



**ESTERHAZY
FLYERS**

**Minor Hockey
Association**

CONSTITUTION POLICIES & PROCEDURES

Updated August, 2025

Esterhazy Minor Hockey Executive 2025-2026

President.....Glen Simon
Vice-PresidentChris Martin
SecretaryChantelle Earnshaw
Treasurer
Referee-in-ChiefTraci Denbrok
Registrar..... Chantelle Earnshaw

Additional Executive Members:

Stefan Arnason
Jolene Campbell
Michelle Fuhr – Calendar Fundraiser
Amy Hudacek
Murray Johnson – Equipment
Rob Larson
Scott Woytas
Jessica Yablonski

Team Coordinators:

Division	Coordinator 1	Phone Number	Coordinator 2	Phone Number
U5			Murray Johnson	306-745-7034
U7			Murray Johnson	306-745-7034
U9			Amy Hudacek	306-740-6100
U11	Glen Simon	396-740-8104	Michelle Fuhr	306-743-7932
U13	Chantelle Earnshaw	306-745-3333	Stefan Arnason	306-745-8440
U15	Chris Martin	306-740-6215		
U18				

Esterhazy Minor Hockey Association

CONSTITUTION

1 NAME

The name of the association will be Esterhazy Minor Hockey Association. The abbreviation title will be EMHA.

2 OBJECTIVES

- .01 To provide hockey for all children residing in Esterhazy and surrounding area to age eighteen.**
- .02 To foster and improve the game of hockey among all participants.**
- .03 To foster and promote sportsmanship, citizenship, and leadership.**

3 EXECUTIVE COMMITTEE

- .01** An Executive member or his/her spouse must not be an employee of the EMHA.
- .02** Each Executive position will be a two (2) year term on a rotation basis. (Six members will run for re-election each year.)
- .03**
 - a)** The President will be elected by the membership at the Annual Meeting. Nominees must have served on the Executive during the prior year.
 - b)** The Executive will elect a Vice President, Secretary, Treasurer, Referee-in-Chief and Equipment Manager from the Executive members after the annual meeting.
 - c)** The President will serve 1 term with a maximum of 3 terms.
- .04** The Executive will have authorization to appoint vacant positions as necessary.
- .05** The Executive members will establish and maintain EMHA policies and procedures.
- .06** The voting Executive members of EMHA will include:
 - a) President
 - b) Vice President
 - c) Secretary
 - d) Treasurer
 - e) Registrar
 - f) Referee in Chief
 - g) Seven (7) Directors
- .07** The Executive members are expected to attend meetings regularly. Any member who misses 3 consecutive meetings during the season may be removed from the board by vote of the members present at the 3rd meeting. At the AGM, any member who has missed 50% or more of the meetings that season will be removed from the board.
- .08** Any board member may participate in the meeting remotely using technology. A person so participating in a meeting is deemed to be present at a meeting. The board may determine that an entire meeting be held remotely by the use of technology that permit all participants to communicate adequately with each other during the meeting.

4 DUTIES OF THE EXECUTIVE POSITIONS

- .01** President
 - a)** Preside at all meetings of the EMHA or its Executive.
 - b)** Give notice of special meetings.
 - c)** Perform such duties as normally pertain to the office of the President and will generally oversee the business of EMHA.
 - d)** Be an ex-officio member of all committees.
 - e)** Work with the Recreation Director to coordinate ice time and to assign open ice equally among all teams.
 - f)** Ensure that EMHA is represented at all league meetings.
 - g)** Ensure that the schedule of EMHA games is followed.
- Ensure there are sufficient and suitable coaches and assistant coaches.

- h) Assign committee chairman and members to special projects.
- i) Arrange, along with the Recreation Director, that teams are registered in Provincial Play-offs.

.02 Vice President

- a) Assist the President at all meetings.
- b) Assume the duties of the President in his absence.
- c) Assume the President's duties upon his resignation.

.03 Secretary

- a) Communicate date, time, and location of monthly meetings to all Executive members seven (7) days prior to the meeting.
- b) Record minutes of annual and Executive meetings.
- c) Distribute minutes of meetings and all other literature as required to all Executive members.
- d) Post minutes of annual meeting on EMHA website.
- e) Post EMHA policies and procedures on EMHA website and make available upon request.
- f) Install and date changes made to EMHA policy and procedures within one month of the change.
- g) Maintain EMHA files and records.

.04 Treasurer

- a) Receive all funds of EMHA and issue receipts.
- b) Deposit and disburse such funds in the manner prescribed by the Executive members.
- c) Be responsible for maintaining acceptable financial records.
- d) Deposit all monies in a bank of the Executive's choice.
- e) Prepare a statement of receipts and payments for information at each meeting.
- f) Submit the financial records for annual independent audit or upon request by the Executive.
- g) Be responsible for collection of EMHA gate admissions.
- h) Provide a current financial statement at the annual meeting.
- i) Provide a projected budget for the next season at the annual meeting.
- j) Signing authority on all monies paid out will be signed by the Treasurer and the President.
- k) Pay honorarium of \$1500 to the Referee in Chief at the conclusion of each season.

.05 Registrar

- a) Lead player registration and coach application process.
- b) Collect all money from registration and provide to treasurer for deposit.
- c) Collect and track criminal record checks as required.
- d) Register all team rosters with Hockey Sask, Major Hockey League and Hockey Canada as required.
- e) Track team staff qualifications and report to division coordinators all team staff that do not have qualifications by required deadlines.

.06 Referee in Chief

- a) Lead officiating for all EMHA events.
- b) Ensure all EMHA officials meet or exceed Hockey Sask guidelines for one ice officiating.
- c) Plan and schedule officials for all games.

.07 Directors (7)

- a) Equipment Coordinator
- b) Sponsorship Coordinator
- c) Social Media Coordinator

- d) Scheduling Coordinator
- e) Fundraising Coordinator
- f) Special project committees

- .08 Recreation Director
 - a) Post all rink schedules.
 - b) Act as advisor to EMHA coaches and Executive members.
 - c) Be the representative of the Town of Esterhazy and the liaison between the Town of Esterhazy and EMHA.
 - d) Ensure that ice has been flooded prior to game time for any EMHA league home game.

5 MEETINGS

- .01 There will be an annual meeting held in April in Esterhazy.
- .02 The business at the annual meeting will include:
 - a) Reading of minutes of the previous annual meeting
 - b) President's address
 - c) Correspondence
 - d) Treasurer's report
 - e) Election of executive members
 - f) New business
 - g) Amendments to the constitution
 - h) Adjournment
- .03 Executive members, other than the Recreation Director and Past President, will be elected by secret ballot.
- .04 Voting privileges at the annual meeting will be limited to all parents of duly registered children, appointed coaches, managers, and Executive members. One vote per hockey registration.
- .05 Voting privileges at Executive meetings will be limited to Executive members only. The President will vote only in the case of a tie.
- .06 The Executive members will meet monthly during the hockey season with special meetings as required.
- .07 All monthly meetings will be held with at least 7 days notification to all executive members.
- .08 All Executive meetings must have at least 50% of the voting members present.
- .09 Delegates/delegations must be added to the agenda of Executive meetings at least 48 hours before the meeting.
- .10 All discussions at Executive meetings are confidential.

6 CRIMINAL RECORDS CHECK/VULNERABLE PERSONS CHECK

- .01 Due to the positions of trust that are inherent within the EMHA all volunteers and employees shall be required to have a criminal record check. A criminal record check is to be completed and handed in with coaching application or before November 1st for all other positions. Criminal record checks will be valid for three (3) years. EMHA reserves the right to request a criminal record check at the board's discretion before the 3-year term.
- .02 Every volunteer (i.e. league executive, coaches, managers, adult officials), once accepted, is obligated to inform the Board of Directors if he or she is charged, tried or convicted of any offence under the Criminal Code or under provincial or federal statutes, if that offence is relative to a position of trust held by the individual.
- .03 In general, individuals with past Criminal Code convictions for certain offences will not be accepted for a direct service position with participants. These offences include, but are not limited to, the following with exclusion of timeframes listed:

Lifetime:

- Sexual Assault

- Sexual Exploitation
- Invitation to Sexual Touching
- Sexual Interference
- Procuring Sexual Activity
- Child Pornography related charges – all related charges
- Child Assault
- Child Abuse
- Serious or threatening behavior to children
- Current prohibitions or probation forbidding the individual to have contact with children under the age of 18
- Theft, fraud, and related offences (while in a Position of Trust)

Five (5) Years:

- Assault
- Any Weapons offence
- Conviction under the Controlled Drugs and Substances Act

Until resolved through the Judicial System, outstanding convictions or charges pending for any violent offence or outstanding convictions or charges pending for any sexual offence. After the exclusion timeframes have lapsed the applicant is not automatically reinstated in good standing. A review committee will review their application and decide if the application should be accepted. If the applicant is accepted, they will be on a probationary term for two (2) years during which time their participation will be monitored. They will not be allowed to head coach for any team during their probationary term. There will be no review of appeal on a lifetime ban.

7 AMENDMENTS TO THE CONSTITUTION

- .01** Notices of proposed amendments to the constitution will be sent to the secretary 14 days prior to the annual meeting.
- .02** The constitution will only be amended, repealed, or altered by a two-thirds majority vote at the annual meeting.

Esterhazy Minor Hockey Association POLICIES AND PROCEDURES

1 Expectations

- .01** EMHA Constitution, Policy and Procedures are posted on EMHA website for reference and available electronically if requested.
- .02** All Executive members, coaches and managers will be familiar with the constitution, policies, and procedures.
- .03** With the exception of those policy and procedures specifically mentioned and covered herein, the Hockey Sask rules and regulations will prevail.
- .04** Any actions of a team regarding fund raising, communications, etc. that may or will contravene policy must be presented to and be approved by the Executive before proceeding.
- .05** EMHA and associated teams will purchase locally whenever practicable.
- .06** It is understood that minor hockey is for the equal participation of all registrants.

2 Scheduling and Cancellation of Games/Practices

- .01** League game scheduling will have priority over practices with the best intentions to schedule games without interfering with practice times. Scheduling will take place to best balance ice times between all teams.
- .02** League games cannot be cancelled for tournaments or exhibition games.
- .03** Every effort will be made to post ice schedules one week in advance.
- .04** All out of town ice scheduling must have prior approval by EMHA.
- .05** Home game cancellations must be reported immediately to the Recreation Director and the Referee-in-Chief.
- .06** Each team will be responsible for the advertisement of games.

3 Registration

- .01** Registration fee rates and deadlines will be set by the Executive at the beginning of the season.
- .02** EMHA will refund a player's registration in full up until October 31st. After that date, refunds will be prorated to the date the EMHA Registrar is informed of the player's intention to discontinue with EMHA. No refunds will be issued after Dec 15th. The Hockey Sask insurance fee is not refundable. The remaining refund will be prorated on a six-month basis.
- .03** Hockey Sask and league registrations will be paid by EMHA.
- .04** All players must be registered prior to participation in try-outs or camps.
- .05 (a)** Each player must be properly registered before being allowed on the ice.
- .05 (b)** Registration must be paid in full by November 1st of current year. If registration is not paid by any player, that players coach will be notified, and that player will not participate in any minor hockey activity until all fees are collected.
- .06** Registrations received after 12:01am on August 29th must include a late penalty of \$100.00
- .07** Registrations received after September 30th must receive EMHA executive approval before the registrant may participate in any minor hockey activity.
- .08** In order to register with the EMHA, the player must be a bona fide resident of Esterhazy as defined by Hockey Sask regulations.
- .09** Registration of players from centers outside of Esterhazy, including combining of centers, will only occur with the permission of the EMHA Executive before October 1st. Such permission will only be granted after a majority vote of the Executive and will consider current team size, available coaches, and any other contributing factors.

4 EMHA - Stockholm Arena

- .01 EMHA will approve all scheduling between Esterhazy and Stockholm.

5 Admissions

- .01 Game admission fees and gate pass rates will be set by the Executive.
- .02 Players, player's parents and family, and player's stepparents and immediate family will not be required to pay admission for regular season games or the player's home tournament.
- .03 Each team will be responsible for admission collections as per EMHA guidelines.
- .04 EMHA Executive members will have free admission to all minor hockey home games.

6 Referee-in-Chief

- .01 will be elected by the EMHA Executive.
- .02 will appoint referees for all games unless otherwise provided by the Hockey Sask and League rules.
- .03 will be responsible for referees' pay as set out by the Executive.
- .04 will arrange for referee clinics for local referees.
- .05 will promote, encourage, and aid in the development of new referees and linesmen.
- .06 will receive questions or complaints regarding officials and will attempt to resolve same.

7 Equipment

- .01 All equipment must be purchased on the advice of the equipment manager.
- .02 All unusable equipment will be disposed of by the equipment manager on approval of the Executive.
- .03 Each team will be provided with a locker that is stocked as per equipment guidelines (see page 13).

8 Tournaments

- .01 Rules will be governed by Hockey Canada and Hockey Sask regulations.
- .02 Each age division will be allowed an allotted time to host a tournament.
- .03 The tournament chairperson will be responsible for advertising, securing the sanction, scheduling games and floods, notifying the referee-in-chief, entrance fees, providing minor officials, gate admission, and submitting all game sheets to Hockey Sask.
- .05 A financial statement will be presented to the EMHA Executive within 10 days following the completion of the tournament.

9 Fund Raising

- .01 50/50 tickets may be sold at all home games for the home team's benefit.
- .02 All other fund raising must be approved by the Executive.
- .03 Teams will not solicit donations unless approved by EMHA.

10 Awards

- .01 EMHA may purchase a banner for display in the rink recognizing team achievement for a provincial championship.
- .02 Awards of recognition may be made for special occasions.
- .03 Championship team pictures will be provided by EMHA and displayed in the rink lobby.
- .04 Service awards will be presented to retiring executive members that have served two or more terms on the EMHA executive. Examples of gifts are pen sets, plaques, or clocks.
- .05 Service awards will be presented to retiring presidents. The cost of this award will be up to \$200.

11 Coaches and/or Manager

- .01 FAIR PLAY POLICY: It is in the best interest of player development and for the betterment of minor hockey that every player registered in the EMHA receives an equitable share of ice time. Coaches are responsible to ensure that each player receives a fair share of ice time

during games and practices. Coaches may deviate from this guideline during approximately the last 5 minutes of a game. They may also deviate for the following reasons:

- a) discipline
- b) playoffs
- c) carded and provincial teams
- d) lack of commitment to games and practices

- .02 a) All coaches/managers must be familiar with the EMHA "Buddy System." (See Officiating)
- b) Harassment of game officials by coaches or managers will not be tolerated and will be dealt with by the EMHA.
- c) EMHA coaches/managers must address concerns about junior officials with a senior official of the Buddy System assigned to that division. No EMHA coach is permitted to directly address concerns with junior officials at any time.
- .03 The appointment and dismissal of coaches will be made by the EMHA Executive. Head coaches will be appointed by EMHA Executive within 2 weeks of the close of registration.
- .04 The EMHA will advertise the need for coaches as appropriate.
- .05 Applicants for coaching and management positions will be required to complete and submit an application form provided by EMHA. Applications must be received by the EMHA by the close of registration to be considered.
- .06 Head Coaches will select assistant coaches, managers **after teams have been formed**.
- .07 No head coach will be listed with more than one team as a head coach or manager.
- .08 Coaches and managers must comply with Hockey Sask, CHA and EMHA rules and regulations.
- .09 Coaches' actions and their instructions to players must be tempered toward good conduct and the welfare of the players. Coaches are responsible for the conduct of their players and themselves on and off the ice and will display gentlemanly conduct, good sportsmanship, and good manners at all times.
- .10 Coaches will not allow hazing of any type, head-shaving, or horseplay by players.
- .11 The coach is responsible for ensuring that every player is dressed in CSA approved equipment while on the ice.
- .12 Coaches must ensure that players keep their dressing rooms clean and not abused. An adult must monitor the dressing room whenever players are present. Two adults may be required as per Respect in Sport guidelines.
- .13 Head Coaches or Managers must ensure that game sheets are completed properly and emailed *to the league statistician within the timelines set out by the league and or Hockey Sask*.
- .14 Managers are responsible for obtaining timekeepers and off ice officials.
- .15 (a) Coaches and managers will attend all clinics necessary to hold current Hockey Sask certifications required for their division and position.
- .15 (b) Coaches and managers will be responsible for all fines levied as a result of not obtaining proper certification.
- .16 It is the coaches' responsibility to ensure that no profane language is used.
- .17 Head Coaches or Managers must schedule league and play-off games to allot times.
- .18 The coach or manager must complete and acknowledge the appropriate equipment forms and be responsible for distributing EMHA equipment and collecting and returning that equipment by the end of March.
- .19 Coaches or managers do not have the authority to charge any equipment or related items to EMHA unless approved by the equipment manager.
- .20 Concerns or questions must be discussed first with the division coordinator.
- .21 Discipline of coaches will be dealt with by the EMHA on an individual case basis.
- .22 EMHA will cover prearranged expenses for non-parent coaches selected by EMHA.
- .23 Hockey Sask Handbook is available electronically on Hockey Sask website and App. All coaches and managers shall make themselves familiar with Hockey Sask Handbook.
- .24 Any payments from EMHA for expenses incurred to attend clinics must be pre-approved by the executive.

- .25 For the safety of all participants, it is mandatory that any registered Team Official (coach, assistant coach, trainer, manager, stick boy, etc.) guest coach or volunteer who is on the ice for any practice must wear a CSA approved helmet with the chin strap of the helmet securely fastened.
- .26 Any volunteer under 18 years of age must wear face protection while on the ice in addition to the CSA approved helmet with chin strap of the helmet securely fastened.

12 Dressing rooms/arena

- .01 An adult must monitor the dressing room whenever players are present. Two adults may be required as per Respect in Sport guidelines.
- .02 NO SMOKING OR VAPING is allowed anywhere in the arena.
- .03 No puck shooting in dressing rooms, hallways, waiting area.
- .04 No spitting on walls or floors.
- .05 Do not use walls, doors or floors as chalkboards.
- .06 Garbage cans are provided. Please use them appropriately.
- .07 Make sure all sink and shower taps have been turned off and all toilets and urinals are flushing properly before leaving the dressing room.
- .08 Leave dressing rooms clean and not abused.
- .09 When finished using the dressing room, check that all garbage is disposed of, leave the key on the bench by the door, turn off the lights, and lock the door. (Rink staff will pick up the keys and check the condition of these rooms the next morning.)
- .10 **Sound booth:**
 - 1) An adult must be present in the sound booth at any time that it is occupied.
 - 2) No smoking in the sound booth.
 - 3) Do not tamper with stereo equipment in any way.
 - 4) Make sure all sound equipment is turned off after use.
 - 5) Turn off heater and lights before leaving.
 - 6) Lock the door when finished using the sound booth.
- .11 **Ice surface:**
 - 1) Players are responsible for removing all pucks and debris from the ice surface before leaving.
 - 2) Players are responsible for moving both nets for flooding.
 - 3) Absolutely NO ONE allowed on the ice surface during flooding nor until the ice has set.
 - 4) Setup and removal of half ice boards is the responsibility of the home team.
 - 5) Flooding procedures are as follows:

U5 & U7	- flood directly before game only
U9	- flood directly before game only
U11	- flood directly before game and between each period
U13	- flood directly before game and between each period
U15	- flood directly before game and between each period
U18	- flood directly before game and between each period
Practice time	- as scheduled or at the discretion of ice maintenance personnel

13 Players

- .01 Players will make every effort to attend all practices and games. Players will notify the team coach or manager in advance if they are unable to attend games or practices. Players who continually miss practice may have game ice time reduced at the discretion of the head coach.
- .02 All players must be fully equipped while on the ice with CSA approved equipment.
- .03 Players are responsible for EMHA equipment assigned to them.
- .04 Players are responsible for keeping their dressing rooms clean and un-abused.

- .05 Teams who abuse or damage arena facilities will be liable and disciplined by EMHA. Page 11
- .06 Harassment of game officials by players will not be tolerated and will be dealt with by EMHA.
- .07 Players will comply with their coaches' rules as approved by EMHA. Failure to adhere to the rules may constitute removal from the team.
- .08 A player's first commitment will be to his/her regular team.
- .09 The following affiliations must be adhered to as designated by a fair draft procedure and approved by the appropriate EMHA coordinator:

U18	will AP from	U15
U15	will AP from	U13
U13	will AP from	U11
U11	will AP from	U9
U9	will AP from	U7
U7	will AP from	U7

When two or more U7 teams registered, may affiliate players from one another for tournament and exhibition games only. The affiliate players may only be used if a team is unable to ice a team of eleven (11) players. When affiliate players are used, the total on the team cannot exceed eleven (11) players.

- .10 A coach has the right to refuse a request to affiliate any of his players within 36 hours before a game or a practice of his team. It is the right of every player to play a higher caliber of hockey when offered.
- .11 There will be a maximum of two goaltenders registered per team for the divisions of U11, U13, U15 and U18. The goaltenders will be rotated as equally as possible.
- .13 If there are more than two goaltenders that register to play per team in a division, the following selection procedure will decide the goaltenders selected:
- Residency will be the top priority
 - A Tryout consisting of 3 practices will be conducted with the assistance of the team coordinators or other impartial evaluator(s) at the request of the coach or goaltender (or goaltenders' parent/guardian)
 - All goaltenders will be notified by the coach of the tryout results
- A goaltender not selected will have the choice to stay with the team and play out or be granted a release to play elsewhere. In cases of a goaltender wishing to be released, EMHA will assist in trying to find another center for the goaltender to play out of.
- .14 Players trying out for a higher-level team must register with EMHA on the registration date to maintain their eligibility to be on an EMHA team if the tryout is unsuccessful.
- .15 U15 and U18 age female players will only be granted a concession to play a lower level of male hockey if there is no female team for their age group.
- .16 The EMHA Executive must receive a letter from a player/parent stating an intention to discontinue participation in the EMHA.
- .17 Players traveling to an away game must be accompanied by a parent or guardian or a team official.
- .18 Affiliate players are not to displace a team's regular players.
- .19 Affiliate players may practice with the team for which they are affiliated so long as it does not affect their regular team's games or practices. This decision will be left up to the player and their parents/guardians.
- .20 Only players of a younger age group that are registered affiliated players of that age group will be allowed on the ice for a practice of the older age group.

14 Player Releases from EMHA

- .01 EMHA President will grant player releases under EMHA and Hockey Sask guidelines. A

request for a release outside of these guidelines must be made in writing and submitted to EMHA by registration day. The executive will review and grant the release only for a valid reason (i.e., personal hardship).

- .02 EMHA will grant releases for the following reasons:
 - a) change of center
 - b) change of school
 - c) to play a division or category of hockey that EMHA does not provide
- .03 On teams with more than 15 skaters registered, players requesting a release to play in another center will be considered by the board on a case-by-case basis.

15 Dividing Teams of Same Category

- .01 When EMHA divides its players in any one division into two or more teams of the same category, the priority will be to make the teams equally competitive.
- .02 The following procedure will be used:
 - a) EMHA will select coaches to divide the teams. The executive may use a neutral coach at their discretion.
 - b) The players to be divided will have a minimum of three practices together at the start of the season.
 - c) The coaches involved will use these practices to evaluate players.
 - d) The coaches and division coordinators will meet after evaluation and then divide teams by draft procedure.
 - e) The teams selected from this meeting will be scrimmaged by the coaches to be evaluated for even split by coordinators and/or a neutral coach.
 - f) Coaches and coordinators will not announce teams until all player movements are final.
- .03 There will be no tiering in any division for regular season play.

16. Exhibition Teams

- .01 Exhibition team will be defined as any carded Provincial or tournament team.
- .02 Coordinators will have parents' meeting before December 1st to discuss tournament teams and provincial playoffs.
- .03 All parents will fill out an EMHA provided form stating **YES** or **NO** to whether their child is interested in trying out for such a team. No player will be granted permission to play with another team for any reason should they vote **NO** or abstain from voting.
- .04 If there is interest in a team, coaches must apply by December 1st.
- .05 The coach will:
 - a) Select a manager and an assistant coach.
 - b) Explain to parents how he intends to select players and state if he intends to select players from outside the center of Esterhazy.
 - c) Ensure that regular team games and practices have priority over exhibition teams (exception will be provincial games as per Hockey Sask guidelines).
 - d) Select a minimum of five (5) players from EMHA for U9 and U11. All other age groups will follow as per "AA" guidelines set out by Hockey Sask.
 - e) Follow EMHA policy and procedure.
 - f) Ensure that such teams (except for Provincials) will pay for all expenses.
- .06 If an Esterhazy based Provincial team advances to the Provincial semi-final or final and must travel more than 200 KM one way to play, EMHA will help cover the cost of bus travel for the players and coaches up to a maximum of \$1500 per round.

17 Disciplinary Action

- .01 The Hockey Sask and leagues will deal with all violations of Hockey Sask or CHA rules of play.
- .02 The Executive will determine any disciplinary action deemed necessary for violation of EMHA policies and procedures.

- .03 Executive members have the authority to request EMHA coaches, players, or fans to leave the rink for abusive behavior.
- .04 Teams are responsible for any fines and money owed.

18 Coordinators

- .01 Two non-parent Executive members will serve in each division as coordinators.
- .02 The coordinators' duties include:
 - a) Informing their division of EMHA and Hockey Sask guidelines.
 - b) Chairing meetings upon the request of teams or EMHA.
 - c) Being involved with the dividing of teams.
 - d) Dealing with concerns or complaints in their division.
- .03 Complaints:
 - a) It will be recognized that team complaints should first be dealt with internally.
 - b) Unresolved complaints may be forwarded to the division coordinators in writing.
 - c) The coordinators will then decide whether the complaint is valid.
 - i) If invalid, the complaint will not be pursued any further.
 - ii) If valid, the complaint will then be investigated and dealt with promptly and appropriately by the coordinators.
 - d) Team concerns should be dealt with at a neutral time agreed upon by the parties involved. During games or practices is not favorable.

19 Officiating

- .01 EMHA will pay officials based off of Hockey Sask defined rates which can be found under Hockey Sask Regulation 3.06.0
- .02 If an older aged referee is asked to referee a lower age division in order to act in a mentoring role for the younger officials, that older referee will be paid a "mentoring rate" equal to the difference between the highest division they can officiate and the division they are to mentor in. For ex. a 17-year-old official (eligible to referee up to U15) is asked to referee/mentor a U9 division game, they would be paid a "mentoring rate" equal to the U15 rate minus the U9 rate. This is at the direction and discretion of the RIC.
- .03 All EMHA games will be distributed to ensure equal chance for equal pay to EMHA officials.
- .04 Officials will be scheduled for all EMHA games two weeks in advance.
- .05 EMHA will supply a referee sweater plus armbands for each junior official at the beginning of each season. EMHA will reimburse every EMHA official who completes the Hockey Sask official's clinic the amounts required for the clinic registration fee, membership fee and a rule/casebook. Payment will be made when the official receives his or her first officiating pay cheque.
- .06 All EMHA game officials will practice ZERO TOLERANCE. Any fan, team official or player, at the discretion of the referee, will be ejected from the game for unacceptable or offensive behavior.
- .07 Appointment of Officials:
 - a) A senior official is an adult referee selected by EMHA.
 - b) A referee must be at least two years older than players in the division he/she referees.
 - c) Linesmen must be at least one year older than the players in the division he/she referees. For U18 division only, linesmen may be the same age as the players in that division.
 - d) A player or team official's immediate family are not permitted to referee any games which they are rostered.
- .08 EMHA coaches/managers must address concerns about junior officials with a senior official of the Buddy System assigned to that division. No EMHA coach is permitted to directly address concerns with junior officials at any time.

- .09 Any ref or official who is not on the ice 10 minutes before game time will be given a written warning (1st offence) then penalized one game.
- .11 All EMHA officials must be at least 12 years old as of December 31st of the season that they are to officiate.

20 Parents

- .01 All EMHA parents will be familiar with EMHA Constitution, Policy and Procedures.
- .02 Parent responsibilities:
- To act in a proper and respectful manner during games and toward players, team personnel, officials, and executive members.
 - To sell all calendars issued to those by EMHA and to assist in any EMHA fund raising when required.
 - To perform duties such as time keeping, announcing, gate collections, goal judging, pot of gold ticket selling and other duties when requested by team personnel.
- .03 Parent concerns:
- Team concerns should be dealt with internally first. It is not favorable to deal with any concern during game or practice times. Concerns should be dealt with at a neutral time agreed upon by those involved.
 - Should the concern be unresolved; parents must obtain further assistance from the division coordinators. If the division coordinators are unable to resolve the concern of the parents, then a formal written complaint must be sent to the EMHA board of directors, and the parent will be asked to present the complaint in person to the board of directors within 7 days of receiving the formal written complaint. The Board will provide a response within 48 hours of review of the formal complaint with the parent.
 - Issues and concerns should be raised and dealt with promptly.
- .04 Any parent who is in violation of article 20.02, sections a, b and/or c will be subject to suspension as a member of EMHA and/or any other disciplinary action EMHA executive may decide.

21 Criminal Record Check Procedure

Where to get CR Checks done: Esterhazy Detachment, 244 Margaret Crescent, Esterhazy, SK. Monday-Friday from 8:00am-4:00pm. Please note that if you reside outside of EMHA boundaries you will need to obtain your CRC from your local RCMP detachment.

What to bring: You need 2 pieces of ID (Driver's License, Health Card, Passport, Birth Cert....).

If you are going to be volunteering with EMHA you will need a Vulnerable Sector check done as well as a Criminal Record Check. This check protects children, elderly, and vulnerable people. The RCMP will query your **DOB** only against pardoned sex offenders.

If your date of birth doesn't match a pardoned sex offender, you will receive a Criminal Record Check letter which needs to be sent to EMHA.

If your date of birth matches a pardoned sex offender you will be required to have fingerprints completed to prove you are not the one pardoned for a sexual offence. The fingerprints will be completed that day at no charge as well as you will receive a Criminal Record Check letter which needs to be sent to EMHA.

Any questions, please call Esterhazy Detachment at [306-745-4740](tel:306-745-4740) or your local RCMP detachment.

22 Secondary Education Bursary Fund

Annually EMHA will give up to a \$1000 bursary to any minor hockey player that has played all or most of their minor hockey career as a player with Esterhazy Minor Hockey Association. To be

eligible, you must be registered in a post-secondary institution commencing in the fall of the year you graduated high school. Application forms can be received from the office at the high school or by contacting the EMHA Secretary. All applications will be considered, all bursary recipients will be chosen at the discretion of the executive members of the Esterhazy Minor Hockey Association.

Esterhazy Minor Hockey Association **Collection Guidelines**

1. Each team must appoint a person responsible for assigning people to collect gate admission at all exhibitions, league, and playoff games. The host team must provide TWO collectors (must be at least 18 years old) per game.
2. The EMHA Treasure will supply each team manager with adequate amount of cash to be used as a float for the duration of the season. The manager will be required to sign the cash float agreement for the float and will return the whole amount to the EMHA Treasure after the team's last home game of the season.
3. The cash box will be in the minor hockey storage room next to the drink machine for all teams to use. The collectors will use the float money provided by their team's manager.
4. Collectors for each game must set up the collection booth at **least one hour prior to game time** and must continue to collect until completion of the first period. Arrangements must also be made with the caretaker to lock the door to the curling area waiting room. This door must remain locked during the time that the collection booth is in operation. For playoff games for ages groups U13 and up collection will continue until the end of the second period.
5. At the completion of the collection period, the gate collectors will return the float amount to their team manager. The money collected from the gate will be counted by both collectors, placed in one of the provided envelopes, and deposited into the cash box located on the wall of the minor hockey storage room. Please fill out all the information marked on the envelope, including both collectors' names and signatures.
6. Players, player's parents and stepparents, and immediate family members are not required to pay admission for any EMHA regular season games. Individual season gate passes which are valid for all regular league games only are available to anyone for \$30.00. Admission must be collected for exhibition games, league play-offs and Provincial play-offs. Members of the EMHA executive are exempt from paying admission for all minor hockey games.
7. Only three team officials and the gate collector are exempt from paying admission. This applies to the home team as well as to the visiting team.
8. Out of town teams requesting a double-header game must pay double admission. This is to offset the additional officiating costs.

9. **Admission for EMHA games is as outlined below:**

All Regular Season Games:

Adults.	\$5.00	12 and Under.....	FREE
Students (13-17)	\$2.00		

All League Playoff Games:

Adults.	\$5.00	12 and Under.....	FREE
Students (13-17)	\$2.00		

Provincial Playoffs:

Adults.	\$5.00	12 and Under.....	FREE
Students.....	\$2.00		

Esterhazy Minor Hockey Association EQUIPMENT GUIDELINES

Each team will be provided with a lockable locker that is equipped with the following:

- | | |
|--|-------------------------------|
| 20 home sweaters | 1 set of goalie pads |
| 20 away sweaters | 1 goalie blocker |
| 2 sweater bags | 1 goalie glove |
| 1 clip board | 1 chest protector |
| 2 captain letters ("C") | 1 first aid kit |
| 6 assistant letters ("A") | 1 combination lock for locker |
| 2 equipment room keys | |
| 1 goalie stick per team (U7 to U11 only) | |

SWEATERS

1. Sweaters are the sole property of the EMHA and are to be worn only to EMHA approved hockey games and special events. The team head coach will have final responsibility for the sweaters until they are returned at the end of the season.
2. MHA sweaters are not to be worn for practices under any circumstances.
3. Please store sweaters in the provided locker when not in use.
4. Use provided sweater bags to for storage when traveling to out of town games.
5. Sweaters are not to be kept by players. Players, however, may take their sweaters home to have name tags **sewn** on if they wish. **Do not glue name tags or use a sewing machine to sweaters. Name tags MUST be hand sewn on.**
6. Sweaters are to be washed and have the name bar / letters removed before returning at the end of the season.
7. Please wash sweaters before returning them at the end of the season.
8. Upon the recommendation of the Equipment Manager, any player handing in a sweater at the end of the season that is in an unacceptable condition, or any player not returning their sweater, will be charged a \$100.00 replacement fee.

KEYS

1. Head coaches are responsible for all keys.
2. The head coach of each team is responsible for collecting keys from team and assistant at the end of the season and returning them to the equipment manager.
3. Keys (with tags) must be returned and signed off by March 30th.

OTHER EQUIPMENT

1. Keep equipment clean and in good repair.
2. Report the need for any equipment repair as soon as possible.
3. The refundable damage deposit of \$250 will be charged to all divisions for EMHA goalie equipment used during goalie schools.
4. Return clipboards to locker after each use.
5. Keep equipment room and dressing rooms tidy and unabused.
6. Keep locker and equipment door locked at all times.
7. Keep first aid kits fully stocked. See the equipment manager for supplies.
9. Coaches, managers and Executive members will have access to the phone/fax and the photocopier for EMHA business only. Third party calls are not allowed. **Please remember to lock the phone/fax cupboard after use.**
10. Pucks are to be kept in container provided for all teams to use. Last team on the ice every day is to return pucks to the equipment room. Coaches are asked to pick up any pucks that went over the boards during their practice or game. If more pucks are required, contact the equipment manager.

Esterhazy Minor Hockey Association GAME DAY DUTIES

Admission Collector

- must be a minimum of 18 years of age.
- Two collectors are required per game
- see *EMHA Collection Guidelines*.

Scorekeeper/Announcer

1. Must be a minimum of 18 years old. Registered EMHA officials who are a minimum of 15 years or older may assist. Game officials are permitted in penalty box only.
2. Clipboard and game sheets are stored in team locker.
3. Ensure both home and visiting team players and numbers are listed on game sheet.
4. Use appropriately labeled game sheets. (For example, Major Hockey League game sheets have a Major Hockey League letterhead, Hockey Sask Provincial game sheets have a Hockey Sask letterhead, etc.)
5. When marking time of goals and penalties, use actual clock time (not elapsed time).
6. When marking type of penalty, use abbreviations as noted on clipboard.
7. Referee and linesmen must sign game sheet after the game.
8. The second copy of game sheet should be given to the coach of the visiting team after the game.
9. Return clipboard to home team coach/manager after the game.
10. Prior to each game the following announcement regarding Esterhazy Minor Hockey Zero Tolerance policy should be read:

ESTERHAZY MINOR HOCKEY ZERO TOLERANCE POLICY WILL NOT TOLERATE:

- **VERBAL ABUSE OF PLAYERS, COACHES OR OFFICIALS,**
- **SWEARING AT TEAMMATES OR OPPONENTS**
- **THROWING OF ANY OBJECTS ON OR OFF THE ICE**

INAPPROPRIATE BEHAVIOR WILL NOT BE ALLOWED AND YOU WILL BE REMOVED FROM THE PREMISES.

Timekeeper

1. Pick up frozen puck(s) from penalty box freezer before game. Replace with fresh pucks each period.
2. Ensure scoreboard is set up.
3. Return pucks to the freezer after the game.
4. After ice has been flooded, ensure nets are set in proper place.

Pot of Gold

5. Pick up tickets and bucket from team locker.
6. Ticket prices are 3 tickets for \$5.00.
7. Draw winning ticket about 10 minutes into the third period and have announcer announce the winning ticket number.
8. Half of proceeds is given to the winner.
9. Remaining half of proceeds is given to the team treasurer.