



## Purpose

This policy provides a clear framework for addressing and resolving disputes related to team fees between parents/guardians and team coaches/managers.

It ensures fairness, transparency, and the continued positive involvement of all athletes.

## Policy

### 1. Definition of Team Fees

Team fees are separate from registration fees and are determined at the discretion of the coaching staff. These fees vary by team age and loop. NWRA is not involved in setting these fees.

### 2. Scope of Team Fees

Team fees cover expenses beyond registration fees, such as icetime for practices, dryland training, tournament fees, team events, and other associated costs.

### 3. Setting and Communicating Team Fees

Coaches are expected to set reasonable team fees, considering the team's age and competitive level. These fees, along with payment schedules, should be communicated to parents/guardians during the initial team meeting.

### 4. Proactive Communication of Financial Challenges

In cases of unique or challenging financial circumstances, parents/guardians are encouraged to engage in open and candid communication with the team manager or coaches. The goal of these discussions should be to develop a workable payment schedule or plan that ensures the athlete's continued involvement while maintaining the team's financial stability.

### 5. Supported Resolution by NWRA

If no mutual solution is reached between the parent/guardian and the coach/manager, either party may escalate the issue to NWRA by contacting the President, Vice President, and Treasurer. NWRA will act as a neutral and confidential mediator to facilitate a fair resolution that considers the needs of all parties involved.

### 6. Escalation to the Board

Should efforts fail to resolve the dispute, the matter will be referred to the NWRA Board for review. The Board will evaluate the facts, discuss the issue, and issue a binding resolution through a formal motion. In rare cases where no resolution can be reached, the Board reserves the right to suspend the athlete from participating in all on and off ice activities until the matter is resolved. This action will only be taken as a last resort to ensure the smooth operation of the team.

### 7. Timelines for Resolution

Disputes should be raised promptly to prevent delays.

*\*PLEASE NOTE: Policy subject to change at discretion of NWRA board\**