

**White Bear Lake Area Hockey
Association 2023-2024 Handbook**

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** Information can change depending on new information or actions taken by the WBLAHA board, District 2, Minnesota Hockey or USA Hockey.

White Bear Lake Area Hockey Association Board of Directors

President	Chad Marquardt	president@wblhockey.com
Vice President of Business	Nick Anthony	BusinessVP@wblhockey.com
Vice President of Hockey Operations	Todd Wanka	HockeyVP@wblhockey.com
Co - Treasurer 1	Eric Johnson	treasurer@wblhockey.com
Co - Treasurer 2	Jess Jacksie	treasurer2@wblhockey.com
Secretary	Brian Griffin	secretary@wblhockey.com
Boys Director	Rick Kissner	boyshockeydir@wblhockey.com
Girls Director	Jeff Rose	girls.director@wblhockey.com
Player Development - Boys	Ben Butters	player.develop@wblhockey.com
Player Development - Girls	Nicole Giefer	girlsplayerdevelopment@wblhockey.com
Director of Administration	Matt Ryan	admindirector@wblhockey.com
Mite Director	Mark Hennessy	mitecoord@wblhockey.com
District 2 Rep	Joel Starke	d2@wblhockey.com

Additional Contact Directory

Volunteer Director	Paul Stauff	volunteer_director@wblhockey.com
Concessions Director	Nicole Kopp	concessions@wblhockey.com
Ice Scheduler	Shawn Birch	icescheduler@wblhockey.com
Goalie Equipment Coordinator	Open	goalie_equipment@wblhockey.com
Jersey Coordinator	Andy Persby	jerseys@wblhockey.com
Tournament Coordinator	Emily St. Martin/Paul Stauff	tournaments@wblhockey.com
Sponsorship Coordinator	Kim Gillespie	sponsors@wblhockey.com
Gambling Manager	Kevin Bergerson	fundraising@wblhockey.com
Website Administrator	Abby Kath	admin@wblhockey.com
Registrar	Abby Kath/Ashley Hoit	registrar@wblhockey.com
Team Manager Director	Ashley Hoit	wblmanagerdirector@wblhockey.com
Junior Gold Coordinator	Terry Greene	
Bylaws Coordinator	Brodie Hacken	

Mission Statement

The goal of the White Bear Lake Area Hockey Association is to develop skilled hockey players, to stress good sportsmanship and fair play and to teach each participant to accept both victory and defeat in a gracious manner. Our membership will strive to achieve the following:

- Give each player the opportunity to participate to the best of his/her ability.
- Teach the fundamental skills of hockey through practice and game play.
- To contribute to the social, emotional and physical development of players.
- To reinforce the traits of commitment, loyalty, respect, responsibility and teamwork in all players.

White Bear's Hockey History Extends More than a Century

Francis X. "Moose" Goheen was born in Saint Paul on February 9, 1894, but the family soon moved to White Bear Lake where he grew up and learned the game. After playing in White Bear, he joined the St. Paul Athletic Club Team. In 1920, Goheen and several of his teammates – Tony Conroy, Ed Fitzgerald and Cy Weidenborner joined the first ever United States Olympic hockey team and competed in the 1920 games in Antwerp, Belgium during April of 1920.

There is no doubt in the minds of hockey historians that “Moose” had helped establish the beginning of the State of Hockey. Goheen was elected to the Hockey Hall of Fame in Toronto in 1952 as only the second American to be honored there and was among the first group to be enshrined in the U. S. Hockey Hall of Fame in Eveleth in 1973. Today his legacy is honored on several weekends throughout the hockey season as the White Bear Lake Area Hockey Association hosts tournaments named in his honor.

In those early days of White Bear hockey all activities would have been held on outdoor ice. By the 1920s, the Ramsey County Agricultural Society decided they wanted to invest in the fairgrounds which were then located on what is today the site of Central Middle School. The Hippodrome, or the "Hipp" where most of our young players learn to skate, was constructed as the County Fair Exhibition building in 1926.

Today that tradition continues. During the 1990s and in 2000 several renovations and upgrades were made to the building including a zamboni garage and improved changing areas for the players. The tradition of shoveling the "snow" off the ice continues as well since the zamboni only performs every other hour at the rink.

During the 1930s local Elwyn "Doc" Romnes was the star of the White Bear hockey scene. Romnes was the first Minnesotan to play in the National Hockey League. His career started

with the St. Paul Saints at the end of the 1920s after playing for Mechanic Arts High School. He went on to win two Stanley Cups with the Chicago Blackhawks – one in 1934 and one in 1938 becoming the first Minnesotan to get his name on the coveted cup. In 1936 he was also awarded the Lady Byng Trophy which is awarded for sportsmanship and gentlemanly conduct combined with a high level of play.

Following his NHL career, Romnes was head coach for the Michigan Tech Huskies (1941-43) and the Minnesota Gophers (1947-52) and was highly regarded for his coaching skills. He was also among the charter group enshrined to the United States Hockey Hall of Fame in 1973. The original plaques that were on display at the Hall of Fame for both Romnes and Goheen are now at the White Bear Sports Center.

The 1940s brought along a different excitement for the game of hockey, its players and its fans. The Minnesota State High School Hockey Tournament celebrated its inaugural year in 1945 and White Bear was right there to be part of the action. During the first game of the first state tournament held at the St. Paul Auditorium in February of 1945 the Bears faced Thief River Falls. They fell to the “Thieves,” as they were called locally, 3-2. The following game against Staples proved to be a close one until the third period when the Bears broke a 1-1 tie with four goals for the win and advancement to the consolation championship game. The final game was a 4-0 victory over Granite Falls for the consolation trophy.

At the award ceremony held in the auditorium back on the White Bear High School campus team captain, James LeVasseur expressed the common sentiment that the Bears “would not be satisfied until we win first place”. More than seventy years and several additional consolation championships later the White Bear Bears and their fans are still waiting for that first place trophy.

Interest in hockey in White Bear Lake ran high in the 1960s with the high school team playing in the State Tournament in both 1966 and 1967. Prior to the development of the Association, the youth in White Bear Lake either played for the Legion and/or the VFW teams. Jim Arend, one of the founders of the Association and the first President, wanted to have a “united” organization that would enable White Bear to compete at high levels with other towns as well as form teams for all youth who wanted to play the game.

In 1967, Jim traveled to Rochester to meet with the president of its association. He obtained a copy of their bylaws as well as copies of the MAHA and USA Hockey rules to help develop the White Bear Association. In 1968, Jim, Bob Atkinson, Don Hisdahl, Jim Shearen, Milt Stellmacher, Bob Samuelson and John Frederickson wrote our first bylaws and completed all necessary paperwork to incorporate the White Bear Hockey and Skating Association (WBHSA). Their major goals were to further the development of the sport of hockey and to build an indoor arena in the community. At that time, the Squirts skated in the St. Paul Suburban League, while

the Peewees and A and B Bantams skated in District 2. Almost all practices and games, at all levels, were played on outdoor ice.

In the 1970s and 1980s, the hockey program grew at an amazing rate. From 60 families, the association increased to over 850 families with over 1,200 boys and girls participating in the program from Clinic to Junior Gold.

The White Bear community had a shot at the top prize in the 1982 State Tournament when the Mariner Dolphins led by coach Tom Simpson made it all the way to the final game. Unfortunately, the Dolphins lost 6-0 to Edina and the coveted hardware was not to be had. Prior to that run Mariner teams had skated to section finals four times.

In 1989, the City of White Bear Lake, with the help of many association volunteers and funds, completed renovation and the ultimate transformation of the old White Bear Racquet Club into the White Bear Sports Center. This provided much needed ice for the growing program. This resulting arena was the culmination of twenty years of effort by association members to provide this facility for our youth.

Other changes were also in the works for the hockey community. The White Bear Lake Girls Program started as a Ringette Program in 1991 and by 1994 White Bear had Girls Hockey. In 1992, the White Bear Hockey and Skating Association became the largest association in the United States. By 2000 the popularity of girls hockey had far outpaced that of Ringette and by 2002 the White Bear Lake Girls Varsity Team was on their way to the State Tournament with a 3-0 victory over Hill-Murray. The team returned home with a second place trophy.

The White Bear Hockey and Skating Association eventually became two separate organizations. The White Bear Lake Area Hockey Association is totally self-supporting with all of its operating funds coming from registration, sponsors' fees, and fundraising efforts. The first association fundraiser was a dance held at the old Rod and Gun Club. Check out the plaque containing the button sold for this event at the Sports Center -- compliments of Don Hisdahl. Along with this button, they sold pink garbage bags that contained the slogan, "think rink -- buy pink". Since that time, there have been a variety of fundraising drives. The association currently operates a charitable gambling operation at local establishments under the direction of its Gambling Manager.

It is a tribute to the founders and the hundreds of volunteers who have followed them that thousands of White Bear Lake boys and girls have not only learned the game of hockey, but more importantly, have had many memorable moments playing hockey in our association. Dozens of White Bear Lake skaters can be found on college, pro, and semi-pro rosters around the country, and they all started in the same place - learning to stand up on skates at the Hippodrome.

Hockey Equipment Requirements

The following equipment is required for all participants in Clinic through Junior Gold programs:

- Helmet (black is required for traveling teams only) and face mask (must be HECC and Minnesota Hockey approved)
- Mouth guard - colored
- Pads - shin pads, elbow pads, and shoulder pads
- Breezers - short padded hockey pants (black recommended)
- Protective cup
- Hockey gloves (black recommended)

SKATES

Properly fitted skates will enable your child to perform to the best of his/her ability on the ice.

Generally, a sewn skate will fit a size to a 1/2 size down from the regular shoe size. A proper fit is obtained best after trying on a few different sizes and walking around. Sitting down, the skater should put the skate on and immediately kick the heel back into the rear of the boot. The toes should “feather” the toe cap and not be crushed or curled in any way.

Lace up the boot, continuously kicking the heel back, ensuring that the lacing is being tightened evenly from the bottom to the top. The tightening should be firm but not so tight that circulation in the foot is hampered. A proper fitting skate does not require extremely tight lacing, only a “snug” fit.

After the boot is completely laced up, get up and walk around. The rear area of the foot should feel snug and secure with no movement or slipping. The foot should rest comfortably on the foot bed as looseness in this area will result in “sloppiness”. The toes should extend flat within the toe cap area. If the toes are stretched (pushed ahead) you should be able to “feather” the toe cap.

Fitting Children

Room for growth must be allowed but care must be taken not to fit too large. The most allowance you should make is about 1/2” (a thumb behind the heel width) when the foot is pushed forward as far as it will go in the unlaced skate.

Children’s feet grow an average of 1/3” per year between the ages of four and eleven. Skate sizes are in increments of 1/3”. Theoretically, a child following the normal growth rate should need a new pair of skates 1/2 size larger every six months.

HOCKEY STICK

Be sure to choose one that is not too large for your child to grip. Stick length can be determined by placing the front, bottom edge of the stick on the ice between the skates. The top of the shaft should touch the player’s face between the chin and the tip of the nose.

HELMET/FACE MASK

All equipment must be HECC approved. Make sure it is large enough to get the hood of a sweatshirt under the helmet. A hat worn underneath the helmet often falls down over the eyes. Do not over-size so that the helmet turns on the child.

GLOVES

Size is important. Not too large, yet not too small. He/she should be able to wear a pair of finger gloves underneath when the weather is cold.

ELBOW PADS

It is important to have a heavy fiber cap covered with a shock-absorbing material. Again, do not over-size.

SHIN PADS

Don't buy shin pads too large. When buying, be sure he/she tries them on with his/her skates, so as not to get them too long to fit with the skates. The tongue of the skate should go outside the shin pad.

MOUTH PIECE

A colored mouth guard is required to be worn at all times while on the ice – both practice and games.

Team Levels & Eligibility Requirements

Players skate in age levels established by Minnesota Hockey, reference table below. WBLAHA skaters must reside or attend a school within the boundaries of the WBL School District (ISD 624).

Level	Ages	Date of Birth	Level	Ages	Date of Birth
Junior Gold	15 through 18	6/1/05- 5/31/08	19U	15 through 18	6/1/05- 5/31/08
Bantam	13 or 14	6/1/08 - 5/31/10	15U	13 or 14	6/1/08 - 5/31/10
Peewee	11 or 12	6/1/10- 5/31/12	12U	11 or 12	6/1/10 - 5/31/12
Squirt	9 or 10	6/1/12 - 5/31/14	10U	9 or 10	6/1/12 - 5/31/14
Mites	8 and under	6/1/14 - 5/31/18	8U	8 and under	6/1/14- 5/31/18
Clinic*	8 and under	6/1/14 - 5/31/18	Clinic*	8 and under	6/1/14 - 5/31/18

*First year skaters, both boys and girls, must begin in the Clinic program. Players may be moved to Mite/8U programs based on skill or need of that level at the discretion of the level director.

Move / Play-Up Policy

PURPOSE

The purpose of the play-up policy is to establish written standards to make the play-up selection fair and equitable.

MOVE-UP BY GRADE LEVEL

Players may register to play at a higher level than their age allows if they are enrolled in the following grades:

BOYS		GIRLS	
LEVEL	GRADE	LEVEL	GRADE
Squirt	4th	10U	4th
Peewee	6th	12U	6th
Bantam	8th	15U	8th

LEVEL CONSIDERATIONS

Play ups will not be allowed at the Peewee/12U and Bantam/15U levels, unless they are in the level's school grade for the appropriate level. Due to relative size in the girls' program, petitions to move up may be considered under special case scenarios, subject to board approval.

Mite and 8U players in their final year of eligibility only, will have the OPTION to try out at the Squirt or 10U level pending approval by the Boys or Girls Director.

Players must have played at the highest level of the mite or 8U program the previous year.

During tryouts, players must make the top 20% of all registered skaters at the Squirt or 10U level. If the player does not grade into the top 20% during tryouts, he or she will play at the Mite or 8U level. The number of play ups using this provision cannot exceed five mites and five 8U players total. Additional play-ups beyond 5 per level may be considered by the Boys/Girls Director at his/her discretion.

APPLICATION TO PLAY UP

The parents of a player who requests to play at a higher level, due to grade or skill, must complete the Move Up Form on the Registration Page at WBLHockey.com and submit to registrar@wblhockey.com.

The Boys/Girls Hockey Director, Vice President of Hockey and coaches will review the request and will inform the participant of the tryout decision prior to the start of tryouts. No WBLAHA player will otherwise be allowed to prematurely move up into Peewee, Bantam or Jr. Gold level.

Play up decisions are final and are not subject to appeal.

RESIDENCY WAIVER POLICY & PROCEDURES

It is the intention of the WBLAHA to give preference to players who live within the WBLAHA's borders. For a player who lives outside of the WBLAHA's borders and plans on waiving into the WBLAHA prior to tryouts, and said player is enrolled in White Bear Lake School District (ISD 624) or any such accredited school within the Association boundaries for the corresponding school year, the player is allowed to petition to try out for their respective level of play. If a waiving player does not petition to try out, they will be placed on the lowest level team. This is to ensure that no WBLAHA player is unnecessarily displaced.

To waiver into or out of the WBLAHA you must obtain a waiver form from their association of residency and have both the losing and gaining association President(s) and District Director(s) sign the form.

RESIDENCY WAIVER POLICY & PROCEDURES

WBLAHA believes in community-based hockey and supports the WBLAHA community and the players who live within the WBLAHA's borders. In response to open enrollment and school system options, Minnesota Hockey implemented the "Participation Rule" as prescribed below which is followed by WBLAHA:

- 1) If a player wants to participate where he/she goes to school (Association of School Participation) rather than where they live, the Association of Residence is required to waive the player (neither the releasing nor receiving associations can refuse the waiver). It is a semi-permanent waiver, effective as long as the player continues to attend the school. If the player stops attending that school, he/she reverts back to their Association of Residence for participation or waiver. **Please Note: The MN Hockey Waiver form is available by contacting your District Director and/or your local association.**
- 2) There are some natural "break points" where students change schools – typically the transition from elementary to middle or junior-high school, and from middle or junior-high school to high school. Players who change schools at these "break points" have full eligibility to compete in their Association of School Attendance at any division (i.e. AA,A,B) and level of play according to their birthdate.
- 3) Players who change schools outside of the normal "breakpoints" can start playing in the their Association of School Attendance immediately, but are not eligible at the highest division (i.e. AA, A) for one year beginning with the first day of attendance in the new school.

This Minnesota Hockey "Participation Rule" may at times seem complex, but it plays a critical role in maintaining our community-based traditions while accommodating open enrollment. Any appeals to this policy should be directed to Minnesota Hockey.

COACHING REQUIREMENTS

For full Coaching Education Program (CEP) rules and required documentation please visit the USA Hockey website at www.usahockey.com. Coaches must also register at www.wblhockey.com.

Failure to register with the WBLAHA will result in disqualification from coaching.

In conjunction with USA Hockey and Minnesota Hockey, the WBLAHA requires that all head coaches and assistant coaches maintain valid and current documentation with USA Hockey showing that you have completed the appropriate CEP training and age level mod for the highest level at which you are coaching.

***** Coaches must have their online module completed before they can step on the ice *****

All coaches listed on a team's roster must have ALL necessary coaching certification documentation prior to the roster sign-off for their respective level. If this information is not completed, the coach or coaches who are missing information will be red-lined and not allowed on the ice with their team until all documentation has been secured and the district has signed off on their roster supplement.

******* No roster changes or supplements will be allowed after December 31.**

Coach Registration requirements include the following:

- Register with USA Hockey as a coach
- Register with WBLAHA as a coach
- Pass Background Screening Semi-Annually
- Complete Safesport Annually
- Completed Concussion Training
- Complete Current CEP Level Training
- Complete Age Level Modules for Each Level Coaching

Further Coaching Registration requirements including due dates can be found here:

<https://wblhockey.sportngin.com/register/form/>

COACH SELECTION PROCESS

- The Coach Selection Committee will at a minimum, consist of the Boys/Girls Hockey Director, VP of Hockey Operations and the President. Whenever possible, member(s) of the WBLAHA staff will be included on the committee.
- At the discretion of the Boys/Girls Hockey Director other members may be selected. The Coach Selection Committee should include an odd number of members and will not include less than three (3) members.

The Boys/Girls Hockey Director shall have the overall responsibility for the process.

- In the event only 1 candidate applies for a position, it is at the discretion of the Boys/Girls Hockey Director whether to assemble a Coaches Selection Committee or not. The candidate will still need board approval prior to finalizing the selection.
- For parent coaches, it is typical for B and C level coaches to be finalized after the tryouts have been completed, and the AA/A teams have been picked. The candidates will be interviewed prior to tryouts and placed after their player is placed at the appropriate level. The candidates will still need Board approval prior to finalizing the selection.
- The Boys/Girls Hockey Director will recruit and contact the candidates and set up the coaching interviews. Two of the following three members must agree in order to recommend a coach to the Board for final approval. Boys/Girls Hockey Director, VP of Hockey Operations and the President.
- The Board will consider the Coach Selection Committee's recommendations and either approve or reject the recommendations on the basis of a majority vote.
- Assistant coaches. Head coaches may select their own assistant coaches with the following restrictions:

All assistant coaches are subject to the approval by the Boys/Girls Hockey Director.

No assistant coach may be selected or named before the season begins if he or she has a player at the same level where he or she intends to coach unless having Boys/Girls Hockey Director and Board approval

- A head coach's player is not guaranteed a position on the head coach's team before the tryout process is complete.
- Coaches will be evaluated using parent year-end season feedback evaluations, coordinator evaluations and Boys/Girls Hockey Director evaluations. After the Boys/Girls Hockey Director evaluates the coach and it is decided that the coach will return the following year at the same position, two of the following three members must agree in order to recommend this coach to the Board for final approval. Boys/Girls Hockey Director, VP of Hockey Operations and the President.

COACH REIMBURSEMENT POLICY

Prior to the August Board Meeting, the Directors at each level shall identify and propose coaches to be reimbursed, including the amount that each coach will be reimbursed. Reimbursement applies to both parent and non-parent coaches. Please contact your level coordinator for details on reimbursement amounts by level. Once information becomes available it will be added here.

Coach reimbursement includes, but is not limited to:

- Lodging expenses
- Meals
- Coaching materials (i.e. Pucks, puck bags, clipboards, etc.)
- Equipment
- Mileage
- Skate sharpening
- Insurance
- Assistant coaches' expenses

An itemized expense reimbursement report **with receipts dated within the current season** must be submitted to the Treasurer for reimbursement by March 30. Expenses will not be reimbursed without receipts and a properly completed expense report. Expenses will be reimbursed by April 30.

Coaches in the Girls Program will be reimbursed off the top level of the matching boys - for example 12U A would be reimbursed as the Peewee AA and 12U B would be reimbursed the same as Peewee B1.

The amounts proposed shall cover ALL coach's expenses and coaches are not able to acquire additional reimbursements. This policy does not take into account tenure or differentiate between Boys or Girls. (Approved at WBLAHA November 2023 Board Meeting.)

Squirt/10U Level:

- A Level = up to \$3,500
- B Level = up to \$2,500
- C Level = up to \$2,500

Peewee/12U Level AA

- Level up to \$4,000 A
- Level = up to \$3,000
- B1 Level = up to \$2,500
- B2 Level = up to \$2500
- C Level = up to \$2,500

Bantam/15U Level:

- AA Level = up to \$4,000
- A Level = up to \$3,000
- B1 Level = up to \$2,500
- B2 Level = up to \$2,500
- C Level = \$2,500

JR Gold Level/19U:

- A Level = up to \$4,000
- B Level = up to \$3000

Roster Size & District 2 Teams

Final roster numbers for the season will be determined by the age level directors.

All teams in both the Boys and Girls Traveling Programs will compete against other teams in District 2. District 2 is composed of teams from White Bear Lake, Forest Lake, Mahtomedi, Roseville, St. Paul Highland, Somerset, Mounds View - Irondale, Stillwater, Tartan, and St. Mary's Point in Minnesota, along with New Richmond, Hudson, River Falls, and Baldwin in Wisconsin.

Game Recommendations

The following recommendations are established by USA Hockey and endorsed by the WBLAHA Board of Directors for all youth teams.

Level	Practice / Game Ratio	WBLAHA Recommendation
Junior Gold/U16	2 or 3:1	45-55 games
Bantam/15U	2 or 3:1	40-50 games
Pewee/12U	2 or 3:1	30-40 games
Squirt/10U	3:1	20-25 games
Mites/8U	3:1	10-20 games

Junior Gold/16 & Under

The Junior Gold program is designed for skaters between the ages of 15 and 18. The 15 and 16 year olds may participate in Junior Gold tryouts at the A & B level or play at the 16 & Under level. All players must tryout. A mandatory parent meeting will be held in November. Please check the website, www.wblhockey.com, for date, time and location of this year's meeting. All Junior Gold teams will play in the Metro Hockey League, which may require driving to games anywhere in the seven county metro area. Games start the first week of December and teams may play into the middle of March if they make playoffs and continue on to state. Games and practices are usually the later hours of ice time, after 9:15pm on school nights. There are typically 1 or 2 out of town tournaments requiring an overnight stay. No player will be allowed to have his/her own hotel room. Minnesota Hockey dictates an adult must accompany the player, even if the player has turned 18.

A Player/Parent meeting will be held on Thursday, the day after the HS team is picked. More detailed information will be distributed at the meeting and posted on the website at that time. Tryouts will start the Friday after the player/parent meeting.

Dual Roster

High School Varsity and Junior Varsity players may NOT compete on WBLAHA teams. Skaters cut from the Varsity and Junior Varsity tryouts may compete in WBLAHA, however the skater may NOT return to the Varsity or Junior Varsity team after competing in the WBLAHA for that season.

Junior Gold/16 & Under Banquet

A Junior Gold/16 & Under banquet for all teams at this level will be held at season's end and is funded by the registration fees (budgeted by WBLAHA as a program expense and includes 1 player and 2 parents). The event is structured to honor the graduating seniors and is also used to recognize players for sportsmanship, leadership, and MVP (one each per team). The coaching staff of each team selects these players.

Boys A & B Traveling Program

The boys AA/A & B Traveling program is managed by the Vice President of Hockey Operations, a member of the WBLAHA Board of Directors. Coaches for the Boys AA/A & B Traveling program are interviewed by an advisory panel and then provide feedback to the Vice President of Hockey Operations based on criteria established by the board.

Skaters in the traveling program should expect to participate in a number of tournaments during the year, depending on the age level of the particular player. They may also participate in District 2 playoffs, regional, and state tournaments where applicable.

SQUIRT PROGRAM

Each team will consist of 13 to 15 skaters and up to two (2) goalies. As numbers permit, we will favor shorter rosters which will allow for more ice time and greater flexibility for our coaches to move kids to different positions. The Squirt B1 and B2 levels give more kids the opportunity to play traveling hockey at a higher level. *The goal and focus of this level will be on skill development - not wins and losses.*

PEEWEE PROGRAM

Each team will consist of 13 to 15 skaters and up to two (2) goalies. We will evaluate the appropriate number of teams by level on a year-by-year basis and field as many teams as our talent and numbers allow.

Since the 2011 – 2012 season, checking is no longer allowed in Peewees. USA Hockey voted upon and enacted this policy at its summer meeting in 2011. Additional information on this policy can be found on USA Hockey's website at www.usahockey.com .

BANTAM PROGRAM

Each team will consist of 13 to 20 skaters and up to two (2) goalies. This is the first level where body checking is allowed by Minnesota Hockey and USA Hockey. The Bantam AA program plays in the VFW League as well as District 2. We will evaluate the appropriate number of teams by level on a year-by-year basis and field as many teams as our talent and numbers allow.

TRYOUT AND TEAM SELECTION POLICY

PURPOSE

The purpose of the tryout and team selection policy is to ensure that each player is given a fair and unbiased evaluation and that all players are placed at the most appropriate level for their abilities. This policy applies to the Squirt, 10U, Peewee, 12U, Bantam, 15U, and Junior Gold levels.

GENERAL TRYOUT RULES

- **Tryouts will be closed to the public.** Only evaluators for that level and Board Members approved by the Boys/Girls Hockey Director are allowed in the rink. Board Members wishing to be at tryouts must demonstrate that their presence is necessary to facilitate the tryout process. Team events during the tryout process (i.e., scrimmages) may be open to the public at the Boys/Girls Hockey Director's discretion.
- The Boys/Girls Hockey Director and the VP of Hockey Operations will determine the number of teams at each level based on the registration for that year.
- Girls that choose to tryout for a Boy's team will commit to the boy's program for the entire season. There is no transferring back to the Girls Program once tryouts begin.
- Trying out in the AA/A tryouts Phase I, does **NOT guarantee** a player all the hours designated for that tryout session. The evaluators will notify when parents should check the website for player cuts. If at any year there is a single A team, this team will be picked from the B1 pool and will consist of the highest 12-15 ranked skaters and two goalies. There will be no preference given to the number of years at that level (first year vs. second year).
- During the tryout process, there can be no unnecessary communication between parents and the evaluators. Any necessary communication (i.e., illness, injury or equipment problems) must be initiated by the player and/or parent via the Boys/Girls Hockey Director.
- Any attempt by a parent at "lobbying" their child during the tryout process will be reported by the evaluator or coach being lobbied to the Vice President of Hockey. This action will be a violation of the Parent Code of Conduct.
- All players shall wear their tryout jerseys and WBLAHA or neutral colored socks. AAA hockey socks are not permitted. All AAA team stickers, or other summer league team stickers, must be removed from the player's helmet prior to the tryout

process.

- Any player unable to participate in tryouts due to injury or illness will be evaluated based on their prior year performance and coaches' recommendations to determine tryout ranking and team placement.
- Players will be given one excused tryout miss for in-season sport conflicts. Any misses outside of one may be considered only on a case by case basis. The Boys/Girls Hockey Director will need to be notified in order to take any consideration.
- Tryout fees may be used to pay for the ice time to conduct tryouts and to compensate the outside evaluators and on-ice instructors.

EVALUATORS

- Evaluators for tryouts will consist of the following for each level: As selected by VP of Hockey Operations. This may include Head Coaches and Assistant Coaches as approved by VP of Hockey Operations and Boys/Girls Director.
Up to three head coaches from other levels at the Boys/Girls Hockey Director's discretion Level Coordinator (if they are a non-parent at that level)
Up to three outside evaluators, which may include member(s) of the WBLAHS coaching staff
- **A minimum of three evaluators is required.** If three evaluators cannot be accomplished through the above criteria, additional evaluators will be appointed by the Boys/Girls Hockey Director. An appointed evaluator cannot be a parent of a child trying out at the level of play he/she is evaluating.
- If a coach has a child in the Association at a level different from the level being coached, that coach cannot evaluate at that given level. If a coach has a child playing at the level that is being coached, that coach can evaluate for their team only and the coaches' child will be evaluated by the other evaluators.
- There shall be no evaluators who have children under evaluation at the level(s) they are evaluating.
- Head coaches will have final say for team selection. The outside evaluators are involved for evaluation of players during tryouts and will advise the head coaches on their assessments.
- Outside evaluators need to be present at every tryout session, including scrimmages as see fit by VP of Hockey Operations and Boys/Girls Director.

GENERAL TRYOUT PROCESS

- Each tryout at each level will consist of skill drills, small games and scrimmages.
- The tryout plans for each level will be determined by the VP of Hockey Operations, Boys/Girls Hockey Director and Level Coordinator.
- Individual skills, team skills, hustle, teamwork, attitude, sportsmanship and conduct will be evaluated during the tryout process.
- During scrimmages, players should be assigned to both offensive positions and defensive positions.
- At least one hour of the tryout process will be dedicated to goalies.
- Each level (Squirt, Pee wee and Bantam) will be broken up into two phases.

BOYS PROGRAM TRYOUTS BY LEVEL

- **AA Pee wee/Bantam Phase I**
 - There are no guarantees to the number of sessions each player will be able to participate in. Players may be released after the first session.
 - The Head Coach may or may not be on the ice for this phase.
 - Phase I will consist of individual skills, small area games and scrimmages.
 - At the end of Phase I the coaches and evaluators will select between 15-24 skaters and 2-4 goalies to move into Phase II.
 - Players not selected for AA Phase II will report to B1/A Phase I.
- **AA Pee wee/Bantam Phase II**
 - There are no guarantees to the number of sessions each player will be able to participate in. Players may be released after the first session.
 - This phase will consist of team practices and outside scrimmages. The Head Coach and coaching staff will conduct this phase on the ice. The evaluators will be present at all Phase II events.
 - Any players not selected to the AA team during phase II will be moved to the B1 player pool and at a minimum will play at the B1 level. If there is an A team, players moving during AA Phase II are not guaranteed a position on the A team. Players that are not selected for the AA team at the end of phase II will be placed on the A team.
 - The players not selected at the end of phase II to the AA team will be given the opportunity to meet with the AA Head Coach, the level coordinator and the Boys Hockey Director. This meeting will be set up upon parent request to the Boys Hockey Director.

- **B1/A Pee wee/Bantam Phase I**

- There are no guarantees to the number of sessions each player will be able to participate in. Players may be released after the first session.
- If at any year there is an A team, it will be picked from the B1 pool.
- At the end of Phase I the coaches and evaluators will select players for Phase II. The number of players selected each year will be based on the number of teams and roster sizes for that year.
- Any players not selected for Phase II will be considered for the B2 team if needed to meet roster requirements.

- **B1/A Pee wee/Bantam Phase II**

- There are no guarantees to the number of sessions each player will be able to participate in. Players may be released after the first session.
- This phase will consist of team practices and may have outside scrimmages. The Head Coaches and coaching staff will conduct this phase on the ice. The evaluators will be present at all Phase II events.
- Any players not selected during phase II will be placed on the B2 team. In the event that there are more than enough players to fill the B2 roster, the remaining players will report to C level grading

- **C Level Grading**

Grading will start after B1/A ends and will consist of 2 hours.

- Players will be graded on individual skill and team skills.
- Players will be divided equally based on skill to make as many teams as needed.

- **A Squirt Phase I**

- There are no guarantees to the number of sessions each player will be able to participate in. Players may be released after the first session.
- The Head Coach may or may not be on the ice for this phase.
- Phase I will consist of individual skills, small area games and scrimmages.
- At the end of Phase I the coaches and evaluators will select between 15-24 skaters and 2-4 goalies to move into Phase II.
- Players not selected for A Phase II will report to B Phase I.

- **A Squirt Phase II**

- Once again, there are no guarantees to the number of sessions each player will be able to participate in. Players may be released after the first session.
- This phase will consist of team practices and outside scrimmages. The Head Coach and coaching staff will conduct this phase on the ice. The evaluators will be present at all Phase II events.
- Any players not selected to the A team during phase II will be moved to the B player pool and at a minimum will play at the B level.
- The players not selected at the end of phase II to the A team will be given the opportunity to meet with the A Head Coach, the level coordinator and the Boys Hockey Director. This meeting will be set up upon parent request to the Boys Hockey Director.

- **B Squirt Phase I**

- There are no guarantees to the number of sessions each player will be able to participate in. Players may be released after the first session.
- At the end of Phase I the coaches and evaluators will select players for Phase II. The number of players selected each year will be based on the number of teams and roster sizes for that year.
- Any players not selected for Phase II will report to C level grading.

- **B Squirt Phase II**

- There are no guarantees to the number of sessions each player will be able to participate in. Players may be released after the first session.
- This phase will consist of team practices and may have outside scrimmages. The Head Coaches and coaching staff will conduct this phase on the ice. The evaluators will be present at all Phase II events.
- Any players not selected to a B team during Phase II will report to C level grading.

- **C Level Grading**

Grading will start after B ends and will consist of 2-4 hours.

- Players will be graded on individual skill and team skills.
- Players will be divided equally based on skill to make as many teams as needed.

BOYS C TRAVELING PROGRAM

The C level is a traveling level, no different from their A and B counterparts. C teams may play other District 2 teams and have a recommended maximum of 35 games.

If your son is not selected for an A or B team this means they currently lack the skill to perform at those levels, it does not mean that your child does not have the *potential* to make an A or B team. The primary purpose of the C level is to develop hockey skills, a hockey work ethic and to learn about the highest level of sportsmanship.

The C level is not a recreational league. C level players and parents expect their coaches to advance their player's game just as at the A and B levels. Recreational leagues are typically run by a city and are for those kids that have a casual interest in playing hockey. C level association players, parents and coaches have much higher expectations.

Coaching Staff

The coaching staff consists of a head coach, two assistant coaches and a manager. C level coaches are typically parent coaches, however there are exceptions. All C level coaches are required to maintain proper coaching certification per USA Hockey guidelines. Coaches and assistant coaches without valid certification will be removed from actively participating in coaching a team.

At the C level, coaches try their best to allow players to play both offense and defense. Kids play the game because they want to win. Coaches determine who is best suited for each position.

Regardless of their position, coaches will provide each skater an equal amount of shifts during a game. Coaches may decide that during the last two minutes of a game they want their most aggressive players on the ice, for instance, when a goalie is pulled. This is a specific situation and is not a strategy to be employed for the duration of whole games or periods. C level coaches will roll their lines.

The number of teams can vary seasonally. The primary determinants are the number of players registered, the number of A and B teams and the number of rostered players taken on the A and B teams. The ideal team has 16 rostered players, six defensemen, nine forwards and a goalie. There are advantages and disadvantages to having more or fewer players on a team. More players mean lower team fees but fewer shifts and fewer players mean more shifts but higher team fees.

Coach/Parent Communication

It is expected that both coaches and parents adhere to the Code of Conduct supported by USA Hockey, Minnesota Hockey and the WBLAHA. Invariably there will be disputes over the course of the season however the expectation is that both parties will conduct themselves as adults. If a dispute resolution cannot be attained, the C Level Director and Coordinator will become involved to mediate the situation. Coaches are expected to update parents with team progress and parents are expected to understand that coaches are responsible for the progress of the team as a whole.

Ice Time

In the beginning of the season it is not unusual for your skater to have up to six practices per week. As the season progresses a typical week will consist of three to four practices and one game. Late in the season the ratio of practices to games may be 3:2 or 4:2.

Discipline

Players that cause problems will be disciplined appropriately by the coach. Coaches are not expected to put up with verbal abuse, obnoxious locker room behavior, fighting, swearing or complaining. Depending on the offense, coaches are allowed to determine reasonable punishment. The punishment for fighting is not determined by the coach, but rather by District 2 and Minnesota Hockey. Failure to report a fight will affect the head coach.

C Grading Sessions

Grading sessions are two hours in length and are designed to provide a rating for players in order to create a draft list. Players enter the arena and are randomly given either a white or black pullover jersey. At the end of the session players are split by jersey color and will scrimmage. The scrimmage is used by coaches to make note of players who they believe have a particular skill. For example, Coach X notes that number 28 has an excellent shot or back-checks well. The coach can then use his notes when drafting to try and secure that player for his team.

Draft Process

The draft process begins after the C players have been graded. Typically the level Coordinator and the level Director sit down with the selected coaches and perform a competitive draft. Coaches choose a face down playing card to determine the order of the draft. After the draft order is determined, coaches are able to “protect” players such as their own sons, the sons of two assistant coaches and the son of the manager. This means that no other coach can select those players. Depending on the number of players there may be up to eight rounds of drafting. If a “protected” player falls in a draft round, the coach of the protected player is excluded from drafting that round. Players are drafted based on scores received in grading. When the player list is exhausted, goalies are then selected based on the same procedure.

C LEVEL PLAYER RIGHTS & RESPONSIBILITIES

Rights – Players

- o The right to participate in hockey.
- o The right to participate at a level commensurate with the player's maturity and ability.
- o The right to have qualified adult leadership.
- o The right to participate in safe and healthy environments.
- o The right to proper preparation for participation in hockey.
- o The right to equal playing time.
- o The right of players to share in the leadership and decision making of their hockey participation.
- o The right to be treated with dignity.
- o The right to play as a youth; not as an adult.
- o The right to have fun.

Responsibilities – Players and Parents

- o Players and parents are to honor the game.
- o Players and parents understand that effort and teamwork are more important than winning.
- o Players and parents understand they have control over their situation, but not at the expense of other players, parents, teams, referees, associations or communities.
- o Players and parents understand that the purpose of C level hockey is to develop ALL players.
- o Players and parents agree to discipline their emotions in a way that honors the team, program and community.
- o Players and parents understand that unsportsmanlike conduct, fighting, arguing, name calling and swearing are unacceptable behaviors whether on the ice, on the bench, in the stands or in the locker room.
- o Players and parents understand that they are subject to fair and reasonable punishments for ignoring these responsibilities.

Responsibilities – Coaches

- o Coaches will have a documented plan for the season.
- o Coaches or qualified assistant coaches will be present for all games and practices.
- o Coaches will monitor their locker rooms at all times.
- o Coaches will not shorten their bench. At the second occurrence you will be suspended for two games and your removal will be recommended.
- o Coaches are to understand and promote the concept that winning is a product of inspiration, motivation, effort and teamwork.
- o Coaches will report all incidents of unsportsmanlike conduct, fighting and unruly behavior by parents in the stands.

- o Coaches are to understand that a player's skills progress at different rates.
- o Coaches are to understand that the purpose of C level hockey is to develop ALL players.
- o Coaches are to care more about the player than the win.
- o Coaches are to understand that skill and talent are not grounds for more or less playing time.
- o Coaches agree to treat all players, coaches, parents and referees with respect.
- o Coaches are to recognize their potential to have a huge impact on players.
- o Coaches agree to be consistent with regards to discipline, star players or otherwise.
- o Coaches are to recognize that EVERY player on your team must feel as an important part of team success. This concept is your responsibility to reinforce.
- o Coaches will recognize their responsibility to develop ALL players.
- o Coaches will recognize that fear inhibits creativity, potential, motivation and effort.

TEAM SELECTION

- The appropriate level director shall be present during the team selection (Boys Director, Girls Director)
- Head coaches select their teams. The outside evaluators are involved simply for evaluation of players during tryouts.
- Roster sizes for all teams, from AA, A, B1, B2 and C, will be comprised of no less than 12 skaters and 1-2 goalies. The Boys/Girls Hockey Director, VP of Ops and Level Coordinator will make the final decisions based on final registration and tryout results.
- If a head coach is a parent of a child at that level, the majority of evaluators must agree that his/her child deserves to be on his/her team based on the child's performance during the tryout process. The parent head coach must remove himself/herself from that decision.
- During a draft of two or more teams at identical levels (i.e., B Squirt, B1 Peewee, B1 Bantam, 10U B, 12U B, 14U B), the player selection must be competitive.
- Once teams have been selected and the Girls' Director closes the draft, trading of players will not be allowed.

GIRLS PROGRAM TRYOUTS BY LEVEL

Girls 19U

- There are no tryouts for the 19U team.
- More information will be posted on the Girls Hockey page with further details.

GIRLS 15U

- Tryouts will be held in early October.
- More information will be posted on the Girls' Hockey page with further details.

GIRLS 12U

- Phase 1 tryouts will consist of the following:
 - Day 1 (1 hour) skills grading
 - Day 2 (2 hours, or as needed) will be skills, and small area game scrimmaging.
 - Day 2 will also include a 15-20 minute individual goalie evaluation/grading (or as needed).

At the end of Day 2, the 12UA camp team will be selected. Tryout numbers for the 12UA Camp team will be posted on the Girls Hockey page. Those not on the list will report to the 12UB grading session.

- Phase 2 will consist of the following:
 - Players selected for the 12UA Camp team will play up to 2 scrimmages against outside associations.
 - All players selected to the 12UA Camp team will play in both A Camp scrimmages.
 - After the 2nd 12UA Camp scrimmage, the final 12UA team will be picked and finalized.
 - The final 12UA team selections will be posted on the girls hockey website by tryout jersey number.
 - Players NOT selected for the 12UA Camp team will report to 12UB grading.
 - The 12UB coaches will conduct a series of drills, small area games and scrimmages to further evaluate the players.
 - At the conclusion of the 12UB grading, 2 equal teams will be picked or divided into B1 and B2 teams as declared with D2 that given year.
 - The picking of the 12UB teams will be moderated by the Girls Director.

GIRLS 10U

- 10U Tryouts will consist of the following:
 - Day 1 (1 hour) skills grading
 - Day 2 (1 hour) will be Skills and small area game scrimmaging. At the end of Day 2, the

10UA team will be selected.

- o Tryout numbers for the 10UA team will be posted on the Girls Hockey website. Those not on the list will be on the 10UB and will be contacted by a 10UB coach.

GIRLS A & B TRAVELING PROGRAM

Information pertaining to tryouts will be posted on the website at www.wblhockey.com/girls when they become available. Players must register for the level that accommodates their age, do NOT register up.

The Girls Hockey Program will offer the following:

- o 19U – We will do everything possible to field a team each year depending upon interest (no A or B designation per District 2)
- o 15U – Contact the Girls Hockey Director if you have interest in playing at this level. Team declarations will vary annually depending on number of girls and skill level.
- o 12U – Team declarations at this level will vary annually depending on the number of girls and their skill level. .
- o 10U – Team declarations at this level will vary annually depending on number of girls and their skill level
- o 8U – Team declarations at this level will vary annually depending on the number of girls.

General Information

The Girls A & B Traveling Program is managed by the Girls Director, a member of the WBLAHA Board of Directors and assisted by the Girls Coordinator, who is appointed by the Girls Director. Coaches for the A & B Traveling program are selected by a committee appointed by the Girls Director, who makes their decision based on criteria established by the board and recommended by the Girls Director.

10U through 19U players should expect to travel to away games and participate in two to four tournaments during the season, depending on the age level of the particular player. Players may also participate in district playoffs, regional and state tournaments where applicable.

Girl's hockey will be played with the same rules as the boys with the exception that there is no checking in girl's hockey at any level.

8U – 15U girls will receive information to register for Fall Warm-Up which will help prepare the girls for tryouts. This is an optional opportunity for the girls to get their “skate legs” back prior to tryouts.

8U girls will practice at the Hippodrome, WBSC and County Arenas. As the season progresses and the weather allows, additional practices may be held at one of the outdoor facilities at the discretion of the coaching staff.

Request to Play-Up/Move-up Forms

The Girls Program will follow the formal approval process for move-ups as stated on the Move Up Form. The Girls Director must approve the request before the board will consider hearing the request.

*****All board decisions are final and are not subject to appeal*****

Tryouts

All skaters must wear full equipment including helmet with face mask, mouth guard, shoulder pads, shin pads, elbow pads, breezers and pelvic protector. Goalie equipment is available through the Equipment Manager. You must call the Equipment Manager in advance for an appointment to find the proper equipment your player can use.

Players not registered, or with incomplete registration paperwork, will not be allowed to participate in tryouts.

Any girl that registers to tryout for the Boys Program will remain in the Boys Program for the duration of that season and is NOT eligible to play in the Girls Program for that season.

This allows both the boys and girls programs to accurately pick teams during the tryout process.

10U through 12U Levels

- Tryouts are held to offer players an opportunity to play on a traveling team. The Girls Director will appoint a selection committee for each level tryout consisting of association coaches and graders.
- Players are selected based on their hockey skills demonstrated during tryouts for the A and B teams.
- Selection to a team as a first year player will not entitle the player to a roster spot on a team at the same level in the player's second year. Players must make the team year to year based on their demonstrated skill and development.
- All sessions will be held at either the White Bear Sports Center or any Ramsey County owned facility that WBL rents ice from. Please refer to the tryout schedule posted on the Girls Hockey page of the website at www.wblhockey.com to ensure you go to the correct arena.
- Players are required to arrive 45 minutes before their first scheduled tryout session to allow time for sign-in and distribution of tryout jerseys. Tryout jerseys must be returned to the head coach, Girls Director or Girls Coordinator after the final tryout session.
- All players will be contacted within 24 hours of final tryout by their head coach with date and time information for their team meeting and first practice. Tryout results will also be posted on the website, www.wblhockey.com , at the conclusion of each level's tryout session.

8U Level

A grading session will be conducted by the Girls Coordinator and 8U coaches. Full equipment, as described above, is required by all participants. Players are required to arrive 45 minutes before their scheduled grading to allow time for sign-in and distribution of grading jerseys. *8U teams will be divided by age, experience and skill level for the season in the best interest of the players and the program.*

Any questions regarding the tryout process for the Girls Program should be directed to the Girls Director at girls.director@wblhockey.com .

Mite Program

Mite Program: The Mite program is designed for boys and girls 8 years old and under who have skated for at least one year and have graded into the Mite Program. Mites is a program that focuses on preparing the kids for the squirt level by scrimmages and practices. There are no official games at the Mite level. Leveling is used to group kids with peers who have a similar skill set.

The Mite guidelines are as follows:

- **Mite 3 & 4** - players are generally 7 to 8 years old OR generally 2nd, 3rd or 4th graders. They typically have completed 1-2 years of the Mite program and have graded into the higher end of the Mite program. These levels stress skating, stick handling skills, shooting, individual creativeness as well as passing for each of the players. These levels also introduce team play and rules of the game (off-sides and changing on the fly) early in the season during weekly scrimmages and practices. Many of these players will be transitioning up to Squirts so it is essential to provide a basic foundation of the game of hockey combined with the individual skill development and team play.

- **Mite 2** - players are generally 6 to 7 years old OR generally 2nd or 3rd graders. They typically have completed 1 year of the Mite program and have graded into the middle of the Mite program. Mite 2 concentrates on the skating and puck handling skills of the players. Individual creativeness and competitiveness are important concepts that are coached early at this level during weekly scrimmages and practices. Team play and a few rules of the game (off-sides and positions on the ice) will be introduced toward the end of the season. Some of these players will be transitioning up to Squirts so it is important to provide a basic foundation of the game of hockey combined with individual skill development. Players not attending an evaluation will be placed at Mite 2 at a minimum. It is Mite Director discretion if a player not attending evaluations should be placed at a higher level based on prior year level of play.

Mini Mite Program: The Mini Mite program is designed for boys and girls 4 – 6 years old who are ready to take their first step into organized hockey. These kids can do basic skating drills and have some hockey skill. **The Mini Mite program is new in 2023-2024 and the hope is that with multiple days a week of practice we're advancing the development process for the kids. Additionally grouping them by age we hope we're creating a fun environment for development amongst peers and comparably skilled kids.**

- **Mini Mites 3** - players are generally 5 to 6 years old (generally 1st grade and younger), have completed the Clinic program or can demonstrate an ability through an evaluation to be placed at the highest level of Mini Mites instead of attending clinic.

- **Mini Mites 2** - players are generally 5 to 6 years old (generally 1st grade and younger), have completed the Clinic program and graded into the middle of the program.

- **Mini Mite 1:** In some cases a player may have either not attended the grading session or have graded to the lowest level of the Mini Mite program. Mini Mite's concentrates on the skating skills and development of the individual players while introducing the game of hockey in weekly scrimmages and practices. Players will be placed at the level which best matches their skill level.

Mite Evaluations:

Evaluation Requirements:

To play Mites players must have completed at least one year of Clinic or at a minimum be a 2nd grader. Players must attend the Mite Evaluation session assigned to them on the website

Players must be ready to go on the ice 30 minutes prior to scheduled time to allow for check-in ~~and to receive a grading jersey.~~

Switching of grading times will NOT be allowed without prior approval of the Mite Director.

A draft is held after the grading is complete. At that time, the coaches select their teams and will be contacting each player to inform them of their team meeting and first practice times.

The target practice to scrimmage ratio for all Mite levels is 3:1, below is a general schedule guideline for each Mite level:

Mite 2: Mostly all White Bear schedule, some scrimmages with neighboring associations.

Mite 3: Mix of scrimmaging with both White Bear Mite 3 teams and outside associations.

Mite 4: Mix of scrimmaging with both White Bear Mite 4 teams (when numbers dictate multiple teams) and outside associations.

There will be a Mite Winter Blast (weather permitting) in January or February and a Mite End of Year Jamboree in March for all Mite levels. A Mite Tournament Coordinator will be appointed by the Mite Director to facilitate both events.

Occasionally, there may be moves early in the season if a player demonstrates that the move is needed due to the skills demonstrated. Players will only be allowed to move up to the next higher level from where they are placed. It is the intention of the Association to avoid having a situation where a player becomes frustrated due to an inability to participate at the same level as their teammates.

Mite Play-Ups Parents of Mite players in their final year of eligibility only, will have the OPTION to have their child try-out at the Squirt Level, or remain in the Mite Program for their final year of eligibility. During tryouts, players must make the top 20% of all registered skaters at the Squirt level. If the player does not grade into the top 20% during tryouts, he or she will play at the Mite level. If you require any additional information or have any questions, please contact the Mite Director at mitecoord@wblhockey.com .

Mini Mite Evaluations:

Evaluation Requirements:

To play Mini Mites players must have completed at least one year of Clinic or through an evaluation demonstrate the basic skills to play hockey.

Players must attend the Mite grading session assigned

Mini Mites is typically for 1st grade and younger players with basic hockey skills. The evaluation process is used to determine the appropriate level for the child to play at.

In some instances it may make sense to have a player play up as a mite and that would be at the Mite Director's discretion

Specific date and time information will be posted on the website at www.wblhockey.com.

Players must be ready to go on the ice 30 minutes prior to scheduled time to allow for check-in ~~and to receive a grading jersey.~~

Switching of grading times will NOT be allowed without prior approval of the Mite Director.

A draft is held after the grading is complete. At that time, the coaches select their teams and will be contacting each player to inform them of their team meeting and first practice times.

The target practice to scrimmage ratio for all Mini Mite levels is 3:1, below is a general schedule guideline for each Mite level:

Mini Mite 3: Mostly all White Bear schedule, some scrimmages with neighboring associations.

Mini Mite 2: Mix of scrimmaging with both White Bear Mini Mite 2 teams.

Mini Mite 1: All White Bear schedule, mostly practices that include some scrimmaging with other WBL Mite 1 teams. Mini Mites will participate in the End of Year Jamboree in March for all Mite and Mini Mite levels.

Mini Mite & Mite Coaches: All of the coaches are volunteers and must have a valid Initiation/Level 1 certification from the USA Hockey Coaching Education Program, be registered with USA and White Bear Lake Area Hockey and have completed an electronic background check to be on the ice. Head coaching assignments will not be determined until after the completion of the player evaluations. The exceptions to this rule are returning Mite 4 coaches. Head coaches will be picked by the Mite Director once each player has been evaluated. The head coach will be able to recommend and choose their coaching assistants. Teams are allotted indoor ice at the Hippodrome, WBSC or County arenas, with each coach determining the use of outdoor practice ice. The Mite level focuses on fun, individual skill development and the early stages of team play.

CLINIC PROGRAM

The clinic program offers lessons in basic skating and hockey skills for all first year players 4 to 8 years (as of May 31) of age. All coaches at this level are volunteers and must have a valid Initiation/Level 1 Certification from the USA Hockey Coaching Education Program to be on the ice.

~~Both boys and girls will be required to begin in this program.~~ There will be two sessions this season that includes boys and girls. Both sessions will be held on one weekend day per week and will be 40 – 60 min in length. Clinic sessions will begin early November and run through the end of February. Dates and times for Clinic sessions will be posted on the website at www.wblhockey.com.

Most seasons, a small number of clinic players will be asked to play on a Mite , Mini -Mite, Girls 8U or 6U team to fill those rosters. The decisions for these move-ups will be determined by the Director of Player Development, Mite Director, Girls Director, Girls 8U Coordinator and Clinic Coordinator. This process will be complete no later than the third week of clinic.

~~A celebratory game involving clinic players will be held at the end of the season.~~

GOALIE INFORMATION

WBLAHA is investing in the development of our goalies. This includes both goalie coach and player clinics during the winter season, as well as a continued effort to ensure our goalies utilize safe and right-sized equipment.

Goalie Equipment Program

The cost of new goalie equipment can easily exceed \$1000. This burden is especially difficult at the younger ages where players are encouraged to experiment with the position. The goalie equipment program is designed to make it easier and more affordable for families that have goalies or for those making the decision to become a goalie. WBLAHA will continue to maintain an inventory of equipment to outfit our Mite, Squirt, 8U, and 10U goalies. Players at these levels will have use of the equipment during the entire hockey season, and will return it at the end of the season. What we ask in return is to take good care of the equipment and not to swap with other goalies unless the goalie equipment committee are notified and have given prior approval. It is rare that a goalie utilizes the same set of equipment for more than two seasons simply due to growth of the player. We need our goalies to be properly protected and will make every effort to get the right sized equipment issued to the player.

If WBLAHA equipment is used for street or basement hockey and shows unusual wear the renter will be liable for the purchase of the damaged equipment at a used price.

Goalie Equipment Rental Fees Rental Fees and Policies	Full Set (glove, blocker, chest protector, leg pads)	Half Set (leg pads only or any one of the other items)
Squirts, 10U	FREE	FREE

The Association does not pay for or provide skates, sticks, or helmets.

Mites and 8U equipment sets are assigned to the coaches at no cost. The equipment will consist of 1-2 sets per team (glove, blocker, chest protector, leg pads, and stick in a carrying bag).

Equipment Pick up – please contact the Goalie Equipment committee to arrange pick up of the equipment.

Equipment return – Goalie equipment must be returned at the conclusion of the season.

WBLAHA will no longer maintain a regular inventory of equipment for the Pee wee, Bantam, Junior Gold, 12U, or 15U level goalies. Instead, we will work individually with each family in

need of assistance.

The solution may include a sale of equipment at a reduced price and/or rental of used equipment from the Association's inventory. WBLAHA is always looking to buy good quality, used equipment. If you have purchased your own equipment and would like to negotiate a price, we are happy to talk to you. The equipment must be orange, black or white. If you know of used equipment for sale that fits the above requirements please let us know.

REPAIR POLICIES

Please do not repair equipment unless you plan on paying for the repairs yourself. Any repairs that would be paid for by the WBLAHA need to be approved by the Goalie Equipment committee prior to getting the work done. WBLAHA has made arrangements with a leather shop to do the work with the proper approval.

Who Is Responsible for Assigned Equipment

Each set will have an assigned person who is responsible for taking good care of the equipment. In most cases this will be the goalie, but in the younger ages it may be the coach. Abuse of the equipment (i.e. street hockey) or trading without consent of the Goalie Equipment committee will not be tolerated. If either happens, appropriate action will be taken by the Association.

GOALIES WILL NOT BE ALLOWED TO FINALIZE THEIR REGISTRATION UNTIL THEY ARE CURRENT WITH EQUIPMENT FEES.

Goalies

Any goalie families with association gear must contact the Goalie Coordinator or Vice President of Business, even if they intend to continue using it for the season. This will allow the Goalie Equipment committee to update condition, and make sure all records are current.

As the teams are selected during tryouts, any updated equipment will be handed out and other equipment will be turned in. During this period, goalies will be contacted to make the exchange. This period is also the best time to obtain the best possible equipment. Exceptions are made if there are safety concerns due to repairs or size mismatches. Trying to receive equipment before your age group is handled lowers the possibility of obtaining the "best available" equipment. We will always make the best effort to provide quality equipment.

Goalie Training

Throughout the season, WBLAHA will be providing goalie training. Further information regarding goalie training, including dates and times, will also be posted on the website at www.wblhockey.com.

Locker Room Policy

In 2010 USA Hockey has instituted the following Locker Room policy:

“USA Hockey is concerned with locker room activities between minor players, locker room activities between minor players and adult players, adults being alone with individual minor players in locker rooms, and non-official or non-related adults having unsupervised access to minor participants at sanctioned team events.

It is the policy of USA Hockey and USA Hockey InLine that all affiliates, districts, leagues and local hockey programs have at least one responsible adult directly monitoring the locker room during all team events to ensure that only participants (coaches and players), approved team personnel and family members are permitted in the locker room and to supervise the conduct in the locker room. Any individual meetings between a minor participant and a coach in a locker room shall require a responsible adult be with the coach.

Further, responsible adults must personally monitor the locker room environment at all times while participants are present and also make sure the locker room is appropriately secured during times when minor participants are on the ice.

All responsible adults serving as locker room monitors should be gender correct and the co-ed locker room policy must be followed as described in the current USA Hockey Annual Guide. Monitors must be screened and meet all USA Hockey screening standards.”

The enacting of this policy covers all practice times, games/scrimmages and tournament events at **ALL** levels of play. Teams will now be required to designate one or two gender appropriate adults to be “Locker Room Monitors” for the entire season. These people will need to complete a background check form and submit it to the Registrar for processing.

Cell Phones and Recording Devices

In accordance with District 2 and Minnesota Hockey, the White Bear Lake Area Hockey Association strictly prohibits individuals from possessing and or utilizing any photo or video capturing devices within the locker room area. Prohibited devices include cell phones, all cameras (still & digital), iPods/mp3 players or digital media players and/or game systems capable of taking still photos or recording video. Failure to comply with the aforementioned policy will result in disciplinary action taken against those to be found in noncompliance. The disciplinary actions are as follows:

1st Offense: One game suspension

2nd Offense: Two week suspension

3rd Offense: Removal from team with no refund of registration/base/level fees

Registration & Fees

At the time of registration, all outstanding past due accounts must be paid in full. Players will not be able to participate in any WBLAHA events if there is an outstanding prior year balance.

Each age group this season will have a Registration Fee, a Base Fee and a Level Fee. When you register, you will have the option to pay the whole fee in full or elect to pay through an installment plan.

A majority of the age groups have multiple levels such as the U12 age group where there will be U12 A and U12 B teams or for PeeWee's there will be AA, B1, B2 and C teams. No matter what level of play for each of those age groups, all registered players will pay a Base Fee during the registration period.

After tryouts/evaluations, your registered player may be placed on a team that incurs an additional Level Fee, which will be invoiced via SportsEngine and payable within 30 days of invoice.

Payments will be done online using your SportsEngine account. Payments can be made via credit card, debit card or bank account. If choosing an installment plan, payments will be divided into three equal payments (Registration Fee and Base Fee). The first payment is due at the time of registration, the second is due November 10th and the third is due January 10th. Payments will be set up to autopay on the above dates.

If fees are not paid in full before January 15th, the player will no longer be able to participate in any WBLAHA activities.

Registration Fees are utilized to pay for operating costs, such as:

- Administration costs (office supplies, website, software licenses, postage, annual audits, etc.)
- Association owned equipment and property

Base and Level Fees are utilized to pay for player costs, such as:

- Level grading
- District 2 fees (game ice, referee fees, league fees, etc)
- Practice ice time
- Coach reimbursements
- Jerseys and socks
- Player development
- Tournament fees
- In-house jamboree for Mite/8U and 3 tournaments for all other levels

REGISTRATION FEES

PLEASE SEE FEES PER LEVEL ON THE WBL WEBSITE

REGISTRATION AND BASE FEES for each level is what you will authorize to pay at the time of registration.

- Players selected for the following teams will be ASSESSED a per player LEVEL FEE to be collected/paid via SportsEngine. See fee chart for Level Fee differences per player.
- Mite 3/4 and 8U 3/4 teams
- Girls 10UA | 12UA | 15UA teams
- Squirts A | Pee wee AA, A | Bantam AA, A, B1, B2 | JR Gold A
- You will be required to pay the Level Fee within 30 days of invoice.

TRYOUT FEES are an ADDITIONAL \$50 which will be paid during registration. Players who choose not to try out (and Mite/8U players) will be required to attend level grading, which is included in registration fees.

GOALIES – For Squirt/10U and above, the WBLAHA will waive the REGISTRATION FEES for players who are registered and committed to playing as a 100% goalie.

ADDITIONAL FEE INFORMATION

*** Team managers will assign specific Team Fees, which are separate and unconnected to WBLAHA fees.***

ADDITIONAL TEAM FEES

The WBLAHA board requires ALL teams considering additional Team Fees to have a meeting with parents to discuss discretionary team expenses. Discretionary expenses may include additional tournaments, additional practice ice, scrimmages, team gear, team events, player awards, etc.

REGISTRATION DEADLINES

Bantams/Pewees/Squirts - Players must be registered with WBLAHA before they can pick up their tryout jersey. "AA/A" and "B" tryouts will begin the last week in September. A \$100 late fee will be added after September 1st. A \$150.00 tryout fee for anyone trying out for a "AA" team. "A" or "B" teams will have a \$50.00 tryout fee. There is only one tryout fee assessed. If you tryout for the "AA" team and get cut to the "A" or "B" camp, there will be no additional fee. There is no charge for "C" grading.

Girls 15U, 12U, 10U - Players must be registered with WBLAHA before they can participate in tryouts. "A" tryouts will begin the first week in October. A \$100 late fee will be added after September 1st. There is a \$50.00 tryout fee for anyone trying out for the "A" team. There is no charge for "B" grading.

Registration for Bantams/15U, Pewees/12U and Squirt/10U closes August 31st. Registrations received after this date will only be accepted upon approval by the Board, on a case by case basis, as space allows.

Mites/8U - Players must be registered with WBLAHA before they may attend Mite/U8 grading. Grading dates and times to be announced. There is no charge for Mite/8U grading.

Clinic - Players must be registered with USA Hockey and WBLAHA before attending clinic.

Jr. Gold - Players must be registered with USA Hockey before they can participate in Fall Warm Up Camp and with WBLAHA before tryouts.

Refund Process

Clinic through Mites/8U

Withdraw before start of first session Full refund for fees paid, less \$50 cancellation fee

Squirt /10U

Withdraw before start of first tryout session Full refund for fees paid, less tryout fee(s) & \$50 cancellation fee

Peewee / 12U

Withdraw before start of first tryout session Full refund for fees paid, less tryout fee(s) & \$50 cancellation fee

Bantam / 15U

Withdraw before start of first tryout session Full refund for fees paid, less tryout fee(s) & \$50 cancellation fee

Jr Gold

Withdraw before start of first tryout session Full registration, less \$50 cancellation fee

Refunds will no longer be given after the following: Squirt/10U through Jr Gold/15U – once tryouts have begun. Girls 19U – after the first practice has taken place Mites/8U & Clinic – after the first practice has taken place

The only exceptions will be for verified medical reasons or if a player makes the White Bear Lake Area High School team.

Parents can request a refund in writing to the WBLAHA Treasurer if their son/daughter moves to the WBL High School Team. The refund request will be reviewed by the Officers of the WBLAHA Board and if granted, will be prorated from the beginning of the season to the last date played, including fixed costs.

Injury/Medical refunds will be prorated based on the expended ice time and fixed costs incurred up to the time of termination. Players will qualify for the refund if their injury or medical condition causes them to miss six (6) or more weeks of the current season. Requests for Injury/Medical refunds must be submitted in writing to the Treasurer for consideration.

To request a refund, fill out the form below (no refunds will be issued without a completed form) and mail to: WBLAHA

Attn: Treasurer

P.O. Box 10585

White Bear Lake, MN 55110

**Areas for WBLAHA use only -

REFUND REQUEST	Date Request Completed	**Date Received By Association
Skater's Name	Level	**Refund Check Number
Address		**Amount of Refund
Reason for Withdrawal		
Parent		Phone

WBLAHS FINANCIAL ASSISTANCE POLICY

All families requesting WBLAHA Financial Assistance must complete the Rob Sund Financial Aid Application. Incomplete applications will be returned. (Application is available online or by contacting the Association Treasurer).

Applicants may apply for: (a) full assistance, (b) partial assistance, (c) payment plan. As part of its annual budget, WBLAHA will determine a dollar amount that will be set aside as financial aid to subsidize the Rob Sund Scholarship Fund.

Note: The Rob Sund Fund may be subsidized by donations from outside donors, corporation “matching” dollar funds for volunteers who apply and state WBLAHA on their applications, and a portion of budgeted funds from WBLAHA General Account as determined by the current WBLAHA Board of Directors.

Financial assistance is designed to help families get through periods of financial stress. It is NOT designed as an annual subsidy, and is limited to 2 years per skater. Applications for skaters that have received Rob Sund Funds for two years, and have applied for Rob Sund Funds for a third year and beyond, will be considered on a case by case basis. Preference will be given to those families who qualify for public assistance programs such as school lunch subsidies, medical assistance, and unemployment insurance.

Financial assistance in the form of a Rob Sund Scholarship will be provided to cover WBLAHA Registration Fees only. Only in instances of severe financial hardship will it be granted to cover base or level fees.

If a financial hardship befalls upon a family during the season, an application for financial assistance via the Rob Sund Fund may be submitted. Examples of a financial hardship are, but not limited to, loss of employment and death or debilitation of a parent.

ROB SUND

Rob Sund was a self-described hockey dad. He and his wife Lyn were passionate for both the game and the hockey community that the game created. Born in Duluth he was the oldest son of five children. He was an electronic engineer for Cardiac Pacemakers Incorporated. Rob's children, Jeremy in hockey and Kristin playing volleyball, both note they remember their Dad being in the stands for all of their games. Rob loved to watch kids play sports, he loved the leagues in which his kids played and he loved belonging to the youth sports communities.

At the age of 42 Rob Sund died in December 1987 during quadruple bypass surgery.

The Rob Sund Fund was initially established as a means to thank the hockey community for the love and support the Sund family received during the very difficult time after Rob's death.

Community. Passion. Empathy. These are the tenets that the Rob Sund Fund represents. Daughter Kristin, a volleyball coach, still imparts to her teams the examples she learned from her parents as a child. Get to know one another, recognize “too crazy”, love the bleachers, and cheer for each child as if they were your own. As an association we maintain this fund because

we

believe as many kids as possible should play hockey. Our hockey family is like any other; we'll have siblings that squabble. The Rob Sund Fund reminds us that regardless of our personal differences, when one of our members is in need, help will be provided.

By reading the comments provided by Rob's family hopefully we'll all understand that it is not the destination we'll remember, but the journey.

Lyn (wife)

In fact Jeremy still plays hockey in an adult league in Denver. His response pretty much sums it up about Rob; he was "just" a hockey Dad who was always there for volunteering, supporting the league and especially his son. So this was a salute to all hockey dads. He was only 42 when he passed away in December 1987 during quadruple bypass surgery. He was an electronic engineer for Cardiac Pacemaker, ironic I know. I believe I established the scholarship fund in 1988 or 89 with an annual golf tournament to support it. I agree Hockey truly creates a sense of community as our hockey "family" was so supportive for our family during a very difficult time that this was a way of saying thank you. I don't know what we would have done without them.

Jeremy(son)

My father passed away when I was 13. He never missed one of my games. He was an amazing father and he loved Hockey! I do remember him giving my old equipment away to kids that needed it. I can tell you there wasn't a single game that I looked in the stands and couldn't find my parents.

Kristin(daughter)

My Dad, and Mom for that matter, were the consummate hockey parents. My Dad came to love hockey by being born into a hockey family from Duluth, he was the oldest of four brothers and a sister. My Grandfather coached and I'm pretty sure everyone in the bloodlines played hockey including the current generations. I really don't have any childhood memories that don't include hockey-talk or a bunch of guys yelling at a TV. To this day I don't know how my parents managed to be at every game of every sport we played.

I played volleyball and I could hear my Dad's voice at every game and then there was the game overview on the way home. Jeremy had the same play-by-play post-game review with Dad too.

I share stories about my dad with all the parents each year. I encourage them to get to know each other, get to know each jersey and cheer for every kid like they were your own, get all crazy about bad calls but keep each other in check, learn to love the bleachers (or in my dad's case your breath on the glass during hockey season), and have a hug for your kid no matter what the scoreboard says –thanks Dad.

Was he "just" a hockey dad? Yep, that's what he would tell you. That's how hockey dads are. If the memorial fund can pass along these sentiments to more families and provide some financial relief, I hope you can keep it going. We lost our Dad way too early but having this fund contribute to building new hockey communities helps us know his spirit is still alive.

Application Process:

Applicants must submit a confidential Rob Sund Scholarship Application (provided below). **Applications must be received no later than one week prior to close of registration** for your player's level to the following address:

WBLAHA
Rob Sund
Application P.O.Box
10585
White Bear Lake, MN 55110

Officers of the WBLAHA Board will review ALL applications. Financial Assistance will be granted based on eligibility, the total number of applicants, the amount of budgeted funds, and other financial factors considered relevant by the board.

The WBLAHA Board reserves the right to request additional information. Applicant's names and all information will be kept strictly confidential. Only the WBLAHA Board will review the applications, and by issuing Rob Sund Scholarship funds in the form of registration fee waivers there will be no applicant's financial knowledge transferred to Team Managers.

All decisions made by the WBLAHA Board are final; there is no appeal process. All players receiving Rob Sund scholarship are required to complete an additional 5 credits of DIBS, in addition to what the family and their respective team is obligated to perform.

WHITE BEAR LAKE AREA HOCKEY ASSOCIATION ROB SUND FINANCIAL ASSISTANCE APPLICATION

Name of Parent or Guardian _____

Address _____ City _____ State _____ Zip _____

Home Phone _____ Work Phone _____ Cell Phone _____

Name(s) and skating level of child/children for whom assistance is being requested:

Name/Level _____

Name/Level _____

Name/Level _____

Name/Level _____

Request:

_____ Payment Plan

_____ Participation in Program to “work off” fees

_____ Rob Sund Financial Scholarship/ Waive Registration Fees

Do you qualify for government financial assistance? _____ Yes ___ No

List types of assistance (AFDC, Food stamps, free/reduced school lunch, etc.) _____

Please complete/provide the following information:

Total Parental Income (Please include a copy of the first two pages of the last federal income tax form and a copy of your last two pay stubs) Applications that do not include proof of income will not be considered for financial assistance.

List Dependents and their ages:

Did your child/children participate in off-season hockey programs (MASH, AAA, etc.)?

_____ Yes ___ No

If Yes, please specify _____

Has your child/children received assistance from the Rob Sund Fund in the past?

_____ Yes ___ No

If Yes, which child/children and year was assistance received? _____

Are there extenuating circumstances that should be considered?

What additional volunteer work are you able to perform for the association? (Concession stand, Tournament staffing, other talents- please explain)

I hereby certify that all of the above information is true and correct, and I understand that WBLAHA may verify the information on the application or ask for additional information.

Parent or Guardian Signature

Date

I hereby certify that I understand that if at the end of the season a team fee reimbursement is distributed to members of a team, I will not receive a refund if the refund is less than or equal to the amount received. If the refund is more than the Financial Assistance awarded, I may get a refund for the difference.

Parent or Guardian Signature

Date

ALL INFORMATION WILL BE KEPT CONFIDENTIAL.

ANNUAL FUNDRAISING

The WBLAHA is a not for profit corporation that manages the youth hockey program in the White Bear Lake Area. With the constant rising costs associated with the sport of hockey, fundraising is becoming a much more focused Association function. The following will outline the WBLAHA fundraising efforts for the 2020-2021 season.

ASSOCIATION FUNDRAISERS

WBLAHA is very conscious of the economic burden associated with playing hockey, and as such, the WBLAHA has begun to add additional fundraising opportunities for our membership. The Fundraising efforts will be used to keep registration fees down and to assist the families who struggle with meeting the financial obligations of the hockey season through the Rob Sund Fund.

FALL CALENDAR RAFFLE

A WBLAHA Calendar Raffle early in the season through the Gambling Association of the WBLAHA. More details will be coming soon. Please contact Gambling Manager, Christine Olson with questions.

SPONSORS

We are continually seeking sponsors to support our Association to help reduce the financial cost to our players. Contributions by these businesses and/or individuals are vital to the success of the WBLAHA teams. The level of sponsorship varies based on the level of play of a particular team. If you know of anyone who is interested in sponsoring a team, please have them contact the sponsor coordinator via email at sponsors@wblhockey.com.

TEAM SPECIFIC FUNDRAISERS

Each Team in the WBLAHA acts as a single entity when putting together team needs and the fees associated with covering those needs. Each team is encouraged to organize and conduct fundraisers as they see fit, so long as they do not directly conflict with any fundraising the Association has declared to be an association-wide fundraiser. The Association will not be responsible for any individual team fundraising. Teams conducting this fundraising are solely responsible for any and all shortfalls. All net proceeds must benefit all players/families on the team equally. Donations made directly to teams are NOT tax deductible.

Examples of team fundraisers include:

- Banner sponsor sales
- Pizza / Candy bar sales
- Grocery bagging
- Wild Program Sales
- Taco feed/spaghetti dinner

Volunteering and Dibs Program:

“Dibs” is OPT out ONLY

For the upcoming season, each player will be required to pay \$35.00 at registration for the season which will go into an account to allow DIBS to be Farmed out to WBL Association teams and individuals. Teams that work DIBS sessions can earn money to be deposited back into that team's account. Individuals who work DIBS shifts will be paid hourly.

WEAPONS

WBLAHA bans all weapons at ANY WBL hockey event. Failure to comply is subject to immediate removal from the team and revocation of association membership.

CONCESSIONS

WBLAHA is licensed by Ramsey County to operate the concessions at the White Bear Sports Center and the Hippodrome in White Bear Lake. The Concessions Director is required to be licensed by the State of Minnesota and have valid ServSafe certification.

Concessions are staffed by Volunteers for Dibs credit. You must be a minimum of 15 years old to be in the concessions for insurance and health code purposes. DO NOT ALLOW YOUR CHILDREN OF UNDER 15 YEARS OF AGE IN THE CONCESSIONS – NO EXCEPTIONS.

In each of the concession stands there is a manual that walks you through the steps of what to do and how you use the equipment. If you are new to food operations you are encouraged to show up to “shadow” someone more experienced in concessions prior to your scheduled shift for instruction.

At the end of your shift you will fill out a “drop sheet” and put any cash sales in the safe below with your drop sheet. This sheet is mandatory for your Dibs credit even if you are not dropping cash in the safe – drop the sheet with your info on it instead for credit for your shift.

Please adhere to all safety, food prep instructions and health code policies when working concessions and report any issues or concerns to the Volunteer Director immediately.

Closing before the start of the 3rd period of the last game of the day will result in ½ credit for your shift. Be prepared to stay should the schedule get behind, this is common in tournaments.

Profits from concessions go directly back into the Association and/or support the Rob Sund fund each year.

Thank you for supporting WBLAHA Concessions when you are visiting the arenas.

WBLAHA JUDICIAL PROCESS & GRIEVANCE POLICY

Purpose:

The purpose of this policy is to ensure an efficient resolution to all grievances and to give all parties an opportunity to present their case.

Definitions:

Grievance: A Grievance is a violation of the Code of Conduct or Bylaws of the Association.

Day: A day is one 24 hour calendar day.

Complainant: A Complainant is the party who lodges the complaint

Privacy

All grievance issues shall be kept private and confidential. No member of the Judicial Board, the White Bear Lake Area Hockey Association (WBLAHA) Board of Directors, or a party to the grievance shall discuss, disclose, or otherwise disseminate any information that is related to a grievance to any non-party.

Judicial Board:

- The Judicial Board is to have a total of three (3) members
- The members must be a parent or legal guardian of a registered hockey player in the Association during their tenure on the Judicial Board.
- The members represent the level of hockey within the Association which their child is registered to play in the year that the member serves.
- These members are considered volunteers, and will receive a credit of 14 hours of volunteer service to the Association for the year they serve on the Judicial Board regardless of whether they actually hear any grievances.

Selection:

The following levels of the Association shall be represented on the Judicial Board: Mites, Squirts, Peewees, and Bantams; Girls 8U, 10U, 12U and 15U, and Junior Gold.

These three (3) members are to be nominated by the President and approved by a simple majority by the Board of Directors.

Judicial Board Chair:

The President is to appoint one (1) of the three (3) members to serve a term of three (3) years as the Judicial Board Chair. This person must be approved by a simple majority by the Board

Length of Term:

- Each member is to serve a three (3) year, staggered term
- No member may serve more than two (2) consecutive terms, or more than six (6) consecutive years
- To phase in this system, the term length of the initial Judicial Board members shall be as follows:
- Two members shall serve for one (1) year
- Three members shall serve for two (2) years
- Two members shall serve for three (3) years

Levels in the Process:

- The initial complaint is filed,
- Fact finding will be conducted by the Investigative Committee,
- The Committee will have a hearing and reach a resolution;
- Each party has a right to appeal to District 2- District 2's process controls the appellate process.

Judicial Board Process

- Initial Complaint
- Upon a breach of the official Code of Conduct or Bylaws, a complainant may:
a) Notify the Level Coordinator; or b) Follow the process outlined in Section B of this section.
- Upon notification by the complainant, and upon belief that the facts relayed MAY arise to a violation of the Association's Code of Conduct or Bylaws, the Level Coordinator MUST advise the complainant that their issue may arise to a Code of Conduct or Bylaws violation and advise the complainant that their grievance must be filed in accordance with the Association's Grievance Policy.
- The Level Coordinator shall not attempt to resolve the issue. The Level Coordinator is to only convey information to the complainant.
- The Level Coordinator shall document their conversation with the Complainant and notify the Judicial Board Chair of their contact with the Complainant in writing, either by email or US Mail.

Contents of Complaint:

- To file a complaint, one must fill out a Grievance Form (see "Attachment A").
- A complainant must fill out each section of the Grievance Form for their complaint to be investigated.

Whom to send the Grievance Form to:

- The complainant must send the completed Grievance Form to the Judicial Board Chairperson via e-mail or mail within a reasonable amount of time from the date of the incident.

Judicial Board Responsibilities:

- Within one (1) day of receiving the complaint, the Judicial Board Chairperson must inform the complainant in writing, via e-mail that they received the complaint.

If the Complaint is incomplete:

- Within one (1) day receipt of the complaint, the Judicial Board Chairperson must communicate in writing, via e-mail the deficiency to the complainant and advise the complainant that no action will be taken until the written complaint is completed.
- Incompleteness in the Grievance Form shall include but are not limited to:
- The form is unsigned or the form is not fully completed.

If the Complaint is complete:

Investigative
Committee:

- Within one (1) day of receiving the complaint, the Judicial Board Chairperson must randomly select three (3) members of the Judicial Board to investigate and resolve the complaint.
- The members of the Investigative Committee must be from different levels.
- Within one (1) day of receiving the complaint, the Judicial Board Chairperson must randomly select one (1) member of the Investigative Committee to serve as Fact Finder.
- Within one (1) day of receiving the complaint, the Judicial Board Chairperson must notify the Judicial Board members who are assigned to the Investigative Committee and which of the three (3) will serve as Fact Finder.
- Within one (1) day of receiving the written complaint, the Judicial Board Chairperson must send an electronic copy of the written complaint to all three (3) Investigative Committee members
- Within one (1) day of receiving the written complaint, the Judicial Board Chairperson must notify the Association President in writing via electronic mail:
 - That a complaint has been filed and the Judicial Board Process has been initiated.
 - The identity of the parties and the specific Code of Conduct or Bylaws provision alleged to have been violated.
 - The President shall not divulge this information to anyone.

Duties of the Fact Finder

- The Fact Finder is responsible for communicating with all relevant people to the dispute, which includes but is not limited to:
 - Investigating the complaint,
 - Talking to the witnesses,
 - Talking to the complainant, and
 - Talking with the accused.
- The Fact Finder shall execute their duties within five (5) days of the Judicial Board Chairperson's receipt of the complaint

Investigative Committee Hearing:

- Within ten (10) calendar days of the Judicial Board Chairperson receiving the complaint, the Investigative Committee will conduct a hearing to discuss the facts and circumstances surrounding the complaint.
- Hearing schedule:
 - The complainant and the accused may attend the hearing.
 - Each party may present facts to support their position.
 - Each party will be permitted five (5) minutes to communicate directly to the Investigative Committee at the hearing.
 - The Fact Finder will strictly enforce the five (5) minute time limit.
 - An opposing party may not be in the room while the other party is presenting their case to the Investigative Committee.

- o One or both parties may choose to not appear at the hearing.
- o By not appearing at the hearing, a party does not concede any part, or the merits in general, of their case.

- The Investigative Committee shall make a finding of whether a Code of Conduct violation has occurred and what the appropriate sanction should be.
- The Committee shall meet together, in private, and out of the presence of the complainant and the accused.
- The Investigative Committee must unanimously decide that a Code of Conduct or Bylaws violation has occurred.
- If there is no unanimous agreement, the complaint is dismissed without prejudice.
- The Judicial Board Chairperson shall inform the complainant and the accused the results of the panel's decision and the sanction imposed.
- The Judicial Board Chairperson shall maintain a file of the complaint, the Fact Finder's notes, the Investigative Committee's notes, and the Investigative Committee's disposition documentation.
- The Judicial Board Chair shall notify the Association President and Secretary in writing of the outcome of the hearing, the recommended sanctions, and the location of the documented file of the complaint.

Enforcement

- The Association President is solely responsible for enforcement of the Investigative Committee's sanction.
- The Association President shall notify the appropriate level directors of the sanction and their responsibilities for enforcement.
- The Association President, within one (1) day of receipt of the findings and sanction shall notify the parties and discuss with them the procedure for enforcement and the limitations on their participation in the Association if applicable.
- All decisions are final and not eligible for appeal to the Association.

WBLAHA GRIEVANCE FORM

PERSONAL INFORMATION

Complainant's Name: _____

Phone Number: _____

Player's Name: _____

E-mail Address: _____ Team/Level: _____

EVENT IN QUESTION

Date of Offense: _____ Accused's Name: _____

Specific Rule Violated: _____

Accused's Parent: _____

Witnesses: _____

_____ Team/Level: _____

In the space provided, please describe with specificity the event in question:

In the space provided, please describe how you would like to see the violation(s) resolved:

Complainant Signature

Date

CODE OF CONDUCT

Player Conduct

As a member of the WBLAHA it is important to develop hockey players and sportsmanship. Players should be aware that while wearing the Black and Orange that they represent both our Association and our community. Any player representing White Bear hockey involved in disruptive, abusive, obnoxious or delinquent behavior may be disciplined by a coach, Program Director, the Board of Directors, or, if necessary, District Directors. All players are expected to read, understand and sign a code of conduct form. Failure to sign this code may result in the player being ineligible to play.

Dismissal of Players

No C Level or Traveling team coach may drop a player from a team's roster without first consulting with, and having the approval of, the WBLAHA Board of Directors. The following is a brief summary of major infractions and how they are dealt with in the C Level program:

Derogatory Language/Expletives

Player's use of derogatory language, expletives or verbally abusing another person may allow them eligible to receive a game misconduct or disqualification. Coaches, parents and team mates should reinforce the idea that to play this game is a privilege, not a right. The WBLAHA expects all its representatives to display the highest level of sportsmanship.

Fighting

1st Offense - Suspension for that game and the next game.

2nd Offense - Suspension for that game and the next two games.

3rd Offense - Suspension until a hearing is held before the WBLAHA Board of Directors.

Gross Misconduct/Match Penalty

The Referee-in-Chief will always be notified if any fighting, gross misconduct, use of derogatory language, or match penalties occur. He will, in turn, notify the Vice President of Hockey. Action on gross misconduct and match penalties will be referred to the WBLAHA Board of Directors for appropriate action.

All of the above mentioned penalties will be referred to the District 2 Director for action. Players are reminded that their coach and teammates deserve respect. The use of alcohol, cigarettes, chewing tobacco or illegal drugs can be considered cause for immediate dismissal from the program.

PLAYER GUIDELINES

- Be gracious and courteous in victory and defeat.
- Obey rules in spirit and in letter.
- Treat officials with respect and accept their decisions calmly.
- Play hard, play fair.
- Be a team player and give due credit to your teammates. Do not criticize your fellow teammates or coaches.
- Follow the directions of your coach and be willing to accept criticism of your

shortcomings.

- Attend all scheduled team activities except when properly excused.

Parent Conduct

Due to increased involvement in youth sports, associations now require parents to read, understand and sign a Code of Conduct form. Pressure to perform and improve often results in players losing interest in sports. This loss of interest by our youth occurs at all levels of play. It is for this reason that the WBLAHA encourages parents to adopt the guidelines listed below.

PARENT GUIDELINES

- Put the welfare of the player and team ahead of personal reflected glory.
- Do not overemphasize winning. Losing games teaches valuable lessons.
- Know the requirements of team participation and see that your child lives up to them.
- Praise, don't criticize; point out the things he/she did well.
- Be humble after winning, graceful in defeat.
- Get to know the coach. Discuss your problems or the progress of your child with him/her at the proper time. The proper time is never right after a difficult defeat or in the company of other players or parents.
- Understand the coach is responsible for the entire team in both the locker room and on the ice.
- Do not impose your standards onto, or compare your past accomplishments with your child.
- Understand that the chances of your child making a D1 or NHL team are small.
- Be a positive role model by showing good sportsmanship at all times to the coaches, referees, opponents, and teammates.

The Association requires that both parents of Mites/8U through Junior Gold/19U players sign a code of conduct covering parental behavior during hockey events. We believe that participation in WBLAHA is a privilege extended to those willing to abide by rules of conduct that enhances the experience for all of us. Only skaters whose parents have signed the code of conduct will be allowed to participate in the WBLAHA. This code will be presented at the team meeting, and the signed code will be retained by the team managers. Failure to sign this code of conduct may result in the ineligibility for your player.

Any parent using derogatory language toward another person will be removed from the arena and may face further action by the WBLAHA Board of Directors.

Coaches Conduct

The WBLAHA takes pride in our coaches. Coaches spend an extraordinary amount of time with the youth of our Association so it is vital they behave in a manner beyond reproach. Coaches wanting respect will conduct themselves respectfully.

COACH GUIDELINES

- Demonstrate a positive attitude to players, coaches and officials.
- Be prepared and plan ahead for all practices

- Be present at all practices and games. Make arrangements for assistant coaches to run practices when impossible to attend.
- Treat all players fairly.
- Strive to provide each player with positive and constructive feedback.
- Coaches are accountable to their level directors and the WBLAHA Board of Directors. Coaches will be required to sign a code of conduct. Failure to sign this code may result in the ineligibility to coach for the WBLAHA.

Player Code of Conduct Consequences

Failure to comply with the player code of conduct is detrimental to the team, our sport and our organization. If a player violates the code, parents are first encouraged to work toward problem resolution with coaches and team managers. If the problem cannot be resolved at this level, the level director should be contacted.

If the issue remains unresolved after discussion with their coaches, the manager and the level director, a parent may request a meeting with the WBLAHA Board of Directors to discuss the violation. The head coach will be notified if a meeting is to take place.

After this meeting, the WBLAHA Board of Directors will make a final determination as to who will arbitrate the situation. Board members of the WBLAHA are within their rights to set forth a penalty ranging from a one game suspension to a player removal from the team depending on the severity of the infraction. Continued violations of the Code of Conduct can result in permanent removal of members from the White Bear Lake Area Hockey Association.

Parent Code of Conduct Consequences

Violation of the parent code of conduct is detrimental to players, teams and our Association. Any witness can bring a complaint regarding a violation of the code to the attention of a coach, manager or board member. Valid complaints will be addressed by the WBLAHA Board of Directors as soon as possible.

The WBLAHA Board of Directors is within its rights to set forth penalties ranging from a verbal warning to parental suspension from all team functions for any amount of time including the remainder of a season. During the suspension, the parent will not be allowed in any facility during a WBLAHA hockey event, regardless if the offending parent has another child on a different team.

Continued violations of the Parental Code of Conduct can result in permanent removal of a member from the White Bear Lake Area Hockey Association.

Coaches Code of Conduct Consequences

Violation of the Coaches Code of Conduct may be brought by any witness to a level director or the WBLAHA Board of Directors. The WBLAHA Board of Directors is within its rights to set forth penalties ranging from verbal warnings to outright removal depending on the severity and frequency of the offense(s).

Policy Statement & Member Conduct

As an Association we strive to develop skill, sportsmanship, effort and teamwork through the game of hockey. Players, parents, and volunteers are reminded that when they are involved in activities associated with the WBLAHA they represent our community. The expectation of the Association is that all members and its affiliates conduct themselves appropriately. The following policy statement and member conduct forms require signatures by coaches, players and parents and provided to team manager in order for teams to be registered for district play this season.

Any member or affiliate involved in use of profane language, in disruptive, threatening, abusive, or otherwise socially unacceptable behavior will be subject to disciplinary action.

Disciplinary actions will be based on the severity and frequency of violations. Results can range from verbal warnings to expulsion from the WBLAHA.

The following guidelines should be followed when reporting a conduct issue:

- A written report must be made of observed unacceptable behavior. The report should be communicated with the appropriate Association member/authority.
 - 1st level - Head Coach,
 - 2nd level - Level Director,
 - 3rd level – Board of Directors Member.
- Any person of authority is required to pursue and investigate the report. All head coaches receiving complaints shall also involve the Level Director as soon as a report has been communicated.
- The Level Director shall within 24 hours, assess the severity of the offense and make the following determination:
 - A) The investigated offense does not warrant action,
 - B) Corrective action has been recommended to the individual(s) and is deemed acceptable, and
 - C) Forward to the Corrective Action Committee for a formal review.
- Any of the parties involved that do not agree with the determination of the Level Director may request a formal review by the Corrective Action Committee.
- Members of the Corrective Action Committee shall be appointed by the Board of Directors.
- If a formal review is required, a maximum of two persons from opposing sides of the alleged infraction will be allowed to be present. The review will be held within 72 hours of alleged infraction.
- The determination of the Corrective Committee shall be deemed final.

The following is a brief summation of major infractions and their penalties.

- Any player, coach, parent or volunteer using derogatory language towards anyone will receive a game misconduct or disqualification.

- Fighting
 - 1st offense - game misconduct,
 - 2nd offense - game misconduct plus one game,
 - 3rd offense - suspension until hearing by Corrective Action Committee.
- Gross Misconduct/Match Penalty - suspension until hearing by Corrective Action Committee.
- Smoking or use of a controlled substance - suspension until hearing by Corrective Action Committee.

Dismissal of Player: C Level/Traveling Coaches or the Corrective Action Committee are not authorized to drop a player from the team roster or the WBLAHA without first consulting with, and having the approval of, the WBLAHA Board of Directors.

I understand and agree to the WBLAHA Member Conduct Policy Statement

Player Signature & Date	Parent Signature & Date

White Bear Lake Area Hockey Association Player Code of Conduct

I understand that it is a privilege to play hockey in the White Bear Lake Area Hockey Association and as a member of _____ team for the 2023-2024 season, I, _____, agree to the following Code of Conduct:

- I will encourage good sportsmanship by demonstrating positive support for all players, coaches, fans, volunteers and referees at every practice and game.
- I will not swear or use abusive language on the bench, in the locker room, in the arena and/or at any team function.
- I will not throw equipment.
- I will treat teammates, coaches, opponents, facilities, fans and referees with respect.
- I will not drink alcohol, smoke, chew tobacco or use any other illegal substance at the rink or any team function.
- I will respect and adhere to all rules and Code of Conduct of the WBLAHA, District 2, Minnesota Hockey and USA Hockey.
- I will express any concern through proper channels in a respectful manner.
- I understand that any player who cannot abide by these rules or violates them will be subject to disciplinary action as outlined in the WBLAHA handbook.

Signed: _____ Date: _____

Parent's Signature: _____ Date: _____

This signed Code of Conduct must be submitted to your team manager. Your manager must submit all Conduct forms to the Registrar in order for your team to be registered for the season. Noncompliance may result in ineligibility for the player.

White Bear Lake Area Hockey Association Parent/Guardian Code of Conduct

As a parent of a White Bear Lake Area Hockey Association youth hockey player, _____
_____, I understand that:

- It is a privilege, not a right, for my child to play youth hockey.
- Sportsmanship and fair play are essential to the sport of hockey and are important skills that our children learn from youth hockey.
- Our children learn from our examples, and we as parents need to exemplify the highest level of sportsmanship by supporting all players, coaches, team manager, referees and parents.

Therefore, I agree to the following Parent/Guardian Code of Conduct:

- I will fulfill my team's financial obligation promptly.
- I will fulfill my team/Association volunteer responsibilities.
- I will never use abusive behavior towards anyone involved in my child's game, or while attending an association game, at any arena.
- I will encourage good sportsmanship by demonstrating positive support for all players, coaches, fans, volunteers and referees at every game.
- I will not create a public display of anger toward coaches, players and/or spectators in any arena or via email, letter and/or phone calls to the team.
- I agree with the 24 hour rule which states "no parent in a fit of frustration or anger over their player's playing time, position or coaching will contact the coach in any manner until 24 hours has passed."
- I will respect and adhere to all rules and Code of Conduct of the WBLAHA, District 2, Minnesota Hockey and USA Hockey.
- I will express any concern through proper channels in a respectful manner.
- I understand that any player who cannot abide by these rules or violates them will be subject to disciplinary action as outlined in the WBLAHA handbook.

Parent/Guardian Signature: _____ Date: _____

Parent/Guardian Signature: _____ Date: _____

This signed Code of Conduct must be submitted to your team manager. The team manager must submit all Conduct forms to the Registrar in order for your team to be registered for the season. Noncompliance may result in ineligibility for your player.

White Bear Lake Area Hockey Association Coaches Code of Conduct

The White Bear Lake Area Hockey Association takes pride in our coaches. As the highest representative of the WBLAHA at any game and/or team function, it is important that our coaches set the example for the team and the community.

Therefore:

- I will encourage good sportsmanship by demonstrating positive support for all players, coaches, fans, volunteers and referees at every youth hockey event.
- I will treat players, parents, fellow coaches, opponents, facilities, fans and referees with respect.
- I will refrain from the use of any inappropriate language within the presence of players.
- I will not drink alcohol, smoke, chew tobacco or use any other illegal substance at the rink or while the players on my team are under my supervision/responsibility.
- I will respect and adhere to all rules and Code of Conduct of the WBLAHA, District 2, Minnesota Hockey and USA Hockey.
- I will express any concern through proper channels in a respectful manner.
- I understand that if I cannot abide by these rules or violate them I will be subject to disciplinary action as outlined in the WBLAHA handbook.

Coach's Signature: _____ Date: _____

Coach's Name (printed): _____

This signed Code of Conduct must be submitted to your team manager. The team manager must submit all Conduct forms to the Registrar in order for your team to be registered for the season. Noncompliance may result in ineligibility for your team.

USAH INSURANCE

By registering as a member of USA Hockey you are automatically enrolled in the USA Hockey insurance program. For current information on coverage and filing a claim, please visit usahockey.com and look under the "Membership" tab.