

Center State Youth Hockey Association Bylaws

Revision 1 - 6/22/04

Revision 2 - 5/08/06

Revision 3 5/10/10

Revision 4 – 4/5/12

Revision 5 – 04/17/16

Preamble

The goals of the Center State Youth Hockey Association are to stress citizenship, teamwork, fair play, and the development of effective skills for the participants. Hockey is a tremendous game and can be used effectively to teach life skills. It is understood that parents, coaches, and spectators are role models for our children and that their behavior on and off the rink be commensurate with that responsibility. It is also understood that family, religion, and school commitments take precedence over sports.

Article I. Name, Office and Affiliations

The name of this organization shall be the Center State Youth Hockey Association, hereafter called the Association or CSYHA. The Association will operate as a non-profit corporation, whose principle office shall be:

Morrisville State College
105 Madison Road
PO Box 901
Morrisville, NY 13408

The Association is affiliated with, cooperates with and maintains uniform playing rules for amateur ice hockey in compliance with the NY State Amateur Hockey Association and USA Hockey.

Article II. Purpose

The primary purpose of the Association is to provide our youth with an effective avenue for participating in an organized sport through which personal and group development can be achieved. Towards this end, the Association will foster, advance, develop, encourage, and regulate the game of ice hockey as an amateur sport for youths in the central New York area, including and surrounding Morrisville, NY.

Any youth between the ages of 4 years to 18 years shall be deemed eligible to participate in this hockey program regardless of gender, color, race, ethnic background, sexual orientation, creed or religion, providing they meet the registration requirements set forth by the Board of Directors and the classification requirements of USA Hockey.

Article III-Powers

In furtherance of the objectives described above, but not in limitation of such objectives, the corporation shall have the power, insofar as such power is conferred, or is not limited, by law, to make and perform contracts for any lawful purpose, to engage in various funding and fundraising activities and to acquire, own, hold, operate and maintain such property as to effectuate its purposes.

Article IV. Membership

Section 4.1. Qualifications for Membership

Membership in Center State Youth Hockey Association (CSYHA) is automatic with the registration as a participant. Membership in CSYHA is extended to the parents/legal guardians of a registered participant. Volunteer coaches or board members without registered participants are also members of the Association. Each individual expresses a willingness to comply with and adhere to the bylaws, rules and regulations of the Association, and the rules and regulations of New York State Amateur Hockey Association and USA Hockey. Suspension or expulsion from New York State Amateur Hockey Association and/or USA Hockey will result in simultaneous suspension or expulsion from the Association.

4.1.1. Participant members must be between the ages of four to 18 years of age and meet the registration requirements set forth by the Board of Directors and the classification requirements of USA Hockey.

4.1.2. The “voting member” shall be the parent/legal guardian that signs the contract authorizing the child(ren) to participate in CSYHA.

4.1.3. Any person who runs for and is elected to the CSYHA Board of Directors shall be referred to as a “Board Member”.

Section 4.2. Eligibility to Vote

Parents and legal guardians of registered children are “voting members” of CSYHA with a total of one vote per family only for the Annual Meeting for the election of the board of directors. Volunteer coaches, team managers and board members without children enrolled in the program shall be allowed one vote each for the election of the board of directors. In no event shall proxies or alternates be allowed to vote.

Section 4.3. Duration of Membership

Membership shall continue from registration to registration and shall automatically terminate if a player or coach fails to register with the Association for the current season. The Board of Directors of the Association may terminate the membership of a member at any time for one of the following reasons but not limited to:

1. Failure to register, and
2. Willful disregard of the rules, regulation and bylaws of this Association, New York State Amateur Hockey Association and/or USA Hockey.

Termination of membership shall only occur after a complete review by the Association Disciplinary Committee and upon the sanction of the full Association Board.

Article V Code of Conduct

The following codes of conduct are designed to establish guidelines to support young people who participate in CSYHA. Many of the rules are those enacted by USA Hockey, Inc., which governs youth hockey. CSYHA is committed to ensuring that they are observed. It must be emphasized that appropriate conduct is expected at both games and practices and the rules will be enforced whenever the team meets. All players, parents, coaches, and administrators must sign a written code of conduct.

Section 5.1. Player Code of Conduct

The CSYHA Board of Directors, coaches, team managers and volunteers all have a vested interest in providing a safe, fun-filled environment for each player. In return, each skater must understand that referees, coaches, assistant coaches, parents and other volunteers are to be treated with respect and consideration. CSYHA skaters are expected to be attentive to coaches’ directions and instructions and to avoid disruption. The Board of Directors will support the coaching staff in cases where reasonable discipline must be exercised in order to maintain an organized and enjoyable learning environment.

All players must display good sportsmanship both on and off the ice, at all games and practices, regardless of whether a contest is won or lost, and regardless of how a game is officiated. Damaging or defacing property and the general display of poor sportsmanship reflects poorly on the individual, the team and the organization. Such behavior is unacceptable and will be dealt with immediately by team coaches and/or the CSYHA Board of Directors. CSYHA has within the Board of Directors a Discipline Committee. The committee's purpose is to review repeated misconduct offenses and determine appropriate action(s).

Coaches have the right to discipline, by way of "benchings" and other means, any behavior not consistent with the philosophy of CSYHA. Repeated or severe incidents of bad sportsmanship or other inappropriate or unacceptable conduct will result in disciplinary action by the Discipline Committee. Any participant found guilty of persistently violating CSYHA rules shall be dismissed from the program without refund.

CSYHA will adhere to all USA Hockey, New York State Amateur Hockey Association, and league rules with respect to minor and major penalties. Match or gross misconduct penalties will be reviewed in accordance with the latest procedures of New York State Amateur Hockey Association as outlined in the NYSAHA Annual Guide. As such, any match or gross misconduct must immediately be reported to the President in order for proper notification to the NYSAHA Central Section President.

Player's Code of Conduct:

- I will always be a good sport
- I will learn the rules of the game and play by them
- I will work hard to improve my skills
- I will be on time for practices and games
- I will respect my coaches, my teammates, my parents, my opponents and officials
- I will NEVER use objectionable/foul language or behavior that is detrimental to the game
- I will NEVER argue with an official's decision
- I will NEVER argue with my coaches' decision or directions

Section 5.2. Parent and Spectator Code of Conduct

All parents and spectators must display good sportsmanship at all games and practices, regardless of whether a contest is won or lost, and regardless of how a game is officiated. As parents or guardians we must be positive in our attitudes toward the game of hockey and emphasize the cooperative nature of the game. Negative and rowdy behavior in or around the hockey rink reflects directly and poorly on the whole organization. We must foster good relationships between our players, the organization, the officials and our competitors. As parents, we must set positive examples for our children.

In accordance with USA Hockey's policy of ZERO TOLERANCE, the following actions are NOT acceptable:

- Yelling at or threatening referees, opposing players or coaches before, during, or after games or practices.
- Direct confrontations with coaches, parents, or players.
- Demonstrations of frustration or anger after a game loss.
- Unnecessary or exaggerated celebration of a goal scored or a game won that would embarrass or demean the opposing team.
- Any physical abuse of any other person.
- Approaching the bench during a game situation unless summoned by a player or coach.

Disruptive or abusive spectators may be asked to leave a rink and compliance is expected. Such conduct may result in an immediate suspension from Center State Youth Hockey Association functions until a Board hearing is held on the matter. Further penalties may be assessed at the time.

Parent Code of Conduct:

- I will remember that the CSYHA program is first and foremost for the children.
- I will NOT force my child to participate in hockey, but will support their desire to play.
- I will do my very best to make hockey fun for my child.
- I will place the emotional and physical wellbeing of my child, his/her teammates, coach, and the opposing players, coaches, and families ahead of any personal desire to win.
- I will be a positive role model for my child by demonstrating a positive attitude towards all players, coaches, and officials at every game, practice or other CSYHA event.
- I will emphasize skill development and how it will help my child. I will applaud a good effort in victory and in defeat and enforce the positive points of the game.
- I will display good sportsmanship, encourage my child to play by the rules of hockey, and applaud good plays of both teams.
- I will require that my child treat other players, coaches, fans, and officials with respect regardless of race, sex, creed or ability.
- I will help to insure that my child plays in a safe and healthy environment.
- I will comply with USA Hockey rules pertaining to a drug and alcohol-free playing environment for my child.
- I will learn the rules of the game, and support the officials on and off the ice.
- I recognize the importance of volunteer coaches and their impact on the development of my child and to the sport of hockey. I will be supportive of all coaches and will encourage my child to treat his or her coach with respect. If I have a question regarding a coach's decision or direction, I will speak with the coach after the game and away from the players.
- I will NEVER enter the playing surface at any time without the coaches' or officials' permission.
- I will NEVER confront in anger or yell at a coach, official, player, spectator, or league official before, during or after any game.
- I will NOT yell or abuse my child.
- I will NEVER call or contact an official about any infraction or for any reason relating to his officiating.
- I will NEVER use objectionable/foul language or behavior that is detrimental to the game.
- I will NOT taunt or disturb other fans, but will enjoy the game together.
- I will NOT throw any items on the ice surface, nor will I lean over or pound on the glass.
- As a parent I will ensure that all invited SPECTATORS are aware of the USA Hockey Zero Tolerance Rule and all applicable Center State Youth Hockey Codes of Conduct pertaining to appropriate behavior at the ice rink.

Section 5.3. Coach's Code of Conduct

Center State Youth Hockey Association coaches are expected to set positive role models of behavior for their players by adhering to the same rules of conduct as those outlined for parents above.

At no time is a CSYHA coach knowingly to permit a player not registered with USA Hockey and CSYHA to participate in a CSYHA practice or game. Such conduct may result in an immediate

suspension from coaching duties until a Bard hearing is held on the matter. Further penalties may be assessed at that time.

Coaches Code of Conduct:

- I will be a positive role model for my players; display emotional maturity and be alert to the physical safety of players.
- I will always be sober and of sound judgment both on and off the ice when in the company of my players.
- I will NEVER verbally or physically abuse a player or official.
- I will NEVER use objectionable/foul language or behavior that is detrimental to the game.
- I will be concerned with the overall development of our players and will stress healthy habits and clean living.
- I recognize that while winning is a consideration, it is not the most important consideration. I recognize that my players are involved in hockey for fun and enjoyment and I will care more about each individual child than about winning the game.
- I will encourage all of my players to be team players and will stress the importance of cooperation.
- I will listen to and recognize the personal needs and problems of my players, and will give all players the opportunity to improve their skills, gain confidence and develop self-esteem.
- I will be generous with praise when it is deserved, be consistent, honest, fair and just.
- I will NOT humiliate my players either publicly or in private but will provide criticism that is constructive and thoughtful.
- I will organize practices that are fun and challenging for my players.
- I will learn and study the rules, techniques and strategies of hockey so that I can be an effective coach.
- I will learn to be an effective communicator with players, parents and officials.
- I will maintain an open line of communication with my players' parents and will explain the goals and objectives of our organization at a mandatory preseason meeting with the parents.
- I recognize that to play the game is great, to win the game is nice, but to love the game is the ultimate goal.

Section 5.4. Administrator's Code of Conduct

Administrators of CSYHA are responsible for promoting and enriching the program in any way possible, as well as communicating their goals and efforts to every player, parent, and coach in the organization. In their role as decision makers, administrators must make every effort to ensure that decisions are made in an unbiased, honest and fair manner.

Administrators Code of Conduct:

- I will follow the rules and regulations of USA Hockey and Center State Youth Hockey to ensure that the organization's philosophy and objectives are enhanced.
- I will support programs that train and educate players, coaches, parents, officials and volunteers.
- I will promote and publicize the CSYH program and seek financial support when possible.
- I will communicate with parents by inviting them to all open board meetings as well as by being available to answer questions and address problems throughout the season.

- I will work to promote programs that encompass fairness to the participants and promote fair play and sportsmanship.
- I will make decisions regarding the program in an objective, unbiased and fair manner.
- I will recruit volunteers, including coaches, who demonstrate qualities conducive to being role models to the youth in our sport.
- I will encourage coaches and officials to attend USA Hockey clinics, and persuade your board members of the necessity for their training sessions.
- I will make every possible attempt to provide everyone, at all skill levels, with a place to play.
- I will read and be familiar with the contents of the USA Hockey Annual Guide and Rule Books.
- I will develop other administrators to advance to positions in your association, perhaps even your own.

Article VI Registration

Registration fees shall be required of members in such amounts and upon such terms as set by the Board of Directors. Previously registered players will be guaranteed a place on a team the following year upon timely payment of registration fees. Any player who withdraws from the program surrenders a guaranteed spot in future years.

For families that have more than one player in the organization in a given season, the family will be required to pay 100% of the highest registration fee and a discount of all subsequent registration fees as determined by the Board of Directors and posted with registration information.

Players that withdraw from CSYHA after registering must do so in writing in order to be eligible for a refund. For the purposes of the refund schedule, the start of the season The refund schedule is as follows:

- Withdrawal of player, in writing, prior to the start of the season: 100% refund of total fee (including fundraising/Colgate concessions assessment) if paid in full (NOTE: for full season travel/statebound teams, the start of the season is June 1st; for full season Snowbelt, Mite, and Learn to Play teams, the start of the season is September 15th);
- Withdrawal of player, in writing, prior to and including October 1st of the upcoming hockey season: 75% refund of total fee (including fundraising/Colgate concessions assessment) if paid in full;
- Withdrawal of player, in writing, prior to and including October 15th of upcoming season: 50% refund of total fee (including fundraising/Colgate concessions assessment), if paid in full;
- Withdrawal of player, in writing, prior to and including October 31st of upcoming hockey season: 25% refund of total fee(including fundraising/Colgate concessions), if paid in full;
- Withdrawal of player on or after November 1st of upcoming season: no refund;
- Withdrawal of player if only partial payment received at any time: no refund.

The above refund schedule does not apply to participants of “Split Season” teams. Due to the unique nature of schedule for split season teams, participants on these teams are not eligible for a refund.

If CSYHA is not able to field a team at a particular age division and playing level, then a full refund is due.

The above policy is NOT appealable to the Board of Directors.

All registration fees need to be paid in full by October 15th, unless other arrangements are made prior to this date with the Treasurer. If registration fees are not paid by October 15th, a \$50.00 late fee will be added to the registration fee.

Registration fees will be used to procure ice time at the SUNY Morrisville Iceplex, or other facilities as may be necessary, for practices and games for all teams. Practice and game slots will be divided equally to the maximum extent practicable based on the total available ice time at the IcePlex (ie, all teams, excluding Mites and Learn to Play, can expect to have roughly the same amount of home ice time; Mites and Learn to Play, being the youngest age divisions will be allocated ice time as deemed appropriate for the age levels). Registration fees in no manner guarantees the number of away games or tournaments that each team plays as away games and tournaments are scheduled on a team-by-team basis.

The Board of Directors will review on an annual basis whether to use a portion of registration fees to finance tournaments such as sectional, state, or national championship tournament and/or the Snowbelt Jim Abbott Memorial (JAM) or equivalent tournaments.

Ice time is a costly and precious commodity and buying ice time at Morrisville State College consumes most of the CSYHA budget each year. Additional expenses include the cost of referees, insurance, advertising, printing costs, etc. To help offset these costs, CSYHA will promote various fundraising efforts throughout the year. Participation in these fundraising efforts is MANDATORY as money raised through these efforts helps keep the registration fees down.

One of the missions of CSYHA is to provide hockey to the youth of the area. Realizing that hockey can be financially limiting for some, CSYHA does offer financial assistance to those truly in need. To request financial assistance, a participant (or legal guardian) must bring the matter, in writing, to the attention of the President, Treasurer, and/or Registrar. The matter will then be brought before the full Board to determine the an appropriate method of relieving the financial burden.

Article VII. Meetings

Section 7.1. Annual Meeting

The annual membership meeting of the Association shall be held February 28th (or as can reasonably be scheduled within a two-week window of February 28th) of each year. The primary agenda items of the annual meeting shall be to elect board members (as terms deem necessary); in addition, the Board may, at its discretion, amend its bylaws ~~and handbook~~ or present changes to Center State policy. Other Association business shall be discussed at the discretion of the President. A two-week notice shall be given to the members.

Section 7.2. Board Meetings

The Board of Directors will meet on a regular monthly basis. All board meetings are open to the general membership and are held at Morrisville State College. The board may also elect to have a closed executive session if necessary. In order to conduct a meeting, 2/3 of the elected members of the board shall constitute a quorum and must be present. If a quorum is not present, then the meeting will be adjourned and a new meeting will be scheduled. Robert Rules of Order shall govern the proceedings of all meetings except where these conflict with the bylaws of the Association.

At all regular meeting the order of business shall be:

- Reading of minutes of the last meeting for information and approval
- Treasurer's Report
- Reports of the Office
- Reports of the Board of Directors
- Reports of the Committees
- Unfinished Business

- New Business

Section 7.2. Board Meetings

Special meetings of the Association may be called by a majority of the directors or by a petition signed by 1/3 of the general membership. Public notice must be given to the membership at least 10 days in advance. Such notice should include the time, place, date, and the purpose of the meeting. Business other than that specified in the notice may be discussed with consent of a majority of all present at the time of such a meeting.

Article VIII. Board of Directors

The corporation shall be managed by the Board of Directors which shall consist of ten elected directors and Director of Youth Hockey, an appointed position and one appointed representative of Morrisville State College, A single individual may serve a dual role if the Morrisville State College representative is also the Director of Youth Hockey. All board directors must be at least eighteen years of age.

The Board of Directors shall have general charge and management of the affairs of the Corporation. They shall have full power and it shall be their duty to carry out the purpose of this Corporation including its constitution and bylaws and to abide by national and local rules of youth hockey.

The term of office for the Board of Directors is 2 full years. Term of office shall commence and terminate at the Annual Meeting held in February.

The President and/or Vice President, and Treasurer upon being so directed by the Board of Directors shall sign all leases, contracts, or other instruments.

Other offices and officers may be established or appointed by members of the Corporation at the regular Annual Meeting, or as needed throughout the year. The qualifications, time and manner of electing, duties, terms of office, and the manner of removing officers are set forth in the bylaws.

This Corporation may have committees as specified in the bylaws that may be appointed from time to time by the Board of Directors.

The officers and Board of Directors shall ensure that the overall image and integrity of the organization remain in good standings with the public.

Section 8.1: Elections and Terms of Office

For elections of directors to the board, the board will distribute a list of open positions and a brief description of the duties on or before January 15th to the general membership. The board of directors will accept nominations until February 15th and then the slate will be closed. Voting shall occur at the Annual Meeting. The results shall be immediately announced and notification shall be posted on the Association website. Any vacant positions remaining after the election, or any positions that become available during the term due to resignation, removal or other causes will be filled by appointment by the President with approval of a 2/3rds majority of the current board members. The term of any appointed director shall only last until the next general election.

Section 8.2: Resignation and Removal of Officers

A director may resign from the board by written notification, which shall be effective upon receipt thereof at the next regular board of directors' meeting. Any member of the Board of Directors may be removed for causes, at any time, by an affirmative vote of 2/3 majority of the remaining Board of Directors at a special board meeting called specifically to act on such proposed removal. Board members may also be removed at any time by an affirmative vote of the majority of the general membership at a special membership meeting called specifically to act on such proposed removal. Attendance of directors at board meeting is an expected requirement of office. Absence at four or more regular board meetings during the seasonal year (July through June) may constitute grounds for removal from the board.

Section 8.3: Committees

Any committees required to carry out the function of the Association may be formed and dissolved by a majority vote of the Board of Directors.

Article IX. Duties of the Officers

The elected officers of the Association shall consist of President, Vice President, Secretary, Treasurer, Registrar, Scheduler, Tournament Director, Director of Fundraising, Director of Officials, and Concession Director. The Director of Youth Hockey, while a voting member of the Board, shall be an appointed position. In addition, a representative of the Morrisville State College shall be an appointed voting member of the board.

Section 9.1: President

The President shall be the Chief Executive Officer of the Association. He/She shall preside at all meetings of the members and the board. He/She shall have responsibility for the general management of the affairs of the Association and shall see that all orders and resolution of the board are carried into effect. Additionally, the President shall:

- Appoint such committees as considered expedient or necessary.
- Be an ex-officio member of all committee.
- Be authorized to sign checks using the double signature method.
- Look over the original monthly bank statement and sign off on the statement before making a copy for the Treasurer.

Section 9.2: Vice-President

The Vice-President will be elected to fill in for the President in his/her absences. The Vice President will be a member of the bylaw committee, which shall be formed as necessary.

Section 9.3: Secretary

The Secretary of the Association shall perform the usual duties of the secretary, which includes taking minutes of all meetings, retain books, papers and effects other than the book of the Treasurer. The Secretary will also serve as the Communications Director and is responsible for all communications for the Association and is the spokesperson for all media outlets. The Communications Director shall be the Webmaster for the Association's Web page.

Section 9.4: Treasurer

The Treasurer of the Association shall receive all the money that is brought into the organization and deposit the money into federally insured bank accounts. A list of other duties:

- Be responsible for all receipts and moneys of the Corporation.
- Record and maintain the accounts for receipts and disbursements.
- Report the receipts and disbursements at each meeting.
- Keep an accurate account and collect all dues, sponsors, and moneys from collections at tournaments or fundraising events.
- Be authorized to sign all checks with the President using the double signature method.
- Present at the Annual Meeting the Treasurer's book for an internal audit.
- Present monthly financial reports at the regular monthly board meetings.
- Make available, at the request of the Board of Directors, all records and receipts.
- Collaborate with the Fundraising Director, Tournament Director and Team Coordinators whenever possible.
- Reconcile the monthly bank statements with the books. The President will give the copy of the monthly statement to the Treasurer upon their review.

Section 9.5: Director of Officials

The Director of Officials is responsible for the training and scheduling of referees for the Association. The coordinator is also responsible for evaluating referees on a regular basis and for providing feedback to the board and the referees based on these evaluations. This person is also responsible to ensure that all referees are properly certified by USA Hockey.

Section 9.6: Concession Director

The Concession Director is responsible for the coordination of Colgate concession fundraising activities. This person will work with the team parents to provide service help to the company managing the Colgate concession stand.

Section 9.7: Director of Fundraising

The Director of Fundraising will work toward gaining sponsors for the Association and is responsible for all fundraising activities with the exception of Colgate concession activities. The Director of Fundraising shall also set fundraising goals for the year in coordination with the Treasurer. The Director of Fundraising will put a committee together to help in reaching fundraising goals for each season.

Section 9.8: Registrar

The Registrar is responsible for registering all players into the Association. The Registrar is expected to register all players, coaches and teams with USA Hockey and other appropriate leagues, (. State Bound, Snowbelt) by the deadlines designated by those organizations.

Section 9.9: Tournament Director

The Tournament Director, with the assistance from the team parents, is responsible for organizing all facets of the tournaments that the Association hosts. These responsibilities include, but are not limited to, scheduling dates for the tournaments, procuring teams for the tournaments, making tournament programs, appointing team chairpersons, setting-up grievance committees, and procuring shirts, trophies, etc. There will be a tournament committee for each tournament the Association holds. This Committee is expected to be made up of parents of the teams participating in the tournament.

Section 9.10: Scheduler

The Scheduler is responsible for coordinating the schedule for all Association team's home and away league games, as well as practices. The Scheduler will be responsible for communications with the team coordinators.

Section 9.11: Director of Youth Hockey

The Director of Youth Hockey shall be appointed to assist in the overall development of the youth hockey program. Responsibilities include, developing curriculum, assisting with team and coach selections, monitoring games and practices, assisting with practices, assisting with referee development, assisting with the enforcement of rules and policies, promoting youth hockey, and running Initiation programs/learn to play. The Director of Youth Hockey is a voting participant at Association board meetings.

Article X. Financial Policy

Section 10.1: Finances

The Association shall be a volunteer, non-profit corporation with all funds used for the operation and development of our youth hockey program. The Association has the authority to raise funds, and to accumulate funds for future development or for major capital purchases as the Board of Directors deems necessary. Those accumulating funds may be invested, in the interim, as allowed by law, in any manner that is approved by the Board. Registration fees and fundraising fees will be set by the Board of Directors prior to the start of the upcoming season. The Board of Directors and all other volunteers of the Association shall server on a voluntary basis, and shall receive no remuneration for services.

Section 10.2: Liquidation of Assets

In the event that the Association should cease to function, any and all assets remaining, after all creditors are paid, shall be donated to a non-profit youth athletic organization to be determined by the current Board of Directors.

Section 10.3: Indemnity

Every director, officer, appointed committee chairpersons, and/or committee member and their heir's, executors or administrators, estate and effects respectively, shall, from time to time, and at all times, be indemnified and saved harmless out of funds of the Association from and against:

1. All costs, charges, and expenses what-so-ever which such directors, officers, committee chairpersons, or member sustains or incurs in or about any action, suit or proceeding which is brought, commenced or prosecuted against him/her for or in respect of any act, deed, matter or thing what-so-ever, made, done, or permitted by him/her, in or about the execution of the duties of his/her office or position, and:
2. All other costs, charges and expenses that he/she sustains or incurs in or about or in relation to the affairs thereof:

Except such costs, charges or expenses as are occasioned by his/her own willful neglect or default.

Article XI. CSYH Teams

CSYH will follow the guidelines of USA Hockey, NYS Hockey and other governing leagues (for example, Snow Belt) with respect to teams. The Board reserves the right to divide all teams by ability in as much as the guidelines of governing bodies allow. As such, an evaluation of the players' abilities will take place in order to divide the eligible, registered players onto two or more teams. The Director of Youth Hockey will establish the format of the evaluation process, which will then be posted on the Association website. Parents of all players being evaluated must sign a copy of the current year's evaluation guidelines to indicate that both the parent and player are aware of the guidelines. The evaluation process will consist of multiple dates. A committee, consisting at a minimum of the Director of Youth Hockey and two independent evaluators, will conduct the evaluations. The committee for each age-level may also include the head coach for the respective travel team (if already selected) or one of the previous year's travel team coaches. The evaluation committee is responsible for establishing the rosters of the teams. The Board of Directors will confirm the number of players on each team without the knowledge of players' names on each team. The Board of Directors will review and vote on any appeals that may be brought before the Organization. The Board of Directors' ruling will be final and no other recourse may be pursued.

Center State Youth Hockey will makes it bests effort, depending on the number of players at each level as well as their skill level, to field teams at the House(Snowbelt) and State Bound(Q) levels. In addition, the Board may, at its discretion, recommend the formation of a Birth Year team if it is in the best interest of the organization and the players involved. A minimum of 10 releases need to be presented to the Board from outside the organization before a decision is made by the Board. In addition no more than 4 Center State players may participate on a Birth Year team to minimize the impact on the other Center State teams at this level.

Birth Year teams will place additional focus on skills development and will play a schedule which is commensurate to the ability of the participants involved. As would be expected, all Center State Bylaws and Handbook policies will apply to Birth Year teams.

All skaters trying out for a Birth Year team will be required to pay a 25.00 non refundable fee. If however the skater is selected for the team this fee will be applied toward the registration fee.

Section 11.1: Age Levels & Leagues

Center State Youth Hockey is a registered Tier II member of USA Hockey and NYS Hockey and abides by all of the regulations governing amateur hockey in the United States and in New York State. CSYH also belongs to the Snowbelt Youth Hockey League.

Participants are placed in one of six age groups. Groups are determined based on the participant's age as of January 1. Age group names and classifications are as follows:

Learn to Play Program	4-11 years old
Mite	8 years and under
Squirt	10 years and under
Pee Wee	12 years and under
Bantam	14 years and under
Midget	17 years and under

It is the philosophy of CSYH that all players should be playing at their age appropriate level. In rare occasions, the CSYH Board of Directors may, at its discretion, move players upward in age classifications in order to achieve a balanced team population. Such board decisions will be made in conjunction with and on the recommendation of the coaches and Director of Youth Hockey and then only with the parents' approval. If a non-Mite eligible player desires to try out for an older age group, the player's family must submit a written request to the CSYH Board of Directors (starting in September 2012, NYS Hockey prohibits Mite-eligible players (ages 8 and under) from moving up to Squirts). The Director receiving such notification will then promptly notify the affected coaches and bring the request to the Board of Directors, who will make the decision based upon team populations. In order to be considered for a move upward in age, any player wishing to play at a higher age level must place as one of the top five players in the entire higher age level group. An exception to this rule is goalie movement, which will be at the discretion of the Board of Directors based upon enrollment numbers.

Learn to Play

The Learn to Play Program is intended for all first year players (ages 4 to 11) and is designed to enhance the beginning players' initial exposure to skating and hockey. Skill development, teamwork, and fun are emphasized. Pressures to perform, to score, and to win are eliminated. Players who have never skated as well as those who have some skating experience are welcome to participate. Returning players who are not ready to join the Mite Division are welcome to remain in the program. In addition, beginning players in the Mite and Squirt divisions wishing to improve their skills may make a request to the Director of Youth Hockey to concurrently participate in the Learn to Play Program at no extra cost.

Mite Division

The Mite Division (6-8 years) of CSYH focuses on providing instruction and playing hockey in a recreational environment. All children are offered the same opportunities and are treated similarly regardless of their abilities or the speed at which they learn. CSYH adheres to USA Hockey's American Development Model in that practices are structured in stations with each station focusing on the various skills of the game of hockey. Games are structured according to the adopted policies of NYS Hockey and the Central Section of NYS Hockey. Games typically consist of "cross ice" competition versus "full ice" in order to afford every player the opportunity to enjoy and learn the great game of hockey.

Generally, CSYH has several teams depending on the number of children. Every child will be placed on the appropriate team following an evaluation process by all the coaches at that level. As

the emphasis is on skill development and enjoyment, all players are given an equal opportunity to play to the maximum extent practicable.

Squirt, PeeWee, Bantam & Midget Divisions

Player Evaluations

The CSYH Board of Directors has adopted the philosophy of dividing players according to skill level at the older age-levels. This method of division is intended to develop all players at a much faster rate. Division by skill or ability creates equal levels of talent in team groups. At the Squirt, PeeWee, Bantam and Midget levels, an evaluation process will be used to select players for each team.

Each team will have a two-day evaluation session and the dates of the tryouts will be announced at least eight weeks in advance. Evaluations will be conducted by an independent, unbiased review board comprised of the Director of Youth Hockey and two other independent members with extensive hockey knowledge. In addition, if already selected, the coach of the state-bound team will be a member of the evaluation committee. Final player placement on the various teams will be made by the evaluation committee. Skaters will be evaluated based on criteria including, but not limited to, a predetermined list of skills, attitude and sportsmanship. Players may choose not to be evaluated for the state-bound team in which case that player will be automatically placed on the house team. Anyone choosing to play on the Snowbelt team does not have to attend the evaluation sessions. A request to play down a competitive level after the tryout process has been completed will not be granted.

The President(s), President-Elect and the Director of Youth Hockey will set a target for the number of teams before evaluations begin based on the current enrollment; the typical goal for the number of players on each team at an age level is to have an equal split among the teams. The number of players may become unbalanced if, in the opinion of the evaluation committee, the skill level of the players dictates an unequal division. The Board of Directors, after the evaluations, will approve the number of players per team. Please note, this vote will be conducted without the Board's knowledge of the names of the players on each team. The vote is based purely on the number of players per team.

The evaluations are mandatory for any player wishing to play on the state bound teams. . The only accepted excuse for missing an evaluation session will be for a medical reason or an excuse that the Board of Directors has approved prior to the beginning of the evaluations. Medical excuses will require a valid doctor's note. If the player wishes to be evaluated for the state bound team, then the player will be required to practice twice with the Snowbelt team and twice with the state-bound team. After the four practices, the Director of Youth Hockey and the head coach from both the state -bound and Snowbelt teams will make a determination as to which team the player will placed. If any excuse limits a player from attending the evaluation sessions or the four subsequent practices prior to December 1st of the current season, then the player will automatically be placed on the Snowbelt team and no further consideration will be allowed.

Section 11.2: State Bound Team

All CSYH State Bound Teams are registered and play under the rules of USA Hockey and New York State Hockey. State Bound Teams at the Pee Wee and older age levels are eligible to participate in Sectional and State Tournaments, provided they have played the requisite qualifier or "Q" games. Q games shall be as defined by USA Hockey, NYS Hockey, and the Central Section of NYS Hockey.

State Bound Hockey is intended to offer a highly competitive level of hockey for all players in the older age groups. The coaching philosophy focuses on developing advanced individual and team play skills. While coaches may use their discretion in how to effectively utilize his or her players, it is expected that each skater will be afforded approximately equal playing time during the regular

season, with the possible exception of special game situations, i.e. man-down and power play situations.

All players are subject to USA Hockey eligibility rules, and State Bound Team rosters are limited to a maximum of twenty players. All State Bound Teams at the Squirt level and above will participate in Sectional Tournaments sanctioned by USA Hockey. Qualified teams will advance to the State and National Tournament play as allowed by USA Hockey regulations.

Section 11.3: Snowbelt Hockey League

In order to provide meaningful competition for all players at Squirts and above, CSYH is a member of the Snowbelt Youth Hockey League. Other communities comprising the league include: Auburn, Camillus, Cortland, Elmira, Fulton, Geneva, Ithaca, Midstate (Syracuse), Oswego, Salmon River, Skaneateles, and Valley (South Syracuse). Under Snowbelt League rules, house teams can only participate in the Snowbelt League if there is a corresponding advanced team at the same age level within the organization.

The main objectives of Snowbelt hockey are to provide structured league play on an equal ice-time basis and to promote the general rules of sportsmanship among participants. There are no tryouts for Snowbelt; all interested players will be rostered on a team. Snowbelt is intended to offer the older house player a greater level of competition and hockey instruction than can be expected from strictly intramural play. In previous seasons, Snowbelt teams have played approximately 35 games from mid-November through early March, about half of which are league games. In addition, the Snowbelt league offers a playoff series. The league awards trophies for both regular season and playoff champions. Snowbelt teams may also register for several tournaments during the season. Such decisions are made at the team level.

Article XII. Selection of Coaches

All prospective coaches must submit a completed application by July 1st to the president of the Association in order to be considered for a coaching position in the Association for the upcoming season. A completed application does not guarantee being selected as a coach. The application shall be forwarded to the Coaching Committee, which shall consist of the President, the President-Elect, and the Director of Youth Hockey. If any member of the Coaching Committee wishes to be a coach then another board member will be selected by a majority vote of the board to fill his/her position on the committee. The Coaching Committee may conduct individual interviews, at its discretion, of prospective coaches prior to selecting coaches for each team. The Coaching Committee will select coaches by a majority vote and submit the slate of proposed coaches to the Board for approval by majority vote at the Board of Directors' August meeting. All coaching selections approved by the Board will be final.

Article XIII. Disciplinary Procedures

Center State Youth Hockey Association follows the most current guidelines published in the most current NYSAHA Annual Guide, Article XVI "Dispute Resolution, Hearings and Discipline".

Any disciplinary grievances shall be presented to the Disciplinary Committee for review. The Disciplinary Committee shall consist of the President, President-Elect, Director of Officials and the Director of Youth Hockey. If anyone on the Disciplinary Committee is the offender, then the Board will vote in a temporary person to serve in the place of that member of the Disciplinary Committee. The current NYSAHA guidelines, in summary, recommend that the player, parent, coach or administrator involved in an on ice/off ice incident be given a minimum seven days notice to present their case to the CSYHA Disciplinary Committee. During the interim, prior to the hearing, the Disciplinary Committee may, at its discretion, suspend the involved party from all Center State on-ice/off-ice activities under USA Hockey Rule 410, subset (a). After this hearing, the Disciplinary Committee will make a recommendation, by majority vote, to the Board. The Board may accept or modify this recommendation. The involved party will be notified within five business days of

the hearing of the Board's decision and in writing within 15 days. An appeal of the decision, if desired, can be made to the Central Section of NYSAHA in writing within 10 days of receipt of the written decision rendered by the Board. The above policy may be amended on a yearly basis by the NYSAHA. See a current copy of the NYSAHA Guidebook for the policy in its entirety.

Article XIV. Code of Conduct

The Association shall enforce all rules of conduct for all participants required by USA Hockey, NY State Amateur Hockey, Morrisville State College and any written policies of the Association. Appropriate actions will be taken by the Disciplinary Committee and the Board of Directors when deemed necessary.

Article XV. Disputes and Protest

The Board shall entertain complaints regarding actions or decisions by the Board except as outlined in the Center State Youth Hockey refund policy or final coaching selections which are not appealable to the Board. Final resolution of complaints will be submitted and resolved by a majority vote of the Board members present. Any complaint must be presented in writing and addressed to the Board.

Article XVI. Equipment

The Association will follow all requirements of USA Hockey, NY State Amateur Hockey, Morrisville State College and any written policies of the Association in regards to equipment use.

Article XVII. Amendments

Amendments to the By-Laws must be submitted in writing to the Board of Directors at a regular or special meeting of the board. The amendment(s) shall be read and discussed by the members present, after which the proposed amendment shall be tabled until the next regular meeting. The Secretary shall send to all Board members a copy of the proposed amendment(s) at least one (1) week prior to the next Board meeting. A majority vote of the entire Board of Directors shall be required to place the proposed amendment(s) on a ballot to be voted upon by the general membership. The Board shall decide timing and procedures for such a vote. If the Board of Directors votes not to place the proposed amendment(s) on a ballot, a petition signed by 1/3 of the general membership shall suffice to place the proposed amendment(s) on a ballot. Once a ballot has been issued to the entire membership, a majority of the votes cast shall be required to pass the amendment(s). Such amendment(s) must be voted and passed prior to May 31st in order to become effective for the following season.

Article XVIII. Sovereignty of the By-Laws

These By-Laws shall have the same effect as a constitution or charter, and any action contrary thereto taken by the Board of Directors, or any Officer, agent or servant of the Association shall be illegal and ultra vires.