

MEMBER HANDBOOK
&
BYLAWS



2025-2026

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GENERAL AND ADMINISTRATIVE INFORMATION

MISSION STATEMENT

The mission of the Farmington Youth Hockey Association (FYHA) is to organize and promote youth hockey for girls and boys. Our goal is to encourage the development of sportsmanship, teamwork and individual achievement in hockey.

PURPOSE

The hockey program is established for the children. We have adopted a program philosophy that stresses the teaching of the fundamentals of hockey.

GOALS

- To experience enjoyment, satisfaction, and confidence from both personal and team achievements
- To learn, develop and refine the fundamental skills of hockey as appropriate for the skater's level
- To blend individuals and their skills into successful team play
- To demonstrate good sportsmanship in victory and defeat
- To encourage good effort, team spirit and responsible behavior
- To support the Farmington Youth Hockey Association by developing a winning tradition

HISTORY OF FYHA

The Farmington Youth Hockey Association (FYHA) was founded by Louis Schmitz in 1954. Louis had just moved to Farmington and noticed there was not an organized program for kids to play hockey. He rounded up some players who were hanging around the rink and went to White Bear Lake to play the first organized game for FYHA. Farmington lost that day but Louis persevered with many volunteers to build the foundation of the Farmington Youth Hockey Association. His vision and determination have provided an opportunity for thousands of Farmington area kids to play organized competitive hockey. Louis Schmitz passed away December 30, 2011, and his memory lives on through the Louis Schmitz Foundation and the Louis Schmitz Holiday Classic.

FYHA BOARD OF DIRECTORS

STRUCTURE

Authority - The governing body of the Farmington Youth Hockey Association ("FYHA") is the Board of Directors ("The Board"), District 8, Minnesota Hockey (MH), and USA Hockey. The Board has authority to supervise, control and direct all aspects of FYHA, including current Policies and Procedures.

Composition- The Board shall be composed of sixteen (16) Directors with equal votes. In the event a tie occurs, after all votes are cast, including the Presidents, the President will cast the tie breaking vote. The Board shall consist of ten (10) at large Directors plus the President, the Vice President, the Gambling Manager, the Gambling Oversight Manager, the Secretary and the Treasurer. New Directors will be nominated and open positions will be filled annually

The Treasurer- A person qualified to perform the duties, appointed by the Board of Directors, as a full voting member of the FYHA Board of Directors. The Treasurer must be the definition of a Member as described in FYHA rules. The Treasurer is a permanent position and the Association will conduct an annual evaluation of the Treasurer's performance, including an independent financial audit. The Treasurer is responsible for a six (6) month transition and training with the next person in this position.

The Gambling Manager- A person qualified to perform the duties, appointed by the Board of Directors, as a full voting member of the FYHA Board of Directors. The Gambling Manager must be the definition of member as described in FYHA rules. The Gambling Manager position will not have a term limit however; the board will conduct an evaluation of the Gambling Manager annually.

The Gambling Oversight Manager- A person qualified to perform the duties, appointed by the Board of Directors, as a full voting member of the FYHA Board of Directors. The Gambling Oversight Manager must be the definition of member as described in FYHA rules. The Gambling Oversight Manager position will not have a term limit, however, the Board will conduct an evaluation of the Gambling Oversight Manager annually.

At-Large Directors- The ten (10) At-Large Directors serve terms of two (2) years each. They are elected by the FYHA Voting Members annually. The terms of the At-Large Directors are staggered so that five (5) At-Large Director seats are filled at each annual meeting. In years where this number differs due to resignations, movement to permanent positions, or any other factors, the term limits of the next election will be adjusted as needed to meet the requirements of staggering elections.

At-Large Directors shall not be eligible to hold any of the four officer positions, or permanent positions on the Board (President, Vice President, Secretary, Treasurer, Gambling Oversight Manager, Gambling Manager, or Web/Communications Director) during the same year. At least one Director or FYHA Liaison appointed by the president will attend the District 8 and Minnesota Hockey meetings.

Vice President, President - The Vice President is elected annually by the FYHA Membership and must have served a minimum of one (1) season on The Board within the previous five (5) years, prior to running for the Vice President position. The President can run for re-election when their term ends during the new election period. If the President runs for a second term then the current VP needs to run for re-election also. If the current president does not run for a second term then the

current VP becomes President. Other eligible candidates may run in conjunction with the VP and President nominees.

The Secretary - The Secretary position is elected every two years by the FYHA Membership. A Secretary shall be eligible to serve only two consecutive two-year terms. This is a voting position on The Board.

MID-TERM VACANCIES

Mid-term vacancies are when a current board member is removed or resigns during the current season. Mid-term vacancies on The Board shall be filled by a majority vote of the remaining Board Members, from the previous year's applicants for elections. Persons appointed in this process shall serve the remainder of the unexpired term. Mid-term vacancies do not apply to a current board member becoming Vice President before completing his or her two-year term.

COMPENSATION AND CONFLICTS OF INTEREST

The Board may, at any time, by resolution, adopt by a simple majority of the total number of The Board, provide for the payment of compensation to and for the payment or reimbursement of expenses incurred by any Director, Officer, agent or employee of the Association. Any such services or expenses must be directly in furtherance of the charitable purposes of the FYHA and the compensation or reimbursement shall be reasonable and not excessive. Members of The Board shall abstain from votes on matters deemed a conflict of interest, financial or otherwise.

REMOVAL FROM OFFICE

Any Board member, Director or Officer may be removed from office for cause by unanimous vote of all other Board Members. Attendance policy will be enforced per Policy and Procedure.

MEETINGS AND ATTENDANCE

MEETINGS – The Board meets on the third Wednesday of each month. Minutes are posted on the website after Board approval each month. Meetings are open and the Association members who would like to attend any meeting or need further information of any kind may contact any of the Directors listed below. Any member may request an item to be placed on the agenda by contacting the FYHA President or Secretary at least one week in advance of the meeting. Meetings will be recorded and made available for viewing by the public by the Friday following each meeting.

ATTENDANCE - Board Members who will be absent from a monthly meeting will notify the President or the Secretary before the meeting. Two consecutive absences without notice or four total absences in a year are grounds for dismissal from the Board of Directors.

JOB DESCRIPTIONS & RESPONSIBILITIES

The administration and management of all FYHA programs, activities and procedures is the responsibility of the FYHA Board of Directors. If you have accepted one of these volunteer positions, it is important that you fulfill your duties with the following considerations:

- Serve the entire FYHA membership fairly and without prejudice for your own children or friends
- Take the initiative when accepting a Director position to fully understand your responsibilities and the time frames in which your work needs to be done
- Understand which decisions other Directors make that will impact you and which of your decisions impact others
- Attend FYHA Board meetings
- Be prepared with your Committee updates for each Board meeting
- Few decisions made on behalf of the association are made in a unilateral manner.

President

The President will be the chief executive officer of the Corporation. When present, he/she will preside at all meetings of the membership and of the Board of Directors, and he/she will be an ex-officio member of all standing committees. He/she will have the general powers and duties of supervision and management usually vested in the office of President of a Corporation. Subject to the Executive Board and the membership of the Corporation, he/she will have general charge and supervision over the business affairs of the Corporation, and will see that all orders and resolutions of the Executive Board and the Board of Directors are carried into effect.

Vice-President

The Vice-President will act as an aid to the President and will perform the duties of the President in the absence or inability of the President, and will perform other duties, as the Executive Board shall prescribe.

Secretary

The Secretary will keep record of the proceedings of all meetings of the membership of the corporation, and record all votes and minutes of all proceedings. The Secretary will give notice of all meetings of the members and of the Board of Directors, and will perform other such duties as may be prescribed by the Executive Board or the President. The secretary will have custody of all records of the Corporation, except those of the Treasurer.

Treasurer

The Treasurer will have custody of all funds of the Corporation; will keep an accurate record of recipients and expenditures; and will pay out funds as authorized by the Executive Board or the Board of Directors. He/she will oversee all activities of contracts awarded for the purpose of general financial activities of the association. In the case of his/her resignation or removal from office, all books, papers, vouchers, money and other property of whatever kind in his/her possession or under his/her control, belonging to the Corporation will be returned to the Board of Directors.

Gambling Manager

The Gambling manager will have responsibility for executing all aspects of the lawful gambling operations for the Farmington Youth Hockey Association. They will be required to ensure the organization maintains its compliance records and acts accordingly to the internal controls set up by the organization established in their Job Description as well as dictated by the appropriate Internal Controls documentation. The Gambling Manager will maintain, hire, fire, discipline and ensure operations of the lawful Gambling operations practice.

Gambling Oversight Manager

The Gambling Oversight Manager will have responsibility for overseeing the Gambling Manager for executing all aspects of the lawful gambling operations for the Farmington Youth Hockey Association. They will be required to ensure the organization maintains its compliance records and acts accordingly to the internal controls set up by the organization established in their Job Description as well as dictated by the appropriate Internal Controls documentation. The Gambling Oversight Manager will assist the Gambling Manager to maintain, hire, fire, discipline and ensure operations of the lawful Gambling operations practice, as the Executive Board shall prescribe.

JOB ASSIGNMENTS

At the first Board meeting of any term, the board will be assigned their annual responsibility. Each Board member (with the exception of the Gambling Manager) will receive at least one player/team responsibility and at least one operational responsibility.

Operational Assignments:

- Registration
- Communications
- District 8 Liaison
- Tryouts
- Coaching
- Fundraising
- Player Development
- Equipment
- Tournaments
- Facilities

Player/Team Responsibilities:

- Open House
- Apparel
- Lower Level Coordinators
- Girls Hockey Coordinators
- Squirt Level Coordinators
- PeeWee Level Coordinators
- Bantam Level Coordinators
- U16 / Junior Gold Coordinators

The Gambling Manager will have no player responsibility, and just focus on the lawful gambling operations of FYHA. The Treasurer will have primary responsibility for budgets and team budgets and will not have a player responsibility. The Web/Communications Director will have no player responsibility and will focus on the online operations. The President of the association will be responsible for overall Operations of the FYHA and will not have a specific player responsibility apart from duties outlined in the position description unless he or she chooses too.

COMMITTEES/OTHER POSITIONS

JOB DESCRIPTIONS & RESPONSIBILITIES

Coaches/Tryout Committee

This committee will oversee all activities associated with the league's annual tryouts and selection of coaches. The committee will review applications, check references and conduct interviews if necessary, with the goal of identifying the best- qualified applicants for coaching positions within FYHA. The Committee will establish and maintain the process by which FYHA selects and evaluates coaches. The committee will formulate tryout procedures, arrange for testing evaluators, establish a tryout schedule, publish notice of the tryout schedule and procedures to FYHA website, supervise the conduct of the tryout process, collect tryout data, evaluate test results and select teams in accordance with established team size and classification criteria. Subsequently, the committee will notify coaches of their team assignment and coaches will notify the players on their team. Coaches/Tryout Committee and Lower Level Coordinators will oversee all activities associated with the league's Mite, U8, evaluations and selection of coaches as approved by the coaches committee.

District 8 Representative

The District 8 Representative will attend all required District 8 meetings or insure an alternate board member attends required meetings the representative cannot attend. They will accurately report all information dispensed at the District 8 meetings to the Association.

Equipment Coordinator

The Equipment Coordinator will maintain a sufficient inventory of equipment to meet the player/team needs continuously. Other responsibilities include:

- Acquisition, distribution and maintenance of all equipment, team-related supplies and apparel for the program
- Purchase pucks and first aid kit supplies, as necessary
- Distribute pucks, and first aid kits for each coach
- Inventory goalie equipment at the end of the season and upgrade, repair and replace as needed.

Jersey & Sock Coordinator

The Jersey & Sock Coordinator will maintain a sufficient inventory of jerseys and socks to meet the player/team needs each season. Other responsibilities include:

- Acquisition, distribution and maintenance of all uniforms
- Purchase and distribute socks for all teams in the program; assign jersey numbers for newly purchased jerseys to avoid duplicate numbers on the same team

Fundraising Coordinator

The Fundraising Coordinator will contact vendors, solicit fundraising committee members and chair all fundraising committee meetings. He/she will provide status reports at the monthly meetings. It will be the duty of the Fundraising Coordinator to coordinate all activities including solicitation, communication and reporting to the Board of all activities including status of secured sponsors.

Gambling Manager

The Gambling Manager is appointed by the Board, upon terms and conditions as shall be mutually satisfactory. Gambling Manager will report all activities at the monthly meetings. The Gambling Manager has full voting rights at FYHA Board meetings in compliance with Minnesota Gambling Control Laws.

Gambling Oversight Manager

The Gambling Oversight Manager is appointed by the Board, upon terms and conditions as shall be mutually satisfactory. Gambling Oversight Manager will report all activities at the monthly meetings. The Gambling Oversight Manager has full voting rights at FYHA Board meetings.

Assistant Gambling Manager

At the Gambling Manager's discretion, the Gambling manager may decide to hire an Assistant Gambling Manager position. This position is managed by the Gambling Manager and reports to them. The Assistant Gambling manager must ensure compliance with all lawful gambling requirements and must meet the job description as assigned by the Gambling Manager.

Level Coordinators

Each player age level actively participating in the Association will have, appointed by the President, a coordinator who will supervise all activities of the teams within the assigned age level. Responsibilities include serving as liaison between the Board of Directors and the parents and coaches at the level assigned in the Program (Mites/U8, Squirrels/U10, Peeewees/U12, Bantams/U15 and Ponies). Reminder – all complaints need to be in writing.

Player Development Committee

Create a summer/fall dry-land training facility with additional dry-land training throughout the year. Responsible for the HEP testing for the coming year along with looking into stick handling, checking and goalie clinics to benefit our kids.

The Player Development Committee is made up of experienced individuals with a strong coaching background who serves as the administrative link to USA Hockey and its Coaching Achievement Program (CEP). Primary responsibilities include:

- Communicate to association coaches their certification requirements
- Ensure compliance with USA Hockey certification levels
- Communicate with District and USA hockey on issues relating to coaching at the association level
- Deliver Parent Education Programs to the association
- Communicate to players, parents and coaches USA Hockey player development opportunities
- Ensure the association is promoting age specific skill development in all of their programs
- Organize and develop workshop clinics for coaches
- Establish and maintain a resource center for coaches, players and parents
- Oversee the recruitment, selection, training, evaluation and discipline of coaches
- Develop and manage the player selection process for the association
- Develop a teaching and practice planning curriculum for the coaches
- Evaluate practice sessions and provide feedback to coaches to improve the capability of local association coaches

Registrar

The Registrar may receive compensation as designated by the board for the years they are full time coordinators.

Scheduling/Ice Coordinator

The Ice Coordinator may receive compensation as designated by the board for the years they are full time coordinators. The term for these positions will be a minimum of three years, first year as an assistant to the coordinator, and last year the coordinator will train in their replacement.

Web/Communications Director

The Web/Communications Director will have responsibility for the overall management of the FYHA website operations, communications with FYHA membership, and social media. This position is responsible for the ongoing setup, troubleshooting, and coordination of all activities, registrations, reporting, data security, and all other aspects of the FYHA online presence. The Web/Communications Director will coordinate all assignments with The Board in a timely manner. The Web/Communications Director may receive compensation as designated by The Board for the years they are full time in this position.

Team Managers Mites/U8 teams will have one team manager per team and upper-level teams will have two team managers. At the lower level, the team manager will function as the Hockey Manager while the upper-levels will have both a Hockey Manager and a Finance Manager. The team manager will be chosen by the head coach, the Board or one of the Board's designated Committees. The Hockey Manager will be responsible for the accounting of ice time, Jamborees/Tournaments, coordinating referees and managing games/scrimmages/events. The Finance Manager will be responsible for ice fees, payments, managing the team checkbook and will be accountable to the treasurer. The Finance Managers are required to attend mandatory finance meetings and are responsible for settling the teams accounts. The managers will support the coaching philosophy of the team in order to foster good communications among all participants and will generally manage the business of the team along with other responsibilities the coach may assign. The following are typically matters for the team manager to take responsibility for.

Hockey Operations Manager (Mite/U8 and Upper Level Teams):

- Distribute equipment/jerseys and socks at the start of the season and collect equipment at the end, if equipment/jerseys have not been purchased individually. Mite / U8 Jersey's do not get collected
- Compile the team roster. Include the players and parents' names, addresses, email addresses, and phone numbers. Distribute only to parents.
- Assist the Level Directors to ensure that all registration forms are complete and signed in the period required by District 8.
- Working with the coach to arrange for scrimmages. This includes arranging for referees for home scrimmages through the FYHA Referee-in-Chief.
- Arrange for timekeepers for all home games and scrimmages, as well as scorekeeper and penalty box attendants.
- Keep a scorebook or arrange for someone to keep the scorebook for the coach.
- Ensure that scores are properly recorded with the District following league games.
- Arrange for tournaments. Send in registration forms, ensure entry fee is included and that information regarding tournament dates, location, times and lodging, if required, is communicated to parents in advance.
- Publish monthly calendar of team activities.

- Creation of locker room attendant schedule

Finance Manager (Upper Level Teams ONLY)

- Collection of fees to pay ice costs.
- Payment of Tournament fees and event fees.
- Monthly reports to the team regarding finance.
- Monthly collection from players for ice fees.
- Suspending and mandating payment from team members prior to allowing them on ice.
- Accountable to the Treasurer, this position must attend mandatory meetings.

Communication is the team manager's principle responsibility. Ensuring that coaches, players, and parents know what is going on well in advance can make the difference between having an enjoyable winter with hockey and not. When in doubt, communicate.

Tournament Coordinators

Register and schedule each team within the association for three tournaments during the season, one of which will be an out of town tournament. If an out of town tournament is a "stay to play" tournament then a hotel approved by the tournament must also be booked.

Once the season starts all tournaments must be communicated to the Coach, Operations & Financial Manager of each team.

FYHA BY-LAWS

The FYHA has a formal set of By-Laws and is a recognized non-profit organization registered with the State of Minnesota. The By-Laws specify the structure of our Board of Directors, monthly meeting requirements, and election procedures. Amendments to these by-laws may be made by unanimous vote of the Board of Directors at a regularly scheduled Board meeting, with notice to all voting members of the Association in advance, indicating the change or amendment (see formal by laws at the end of this document).

AFFILIATIONS AND REPRESENTATIONS

- Minnesota Hockey (MH) -The Farmington Youth Hockey Association is a voting member of District 8 of MH.
 - A FYHA member represents the Association at all District 8 Meetings.
- USA Hockey- the national governing body for amateur hockey in the United States. The Farmington Youth Hockey Association is represented at USA Hockey by its membership in MH.

FINANCIAL INFORMATION

REGISTRATION

The Board has discretion to open registration anywhere between June 1st and up to the first tryouts. Mite/U8 level and below can register June 1st up to the first day of practice.

- ☐ Government issued birth certificates must be submitted at registration if not previously done.
- ☐ Registration fees cover operating expenses of the program, including but not limited to, indoor ice time, referees, team jerseys, tournaments, goalie equipment, insurance and fees paid to USA Hockey, MH, District 8, and FYHA.
- ☐ Registration fee must be paid in full or the player must be on the payment plan and current before the player participates in tryouts or practices. No player may skate with a balance due from registration.
- ☐ Parents will have 2 days from the due date to pay for any outstanding balances owed. In the event a player has an outstanding balance after 2 days from the due date; the player will be suspended from play. If there are any circumstances that need to be addressed, you must contact the FYHA treasurer immediately.
- ☐ Any outstanding balance from the previous season on a player account must be paid in full prior to the player trying out.
- ☐ Cost of tryouts is determined by the Board.
- ☐ A \$30.00 fee will be charged on all returned checks

Late registration is discouraged and a Registration Late Fee of \$100.00 per skater will be assessed starting after registration closes.

FYHA PLAYER FUND

FYHA has set up a player fund to aid families in financial need that can pay a portion of the player's registration fee based on submission of a Financial Aid Application and required documentation requested by FYHA demonstrating an immediate financial hardship. Financial aid applications must be received at least one week before tryouts for upper levels and the first practice for lower levels. The Executive Board will review applications to determine eligibility. Families must reapply for each season they are requesting assistance. In order to receive funding families **MUST** complete the required volunteer hours and submit a volunteer check that will be refunded when the hours are done.

REFUND POLICY

Cancellation requests received before tryouts or the first practice will be refunded 100% of the registration fee, transaction fees issued by third party vendors are non refundable. Tryout fees are non-refundable unless team sizes do not allow for tryouts to be conducted at a designated level. Refunds after the conclusion of lower level tryouts will be subject to Board approval by vote in a scheduled monthly meeting. A \$50.00 penalty will be assessed for cancellations if the player has skated tryouts or practiced. The board will determine whether to prorate the registration fee.

INJURED PLAYER POLICY

1. Players who enter the season injured before or during tryouts must pay the full season fee once placed to a team.
2. Mid Season Injuries that sidelines a player for a portion of the season must continue to pay team ice bills.
3. Mid Season, Season ending injuries happening prior to February 15, will be removed from the roster and the team the player is placed on will absorb the balance of the players cost, distributed evenly across the entire player roster.

FUNDRAISING

- In addition to registration fees, a per-player general fund payment of \$100 must also be made. This fee can be paid in one of two ways:
 - Via a check to FYHA in the amount of \$100.
 - Participation in a fundraiser for the \$100 whereby players can sell 10 raffle tickets at \$10/piece to pay for their general fund payment. These raffle tickets must be deposited back to the rink before the third Saturday of December to be included in the raffle. -- No exceptions.
 - Cap of \$200.00 per family
 - Any payments returned for non-sufficient funds must be paid in cash within 5 days of being notified by FYHA along with a \$30 fee for NSF.
 - If payment is not received within 5 days the player will not be eligible until paid in full.
- FYHA may operate a charitable gambling operation that includes pull-tabs and other forms of charitable gaming as prescribed by the Minnesota Gambling Control Board.

VOLUNTEER POLICY

- A \$500.00 volunteer fee will be collected at the open house held in September. The \$500.00 check will be destroyed by the President at the conclusion of the year based on the rules covered in the volunteer agreement, to include 10 volunteer hours worked per family. If the full 10 hours are not completed the \$500.00 volunteer check will be cashed, Grievances will be decided by the Board.
 - The player(s) name that the volunteer check is written for must be in the memo section of the check.
 - For multi-player families, the volunteer check will be issued to the eldest players' team.
 - Volunteer check must be handed in prior to tryouts or player will not be allowed on the ice for tryouts
- DIBS are only valid during the season in which they are earned, they do not carry over.
- Each family can opt out of their volunteer obligations at registration by paying a non refundable fee of \$400.00
- Tiger Cub volunteer policy:
 - A \$500.00 volunteer fee will be collected at the registration open house.
 - Each family is required to work 4 volunteer hours throughout the year.
 - If your volunteer hours are not completed, your volunteer check will be cashed. For Tiger Cub players with older siblings in Mite or above, the non-Tiger Cub volunteer policy prevails.
- In the case that volunteer shifts are not being filled 72 hours in advance of the shift, the

concession /volunteer coordinator may post a paid shift. The shift will pay \$12.00 per hour and will be funded by a combination of \$400.00 opt out fee, forfeited volunteer checks and concession revenues. No one individual is eligible to earn more than \$599.00 per season and/or calendar year.

- Qualifiers for paid shifts:
 - 10 hours of volunteering has been completed. – 1st priority.
 - \$400.00 opt out check has been received and deposited. – 2nd priority
 - No showing for a shift will disqualify your family's eligibility for a paid shift.
 - Must be at least 14 years old.
 - If under 16, you may not work before 7:00 AM or after 9:00 PM. If under 18 you may not work past 11:00 PM
- To qualify for a concession shift you must meet the below minimum criteria:
 - Must be 16 years of age to work without an accompanying adult.
 - Must be a minimum of 14 years of age with an accompanying adult to prepare /handle cooked food and exchange money.
 - Must be at least 8 years old with a parent or guardian to help your parent or guardian (siblings do not qualify as a parent or guardian). Anyone under the age of 14 CAN NOT handle non-wrapped cooked food or exchange money.
 - Helpers under the age of 14 do not qualify for volunteer hour retirement. Individuals under the age of eight (8) are not allowed in the concession area.

VOLUNTEER REQUIREMENT EXEMPTIONS

FYHA will automatically retire the volunteer fees for families meeting the following exemption:

- Families with an active duty military parent
 - To receive this volunteer refund, contact the President.
- Upper level teams will be eligible to have a total of 5 Positions
- Lower level teams will be eligible to have a total of 4 Positions
- Any other circumstances will be determined by the board of directors.

TRYOUTS, PLAYER PLACEMENT AND FAIR ICE

UPPER LEVEL TEAM PLAYER SELECTION / TRYOUTS

- All upper level players are required to go through the tryout process.
- Upper level team tryouts for FYHA are held in September and/or October. Tryout schedules will be posted on the FYHA website.
- FYHA will follow Minnesota Hockey and USA Hockey rules that state players must play at the level at which they try out.
- FYHA has established a process for conducting traveling team tryouts based on objectivity and fairness. The goal of the tryout process is to ensure that all players are given a fair evaluation and that players are placed at the highest level commensurate with their demonstrated abilities.
- Tryout fees are incorporated into the registration fee to cover the cost of ice time, evaluators, tryout jerseys and supplies during the tryout process.
- The tryout process will be overseen by a Coaching/Tryout Committee made up of the upper and lower level, coordinators, board members, and others appointed by the President.
- The evaluators will be responsible for rating all the players who wish to participate in the tryout process. Evaluators will be selected by the Coaching/Tryout Committee.
- The Coaching/Tryout Committee and level coordinator will determine team size based on the number of registered skaters at each level, upon completion of tryouts.
- Cost of tryouts will be determined by the Board—see section entitled “Registration Information.”
- In an effort to alleviate stress, pressure and anxiety on the children and parents, parents will not be permitted to watch the tryouts. The only exception to this rule will be individuals selected as head coaches for the upcoming season by members of the Coaching/Tryout Committee, and others specifically appointed by the Coaching/Tryout Committee or FYHA President. The coaches committee will notify and invite those coaches who are head coaching candidates to observe tryouts.

OVERVIEW OF TRYOUT FORMAT

The format for tryouts will include skills and scrimmages in a combination determined by the Coaching/Tryout Committee. The tryout process is designed to test individual skills and team play. The evaluators score each player on their skating ability, puck control, shooting, passing/receiving, game knowledge, and general athletic ability. Desire, attitude, aggressiveness and self-control are also determining factors in evaluation and selection.

Sessions

Session 1 - Skills

Session 2 - Small Area Games

Session 3 - Full Ice Pool Scrimmage

Session 4 - Full Ice Pool Scrimmage

Goalie Skills Session

A separate goalie tryout session will be held. All age level goalies will be included in this session. Goalies will be grouped by age and move from station to station being evaluated by goalie specific evaluators. Goalies will be evaluated and ranked according to their skill. Goalies will be assigned a pool(s) for Session 2 but will not be assessed for that session. If a goalie is rostered to participate in more than one tryout pool, they will be evaluated and scored in the first pool session they participate in.

The Coaching/Tryout Committee reserves the right to change the number and format of tryout sessions based on the current circumstances.

<p align="center">EVALUATORS TEAM PLACEMENT FROM TRYOUT RESULTS AND COACHES PLAYER PICK POLICY</p>

Team locks and pickable pool size are dependent upon team size. If players' scores are deemed to be similar at the lock and pickable pool points/breaks, the number of locks, picks and pickable pool size may be adjusted by the tryout committee. The list of locked players will be provided to the selected Head Coach at the conclusion of tryouts prior to team selection.

The Top Team Coach at each level will select the remaining players from a pool based on the team size (see example chart below). This selection will be completed within a day of the completion of tryout evaluations. Upon selection of the remaining roster, by the Head Coach, this completes the Top Team roster.

Example Table A: Team Formation: Skaters

Team Size (Skaters)	Locks	Head Coach Player Selection	Pool Size
10	5	Select 5	Next 10 skaters
11	5	Select 6	" 10 skaters
12	6	Select 6	" 12 skaters
13	6	Select 7	" 12 skaters
14	7	Select 7	" 14 skaters
15	7	Select 8	" 14 skaters
16	8	Select 8	" 16 skaters
17	8	Select 9	" 16 skaters
18	9	Select 9	" 18 skaters

***Example Bantam Level Only** - Pick pools will be split into forward and defensive pick pools.

Team Size (Skaters)	Locks		Head Coach Player Selection	Pool Size	
	F	D		F	D
14	4	3	Select 7	8	6
15	4	3	Select 8	8	6
16	5	3	Select 8	10	6
17	5	3	Select 9	10	6
18	5	3	Select 9	11	7

*Positional play in season will be at the discretion of the team coach.

The process is repeated to select the "B" team.

In the event a coach has not yet been named for a "B" team, the Coaching/Tryout Committee may select qualified individual(s) to participate in the tryout process to help the Coaching/Tryout Committee and/or the outside evaluators select the "B" team bubble players. The Coaching/Tryout Committee reserves the right to select the "B" team based solely on the tryout scores.

Those players not selected for the "A" "B(s)" team, will continue the process and will be assigned to complete all the teams at that level according to their tryout ranking. Should there be more than one (1) "C" team at a particular level, the Coaching/Tryout Committee will decide whether to form two (2) equal "C" teams.

*The parent coach's child must fall within the designated pick range.

The Coaching/Tryout Committee expects the coaches will have a sound business case in determining their selections. The Coaching/Tryout Committee may request the coach state his case for his selections.

Coaches' player picks are an option for coaches at the Squirt/U10, Peewee/U12 and Bantam/U15 levels ("A" and "B" teams), where coaches have been appointed to a specific team. If a coach desires to exercise the "picking of players" options, that coach must attend all appropriate level try-out sessions and be evaluating skaters. The head coach may be assisted in this process only by non-parent assistant coaches. Should the coach desire not to pick players, the roster will be formed strictly based on the player's final evaluation scores.

In the event of a player being lost for the remainder of the season, FYHA has the option of filling the roster spot with the next player in line based on tryout scores, or allowing coaches to pick from the Coaching/Tryout Committee's pick range.

Goalie Picks

Goalies will be broken into pools for the coaches to pick from. The pools will consist of at least two goalies but not exceed four. Depending on the total number of teams and the total number of goalies in the tryout pool, the A team coach MAY have the option of selecting a qualified second goalie, out of a pool provided by the try-out committee, on his/her team. The A team coach may be provided with the option of passing on the selection of a qualified second goalie and having only one (1) goalie, at the discretion of the tryout committee. The process is repeated to select the "B" and "C" team goalies.

Any player that tries out as a goalie and is placed on a team above the lowest level shall not skate out as a player in any game. They may skate out in practice or scrimmage at the head coach's discretion.

Bantam/U15 Players who are also trying out for High School

Any player wishing to play within the FYHA program and also tryout for the High School level must complete their registration with FYHA at the appointed times and participate in tryouts. If the player is selected by the High School, the player's registration fee shall be refunded minus the tryout fee, pro-rated ice time and expenses that the player incurred while with our program.

**Refer to the Move Up policy for additional information.*

All Players

In the event of a player being lost for the remainder of the season, FYHA has the option of filling the

roster spot with the next player in line based on tryout scores, or allowing coaches to pick from the Coaching/Tryout Committee's pick range.

Only FYHA tryout jerseys are allowed to be worn during the tryout process. Only Farmington socks and apparel may be worn. Non-Farmington Helmet stickers must be removed before tryouts. Players must check in on time and wear their assigned tryout jerseys. Failure to comply may result in removal from the tryout session.

HIGH SCHOOL TRYOUT PROCEDURE

1. Player will go through the regular FYHA Bantam / U12-U15 tryout process.
2. Player/Parent(s) should inform the Coaching/Tryout Committee if they intend to tryout for the high school team after they have been placed on a specific Bantam / U12-U15 team.
3. If the player is unable to make the high school team, that player will remain on the same team they were placed on as determined by their Bantam / U12-U15 tryout.
4. Any FYHA player who is selected for a high school program and accepts that position by participating in a regular season practice may not return to an FYHA team for that season.
5. HS eligible players may participate in FYHA until released by the HS tryout process.
6. Should a situation arise where a player moves to the high school program once his or her Team season has started, FYHA has the option of filling the roster spot with the next player in line based on tryout scores by allowing coaches to pick from the Coaching/Tryout Committee's pick range as the replacement for the player that left. This process will cascade down to the C team if necessary

LOWER LEVEL TEAM PLAYER SELECTION / TRYOUTS-MITES/U8

With the best interest of all Mite players and the program in mind, FYHA places all Mite players within a level comprised of players organized by grade level in house teams. FYHA believes such a setting provides **all** players the opportunity to excel in development of their individual and team skills. At the conclusion of evaluations, the Lower Level Committee and Lower Level evaluators will assess each grade level's scores; and structure teams in the best interest of the overall development of all players.

Teams will be organized in the following format:

Mite 1 - Kindergartners & 1st Grade - Emphasis on skating and fun games to push the kids to move, introduce puck work.

Mite 2 - 2nd Grade - Emphasis on skating and more puck handling and introduce shooting.

Mite 3/4 - 3rd Grade - Emphasis on skating, puck handling and shooting with the second half of the year getting ready for squirts, more game play and full ice practice to start learning the full sheet game.

Practices/Coaches:

1. Coaches will stress age appropriate individual skill development.

2. A minimum of 75% of the ice time should be devoted to skill development.
3. Coaches are to try to correct players to do the skills correctly.

Games/Jamborees:

Teams may set up games with other in-house teams or against other outside organizations but should not be in place of FYHA scheduled practices. FYHA ice time is for skill development, teams may purchase their own ice or schedule at opposing teams rinks for games.

U8 - Due to the vast differences in the level of player ability among all U8 age players, it is necessary to group the kids according to their age and ability.

LOWER LEVEL TEAM ASSIGNMENT ADVANTAGES

FYHA follows the USA Hockey American Development Model (ADM). Under this model players are encouraged to learn the FUNdamentals of hockey prior to reaching the age of Squirrels/U10. According to USA Hockey, "The objective of this stage is to refine fundamental movement skills and begin to acquire basic sports skills. This is the time when a foundation is laid for future acquisition of more advanced skills. The focus is on the development of physical literacy. Fundamental movement skills should be mastered and motor development emphasized, while the participation in many sports/activities is encouraged. For optimal skill acquisition, the basic hockey skills of skating and puck control are introduced. FUN competitions are also introduced in a team environment."

LOWER LEVEL PLACEMENT PROCESS

The Mite program is open to all skaters who are of kindergarten age-eligible through third grade. The Mite program is split into teams based on the player's grade level. Teams will be classified as Mite I, Mite II, Mite III, . Player ability increases from Mite I to Mite III levels. Players are placed on teams by grade level by the Tryout Committee, Lower Level Coordinators, and members of the Board of Directors. At least one representative from the Coaching/Tryout Committee and a Lower Level Coordinator must be present during the evaluations and placement meetings.

Team Placement Process:

1. All players will be evaluated and placed on a team as soon as possible once all grades have completed the evaluation process.
2. The tryout committee, In-house Mite Coaches, with the assistance of the Mite Coordinators, will build teams at each grade level.
 - Players will be drawn from pools established according to evaluations.
 - Grade level teams will receive the same number of players evaluated equally as possible.
3. The tryout committee will have final authority in cases of players playing up in age groups, players will not play down.

In each case, **players may only opt to move down from a more advanced team to a lower team** to play with siblings or fill coaching positions.

U8 - The tryout committee determines placement based on:

- 1) evaluations during the U8 Evaluation weekend
- 2) subsequent committee meetings
- 3) special circumstances
 - (a) a request to play on the same team as another sibling
 - (b) coaches are needed on other teams.

In the case of “bubble” players or players with similar abilities who could be on two teams (e.g., lower end of the U8 top team but a top player on the lower level team), priority will be given to the older players (3rd graders).

The committee reserves the right to make in season adjustments as needed due to players ability levels.

LOWER LEVEL EVALUATION PROCESS

Each skater will be assigned a numbered pinnie both days at check-in for evaluation purposes and is to hand in that pinnie at the end of each day.

Day 1 Skills and Scrimmage (Minimum of three (3) off ice evaluators)

****If possible, additional Non-Mite coach evaluators should be included for the scrimmages, such as other board members, Squirt, or PW coaches.**

- 1/3 of the ice will be for cross ice scrimmage and 2/3 of the ice will consist of four skills stations. Switch at the 30 minute mark of the sessions.

Day 2 Scrimmage (Minimum of three(3) off ice evaluators)

****If possible, additional Non-Mite coach evaluators should be included for the scrimmages, such as other board members, Squirt, or PW coaches.**

- On Day 2 grade level groups scrimmage against each other.
- During the scrimmage, each player is given a grade of 1 – 5 (5 being the best) based upon the players overall ability in terms of skating, passing, stick-handling and shooting. Each player must get an honest grade from each evaluator.
- All grades are tabulated and the players are ranked according to average grades from all evaluators.
- Evaluation will be determined based on two days of scrimmage. Day 1 & 2 kids will be divided by their grade level.
- Players who are unable to tryout because of health, medical, or family emergency reasons must notify the Lower Level Coordinator in writing at least 24 hours before tryouts begin. If a player is unable to finish tryouts, he/she or she must contact the Lower Level Coordinator immediately.

Final Rankings

Final skater rankings will be based on a combination of Skill evaluation and Scrimmage grades. These player rankings are used for initial placement of all skaters. Discretion from the coaching committee will determine the number of teams at the Mite level.

INABILITY TO TRYOUT

MEDICAL ABSENCE

Players who are unable to tryout because of medical reasons must notify the Tryout Committee in writing at least 24 hours before tryouts begin. If a player is unable to finish tryouts, he/she must contact the Tryout Committee immediately.

A player must verify his or her medical problems in writing from a medical doctor. The Tryout Committee may request additional documentation or proof at their sole discretion. The FYHA President, FYHA Vice President, and Tryout Committee will review each player's case and decide on a placement for the player. The committee's decision will be based on:

1. Past abilities of the player
2. Interviews with past coaches
3. Severity of injury/sickness, and availability to return to play within the conclusion of tryouts.

After the committee reviews the above criteria and it is determined that a player falls between two levels the player may be asked to participate in additional practices prior to a final decision being made by the committee for team placement.

NON-MEDICAL ABSENCE

Tryout participation is mandatory. Move-ins/relocations will be handled on a case by case basis.

- If a player must miss a session due to an approved schedule conflict, it will not count against the player's overall tryout score as long as the tryout committee has approved the absence ahead of tryouts.
- Players who are unable to participate in the entire tryout process must contact the tryout committee and will be placed on a team by the tryout committee.

OPTION PLAYERS

The two (2) types options players

- A girl choosing to play in the boys program.
- A player that chooses to play with players from his/her grade level.*See Age Level Move Ups

If a player chooses to exercise the Option Waiver Agreement it must be officially declared during the declaration period prior to the upcoming season. In an effort to assist families adhere to this deadline, FYHA will send an annual communication with pertinent details.

Any family who chooses not to respond to FYHA by the conclusion of the declaration period will have their player(s) automatically placed in the program and level of like gender, birthdates and/or grade level as necessary.

Option Waiver Agreement players will tryout and participate in the designated program or level in which they declared for, in the upcoming season. The option player will play where placed by the tryout process.

Appeals for modifications or adjustments to a player's declaration after the conclusion of the designation declaration period will not be entertained. The board reserves the right to handle first time family registrations on a case by case basis.

ROSTER SIZE

The FYHA hockey program is determined to develop as many players as possible with sound hockey fundamentals. Therefore, teams will consist of a maximum of 18 skaters and 2 goalies, and a minimum of 10 skaters and 1 goalie. Keep in mind that team sizes may differ from these guidelines based on the number of participants and grading break points, therefore the Coaching/Tryout Committee and Board of Directors will discuss and approve all final team sizes. MH sets the maximum number of players on a team.

ROSTER CHANGES

FYHA follows Minnesota Hockey (MH) by-laws on team registration and eligibility. The coaches will be allowed, with Board approval, to transfer players from a "B" to an "A" or from a "C" to a "B" category subject to annual roster submission requirements as set by MH.

MOVE-UP POLICY

FYHA strongly recommends players should play on teams as defined by USA Hockey age groups and classifications. FYHA agrees with USA Hockey that overall development of the player emotionally and physically is best served by having him or her progress normally through the age levels and team classifications. However, FYHA does recognize special situations could arise beyond the normal scope of this policy and will consider move ups under the following situations.

- Players are needed at an older level to fill teams. (There should be a genuine need at the next higher level before considering this type of move-up.)
- If a player is identified by the executive committee and the high school Coaches as a talented individual that would excel and succeed at a higher level than their peers they should be allowed to try out at the upper level. They must remain at the level they tryout at for that season, per Minnesota Hockey rules. We want to push every player we can and this would be case specific before the season starts.

A player may waive to another association if there is no team available at the player's age level. Our association will accept players from other associations if there is a space available at the player's age level.

AGE LEVEL MOVE UPS

Peewees and U-12 to Bantams and U-15

Only a player in their last eligible year can be asked to apply to play at the next playing level. This will only happen if there is a need at the higher level. The application must first be accepted and approved by the Coaching/Tryout Committee.

Squirts and U-10 to Peewees and U-12

Only a player in their last eligible year can be asked to apply to play at the next playing level. This will only happen if there is a need at the higher level. The application must first be accepted and approved by the Coaching/Tryout Committee.

Mites and U-8 to Squirts and U-10

Only a player in their last eligible year can be asked to apply to play at the next playing level. This will only happen if there is a need at the higher level. The application must first be accepted and approved by the Coaching/Tryout Committee.

MOVE-UP PROCEDURE

The Coaching/Tryout Committee will contact the coach of the lower level should a need arise at the level above. This would only be in the case of a roster position needing filled.

WAIVER OUT POLICY

A player may waive to another association if there is no team available at the player's age level. Our association will accept players from other associations if there is a space available at the player's age level. ***A player may not request a waiver mid-season to another program. This waiver attempt will be denied unless the family relocates to that program's boundaries.***

PARTICIPATION ON MULTIPLE WINTER SEASON TEAMS

Players may only play on one FYHA team during the season. An exception may be made for goalies in an injury situation, on a temporary basis. The appropriate level coordinator will assist with any matters pertaining to this section.

PLAYER ICE TIME / FAIR ICE

Recognizing that it is important for all players to develop in all areas of the game it is the policy of the FYHA that each player is allotted Fair Playing time. Playing time during games and scrimmages should be relatively equal for each player. All players (at appropriate age levels) should also be given practice time in which they will have the opportunity to practice special team situations that will occur during games.

It is the coach's responsibility to assure this by using all of their players in all hockey games. Coaches, on upper level teams only, are given some discretion to this rule. Specific cases where players display attitude problems, miss practices or games, are considered cases where the applicable coach can bench the player and reduce playing time. Goaltender rotations need to be communicated to players and parents at the beginning of the season.

Consequently, under normal situations, the players of each team are to be turned in balanced lines and each line played in normal line rotation. The normal playing time of each line is to be established by the coach but generally applied to all units fairly.

The Coaching Committee will enforce these playing guidelines. Failure to comply with the fair play guidelines may result in being dismissed from coaching duties.

Coaches must address the Fair Ice Policy during the parents meeting at the start of the season.

For teams at upper level level with a new skater on the team, the coaches, the Coach Coordinator, and the President shall have the discretion to authorize alternative play time rules for those new skaters, depending on the situation. Participants new to hockey must demonstrate the necessary skill to participate in games. This will be determined by Coach Coordinator, Program Director and Team Head Coach on a case by case basis.

UPPER LEVEL TEAM COACH SELECTION

The Coaching/Tryout Committee collects the names of the candidates through outside solicitation and applications from FYHA members. The coaching/Tryout Committee will evaluate applications and conduct interviews when necessary for head coaching positions.

Selection of coaches is based upon:

1. Knowledgeable with all philosophies, rules and regulations of FYHA:
2. Overall knowledge of the game and how to teach it effectively.
3. Prior head or assistant coaching experience in youth athletics, any sport.
4. Previous years' evaluations by members and overall conduct as a coach.
5. Dedication.
6. Respect by peers, players and parents.
7. Ability to motivate.
8. Organization in practice, games and communication.
9. Playing experience at High School, College or Semi-Pro competitive levels.
10. Attendance at USA Hockey coaching clinics - Associate and the Intermediate level as a minimum.
11. Attendance at FYHA clinics and rules meetings.

In selecting coaches, the Committee will consider an applicant's willingness to spend at least 300 hours during the hockey season, personal attendance at least 80% of the time, their philosophy and support of FYHA guidelines, and past coaching experience.

Once selected, the coaches will be "ranked." If the top-ranked coach is a parent coach, that coach will have the opportunity to wait until tryouts are completed, and if that coach's son/daughter does not make the "A" team*, then that coach will have the chance to coach at the level his/her child is placed if he/she so desires. The next highest ranked coach will then be given a chance to take the highest-ranking team and so forth until all coaches are in place.

*The parent coach's child must fall within the designated pick range (e.g., if the team consists of thirteen skaters then the child must rank in the top thirteen based solely on outside evaluations). This applies only to the "A" or "B" parent coach.

Parent coaches are placed into position for one season. Each team will have two co-coaches or one head coach and one or more assistant coaches all being approved by and responsible to the FYHA Board of Directors, and particularly the applicable Coordinator.

In the event a coach is not being considered for a head coaching position, they will be notified in writing prior to the start of tryouts.

The head coach has the discretion to select their coaching staff from qualified candidates.

CODE OF CONDUCT INFORMATION

FYHA is made up of Players, Coaches and Parents. Each of these groups of people has rights and responsibilities to themselves and the other groups.

COACH'S CODE OF CONDUCT

The Coach is a teacher of hockey skills and is responsible for the social, psychological and physical development of all players in his/her care. They are accountable to the Coaching/Tryout Committee and the FYHA Board.

The following is a copy of the agreement that each FYHA Coach has with this association. Coaches are expected to acknowledge acceptance of this code of conduct by signing a similar form at the beginning of the season.

Rules for Coaches

1. Coaches must be at all games and practices or arrange for a proper substitute.
2. Coaches cannot use any tobacco, beverages containing alcohol, marijuana or any substance defined by law as a drug in the locker room or on the bench (Except as prescribed by a physician).
3. Coaches are not allowed to physically, verbally, emotionally, or psychologically abuse any player, parent, game official or directors.
4. Only registered coaches of participating teams are allowed on the participant's bench during the game. Coaches must enforce this rule. The maximum number of managers/coaches allowed on the bench is four.
5. Only rostered team members and coaches will be allowed on the ice during games, scrimmages and practices unless other arrangements have been made with an appropriate Level Coordinator.
6. The Coach and/or assistant coach is required to be within listening distance of the locker room with his/her team until the last participant has left the locker room.
7. Coaches are required to follow and maintain a minimum USA Hockey CEP requirements:

These are the desired requirements of certification per level. Any exceptions to policy will need approval by the Coaching/Tryout Committee.

The cost of the certification clinics will be reimbursed by the FYHA. The coach will need to provide copies of the coaching card with a current level sticker and a receipt from the clinic. Mite and Pony level coaches will be paid out at the end of the season by the treasure from the general fund. Squirt level and above fees are included and accounted for in each teams budget and must be paid out of the teams budget by the team manager.

Coaches Responsibilities

1. Appoint a team manager or team parent to handle finances, scheduling, etc.
2. Schedule a parent meeting within one week of the team being formed to discuss philosophy, goals, finances, and other matters.
3. Support the philosophy and practices of the FYHA and District 8. Cooperate with the FYHA Board to enforce rules and regulations and report any irregularities that violate FYHA policies.
4. Communicate with players and parents and handle complaints in a fair and courteous manner.
5. The coach is a model for the players and the FYHA and must be courteous and maintain self-control when dealing with opposing players, coaches, parents, officials and referees.
6. Uphold the authority of the officials.
7. Understand the fundamental skills, teaching and evaluation techniques and strategies of hockey.
8. Make hockey fun while also maintaining team discipline. When discipline is necessary, the player should be told the reasons in private, if possible.
9. Encourage and compliment players—criticism should be constructive only.
10. Learn the strengths and weaknesses of each player in order to provide the maximum opportunity for success.
11. Protect the health and safety of all players at all times when under his/her care.
12. Insist and plan all activities to be conducted in the best interests of the player's psychological and physiological welfare.
13. Conduct practices and games so all players have an opportunity to improve their skills by active and fair participation.
14. Treat all players fairly.
15. Remember the players are kids, not adults
16. Properly represent the philosophies of FYHA
17. Lower level coaches are required to adhere to guidelines set forth by LowercLevel Coordinator.

Coach's Rights

1. Be treated with respect by players, parents, and the FYHA.
2. Have access to training tapes, films, resource materials, and classes aimed at improving the coaching experience.
3. Be fully aware of rules, regulations, and their degree of enforcement and differences between in-house and traveling teams.
4. Have access to necessary safety and practice equipment.

Possible Consequences for Coaches

- Verbal warning
- Written warning
- Game suspensions
- Removal from coaching and/or the Association

*See Grievance Process Section for additional information.

PLAYER'S CODE OF CONDUCT

The following is a copy of the agreement that each FYHA Player has with this association. Players are expected to acknowledge acceptance of this code of conduct by signing a similar form at the beginning of the season.

Rules for Players

1. All players are expected to attend all scheduled games and practices unless they have notified the head coach. If not properly notified, the coach may impose penalties.
2. Only rostered players are allowed on the bench during scrimmages and games.
3. Players are not allowed to verbally, physically or psychologically abuse any other player, coach, parent, game official or director. All players will treat each other, parents, coaches and officials with respect and dignity, regarding language, attitude, behavior and mannerisms.
4. No player under the age of 18 will be on any FYHA related ice without helmet, facemask and mouth guard.
5. All players on the players' bench and penalty bench must wear a helmet and face mask while in those bench areas.
6. All players will respect the property and equipment used at any sports facility, both home and away.
7. All players will encourage good sportsmanship through their actions by demonstrating positive support for all players, parents, coaches and officials at every game and practice.
8. All players will treat other players, coaches, officials, parents and spectators with respect, regardless of race, color, creed, sex or ability.
9. All players will refrain from any form of "hazing" or the "initiation" of other players regardless of how insignificant it may seem.
10. All players will agree to abide by the ZERO TOLERANCE policy set forth by the FYHA for items of concern. Per District 8 communication, FYHA can now suspend a player/family without a hearing first. Families can either accept the suspension or request a hearing. *See Grievance Process Section for additional information.

Player's Responsibilities

1. Play clean hockey only.
2. Come to each game or practice ready to play and should give their complete attention to the coach.
3. Have pride and confidence in yourself and work hard in practices and games.
4. Be a competitor, perform up to your ability and contribute to team unity.
5. Compliment teammates and let the coaches handle criticism.
6. Show respect towards opposing coaches, players and referees.
7. Demonstrate good conduct on and off the ice.
 - a. This includes digital platforms
8. Participation in all games and practices is expected. Players unable to attend a game or practice must notify the coach or manager in advance. Excessive unexcused absences from practice MAY result in a player sitting out for a portion of a game(s).
9. Use proper equipment; keep it clean and in good repair.
10. A responsible attitude towards your health—be aware of and adhere to the FYHA policy on drinking, smoking and drugs.

11. Maintain good school habits, grades, and attendance.
12. Remember that hockey is a game and keep it in perspective with school and family activities and responsibilities.

Player's Rights

1. Participation at a level commensurate with maturity and ability.
2. Play as a child and not as an adult.
3. Participate in a safe, healthy environment.
4. Be treated fairly and with dignity.
5. Have fun in sports.
6. Have an equal opportunity to develop ability and strive for success.
7. Have good coaching—to be taught fundamentals and sportsmanship.

Consequences for Players

1. Verbal warning
2. Written warning
3. Game suspensions
4. Removal

*See Grievance Process Section for additional information.

<i>PARENT'S CODE OF CONDUCT</i>
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Your child's participation in the hockey program will require a significant contribution of your time and effort; however, your child's obligations to hockey are secondary to family and school activities and responsibilities. The parent can contribute many things to support their child, team and program.

The following are the expectations that each FYHA parent has with this association. Parents are expected to fully read and comply with these expectations.

Rules for Parents

1. Parents should make sure that all fees and assessments are paid on time as dictated by their players' team manager and/or board.
2. Parents must turn in all necessary forms promptly.
3. Parents must equip their player properly so they can participate in all practices, scrimmages and games.
4. Parents should keep abreast of all information pertinent to their player's team.
5. Parents must notify the head coach in advance when their player cannot make a scrimmage or game, stating the reason.
6. Parents will encourage good sportsmanship through their actions, by demonstrating positive support for all players, parents, coaches and officials, at every game and practice.
7. Parents will promote the emotional and physical well being of all the skaters, ahead of any personal desire to win, or any personal reflected glory. This includes, but is not limited to, providing support for coaches, officials and all others, to provide a positive experience.
8. Parents need to remember that the game is for the players and not for the parents and

win or lose, will appreciate the efforts of all players and coaching staff.

9. Parents will treat all other parents; players, coaches and officials with respect, regarding attitude, language and mannerisms.
10. Parents will inform the coach of any physical or medical ailment that may affect the safety of their player or any other player. Parents will agree to abide by the grievance policy set forth by the FYHA for items of concern.
11. Parents are not allowed to physically, emotionally or psychologically abuse any other parent, player, coach, game official or directors. Violations of this rule are disciplined according to the Minnesota Hockey regulations. The board will have discretion to further impose penalties on individuals or teams that violate this inclusive of suspension and game intervention.
12. All parents will agree to abide by the ZERO TOLERANCE and GRIEVANCE policy set forth by the FYHA. Per District 8 communication, FYHA can now suspend a player/family without a hearing first. Families can either accept the suspension or request a hearing.

Parent Responsibilities

1. Get their player to practices, games and scrimmages at prescribed times.
2. Be understanding and supportive of the times and numbers of practices, scrimmages and games.
3. Be encouraging, not critical of their player, coach and team.
4. Understand that you will be asked or assigned by your team manager, to help with additional duties in order for team events to run smoothly (penalty box, game clock, locker room duty, etc).
5. Support your child, win or lose.
6. Compliment and encourage. Let the coach handle the coaching and criticism. Leave the "coaching" to the coach.
7. Support your coaches. Remember that they have many children for whom they are responsible.
8. Don't compare your child with other players. Be honest with yourself about his/her capabilities.
9. Regard each player on the team as your own.
10. Keep negative comments to yourself.
11. Teach your child to have fun and enjoy competition. Don't tell him/her that winning does not count because it does and he/she knows it. Instead, help him/her to develop a healthy, competitive attitude towards winning and losing.
12. Personally, make sure your player has transportation to and from games, practices, scrimmages, and tournaments. Hockey is a time consuming and financially demanding sport: Carefully consider these demands before committing your player to the season.
13. Maintain self-control and exemplify good sportsmanship, refrain from criticism of officials, coaches, and other parents or coaches.
14. Remember that you, as well as your team, represent FYHA.
15. Take care of your financial responsibilities to the FYHA promptly.
16. Remember, the locker room is for the players and coaches.
17. Support the philosophies and policies of the FYHA.
18. Remember that hockey is a game, not a career.

Parent Rights

1. Have the player treated fairly and with respect.
2. Have the player playing and practicing in a safe and healthy environment.
3. Have the player coached by effective and qualified adult leadership.
4. Have the player engaged in playing and practicing activity that increases his/her skill and enjoyment of the sport.

5. Know what is happening from the coach.

General questions and concerns should be directed to the coach or manager or level coordinator. Questions regarding coaching procedures, coach or player behavior can be directed to the appropriate level coordinator following a mandatory 24-hour cooling off period.

Possible Consequences for Parents

- Verbal warning
- Written warning
- Games suspensions
- Removal

*See Grievance Process Section for additional information.

<i>Grievance Process</i>

The Farmington Youth Hockey Association (FYHA) recognizes that, on occasion, incidents may occur that result in a dispute, disagreement, or misunderstanding (referred to as “grievances”) among members. It is the intent of the FYHA Board of Directors to provide an opportunity for our members (coaches, parents, and players) to express their concerns and receive a timely and appropriate response. In order to ensure a respectful and professional experience, the Board insists that players, parents, coaches, volunteers, and Board members follow the grievance procedures as presented.

24 Hour Cooling Off Period.

There are to be no spontaneous grievance-related conversations immediately following a game or practice. Players and parents agree to wait at least 24 hours after a game or practice prior to initiating a conversation with a coach, coordinator, or Board member. Coaches, coordinators, and Board members agree to not participate in any conversations where the grievance procedure has not been followed. The exception to this would be any situation where there is a threat or intended harm to a player.

The procedures are as follows: General Concerns: Problems or concerns that have to do with the coaching of the team, such as playing time, positions, practices, etc. should be taken to the coach or team manager of the respective team. It is expected that the coach or manager of the team responds to the concern within 48 hours.

If the problem cannot be resolved at this level, the level director for your player should be contacted. The appropriate Director will be responsible for responding to the party (or parties) involved in the grievance. This will allow the other party (or parties) the opportunity to be prepared to discuss the issue. The appropriate Director is responsible to confirm the receipt of the grievance submission form by email in 7-10 days. The appropriate Director will be responsible for notifying the Grievance Committee that a grievance has been filed and also submit a resolution report at the conclusion of the process to the Grievance Committee.

Finally, if the concern cannot be resolved with the previous two levels, the member(s) may bring the concern to the FYHA Grievance Committee. This Committee is made up of board members.

- a. The complainant is to resubmit the grievance form by submitting a written request. No other forms of communication will be accepted. The complainant is to specifically request a hearing for resolution of this grievance by the FYHA Grievance Committee.
- b. The Committee will hear the grievance within 30 days of the request and will provide a minimum seven days' notice of the hearing date, time, and location.
- c. If any member of the Executive Committee has a conflict of interest, that member will not participate in the grievance process. If the FYHA President has a conflict of interest, a new chair for the committee will be selected. A minimum of three reasonably impartial Executive Committee Members will be part of the hearing.
- d. The FYHA Executive Committee will review the grievance submission form and conduct an investigation of the grievance to fully understand the issue.
- e. Once the committee is satisfied and feels they have enough information on the situation that occurred, they will then meet privately without the parties involved to determine what type of resolution will be given.
- f. The committee chair will then notify each of the parties individually to discuss the committee's final determination of the grievance. This will take place within 5 days of the hearing. A written determination will follow within 15 days of the hearing.
- g. The committee's decision will be considered final, and all parties are expected to abide by the ruling of the committee.

SafeSport Violations

In the event that any FYHA member observes any of the violations outlined on the SafeSport website, it is the member's personal responsibility to immediately report their observations to the FYHA President. In addition, the member must also consider reporting suspected child physical or sexual abuse to appropriate law enforcement authorities. FYHA has ZERO TOLERANCE for abuse and misconduct. Additional information regarding SafeSport can be found at:

<http://www.usahockey.com/page/show/908023-usa-hockey-safesport-program>.

LOCKER ROOM AND CO-ED GENDER EQUITY LOCKER ROOM POLICY

FYHA complies directly with USA Hockey policy regarding both the Locker Room policy and the Co-Ed Gender Equity Locker Room Policy. Current D8 Policy is that no player may be in the locker room until a coach or monitor is present.

EQUIPMENT

REQUIRED EQUIPMENT

Tiger Cubs, MITES AND U8

- Neck Laceration Protection, must be commercially designed and manufactured for that purpose.
- Black helmet with approved face mask and mouth guard
- Elbow pads, shin pads, shoulder pads
- Hockey breezers and hockey socks
- Supporter with cup (boys), pelvic protector (girls)
- Hockey skates and hockey stick-straight blade is recommended for beginners
- Hockey gloves
- FYHA will provide a jersey to all players

SQUIRTS, PEEWEES, BANTAMS, GIRLS U10, U12, U14, U16

- Neck Laceration Protection, must be commercially designed and manufactured for that purpose.
- Black Helmet with approved face-mask and mouth guard.
- Elbow pads, shin pads, shoulder pads
- Black hockey breezers, hockey socks and practice jersey
- Supporter with cup (boys), pelvic protector (girls)
- Hockey skates and hockey stick
- Hockey gloves

EQUIPMENT MAINTENANCE

UNIFORM JERSEYS- Parents are responsible for purchasing game jerseys and replacing them as needed. Minor repairs and upkeep of the game uniforms is also the responsibility of the parents. The game jersey will be worn for league and tournament games as specified by the Head Coach. Game socks are the responsibility of the parents. FYHA will provide a lifetime number and specific information to purchase game jerseys and sock replacements.

JERSEY NUMBERS AND DUPLICATES

Lifetime numbers are guaranteed on a 2 year rotation for jersey sets. If a player uses an option/waiver to play 3 years at one level they will be responsible for the purchase of a new jersey set with a number change if a duplicate number occurs on their team.

If a female player first plays on U10 or U12 and then exercises the option/waiver to play Squirt or Pee wee, or vice versa, she will be responsible for a new jersey set and change of number if a duplication occurs on her team.

If you waiver out of the association your number is forfeited.

GOALIE EQUIPMENT

FYHA will supply goalie equipment based on the FYHA goalie gear policy. A \$750 damage deposit will be collected for Squirt and U10 gear. It will be held and returned upon the conclusion of the season. Any equipment returned with damage beyond reasonable wear and tear will be fixed and paid for by the family responsible, out of their damage deposit. Goalie skates are not included.

If FYHA goalies would like to participate in off season training, equipment may be checked out with a \$750.00 deposit from the FYHA Equipment Manager for that purpose.

ALTERNATE JERSEY POLICY

FHYA complies directly with USA Hockey, Minnesota Hockey, and District 8 policy regarding alternate jerseys.

ZERO TOLERANCE RULES FOR PLAYERS AND PARENTS

1. At all levels there will be ZERO tolerance of verbal abuse, obscene or vulgar language and gestures, harassment, misconduct, or other behavior deemed to be abusive directed at the coach, assistant coach, team manager, referees, officials, teammates, opponents, fans or association officials. This behavior will not be tolerated and the player or parent will be required to meet with the FYHA Board at the Board's earliest opportunity. If the Board finds just cause, a three game suspension may be invoked. Any offense deemed serious enough by the Board, may result in further suspension or expulsion.
2. Parents are responsible for their child's behavior at all tournaments and team activities regardless of their child's age. All players attending out of town tournaments MUST have a parent in attendance or written acceptance of responsibility by another parent.
3. Any player or parent misconduct not specifically alluded to above, will be dealt with on an individual basis by the FYHA Board.
4. Per District 8 communication, FYHA can now suspend a player/family without a hearing first. Families can either accept the suspension or request a hearing. *See Grievance Process Section for additional information.

SUBSTANCE ABUSE POLICY

PHILOSOPHY AND PURPOSE

FYHA recognizes the use of mood altering chemicals as a significant health problem, resulting in negative effects on behavior, learning and the total development of each individual. The misuse and abuse of mood altering chemicals by adolescents affects the development of related skills. Others are affected by misuse and abuse of family, team members or other significant persons in their lives.

POLICY

During the hockey season, regardless of quantity, a player shall not:

1. Use a beverage containing alcohol.
2. Use tobacco.
3. Use or consume, have in possession, buy, sell or give away any other controlled substance
4. Use e-cigarette products.

This rule applies the entire season (from sign-up date to completion of the teams' season).

FYHA will use D-8/USA Hockey policies to enforce punishment if needed.

It is not a violation for a player to be in possession of a controlled substance specifically prescribed for the player's own use by his/her doctor.

PENALTIES

1. First Violation: After confirmation of the first violation, the player loses eligibility for the next two weeks. No exception is permitted for a player who becomes a participant in a treatment program.
2. Second Violation: After confirmation of the second violation, the player loses eligibility for the next six weeks. Again, no exception for a player who becomes a participant in a treatment program.
3. Third & Subsequent Violations: After confirmation of the third violation, the player shall lose eligibility for the remainder of the season. No refund of paid fees will be returned. The player will be reinstated for the next season with two violations already in place.
4. Penalties shall be cumulative beginning with and throughout the player's participation in the Farmington Hockey Association. Penalties will carry-over from season to season; numbers of violations are cumulative from year to year.
5. A player shall be disqualified from participation for nine additional weeks beyond the player's original period of ineligibility when the player denies violation of the rules and is allowed to participate and then is subsequently found guilty of the violation.
6. A player that is believed to be under the influence of mood altering chemicals (MAC) before a game or practice will be prevented from participating by the head coach.

It is FYHA's intent to have this policy communicated to all levels, with emphasis at the Bantam, PeeWee, and U12- U15 levels. These players may be asked to sign statements that they understand the policy.

FARMINGTON YOUTH HOCKEY ASSOCIATION 2025-2026 BY-LAWS

BY-LAWS

ARTICLE I - THE ASSOCIATION

Section 1.1 Name - This organization shall be known and do business as the Farmington Youth Hockey Association, Inc., ("FYHA") a non-profit tax exempt corporation incorporated and operated under the laws of the State of Minnesota. The principal office of the FYHA shall be located at FYHA, Post Office Box 223, Farmington, Minnesota 55024.

ARTICLE II - PURPOSE AND LIMITATIONS

Section 2.1 Purpose - The hockey program is established for the children. We have adopted a program philosophy that stresses the teaching of the fundamentals of hockey.

The Associations object is to fulfill all legal purposes provided that the primary purpose of this Association is exclusively within the meaning of Section 501(c)(3) of the Internal Revenue Code, as amended, or such other provisions of Minnesota or Federal law as may from time to time be applicable.

Within the framework and limitations of the foregoing, this Association is organized and shall be operated for charitable purposes including the operation of a youth hockey Association and related programs.

Section 2.2 Resolve - Children and Family members of FYHA officials; including board members, commissioners and coaches shall not receive any preferential treatment in any aspect of FYHA activities. This includes but is not limited to placement evaluation, playing time in games or practices, selection for coaching, officiating, etc

Section 2.3 Disclaimer - the Farmington Youth Hockey Association does not recognize or support, and is *not* connected with any other spring, summer or fall hockey leagues, except those described herein. Individual play on such teams can occur only during the off-season.

Section 2.4 Limitations - All policies and activities of the FYHA shall be consistent with all applicable Federal, State, Local and Trade regulation, and with all other legal requirements. No FYHA earnings shall inure to the benefit of a private individual.

Section 3 Articles of Incorporation - The Articles of Incorporation shall be made a part of these Bylaws, the same as if they were recited verbatim herein. If there is a conflict between the provisions of these Bylaws and the Articles of Corporation, the Articles of Incorporation shall control.

ARTICLE III - MEMBERSHIP

Section 3.1 Association Membership - the Farmington Youth Hockey Association is open to all parents, guardians, players and coaches of the players within the boundaries of the Farmington School District. Anyone outside this jurisdiction may apply to the Board for membership. The Farmington Youth Hockey Association does not discriminate on the basis of sex, race, color, nationality, ethnic origin, or sexual orientation in the administration of its by-laws and policies and procedures.

Section 3.2 Types of Association Membership

1. Voting Members are limited to persons who have players registered in the FYHA program and have paid the required fees determined by the Board.
 - Player's parents or guardians may exercise one vote per registered player.
 - Voting members may serve as a director or hold an officer position.
 - All voting members may exercise their right to vote on gambling issues during the monthly Board meeting.
2. Non-voting Members have no voting privilege and cannot serve as an officer or director in the FYHA. A non-voting member may be appointed by the President to serve on FYHA committees.
 - Sponsors: Persons or firms furnishing goods, services, or financial support to the FYHA may become non-voting members.
 - Affiliates: Coaches, referees, or volunteers interested in serving the FYHA may become non-voting members.

Section 3.3 Expulsion - Any association member may be expelled for cause by two thirds vote of the entire Board.

ARTICLE IV - FEES

Section 4.1 Fees - Registration fees are determined each year by the Board of Directors. The Treasurer will submit a notice of an estimate of fees for the upcoming season based on budget at the Annual Association meeting. Registration fees must be paid in full before a player participates in tryouts or practices. No player may skate with a balance due from registration.

ARTICLE V - THE BOARD OF DIRECTORS

Section 5.1 Authority -The governing body of the Association is the Board of Directors ("The Board"). The Board has authority to supervise, control and direct all aspects of the FYHA, including current Policies and Procedures.

Section 5.2. Composition - The Board of Directors shall be composed of Sixteen (16) Directors with equal votes. In the event a tie occurs, after all votes are cast, including the Presidents, the President will cast the tie breaking vote. The Board shall consist of Ten (10) at large Directors plus the President, the Vice President, the Gambling Manager, the Gambling Oversight Manager, the Secretary and the Treasurer. New Directors will be nominated and open positions will be filled annually.

Section 5.3 The Gambling Manager -This is a board appointed position, and has no expiration on the term as long as the individual has membership status as described by FYHA. The Gambling Manager has full voting rights at FYHA Board meetings and is considered an at-large director in compliance with Minnesota Gambling Control Laws.

Section 5.4 At Large Directors -The ten (10) At-Large Directors serve terms of two (2) years each. They are elected by the FYHA Voting Members annually. The terms of the At-Large Directors are staggered so that five (5) At-Large Director seats are filled at each annual meeting. In years where this number differs due to resignations, movement to permanent positions, or any other factors, the term limits of the next election will be adjusted as needed to meet the requirements of staggering elections.

At- Large Directors shall not be eligible to hold any of the four officer positions, or permanent positions on the Board (President, Vice President, Secretary, Treasurer, Gambling Oversight Manager, Gambling Manager, or Web/Communications Director) during the same year. At least one Director or FYHA Liaison appointed by the president will attend the District 8 and Minnesota Hockey meetings.

Section 5.5 The Vice President, and President -The Vice President is elected each year at the annual association meeting. This person serves the FYHA for a two-year term. During the first year, this person serves as the Vice President. During the second year, this person automatically becomes and serves as the FYHA President. These officers have the functions assigned to them by the Board.

Section 5.6 The Secretary - This position is filled once every two (2) years at the annual FYHA Membership Meeting. A Secretary shall be eligible to serve only two consecutive two-year terms.

Section 5.7 The Treasurer - A person qualified to perform the duties, appointed by the board of directors, as a full voting member of the FYHA Board of Directors. The Treasurer must be the definition of member as described in FYHA rules. The treasurer position will not have a term limit however, the board will conduct an evaluation of the treasurer position to include an independent financial audit annually. The treasurer may be terminated for misconduct, unacceptable performance and/or by unanimous vote from the remaining board members at any time.

Section 5.8 Mid-Term Vacancies - Mid-term vacancies are when a current board member is removed or resigns during the current season. Mid-term vacancies on 36

The Board shall be filled by a majority vote of the remaining Board Members, from the previous year's applicants for elections. Persons appointed in this process shall serve the remainder of the unexpired term. Mid-term vacancies do not apply to a current board member becoming Vice President before completing his or her two year term.

Section 5.9 Compensation and Conflicts of Interest -The Board may, at any time, by resolution, adopt by a simple majority of the total number of The Board, provide for the payment of compensation to and for the payment or reimbursement of expenses incurred by any Director, Officer, agent or employee of the Association. Any such services or expenses must be directly in furtherance of the charitable purposes of the FYHA and the compensation or reimbursement shall be reasonable and not excessive. Members of The Board shall abstain from votes on matters deemed a conflict of interest, financial or otherwise.

Section 5.10 Removal From Office -Any Board member, director or officer may be removed from office for cause by unanimous vote of all other Board members. Attendance policy will be enforced.

Section 5.11 Attendance - Board members who will be absent from a monthly meeting will notify the President or the Secretary before the meeting. Two consecutive absences without notice or four total absences in a year are grounds for dismissal from the Board of Directors.

ARTICLE VI - COMMITTEES

Section 6.1 Selection - The President shall create such committees as deemed necessary to achieve the purposes of FYHA. The President shall appoint volunteers, subject to Board confirmation, to serve on committees functioning in selected areas of FYHA activity. All committees report on their activities and make their recommendations to the Board of Directors for review and approval. Volunteers, voting members, and non voting members are eligible to serve on committees.

Section 6.2 Term - All committee members will be appointed to serve a term of no more than one year. If the committee achieves its purpose before the end of that year, it will be dismissed.

ARTICLE VII - RULES AND AMENDMENTS

Section 7.1 Rules - The Board of Directors may establish rules that are consistent with these by-laws for the policies and procedures and programs of the association. Changes to the policies and procedures need to be approved by a simple majority vote of Board members.

Section 7.2 Amendments - Amendments to these by-laws may be made by unanimous vote of the Board of Directors at a regularly scheduled Board meeting, with notice to all voting members of the association in advance, indicating the change or amendment.

Section 7.3 Voting - There must be at least 10 Board members present to carry any motions. After all votes are cast, including the President, and a Tie results, the President will cast the tie breaking vote.

Section 7.4 Meetings - Meetings will be held the third Wednesday of each month. Board members will be notified of time and location by the Secretary. Meetings will have an Open Protocol format with comments welcome from visitors. Comments from visitors must be informational in nature and may not exceed five (5) minutes per issue. The Board will not engage in the discussion or debate during those five minutes. However, the Board will take the information presented and refer the issue to the individual(s) and/or committee (when appropriate) that would most effectively respond to the issue at hand. As part of the protocol, it is unacceptable for any speaker to slander or engage in character assassination at a FYHA Board Meeting.

ARTICLE VIII - HOCKEY RULES

Section 8.1 Hockey Rules - The Minnesota Hockey Association (MH) shall govern all play except as modified by the Board.

ARTICLE IX - LIABILITY AND INDEMNIFICATION

Except as otherwise provided by law, a person who serves without compensation as a Director, officer, trustee, member or agent of the Association while it is exempt from state income taxation under Minnesota Statutes Chapter 290 is not civilly liable for an act or omission by that person if the act or omission was in good faith, was written in the person's scope of responsibility as a Director, Officer, trustee, member or agent of the Association, and did not constitute willful or reckless misconduct.

To the full extent permitted by the Minnesota Nonprofit Association Act, Minnesota Statutes 317A, as amended from time to time, or by other provision of law, each person who was or is party or is threatened to be made a party to any threatened, pending or completed action, suitor proceeding, wherever and by whomever and by whomsoever brought (including any such proceeding, by or in the right of the Association), whether civil, criminal, administrative or investigative, by reason of the fact that he or she is or was a member, Director, trustee or officer of the Association, or he or she is or was serving at the specific request of the Board of Directors of the Association as a director, trustee, officer, employee or agent of another Association upon the affirmative vote of a majority of the Directors present as a duly held meeting of the Board of Directors for which notice

stating such purpose has been given, against expenses, including attorneys' fees, judgment, fines, and amounts paid in settlement actually and reasonably incurred by such person in connection with such action, suit or proceedings; however, that the indemnification with respect to a person who is or was serving as a director, trustee, officer, employee, or agent of another Association, partnership, joint venture, trust or other enterprise shall only apply only to the extent such person is not indemnified by another Association, partnership, joint venture, trust or other enterprise. The indemnification provided by the Article shall inure to benefit of the heirs, executors, and administrators of such person and shall apply whether or not claim against such person arises out of matters occurring before the adoption of this provision of the Bylaws. This amendment is intended to apply retroactively to any and all acts of the members, Directors, trustees, or Officers of the Association while such Association was eligible for certification as a non profit Association.

The Association is authorized to purchase directors and officers liability insurance.

<i>ARTICLE X - CONTRACTS AND LOANS</i>

Section 1. Contracts – The board may authorize any Officer or Officers, agent or agents, to enter into any contract or execute and deliver any instrument in the name of and on behalf of the Association, and such authority may be general or confined to specific instances.

Section 2. Loans – No loans shall be contracted on behalf of the Association and no evidence of indebtedness shall be issued in its name unless authorization by a resolution of the Board of Directors. Such authority may be general or confined to specific instances.