitting the grievance.
 - Contact information.
 - Date of the occurrence.
 - Description of the facts.
 - Identification of the policy, procedure, or action being challenged.
 - Steps previously taken to resolve the matter.
 - Requested resolution.
 - Signature (electronic or written).
-

Review of the Grievance

Upon receipt of a formal grievance, the Executive Board, or a committee designated by the Executive Board, shall determine whether the grievance warrants formal review. The Association is not required to conduct a formal hearing in every case.

The Board may:

- Request additional information.
-



- Interview relevant individuals.
 - Review applicable policies.
 - Consult the Hockey Director or other Association representatives.
 - Seek legal or professional guidance when appropriate.
-

Grievance Committee

The Executive Board may appoint a Grievance Committee to review formal grievances when appropriate. The Committee should consist of impartial individuals who have no direct involvement in the matter under review. Any committee member with an actual or perceived conflict of interest shall recuse themselves from the review, and the Executive Board may appoint a replacement. This preserves the current handbook's concept of a Grievance Committee while modernizing it and eliminating fixed membership requirements.

Decisions

Whenever practical, the Association will provide the individual submitting the grievance with a written response. Following its review, the Executive Board or Grievance Committee may:

- Dismiss the grievance.
 - Recommend informal resolution.
 - Recommend corrective action.
 - Recommend policy clarification.
 - Recommend mediation.
 - Recommend disciplinary action when appropriate.
 - Take any other action determined to be in the best interests of the Association.
-

Matters Not Subject to Grievance

The grievance process is not intended to substitute for routine hockey decisions.

Absent evidence that established procedures were not substantially followed, the following are generally not subject to formal grievance review:

- Coaching strategy.
- Playing time.
- Team systems.
- Line combinations.
- Player evaluations.
- Team placement.
- Routine hockey judgments.
- Ice time decisions.

Those matters fall within the delegated authority of coaches and the Hockey Director.

SafeSport Matters

Allegations involving abuse, harassment, discrimination, sexual misconduct, or other conduct governed by the USA Hockey SafeSport Program shall be reported and administered in accordance with applicable SafeSport requirements. Such matters are not governed by this grievance process except to the extent permitted by governing organizations or applicable law.

Good Faith Participation

Members are expected to participate honestly and respectfully throughout the grievance process. Knowingly submitting false or malicious complaints, intentionally withholding material information, or interfering with an investigation may constitute a violation of the Association's Code of Conduct.

**Final Authority**

The Executive Board retains final authority regarding the interpretation and administration of this policy. The Executive Board's decision regarding a grievance shall be final unless otherwise required by the Association's Bylaws, governing organization rules, or applicable law.

Executive Board Authority

The Executive Board retains the authority to interpret, administer, and enforce this policy. The Executive Board may delegate administrative responsibilities to the Hockey Director or other Association representatives while retaining final governance authority. Nothing in this policy limits the Executive Board's authority to take immediate action when necessary to protect participants, preserve Association assets, or fulfill its fiduciary responsibilities.

Policy Interpretation

This policy shall be interpreted in a manner consistent with the Association's Articles of Incorporation, Bylaws, applicable law, and the rules of USA Hockey, Minnesota Hockey, and District 5. The Executive Board's interpretation of this policy shall be final

Section 5.4 – Risk Management & Liability

Purpose

The Sauk Rapids Youth Hockey Association (SRYHA) is committed to promoting a safe, healthy, and positive environment for all participants. While participation in youth sports involves inherent risks, the Association strives to reduce those risks through sound governance, effective policies, proper supervision, education, equipment standards, and compliance with the rules and requirements established by USA Hockey, Minnesota Hockey, District 5, and applicable law. Every participant shares responsibility for maintaining a safe environment.

Commitment to Safety

Player safety is the highest priority of SRYHA. No policy or procedure can eliminate every risk associated with participation in youth hockey.

The Association is committed to:

- Promoting safe participation.
 - Supporting age-appropriate player development.
 - Maintaining SafeSport compliance.
 - Encouraging proper use of protective equipment.
 - Supporting concussion awareness and injury prevention.
 - Providing education for coaches and volunteers.
 - Continuously evaluating safety practices and operational procedures.
-

Assumption of Risk

Participation in hockey and Association activities involves inherent risks, including the risk of serious injury. By voluntarily participating in SRYHA activities, players, parents, coaches, volunteers, and spectators acknowledge and accept the ordinary risks associated with the sport of hockey and related activities. Nothing contained in this Handbook is intended to waive or limit any legal rights or obligations established by applicable law.



Responsibilities of Participants

Maintaining a safe environment is a shared responsibility.

Players are expected to:

- Wear properly fitted and approved protective equipment.
- Follow coaching instructions.
- Compete within the rules of the game.
- Report injuries or unsafe conditions.
- Demonstrate good sportsmanship.

Parents and guardians are expected to:

- Ensure players are medically fit to participate.
- Maintain properly fitting equipment.
- Communicate medical conditions or restrictions that may affect participation.
- Support safe participation.
- Promptly report safety concerns.

Coaches and volunteers are expected to:

- Promote safe hockey practices.
- Follow Association and governing organization policies.
- Provide appropriate supervision.
- Address unsafe conditions whenever practical.
- Comply with SafeSport requirements.

Medical Emergencies

Medical diagnosis and treatment remain the responsibility of licensed healthcare professionals and the player's parent or legal guardian. The Association does not provide medical advice or treatment. In the event of an injury or medical emergency, Association representatives will make reasonable efforts to:

- Obtain appropriate medical assistance.
- Contact a parent or guardian.
- Follow emergency procedures.
- Document incidents when appropriate.

Concussions and Player Health

SRYHA supports all concussion management requirements established by USA Hockey, Minnesota Hockey, and the State of Minnesota. Players suspected of sustaining a concussion or other significant injury shall be removed from participation and may return only in accordance with applicable medical guidance and return-to-play requirements. The Association encourages families to seek prompt medical evaluation whenever a significant injury is suspected.

Insurance

SRYHA maintains insurance coverage appropriate for its operations as determined by the Executive Board. Association insurance is intended to protect the organization and may provide limited benefits under certain circumstances. Participation in Association activities does not guarantee insurance coverage for every injury, loss, or claim. Questions regarding insurance coverage should be directed to the Association or the applicable insurance provider.



Property Damage

Players, families, coaches, volunteers, and spectators are expected to exercise reasonable care while using Association facilities, equipment, and property. Individuals may be held financially responsible for damage resulting from intentional misconduct, negligence, or misuse of Association property.

Transportation

Unless specifically authorized by the Association, parents and guardians are responsible for transporting their children to and from Association activities. SRYHA does not assume responsibility for transportation arrangements made independently by families, coaches, or team members. Transportation associated with team activities shall comply with applicable SafeSport requirements.

Weather and Facility Closures

The Association will make reasonable efforts to communicate schedule changes promptly through official communication channels. Practices, games, meetings, or events may be postponed, relocated, modified, or cancelled due to:

- Weather conditions.
 - Facility availability.
 - Public safety concerns.
 - Mechanical failures.
 - Utility interruptions.
 - Other circumstances beyond the Association's control.
-

Compliance with Governing Organizations

When governing organizations modify rules, safety requirements, or participation standards, the Association may adjust its administrative procedures accordingly.

If a conflict exists between this Handbook and governing organization requirements, the governing organization's requirements shall prevail. SRYHA administers its programs in accordance with:

- USA Hockey
 - Minnesota Hockey
 - Minnesota Hockey District 5
 - Applicable federal, state, and local law
-

Limitation of Handbook

This Handbook establishes the policies and expectations governing the operation of the Association. It is intended to provide guidance to members and Association leadership and shall not be interpreted as creating contractual rights, guaranteeing specific outcomes, or establishing legal duties beyond those imposed by applicable law. The Association reserves the right to interpret and administer these policies consistent with its Articles of Incorporation, Bylaws, governing organization requirements, and applicable law.

Reservation of Rights

The Executive Board retains the authority to interpret, administer, and apply this Handbook in a manner consistent with the Association's Articles of Incorporation, Bylaws, applicable law, and the rules of USA Hockey, Minnesota Hockey, and District 5. Nothing in this Handbook limits the Executive Board's fiduciary responsibility to govern the Association in accordance with its governing documents and applicable law. The Executive Board may adopt administrative procedures, make reasonable exceptions, or modify operational practices when necessary to:

- Protect participant safety.



- Comply with legal or governing organization requirements.
 - Preserve Association assets.
 - Address unique or unforeseen circumstances.
 - Promote the best interests of the Association.
-

Annual Review

The Executive Board shall periodically review the Association's risk management practices, insurance coverage, and operational policies. Recommendations for improvement may be adopted to enhance participant safety, reduce organizational risk, improve operational effectiveness, and support the long-term success of the Association.

Policy Interpretation

The Executive Board retains final authority regarding the interpretation and administration of this policy. Questions concerning risk management, liability, or participant safety shall be resolved in a manner consistent with the Association's governing documents, applicable law, and the rules of USA Hockey, Minnesota Hockey, and District 5.

The appendices included with this handbook are intended as reference materials and administrative resources. Unless specifically identified as Association policy, the Executive Board or Hockey Director may update appendices, forms, schedules, procedures, and administrative guides as needed without requiring a formal amendment to this Handbook

END OF HANDBOOK



Appendix

The materials contained in this Appendix are provided as supporting resources for Association members, volunteers, coaches, and officials. These documents are intended to supplement the policies contained in this Handbook and may include forms, reference guides, procedures, organizational charts, or other informational materials.

Unless specifically stated otherwise, the contents of the Appendix are intended for reference and administrative purposes and do not supersede or modify any policy adopted by the Sauk Rapids Youth Hockey Association Board of Directors. In the event of a conflict between a document contained in the Appendix and the policies outlined in this Handbook, the Handbook shall govern.

Appendix materials may be updated independently as needed to reflect operational changes, provided such updates remain consistent with Association policies.

Appendix	Title	Page
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Appendix A

Sauk Rapids Youth Hockey Association Bylaws – August 16, 1988

Article I. Name and Boundaries

Section 1.

This Corporation shall be called the Sauk Rapids Youth Hockey Association, Inc.

Section 2.

A. The Boundaries of this corporation shall be the Sauk Rapids/Rice school district.

B. This corporation may waiver in on an equal basis individuals from other school districts that don't have organized Hockey programs.

Article II. Purpose

Section 1.

The purpose of this corporation shall be to:

A. Promote youth hockey in Sauk Rapids and the surrounding area.

B. To promote good sportsmanship.

C. To teach the skills and rules of ice hockey.

Section 2.

It is the intent of this corporation to follow and abide by the rules of the Minnesota Hockey.

Section 3.

No member, director, or officer of this corporation shall have any right, title, or interest in or to any property of any kind owned by this corporation, nor any income or other funds received or held by this corporation, except in return for services rendered to the corporation.

Section 4.

No substantial part of the activities of this corporation shall be to carrying on of propaganda, or otherwise attempt to influence legislation, nor participate in or intervene in any political campaign on behalf of any candidate for public office, including the publishing or distributing of statements.



Article III. Membership

Section 1.

Voting members of this corporation:

- A. Must have a player registered with this corporation.
- B. It is mandatory for all players to have at least 1 parent or guardian as a voting member of this corporation. (revised 9/15/88)
- C. Shall pay annual dues per family, due at registration time of the players but no later than October 1, except for travel team, which must be paid before tryouts.(revised 5/2004) Names and addresses of voting parent(s) or guardian(s) must be declared at time of payment.

Section 2.

Non-voting members of this corporation:

- A. Shall be open to all adult individuals within the state boundaries that have an interest in the promotion and activities of this corporation.
- B. Shall be allowed to enter in all discussions.
- C. Shall pay annual dues of \$5.00, due no later than October 1.
- D. Shall not be allowed to hold any office or position on the Executive Board.

Section 3.

Website will be maintained to keep parents informed of association information. Parents must submit the proper registration forms to the corporation.

Section 4. A delinquent member shall lose their privilege as of the meeting following the date the dues are due.

Article IV. Meetings

Section 1.

The annual meeting of this corporation shall be in March, at which time the officers for the ensuing year shall be elected and take office effective after they are installed at the year-end awards social. (revised 5/2004)

Section 2.

This Association shall hold meetings each month. (revised 5/2004) The President shall have published on the website the date, time and location of the meeting in the manner directed by the Executive Board at least 30 days in advance of the meeting. (revised 7/2008)

A. Agenda items:



1. Anyone wishing to place an item on the agenda of a meeting must notify the President in writing, not later than fifteen (15) days prior to the meeting. The specific wording of the proposal must be provided, in writing, to the President not later than ten (10) days prior to the meeting. Items submitted without the specific written proposal will not be accepted and eligible to have the item presented for vote. The President will have the proposal available for viewing prior to the meeting.
2. Items that have received the approval of the Executive Board may be placed on the agenda at the beginning of the meeting. These proposals are to be adopted by majority vote of the Executive Board. The proposed item will be read at the beginning of the meeting.
3. Any item determined by the President to be in the same form or substantially similar form to one which was rejected or withdrawn at the previous meeting cannot be placed on the agenda of the upcoming meeting unless it has received two-thirds (2/3) majority vote of the Executive Board, recommending that it be placed on the agenda.

B. Roberts Rules of Order shall govern and control the conduct of all meetings, unless modified by these By-laws.

Section 3. The Executive board shall hold meetings as the President deems necessary. (Revised 5/2004) Special meetings may also be called by at least 3 members of the Executive Board.

Article V. Government

Section 1.

During the month of December, a nominating committee shall be formed by the President, consisting of the President, Past President or President Elect and not less than 3 other association members and not more than 5 other association members. The nominating committee is approved by the Executive Board at its January meeting. (Revised 3/2007)

Section 2.

The Executive Board (revised 5/2004) shall submit candidate's names and qualifications to the membership at the February meeting for the positions of President Elect, (even numbered years) Secretary (even numbered years), Treasurer (odd numbered years), MN Hockey District 5 Representative (odd numbered years) (added 1994), Level Coordinator for each age group (annually) (added July 15, 1993).

Additional nominations for each position may be taken from the floor at the annual meeting.

Section 3.

Voting shall be done by secret ballot at the March meeting one at a time and announced immediately. One vote per family membership, as per family annual dues, will be allowed. (revised 5/2004) A voting member in good standing unable to attend the March meeting may ask for and receive an absentee ballot. The ballot shall be submitted to the President prior to the meeting in a sealed envelope or via email with a separate ballot for each position and opened and counted at the time of the other ballots. The ballot shall allow for voting for candidates nominated at the February meeting and a write in



candidate. A member casting an absentee ballot shall not be entitled to a vote under Section 4 unless present at the election. (added July 15, 1993).

Section 4.

Balloting shall continue until one candidate receives a majority vote.

Section 5.

Candidates must be a voting member of the corporation in good standing. All officers may complete their term of office and maintain full voting powers in the event their player moves out of our hockey program. (added 9/15/88).

Section 6. Team Managers shall be selected by their teams after tryouts but before November 1 and are subject to approval of the President.

A. If not selected by then, they shall be appointed by the president.

B. Shall serve until the season ends in March.

Section 7.

The Executive Board, in the case of the resignation, death, or inability of an elected officer of the corporation, may, by majority vote, select a replacement for the remainder of the term of the office affected.

Section 8. An elected officer of the corporation may be removed for just cause by recommendation of the Executive Board and 3/4 majority vote at an Association meeting. The affected officer shall have the right to have the cause presented in writing and appear before the Executive Board or Association. The

President at his/her desire may replace president-appointed committee members/coordinators.

Article VI. Officers and Duties

Section 1.

Executive Board

A. The Executive Board shall have the authority to make all necessary decisions during the interval between the meetings of the corporation to manage the corporation in such manner as the Executive Board shall deem best in the interests of the corporation and the hockey program.

B. The Executive Board shall, among other things, be responsible for the following matters:

1. Financial planning and policies.
2. Organization of tryouts and selection of teams.
3. Selection of coaches.
4. Scheduling of ice time.
5. Registration and certification of players.



6. Supervision of all activities of the teams.
7. Recruitment of new skaters and the promotion of hockey.
8. Proposed guidelines for all standing committees and proper procedures to be followed and presented to the membership.
9. Supervise all chairs, coordinators, coaches, or any other appointed positions.

Section 2.

Duties of President

- A. Preside at all meetings, of the membership, Executive Board and shall be an Ex-Officio member of all standing committees.
- B. Subject to the Executive Board and the voting membership shall have general charge and supervision over the business affairs of the corporation.
- C. Shall execute all bonds, contracts, and other agreements as authorized by the membership and/or Executive Board.

Section 3.

Duties of a President-Elect

- A. Shall assume the duties of President in the absence of the President.
- B. Handbook Committee. (revised 5/2004)

Section 4. Duties of a Secretary

- A. Shall keep and report the minutes of all regular, special, and Executive Board meetings.
- B. Shall record said minutes in a book for that purpose.
- C. Shall keep attendance at all meetings.

Section 5.

Duties of a Treasurer

- A. Shall have custody of all funds of the corporation.
- B. Shall keep accurate records of all receipts and disbursements, make monthly reports to membership and submit a written year-end financial statement.
- C. Shall pay all bills incurred by the corporation under authorization of Executive Board or general membership.
- D. All checks shall be signed by 2 of 3 authorized officers-treasurer, president or president-elect.
- E. Shall have books and ledgers reviewed quarterly by Executive Board.



F. Outgoing treasurer's duties will include a 90-day transition period with the incoming treasurer to complete all financial reports.

Section 6.

Duties of Level Coordinators

A. Act as a liaison for the President to the teams within the respective level.

B. Act as a liaison between the teams within the level, assist the teams in getting organized at the start of the season, assist in scheduling of tournaments and games where needed, assist the President and team in obtaining sponsorships and in fundraising (added July 15, 1993).

Section 7.

Duties of MN Hockey District 5 Representative

A. Attend all District 5 monthly meetings and special meetings called by the district.

B. Act as a liaison for the Association to the District.

C. Be the communication liaison between members and MN Hockey District 5.

Article VII. Finances

Section 1.

The fiscal year of this corporation shall be from August 1 to July 31.

Section 2. Completed financial statements and proposed budget for the coming year shall be presented at the August meeting. (1997)

Article VIII. Committees

Section 1.

The Executive Board shall determine the standing committees deemed proper and necessary to fulfill the purpose of this corporation.

Section 2. The president shall appoint all chairs and coordinators.

Article IX. Amendments

Section 1.

These bylaws may be amended by a two-thirds (2/3) vote of the voting members present at any meeting after which a 30-day notice has been given.

Section 2.

These bylaws may be suspended by a two-thirds (2/3) vote of the voting members present at any membership meeting, provided a quorum is present.



Article X. Dissolution

Section 1. Upon dissolution of this corporation, any remaining assets are to be given to organizations organized exclusively for the promotion of hockey, or other charitable, educational, 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.



APPENDIX B

SRYHA Hockey Operations Standards

Supporting the Sauk Rapids Youth Hockey Association Handbook

Approved by the SRYHA Executive Board: _____

Purpose of the Hockey Operations Standards

These Hockey Operations Standards supplement the Sauk Rapids Youth Hockey Association Handbook by providing detailed operational guidance for the administration of hockey within the Association. The Handbook establishes governance and policy, while these Standards provide supporting philosophy, expectations, and operational procedures for the Hockey Director, Hockey Advisory Committee, coaches, and volunteers.

These Standards remain subordinate to the SRYHA Handbook, Bylaws, Executive Board policies, and the governing rules of USA Hockey, Minnesota Hockey, and District 5.

STANDARD A: Hockey Leadership

STANDARD B: Coach Administration, Development & Accountability

STANDARD C: Player Development, Team Formation & Player Movement

STANDARD D: Tryouts, Competition & Playing Time

STANDARD E: Goaltender Development

STANDARD F: Annual Hockey Operations & Continuous Improvement

1. STANDARD A

a. Hockey Leadership

i. Purpose

1. The success of SRYHA depends upon strong leadership, open communication, and consistent administration throughout every level of the Association. The Executive Board, Hockey Director, Hockey Advisory Committee (HAC), and coaches each serve distinct but complementary roles. When each fulfills its responsibilities while respecting the responsibilities of others, the Association operates efficiently, decisions become more consistent, and players receive the highest quality experience possible. This



section defines the operational leadership structure used to administer hockey within SRYHA.

ii. Hockey Director – Purpose

1. The Hockey Director serves as the Association's primary hockey operations leader. The position exists to provide consistent leadership across every level of the hockey program while ensuring that the Association's player development philosophy is implemented throughout all age classifications.
2. The Hockey Director is responsible for leading hockey operations, supporting coaches, developing players, and continuously improving the quality and consistency of the Association's hockey programming. The Hockey Director is appointed by and accountable to the Executive Board.

iii. Hockey Director – Philosophy

1. A successful Hockey Director is much more than an administrator. The Hockey Director is a teacher, mentor, communicator, planner, evaluator, and leader. The position exists to support players by supporting coaches. Rather than attempting to solve every problem personally, the Hockey Director builds systems, educates volunteers, develops leaders, and creates consistency throughout the Association. The long-term success of the Association should never depend upon one individual.

iv. Primary Responsibilities

1. Player Development

- a. Develop and maintain the Association's Player Development Model.
- b. Ensure consistent skill progression across all age levels.
- c. Coordinate seasonal player development initiatives.
- d. Promote age-appropriate development consistent with USA Hockey and Minnesota Hockey recommendations.
- e. Monitor program effectiveness and recommend improvements.

2. Coach Development

- a. Recruit qualified coaches.



- b. Lead the coach selection process.
- c. Provide coach education opportunities.
- d. Mentor coaches throughout the season.
- e. Observe practices and games.
- f. Provide constructive feedback.
- g. Encourage collaboration between coaching staffs.
- h. Support new coaches entering the Association.

3. Hockey Operations

- a. Team formation
- b. Tryout administration
- c. Player movement recommendations
- d. Practice planning expectations
- e. Goaltender development
- f. Seasonal programming
- g. Development clinics
- h. Hockey scheduling recommendations
- i. Practice models
- j. Coach communications
- k. Parent education initiatives

4. Organizational Leadership

- a. Chair Hockey Advisory Committee meetings.
- b. Develop annual hockey operational goals.
- c. Recommend improvements to Association programming.
- d. Work collaboratively with the Executive Board.
- e. Communicate regularly with coaches.
- f. Assist with conflict resolution.
- g. Promote consistency across all levels.

vi. Authority

- 1. The Executive Board delegates routine hockey operations to the Hockey



Director. Operational decisions should be made as close to the hockey program as reasonably possible while remaining consistent with Association policy.

2. Examples of operational authority:

- a. Practice expectations
- b. Practice curriculum
- c. Coach education
- d. Player development programming
- e. Tryout administration
- f. Evaluator selection
- g. Practice observations
- h. Seasonal hockey initiatives
- i. Hockey Advisory Committee recommendations
- j. Development clinic planning

3. Matters involving Association finances, employment, disciplinary action beyond the scope of hockey operations, governance, or policy remain under the authority of the Executive Board.

b. Hockey Advisory Committee

i. Purpose

1. The Hockey Advisory Committee exists to assist the Hockey Director in the continuous improvement of hockey operations throughout the Association. The committee provides experienced hockey perspective, constructive discussion, and collaborative recommendations designed to strengthen player development, coaching, and the overall quality of the program. The HAC serves as an operational committee rather than a governing body.

ii. Philosophy

1. No single individual possesses every answer. The best hockey decisions result from thoughtful discussion among experienced coaches,



administrators, and hockey leaders who share a commitment to the Association's mission.

c. Responsibilities & Membership

i. Responsibilities

1. Player development philosophy
2. Coach education
3. Coach selection recommendations
4. Tryout procedures
5. Team formation recommendations
6. Player movement recommendations
7. Practice models
8. Goaltender development
9. Seasonal programming
10. Program evaluation
11. Hockey policy recommendations
12. Long-term planning

ii. Membership may include:

1. Hockey Director (Chair)
2. Association President
3. District 5 Representative
4. Coaches Administrator
5. Goaltender Development Coordinator
6. Skills Coordinator
7. Bantam Representative
8. Pee wee Representative
9. Squirt Representative
10. Mite Representative(s)
11. High School Representative
12. At-Large Members

d. Level Representatives, Meetings & Decision Making

i. Level representatives serve as the Hockey Director's communication liaison for their age level by supporting coaches, assisting with practice observations, communicating concerns, identifying coach education needs, and promoting consistency.

ii. The Hockey Advisory Committee shall meet regularly throughout the year. The Hockey Director establishes meeting agendas and forwards recommendations requiring Board action to the Executive Board.



iii. The Association values thoughtful discussion. Consensus should be pursued whenever practical. When consensus cannot be reached, the Hockey Director shall make operational recommendations after considering committee input.

e. Conflict of Interest & Closing Philosophy

i. Members shall disclose any actual or perceived conflict of interest and recuse themselves whenever impartiality could reasonably be questioned.

f. Closing Philosophy

i. Leadership within SRYHA is built upon service. Every leadership position exists for one purpose: to create the best possible hockey experience for every player in the Association. Strong leadership is measured not by authority, but by consistency, integrity, humility, communication, and a genuine commitment to helping players, coaches, and families succeed.

2. STANDARD B

a. Coach Administration, Development & Accountability

i. Purpose

1. The quality of any youth hockey program is directly tied to the quality of its coaches. Players may spend hundreds of hours each season with their coaching staff. As a result, coaches have tremendous influence on a player's skill development, confidence, enjoyment of the game, competitive mindset, and overall experience within the Association.

2. SRYHA is committed to recruiting, developing, supporting, and retaining coaches who are committed to the Association's player development philosophy and who strive to create a positive, competitive, and development-focused environment for every player.

3. The Association recognizes that successful coaching requires continuous learning. Therefore, coach education remains an ongoing priority rather than a one-time requirement.

ii. Coaching Philosophy



1. Every coach within SRYHA is first and foremost a teacher.
2. Winning games is one responsibility of coaching. Developing players is the greater responsibility.
3. Our coaches are expected to teach the game, challenge players appropriately, communicate effectively, demonstrate integrity, and create an environment where players enjoy competing while continually improving.
3. Every interaction with a player should leave that player more confident, more knowledgeable, and more motivated than before.

iii. The Storm Coaching Standard

1. Every coach representing SRYHA is expected to model the following characteristics:
 - a. Integrity
 - b. Respect
 - c. Accountability
 - d. Preparation
 - e. Consistency
 - f. Enthusiasm
 - g. Humility
 - h. Leadership
 - i. Positive communication
 - j. Continuous learning
2. Players should never have to wonder what their coach values. Those values should be demonstrated every day through words, preparation, and actions.

iv. Recruiting & Selecting Coaches

1. The Hockey Director shall actively recruit qualified coaches from within and outside the Association.
2. Coach selection is led by the Hockey Director with assistance from the Hockey Advisory Committee and approval by the Executive Board.



3. Selection should consider hockey experience, teaching ability, communication, leadership, commitment to player development, sportsmanship, organizational fit, collaboration, prior evaluations, and commitment to continued education. Playing experience alone should never determine coach selection.

v. Coaching Requirements

1. All coaches must satisfy the requirements established by USA Hockey, Minnesota Hockey, District 5, and SRYHA, including USA Hockey registration, coaching certification, SafeSport, background screening, age-specific modules, and any additional Association requirements. Failure to complete required certifications may result in removal from coaching responsibilities until requirements are satisfied.

b. Coaches Administrator

i. The Coaches Administrator assists the Hockey Director with coach registration, certification compliance, communication, education, reimbursement coordination, and coaching records to ensure every coach begins the season prepared to succeed.

c. Coach Education & Practice Expectations

i. Coach development is an ongoing process. The Association provides opportunities through coach meetings, practice observations, video review, on-ice demonstrations, guest instructors, USA Hockey and Minnesota Hockey resources, mentorship, and peer collaboration.

ii. Practices should maximize engagement, skill repetition, decision making, competition, and enjoyment while minimizing unnecessary standing. Practice observations are intended primarily as educational opportunities.

d. Communication, Evaluation & Accountability

i. Coaches are expected to communicate clearly, treat every player respectfully, encourage questions, address concerns professionally, and support fellow coaches.

ii. The Hockey Director shall provide constructive feedback through observations and



evaluations focused on coach growth. Concerns should generally be addressed through discussion, mentorship, written expectations, continued observation, and, when necessary, recommendation for removal. The Association believes supporting coaches should always be the first response.

e. Recognition & Closing Philosophy

- i. The Association recognizes coaching as one of the most meaningful volunteer contributions in youth hockey and should acknowledge and support coaches whenever possible.
- ii. Players will eventually forget many of the games they played, but they will remember the coaches who believed in them. The greatest measure of a coach's success is not wins and losses, but the number of players who leave the season more skilled, confident, resilient, and passionate about hockey.

3. STANDARD C

a. Player Development, Team Formation & Player Movement

i. Purpose

1. The purpose of this section is to establish a consistent framework for player development, team formation, and player movement throughout SRYHA.
2. Every decision should support the long-term development of players while maintaining competitive opportunities and promoting the overall health of the Association.

ii. Player Development Philosophy

1. SRYHA believes every player deserves the opportunity to develop in an environment that is challenging, positive, and appropriate for their current stage of development.
2. Players develop at different rates physically, mentally, emotionally, and athletically. Accordingly, the Association strives to place players where they will receive the greatest opportunity to improve, contribute, and enjoy the game.



iii. Team Formation Philosophy

1. Teams should be formed with the primary objective of maximizing player development while maintaining appropriate competitive balance.

2. Factors to consider:

- a.** Total player registration
- b.** Overall skill distribution
- c.** Goaltending
- d.** Age distribution
- e.** Practice quality
- f.** Ice availability
- g.** Coach availability
- h.** Long-term program health

3. No single factor should determine team formation.

4. Team Size

a. The Association will establish team sizes annually based on registration numbers and available resources. Whenever practical, roster sizes should provide meaningful practice repetitions, appropriate playing opportunities, effective coach-to-player ratios, positive team culture, and financial sustainability. Recommended roster guidelines may be published annually by the Hockey Director.

5. Player Movement Philosophy

a. Player movement exists to support player development—not to reward or punish players.

b. Movement decisions should consider both the individual player and the overall impact on the Association.

c. Movement may occur due to:

- i.** Team size
- ii.** Grade-appropriate participation
- iii.** Skill development
- iv.** Goaltending needs



v. Injury

vi. Exceptional circumstances

vii. All movements shall comply with USA Hockey, Minnesota Hockey, and District 5 requirements.

d. Skill-Based, Grade-Appropriate & Goaltender Movement

i. Players requesting to compete one age classification above their age-eligible level shall be evaluated using criteria established by the Hockey Director. Grade-appropriate movement shall follow Minnesota Hockey guidelines and Association procedures. Goaltender movement may be considered when necessary to provide appropriate developmental opportunities or adequate team placement.

6. Mid-Season Movement

a. Player movement after team selection should occur only when exceptional circumstances exist, including significant roster changes, high school movement, goaltender shortages, long-term injuries, or other situations determined to be in the best interest of the Association. Whenever practical, the Hockey Director shall consult affected coaches before recommending roster adjustments.

7. Team Placement Decisions

a. The Hockey Director, with input from the Hockey Advisory Committee, shall oversee all team placement recommendations.

b. Recommendations should consider:

i. Current ability

ii. Developmental needs

iii. Competitive balance

iv. Team chemistry

v. Long-term player development

vi. Overall Association impact



vii. Every effort shall be made to ensure decisions are consistent, objective, and transparent.

8. Player Development Over Time

a. Player development is not linear. Some players mature earlier while others develop later. Team placement during one season should never be viewed as a prediction of future success. Players are encouraged to focus on continual improvement rather than team designation.

9. Communication

a. The Association recognizes that team formation and player movement decisions may be difficult for players and families. Whenever practical, the Hockey Director shall communicate the reasoning behind significant operational decisions while maintaining appropriate confidentiality regarding other players. Respectful communication strengthens trust in the process.

10. Guiding Principle

a. Every player deserves the opportunity to:

- i. Learn
- ii. Improve
- iii. Compete
- iv. Be challenged
- v. Enjoy the game

vi. Every decision regarding player placement should ultimately support those objectives.

4. STANDARD D

a. Tryouts, Competition & Playing Time

i. Purpose

1. The purpose of this section is to establish consistent expectations for player evaluations, team placement, competition, and playing time while supporting



the Association's commitment to long-term player development.

2. SRYHA believes every player deserves a fair evaluation process, appropriate competitive opportunities, and a positive hockey experience.

ii. Tryout Philosophy

1. Tryouts are designed to place players on the team that best matches their current stage of development. The objective is not to predict future success, but to place each player where they will have the greatest opportunity to develop, contribute, and compete. Player placement should always reflect current ability while recognizing that every player develops at a different pace.

iii. Tryout Administration

1. The Hockey Director shall oversee all Association tryouts. The Hockey Advisory Committee shall assist with planning and administration as needed. Tryout procedures should be communicated to families prior to evaluations. Whenever practical, qualified evaluators should be utilized and remain impartial, avoiding conflicts of interest.

iv. Evaluation Criteria

1. Player evaluations should consider the complete player rather than any single skill.
 - a. **Evaluation categories may include:**
 - i. Skating
 - ii. Puck skills
 - iii. Hockey sense
 - iv. Competitiveness
 - v. Decision making
 - vi. Positional play
 - vii. Work ethic
 - viii. Coachability
 - b. The Association recognizes that no evaluation system is perfect and



strives to provide the fairest process possible.

v. Team Placement

1. Final team placement recommendations shall be made by the Hockey Director after considering evaluator feedback and input from the Hockey Advisory Committee. Every effort shall be made to ensure decisions remain consistent, objective, transparent, and developmentally appropriate.

vi. Parent Expectations

1. Parents are expected to encourage effort rather than outcomes, support coaches and evaluators, respect final team decisions, and follow Association communication procedures. Questions regarding the process are welcomed when approached respectfully through the appropriate channels.

vii. Competition Philosophy

1. Competition is an important part of player development. Players should be challenged to compete every practice and every game. Competition teaches confidence, accountability, resilience, teamwork, leadership, and sportsmanship. Coaches are encouraged to create competitive environments while maintaining respect for teammates, opponents, officials, and the game.

viii. Playing Time Philosophy

1. Playing time should reflect the developmental objectives of each age level. As players mature, coaches may exercise greater discretion based upon competitive circumstances, preparation, attendance, effort, attitude, and team needs. Playing time decisions should support both player development and team success.

ix. Coach Discretion

1. Coaches are entrusted to make decisions that are in the best interest of their team, including line combinations, special teams, defensive pairings, goaltender rotation, and situational ice time. These decisions should be applied fairly, consistently, and in accordance with the Association's philosophy.



x. Player Responsibility

1. Players influence their own opportunities through effort, attitude, attendance, preparation, coachability, teamwork, and respect for teammates and coaches.

Players are encouraged to focus on the areas they can control rather than comparing themselves to others.

xi. Parent Communication

1. Questions regarding playing time should follow the Association's communication procedures outlined in the SRYHA Handbook. Parents should allow appropriate time following games before discussing concerns with coaches. Whenever possible, players should communicate directly with their coach before parents become involved.

xii. Competitive Balance

1. The Association recognizes that every season presents unique circumstances. Coaches, the Hockey Director, and the Hockey Advisory Committee should continually evaluate whether programming, competition levels, and team structures continue to support the best interests of the players and the Association.

xiii. Guiding Principle

1. Every player deserves:

- a. A fair opportunity to develop
- b. Honest and respectful coaching
- c. Appropriate competitive challenges
- d. A positive team environment
- e. The opportunity to enjoy the game

2. Every coach deserves:

- a. Trust
- b. Support
- c. Education
- d. Open communication



e. Respect

3. Every parent deserves:

a. Transparency

b. Consistency

c. Professional communication

d. Confidence that decisions are made in the best long-term interest of the players and the Association.

5. STANDARD E

a. Goaltender Development

i. Purpose

1. SRYHA recognizes that the goaltender position requires specialized instruction, unique developmental opportunities, and a long-term commitment to skill progression. The purpose of the Goaltender Development Program is to provide consistent instruction, mentorship, and resources that allow goaltenders at every age level to develop confidence, technical ability, hockey sense, and a lifelong passion for the position.
2. The Association is committed to developing goaltenders within a structured and positive environment while ensuring they remain fully integrated members of their team.

ii. Philosophy

1. Goaltenders are athletes first. While technical instruction is important, successful goaltenders also develop through skating, puck handling, decision making, communication, competitiveness, and confidence. The Association believes goaltender development should occur consistently throughout the season rather than through isolated clinics or occasional instruction. Goaltenders should receive age-appropriate coaching that complements, rather than replaces, team practices.

iii. Goaltender Development Coordinator



1. The Hockey Director shall appoint a Goaltender Development Coordinator to oversee the Association's goalie development program.

2. Responsibilities include:

- a. Assisting with goalie curriculum
- b. Supporting coaches with goalie instruction
- c. Coordinating goalie development opportunities
- d. Serving as a resource for coaches, players, and families
- e. Assisting with goalie evaluations during tryouts
- f. Recommending improvements to the goalie program

3. The Goaltender Development Coordinator reports to and works collaboratively with the Hockey Director.

iv. Development Opportunities

1. Whenever practical, SRYHA will provide additional goalie development opportunities throughout the season, including Association goalie clinics, small-group instruction, team practice integration, guest instructors, video instruction, individual skill sessions, and goalie mentorship. The format and frequency may vary based on participation, ice availability, and staffing.

v. Team Coaches

1. Every head coach is responsible for supporting the development of their team's goaltenders. Whenever practical, teams are encouraged to designate a coach to assist with goalie instruction. Coaches are encouraged to utilize Association resources, mentorship, and instructional materials to provide consistent instruction.

vi. Goaltender Participation

1. Goaltenders should participate as active members of every team. Practices should include opportunities to develop skating, puck handling, communication, game management, hockey sense, and competitive situations. Coaches are encouraged to include goaltenders in drills whenever practical rather than isolating them for extended periods.

vii. Position Selection

1. At younger age levels, SRYHA encourages players to experience multiple



positions, including goaltender. As players mature, those wishing to specialize should have access to increased developmental opportunities while continuing to receive age-appropriate instruction. The Hockey Director may establish annual goalie specialization guidelines.

viii. Goaltender Movement

1. Because the number of goaltenders varies from year to year, player movement involving goaltenders may occasionally be necessary.

Considerations include developmental opportunity, team needs, competitive balance, player readiness, safety, and overall Association impact. Whenever practical, input from the player, family, coaches, and Goaltender Development Coordinator should be considered.

ix. Parent Partnership

1. Parents play an important role in supporting the development of young goaltenders. The Association encourages parents to focus on effort, attitude, preparation, and long-term improvement rather than short-term results. Positive encouragement and perspective are essential components of long-term success.

x. Guiding Principle

1. The Association's goal is not simply to produce successful goaltenders. Our goal is to develop confident athletes who enjoy the position, continue playing the game, and have the skills necessary to compete successfully at the next level.

6. STANDARD F

a. Annual Hockey Operations & Continuous Improvement

i. Purpose

1. The purpose of this section is to establish a consistent process for reviewing, evaluating, and improving the SRYHA hockey program each year.



2. Youth hockey continues to evolve through new coaching methods, player development research, governing body recommendations, and the changing needs of the Association. SRYHA is committed to continually evaluating its hockey operations to ensure the program remains aligned with its mission and long-term vision.

ii. Annual Review

1. Following each hockey season, the Hockey Director shall lead an annual review of the Association's hockey operations with assistance from the Hockey Advisory Committee.

2. The review should include, when appropriate:

- a. Player development progress
- b. Coach development and education
- c. Tryout process
- d. Team formation
- e. Player movement
- f. Practice models
- g. Goaltender development
- h. Seasonal programming
- i. Parent and coach feedback
- j. Areas for improvement
- k. Recommendations resulting from this review shall be presented to the Executive Board for consideration.

2. Annual Planning

a. Prior to each season, the Hockey Director, in collaboration with the Hockey Advisory Committee, should establish operational priorities for the upcoming year. Planning may include coach recruitment and education, player development initiatives, tryout planning, team formation planning, practice curriculum, goaltender programming,



development clinics, equipment needs, and communication plans.

Annual priorities should support the Association's mission and strategic direction.

3. Operational Procedures

a. Certain operational procedures may change from year to year based on registration numbers, available resources, governing body requirements, or Association priorities. Examples include tryout schedules, registration timelines, practice schedules, team sizes, competition levels, game limits, development clinics, coach meeting schedules, and goalie development opportunities. These procedures may be established annually by the Hockey Director with Executive Board approval and do not require amendments to this manual unless they represent a change in Association philosophy or policy.

4. Policy Interpretation

a. No manual can anticipate every situation that may arise during a hockey season. When circumstances exist that are not specifically addressed within this manual, the Hockey Director shall review the matter with the Hockey Advisory Committee as appropriate and provide a recommendation to the Executive Board when required.

5. Decisions should always be guided by:

- a. The SRYHA Mission Statement
- b. The SRYHA Handbook
- c. This Operations Manual
- d. USA Hockey
- e. Minnesota Hockey
- f. District 5
- g. The long-term best interests of the players and the Association

6. Manual Review

a. This Hockey Leadership & Operations Manual shall be reviewed



annually by the Hockey Director and Hockey Advisory Committee.

Recommended revisions shall be presented to the Executive Board for approval. Approved revisions become effective immediately unless otherwise specified by the Executive Board.

b. Closing Statement

i. Storm Hockey is built upon more than wins and losses. It is built upon players who love the game, coaches who dedicate countless hours to teaching, parents who support their children and the Association, volunteers who willingly give their time, and leaders who understand that every decision they make helps shape the future of the program.

ii. This manual is intended to provide consistency without limiting innovation, structure without creating unnecessary bureaucracy, and guidance without replacing thoughtful leadership. Together, these principles will help ensure that SRYHA continues to provide a positive, competitive, and development-focused hockey experience for generations to come.



APPENDIX C

Central Minnesota Riverblades Cooperative Agreement

Sartell Youth Hockey, Sauk Rapids Youth Hockey and St. Cloud Youth Hockey: July 1, 2021

Sartell Youth Hockey Association (SYHA), Sauk Rapids Youth Hockey Association (SRYHA), and St. Cloud Youth Hockey (SCYHA) will combine their girl's hockey programs, from level U10 through U15, starting in the 2021-2022 season. The intent of this Co-Op is to provide girls within the Sartell, Sauk Rapids, and St. Cloud communities with the opportunity to play age and skill level appropriate hockey. The combination increases the number of players among each age level, therefore allowing the opportunity to field teams at different level classifications. A Girls Co-Op committee consisting of three members from each association (one of which must be a board member, none of which are presidents of any association) will be formed to manage the day-to-day operations of the combined girl's youth program and to ensure the program is operating within the guidelines set forth within the agreement outlined below.

Co-chairpersons will be appointed by the committee and report back to the respective boards of their associations. The Co-op will be the decision maker for the girls program and will work directly with each association to budget, execute and grow the program. A Girls Hockey Operations Committee (GHOC) will be formed to manage hockey functions, including but not limited to player development, coaching coordination, number of teams and team size, and tryout process and procedures. Members will consist of a coach from the Storm'n Sabres and St. Cloud High School teams, two members from Sartell, two members from Sauk Rapids and two members from St. Cloud. Girls HOC members will be appointed by the Girls Co-op Committee and SYHA, SRYHA and SCYHA board of directors. The GHOC will report to the Co-op. Sartell Youth Hockey Association (SYHA) will be the lead association, responsible for rostering, District 5 communication and finances incurred by the Co-Op. SYHA, SRYHA and SCYHA agree to continue the cooperative agreement through the 2025-2026 season. 5-year co-op agreement renewal will be discussed at the end of the 4th season.

Registration

Girls will register within and pay registration/tryout fees to their respective association according to their association's fee schedule.

Finances

The lead association will pay all expenses incurred by the girls program and invoice the other associations for their respective portion based on the following:

Expenses split equally by each association:

- Ice costs for dynamics and tryouts (before teams formed)
- Jerseys (blood jerseys as needed)
- Advertising & marketing
- Dues & Subscriptions (website, etc)
- Other miscellaneous expenses solely related to the ongoing management of the girls program

Expenses split per player on each team:

- Ice costs for practices and games (after teams formed)
- Tournaments
- Non-parent coaching
- District 5 fees



- Referees
- Training (goalie, etc)
- District/Region participation fee

If an expense invoice is received by a non-lead association, it will immediately be forwarded to the treasurer of the lead association for payment. A detailed listing of all expenses incurred by the girls program will be provided by the lead association as requested by the Co-Op committee.

Ice Bills

- Each arena is requested to bill ice for the girls program separate from boys as much as possible.
- Bills should be sent directly to the lead association treasurer for payment.

Ice Schedules

- Ice time among all the girls' teams will be split evenly (to the best of the ice scheduler's ability and ice availability) between all associations home arenas (SCHEELS Athletic Complex, Sports Arena East, Municipal Athletic Complex, and Herb Brooks National Hockey Center).
- All three association ice schedulers will be responsible for booking ice time at the respective arenas and scheduling practices, scrimmages, games and referees.
- Ice scheduling may be designated to one association if all schedulers agree.

Tournaments

- Each team will be budgeted to participate in 3 tournaments per season, including any tournament hosted by one of the associations. Teams can also opt for two paid tournaments and one scrimmage weekend. When opting for a scrimmage weekend, association will only cover official fees if they are not reciprocating (home game).
- Prior to scheduling for the tournaments, the Co-op committee will seek guidance from the GHOC on team levels.

Fundraising

- Girls will partake in their respective associations fundraising efforts.
- All associations will jointly participate in any agreed upon fundraiser that is based solely on raising funds for identified needs of the girl's program. The boards of all associations will have mutually agreed upon the fundraising event and monetary amounts.

Volunteer time

- Girls will meet the volunteer requirements of their respective association.

Team Declarations

- The GHOC will inform the Co-op committee of team declarations in a timely fashion in accordance with District 5.
- All associations will have a chance to review those declarations before final approval.

Move Ups

- Any girls wishing to move up one level higher than their age-appropriate level will need to complete a letter of intent stating their rational for wanting to move up.
- The letter of intent will be reviewed by the GHOC and a recommendation will be given to Co-op for review.



- The Co-op will determine whether the move up will be allowed after reviewing the GHOC recommendation. Consideration will be given to age, grade, and number of girls at the level above and the number of girls at the current level. Co-op Chairs will communicate with the lead association for District 5 sign off.
- If the move up is allowed, the GHOC will determine whether the tryout policy of needing to make the top 5 will be implemented.

Tryouts / Team Selection

- Tryouts will be scheduled to align with one of the three associations' posted tryout schedules.
- Players will be evaluated by no fewer than three independent volunteers.
- Parents will not be allowed in the rink while their daughter is being evaluated unless special circumstances require it and approved by the GHOC.
- Head coaches will be involved in the team selection discussions once the evaluations are completed, however, final team rosters will be selected and approved by the GHOC.

Evaluators will:

- o Be chosen by the GHOC.
- o Be experienced coaches or players that are passionate about youth hockey.
- o Have played beyond high school hockey and/or have coached a minimum of two years at the Bantam A/U15A level or higher
- o Not have children or relatives skating at the level they are evaluating.
- o Have no affiliation with the Storm'N Sabres or St. Cloud High School programs or will be equally represented among the evaluators.

Coach Selection

- Coaches will complete the application process within their association and all candidates will be forwarded to the GHOC.
- Head and assistant coaches may go through an interview process with the GHOC and members of all three associations.
- The GHOC will make every effort to find non-parent coaches for all levels.
- The head coach will be involved in choosing assistant coaches.

Game Counts

- Game counts will be considered based on the number of skaters on each team, to provide equal "game experience" for each season, for each level.
- U15- Up to 4 games per player with additional games being paid out of pocket and approved by team families. (Example: 13 skaters and 1 goalie would be supported for 56 games)
- U12- Up to 3.33 games per player with additional games being paid out of pocket and approved by the co-op. (Example: 13 skaters and 1 goalie would be supported for 47 games)
- U10- Up to maximum set by Minnesota Hockey (35 games) for full-ice and/or half-ice games – no additional games are allowed. • Coach run scrimmages where no score is kept does not count as a game. • U12 & U15 additional games (above game count listed) would need a 2/3 vote for family approval and a Co-op or GHOC member would need to be present during the vote.

Jerseys

- All levels will purchase player owned home/away jerseys and two pair of socks.
- Jersey number will follow an odd/even system with jersey number continuing until completed with youth hockey.



- Any player deciding to move up may need to purchase a new jersey set based on the odd/even numbering system.

Recruitment and Retention

- A formal recruiting plan will be put in place by the girls co-op committee to promote and grow the number of girl's players among all associations.
- Recruiting committee will be formed to facilitate program growth and will represent all associations.
- Recruiting areas are as follows: Sartell/St. Stephen (ISD 748), Sauk Rapids/Rice (ISD 47) and St. Cloud (ISD 742) school districts. Please review home association handbook for further details



APPENDIX D

SAUK RAPIDS YOUTH HOCKEY ASSOCIATION PLAYER CODE OF CONDUCT

The Sauk Rapids Youth Hockey Association ("SRYHA") has adopted a Player Code of Conduct that applies to all players participating in Association activities. Players are expected to adhere to the SRYHA Player Code of Conduct at all times, both on and off the ice. As representatives of SRYHA, Sports Arena East, their families, their teammates, and themselves, players are expected to conduct themselves in a manner that reflects positively on the Association throughout the hockey season, whether participating in an SRYHA-sponsored activity or not. The following is a non-exclusive list of conduct violations and the corresponding disciplinary actions that may be imposed in typical situations, in addition to any penalties assessed by Minnesota Hockey, District 5, or USA Hockey, when applicable. Any violation of the SRYHA Player Code of Conduct may result in disciplinary action by the Executive Board, up to and including suspension from Association activities for the remainder of the season. The Executive Board reserves the right to impose any disciplinary action it determines to be appropriate based on the nature and circumstances of each incident. Repeated violations may result in progressively more significant disciplinary action. Players and their parent(s) or legal guardian(s) are required to read, sign, and submit this Code of Conduct to the Hockey Director or designated Association representative prior to participating in any on-ice activities each season.

OFFENSE	PENALTY
1. Failure to comply with equipment regulations	Withheld from events until remedied
2. Unexcused absence from a practice/game	1st offense is warning from coaches 2nd offense is 1 game loss
3. Unexcused tardiness to a practice/game	1st offense is warning from coaches 2nd offense is 1 game loss
4. Vandalism/theft of property, unauthorized use of cell phones in locker rooms, disrespect to others/unsportsmanlike behavior	Up to 3 game suspension
5. Hazing, Bullying, Vulgar Language, etc.	Up to 5 game suspension
6. Physical abuse of any person	Up to a full season suspension

*The above text includes examples but is not limited to these items. Any complaint will be reviewed by the SRYHA Board and handled accordingly. Multiple infractions can be escalated to a suspension for the entire season based on the discretion of the SRYHA board

- Play for fun.
- Work hard to improve your skills.
- Be a team player; get along with your teammates.
- Learn teamwork, sportsmanship and discipline.
- Be on time for practices and games.
- Learn the rules and play by them. Always be a good sport.
- Respect your coach, your teammates, your parents, your opponents and the officials.
- Never argue with an official's decision.



APPENDIX E

SAUK RAPIDS YOUTH HOCKEY ASSOCIATION

Spectator's Code of Conduct

- Display good sportsmanship. Always respect players, coaches and officials.
- Act appropriately; do not taunt or disturb other fans; enjoy the game together.
- Cheer good plays of all participants; avoid booing opponents.
- Cheer in a positive manner and encourage fair play; profanity and objectionable cheers or gestures are offensive.
- Help provide a safe and fun environment; throwing any items on the ice surface can cause injury to players and officials.
- Do not lean over or pound on the glass; the glass surrounding the ice surface is part of the playing area.
- Support the referees and coaches by trusting their judgment and integrity.
- Be responsible for your own safety – be alert to prevent accidents from flying pucks and other avoidable situations.
- Respect locker rooms as private areas for players, coaches and officials.
- Be supportive after the game – win or lose. Recognize good effort, teamwork and sportsmanship.

Travel Code of Conduct for Players

Coaches, Parents, and all Representatives of the SRYHA

- Participating in the SRYHA travel hockey program is a privilege
- You represent the SRYHA at all times and are expected to act in a manner that does not embarrass yourself, your team, your peers, the SRYHA and its Corporate Sponsors.
- Individuals in the travel party should report any incidents to the Team Manager.
- The Team Manager will present SRYHA concerns to tournament hosts, restaurant and/or hotel management.
- The Team Manager will document any incidents and report them immediately upon the team's return to the SRYHA Executive Board
- Any and all follow-up correspondence will be sent on the Association's behalf by the SRYHA President.
- Anyone associated with the SRYHA travel group who violates the travel code of conduct will be subject to disciplinary actions outlined in the Association Handbook.



APPENDIX F

Social Media Policy

Purpose

- Promote positive representation of SRYHA.
- Protect players, families, volunteers, and officials.
- Encourage respectful communication.

Scope

Applies to:

- Players
- Parents/Guardians
- Coaches
- Team Managers
- Volunteers
- Officials
- Board Members
- Employees and contractors when representing SRYHA

Expectations

Examples include:

- Think before posting.
- Treat everyone with respect.
- Do not harass, bully, threaten, or intimidate.
- Do not post confidential Association information.
- Respect player privacy.
- Avoid profanity and discriminatory language.
- Follow USA Hockey SafeSport expectations.

Team Social Media

- Association-approved accounts only.
- Team pages should be administered by approved adults.
- Team communications should primarily occur through approved Association platforms.
- Photos should be appropriate and respectful.
- No fundraising, sponsorships, or merchandise may be promoted without Association approval.

Coaches & Volunteers

- Avoid one-on-one private messaging with minor athletes except as permitted under SafeSport.
- Use team communication platforms whenever possible.
- Maintain professional boundaries.

Reporting Concerns

Explain how members should report inappropriate posts or communications.

Possible Consequences

Examples:

- Verbal warning
- Written warning



- Removal of post
- Suspension from team or Association activities
- Loss of volunteer privileges
- Additional discipline under the Code of Conduct

References

- USA Hockey SafeSport Program
- Minnesota Hockey Policies
- SRYHA Code of Conduct
- SRYHA Discipline Policy



APPENDIX G

Table 1
2026-2027 Season Age Classification

Level	Born Between Dates	Typical Player Age
U6	June 1, 2019, and younger	4 to 7
U8	June 1, 2017, to May 31, 2019	7 to 9
Squirts	June 1, 2015, to May 31, 2017	9 to 11
Peewee	June 1, 2013, to May 31, 2015	11 to 13
Bantam	June 1, 2011 to May 31, 2013	13 to 15
Girls U8	June 1, 2017, to May 31, 2019	7 to 9
Girls U10	June 1, 2015, to May 31, 2017	9 to 11
Girls U12	June 1, 2013, to May 31, 2015	11 to 13
Girls U15	June 1, 2011 to May 31, 2013	13 to 15

Age classifications are established by USA Hockey and Minnesota Hockey and may change periodically. Players shall participate at the age level for which they are eligible unless otherwise permitted under applicable governing organization rules and Association policy.

Table 2
2026-2027 Monthly Dues

Monthly dues are reviewed and approved annually by the Executive Board.
The current annual fee schedule is:

	6U \$375	8U \$450	8U Girls \$475	10U Girls \$900	Squirt \$875	12U Girls \$1,075	Peewee \$1,150	U15 Girls \$1,575	Bantam \$1,500	Goalies \$0
10/1	\$75.00	\$90.00	\$95.00	\$180.00	\$175.00	\$215.00	\$230.00	\$315.00	\$300.00	\$0.00
11/1	\$75.00	\$90.00	\$95.00	\$180.00	\$175.00	\$215.00	\$230.00	\$315.00	\$300.00	\$0.00
12/1	\$75.00	\$90.00	\$95.00	\$180.00	\$175.00	\$215.00	\$230.00	\$315.00	\$300.00	\$0.00
1/1	\$75.00	\$90.00	\$95.00	\$180.00	\$175.00	\$215.00	\$230.00	\$315.00	\$300.00	\$0.00
2/1	\$75.00	\$90.00	\$95.00	\$180.00	\$175.00	\$215.00	\$230.00	\$315.00	\$300.00	\$0.00
3/1	\$0.00	\$0.00	\$0.00	TBD	TBD	TBD	TBD	TBD	TBD	\$0.00

Registration fees and monthly dues are subject to annual review and may be modified by the Executive Board. Current fees will always be published through official Association registration materials.



Table 3
2026-2027 Non-Parent Coach Pay Schedule

Level	Position	Pay Range
Bantam/U15	Head Coach	\$3,500 - \$5,000
Bantam/U15	Assistant Coach	\$2,500 - \$2,900
Peewee/U12	Head Coach	\$2,800 - \$3,700
Peewee/U12	Assistant Coach	\$1,800 - \$2,400
Squirt/U10	Head Coach	\$2,100 - \$2,500
Squirt/U10	Assistant Coach	\$1,500 - \$1,900
U8	Assistant Coach	\$600 - \$900