

MANKATO AREA HOCKEY ASSOCIATION

YOUTH HOCKEY HANDBOOK

2026-2027 Edition

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Mankato, MN 56001

Welcome to MAHA

Parents, Players & Coaches:

Whether you are new to the Mankato Area Hockey Association (MAHA) program, or have long been involved with MAHA, we believe the information contained here will be invaluable. The purpose of this handbook is to familiarize you with the policies, procedures, expectations and guidelines of MAHA. It is our hope that your daughter or son will enjoy their hockey experience. Since you are an integral part of that experience, we want you to enjoy it as well. In order for that to happen, we want you to have as much information as possible regarding the working of our program. MAHA is proud of the dedication and hard work our Hockey Operations Director, volunteer coaches, board members and hockey parents provide. We also know that as good as our organization can be, we need input and suggestions. Please feel free to contact any Board Member with your feedback regarding this handbook or any aspect of Mankato Hockey. Thank you for being a part of the Mankato Hockey tradition.

Sincerely,

Kelli Bohm

MAHA President 2026-2027

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1. About MAHA

1.1 Legal Name and Purpose

The Mankato Area Hockey Association, also known as MAHA or the Association, is a nonprofit organization incorporated under the laws of the State of Minnesota.

MAHA exists to promote the growth and development of youth ice hockey by providing a safe, inclusive, and supportive environment for players of all skill levels. The Association is committed to fostering sportsmanship, teamwork, and personal growth on and off the ice through quality coaching, community engagement, and accessible programming.

1.2 Mission Statement and Program Goals

MAHA provides a safe, drug-free, and enjoyable environment in which players can develop and enhance their hockey skills and prepare to compete at the best of their ability. Players should be allowed and encouraged to develop confidence, a strong sense of self-worth, and respect that will support their future roles as quality citizens.

MAHA's goals are to provide each participating player with the opportunity to:

- Experience enjoyment, satisfaction, and confidence from personal and team achievements;
- Learn the fundamental skills of hockey and develop and refine hockey techniques;
- Blend individual players and their skills into successful team play; and
- Receive support and resources, regardless of level of play, to the best of the Association's ability.

1.3 Affiliations and Governing Organizations

MAHA is affiliated with and follows the rules, regulations, and guidelines of USA Hockey, Minnesota Hockey, and Minnesota Hockey District 9. A controlling requirement of one of these governing organizations supersedes a conflicting MAHA rule, policy, procedure, or guideline.

- USA Hockey is the national governing body for amateur hockey in the United States. MAHA is represented at USA Hockey through Minnesota Hockey.
- Minnesota Hockey is the state governing organization for youth and amateur hockey. MAHA is a voting member of Minnesota Hockey District 9.
- MAHA is represented at Minnesota Hockey District 9 by the MAHA President or Vice President.

Additional information is available through the following websites:

- USA Hockey: www.usahockey.com
- Minnesota Hockey: www.minnesotahockey.org
- Minnesota Hockey District 9: www.mndistrict9hockey.com

1.4 Eligibility, Membership, and Residency

1.4.1 Eligible Participants

Any boy or girl who resides within the Mankato natural hockey community, as defined by the Minnesota Hockey District 9 Residency Policy, may be eligible to participate in MAHA programs. Participation remains subject to applicable age-classification, registration, roster, financial, fundraising, volunteer, and governing-body requirements.

MAHA's residency requirements do not restrict or replace the waiver process established by Minnesota Hockey District 9, Minnesota Hockey, or USA Hockey.

1.4.2 Eligible Members

All parents, guardians, and coaches of players on sanctioned teams who live within the Mankato natural hockey community, as defined by the Minnesota Hockey District 9 Residency Policy, are Members of MAHA.

1.4.3 Registration Integrity and Residency

Deliberate acts of deception for the purpose of registering with MAHA, as determined by the MAHA Executive Committee, may result in removal from registration and possible expulsion from MAHA. This provision is not intended to encourage or discourage a family from moving into or residing within the community and does not restrict the applicable waiver process.

1.4.4 Minnesota Hockey and MAHA Age Eligibility

Current-season age eligibility information is published through MAHA registration materials. All eligibility determinations shall follow applicable USA Hockey, Minnesota Hockey, and District 9 age classifications and requirements.

1.5 How MAHA Is Funded

Player registration fees provide a significant portion of MAHA's annual operating revenue. MAHA also relies on fundraising, charitable gambling, sponsorships, donations, and other Board-approved revenue sources to offset program and operating expenses.

Because registration fees do not cover the full cost of MAHA's annual budget, families are required to participate in the Association's approved fundraising and volunteer programs. Current requirements are communicated through registration materials and other approved MAHA communications.

1.6 MAHA Communication

MAHA uses online communication methods to provide information to its members.

1.6.1 MAHA Website

MAHA's website, www.mankatohockey.com, serves as a primary source of information for members. Members should check the website regularly for association events, schedules, announcements, and other important information.

1.6.2 Email

The email address provided during registration will be used to communicate weekly updates regarding practice and game times. Members should provide an email address that they check regularly.

1.6.3 Advertising

MAHA will not use the front page of its website, its social media accounts, or email communications to promote products or services offered by for-profit companies.

The following are exceptions to this policy:

- Sponsorship agreements that allow a company's logo to rotate on the front page of the MAHA website; and
- Cause-marketing campaigns in which proceeds directly benefit the association.

1.7 Governing Document Authority

MAHA is governed by applicable law, its Articles of Incorporation, its Bylaws, and controlling requirements of USA Hockey, Minnesota Hockey, Minnesota Hockey District 9, the U.S. Center for SafeSport, and applicable facilities and leagues.

This Handbook contains Board-approved policies, procedures, expectations, and guidelines. If a provision of this Handbook conflicts with applicable law, a controlling governing-body requirement, the Articles of Incorporation, or the Bylaws, the controlling authority governs.

2. Programs, Fees, and Equipment

2.1 Official MAHA Programs

MAHA does not recognize or represent independent spring, summer, or other outside hockey programs as official MAHA programs unless the program has been expressly approved and identified by the Association. MAHA may elect to provide additional training opportunities outside the regular winter season.

2.2 MAHA Winter Programs

All MAHA programs follow Minnesota Hockey age-classification guidelines. These classifications are established by Minnesota Hockey to provide appropriate levels for player development and physical growth within the game.

Because Minnesota Hockey determines eligibility by birth year and date of birth, families should review the current eligibility information provided through MAHA registration materials. The ages listed within the following program descriptions are general guidelines and may not apply in every instance.

2.2.1 In-House Program (Mites)

General ages: 4–8

The In-House Program (Mites) generally runs from October through March and may include association-approved jamborees or similar introductory travel events. The program is designed as an entry-level hockey experience and is organized into skill-based learn-to-skate and learn-to-play levels.

Mini Mites / 6U

Mini Mites is MAHA's introductory 6U level within the In-House Program (Mites). Minnesota Hockey classifies Youth 6U / Mini-Mite as primarily ages 5 and 6. Current birth-year eligibility is established annually by Minnesota Hockey and communicated through MAHA registration materials.

The Mini Mite focus is on fun and foundational development, including skating, balance, puck handling, passing, and shooting. Practices should emphasize age-appropriate stations, small-area activities, and frequent opportunities for players to handle the puck.

When games or jamboree-style events are scheduled, Mini Mite / 6U games must be played cross-ice or half-ice in accordance with Minnesota Hockey requirements. MAHA may organize Mini Mite groups based on age, experience, skating ability, registration numbers, ice availability, and overall program needs.

Levels 1 and 2

Levels 1 and 2 focus on the basic elements of skating while also introducing stickhandling and shooting.

This program is designed for new and developing skaters, including age 4, age 5, and age 6 participants, as permitted by MAHA registration guidelines.

Practice days and session assignments are established annually based on:

- Registration numbers;
- Available ice time; and
- Program needs.

Levels 3 and 4

Levels 3 and 4 build upon the skills introduced through the Learn to Skate program. Players continue developing their skating skills while also working on:

- Stickhandling;
- Passing;
- Shooting; and
- Other fundamentals of hockey.

This program is designed for developing players who are ready to participate in learn-to-play hockey. Group assignments are based on age, experience, skating ability, registration numbers, and MAHA placement guidance.

Practice days and session assignments are established annually based on registration, ice availability, and program needs.

Girls' Introductory Opportunities

Girls' introductory opportunities may be offered through MAHA's current Learn to Skate, Learn to Play, or other association-approved beginner programming. Available programs are posted for the applicable season.

Additional Learn to Skate and Learn to Play Opportunities

These programs provide new skaters and developing players with an opportunity to try hockey and build foundational skills before entering full In-House or Traveling Program participation.

Program dates, eligibility requirements, fees, registration limits, and session assignments are established annually and published through MAHA registration materials.

2.2.2 Youth Traveling Program

General ages: 8–14

The Youth Traveling Program generally runs from October through March. It is designed to continue individual skill development while introducing additional tactics, team concepts, and competitive experiences.

The amount of travel, time commitment, and number of games may vary by age level and team classification.

Youth and girls' programs follow the age-classification requirements established by Minnesota Hockey and are administered in accordance with Minnesota Hockey and District 9 rules.

Girls may participate in youth hockey when permitted by Minnesota Hockey rules, District 9 requirements, and MAHA placement procedures. Such participation shall follow the registration, placement, and roster-approval processes applicable to the appropriate age level.

The number of teams and available classifications at each age level depend on:

- Registration numbers;
- Player skill levels;
- Competitive balance;
- Available team classifications; and
- Applicable Minnesota Hockey and District 9 requirements.

The ice-session, game, and tournament totals listed below are general estimates and may vary by team or season.

Squirt Youth and 10U Girls

General ages: 8–10

This age level continues the development of individual skills, individual tactics, and team concepts while introducing games against teams from other communities.

Players are generally on the ice for approximately 60 practices and games during the season. Teams typically play approximately 25–30 games, including home games, away games, and tournaments.

A typical tournament schedule may include:

- Two away tournaments;
- One possible home tournament;
- One overnight tournament; and
- One tournament within reasonable driving distance.

Players are placed at appropriate competitive levels based on skill, registration numbers, competitive fit, and MAHA placement procedures. Teams may generally be classified at the A, B, or C level when registration numbers and competitive balance support those classifications.

Tournament participation and game totals may be adjusted by MAHA based on team needs, player development, scheduling availability, and other relevant circumstances.

Peewee Youth and 12U Girls

General ages: 11–12

This age level continues individual skill development while placing increased emphasis on individual tactics and team concepts.

Players are generally on the ice for approximately 70 practices and games during the season. Teams typically play approximately 30–35 games, including home games, away games, and tournaments.

A typical tournament schedule may include:

- Two away tournaments;
- One possible home tournament;
- One overnight tournament; and
- One tournament within reasonable driving distance.

Players are placed at appropriate competitive levels based on skill, registration numbers, competitive fit, and MAHA placement procedures. Teams may generally be classified at the A, B, or C level when registration numbers and competitive balance support those classifications.

Bantam Youth and 15U Girls

General ages: 13–14

This age level continues the development of individual skills and tactics while placing greater emphasis on team concepts and systems.

Players are generally on the ice for approximately 80 practices and games during the season. Teams typically play approximately 35–40 games, including home games, away games, and tournaments.

A typical tournament schedule may include:

- Two away tournaments;
- One possible home tournament;
- One overnight tournament; and
- One tournament within reasonable driving distance.

A team may be permitted to schedule a third away tournament when approved through the appropriate MAHA process.

Players are placed at appropriate competitive levels based on skill, registration numbers, competitive fit, and MAHA placement procedures. Teams may generally be classified at the A, B, or C level when registration numbers and competitive balance support those classifications.

2.3 Fall Pre-Season Camp

MAHA does not currently offer general year-round hockey programming. The Association may offer an optional Fall Pre-Season Camp or other Board-approved training opportunity before the winter season.

The Fall Pre-Season Camp is intended to provide players with an opportunity to:

- Return to the ice;
- Refresh their hockey skills; and
- Prepare for player placements and the upcoming season.

Participation is optional and is not required for winter-season registration or placement eligibility. Player placement decisions shall be made under MAHA's approved placement procedures.

Camp dates are established annually based on:

- The approved season calendar;
- Available ice time;
- Player placement dates; and
- Coaching and instructor availability.

The camp format, eligible age levels, number and length of sessions, registration limits, and fees are determined annually. A camp or training activity is an official MAHA program only when it is approved and communicated through the MAHA website, registration system, or another authorized Association channel.

2.4 MAHA Player Fees

Current registration fees are published through MAHA registration materials after approval through the established MAHA approval process.

Registration fees may be used to cover expenses including:

- Ice time;
- Team jerseys;
- Coaching expenses or compensation, when applicable;
- Home-game referee costs;
- Tournament costs, when applicable; and
- Other association expenses.

The specific expenses included within registration fees may vary by program and age level.

MAHA offers online registration. Accepted payment methods and available installment options are communicated through the registration system each season.

2.4.1 MAHA Registration Refund Policy

Registration fees allow MAHA to reserve ice, register teams, order jerseys, and make other season-related commitments. As a result, registration fees are not automatically refundable.

1. Refund requests must be submitted in writing to the MAHA Registrar and Treasurer. The date the request is received will be considered the player's official withdrawal date.
2. Before placements begin for travel players, or before the first scheduled practice for in-house players, a refund may be issued, less processing fees and any nonrecoverable costs already incurred by MAHA.
3. Once placements have begun for travel players, or the first scheduled practice has occurred for in-house players, registration fees are nonrefundable.

All refunds are subject to approval by the MAHA Board of Directors or its designated Executive Committee. All refund decisions are final.

DIBS checks, fundraising obligations, and third-party fees are separate from registration refunds and will be handled according to their respective policies.

2.5 Equipment Needs and Goalie Rental Program

2.5.1 Goalie Equipment Rental

MAHA provides an annual rental program for goalie equipment.

Current rental fees, deposits, eligibility requirements, and equipment-return expectations are published through MAHA registration or equipment materials after approval through the established MAHA approval process.

MAHA maintains a limited inventory of goalie equipment and may not be able to provide equipment for every participant requesting a rental.

2.5.2 Required Player Equipment

The following equipment is mandatory for MAHA participants during on-ice activities, as applicable to the participant's age level and in accordance with USA Hockey and Minnesota Hockey requirements:

- Tethered mouthguard;
- Hockey socks or approved practice attire;
- Hockey gloves;
- Shoulder pads;
- Hockey pants or breezers;
- Hockey stick;
- Two hockey sticks for Traveling Program players;
- Helmet;
- Neck guard;
- Protective cup for boys;
- Pelvic protection for girls;
- Shin guards;
- Skates; and
- Jersey.

Practice-jersey and program-apparel requirements are communicated annually. When applicable, practice jerseys may be purchased through Play It Again Sports or another MAHA-designated vendor.

2.6 Local Hockey Equipment Retailers

Families are encouraged to support local hockey-equipment vendors that support the Mankato Area Hockey Association.

2.6.1 Play It Again Sports

1668 Madison Avenue
Mankato, MN
507-625-2000

2.6.2 Scheels

River Hills Mall
Mankato, MN
507-386-7767

3. Player Placement and Team Formation

3.1 Winter Player Placements

MAHA uses player evaluation sessions to determine the composition of its traveling teams. The purpose of the placement process is to place players in competitive environments that provide appropriate opportunities for development and a positive season experience.

Placing players with others of reasonably comparable ability gives players the best opportunity to develop:

- Skating and hockey skills;
- Confidence;
- Teamwork;
- Competitive awareness; and
- Mental and emotional maturity.

Player placements are generally completed during a five- to ten-day period in late September to early October. Additional sessions or scheduling adjustments may be used when necessary.

Players may be evaluated in the following areas:

- Skating;
- Stickhandling;
- Hockey awareness;
- Individual tactics;
- Team concepts; and
- Game situations.

Evaluations are conducted by an approved group that may include:

- Hockey Operations Director;
- Current MAHA coaches;
- Hockey Development Committee members;
- Independent evaluators; and
- Other qualified individuals selected by MAHA.

Players will be provided with MAHA-issued numbered jerseys. For evaluation purposes, players must wear socks of a matching color and remove all non-MAHA stickers from their equipment.

MAHA will use reasonable and consistently administered procedures to support a fair and accurate placement process. Placement schedules, requirements, and current-season information will be published through the MAHA website and registration system.

If MAHA selects a parent coach to assist with evaluations, that coach may evaluate players during the placement process but shall not participate in selecting a team until the coach's own child has been placed.

Players may be asked to skate in an additional session at the discretion of the Hockey Operations Director or, in the Director's absence, the Hockey Development Committee.

3.2 Goaltender Development and Placement

MAHA will make reasonable efforts to provide interested players with opportunities to try the goaltender position during the In-House Program (Mites). The In-House Program is an appropriate time for players to experience the position before choosing whether to pursue it at older levels.

MAHA generally discourages requiring players to permanently select a position too early in their development. However, equipment availability, roster size, playing time, player safety, and competitive considerations may affect goalie opportunities at traveling levels.

3.2.1 In-House (Mites) Levels 1–4

Players interested in trying the goaltender position may be given opportunities on a rotational basis.

Coaches should make reasonable efforts to distribute these opportunities fairly among interested players, subject to:

- Equipment availability;
- Player safety;

- Program structure;
- Practice format; and
- Coaching judgment.

3.2.2 Squirt and 10U

MAHA generally assigns no more than two full-time goalies to each team.

When the number of interested goalies exceeds the number of available positions, MAHA will communicate with the affected players and parents before or during the placement process to review available options.

A team may carry three goalies only when approved by the Hockey Operations Director and when the affected players, parents, and coaching staff understand and accept the anticipated rotation and playing-time implications.

A goalie may be permitted to participate as a skater when:

- The player also completes the applicable skater evaluation;
- The player demonstrates the ability to safely compete at that level;
- Roster rules permit the arrangement; and
- Hockey Operations approves the arrangement.

Goalies should generally receive reasonably balanced opportunities to participate. A coach may modify the goalie rotation during tournament or postseason competition when appropriate. Expectations should be communicated to the goalies in advance whenever practical.

3.2.3 Peewee and 12U

MAHA generally assigns no more than two goalies to each traveling team at this level.

When the number of registered goalies exceeds the number of available roster positions, goalie placement will be determined through the approved evaluation and placement process.

A goalie interested in also participating as a skater must discuss the request with the coaching staff and Hockey Operations. Approval will be based on:

- Player safety;
- Skating ability;
- Competitive level;
- Roster limitations; and
- Applicable governing-body rules.

3.2.4 Bantam and 15U

MAHA generally assigns no more than two goalies to each traveling team at this level.

When the number of registered goalies exceeds the number of available positions, MAHA will communicate with affected players and parents before the placement process whenever practical. Final placements will be determined through the approved evaluation process and applicable roster rules.

3.3 Roster Movement

3.3.1 Temporary Play-Ups

When a team experiences a temporary hardship due to illness, injury, suspension, or another significant roster shortage, the team's head coach may request permission to use a player from another MAHA team on a temporary, game-by-game basis.

The request must be submitted to the Hockey Operations Director. When the Hockey Operations Director is unavailable, the request may be reviewed by an authorized Hockey Development Committee representative.

Temporary player movement must also be approved by the MAHA Registrar and any applicable District 9 or Minnesota Hockey representative before the player participates.

Approval for one game does not constitute permanent approval and does not require the same player to be used for each subsequent game.

Emergency goalie substitutions may be permitted when allowed by applicable District 9, Minnesota Hockey, and USA Hockey rules.

3.3.2 Permanent Roster Changes

Permanent roster changes may be considered before the applicable roster deadline when:

- A temporary hardship becomes permanent;

- A player relocates into the MAHA participation area;
- A player returns from a significant injury;
- Registration circumstances change; or
- Another unforeseen situation affects roster viability.

Requests for permanent roster changes must be submitted in writing to the Hockey Operations Director or Hockey Development Committee.

The request will be reviewed under applicable MAHA, District 9, Minnesota Hockey, and USA Hockey rules. A recommendation may be presented to the MAHA Board of Directors when Board action is required.

Affected players and families will be notified by an authorized MAHA representative after a final decision has been made.

3.4 Early Advancement Within MAHA

The Early Advancement Policy applies when a player requests permission to participate one age classification above the player's normal age-eligible level. Early advancement is an exception to MAHA's normal placement structure and is not guaranteed.

3.4.1 Request Requirements

- A parent or guardian must submit a written request to the Hockey Operations Director no later than the regular MAHA registration deadline.
- A late-registration deadline does not extend the deadline for submitting an early-advancement request.
- Requests received after the regular registration deadline will not ordinarily be considered unless Hockey Operations recognizes exceptional circumstances.

A player may be considered for early advancement when one or more of the following conditions apply:

1. Evaluation results demonstrate that the player is projected to perform within the top half of the highest-level team at the requested age classification, considering physical ability, hockey skill, and maturity;
2. Additional players are needed at the older age level to create appropriately sized and competitively viable teams; or
3. The request is based on the player's school grade and is permitted by applicable Minnesota Hockey and District 9 policies.

The Hockey Operations Director may also consider what is best for the overall development, safety, and competitive experience of the players involved. A grade-level exception that is automatic under the applicable governing-body rules must still be documented through the required waiver or tracking form.

3.4.2 Evaluation Process

Except when a governing-body grade-level rule provides otherwise, an approved player must participate in at least the first two evaluation sessions at both:

- The player's normal age-eligible level; and
- The requested older age level.

Participation at both levels allows evaluators to compare the player with age-eligible peers and players at the requested level. After the initial sessions:

1. A player who is not projected within the top half of the highest-level team at the requested age classification will return to the normal age-eligible placement process.
2. A player initially projected within the top half of the highest-level team may continue through the placement process at the requested level.
3. A player who does not remain within the qualifying range after the complete evaluation process will return to the normal age-eligible level.
4. A player approved for advancement must demonstrate the physical ability, hockey maturity, emotional readiness, and safety awareness necessary to participate at the older level.

Final decisions are made by the Hockey Operations Director with input from placement evaluators and the Hockey Development Committee. A request involving a girl participating in a youth classification must also be reviewed under current Minnesota Hockey, District 9, and MAHA requirements.

3.5 Early Advancement to High School Hockey

This policy applies to a player who remains eligible for MAHA but wishes to try out for a high school hockey team.

A player wishing to preserve the possibility of returning to MAHA must:

1. Register with MAHA before player placements begin;
2. Participate in the MAHA placement process;
3. Be placed on a MAHA team; and
4. Continue participating with the assigned MAHA team until a final high school roster decision has been made, unless otherwise approved by MAHA.

Registration fees remain subject to Section 2.4.1, MAHA Registration Refund Policy. Participation in high school tryouts or acceptance of a high school roster position does not create an exception to that policy.

A player who does not complete the required registration and placement process may be ineligible to return to a MAHA team after the season has begun, subject to applicable governing-body rules and any exceptional circumstances approved by MAHA.

Families considering this option should notify the Hockey Operations Director before MAHA player placements begin.

3.6 Team Determination Policy

3.6.1 Number of Teams

The number of teams formed at each age level is primarily based on the number of registered players and goalies.

MAHA will consider:

- Optimum team sizes;
- Minimum and maximum roster requirements;
- Player safety;
- Competitive balance;
- Available team classifications;
- Ice availability;
- Coaching availability; and
- District 9 and Minnesota Hockey requirements.

When registration numbers do not support a traditional team structure, the Hockey Operations Director will recommend the number and classification of teams to be formed.

3.6.2 Team Classifications

Available classifications may include AA, A, B1, B2, C, or other classifications recognized by District 9 or Minnesota Hockey.

Team classifications will be based on:

- The overall skill level of the registered player group;
- The number of available players and goalies;
- Competitive opportunities within District 9;
- Player-development considerations; and
- Recommendations from the evaluation group and Hockey Operations Director.

The goal is to place players in competitive environments with reasonably comparable opponents while providing appropriate challenges and development opportunities.

3.6.3 Team-Size Guidelines

Team-size category	Skaters	Goalies
Optimum	13	2
Maximum	18	2
Minimum	10	1

These numbers are guidelines. Exceptions may be approved when necessary to address registration totals, goalie availability, competitive balance, safety, or the overall needs of an age level or the association.

4. Participant Roles and Expectations

MAHA expects Members, Board Members, committee members, coaches, players, parents, guardians, spectators, volunteers, employees, contractors, team officials, and off-ice officials to conduct themselves in a manner that promotes safety, integrity, respect, sportsmanship, player development, and a positive hockey environment.

All individuals participating in or representing MAHA must comply with applicable MAHA, arena, tournament, District 9, Minnesota Hockey, USA Hockey, SafeSport, legal, and facility requirements.

4.1 Player Conduct and Expectations

Players are expected to give their best effort in working toward team, practice, and game objectives established by the coaching staff.

Players shall:

- Arrive on time for practices, games, meetings, and other required team activities;
- Notify a coach in advance when they are unable to attend;
- Be loyal and supportive teammates;
- Demonstrate enthusiasm, leadership, effort, and positive team behavior;
- Refrain from negative or demeaning criticism of teammates;
- Refrain from physical, verbal, emotional, or online abuse of teammates, coaches, officials, opponents, or other individuals;
- Perform to the best of their ability during practices and games;
- Work to improve their physical conditioning and hockey skills;
- Work diligently to develop all aspects of their game;
- Understand that important developmental activities may not always be the most enjoyable skills to practice;
- Accept responsibility for their conduct and its consequences on and off the ice;
- Compete in accordance with applicable USA Hockey playing rules;
- Accept the decisions of game officials without abusive, threatening, or inappropriate behavior;
- Refrain from obscene language, gestures, harassment, bullying, hazing, or discriminatory conduct;
- Respect locker rooms, arenas, hotels, buses, equipment, and all other public or private property; and
- Follow all applicable team, MAHA, District 9, Minnesota Hockey, and USA Hockey rules.

The use or possession of alcohol, tobacco, nicotine products, cannabis, illegal drugs, or other prohibited substances by players is prohibited during MAHA practices, games, tournaments, team travel, and other association activities, in accordance with applicable law and governing-body requirements.

4.2 Parent, Guardian, and Spectator Conduct and Expectations

Parents and guardians are expected to accept winning and losing as mature adults and to help players understand the meaning of both.

Parents, guardians, and spectators shall:

- React graciously to wins and losses;
- Refrain from blaming game officials, ice conditions, players, coaches, or outside circumstances following a loss;
- Help players learn from losses, put completed games behind them, and prepare for their next opportunity to compete;
- Promote a positive attitude toward MAHA, its philosophy, and its goals;
- Refrain from making knowingly false, defamatory, threatening, or unsupported accusations;
- Conduct themselves in a manner that demonstrates good sportsmanship;
- Accept the decisions of game officials without criticizing, booing, threatening, or directing obscene or abusive language toward officials during or after a game;
- Treat players, coaches, officials, volunteers, opposing teams, and other spectators with courtesy, consideration, and respect;
- Support coaches and respect appropriate coaching decisions;
- Ensure that their players arrive on time for practices, games, and other required team activities;

- Allow the coaching staff to direct practices, games, player instruction, and hockey-related corrections;
- Follow appropriate communication and grievance procedures when raising questions or concerns; and
- Comply with all applicable MAHA, arena, tournament, District 9, Minnesota Hockey, and USA Hockey conduct requirements.

Parents and guardians are encouraged to attend games and team activities to support their players and teams.

Parents, guardians, and spectators shall not attend practices, games, team activities, or other MAHA events while impaired by alcohol, cannabis, illegal drugs, or any other substance that may create a safety or conduct concern.

MAHA reserves the right to remove any individual from an event when there is a reasonable concern regarding impairment, safety, threatening behavior, abusive conduct, or disruption of the event.

4.3 Coach Conduct and Expectations

Coaches are expected to accept winning and losing as mature adults. Coaches and parents share responsibility for teaching players how to understand and appropriately respond to both winning and losing.

Coaches shall:

- React graciously to wins and losses;
- Refrain from blaming game officials, ice conditions, players, other coaches, or outside circumstances following a loss;
- Help players learn from losses, put completed games behind them, and prepare for their next opportunity to compete;
- Promote a positive attitude toward the Mankato Area Hockey Association, its philosophy, and its goals;
- Conduct themselves in a manner that demonstrates good sportsmanship;
- Accept the decisions of game officials without criticizing, booing, threatening, or directing obscene or abusive language toward officials during or after a game;
- Treat players, parents, officials, and opposing teams with courtesy, fairness, consideration, and respect;
- Use their knowledge of hockey in a constructive manner;
- Serve as positive role models on and off the ice, in both victory and defeat;
- Provide players with a safe, positive, fun, and memorable hockey experience;
- Arrive prepared for practices with a functional practice plan;
- Ensure that at least one member of the coaching staff is present at the rink and in the locker room at least 30 minutes before each practice;
- Arrive at home and away games by the same predetermined reporting time established for players;
- Keep players and parents reasonably informed of significant team updates, schedule changes, expectations, and other important matters;
- Follow current MAHA coaching expectations, team communication standards, and written guidance issued by MAHA or the Hockey Operations Director; and
- Comply with all applicable USA Hockey, Minnesota Hockey, and District 9 coaching requirements.

Coaches shall not attend or participate in practices, games, team activities, or other MAHA events while impaired by alcohol, cannabis, illegal drugs, or any other substance that affects their ability to safely perform their responsibilities.

MAHA reserves the right to remove any coach from an event when there is a reasonable concern regarding impairment, safety, misconduct, or the coach's ability to appropriately perform their duties.

4.4 Off-Ice Official Conduct and Expectations

Any individual serving as an off-ice official, including a penalty-box attendant, scorekeeper, announcer, or clock operator, is expected to remain neutral and perform the assigned role professionally.

Off-ice officials shall not:

- Confront or criticize an on-ice official;
- Argue with coaches, players, spectators, or other volunteers;
- Use their assigned role to influence the game;
- Display favoritism toward either team; or
- Engage in disruptive, threatening, abusive, or unsportsmanlike conduct.

An off-ice official who violates these expectations may be removed from the assigned role and may be subject to additional disciplinary action under this policy.

4.5 Communication With Coaches

Practices and games are under the direction of the coaching staff. Parents and guardians shall allow coaches to instruct players and address hockey-related deficiencies without inappropriate interference.

Parents and guardians shall not confront a coach immediately following a game regarding playing time, team decisions, player performance, discipline, or other emotionally charged concerns.

Unless an immediate safety concern exists, parents and guardians shall wait at least 24 hours before contacting a coach regarding a game-related concern. This waiting period allows all parties time to review the matter calmly and constructively.

Questions and concerns should be addressed through the communication process established by the team and MAHA. Formal complaints shall follow the MAHA Grievance Procedure.

5. Safety, Screening, and Player Protection

5.1 Participant Screening and Training

All coaches, Board Members, locker-room monitors, team managers, chaperones, and other individuals required by USA Hockey or Minnesota Hockey must complete all applicable:

- Background screening;
- SafeSport training;
- Registration;
- Certification;
- Education; and
- Roster requirements.

No individual may participate in a position requiring screening, certification, or training until the applicable requirements have been completed and verified.

Individuals who have not completed the required process may not:

- Participate on the ice;
- Enter restricted locker-room areas;
- Serve as an approved team official;
- Supervise minor participants; or
- Perform another role requiring certification or screening.

5.2 Abuse, Harassment, and SafeSport Reporting

MAHA prohibits:

- Sexual abuse;
- Physical abuse;
- Emotional misconduct;
- Bullying;
- Threats;
- Harassment;
- Hazing;
- Retaliation; and
- Other conduct prohibited under the USA Hockey SafeSport Program.

Suspected child abuse, sexual abuse, or other conduct requiring immediate intervention should be reported promptly to the appropriate law-enforcement or child-protection authority.

SafeSport-related concerns should also be submitted through the reporting process required by USA Hockey and the U.S. Center for SafeSport, when applicable.

Reports may additionally be submitted to MAHA through its designated SafeSport or grievance contact.

Reporting a concern to MAHA does not replace any legal or governing-body reporting obligation.

MAHA may take immediate temporary protective action while a report is reviewed. Final disciplinary decisions will follow applicable MAHA, USA Hockey, Minnesota Hockey, SafeSport, and legal requirements.

Retaliation against a person who makes a good-faith report or participates in an investigation is prohibited.

5.3 Locker-Room Policy

MAHA follows the USA Hockey SafeSport Program and applicable Minnesota Hockey locker-room requirements.

The purpose of the Locker-Room Policy is to:

- Protect minor participants;
- Maintain personal privacy;
- Prevent abuse and misconduct; and
- Establish appropriate adult supervision.

5.3.1 Locker-Room Monitoring

Each team must provide direct and regular locker-room monitoring by properly screened and trained adults.

Monitoring may include:

- Inspecting the locker room before players arrive;
- Confirming that only authorized individuals are present;
- Having an approved adult inside the locker room when appropriate;
- Posting an approved monitor immediately outside the locker room when privacy considerations make inside monitoring inappropriate;
- Conducting periodic checks; and
- Securing the locker room when players are on the ice.

Any individual interaction between a minor and an adult in a locker room must comply with applicable SafeSport requirements.

Doors should not be left open when doing so would compromise player privacy.

5.3.2 Parents and Guardians in Locker Rooms

MAHA and its coaches may restrict parent and guardian access to locker rooms when appropriately screened adults are available to monitor and assist players.

Parents and guardians may be permitted to assist younger players.

A parent or guardian may also provide assistance when:

- A player needs help with equipment;
- A player is injured;
- A player has a disability or medical need; or
- Another reasonable circumstance requires assistance.

Parents should notify the coaching staff before entering whenever practical.

5.3.3 Cellphones and Recording Devices

Cellphones, cameras, and other devices capable of audio, photographic, or video recording are prohibited in locker rooms and changing areas.

5.4 Illness and Medical Notification

Parents, guardians, and players are responsible for informing the team's head coach and team manager of medical conditions, allergies, injuries, illnesses, or other circumstances that may require reasonable attention during MAHA activities.

Medical information will be shared only with individuals who reasonably need the information to support the player's health or safety, except when broader disclosure is required by law or an emergency.

Parents should provide appropriate emergency medications and instructions when necessary.

5.5 Control of Blood and Infectious-Disease Exposure

A player who is bleeding, has an uncovered open wound, or has blood on equipment or clothing must leave the activity until the condition is appropriately addressed.

Before returning:

- Active bleeding must be controlled;
- The wound must be cleaned and securely covered;
- Contaminated skin must be cleaned;
- Blood-contaminated equipment or clothing must be cleaned, disinfected, or replaced using appropriate procedures; and
- The player must be able to safely participate.

Individuals assisting with blood exposure should use appropriate protective equipment and follow current facility, public-health, USA Hockey, and Minnesota Hockey procedures.

5.6 Chemical and Prohibited-Substance Policy

MAHA recognizes that the use of alcohol, tobacco, nicotine, cannabis, illegal drugs, performance-enhancing substances, and other mood-altering chemicals can negatively affect adolescent health, behavior, learning, safety, and development.

Players shall not use, possess, purchase, sell, distribute, or provide prohibited substances during:

- Practices;
- Games;
- Tournaments;
- Team travel;
- Team hotels;
- Association events; or
- Other MAHA activities.

Possession or use of medication prescribed to the player is not prohibited when used as directed.

Violations will be reviewed under current MAHA, Minnesota Hockey, USA Hockey, school, and legal requirements.

Any specific period of ineligibility should be contained in a separately approved disciplinary policy and reviewed annually.

5.7 Weapons Policy

Weapons are prohibited at MAHA practices, games, tournaments, fundraisers, team activities, meetings, travel events, and other association functions, except when carried by an authorized law-enforcement officer acting within official duties or as otherwise protected by applicable law.

Any actual or suspected weapon should be reported immediately to arena personnel, MAHA leadership, and law enforcement when an immediate safety concern exists.

Individuals should not attempt to confront or disarm a person believed to possess a weapon.

MAHA may remove or suspend an individual while the incident is reviewed.

Additional action may include:

- Law-enforcement notification;
- Facility restrictions;
- Suspension from MAHA activities;
- Removal from a volunteer or leadership role; and
- Other discipline permitted under MAHA and governing-body policies.

5.8 Confidentiality

Reports involving abuse or misconduct will be handled with appropriate discretion and shared only as reasonably necessary to:

- Protect participants;
- Conduct a fair review;
- Comply with legal requirements;
- Make required reports; or
- Implement appropriate corrective action.

MAHA cannot promise complete confidentiality when disclosure is necessary for safety, due process, or legal compliance.

6. Team and Season Operations

6.1 Playing-Time Guidelines

MAHA recognizes that completely equal playing time may not be possible in every practice, game, or competitive situation.

The following guidelines are intended to help coaches provide developmentally appropriate and reasonably fair participation opportunities.

Playing time may be affected by:

- Attendance;
- Effort;
- Conduct;
- Safety;
- Injury or illness;
- Position;
- Game circumstances;
- Special teams;
- Overtime;
- Discipline imposed under an approved policy; and
- Tournament or postseason circumstances.

6.1.1 In-House Program (Mites)

Coaches should provide equal or substantially equal participation during practices and games to the best of their ability.

6.1.2 Squirt and 10U

Coaches should provide equal or substantially equal participation during practices and games to the best of their ability.

Players should receive reasonable opportunities to participate during:

- Power plays;
- Penalty kills;
- Overtime; and
- Late-game situations.

Coaches may make limited situational adjustments during the final minute of a close game. These adjustments should not result in a repeated pattern of excluding the same players.

6.1.3 Peewee and 12U

Coaches have additional discretion to make situational playing-time decisions while continuing to provide all players with meaningful development and participation opportunities.

When a player experiences a significant or repeated reduction in playing time, the coach should provide the player with:

- A constructive explanation;
- Clear expectations for improvement; and
- A reasonable opportunity to respond.

Coaches may adjust participation during:

- Power plays;
- Penalty kills;
- Overtime;
- Late-game situations;
- Tournaments; and
- Postseason competition.

Movement to another team following placements must be approved by Hockey Operations and comply with all roster rules. Players and parents do not have an automatic right to select a lower team after placements.

6.1.4 Bantam and 15U

Coaches should provide meaningful participation opportunities while recognizing the increased competitive nature of this age level.

A player experiencing a significant or repeated reduction in playing time should receive a constructive explanation and clear expectations for improvement.

Coaches may make situational playing-time decisions during:

- Power plays;
- Penalty kills;
- Overtime;
- Late-game situations;
- Tournaments; and
- Postseason competition.

6.1.5 Playing-Time Concerns

Parents and guardians shall not approach a coach about playing time immediately following a game.

Unless an immediate safety concern exists, a parent or guardian must wait at least 24 hours before raising a game-related playing-time concern.

Questions should be presented respectfully and with an open mind. Coaches should respond professionally and provide a reasonable explanation when appropriate.

When a concern involves a repeated pattern and cannot be resolved through direct communication, the parent or guardian may follow the MAHA Grievance Procedure.

6.2 Player Attendance Overview

Players are expected to attend scheduled practices, games, meetings, and other required team activities.

Examples of excused absences may include:

- Family emergencies;
- Required school activities;
- Religious obligations;
- Illness or injury;
- Weather-related emergencies;
- Court orders; and
- Other circumstances approved by the coaching staff.

Unexcused absences shall be addressed by the coaching staff in a fair and reasonable manner consistent with the MAHA Attendance Policy. Consequences may include reduced participation or a suspension of one or more periods when permitted by MAHA policy.

Players and parents should review the Attendance Policy contained in this handbook for complete requirements.

6.3 Player Attendance Policy

Players are expected to attend scheduled practices, games, meetings, and other required team activities.

6.3.1 Excused Absences

Excused absences may include:

1. Illness or injury;
2. Serious illness within the family;
3. A death in the family;
4. Medical or dental appointments;
5. Required school activities;
6. Religious obligations;
7. Academic restrictions imposed by a parent, guardian, or school;
8. Weather-related safety concerns;
9. Court orders; and

10. Other circumstances approved by the coaching staff.

Employment, including DECA-related employment activities, is not automatically considered an excused absence. Coaches should consider individual circumstances consistently and reasonably.

6.3.2 Notification

The player or parent must notify the coaching staff as early as reasonably possible when the player will be absent.

Advance notice should be provided except when illness, an emergency, weather, or another unexpected circumstance makes advance notice impractical.

6.3.3 Consequences for Unexcused Absences

Coaches may establish reasonable team attendance expectations consistent with this policy.

Additional team rules must:

- Be communicated at the first team meeting;
- Be applied consistently;
- Be developmentally appropriate;
- Be approved by Hockey Operations when materially stricter than this policy; and
- Not conflict with MAHA or governing-body rules.

Possible consequences may include:

1. **First unexcused absence:** Up to one period of reduced participation in the next game;
2. **Second unexcused absence:** Up to two periods of reduced participation in the next game; and
3. **Third unexcused absence:** Up to one game of reduced participation and a meeting involving the player, parent or guardian, and coaching staff.

When the matter cannot be resolved, the Hockey Operations Director or another designated MAHA representative may participate in the meeting.

Consequences should consider the player's age, circumstances, prior communication, and the seriousness or frequency of the attendance issue.

6.3.4 School Attendance

On a school day, a player should attend at least the second half of the school day to participate in an evening MAHA practice or game.

Exceptions may be made for:

- Medical appointments;
- School-approved activities;
- Family emergencies;
- Court orders; or
- Other legitimate circumstances.

Parents and guardians are responsible for enforcing school-attendance expectations.

6.4 Jerseys

Traveling-team jerseys shall be worn during games, and In-House jerseys shall be worn during designated practices or events.

Travel jersey numbers are issued by the Association to players during their first Traveling Program season.

Players are expected to care for MAHA-issued jerseys by:

- Keeping them clean;
- Completing necessary repairs;
- Storing them on hangers or in an appropriate garment or travel bag;
- Avoiding unnecessary contact with floors or other unsanitary surfaces; and
- Returning association-owned jerseys as directed.

Families may be financially responsible for lost or unnecessarily damaged association-owned jerseys under the current equipment policy.

6.5 Ice Scheduling

MAHA asks its members to recognize the challenges involved in scheduling ice at available facilities.

MAHA shares All Seasons Arena and other local facilities with organizations and activities that may include:

- Mankato East and Mankato West high school hockey;
- Minnesota State University men's and women's hockey;
- The Mankato Figure Skating Club;
- Adult hockey leagues;
- University club and intramural programs;
- Public skating; and
- Other facility users.

Because of the demand for ice, MAHA may not always receive desirable or prime-time hours. Families are asked to remain flexible when schedules are created or adjusted.

6.5.1 Scheduling Considerations

MAHA will make reasonable efforts to consider player ages when assigning ice times. Older players will ordinarily receive later evening times.

However, younger teams may occasionally be scheduled later because of facility availability or scheduling conflicts.

All scheduled ice is subject to change. Practices or games may be added, moved, shortened, or canceled when ice is added, reassigned, or removed.

MAHA will make reasonable efforts to:

- Notify coaches and team managers as early as possible;
- Maintain accurate online schedules;
- Communicate changes promptly; and
- Distribute less desirable ice times fairly.

Less desirable ice times may include:

- Minnesota State home-game dates;
- High school hockey dates;
- Early-morning practices;
- Sunday-morning practices; and
- Late-evening practices.

6.5.2 Approximate Seasonal Ice Time

The following totals are estimates and include practices and home games:

Age level	Approximate seasonal ice
Bantam and 15U	80 hours
Peewee and 12U	70 hours
Squirt and 10U	60 hours
In-House (Mites)	35 hours

These totals are not guaranteed. Facility availability, cancellations, weather, tournaments, team structure, and other circumstances may affect each team's final total.

6.5.3 Late Practices

MAHA recognizes that late practices can affect sleep, school schedules, transportation, and player performance. MAHA will make reasonable efforts to distribute late ice fairly.

Parents and guardians retain responsibility for deciding whether their child should participate in a late practice or game. A player who misses a late practice with parent or guardian approval should not automatically be disciplined. However, repeated absences may affect player development, team preparation, and playing-time decisions when handled consistently with the Attendance Policy.

6.6 Weather Policy

Parents and guardians have final authority to determine whether travel conditions are safe for their player.

The fact that an arena remains open does not necessarily mean that travel is safe or that a MAHA activity will proceed.

MAHA may cancel, postpone, shorten, or make an activity optional because of:

- Severe weather;
- Hazardous road conditions;
- Facility closure;
- Government travel advisories;
- School closures;
- Coach or official availability; or
- Other safety concerns.

Practices held on days when local schools are closed because of weather will ordinarily be considered optional. Players who do not attend an optional weather-related practice will not be disciplined.

Coaches and volunteers are not required to travel when they determine that conditions are unsafe.

Non-district and District 9 games will be canceled or rescheduled according to applicable league, District 9, facility, and officiating requirements.

MAHA will make reasonable efforts to communicate weather-related decisions promptly.

7. Tournaments, Travel, and Postseason

7.1 Home Tournaments

When MAHA hosts a home tournament, parents and guardians of participating teams are expected to complete assigned tournament duties, which may include:

- Operating the game clock;
- Working in the penalty box;
- Keeping the scorebook;
- Announcing;
- Taking tickets;
- Assisting with tournament operations; and
- Completing other assigned volunteer responsibilities.

7.2 Away Tournaments

MAHA generally schedules:

- One overnight tournament; and
- One tournament within reasonable driving distance.

Tournament availability may vary based on:

- Team classification;
- Tournament availability;
- Registration deadlines;
- Travel distance;
- Scheduling conflicts; and
- Other circumstances.

MAHA may begin reserving tournaments around mid to late April because desirable tournaments often fill before teams are formed.

When MAHA schedules fewer than the anticipated number of tournaments, a team may request permission to add another tournament.

Any tournament beyond the number included in the team's approved budget will ordinarily be paid for by the team unless otherwise approved by the Board.

7.3 Local Travel

Parents and guardians are ordinarily responsible for arranging local transportation for their players.

A coach, employee, or volunteer who is not the player's parent or guardian should not travel alone with an unrelated minor except when permitted by current SafeSport requirements and authorized by the player's parent or guardian.

Reasonable efforts should be made to:

- Transport players in groups;
- Include another adult;
- Avoid isolated one-adult, one-player situations;
- Pick up the adult's own child first; and
- Drop off the adult's own child last.

7.4 Overnight and Out-of-Town Travel

A coach, volunteer, or chaperone shall not share a hotel room or sleeping arrangement with an unrelated minor player.

Adults participating in team travel must satisfy applicable:

- Screening;
- SafeSport training;
- Driver's-license;
- Insurance;

- Vehicle-safety; and
- Legal requirements.

Teams must provide reasonable adult supervision. Chaperone numbers should be based on the age and number of players, travel circumstances, and current USA Hockey guidance.

Players should share rooms with other players in an age- and gender-appropriate manner, subject to SafeSport requirements and reasonable individual accommodations.

Room and curfew checks must be performed in accordance with SafeSport requirements.

Individual player-coach meetings may not occur in hotel sleeping rooms.

Players must be permitted reasonable communication with their parents and guardians.

Families may choose to:

- Transport their own player;
- Stay in the team hotel; and
- Have their player stay in the family's hotel room.

Travel itineraries and team contact information should be distributed when reasonably available.

When discipline is required during travel and the player's parent is not present, the parent or guardian should be notified before action is taken unless immediate action is necessary to protect safety.

No coach, chaperone, or volunteer may be impaired by alcohol, cannabis, illegal drugs, or another impairing substance while performing team responsibilities.

7.5 Tournament Reimbursement and Per Diem

MAHA will follow the current Board-approved tournament reimbursement and per diem policy.

The policy should address:

- Eligible recipients;
- Lodging limits;
- Meal or daily reimbursement limits;
- Required receipts or documentation;
- Approval procedures;
- Payment deadlines; and
- Team-specific responsibilities.

The current Board-approved policy is maintained by MAHA and is available through the Association upon request or through an authorized MAHA communication channel.

7.6 Postseason Financial Policy

MAHA traveling teams qualifying for postseason play will follow the current Board-approved postseason reimbursement policy.

7.6.1 District Tournament

MAHA will pay the approved entry fee for eligible MAHA teams participating in the District Tournament.

MAHA will provide approved coaching-staff lodging and per diem expenses in accordance with the current tournament reimbursement policy.

7.6.2 Regional Tournament

MAHA will pay the approved entry fee for eligible MAHA teams participating in a Regional Tournament.

MAHA will provide approved coaching-staff lodging and per diem expenses according to the current Board-approved reimbursement limits.

Requests for additional lodging because of an early game must be submitted in writing before the tournament and approved by the designated MAHA representative.

7.6.3 State Tournament

MAHA will pay or reimburse eligible State Tournament expenses, including approved coaching-staff lodging and per diem, according to the current Board-approved policy and applicable tournament requirements.

Covered expenses may include:

- Team entry fees;
- A limited number of coaching-staff hotel rooms;
- Approved lodging nights; and
- Approved coach per diem expenses.

Requests for additional lodging or per diem because of early games or extended tournament participation must be submitted in writing before the expense is incurred whenever practical.

Specific dollar amounts should be maintained in the current financial policy rather than permanently stated in the handbook.

8. Family Volunteer and Fundraising Responsibilities

8.1 DIBS Volunteer Requirements

The requirements and amounts below apply to the 2026-2027 season unless modified by subsequent Board action and communicated to the membership.

MAHA is a volunteer-run association. DIBS is MAHA's system for assigning and tracking volunteer responsibilities. DIBS obligations are separate from fundraising requirements and from routine team duties associated with regular-season home games.

Current published family requirements are:

- 10 volunteer hours for the first Traveling Program player;
- 6 volunteer hours for the first In-House (Mites) player, including Mini Mite / 6U and 8U; and
- 6 volunteer hours for each additional player at any level.

8.1.1 DIBS Check Requirements and Disposition

Traveling Program players must submit the required DIBS check on the first day of player placements. The check must be received before the player will be issued a placement jersey.

Mite players must submit the required DIBS check on the first day of practice. The check must be received before the player may participate in practice.

All collected DIBS checks will be handled as follows:

- The check will be deposited if the family does not complete its required DIBS hours; or
- The check will be shredded after the family completes its required DIBS hours.

If a family completes only part of its required DIBS hours, the DIBS Coordinator will contact the family at the end of the season to exchange the original check for a check reflecting the correct remaining amount.

DIBS participation and credit are administered as follows:

- Volunteers must generally be at least 16 years old. Parents, grandparents, older siblings, relatives, friends, or another responsible person may complete a shift for the family, subject to any age requirement stated for that assignment.
- Hours are credited to the player account under which the shift was claimed. DIBS credits are non-transferable and ordinarily do not carry over from one season to the next, except when the DIBS Chair approves an exception for an Association need.
- Eligible opportunities may include home and end-of-year tournaments, Try Hockey for Free, Mite Fest, calendar distribution and collection, Kiwanis Lights, Anthony Ford Pond Hockey, and other events designated by MAHA.
- Approved service roles may satisfy some or all of a family's requirement, including approved coaches, team managers, team schedulers, Board or committee members, the Mite Coordinator, and designated locker-room parents. Team Treasurer service is currently limited to 5 hours of credit.
- A family that cannot work a claimed shift is responsible for finding a replacement and notifying the DIBS Committee at least 24 hours in advance. A missed shift or unfulfilled hour may result in the currently published \$75 fee.

MAHA currently publishes a DIBS buyout option of \$750 per Traveling Program player and \$450 per In-House (Mites) player, including Mini Mite / 6U and 8U. A 10% discount may apply when the buyout is completed by the designated early deadline. Partial buyouts are currently prorated at \$75 per remaining hour. Families may buy out the requirement for one player while completing volunteer hours for another player.

DIBS opportunities are posted through the DIBS area of the MAHA website and are generally available on a first-come, first-served basis. The applicable season's registration materials and MAHA website control if requirements, fees, deadlines, or eligible assignments change.

8.2 Fundraising Requirements

Fundraising helps MAHA control registration costs, support Association programs, and provide families with opportunities to help offset the cost of hockey. Fundraising is a separate family obligation from DIBS volunteering.

The current published annual fundraising program is raffle calendar sales:

- **Traveling Program - Raffle Calendars:** Families are currently assigned 20 calendars for their first Traveling Program player and 5 additional calendars for each other player when the family has multiple Traveling Program players. Calendars are currently sold for \$20 each.

- **In-House (Mites) - Raffle Calendars:** In-House (Mites), including Mini Mite / 6U and 8U, participate in the Association raffle calendar fundraiser. The number of calendars assigned to In-House families are the same as travel program. 20 calendars for their first In-house program player and 5 additional calendars for each other player when the family has multiple Traveling/In-house Program players

Every numbered raffle stub must be completed and returned so all calendars can be accounted for under applicable gambling requirements. Families are responsible for collecting and returning all required money, raffle stubs, and other fundraising materials by the published deadlines. Distribution dates, turn-in dates, calendar quantities, prices, and any applicable buyout amounts may be revised annually and will be communicated through the MAHA website, registration system, and approved Association communications.

9. Concerns, Discipline, and Grievances

9.1 Resolve Concerns at the Lowest Appropriate Level

Members are strongly encouraged to resolve concerns at the lowest appropriate level before using the formal grievance process. Whenever practical, concerns should first be discussed directly, respectfully, and in good faith with the coach, team representative, committee chair, or individual involved.

The Board is responsible for many governance and Association matters, but it is not responsible for mediating personal disagreements that fall outside MAHA activities or authority. Members are expected to work together, seek practical solutions, and avoid using the grievance process to attack, retaliate against, or undermine one another.

This expectation does not apply when immediate escalation is appropriate, including matters involving player safety, abuse, harassment, discrimination, retaliation, threats, or conduct requiring SafeSport, law-enforcement, or child-protection reporting.

9.2 Appropriate Use of the Grievance Procedure

The MAHA Grievance Procedure is intended to address legitimate hockey-related concerns, alleged policy violations, safety concerns, misconduct, and other matters within MAHA's authority.

The grievance process shall not be used to:

- Pursue personal disputes unrelated to MAHA activities;
- Retaliate against another person;
- Harass or intimidate another individual;
- Repeatedly raise a matter that has already been reasonably reviewed and resolved without presenting new material information;
- Circumvent appropriate team communication channels; or
- Attempt to have another person disciplined without a factual and supportable basis.

Submitting a grievance does not guarantee that disciplinary action will be taken. MAHA will review the available information and determine whether additional investigation, corrective action, or discipline is appropriate.

Knowingly submitting false or materially misleading information through the grievance process may itself be considered misconduct.

9.3 Grievance Committee and Procedure

The MAHA Grievance Procedure provides participants with a structured process for raising legitimate concerns involving:

- MAHA policies;
- Participant conduct;
- Hockey operations;
- Safety;
- Association decisions; and
- Other matters within MAHA's authority.

The goals of the grievance process are to:

- Identify the concern;
- Gather relevant information;
- Provide appropriate individuals with an opportunity to respond;
- Determine whether MAHA action is warranted; and
- Present recommendations to the Board when necessary.

The committee may include a cross-section of:

- Hockey Operations Director
- Board Members;
- Parents or guardians;
- Coaches;
- Adult participants;
- Independent community members; and

- Other individuals appointed by the Board.

Reasonable efforts should be made to select committee members who are fair, objective, approachable, and free from material conflicts of interest.

A committee member with a personal, family, team, financial, or other significant conflict shall not participate in the review of that matter.

The current Grievance Procedure, submission instructions, timelines, and contact information will be maintained on the MAHA website.

The grievance process is not a substitute for:

- Emergency reporting;
- Law-enforcement reporting;
- Child-protection reporting; or
- USA Hockey SafeSport reporting.

9.4 Conduct Violations and Disciplinary Action

A parent, guardian, spectator, volunteer, or other individual may be subject to disciplinary action for misconduct occurring at a:

- Practice;
- Game;
- Tournament;
- Team meeting;
- Team hotel;
- Team transportation activity;
- Association event;
- Online or electronic team communication; or
- Other setting sufficiently connected to MAHA participation.

Misconduct may be reported by a referee, coach, tournament official, arena representative, MAHA representative, law-enforcement officer, participant, or witness.

A report of misconduct may result in an immediate temporary removal from an event when necessary to protect participants, preserve order, or allow the activity to continue safely. A report alone does not automatically establish that a violation occurred. MAHA may review witness statements, reports, video, written communications, and other reasonably available information before determining additional discipline.

9.4.1 First Sustained Infraction

For a first sustained misconduct infraction during the current season, the individual may be prohibited from attending MAHA-related practices, games, tournaments, team activities, travel activities, or other events for up to three games or another period determined appropriate based on the seriousness of the conduct.

9.4.2 Second Sustained Infraction

For a second sustained misconduct infraction during the current season, the individual may be prohibited from attending MAHA-related practices, games, tournaments, team activities, travel activities, or other events for up to 30 days or another period determined appropriate based on the seriousness of the conduct.

9.4.3 Serious or Repeated Misconduct

MAHA may impose greater or additional consequences when warranted by the seriousness, frequency, or circumstances of the conduct.

Factors that may be considered include:

- Threats or acts of violence;
- Harassment, discrimination, bullying, or retaliation;
- Conduct directed toward a minor;
- Repeated violations;
- Refusal to comply with an instruction to leave;
- Damage to property;

- Law-enforcement involvement;
- Conduct that creates a safety risk; and
- Conduct that substantially harms MAHA, a team, or its participants.

Potential consequences may include:

- A verbal or written warning;
- Removal from an event;
- Suspension from practices, games, tournaments, or team activities;
- Restrictions on attendance or communication;
- Removal from a volunteer or off-ice official role;
- Conditions for reinstatement;
- Suspension for the remainder of the season; or
- Other action permitted under MAHA, District 9, Minnesota Hockey, or USA Hockey policies.

Misconduct not specifically addressed in this section shall be reviewed individually by the appropriate MAHA representatives.

9.5 Notice and Appeal

When practical, an individual receiving discipline shall be provided written notice describing:

- The conduct at issue;
- The disciplinary decision;
- The duration and scope of the discipline;
- Any conditions for reinstatement; and
- The available appeal process.

An individual receiving a suspension for a second or subsequent infraction may submit a written appeal after seven days to the designated MAHA reviewing authority.

The individuals who issued the original disciplinary decision should not serve as the sole decision-makers on the appeal when a reasonably neutral review is available.

Exceptions to disciplinary consequences are expected to be limited and shall be based on relevant facts, procedural concerns, new information, or other substantial circumstances.

9.6 Application to Coaches

Coaches serving in an official bench or team capacity remain subject to applicable MAHA conduct requirements. Coaching-related violations, suspensions, and discipline may also be governed by specific District 9, Minnesota Hockey, or USA Hockey rules.

When a governing-body rule applies, that rule shall supersede any conflicting provision of this section.

10. Association Governance and Administration

10.1 Governance Authority and Board Role

The MAHA Board of Directors, including the Executive Committee, is responsible for establishing the Association's overall policy and direction, overseeing implementation, and assuring that MAHA operates consistently with its purpose, mission, goals, Articles of Incorporation, Bylaws, and approved policies.

The Board may establish committees and delegate day-to-day operational responsibilities to committees, officers, employees, contractors, or other authorized representatives. Delegation does not remove the Board's responsibility for oversight. The Board is also responsible for upholding and enforcing the policies contained in this Handbook.

10.2 Board of Directors Composition

The Board shall consist of not fewer than 15 and not more than 20 individuals. Board positions identified in the Bylaws include:

- President;
- Past President - when applicable;
- Vice President;
- Treasurer;
- Secretary;
- Hockey Operations Director;
- Tournament Chair;
- Fundraising Chair;
- Team Operations Chair;
- Communications Coordinator;
- Growth and Expansion Chair;
- Registrar;
- DIBS Coordinator;
- Mite Coordinator;
- Ice Scheduler;
- Equipment Manager;
- Gambling Manager;
- Website Coordinator; and
- At-large Board Members filling the remaining authorized positions.

When appropriate candidates come forward, MAHA should give additional consideration to candidates who can help ensure representation of the Mite Program and Girls Program on the Board.

10.3 Executive Committee

The Executive Committee is composed of the President, Past President when applicable, Vice President, Treasurer, Secretary, and Hockey Operations Director. The Hockey Operations Director is a non-voting Board Member. MAHA will seek appropriate representation of the Girls Program on the Executive Committee when a qualified candidate comes forward.

The Executive Committee performs the powers and duties assigned by the Bylaws and the Board. Use of the term "Executive Committee" in this Handbook refers to the body established in Article II, Section 4 of the Bylaws.

10.4 Association Leadership and Position Responsibilities

10.4.1 Executive Committee Position Responsibilities

President

The President provides overall Association leadership; oversees Board meetings, Bylaws, and policies; represents MAHA in external matters; and serves as a liaison to Members, the Anthony Ford Foundation, District 9, Minnesota Hockey, and the broader hockey community. The President is authorized to conduct banking activities and may execute an approved deed, mortgage, bond, contract, or other instrument in the name of MAHA. The President oversees the Gambling Manager and performs additional duties assigned by the Board.

Vice President

The Vice President assists the President, may oversee assigned programs and initiatives, presides over Board meetings when the President is absent, and performs the President's duties when required. The Vice President may conduct banking activities as necessary, represents the Association when the President is unavailable, supports strategic planning and compliance, and performs additional duties assigned by the Board.

Treasurer

The Treasurer manages and oversees financial transactions, receives and deposits funds, disburses authorized payments, and maintains accurate financial records. The Treasurer provides monthly and quarterly financial statements to the Board, develops the annual budget with the Board, prepares the required annual financial review or audit and annual meeting report, manages applicable rental or mortgage responsibilities, and assures compliance with state and federal requirements. The Treasurer may conduct banking activities and may preside over a meeting when the President, Vice President, and Secretary are absent.

Secretary

The Secretary records minutes of Association and Board meetings, conducts official correspondence, maintains electronic records in a manner accessible to the Executive Committee, supports governance compliance, and maintains Association records, including the MAHA Handbook. The Secretary acts in the absence of the President and Vice President as provided by the Bylaws. The Board may appoint one or more Assistant Secretaries.

Hockey Operations Director

The Hockey Operations Director is a paid, non-voting Board Member and a member of the Executive Committee. The position is hired by the Executive Committee and approved by the Board.

The Hockey Operations Director coordinates the overall hockey program, develops the Association's training curriculum, works with the Treasurer on the annual Mite and Traveling Program budgets, and coordinates with the Ice Scheduler to help maintain compliance with applicable USA Hockey, Minnesota Hockey, and District 9 requirements. The Hockey Operations Director works closely with the Hockey Development Committee on team-level placement, camps and clinics, coach selection, player evaluations, and other hockey-development activities.

10.4.2 Other Board Position Responsibilities**Tournament Chair**

The Tournament Chair organizes and oversees the Tournament Committee and Association-hosted tournaments, including schedules, team coordination, venues, registration, accommodations, transportation, logistics, volunteer needs, and event wrap-up.

Fundraising Chair

The Fundraising Chair leads the Fundraising Committee and coordinates Association fundraising strategies, events, donations, sponsorship opportunities, and other Board-approved fundraising activities.

Team Operations Chair

The Team Operations Chair leads the Team Operations function and coordinates assigned operational activities, which may include Team of the Game events, travel-tournament hotel blocks, apparel and jersey placement, team photos, team handbooks, helmet stickers, and other team-support functions.

Communications Coordinator

The Communications Coordinator manages Association communications through approved channels, including newsletters, social media, email, and other member updates. The Coordinator supports timely communication, consistent branding, and accurate public information.

Growth and Expansion Chair

The Growth and Expansion Chair leads efforts to increase participation and strengthen the Association through new programs, partnerships, community outreach, and other approved growth initiatives.

Registrar

The Registrar manages player and coach registration, verifies requirements, maintains accurate records and rosters, serves as a registration contact for families, and submits required information to District 9, Minnesota Hockey, and USA Hockey.

DIBS Coordinator

The DIBS Coordinator recruits, trains, schedules, and supports volunteers; maintains volunteer records; administers approved volunteer requirements; and helps provide a positive and organized volunteer experience.

Mite Coordinator

The Mite Coordinator maintains information for all Mite levels, works with the Hockey Operations Director and program leads, communicates Mite-level fundraising and program information, conducts parent meetings, and plans and coordinates Mite Fest and other assigned Mite activities.

Ice Scheduler

The Ice Scheduler manages and coordinates ice for practices, games, and other events; works with teams, coaches, and facility managers; resolves scheduling conflicts; reports ice usage to the Board; and seeks fair access to available ice. The Ice Scheduler works in coordination with the Hockey Operations Director while retaining the duties assigned to the position by the Bylaws and Board.

Equipment Manager

The Equipment Manager purchases, maintains, inspects, inventories, distributes, and collects Association equipment and helps ensure that MAHA-owned equipment is safe and in serviceable condition. The position also coordinates equipment for Try Hockey for Free and other assigned events.

Website Coordinator

The Website Coordinator maintains the Association website, publishes approved news and information, and works with committees and Association representatives to keep online content accurate, timely, informative, and user-friendly. Contact: web@mankatohockey.com.

Social Media Coordinator

The Social Media Coordinator maintains the Association's social media accounts, publishes approved news and information, and works with committees and Association representatives to keep online content accurate, timely, informative, and user-friendly. Contact: mahasocial@mankatohockey.com.

Gambling Manager

The Gambling Manager oversees MAHA charitable-gambling activities, maintains regulatory compliance, manages applicable finances and reporting, coordinates with regulatory authorities, and supports the integrity and effectiveness of gambling operations.

At-Large Board Members and Additional Appointments

At-large Board Members support Association governance and operations as assigned. The Board may also appoint non-Board coordinators, committee members, employees, contractors, or volunteers for specific functions. Such appointments do not change the Board composition established by the Bylaws.

10.4.3 Volunteer and Compensated Positions

Most Board and committee positions are volunteer positions and receive no compensation other than reimbursement of reasonable, authorized expenses. The Treasurer, Gambling Manager, Ice Scheduler, and Hockey Operations Director may receive compensation or a Board-approved stipend because of the responsibilities assigned to those positions. Compensation amounts and employment terms are maintained in the approved budget, contract, or other Board-authorized record rather than in this Handbook.

10.5 MAHA Chain of Command

MAHA's organizational structure is divided into two primary areas:

- Association governance and business operations, led by the Board and Executive Committee; and
- Hockey operations and on-ice programming, coordinated by the Hockey Operations Director in cooperation with the Hockey Development Committee, Ice Scheduler, coaches, and other authorized representatives.

The current names and contact information of Board Members, officers, committee chairs, and other Association representatives are maintained on the MAHA website. The list should be reviewed at least annually.

10.6 Hockey Development Committee

The Hockey Development Committee supports the Hockey Operations Director and performs the hockey-development functions assigned by the Bylaws and Board. Its work may include team-level placement, summer and fall clinics, coach selection, player evaluations, player development, team structure, and other on-ice matters.

The committee may include college coaches, high school coaches, youth coaches, and other knowledgeable members of the Mankato-area hockey community. The Hockey Operations Director coordinates and oversees the hockey program while working with the committee on the functions assigned to it.

10.7 Ethical Standards for Members and Leadership

Members who represent MAHA must act with integrity and respect toward others and follow all applicable Code of Conduct policies. Board Members and committee members must protect confidential Board and committee information,

avoid using confidential information for personal advantage or to the detriment of the Association, disclose material conflicts of interest, and comply with the Articles of Incorporation, Bylaws, standing rules, codes of ethics, this Handbook, and other approved policies.

Conduct that violates a governing document or approved policy, or that is detrimental to the interests of MAHA, may result in reprimand, suspension, expulsion, removal from an appointed or volunteer role, or other authorized action.

Discipline or removal involving a Board Member or Executive Committee Member must follow Article II, Section 7 of the Bylaws. The general participant-discipline process in this Handbook does not replace the specific notice, published-agenda, cause, and two-thirds-vote requirements applicable to removal from governance office.

10.8 Elections and Terms

10.8.1 Board Member Elections and Terms

Board Members are elected by written ballot to two-year terms. There is no term limit for Board Members. A Board Member whose term expires may seek re-election.

Board applicants ordinarily must have served as active and significant participants on one or more MAHA committees during the prior year. When no new candidates come forward from committees, current Board Members may nominate a candidate who is not serving on a committee. A nominee must accept the nomination before being presented to the Board.

A Board application must be submitted to the President 30 to 60 days before the Annual Meeting.

10.8.2 Committee Chair Elections

Committee Chairs are voted on by the Board each year by written ballot at the Annual Meeting in April. A person interested in serving as a Committee Chair should submit their name to the President at least 15 days before the Annual Meeting. Additional nominations may be made, provided the nominee accepts before being placed on the ballot.

10.8.3 Executive Committee Elections and Terms

The President, Vice President, Secretary, and Treasurer are elected by ballot and require a majority vote at the Annual Meeting in April. Each elected officer serves a two-year term and may serve no more than two consecutive terms in the same position, for a maximum of four consecutive years in that position.

The Vice President may move into the President position but must be elected by a majority vote. Officer terms begin immediately following the Annual Meeting. When possible, Executive Committee terms should be staggered to support continuity.

A candidate for an elected Executive Committee position ordinarily must have served as a Board Member for at least two years. An exception may be approved when an appropriate candidate has qualifications and relevant experience that significantly exceed those of the other candidates.

The Hockey Operations Director is a hired position selected by the Executive Committee and approved by the Board rather than elected as an officer.

10.9 Vacancies, Resignations, and Removal

10.9.1 Board Vacancies

A Board vacancy caused by death, resignation, removal, or another cause is filled by a vote of the remaining Board. The successor serves for the remainder of the term. A vacancy created by adding a new Board position is also filled by majority vote of the Board.

10.9.2 Board Resignation and Removal

A Board Member may resign by submitting a written resignation to the President. The resignation becomes effective on the date stated in the letter or, when no date is stated, when received by the President.

A Board Member may be removed for cause only at a regular meeting when the proposed action was included on the published agenda and two-thirds of the Board votes for removal. When a Board Member is absent from three or more monthly meetings in a fiscal year, the Board may consider a motion for removal, which also requires a two-thirds vote.

When a removal causes the Board to fall below the minimum size required by the Bylaws, a special meeting may be held to fill the vacancy and support continued Association operations.

10.9.3 Executive Committee Vacancies and Removal

An Executive Committee vacancy is filled by a vote of the Board, and the successor serves for the remainder of the applicable term. In the event of the President's absence, disability, or resignation, the Vice President should immediately succeed to and perform the President's duties as provided by the Bylaws.

An Executive Committee resignation shall be submitted in writing to the President and handled under Article II, Section 7 of the Bylaws. An Executive Committee Member may be removed for cause only at a regular meeting when the action was included on the published agenda and two-thirds of the Board votes for removal.

10.10 Annual, Regular, and Special Meetings

10.10.1 Annual Meetings

The MAHA membership and the Board of Directors each hold a meeting in April. The date, time, and location must be announced to Members before the meeting. The Annual Meeting includes the election of the Board and other business authorized by the Bylaws.

10.10.2 Regular Board Meetings and Materials

The Board meets at least monthly at an agreed time and place. At least five days before a regular Board meeting, the Secretary shall provide Board Members with the prior meeting minutes, current agenda, gambling report, and Treasurer's report.

A typical order of business includes roll call, introduction of visitors, approval of prior minutes, committee reports, old business, new business, setting the next meeting date, and adjournment.

10.10.3 Quorum and Voting

More than 50 percent of the then-serving Board Members must be present for a quorum at a regular or special meeting. Once a quorum is established, an action may be approved by a majority of the Board Members in attendance unless the Articles of Incorporation or Bylaws require a different threshold. The Hockey Operations Director remains a non-voting Board Member.

Voting may include Bylaw changes, Board selections, budget approval, Handbook updates, policies, procedures, guidelines, and other Association decisions. The Board should establish whether a matter will be voted on immediately or after additional research and notice.

10.10.4 Remote Participation

A Board Member may participate remotely through a communication method that allows all participating Board Members to hear one another simultaneously. A Board Member participating in this manner is considered present in person.

10.10.5 Electronic Action Without a Meeting

A Board action may be taken without a meeting when a majority of the Board provides written or electronic consent that clearly identifies the matter being decided. Responses must be delivered to the Secretary and included in the next Board meeting minutes. An electronic signature or vote is valid when the identity of the signer or voter can be reasonably established.

10.10.6 Special Meetings

A special Board meeting may be called by the President or by one-third of the then-serving Board. The Secretary shall ordinarily provide electronic or written notice to each Board Member at least two days before the meeting, unless circumstances reasonably require a shorter notice period.

10.11 Board Authority and Handbook Approval

The Board establishes and oversees MAHA policy and may approve Handbook updates, policies, procedures, and guidelines by the voting threshold applicable under the Bylaws, unless a law, the Articles of Incorporation, or the Bylaws require a different process or threshold.

A material Handbook or policy change should be:

- Approved by the Board or other authority specifically authorized by the Bylaws or Board;
- Documented with an approval date and effective date;
- Recorded in the Board minutes or other official Association record;
- Communicated to affected Members and participants; and
- Published through the MAHA website, registration system, or another approved communication channel.

10.12 Annual Bylaw Review and Document Custody

The Executive Committee shall review the Bylaws annually at a Board meeting following the end of the hockey season, generally in March or early April. Suggestions for amendments submitted by parents, guardians, coaches, players, or other Members must be considered under the process established by the Bylaws.

The President is responsible for custody of the official Bylaws and policy documents. The Secretary shall maintain an accessible copy and maintain the MAHA Handbook and related governance records. The current approved Bylaws and Handbook shall be posted on the MAHA website.

10.13 Bylaw Amendments

Bylaw amendments must follow Article IV of the Bylaws and may not be adopted solely through a Handbook revision. Proposed amendments may be presented in either of the following ways:

1. By the Board after the Board approves presenting the proposed amendment by a majority vote before the voting meeting; or
2. By a MAHA Member after notice defining the proposed amendment has been sent to the membership at least 14 days before the voting meeting.

The voting body, meeting requirements, and approval threshold for a Bylaw amendment are controlled by Article IV of the Bylaws. When the wording or application of that Article is uncertain, the Board should resolve the issue through a formal Bylaw clarification rather than through this Handbook.

10.14 External Rule Changes and Member Notice

A new or amended requirement adopted by USA Hockey, Minnesota Hockey, District 9, SafeSport, or another controlling authority may supersede a current MAHA policy. When a controlling change affects a published MAHA policy, the Association will provide reasonable notice to Members and update the affected policy as soon as practical.

10.15 Policy Updates and Version Control

The most current approved version of the Handbook and related policies will be maintained on the MAHA website. Each published version should identify its approval date, effective date, and revision status. MAHA should maintain a revision record identifying the sections changed and the Board action approving the change.

Appendix A. Revision History

Date	Version	Sections Updated	Status
August 1, 2026	Bylaw-Aligned Updated Draft	Sections 1, 2, 3, 4, 5, and 9	Included in Board-approved September 14, 2026 edition
August 1, 2026	DIBS and Fundraising Update Draft	Section 9 - DIBS Volunteer Requirements and Fundraising Requirements	Included in Board-approved September 14, 2026 edition
August 1, 2026	Grievance Clarification Draft	Section 9 - Grievance Committee and Procedure	Included in Board-approved September 14, 2026 edition
August 2, 2026	DIBS Check Procedure Update Draft	Section 9 - DIBS Volunteer Requirements	Included in Board-approved September 14, 2026 edition
August 11, 2026	Updated cellphone policy	5.3.3 Cellphones and Recording Devices	Included in Board-approved September 14, 2026 edition
August 11, 2026	Added registration refund policy	2.4.1 MAHA Registration Refund Policy	Included in Board-approved September 14, 2026 edition
August 11, 2026	Added Social Media Coordinator and contact emails	10.4.2 Other Board Position Responsibilities	Included in Board-approved September 14, 2026 edition
August 15, 2026	Mini Mite, Section 2 cleanup, and editorial review update	Sections 2, 3, 6, 8, and 10; Appendices A and C	Included in Board-approved September 14, 2026 edition
September 14, 2026	Board-Approved 2026-2027 Handbook	Full handbook	Approved by MAHA Board of Directors; effective September 15, 2026
September 15, 2026	Published Revision 1	Sections 2.5.2, 6.4, 7.1, 7.6, 8.1, 8.2, 10.2, and 10.8.1	Board-approved September 14, 2026; effective September 15, 2026