**BYLAWS OF THE**

Rock Ridge Youth Hockey Association

1. Article I – NAME AND PURPOSE
	1. Name.

Rock Ridge Youth Hockey Association (RRYHA) is a non-profit corporation that provides an accelerated youth hockey program located in the attendance areas of Rock Ridge High School. The geographic area of RRYHA may change from time to time in accordance with its annual Affiliate Agreement with Minnesota Hockey.

* 1. Purpose:

 The organization's purpose is educational and charitable.

1. Article II – MINNESOTA HOCKEY PROVISIONS

2.1 Minnesota Hockey Preeminence.

The RRYHA, an affiliated association of Minnesota Hockey, shall abide by and act in accord with the Minnesota Hockey Articles of Incorporation, Bylaws, Rules and Regulations, Playing Rules and decisions of the Board of Directors of Minnesota Hockey, and such Minnesota Hockey documents and decisions shall take precedence over and supersede all similar governing documents and/or decisions of the RRYHA in the event of a conflict raised by Minnesota Hockey. The RRHYA shall assist Minnesota Hockey in the administration and enforcement of the provisions of the Minnesota Hockey Bylaws, Rules, Regulations, Playing Rules and decisions of the Board of Directors of Minnesota Hockey, within and upon its members and/or within RRYHA's jurisdiction and agrees to be guided by the following core values of USA Hockey and of Minnesota Hockey:

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

**Respect for the Individual** - Treat all others as you expect to be treated.

**Integrity** - We seek to foster honesty and fair play beyond mere strict interpretation of the rules and regulations of the game.

**Pursuit of Excellence at the individual, team and organizational levels** - Each member of the organization, whether player, volunteer or staff, should seek to perform each aspect of the

game to the highest level of his or her ability.

**Enjoyment** - It is important for the hockey experience to be fun, satisfying and rewarding for the participant.

**Loyalty** - We aspire to teach loyalty to the ideals and fellow members of the sport of hockey.

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

2.2 Indemnity.

The RRYHA, as an affiliated association of Minnesota Hockey, shall indemnify and hold harmless Minnesota Hockey, the Board of Directors of Minnesota Hockey, and each member thereof, the Executive Committee of Minnesota Hockey, and each member thereof, councils and committees of Minnesota Hockey and each member thereof, and all other elected, appointed, employed or volunteer representatives of Minnesota Hockey from any and all claims, liabilities, judgments, costs, attorney's fees charges and expenses whatsoever, arising from the acts and omissions of the RRYHA, except to the extent that: 1) Minnesota Hockey or its above described representatives caused such claims, liability, judgments, costs attorney's fees charges or expenses by their own intentional neglect or default; or 2) that such acts or omissions were the direct result of compliance with the Minnesota Hockey Articles of Incorporation, Bylaws, Rules and Regulations, Playing Rules or decisions of the Board of Directors of Minnesota Hockey. Further, the RRYHA understands and acknowledges that Minnesota Hockey and its above described representatives have assumed such assignment, function, office or capacity with Minnesota Hockey upon the express understanding, agreement and condition that they may be so indemnified and held harmless to the extent described in this Section.

2.3 Cooperation.

Minnesota Hockey shall reasonably cooperate with the RRYHA in any litigation and provide reasonable support in connection therewith, including but not limited to advice and testimony upon reasonable request; provided, however, that such cooperation shall not require Minnesota Hockey to incur any out of pocket expense not reimbursed by RRYHA except when said litigation arises out of any action caused by the Minnesota Hockey or its representatives or by compliance with any Minnesota Hockey directive, rule or regulation.

1. Article III – MEMBERSHIP

3.1 Members.

(does this belong in membership?) Any individual residing in the attendance areas of Rock Ridge High School, attending Rock Ridge Youth High School-outside of the attendance area, attending Marquette Catholic School or being home schooled may consider themselves a member of the organization by following the purposes and objectives of the organization, complying with all rules and regulations of the RRYHA, and by paying any fee assessed by the RRYHA on its membership.

Any player, parent or coach who has received a disciplinary penalty from USA Hockey, Minnesota Hockey and Minnesota Hockey District 3 or RRYHA for Code of Conduct, policy, By-Law violations or other behavioral conduct may be disqualified as a RRYHA member in good standing by the RRYHA Board. Further, the member may receive restrictions, suspension or removal (termination) by RRYHA Board. Any member subject to such disqualification or other restriction may not be granted a waiver to another Association in the sole discretion of the RRYHA Board.

3.2 Membership Termination.

A member shall not be expelled or suspended, except for (i) cause, or (ii) nonpayment of dues or fees. A member may be expelled for cause by two-thirds vote of the Board of Directors. Any action by the Board of Directors to suspend or expel a member for cause shall be upon (i) fifteen (15) days prior written notice to the member of the expulsion, suspension, or termination, and the reason for it; and (ii) an opportunity for the Member to be heard, orally or in writing, not less than five (5) days before the effective date of the expulsion, suspension, or termination.

3.3 Membership Resignation.

Any Member may resign his or her membership at any time by giving written notice to the Secretary. Such resignation shall take effect at the date of the receipt of such notice or at any later time specified therein; and, unless otherwise specified therein, the express acceptance of such resignation shall not be necessary to make it effective. Any Member who resigns his or her membership shall not be entitled to a refund of any dues, fees, or other payments made to MHA or its teams.

3.4 Powers.

The Board of Directors shall establish policies and the handbook for RRYHA. Board Members shall constitute the voting members of the RRYHA. The Board shall be responsible to ensure that the policies of the Corporation are followed and that the Purpose of the RRYHA is achieved. Each Board of Director member shall have one vote.

1. Article IV – OFFICERS

4.1 Officers.

The officers of RRYHA shall each serve three-year terms, with a limit of two consecutive terms, or until a successor is elected and qualified. Officers shall be voted on and elected by the general membership as indicated below. There shall be eleven voting board members:

1. **President** – *Elected*
2. **Vice President** - *Elected*
3. **Treasurer** - *Elected*
4. **Secretary** - *Elected*
5. **Equipment Director** - *Elected*
6. **Dibs Coordinator** - *Elected*
7. **Tournament Director** - *Elected*
8. **Canteen Manager** - *Elected*
9. **Gambling Manager** – *Elected*
10. **Youth Hockey Director(YHD)** – *Appointed by the High School coach and RRYHA President*
11. **Girls Youth Hockey Director(GYHD)** – *Appointed by the High School coach and RRYHA President*

The YHD and the GYHD will be appointed by the RRYHA President and their respective High School Coaches. In the event of a tie, the tie breaker will come from the other High School Coach. There shall be an application process at least every two years to ensure that anyone interested has an opportunity to let themselves be heard. (I feel this makes things transparent)

The Board may at its discretion designate additional officers from time to time.

I don’t think we need to list the paid positions(Ice Scheduler and Referee Scheduler) or the volunteer position(Arena Facilitator) on the Bylaws. I have touched on them under the committee section below

I think this should just be “scheduler?” Unless there is someone else who schedules games?

4.2 Nomination.

Annually, on or prior to April 15, the President shall appoint and be the chairman for the nominating committee for the purpose of nominating persons to serve as board members for positions with expiring terms. The nominating committee shall, at a minimum, be comprised of the following five persons: The President, one other Officer, two Board members who are not Officers, and a member of the organization who has not previously served on the Board. The President, at his/her discretion, may designate other people to serve on the nominating committee. The nominating committee shall meet at the call of the President in advance of the annual meeting to present a slate of candidates as officers for the open positions for the following two year term. Consideration of candidates for any office, other than as presented by the nominating committee, shall be restricted to persons who have been nominated by written nomination presented to the Secretary of the MHA no later than May 7 of each year.

How are we structuring this? Is it an election every time positions are up? Or is it an election initially and then it goes to a board vote?

4.3 Term of Office.

The officers of RRYHA elected at the annual meeting(or election?) shall each serve three-year terms, with a limit of two consecutive terms, or until a successor is elected and qualified.

An officer holds office for the term for which the Officer was elected or appointed, and until a successor is elected or appointed and has qualified, or until the earlier death, resignation, removal, or disqualification of the Officer as set forth in these Bylaws.

4.4 Limit on Office.

Officers of the RRYHA shall be limited to one individual per position unless otherwise determined by the Board of Directors

4.5 Duties of Officers.

 4.5.1 President

* Chief Officer of the Rock Ridge Youth Hockey Association
	+ *Oversee the overall operations of the RRYHA*. *The president will be a part of all sub-committees as needed to create continuity with the program.*
	+ *Preside at all meetings of the Board of Directors, including working with the Secretary to define an agenda for each meeting.*
	+ *General Supervision over the business activities of the association.*
	+ *Oversee all policies and resolutions set forth by the Board of Directors.*
	+ *Along with the Youth Hockey Director and Girls Youth Hockey Director, will represent RR at all District 12 functions or meetings.*
	+ *Represent RR and build relationships with the communities, sponsors and other sports associations and any other groups that serve the interest of RR.*
	+ *Always look for way to expand RR membership base.*
	+ *As defined by the Minnesota Charitable Gaming Board, will serve as the CEO of the charitable gaming organization. In this role, the President is responsible to assist in the growth, stability, and financial success of the charitable gaming operation.*
	+ *Responsible for maintaining all organization operating documents, including the Articles of Incorporation, policies and procedures, non-profit status applications, etc.*
	+ *Responsible for requiring and verifying financial audit information for the RRYHA gambling operations as well and the RR general operations.*
	+ *Assist, with the HS Coaches, in appointing the Youth Hockey Director and Girls Youth Hockey Director.*

 4.5.2 Vice President

* Responsible to act in all capacities for the president when he/she is not available to carry-out their required duties.
	+ *Oversight of fundraising.*
	+ *Responsible for website and player registration.*
	+ *Hand delivers all donations that are requested and approved to assure recipients are aware and understand the importance of supporting the source of the funding (gambling sites).*
	+ *Acts as the lead coordinator for “Safe Sports”*

 4.5.3 Treasurer

* Shall have custody of all Rock Ridge Youth Hockey Association general funds and maintain records with full and accurate accounts of all receipts and disbursements. Accounting background is recommended. **(3 Terms)**
	+ *General bookkeeping and P-L in QuickBooks software.*
	+ *Budgeting and forecasting for seasons/programs.*
	+ *Program pricing*
	+ *Monthly reporting for Board Meeting: profit & loss, balance sheet, cash flow statements*
	+ *Monthly expenses/invoices and cost allocations to programs*
	+ *Collection of member fees*
	+ *Issuance and board approvals for all cash outflows or checks*
	+ *Executing, or supervising, the deposit of all organization receipts, organization debts and financial agreements, and maintaining the appropriate records as required by city, state, and federal tax codes for non-profit organizations.*
	+ *Supervises and tracks budgets to maintain the financial health of the organization*
	+ *Works with outside accounting firm(s) for annual audits, reviews financial statements and tax filings.*
	+ *Tracking of Members not in good standing for voting eligibility and collection activities*
	+ *Manages legal agreement obligations and maturities.*

 4.5.4 Secretary

* Responsible for recording and distributing the minutes of each board meeting.
	+ *Maintaining a register of all documentation, including meeting minutes, Treasurer’s reports, charitable gambling reports, approved motions, and any other reports and documentation that is submitted at an official board meeting.*
	+ *Manages mailboxes for Rock Ridge Youth Hockey Association.*
	+ *Acts as the lead coordinator for the following:*
		- Apparel Program

 4.5.5 Equipment Director

* Responsible for managing all player uniforms, team equipment, and coaching supplies needed for all hockey activities and managing first year player equipment starter package.
	+ *Maintains and tracks all inventory of breezers, covers, game jerseys, tryout jerseys, hockey socks and goalie equipment for RRYHA.*
	+ *Maintain safety stock levels for inventory as needed.*
	+ *Tracks and forecasts end of life and replacement of all equipment.*
	+ *Maintains records of all issued equipment.*
	+ *Manages all equipment pick-up and returns for all teams.*
	+ *Track returned all items and condition items were returned in.*
	+ *Request invoices to be sent for any families not willing to return equipment.*
	+ *Monitor equipment condition and complete repairs as needed.*
	+ *Propose budgets needed for purchase of new or replacement equipment.*
	+ *Will provide pucks and all equipment needed to run a successful program.*
	+ *Manages all team pictures*
	+ *Communicate and coordinate plan with Jr Gold as found helpful/beneficial.*
	+ *Recommends jersey design updates for Rock Ridge.*

 4.5.6 Dibs Coordinator

* Primary role is to maintain control of all volunteer opportunities that are needed to run a smooth association.
	+ *Maintain the Dibs tab on the website*
	+ *Will load all available volunteer opportunities*
	+ *Will communicate with the RR board if needed to get shifts fulfilled.*
	+ *Will assist the Tournament Coordinator for shifts needed for all in house tournaments*
	+ *Coordinating*
	+ *Schedule all canteen*
	+ *Scheduling all arena shifts (clock, books, penalty boxes, announcer) for all games, tournaments*
	+ *Works closely with Canteen Manager, Scheduler, Coaches/Team Managers*
	+ *Works closely with hockey families to complete volunteer hours*
	+ *Tracks and communicates completed hours*
	+ *Main Contact for Canteen/Arena shifts*
	+ *Hire employees to work shifts if needed*

 4.5.7 Tournament Director

* + *Enter HOME teams into away tournaments starting in early June, with insight from coaches.*
	+ *Submit MN Hockey Registration form and check 30 days prior to all tournaments or ASAP.*
	+ *Market and assist in filling our HOME tournaments.*
	+ *Develop a tournament budget.*
	+ *Submit tournament advertising (e.g. Let’s Play Hockey)/Work with website manager.)*
	+ *Correspond with other associations to fill tournaments*
	+ *Assist coaches with away tournaments if needed*
	+ *Keep ongoing list of all teams registered and paid for Home tournaments.*
	+ *Update Board on monthly basis of progress*
	+ *Point of contact list for parent volunteers running the tournament*
	+ *Order trophies and awards for tournaments*
	+ *Schedule tournament directors and supporting staff*

 4.5.8 Canteen Manager

* Manage all ordering for the canteen at the Eveleth Hippodrome
	+ *Train new canteen workers.*
	+ *Submit finance reports monthly during the on-season to the board.*
	+ *Submit annual finance reports to the board.*
	+ *Address all canteen changes with the board*
	+ *Oversee proper cleaning*
	+ *Oversee re-stocking of items*
	+ *Have canteen ready for tournament weekends*
	+ *Work closely with the DIBS Coordinator for canteen shifts*
	+ *Make canteen deposits in a timely manner*
	+ *Save receipts and invoices to be given to the treasurer*
	+ *In charge of taking the proper steps to have equipment repaired*
	+ *Obtain a portion of responsibility for RRYHA canteen bank account*

 4.5.9 Gambling Manager

* *Person in charge of day-to-day activities of the organization’s gambling operation.*
	+ *Must be licensed by the Minnesota Gambling Control Board*
	+ *Have a $10,000 bond*
	+ *Have attended a Gambling Manager seminar and passed a written test.*
	+ *Attended a continuing education class every calendar year.*
	+ *Present the current and current budget expense figures at the monthly RRYHA meetings.*
	+ *Complete and file monthly charitable gambling tax returns.*
	+ *Assure that the organization is in compliance with all statutes and rules related to lawful gambling.*
	+ *Review and monitor the conduct of games.*

 4.5.10 Youth Hockey Director

* Responsible for the RR youth levels Mini Mite through Jr Gold. Position is structured for player development driven by RR high school varsity coaches.
	+ *Manage RRYH programming, coaches, player development.*
	+ *In the event of disputes, act as arbitrator in any matter concerning the players, parents and coaches of the RRYH program.*
	+ *The Youth Hockey director must interpret and apply the rules and regulations of USA Hockey, MN Hockey, District 12, and the RR Policies & Procedures.*
	+ *Recruitment and managing the level Coordinators.*
	+ *The YHD acts as lead coordinator for the following:*
		- Will assist the Rock Ridge Varsity Coaches in youth coaches Recruitment, Selection, & Retention
		- Assist Ice Scheduler with Practice and Game Scheduling YHD will ensure all levels are getting treated as equal as possible for practices and games, this includes times of practices, games and locations played.
		- Forecasts projected numbers coming back to Rock Ridge, properly plan team counts, coaching needs, and program budgets for upcoming season.
	+ *The YHD must interpret and apply the rules and regulations of USA Hockey, MN Hockey, District 12, and the Rock Ridge Youth Hockey Association & Procedures.*
	+ *Assist HS coaches with getting youth team staff selected and expectations delivered.*
	+ *Recruitment and managing the youth Coordinators.*
	+ *YHD Director acts as lead coordinator for the following:*
		- Coach Recruitment and Retention.
		- Player Recruitment and Retention.
		- Assist Ice Scheduler with Game Scheduling.
		- Monitor Performances of All youth Teams and team staff.
		- Provide Regular communication and feedback to all coaches throughout season.
	+ *Interactions with the following groups and individuals:*
		- Board Members
		- Youth Coordinators (Mini Mite, Mite, Squirt, Peewee, Bantam & Jr Gold)
		- Team Coaches
		- Team Managers
		- Ice Scheduler
		- Registrar
		- Rock Ridge Members

 4.5.11 Girls Youth Hockey Director

* Responsible for assisting RR high school varsity coach for the girl’s 10U, 12U, and possible 15U programs.
	+ *Assist the RR high school varsity coaching staff in their vision for the youth program.*
	+ *Maintains and updates coaches on any changes coming from the HS level.*
	+ *Forecasts projected numbers coming back to the RR Program to properly plan team counts, coaching needs.*
	+ *In the event of disputes, act as arbitrator in any matter concerning the players, parents, and coaches of the Girls Program.*
	+ *The Girls YHD must interpret and apply the rules and regulations of USA Hockey, MN Hockey, District 12, and the Rock Ridge Association Policies & Procedures.*
	+ *Assist coaches with getting team staff selected and expectations delivered.*
	+ *Girls YHD acts as lead coordinator for the following:*
		- Coach Recruitment and Retention.
		- Player Recruitment and Retention.
		- Assist Ice Scheduler with Game Scheduling.
		- Monitor Performances of All Girls Teams.
		- Provide Regular communication and feedback to all coaches throughout season.
	+ *Interactions with the following groups and individuals:*
		- Board Members
		- Girls Coordinator
		- Team Coaches
		- Team Managers
		- Ice Scheduler
		- Registrar
		- RR Members

***Officer duties are general and not necessarily all-inclusive. Teamwork is the key to a successful organization. Officers are expected to work together and share the workload to ensure all necessary tasks are complete.***

4.6 Conflict of Interests.

No Officer, other than the YHD and GYHD, shall serve on the Player Development Committee.

1. Article V – BOARD OF DIRECTORS

5.1 Powers.

The government of the RRYHA is vested in the Board of Directors(BOD). The Board of Directors shall have supervision, control and direction of the affairs of the RRYHA, its committees, and publications; shall determine its policies and changes therein; and shall actively prosecute its objectives and supervise disbursements of its funds. The Board may adopt such rules and regulations for the conduct of its business as shall be deemed advisable.

The Rock Ridge Youth Hockey Association shall be comprised of two branches:

1. Board of Directors
2. Player Development Committee(PDC)

As stated above, the Board of Directors shall be the governing body responsible for the overall operations of the organization, focused primarily on the business and financials. The Player Development Committee shall be responsible for the hockey organizational structure, player development, and the day-to-day hockey operations.

Although the BOD will act as the overall governing body of the organization, the Players development committee will act autonomously on all decisions related to hockey organizational structure, player development, and day-to-day hockey operations.

5.2 Membership.

The BOD shall have a minimum of 11 voting members

5.3 Voting Director.

Each member shall have one vote.

5.4 Membership Required.

Voting Directors shall be residents of the RRYHA geographic area and members in good standing of the RRYHA.

5.5 Directors.

Directors, other than officers, are nominated by the President of the RRYHA and confirmed by the majority vote of the

Board. The term of office of the Directors shall be three years. Each director and officer shall serve until the expiration of his or her term, or until their successor is elected and qualified.

5.6 Quorum.

A majority of the directors shall constitute a quorum for the purpose of conducting business of the RRYHA.

5.7 Director Vacancies.

Whenever vacancies in the membership of the Board of Director shall arise, other than by expiration of the term of office, the President shall nominate a person qualified to be a member of the Board to fill a vacancy and serve the remainder of the term.

5.8 Director Resignation.

A Director may resign at any time by giving written notice to the Board of Directors. The resignation is effective without acceptance when the notice is given to the Board of Directors, unless a later effective time is specified in the notice.

5.9 Director Removal.

A Director may be removed from the Board of Directors prior to the expiration of his/her term upon written petition from a majority of the Board Members in good standing. In such event, the Director shall be given written notice, which notice shall outline the justification for such action, and the actions to appeal the petition. If no such appeal is filed with the President, the petition will be considered to be un-contested and will be voted upon by the Board of Directors at their next regularly scheduled meeting. The Board shall vote by written ballot. A two-thirds (2/3) majority of the full Board will be required to remove the director.

Any member who misses three or more consecutive meetings without prior notice will be automatically terminated and will be considered voluntarily resigned.

5.10 Conflict of Interests.

5.10.1 The RRYHA shall not enter into any contract or transaction with one or more of its Directors, a Director of a related organization (within the meaning of MN Statutes, Section 317A.011, subd. 18) or an organization in or of which a Director is a Director, Officer, or legal representative or has a material financial interest; unless the material facts as to the contract or transaction and as to the Director's interest are fully disclosed or known to the Board of Directors, and the Board of Directors authorizes, approves, or ratifies the contract or transaction in good faith by the affirmative vote of a majority of the Directors (without counting the interested Director), at a meeting at which there is a quorum without counting the interested Director. The minutes of all actions taken on such matters shall clearly reflect that these requirements have been met. Failure to comply with the provisions of this Section shall not invalidate any contract or transaction to which this RRYHA is a party.

5.11 Compensation.

The Board of Directors shall receive no compensation for their services as directors.

The Board may hire, as they see fit from time to time, a referee coordinator and scheduler. These may be paid positions; the pay will be agreed upon by majority vote by the Board of Directors at a regularly scheduled board meeting. These paid positions will be applied for by members of the association. In addition, the board may also offer a waiver of volunteer hours for certain positions, i.e. Arena Facilitator.

The Player Development Committee may wish to pay coaches working at certain levels of the program. The Youth Hockey Director and Girls Youth Hockey Director may bring these recommendations forward to the Board of Directors for board approval.

1. Article VI – MEETINGS
	1. Meetings of the Board of Directors.

The Board of Directors shall hold its annual meeting during the month of June, unless notice has been provided at least two weeks prior to any such alternate date.

* 1. Regular Meetings.

Regular meetings of the Board of Directors shall be held each month. The date, time or place may be changed at the discretion of the President and upon timely notice to the other members of the Board.

6.3 Special Meetings.

The Board of Directors shall hold special meetings for any purpose at any time and may be called by the President or a majority of the Board of Directors, upon reasonable notice. Reasonable notice shall be a minimum of 24 hours-notice. Notice may be given either by mail or electronic means. Attendance at any special meeting constitutes waiver of any objections regarding lack of notice.

A duly elected Board Member may attend a special Board meeting by electronic means as long as such means allow the Board Member to hear the proceedings and participate in the meeting in a reasonable and efficient manner.

1. Article VII – FISCAL YEAR

The fiscal year of the RRYHA shall terminate on the 31st day of May each year

1. Article VIII – DUES AND ASSESSMENTS

The amount of registration shall be approved annually by the Board of Directors.

1. Article IX – COMMITTEES

9.1 Standing Committees.

The Board of Directors may create such standing or special committees, including the appointment of coordinators, managers and other volunteers to participate on such committees as it deems necessary to promote the purposes and carry out the work of the RRYHA. The Board of Directors shall designate the committee chairperson, either a director or a member of the RRYHA.

9.2 Other Committees.

The Board of Directors may from time to time appoint members of the RRYHA, including the appointment of coordinators, managers and others to study and advise the RRYHA of such matters, as the President deems necessary and suitable.

9.3 Executive Committee.

The Officers of the RRYHA shall constitute an executive committee, and a majority of the Officers shall constitute a quorum for the purpose of conducting business of the RRYHA.

9.4 Player Development Committee(PDC).

The Youth Hockey Director and Girls Youth Hockey Director shall be the chairpersons for this committee and also both be voting Officers on the Board of Directors. They will act as liaisons for the Player Development Committee(PDC) to the Board of Directors. They will be responsible for carrying forward the vision and direction established by the HS Coaches and the PDC for their respective levels. The PDC will be led by the boys and girls Rock Ridge High School Hockey Coaches(HS Coaches). They will be responsible for the overall vision and direction for their respective levels. The PDC will include the following:

1. Rock Ridge head HS Coaches(and Assistants as deemed appropriate by the Head Coaches)
2. Youth Hockey Director(YHD) – Jr Gold, Bantams, Peewees, Squirts, Mites, Mini Mites
3. Girls Youth Hockey Director(HYHD) – all girls youth teams
4. Other members, as deemed appropriate and appointed by the HS Coaches

The Board of Directors shall be the governing body responsible for the overall operations of RRYHA, focused primarily on the business and financials, but the PDC shall be responsible for the hockey organizational structure, player development, and the day-to-day hockey operations.

The Player Development Committee is authorized to act autonomously on all decisions related to hockey organizational structure, player development, and day-to-day hockey operations.

If they need financial assistance from the association the YHD and GYHD shall bring their recommendations to a regularly scheduled board meeting for board approval.

9.5 Grievance Committee.

The Board of Directors shall, by action of the majority of the entire Board, designate three (3) or more of its members as a Grievance Committee which shall provide for the prompt and equitable resolution of grievances of its members, including fair notice and opportunity for a hearing to any athlete, coach, trainer, manager, administrator, official or member of RRYHA before declaring any such individual ineligible to participate in any activities under the jurisdiction of RRYHA. The RRYHA will have a written disciplinary policy, as described by the Bylaws, "Code of Conduct" and "Parent Handbook" for inappropriate behavior by members, players, parents and coaches.

10.) Article X – RECORDS AND FINANCIAL

10.1 Fiscal Year.

The fiscal year of the RRYHA shall terminate on the last day of May each year.

10.2 Books and Records.

The Board of Directors shall cause to be kept: A membership register, a record of all proceedings of the directors, a complete accounting record of the receipt and disbursements of the RRYHA and other such records and books of account as shall be necessary to fitting to the conduct of the RRYHA's business.

10.3 Documents.

The Board of Directors shall cause to kept in a suitable and safe location, originals or copies of, the Article of Incorporation, Bylaws of the RRYHA, and amendments thereto, current operating policies and audited financial statements. The RRYHA will distribute to its members in good standing, on an annual basis, upon request, copies of its Bylaws, Rules and Regulations, Policies and Guidelines, and other governing documents, and all amendments thereto.

10.4 Audit and Examination of Books

Management is responsible for the preparation and fair presentation of the RRYHA financial statements in accordance with accounting principles generally accepted in the United States of America; this includes the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error.

Minnesota statues require that an organization licensed to conduct lawful gambling in Minnesota must have an independent accountant licensed by the state of Minnesota perform an annual financial audit of its lawful gambling activities and funds. The basis of presentation of the lawful gambling fund is the regulatory basis of accounting prescribed by the State of Minnesota, which is a comprehensive basis of accounting other than U.S. generally accepted accounting principles.

Any member in good standing of the RRYHA shall have the right to examine, either in person or agent or attorney, at any reasonable time, for any proper purpose, and at the place or places where usually kept, the books of account and records of the proceedings of the Directors and to make extracts therefrom.

11.) Article XI – INDEMNIFICATION; STANDARD OF CONDUCT

11.1 Indemnification.

The RRYHA shall indemnify such persons, for such expenses and liabilities, in such a manner, under such circumstances, and to such extent, as permitted by Minnesota Statutes, Section 317A.521, as now enacted or hereafter amended.

11.2 Standard of Conduct.

Each Director shall discharge his or her duties as a Director in good faith, in a manner which the Director reasonably believes to be the best interests of the RRYHA and with the care of an ordinary prudent person in a like position would exercise under similar circumstances.

11.3 Parliamentary Authority.

The rules contained in the current edition of *Robert's Rules of Order Newly Revised* shall govern RRYHA in all cases to which they are applicable and in which they are not inconsistent with these Bylaws and any special rules of order the organization may adopt.

12.) Article XII – SEXUAL AND PHYSICAL ABUSE

12.1 Sexual and Physical Abuse Policy.

The policies in the article are subject to any contrary requirements in Minnesota State law or local law applicable to Minnesota Hockey Affiliates.

12.2 Sexual Abuse Policy.

It is the policy of RRYHA that there shall be no sexual abuse of any minor participant involved in any of its sanctioned programs, its Training Camps, Hockey Clinics, Coaches Clinics, Invitational and Playoff Tournaments or other RRYHA events by an employee, volunteer, or independent contractor. Sexual abuse of a minor participant occurs when an employee, volunteer or independent contractor touches a minor participant for the purpose of causing the sexual arousal or gratification of either the minor participant or the employee, volunteer or independent contractor. Sexual abuse of a minor participant also occurs when a minor player touches an employee, volunteer or independent contractor for the sexual arousal or sexual gratification of either the minor participant or employee, volunteer or independent contractor, if the touching occurs at the request or with the consent of the employee, volunteer or independent contractor.

Upon proof of violation of this policy, the violator will be permanently banned or suspended from RRYHA sanctioned programs and/or the programs of its cooperative or Affiliate Associations

12.3 Physical Abuse Policy.

It is the policy of RRYHA that there shall be no physical abuse of any participant involved in any of its sanctioned programs, its Training Camps, Hockey Clinics, Coaches Clinics, Invitational and Playoff Tournaments or other MHA events by any employee, volunteer or independent contractor. Physical abuse means physical contact with a participant that intentionally causes the participant to sustain bodily harm or personal injury. Physical abuse also includes physical contact with a participant that intentionally creates a threat of immediate bodily harm or personal injury.

Physical abuse does not include physical contact that is reasonably designed to coach, teach or demonstrate playing safe hockey and/or a hockey skill. Permitted physical conduct may include, but is not necessarily limited to, shooting pucks at a goaltender, demonstrating checking and other hockey skills, and communicating with or directing participants, during the course of a game, scrimmage or practice, by touching them in a non-threatening, non-sexual manner.

13.) Article XIII – AMENDMENTS TO BYLAWS

 These Bylaws may be amended or altered only as provided by Minnesota Statutes Section 317A.203, Subd. 2 as amended.

All amendments and/or alterations of the Bylaws made subsequent to the prior year's annual meeting will be reported by the President at the next annual meeting.

14.) Article XIV – DISSOLUTION

Upon the dissolution of this RRYHA, the RRYHA shall, after paying or making provisions for the payment of all liabilities, dispose of all assets of the RRYHA exclusively for the purpose of the RRYFHA in such a manner, or to such organization or organizations organized and operated exclusively for the charitable, educational, religious, or scientific purposes as shall at the time qualify as an exempt organization or organization under Sec. 501(c) (3) of the Internal Revenue code of 1986 (or corresponding provision of any future United States Internal Revenue Law), as the directors shall determine. Any such assets not disposed of shall be disposed of by a court of competent jurisdiction of Hennepin County exclusively for such purposes or to such organization, as said court shall determine, which are organized and operated exclusively for such purpose.

THIS DOCUMENT AS ADOPTED BY THE BOARD OF DIRECTORS ON THE 19th DAY OF MARCH, 2018 INCLUDES ANY AND ALL CHANGES.

President Date

Secretary Date