



2025-2026 Season League Handbook

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I. WHAM LEADERSHIP TEAM

A. WHAM Board & League Support



B. Board of Directors

Title	Name	Email	Term
President	Beth Chaplin	president@whamhockey.org	2024-2026
Treasurer	Amber Flood	treasurer@whamhockey.org	2024-2027
Secretary	Lori Shannon	secretary@whamhockey.org	2023-2025
A Vice President	Britny Holloway	a_vicepresident@whamhockey.org	2023-2025
B Vice President	Mary Rothchild	b_vicepresident@whamhockey.org	2024-2026
C Vice President	Jeannie Kopf	c_vicepresident@whamhockey.org	2023-2025
Development Vice President	Jocelyn Cookson	development_vp@whamhockey.org	2024-2026

C. Division Commissioners

Title	Name	Email
A1 Commissioner	Carlye Veer	a1comm@whamhockey.org
A2 Commissioner	Krisanthi Sikkila	a2comm@whamhockey.org
A3 Commissioner	TBD	a3comm@whamhockey.org
B1 Commissioner	Bridget Knight	b1comm@whamhockey.org
B2 Commissioner	Gina Magstadt	b2comm@whamhockey.org
B3 Commissioner	Julie Johnson	b3comm@whamhockey.org
C1 Commissioner	Emma Gumlia and Rae Hohle	c1comm@whamhockey.org
C2 Commissioner	Stacy Cole	c2comm@whamhockey.org
C3 Commissioner	Kate Woxland	c3comm@whamhockey.org

D. Support Positions

Title	Name	Email
League Administrator	Erika Spande	leagueadmin@whamhockey.org

Title	Name	Email
Assessment Committee (SAC)	-	assesscomm@whamhockey.org
Communications	Lori Shannon	communications@whamhockey.org

E. WHAM Officials Contacts

Title	Name	Email
Officials Supervisor	Chelsea Ray	refsupervisor@whamhockey.org
Officials Scheduler	Carlye Veer	refscheduler@whamhockey.org

F. USA/MN Hockey Contacts

Title	Name	Email	Term
MN Hockey Director	Geri-Anne Zubich	TBD	2025-2028

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II. WHAM OVERVIEW

WHAM is a 501c3, recreational hockey association open to all women ages nineteen years and older.

(Players who are age 18 are encouraged to play in the USA Hockey 19U program. A player with eligibility to play USAH 19U (18 years-old and out of high-school) but would prefer to play in WHAM may petition the Board to join. Contact leagueadmin@whamhockey.org). USA Hockey Transgender policy: https://cdn3.sportngin.com/attachments/document/8a0b-1766565/USA_Hockey_Transgender_Athlete_Eligibility_Policy.pdf

A. Mission

WHAM's mission is to offer adult women the opportunity to play the game of ice hockey! WHAM strives to create a competitive environment in several divisions. WHAM encourages players of all experience levels to join according to players' current skill levels – from true beginners to elite collegiate and Olympic caliber athletes.

WHAM seeks to provide women with a rewarding and welcoming organized hockey experience, while promoting the values of teamwork, good sportsmanship and mutual respect.

B. WHAM Division Classifications

WHAM is comprised of three (3) Levels (A, B and C), with three (3) divisions in each.

1. Levels and Divisions

Level	Divisions	Description
A Level	A1, A2, A3	A-level skaters are highly skilled. These skaters are primarily former professional, Olympic, collegiate, and highly successful high school athletes.

Level	Divisions	Description
B Level	B1, B2, B3	B-level skaters have good hockey skills and knowledge. Some may have former college, high school, JV or youth experience.
C Level	C1, C2, C3	C-level skaters are true beginner through intermediate.
WHAM 50+ (new for 25-26)	Platinum, Silver	WHAM is conducting a pilot for a new division for members 50 and over (including those turning 50 during the season). If successful, the divisions will continue beyond this season. Registration and on-ice play will follow all USAH regulations. Rostering may change from traditional WHAM rules in this handbook.

2. Subdivisions

If any division exceeds 15 teams, the managers, division commissioner and Vice President may create two (2), equally balanced subdivisions, based on their previous season's records. Teams will play two (2) games within the division and one game with teams in the second division. (New teams moving up or down into the division will be placed by random drawing in a subdivision to evenly balance the number of teams.) Team managers may vote to determine the number of games for the season.

C. **Zero Tolerance Policy**

USAH, MH and the WHAM enforce a Zero Tolerance Policy whereby players, coaches and managers do not have to accept any form of abuse from other Players, Coaches, Team Managers, Referees or fans. Further, USAH, MH and WHAM enforce a Zero Tolerance Policy whereby referees do not have to accept any form of abuse. Teams will be held responsible for the actions of its Players, Coaches, Team Managers and fans if a situation occurs. Penalties and/or disciplinary action may be assessed by the Board with WHAM OFFICIALS partnership.

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III. **GOVERNANCE**

The WHAM Handbook operating rule consists of the rules, policies and procedures pertaining to the league.

A. **Handbook**

1. Operating Rules

The Handbook Operating Rules cover everything from registration and skills assessments to on-ice play and the WHAM Championship Tournament. The Rules are enforced by WHAM's Board of Directors (the "Board"), and all WHAM teams and individual members are responsible for knowing the Rules and complying with them. (In some cases, noncompliance can result in a monetary penalty, game forfeiture, or suspension from WHAM.)

The WHAM Handbook is available on the website and can be downloaded and printed as needed. Each year final revisions will be posted by August 15th. The Team Manager or Coach is advised to print the Handbook and review with team members. If there is a question about any rule or situation, refer to WHAM's Operating Rules in this handbook first.

The most current version of the USAH Annual Guide and Official Rules, containing additional information on rules, tournaments, etc. is available on the USAH website.

2. Articles of Incorporation

The Articles establish WHAM as a 501c3 organization.

3. Bylaws

The Bylaws govern the Organization's structure and operations. See [Annex 1. Bylaws](#).

4. Affiliate Association

WHAM is recognized as an affiliate of Minnesota Hockey ("MH") and as a member of USA Hockey ("USAH"). All WHAM members are required to pay annual dues to both MH and USAH as a condition of membership. As an affiliate association, members of WHAM receive additional benefits and opportunities offered by MH and USAH.

B. Meetings

1. Board of Directors

WHAM's Board meets regularly throughout the year. Attendance at these meetings is required for all voting Board members. WHAM members are welcome to attend these meetings by emailing the Secretary 48 hours prior to the meeting (secretary@whamhockey.org). Any member wishing to speak at the meeting must email the Secretary with the specific request and intention. The Board will allot a fixed amount of time for approved speakers. The Board will limit the time and comments to the specific subject stated in the request. The Board will not respond immediately to any requests presented at a meeting. Other meetings may be called as necessary. All meeting times, dates and locations are listed on the WHAM website (www.whamhockey.org).

2. League

WHAM holds one (1) formal league meeting during the course of the year: an annual meeting which includes previous season recap, upcoming season information, voting for open Board positions and any proposed bylaw changes. Season scheduling may take place following the meeting. The annual meeting is held live in person and each team is required to have at least two (2) representatives for the team in attendance. One (1) person may represent only one (1) team at the annual meeting. (A fine of \$100 per meeting is levied if a team does not have a representative for the team in attendance. The Board reserves the right to charge late fees equaling 10% of the outstanding amount if unpaid after 30 days from the date of notification.)

3. Season Scheduling

Each division conducts a scheduling meeting. The division commissioner is responsible for coordinating and supervising this meeting with assistance from the League Administrator and the Board. Managers are to secure home ice times and submit these to the League administrator two weeks prior to the scheduling

meeting. (Submission template will be provided to all managers. Following the scheduling meeting, commissioners are to send division master schedules to the league administrator at the deadline specified. (A fine of \$100 will be levied if a team attends scheduling without a confirmed ice schedule for the upcoming season. Further, these teams will be required to schedule their own games with team managers in their division following the scheduling meeting. Managers shall then submit the schedule to the division commissioner as soon as possible so referees may be scheduled.)

4. Division

The Division Commissioner and/or Vice President can call meetings as necessary.

C. Website

WHAM's website (www.whamhockey.org) is where to find all information about WHAM, such as: Schedules, scores, rules, forms, division standings, rosters and the handbook. The website is the property of WHAM. All names, logos, trademarks, service marks, brand identities, characters, trade names, graphics, designs, copyrights, trade dress, and all other intellectual property ("Content") appearing on WHAM's website, is the property of, or used with permission or under license by WHAM. Any member may not copy, distribute, modify, transmit, reuse, re-post or otherwise display the Content for public or commercial purposes without the prior expressed written consent of the WHAM Board.

D. WHAM Skills Assessment Committee (SAC)

Assist with player placement, division growth, and parity among players and teams within divisions. All new players to WHAM must attend a skills assessment to be placed in the division best matching the player's current skill level. (Exceptions to the assessment process apply to true beginners, and elite collegiate athletes who wish to play in WHAM's A1 division. Please see [Section IV. Joining WHAM](#).

E. Insurance

While USA Hockey provides some level of insurance to all registered coaches and players, members should understand that participation in WHAM is at their own risk of injury. USA Hockey Insurance includes general liability, catastrophic medical and participant (excess) accident, subject to the exclusions, limitations, deductibles and terms of USA Hockey's insurance policies. These insurance coverages are in effect while participating on a USA Hockey registered team during a USA Hockey sanctioned event.

If a member is injured during a USA Hockey sanctioned event, consult the forms to access USA Hockey insurance here: <https://www.whamhockey.org/page/show/101484-wham-rules-and-forms>.

Members should use private insurance first. USA Hockey insurance may cover excess costs not covered by private insurance, subject to the USA Hockey insurance provider's deductible. If a member does not have private insurance, USA Hockey insurance will have a higher deductible, but may cover costs after the deductible, up to certain limitations.

Members may file for USA Hockey insurance coverage for several months following the date of injury. However, members must have written evidence of seeking treatment within thirty (30) days following the incident.

If the member or team manager needs assistance, contact leagueadmin@whamhockey.org.

F. Privacy

WHAM will not share individual members' name, address, phone or email address without consent. Any information provided is held in strict confidence. We collect this information only so we can contact you with relevant WHAM information related to scheduling, registration, and/or WHAM sponsored communication or events. Members of WHAM are not allowed to use or share information received by managers or found on the WHAM website for any purpose other than WHAM-sanctioned events and activities. **Absolutely no WHAM contact information (member, staff or volunteer contacts) may be used for personal or business solicitation.**

G. Logo

The WHAM logo is the property of the Organization. Use of the logo is not permitted without the prior expressed written consent of the WHAM Board. Companies, individuals or Organizations that wish to use, reprint, reproduce or display the Organization's logo on electronic media (e.g. websites), written material (e.g. brochures, posters, letters, flyers) or products (e.g. apparel, bags, trophies, plaques, promotional items), must obtain written consent from the Organization's Board prior to doing so. To request approval, complete the Organization's *Logo Use Application Form* available at www.whamhockey.org.

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IV. JOINING WHAM

A. Division Placement and Assessment Guidelines

Players registering with WHAM for the first time may enter the league according to the following:

All new to WHAM players must attend a WHAM-sponsored on-ice skills assessment to determine appropriate division placement. (Exceptions to this required assessment are for highly skilled players wishing to play at the A1 level, and pure beginners. See [Section IV.B Players with Collegiate Experience](#) and [Section IV.C. Beginners](#) below.) This skills assessment is not a "try-out" for a team. The assessment is to determine the most appropriate WHAM division to match your current skills.

Assessments are generally scheduled August through October of each year. See the WHAM website (www.whamhockey.org) under the ASSESS tab for dates and locations. Following your assessment, if you have questions about your results, feel free to contact the League Administrator: leagueadmin@whamhockey.org.

B. Players with Collegiate Experience

Players with Division I or III College experience and MN High Performance High School experience may join WHAM at the A1 level without attending an assessment. Players wishing to play in a division lower than A1 are required to attend an assessment.

C. Beginners

Beginners have two (2) options to join WHAM.

1. By participating in Development Hockey 101. In lieu of attending a skills assessment, new Players with minimal to no hockey experience are invited to register and participate in a WHAM-sponsored Hockey 101 development clinic held each spring after the regular season has ended. Players who satisfy the participation requirements

of the clinic are provided a WHAM Division Classification and may register at that division or higher.

2. By utilizing the C3 written application assessment process for brand new hockey players without hockey experience. New players who do not participate in the WHAM Hockey 101 clinic, can complete the online C3 application. See the WHAM website (www.whamhockey.org) under the ASSESS tab for eligibility to join a C3 team without having to attend an assessment.

D. All New Members – Probationary Period

1. Probation

All new players are on probation for the first two (2) years of membership to ensure placement at the correct level. The player's skills may be reassessed prior to the next season, and the player may be reassigned to a more appropriate division.

2. WHAM Board Discretion

The Board retains the authority to move players and teams between divisions as needed. The Skills Assessment Committee (SAC) may provide assessment and player history to the board.

E. New WHAM Players – Player Placement Pool for Goalies and Skaters

First year WHAM members may join the Player Placement Pool – or “sub-pool”. Rostered teams may ask these pool players to participate in games on an as-needed basis. This is a good opportunity for teams to “try-out” new to WHAM skaters for their permanent rosters or to assist with a game when shorthanded. This also helps the Skills Assessment Committee to determine correct division placement.

1. Pool opportunity is only available to first year WHAM members. The intent of the Pool is to assist new members in finding teams and should not be considered an alternative to rostering with a team.
2. There is no limit to the number of games in which Pool players may participate. However, Pool players are not able to participate in post-season play unless registered on a team prior to January 31. Once a player is officially registered with a team, they are no longer eligible to participate with any other team and will be removed from the Player Placement Pool list. Player must notify leagueadmin@whamhockey.org.
3. Player Placement Pool skaters are allowed to skate at their assessed division only, not higher.
4. Goalies – New to WHAM goaltenders may join the Sub-goalie Pool and sub at her assessed division in any WHAM regular season game.

F. Returning Players – The “Rostering” Rules

All returning WHAM Players must register in the division in which they last played (or higher) for their primary team. Options for returning players:

1. Play on one (1) team by registering in the same division. If a player took one (1) or two (2) years off from WHAM, you may register with a team in the division most recently played.

2. Register in player's current division (primary) and also register in a division one (1) level higher (secondary division). IMPORTANT: See all "dual-roster" rules in [Section V.A. Player Rostering](#) below. Coordinate with your team manager as the number of primary team skaters registering with a secondary team is limited. Please refer to [Section VI.F. Team Roster Limits/Requirements](#) below.
3. Register as both a goalie and a skater. A player who is a goalie and a skater is required to submit a separate registration for each position. (Player will be refunded for the duplicate registration payment. Submit a refund request to treasurer@whamhockey.org. Include team names, divisions and mailing address.)
4. Apply to move down a division. If a player's skills no longer fit in the upper division, the player may apply to move down one division.

G. Players Changing Divisions – Moving Up and Moving Down

1. Moving Up

Players may "move up" a division at any time at the player's discretion.

2. Moving Down

A current WHAM Player may appeal to move down one (1) level by completing a written Skills Assessment application. See the WHAM website (www.whamhockey.org) under the ASSESS tab to access the application form.

If approved to move down one (1) level via Skills Assessment written application, player may NOT roster with a team in the former, higher division. The player may move back up in subsequent years but will no longer be eligible to "dual-roster" as a secondary player at the higher division. This stands for the remaining years of play in WHAM.

3. Dropping Down without Skills Assessment Committee Approval

If a player does not follow the proper channel of approval, the player will be considered an "illegal player" in that division and the team will be subject to the penalties associated with an illegally rostered player. (Please see [Section IV.1.2. Illegal Players or Coaches](#) for more information)

4. Probation Period

All newly assessed, reassessed players or move down players are subject to a two (2)-year probationary period. The player's skills may be reassessed prior to the next season, and the Player may be reassigned to a more appropriate division or required to return to her original division. The player must be an active participant on a team for the probation period to start.

5. WHAM Board Discretion

The Board retains the authority to move players and teams between divisions as needed. The Skills Assessment Committee and Board will work in tandem to make these decisions. The Skills Assessment committee members may be asked to watch teams and players in order to provide advice to the Board.

H. How do I register for WHAM?

All Members must register prior to participation in WHAM games. Online registration for the current season is available via the WHAM website on or around September 1 of each year.

Current and new WHAM Members have until January 31st to be added to a team roster or

join the New Player Sub Pool or Sub-goalie Pool. After January 31, all rosters are frozen and no new players may be added.

1. League Fees

WHAM membership fees are set annually by the Board. Minnesota Hockey ("MH") and USA Hockey ("USAH") set their own fees each year. When a player registers, a total of three (3) fees are paid to the following Organizations:

i) *WHAM*

The fee paid to WHAM covers game scheduling costs, promotional materials, score sheets, mailings, room rentals and other administrative expenses.

ii) *USA/MN Hockey*

The fee paid to USAH/MNH covers insurance, directories, administration, promotion, rulebooks, coaching and referee programs, USAH Magazine, etc.

2. Changing Teams after Registration

Players already listed on a team roster may not change teams after WHAM's announced first day of league play, unless approved by the Board. Follow the procedures below.

3. Deadline and Procedure

The deadline for changing teams is January 31st of the current season. To process a change: Contact your Division Vice President and Division Commissioner. Please present a written release from the existing team manager and written acceptance from the new team manager. The Division Vice President will approve or decline and inform the player in writing. If approved, the Division Vice President will inform WHAM's League Administrator who will make approved changes to the rosters. The Player may not participate on the new team until her name appears on the website roster and registered player's team list as listed on the WHAM website. Stats for all players must remain on the former team's roster.

4. Former Players Returning to WHAM

Must register at or above the level the player was last registered – no assessment is required. If the player wishes to move down that player must complete the Skills Assessment Committee (SAC) written application and obtain approval from the SAC prior to registering for a lower-level team or attend an on-ice skills assessment.

5. Movement Upward Only

Once registered, a Player may only move upwards in level during a season. For example, a Player may move from the C1 Division to the B3 Division once the season has started, but such Player may not move from the B3 Division to the C1 Division. Once the Player moves up a level, the Player must finish the year at the higher level and cannot return to the lower level the next year without approval of the Skills Assessment Committee.

I. Eligibility

1. Eligible Player or Coach

Women (19) years of age or older as of the current hockey season may roster on a WHAM team. (Players age 18-year-old are encouraged to join the USA Hockey 19U program. Players age 18-years-old who have completed high-school may petition WHAM to join. Contact leagueadmin@whamhockey.org)

- i) A Player or Coach who is properly registered with WHAM, MH and USAH, and appears on the team's WHAM website roster, is eligible to participate in WHAM-sponsored practices, games or tournaments. (Those properly registered and appearing on a team's website roster are deemed eligible players and eligible coaches.) All team members who are eligible to be on the ice or in the bench area should have photo identification available at all games, including the WHAM Championship Tournament in the event such Player's or Coach's identity or eligibility is questioned.

2. Illegal Players or Coaches

If a team participates with a Player or Coach who is not an Eligible Player or Eligible Coach (an "Illegal Player or "Illegal Coach"), the team will forfeit all games in which the Illegal Player or Illegal Coach participated. The team (or the Player) may also pay a \$250 fine for the use of an Illegal Player or Illegal Coach as determined by the Board. For a second offense, the team may be expelled for the remainder of the season or indefinitely per WHAM's discretion, and its games recorded as forfeits for the season.

3. Non-U.S. Citizens

Each year, all non-US citizens playing and registering with USAH must complete the Canadian/Foreign National Transfer Form located on the Organization's website as part of the Player's registration, except for those Players who have a permanent transfer in place. The Canadian/Foreign National Transfer Form must be sent to the Registrar as a part of the Player's registration process. The Canadian/Foreign National Transfer Form may be scanned and emailed to leagueadmin@whamhockey.org, or mailed to the Registrar's attention at WHAM's address listed on the website. For more information regarding permanent transfers, please contact USA Hockey. This must be completed before the Player can participate in any WHAM affiliated games, including regular season, tournaments, etc.

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V. Rostering on Teams

A. Player Rostering

Each player may roster and play with one (1) primary team within WHAM, except as otherwise noted below.

Returning players must register at their previous primary level of play or higher. A player may change divisions based on the following criteria:

1. Players may move up a division at the player's discretion.
2. Former WHAM players returning to WHAM must register at their last level participated or higher. Should the player desire to participate at a lower level, she must seek approval by either:
 - i) attending an on-ice assessment; or
 - ii) completing a written application to the Skills Assessment Committee. See the WHAM website (www.whamhockey.org) under the ASSESS tab for the application form.

She must then be approved by the SAC team to change levels.

3. Players of any age may petition the Skills Assessment Committee (SAC) for approval to move down via written application. See the WHAM website (www.whamhockey.org) under the ASSESS tab for the application form.
4. Players may choose to play on two (2) teams: "primary team" in the lower division and "secondary team" in the division directly above the "primary team" – according to the Dual Roster criteria below.

B. Dual Roster

A Player may participate on two (2) teams via the "Dual Roster" rule. Dual roster allows a player to roster on her "primary team" and a "secondary team" (a division directly above the primary team). A Player may not roster on two (2) teams within the same division. In addition, a Player may only dual roster in adjacent divisions. (For example, a B3 player may dual roster with a B2 team, she may NOT dual roster with a B1 team.)

New for 2025-26:

- Players may dual roster "over" to an over-50 division team, instead of "up" to a higher division team. For details contact the WHAM Board.
- All players wishing to roster with two teams (dual roster) will pay an additional \$25 to register for a secondary team.

WHAM reserves the right to ask a dual-rostered player to leave her primary (lower) division team if the player's skillset is determined to be too strong for the primary division. Changes to the dual roster rule may be made in the future, based on recommendations from the 2025 Dual Roster committee and approval of the Board. The Board will announce any changes by February 1, 2026 for the 2026-27 season.

C. Rostering as a Player (Skater or Goalie) on a "Secondary Team"

A Player may roster and play on one (1) "Primary" and one (1) "Secondary" team according to the following criteria:

1. The Player must have participated during the previous WHAM season. New to WHAM members must play one (1) season at the primary division before joining a secondary team. Player Placement Pool participants must play at least one (1) full season at their respective division prior to being eligible for dual rostering.
2. If the player petitions to drop down one (1) level for their primary team, they may not play up as a secondary player in the division from which they requested to move down. The player may move eventually move back up to the original division, but may not dual roster.
3. Teams are allowed to have up to four (4) players participate as "secondary" players at the next higher division. (for example, on a B2 roster, a maximum of four (4) players from team X can participate on B1 teams.
4. The Player is eligible to participate fully or as sub player on both (primary and secondary) teams including the WHAM Championship Tournament. If there are schedule conflicts for all regular season and tournament games, it is the responsibility of the affected player to work with both managers to resolve the conflict.

5. Goalies may dual roster and participate as a sub-goalie in the primary division and higher.

D. Rostering as a Goalie and Skater

A Player may “dual roster” at both positions according to the following criteria, and only if all provisions of the dual roster rule above are met.

1. A Player may roster with two (2) teams as a **skater**, and the same Player may roster with two (2) additional teams as a **goalie**. (Example: player may roster as a goalie at C1 and B3, and a skater at B2 and B1.)
2. The Player must qualify to participate at the level in which the Player rosters for each of the two (2) positions (goalie and skater), either by assessment or previous WHAM division.
3. The player may not roster on two (2) different teams within the same division, regardless of position.
4. As a goalie, the Player is eligible to participate in the sub-goalie pool and substitute for other goalies at the level of the goalie’s primary team or higher.
5. If the Player qualifies for the WHAM Tournament for more than one (1) team, the Player may participate on all of her rostered teams only as the schedule allows with no special accommodations.
6. For the WHAM Championship Tournament, the Player must participate in the position for which she is rostered during the regular season. Please see [Section VII.N.2. WHAM Championship Tournament](#) for more details.
7. Goalies must participate in at least 50% of the regular season games to be eligible to participate in the WHAM Championship Tournament. If a team’s rostered goalie is injured and cannot participate in more than half the team’s games, the team may petition the Board to allow participation in the tournament.

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VI. Team Manager Responsibilities

A. Team Declaration

The deadline to declare a team’s intent to play in WHAM for the upcoming season is August 15th. (In order to register a team, the team must have no outstanding debts to the WHAM league.).

B. Team Contacts

By September 1 of each year, teams shall provide to the division commissioner the name, mailing address, phone number and email for two (2) contacts. Only the Team Manager’s emails will be provided by the commissioner at the start of the season. (Other contact information may be provided on the WHAM website, ONLY if it is in a password protected portal and available only to team managers.) If any contact information changes, Team Managers must inform their respective Division Commissioner immediately.

C. Team Name

The team name must be uniquely different from existing names; for example, there cannot be a “Penguins” and “Penguins II”. All new team names or name changes must be approved by the Division Vice President and approval should be obtained prior to the start of the season (note – it is recommended teams do not order jerseys prior to team name approval).

D. Sharing Communications from WHAM

Team Managers will receive key communications from WHAM. It is the responsibility of the Team Managers to share this information with the members of their respective team.

E. Website Roster Management

1. Team Homepage

When a player completes registration, the name appears on the team’s website homepage. All players must be registered prior to participation in any Organization-related practices, games or tournaments. Team managers are responsible for making sure all team members appear on the team’s official page. This list must remain on the home page so all managers may verify the status of registered players at all times. ***Team Managers are responsible for making sure that only eligible, registered Players and Coaches are on the ice or bench during all league games.***

2. Team Roster for Stats

Once players are officially registered, the team manager must then add registered players to their player roster tab. This is essential for tracking participation and stats.

3. Sub-Pool Players / Sub-Goalies

If a team uses sub-pool players and/or sub-goalies, these players must also be added to the team’s player roster. (If a manager needs assistance, contact the division commissioner or leagueadmin@whamhockey.org.)

F. Team Roster Limits/Requirements

1. Roster Minimums

Prior to the team’s first game of the season, the team roster must contain 10 skaters and a goalie. At no time, may the roster exceed 20 Players. No more than twenty (20) players (USA Hockey rule) may dress and participate in a game (Coaches and Team Managers who are not Players are not included in these limitations).

2. Secondary/Sub Players

Rosters are limited to four (4) “Secondary/Sub” team Players (players whose primary team is one division below.) Goalies do not count toward that limit. (“Secondary/Sub player” is defined as a member who chooses to roster on two (2) teams, according to the “dual roster” rules and guidelines in [Section VI.B. Dual Roster](#)).

3. Move Down Players

If a team is on probation, rosters are limited to a max of three (3) move down players within their probation period at any given time (i.e. a move down player is one (1) who petitions the SAC board to move from a higher level to the next lower level, thus forfeiting their rights to play at the higher level as a secondary player). Any player who petitions to move down a level must compete on the team at that

lower level for a minimum of two (2) years barring extenuating circumstances. WHAM has the authority to move players and teams.

4. Goalie Minimums

Each team must declare and roster at least one (1) goalie. (If a team cannot find a goalie, they may play the season with sub-goalies: however, the team may not qualify for the WHAM Championship Tournament.) There is no limit to the number of goalies a team may roster. If your team qualifies for the Championship Tournament with this rule, an approved sub-goalie can be utilized if your team's primary goalie is unavailable.

G. Teams Changing Divisions

A team may request to change divisions only after the end of the season. The Team Manager must notify the Division Commissioners and Vice President of its intent to play in the new division by August 15th.

H. WHAM Board Discretion

The Board retains the authority to move players and teams between divisions as needed. The SAC may provide assessment and player history to the board.

1. Team Move Up

If a team wins its division and/or the WHAM Championship Tournament or is otherwise considered a dominating team in their division, the Board retains the authority to move the team to a higher division.

2. Team Move Down

If a team has lost eighty-five percent (85%) of its games in a season, the team may petition the Board to move down to the lower division. Request must be submitted before August 1st. Team manager must provide to the Board a roster of all players moving down with the team. All new players must be approved before being added to the roster. The entire roster will be monitored by the WHAM Board for that season. At the Board's discretion, individual skills assessments and consultation with the Division Commissioner may be required to determine if the division change was appropriate.

I. Player Placement Pool – Sub-Player Pool

First year WHAM members (who haven't yet joined a team roster) may join the Player Placement Pool ("sub-pool"). Rostered teams may ask these WHAM Pool Players to participate in games on an as-needed basis. This is a good opportunity for teams to 1) "try-out" new WHAM members for their permanent rosters or 2) to assist with a game when shorthanded. This also helps the Skills Assessment Committee to determine correct division placement. A sub-pool player does not count toward the roster limit of 20 players.

Player Placement Pool skaters are allowed to skate at their assessed division only, not higher.

1. Eligibility

Pool opportunity is only available to first year WHAM members. The intent of the Pool is to assist new members in finding teams and should not be considered an alternative to rostering with a team. Returning WHAM players are not eligible for the Player Pool.

2. Website Roster Management

Managers must add any player who participates with their team to their team roster for the purpose of tracking stats.

3. Game Maximums and Post-Season Play

There is no limit to the number of games in which Pool players may participate. However, Pool players cannot participate in post-season play unless registered on a team prior to January 31. Once a player is officially registered with a team, they are no longer eligible to participate with any other team and will be removed from the Player Placement Pool list. Once on a team roster, player must notify leagueadmin@whamhockey.org.

4. Dual Roster Limit

Using a skater from the Pool does not count towards the dual roster limit of four (4) per team, as players are not rostered with any team.

J. Player Placement Pool – Sub-Goalie Pool

New to WHAM goaltenders may join the Sub-Goalie Pool and sub at her assessed division in any WHAM regular season game.

K. Team Treasurer

Teams must provide one team member who acts as the official financial contact. Treasurer is defined as the team member who manages team payments for referee fees, ice costs, additional WHAM fees (such as re-scheduling fees), etc. WHAM requires one (1) contact per team to provide address, email, and phone. (A manager may have the treasurer duty for the team.)

L. Rostering – Coaches and Managers

1. Coaches

Teams are encouraged, but not required, to have a Coach. In the interest of improving coaching at all levels, Coaches are encouraged, but not required, to complete Levels one (1) and two (2) of the USAH Coaching Education Program (“CEP”). Clinics are sponsored by MH and are typically held in the fall. Registration and announcement of clinic dates can be found on the MH website (www.minnesotahockey.org).

Coaches only pay and register with USAH once per season. Coaches who coach more than one (1) team need to be on the website roster for EACH team. A Coach may not participate with the team or be in the bench area until his/her name appears on the official website roster for that team. Teams are limited to a maximum of four (4) coaches rostered per team.

2. Managers

Team Managers who also wish to be on the ice or in the bench area must register either as a Manager or Coach. Only persons who appear on the team’s online homepage are allowed on the ice or in the bench area. USAH’s goal is to keep people who are strictly Team Managers (e.g. bookkeepers or schedulers) off the ice since these persons do not pay the USAH fee and are not covered by USAH liability insurance.

3. Roster

Managers and coaches must be listed on player rosters for each game at which they are in attendance.

M. Scheduling, Rescheduling, Cancelling of Games

All games shall be played according to WHAM's official schedule and every team should make every effort to play all games scheduled.

1. Start & End Dates for League Games

The first and last dates that games may be played will be set and announced by the Board prior to the start of each season. League play will end at least five (5) days prior to the WHAM Championship Tournament. No league games or rescheduled games shall be played within this five (5)-day period without approval of the Board.

2. Annual Meeting and Scheduling Meeting

Prior to the start of league play, WHAM hosts an annual fall scheduling and informational meeting to update managers on league information as well as facilitate the scheduling of all regular season games for each division. The attendance at the annual meeting is mandatory for all teams, and at least two (2) representatives from each team must be present to schedule the team's games. (Note: on-line scheduling is permitted, if requested by the commissioner and approved by the WHAM president, Division VP and League Administrator.) Each team must provide enough ice time to fulfill the team's home game commitments for the upcoming season. The amount of ice required for each Division's home games will be determined by the Division Vice-President with Board input.

3. Requesting and Scheduling a Forfeit

Forfeits requested at the scheduling meeting will not be charged a re-scheduling or forfeit fee. Notification of a team's intent to forfeit must be declared prior to scheduling the game. Two (2) points will be awarded to the team receiving the forfeit, and no fees will be charged. Any games scheduled at the scheduling meeting will be considered official and subject to WHAM cancellation and re-schedule policies.

4. Split Divisions with Uneven Number of Games

If divisions are split, an uneven number of games per opponent often occurs. At the scheduling meeting, teams need to identify which game is the home, away and "neutral" game. For the "neutral" game, all costs (ice and referee fees) are split 50/50 between the two (2) teams, regardless of who initially booked that ice. See [Section VI.M.8. Cancelling a Game](#).

5. Cancelling a Game

As soon as the game cancellation is known, the team initiating the change shall be responsible for the required notifications to all parties:

refscheduler@whamhockey.org, leagueadmin@whamhockey.org, and team managers for opposing team (contact emails will be provided by division commissioners at the start of the season).

i) *Weather Related*

If a team determines that "severe weather" creates unsafe driving conditions, WHAM encourages teams to cancel the game. WHAM is not responsible for making this decision, however, and the decision is at the

discretion of the teams involved. Please note: “severe weather” is defined by warnings from the National Weather Service (NWS). Note that there may be varying degrees of severe weather throughout the state. If the team requesting the cancellation can provide proof of the weather warnings for the geographic location of the rink, then the cancellation request is considered justified and both teams must honor the cancellation.

The team requesting the weather related cancellation must email the refscheduler@whamhockey.org and leagueadmin@whamhockey.org a minimum of four (4) hours before the game so the referees may be called off. Referee fees will be reimbursed to the home team if the cancellation is recorded four (4) hours or greater to game time. In cases where the division plays teams three (3) times throughout the season, the 3rd “neutral” game played in the season will be considered the “split cost” game. If the 3rd game is canceled greater than four (4) hours prior to the start time due to severe weather, each team would be reimbursed half of the referee fees.

All weather-related cancellations must be made four (4) hours or more prior to game start time. This ensures referees are notified in a timely manner to prevent potential unneeded travel to the rinks.

Games cancelled due to severe weather may be rescheduled IF both teams agree on time and venue, and referees are available. If managers cannot agree or referees are not available, the game will be ruled a tie.

Situation	Resolution	Original Fees Ice fees are already paid by home team	Points
Severe Weather game canceled > four (4) hours prior to start time	Game may be re-scheduled only if both managers agree.	Home team pays for ice. Referee fees will be reimbursed.	0-0 tie and one (1) point awarded to each team
Severe Weather game canceled < four (4) hours prior to start time	Game may be re-scheduled only if both managers agree.	Team that canceled will be responsible for paying \$150 to opposing team. Referee fees will not be reimbursed, and refs will be paid.	0-0 tie and one (1) point awarded to each team.

ii) Team Does Not Have Enough Players / Team No Show / Team Cancels Less Than 48 Hours

If a team does not have enough players prior to the start of a regularly scheduled game (minimum five (5) skaters and one (1) goalie, or six (6) skaters), team fails to show up for a game, or cancels with less than 48 hours notice, a willful forfeit occurs.

The team causing the willful forfeit must email the refscheduler@whamhockey.org and the leagueadmin@whamhockey.org with complete details within 24 hours.

The team who caused the willful forfeit earns 0 points and must pay the opposing team \$150. If the willful forfeit is caused by the home team, the home team still must pay opposing team \$150 for inconvenience.

If the game is the “neutral” game between teams, the team who caused the willful forfeit must reimburse the opposing team for the ref fees and half of the ice costs for that game. The fees owed must be paid within seven (7) days of the willful forfeited event or all games played by the offending team following the willful forfeited event will be forfeited as well, retroactive to the initial willful forfeit.

iii) Additional Willful Forfeits

A second willful forfeit of a scheduled game will result in the loss of two (2) additional existing points for that team, three (3) points for a third forfeit, etc. For each additional willful forfeit, there will be an additional referee and WHAM fee of \$200.

Situation	Resolution	Penalty Fee	Referee Fees	Points
Cancelling more than 48 hours to game time, not enough players	Willful Forfeit	The team who causes the willful forfeit will be responsible for paying opposing team \$150	Referee fees will be reimbursed to the home team by WHAM	Team causing willful forfeit will receive 0 points. Opposing team will be awarded two (2) points. Game will be entered as a 1-0 score.
Cancelling less than 48 hours to game time, not enough players or no show	Willful Forfeit	The team who causes the willful forfeit will be responsible for paying opposing team \$150	Referee fees will be reimbursed by the AWAY team if AWAY team causes forfeit	Team causing willful forfeit will receive 0 points. Opposing team will be awarded two (2) points. Game will be entered as a 1-0 score.

iv) Late Season Game Cancellations

If a game scheduled late in the regular season is not played due to lack of referees and rescheduling is difficult due to late season timing, each team will be awarded one (1) point with a score of 0-0.

v) No officials

A game may not be played without two (2) MH/USAH Certified Official. If only one (1) MH/USAH Certified Official is available, the game must be rescheduled. The home team must notify WHAM scheduler at refscheduler@whamhockey.org and leagueadmin@whamhockey.org to inform them there were no officials.

If a game must be rescheduled because of referee “no show”, the fees associated with rescheduling game will be covered by the WHAM OFFICIALS Board. **This assumes that all rink locations and times are posted correctly on the WHAM schedule. It is always the responsibility of team managers to carefully proofread all ice reservations with the published WHAM schedule.**

6. Game Schedule Issues after the Final Schedule Submission

After the final submission of the season schedule (once all managers have proofed and confirmed the division schedule) there will be no rescheduling of games.

Teams whose ice times are not correct at the meeting and a game is scheduled, will be fined a \$25 reschedule fee to help cover ref and administrative costs associated with the team's error. It is the team manager's responsibility to verify ice times and dates with their arena contracts to assure ice submitted to commissioner for scheduling is correct.

It is the responsibility of the team manager to verify all ice times and locations with the booking arenas prior to the annual scheduling meeting. All games scheduled at the meeting are considered as final and will be subject to change fees if incorrect.

N. Referee Fee Payments

1. Referee Payment Fees

Regular season game fees are as follows. Two (2) scheduled referees per game.

- i) \$50 per referee for games starting prior to 9:55pm.
- ii) \$55 per referee for all games starting at 9:55pm or later

WHAM recommends partnering with other WHAM teams that use the same rink or work with the arena managers to try to schedule ice back-to-back with another WHAM team.

Please note that the fees above may not be reflective of some teams' referee fees based on arena location, districts, or other circumstances.

WHAM has been subsidizing the referee fee difference to be competitive with local district rates for a few seasons. WHAM teams will now be responsible for this difference in the 2025-26 season.

2. Referee Payment Process

WHAM will collect all referee fees for scheduled home games. Teams will have two (2) payments to cover all scheduled regular season games.

- i) Due date for payment 1 (50% of season total) is at the Fall Scheduling meeting (mid-September each year)
- ii) Due date for payment 2 (remaining 50% of season total) is December 10

WHAM will accept payment in the form of a check or credit/debit card. (Note that a processing fee will be included for online payments.)

WHAM will coordinate all payments directly to referees through Arbiter's RefPay scheduling system.

Any fees incurred for updated and/or rescheduled events will be invoiced and collected by WHAM monthly and paid to the scheduler.

3. Failure to Pay Referee Fees

Failure to pay referee payments on time and in full will result in late payment fees of \$25.

If the team's referee fees are not paid in full for the entire season, no referees shall be scheduled for remaining home games. Late cancellation and rescheduling fees

will be added to the outstanding balance and carried forward to the following season, if applicable. Additionally, team is not allowed to participate in year-end tourney if fees are outstanding.

Referees will be reinstated for home games when fees are received at least 48 hours prior to game time.

Checks that are returned will be considered failure to pay and late fees apply in addition to bank fees assessed to WHAM. WHAM mailing address: 1605 River Rock Drive, Carver MN 55315

O. Scoresheets

Completion and submission of game scoresheets is the Team Manager's responsibility. Please see [Section VII.C Scoresheets](#) for further details.

P. Pilot programs for 2025-26

1. Pilot Program: A1 Division Re-Building
Team declarations delayed to allow for possible formation of new team(s). Details to be proposed to Board upon consultation with Development Director, A VP, A1 commissioner, and A1 managers.
2. Pilot Program for Over-50 Divisions: Platinum (B-level) and Silver (C-level) Divisions
Team declarations and scheduling delayed to allow for prioritization of traditional WHAM scheduling.

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VII. Game Protocol for League Play

A. USA Hockey Playing Rules

The Organization will play under USA Hockey Playing Rules (as modified for adults and women), unless otherwise specified in this Handbook.

B. Length of Games

Four (4) minute running time warm-up (starts at the start of ice hour)

1. First period: 17-minute runtime
2. Second period: 17-minute runtime
3. Third period: Set to number of minutes remaining on arena hour clock
4. One (1) minute break between periods

No Timeouts. Timeouts in regular season league games are not allowed.

C. Scoresheets

1. Completion

The home team supplies the scoresheet for the game. Scoresheets must be filled out completely, including shots on goal, saves, goals and assists. Coaches, referees and minor officials should all sign the scoresheet.

Game misconducts, referee complaints and issues with team rosters and minor officials should be CLEARLY noted and described on the scoresheets.

Altering a scoresheet, including reassigning penalties to other players, shall result in monetary fines, suspension from the league and/or loss of game or entry into the WHAM Championship Tournament, as determined by the WHAM Board. In the event of a conflict, write all language appropriate comments on the game scoresheet. Each affected team should follow up by contacting its respective Division Commissioner and VP.

2. Scoresheets

Once a game score sheet has been signed by at least one (1) referee AND a rostered member of each team (preferably a team captain or coach) the scoresheet is final. Each team representative's signature means that he/she has reviewed the score sheet and agrees that all roster, penalty and scoring details are accurate. WHAM will rely upon the accuracy of each signed scoresheet to settle any game-related disputes. If there is a dispute or the validity of the game is in question that causes a team to refuse to sign the score sheet, the refusing team must make a full report via e-mail to the division commissioner within 24 hours. To submit issues, please use the WHAM concerns form located at www.whamhockey.org under Rules/Forms tab.

3. Submission

Within three (3) days following the game, the winning team (or home team in the event of a tie) is responsible for updating game stats on the WHAM website, and for scanning/emailing the top white copy of the score sheet to the division stat cat. The losing team is responsible for verifying the accuracy of the game information that was inputted from the scoresheet on the WHAM website.

A1statcat@whamhockey.org

A2statcat@whamhockey.org

A3statcat@whamhockey.org

B1statcat@whamhockey.org

B2statcat@whamhockey.org

B3statcat@whamhockey.org

C1statcat@whamhockey.org

C2statcat@whamhockey.org

C3statcat@whamhockey.org

D. Penalties

1. Game Penalties & Ejections

In any regularly scheduled game, if any one (1) Player is assessed three (3) penalties (regardless of the minutes associated with those penalties), the Player will be ejected for the remainder of that game.

2. Dangerous Action (DA) Penalties Resulting in Game Misconducts

Players assessed penalties such as Head Contact, Checking from Behind, Fighting, Charging and hits delivered **with the intent to intimidate or punish the opponent:**

i) Must be penalized in EVERY instance

ii) Officials must follow the Standard of Play initiative without hesitation

3. Dangerous Action (DA) Penalties Consequences

Any Player receiving one (1) DA penalty may not participate in the next WHAM sanctioned game. If the player receives a second DA penalty she may not participate in the next five (5) regular season or tournament WHAM-sanctioned games. Any

player who receives a third DA penalty will sit the remainder of that season and must appear before the Board to determine the Player's eligibility to play with WHAM going forward.

Note: **Dangerous Action offenses are cumulative** within a five (5)-year period for all members of WHAM. In other words, the tally does not "re-set" at the end of each season, rather than at the end of five (5) years with no additional incidents.

4. Game Suspensions

If a Player is assessed three (3) penalties in a game, the Player will be assessed an additional one (1)-game suspension. If any Player should have three (3) such ejection/suspensions within the same season, that Player will be subject to an additional two (2)-game suspension. All game suspensions are to be served during the Player's team's next Organization-sponsored game(s) (not scrimmages) regardless if those games occur post-season. If there are no further Organization-sponsored games to be played for the Player's team in the current season, any such suspension of games will be carried over to the start of the Organization's next season. Team Managers are responsible for notifying the division commissioner of game suspensions before the next scheduled game and for assuring that the penalized Player serves the suspension(s).

5. Match Penalties

Any Player receiving a MATCH penalty **may not participate in further Organization-sanctioned games until the Referee Committee convenes a hearing** to determine the Player's status within the Organization. Examples include: kicking, spearing, and blocker punches, all with specific intent to injure. Additional penalties may be assessed based on hearing and review by the Board.

E. **Officials-Referees**

1. Scheduling

Referees are coordinated through the WHAM OFFICIALS Association for all WHAM teams. For games played in the Duluth, MN area, referees will be coordinated by WHAM OFFICIALS through the Referees' Association in that area's District.

2. Certification

Per USAH Rules, games must be officiated by two (2) MH/USAH- certified officials. All officials must wear the correct officiated "crest" on the referee's left chest.

3. No Show Officials

If no referees show for the game and the error is caused by WHAM OFFICIALS scheduling or an official error, then the Game Cancellation due to no available officials ensues and the WHAM OFFICIALS Board will cover the cost of rescheduling a game with officials for the teams affected.

4. Game Cancellation Due to No Available Officials

If a game is cancelled by the WHAM OFFICIALS Board due to inability to find referees for a scheduled game, then the WHAM OFFICIALS Board will cover the ice and referee fees for rescheduling that game for the home team.

Teams will be notified five (5) days before game day if the game does not have officials assigned. Teams may opt to reschedule ice time if the arena allows.

- i) If officials are obtained after this five (5)-day notification, a follow-up contact will be made to confirm that officials have been obtained and the game will occur as planned.
- ii) Games will be cancelled in Arbiter (ref scheduling platform) 48 hours prior to game time if two (2) officials are not able to be scheduled.

Team captains, division commissioner, WHAM Board President, league administrator, and the Organizations Commissioner will be included in emails regarding potential game cancellation via email from the WHAM OFFICIALS Board or Scheduler.

5. Official Minimum Age

Officials must be eighteen (18) years of age and older as of the current hockey season within the Organization.

6. Conflicts of Interest

Referees may not officiate games involving family members and must inform the WHAM Referee Scheduler of their conflict at refsupervisor@whamhockey.org.

Referees may only officiate games within the same division in which they play when in-training and accompanied by a mentoring WHAM OFFICIALS referee AND only for games scheduled prior to January 31.

7. Officials Conduct

Officials are required to conduct themselves in a businesslike, sportsmanlike, impartial and constructive manner always. The actions of an official must be above reproach. Actions such as “baiting” or inciting players or coaches are strictly prohibited. Officials are ambassadors of the game and must always conduct themselves with this responsibility in mind.

8. Official(s) Compliant(s)

If there is an issue or complaint concerning attendance, performance or the quality of a game, please utilize the Officials Conduct Complaint Form located on the Organization’s website and send it, along with a copy of the score sheet to refsupervisor@whamhockey.org and your respective Division Commissioner (contact information on the Organization’s website).

9. Zero Tolerance Policy

USAH, MH and the Organization enforce a Zero Tolerance Policy whereby referees do not have to accept any form of abuse from Players, Coaches, Team Managers or fans. Teams will be held responsible for the actions of its Players, Coaches, Team Managers and fans if a situation occurs. Penalties and/or disciplinary action may be assessed by the Board with WHAM OFFICIALS partnership.

F. Minor Officials – Timekeepers & Scorekeepers

The home team is responsible for providing an adult(s) (aged eighteen (18) years or older) to run the time clock and keep score. If the home team does not provide an adult to keep the score sheet and run the clock, the home team must use a Player for these duties or forfeit the game. Only adults are allowed on the player’s bench and in the scorer’s boxes. All scorekeepers MUST be in the scorekeeper box and cannot be on the player’s bench.

G. Captains

Prior to the start of each game teams shall designate one (1) Captain and not more than two (2) alternates on the score sheet. Only one (1) of these designated players shall have the privilege of discussing with the Referee any questions relating to interpretation of rules that may arise during the progress of a game. No goalkeepers shall be entitled to exercise the privileges of Captain.

Any Captain who comes off the bench and protests or interferes with the Officials for any purpose shall be assessed a minor penalty for unsportsmanlike conduct.

H. Sub-Goalies

During registration, goalies may opt to be listed in the WHAM sub-goalie pool. Any WHAM rostered goalie may sub at her primary division and higher in any WHAM season game.

1. Exception for Sub Goalies for C3 Regular Season Games

If C3 teams are missing the goalie and cannot find a C3 sub-goalie, C2 goalies may sub in C3 games if both C3 team managers agree.

2. Emergency Sub-Goalies

If a team cannot find a sub-goalie, the team may choose to play the game with six (6) skaters and no goalie, OR a skater may wear the goalie gear and play as an "emergency" sub-goalie. This sub-goalie may not have previous experience or training at goalie other than similar "emergency sub-goalie" situations. Once a Player has additional experience or any goalie training, she must assess prior to playing goalie in a WHAM game.

3. WHAM Championship Tournament Sub-Goalies

Teams are expected to play the WHAM Championship tournament with the team's rostered goalie who has played at least half of the team's scheduled games; however, if teams need to use a sub-goalie in the tournament, they must provide the name of the sub-goalie to the division commissioner and Vice President prior to the game(s). The sub-goalie must be legally rostered within WHAM and eligible to play at that level and not playing on any other team for the tournament.

I. Jerseys

All teams must have a set of light (predominantly white) and dark jerseys for league play. The home team wears their light jerseys and the visiting team wears their dark jerseys. Jerseys must display a unique number; names are optional. Numbers on jerseys must match the Player number on the team's roster and the game score sheet.

Every player rostered (whether as a primary or secondary player) must have a unique jersey number for the entire season that is entered WHAM website stats.

J. Bench Areas

Any person on the Players bench during WHAM-sanctioned game or practice must be registered with USAH as a Player or Coach AND must be eighteen (18) years of age or older. Any person in the penalty box or scorekeeper areas must be eighteen (18) years of age or older. Children or pets are not allowed in the penalty box, player's bench or scorekeeper areas.

K. Electronic Communication

Per USAH rules, electronic devices are permitted at WHAM events and on the playing bench as long as they are used respectfully and do not interfere with the players, officials, or game

proceedings. Electronic devices are being allowed solely for personal use by the team/team official and use within WHAM must be in accordance with USA Hockey Rule 308:

1. Using one or two-way radios, lights, or other electronic devices as a means for Team Officials or spectators to communicate with payers or goalkeepers during play shall be prohibited.
2. No electronic device shall be used to question, challenge, or dispute a game official's decision or judgement while the game is in progress.
3. For equipment violation, the team will be assessed a bench minor penalty.

L. Injuries

1. Treatment

It is recommended that each team have at least one (1) Coach or team member certified in CPR and First Aid. If an injury appears serious, do not hesitate to call 911.

2. Referee's Role

The referee is responsible for deciding when to stop play for an injury. Due to insurance regulations, the referee cannot treat an injured Player. If the injury is serious, call 911.

3. Catastrophic Injuries

In the case of a catastrophic injury (an injury that is life-threatening and/or causes paralysis), call 911, then contact the respective Division Commissioner and VP, the MH Women's Director and the MN District/MH Risk Manager as soon as possible after the injury.

4. All Other Injuries

If the injury is not catastrophic, a Player can still take advantage of the insurance coverage provided by USAH. The injured Player must complete the USAH Case Report & Accident Medical Insurance Claim Form (available on the WHAM website (www.whamhockey.org) under the FAQs/Forms tab) and follow the instructions for submission on the form.

M. Division Standings

1. Points

Standings in the divisions shall be determined by a point system as follows:

- i) Win: two (2) points
- ii) Tie: one (1) point
- iii) Loss or forfeit: zero (0) points

2. Ties

If two (2) or more teams have an equal number of points after all the games have been played, a team's position in the standings shall be determined by:

- i) The results of the games played between the tied teams in the following order:
 - a) The points acquired in these games.

- b) Subtracting goals scored against from goals scored in these games. The team's position shall be in the order of the greatest surplus.
 - c) Dividing the goals scored in these games by the goals scored against. The team's position shall be determined in order of the greatest quotient.
- ii) If, after applying the formulas above, the tie still exists, Part 2, i) a) and c) above shall be applied using the total of all the games played by each team. When the tie involves three (3) or more teams, each formula shall be applied in succession until one (1) formula determines the position in the standings for ALL the teams involved.
- iii) A maximum of six (6) goals per game will count toward overall standings in regular season play and be considered with goals for vs goals against standings.

N. WHAM Championship Tournament Play

1. Division Champions

Division champions shall be determined by the standings of teams at the end of league play.

2. WHAM Championship Tournament

i) General

In each division, the top teams will qualify to participate in the WHAM Tournament as determined by the final division standings or by the tiebreaker rules as described above.

ii) Divisions with Subdivisions

Prior to the start of league play for each season, the divisions that have two (2) (or more) subdivisions shall vote on the process of determining the top teams who will represent that division in the WHAM Tournament from one of the options listed below:

- a) The top teams in each sub-division as determined by overall points at the end of league play;
- b) The top team in each of the division's subdivisions as determined by overall points at the end of league play, and then the next top teams in the division as determined by overall points at the end of league play; or

The Division Commissioner shall record the results of the votes from each of the teams in the division and notify the managers and respective division Vice President of the division's determination.

If a team declines to participate in the Championship Tournament, then a wild card rule will go into effect: the team with the most points overall in the combined divisions will be asked to participate in the tournament.

iii) Player Eligibility

To be eligible for the WHAM Championship Tournament, Players must be on a team's registered players list by January 31st. Players may only participate

in their rostered positions. (For example, a dual-rostered skater/goalie who skates out on a B2 team and plays goalie on a B1 team may not skate out on the B1 team.) The Board reserves the right to ask for photo identification at any time during the WHAM Championship Tournament. All teams will be audited to ensure players are properly rostered the first week of November, after the start of the season. Teams with any player(s) who are not legally registered are subject to the penalties described in [Section IV.I.2. Illegal Players or Coaches](#).

iv) Team Eligibility

Teams may not participate in the WHAM Championship Tournament if it is discovered they have players not legally registered. Teams also may not participate if they have outstanding financial obligations to WHAM or any other team in WHAM.

v) Goalie

The team's goalie is eligible to play in the WHAM Championship Tournament only if they have participated in at least 50% of regular season games. (In the case of injury to the goalie, the team may petition the Board to allow for an exception.)

vi) Substitute Goalie

A substitute goaltender may play in the WHAM Championship Tournament if the team's registered goalie is not available. (The goaltender must be a registered goalie, eligible to play in the division.) The Team Manager is responsible for notifying the Division Commissioner and Vice President prior to the sub-goalie's participation in the Tournament game.

vii) Forfeit of Game During Tournament Play

If a team, for any reason forfeits a game during the WHAM Championship Tournament, they automatically are stopped from advancing in seed play.

viii) Overtime Play

If a game is tied at the end of regulation, the teams will participate in a 3 v 3 shootout.

3. Other Tournament Play

Organization-sponsored Invitational Tournaments sanctioned by MH and USAH must follow the rules for sanctioning as they appear in the MH Bylaws and the MH Tournament Guidebook.

Years in which the USA Women's Nationals are hosted by WHAM, the board will present to the league the format for WHAM teams to qualify for participation in Nationals prior to the start of the season.

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VIII. Authority, Disputes, Appeals, and Suspensions

A. Authority

1. Minnesota Hockey and its Directors and Bylaws Article 6 gives WHAM the authority to manage our programs and issue discipline to any party within our jurisdiction.

This includes suspension, probation, censure, financial penalty or other forms of discipline.

2. In cases where such discipline leads to a suspension of the party, a Hearing as outlined below and in USA Hockey Bylaw 10 is required.
3. Exclusions – Hearings are not required for skills assessment issues, automatic playing rule suspensions, suspensions of officials per MHOA Bylaws, or situations as outlined in the USA Hockey Bylaws Article 10, "Exclusions from Unified Procedure"
4. Any Summary Suspension (suspension upon receipt of allegations and prior to a full hearing) must be approved by the MH SafeSport Coordinator.

B. Rights to Refuse Membership

Associations have the right to refuse membership into its Association to a party who: (a) either themselves or their family members have in the past violated the Rules of MH or the affiliate of refusing membership which justifies such refusal; and (b) there are equivalent programs offered within MH in which the party can participate.

1. In cases where an Association refuses registration to a party, a Hearing as outlined in this Article is required. Except as modified in this Article, the hearing shall be governed by USA Hockey Bylaw 10.
2. The Association refusing registration of any member must agree to a Discretionary Waiver if the player is accepted for registration with another association.

C. Disputes

Authorities having jurisdiction are required to provide for prompt and equitable resolution of disputes (grievances), including notice and opportunity for a Hearing if applicable.

1. A party contesting an Administrative Action shall be afforded a Hearing.
2. An Authority conducting a Hearing pursuant to this section shall first investigate the circumstances leading to the Hearing to determine if the situation can be resolved short of a Hearing. If resolution cannot be achieved, the Authority shall conduct the Hearing pursuant to the requirements of this Article. The investigation required by this section shall not delay the timing of the Hearing as required herein.

D. Hearings

USA Hockey has developed a unified process on how to conduct Hearings (USAH Bylaw 10). The local authority having jurisdiction (local association, league or District) that conducts the Hearing must closely follow this process to resolve disputes.

1. The local authority (WHAM) having jurisdiction must hear disputes within thirty (30) days, provide a minimum of seven (7) days' notice of the Hearing date and location, and make reasonable efforts to convene the hearing in a location accessible to all parties. The Hearing Notice must include the process and rules that will be used to conduct the Hearing. In suspension/discipline cases, the grounds for the proposed suspension/ discipline, the consequences of an adverse finding, and issues to be resolved by the Hearing panel should be included in the notice.
2. The Hearing Panel shall consist of a minimum of three (3) reasonably impartial persons.

3. The panel may in its discretion hold a formal or informal Hearing, in person or by telecom; hear any evidence it feels is relevant; place limitations on time, evidence and documentation; allow witnesses or written statements; and establish other hearing rules. Each party shall be treated equally, and shall have reasonable opportunity to present their case, in accordance with the established rules.
 - i) Video and/or Audio evidence shall be allowed to be submitted as evidence in proceedings of Minnesota Hockey Article 6. Any person offering video or audio evidence shall establish proper foundation for the authenticity and chain of custody of such evidence. Either the hearing panel or any other party may inquire into the foundation and reliability of such evidence. The hearing panel in arriving at a decision may give whatever credibility they believe is appropriate to such evidence.
4. Parties may be represented by counsel, but the counsel's role in the Hearing is limited to listening only. Counsel may advise the parties quietly during the hearing or during a recess in the Hearing.
5. Findings must be supported by a preponderance of the evidence (more likely true than not true) that an applicable rule has been violated. The decision logic must be included in the written findings. The Panel must endeavor to render its decision within five (5) days of the Hearing and mail a written decision within fifteen (15) days of the Hearing. The decision must include the parties' right(s) of appeal. Decisions can affect only parties that were part of the Hearing (cannot be expanded to discipline a party that was not a subject of the Hearing).

E. Appeals

Any player, coach, manager or team who has a standing in the matter may appeal a disciplinary action or administrative action, in writing, to the District Director for a period of ten (10) calendar days, after a decision was rendered or a Hearing refused within its own league or association. Such appeal must state that it is an appeal, and provide the rationale, citing the applicable rule or regulation, as to why the disciplinary suspension or administrative action should be overturned or modified. In all appeals, the appealing party is required to establish the merits of the appeal. The District Director shall make a written determination within twelve (12) calendar days of receipt of a valid appeal. The decision of the District Director may be appealed for a period of ten (10) calendar days to the MH Grievance Committee ("Committee") Chairperson; the Committee must make a written determination within twelve (12) calendar days of receipt of a written appeal and receipt of a \$500 Filing Fee, refundable if the Committee rules in the appealing party's favor. The decision of the Grievance Committee shall be final except as noted in the paragraph hereinafter titled "USAH Appeal". Exception: Suspensions under USAH Bylaw 10 (3)(d) Assault of Game Official are appealed directly to the MH Grievance Committee.

F. Appeals Process

1. The Board and Grievance Committee may make their determination by holding personal meetings, or communicating through the mail, e-mail or conference call(s).
2. The "Hearing" format is not typically used for appeals, since the intent is to review the appropriateness of the initial decision, not to provide another forum in which to

present the same arguments or evidence. Appeals are generally handled solely on written submissions, and the appealing parties should be notified that no personal appearances can be made.

3. The appealing party must provide a basis for the appeal by referring to the relevant rules and/or regulations and describing why the previous decisions made were flawed or incorrect. These elements are essential when considering the basis for appeal. Appeal Requests lacking this information may be rejected for cause.
4. Only the evidence and theories explicitly presented to the initial decision-making body for consideration prior to rendering of its decision shall be presented or considered for appeal. In the event new evidence is discovered, it must be identified as such and included in the Appeal Request. If it is determined by the entity considering the appeal that the new evidence would have likely affected the initial decision, the matter will be referred to the initial hearing body.
5. If the entity considering the appeal uses a Hearing format to assist in making its determination, the process in the paragraph titled "Hearings" hereinbefore will be used.

G. USAH Appeal

Decisions of the MH Grievance Committee may be appealed to USAH according to the provisions of USAH Bylaw 10 - Dispute Resolution, Discipline, and Arbitration.

H. Court Actions

Any recourse to the courts of any jurisdiction by any member or individual before all the rights and remedies available under the MH Articles and By-Laws and USA Hockey Bylaws have been exhausted, shall be deemed conduct detrimental to the best interests of hockey and a violation of the MH and USAH Articles and By-Laws. This violation will result in suspension of membership and/or expulsion from the organization pursuant to the provisions of this Article.

I. WHAM Whistleblower Policy

If any employee, volunteer, player, coach or official of WHAM reasonably believes that some policy, practice or activity of WHAM is in violation of law, a written complaint may be filed by that member with a WHAM Board member or MN Hockey Director.

It is the intent of WHAM to adhere to all laws and regulations that apply to the organization. The support of all employees, volunteers, officers or directors is necessary to achieving compliance with various laws and regulations. A Member is protected from retaliation only if the Member brings the alleged unlawful activity, policy, or practice to the attention of the Minnesota Hockey Director or Board and provides WHAM with a reasonable opportunity to investigate and correct the alleged unlawful activity. The protection described below is only available to members that comply with this requirement.

WHAM and MN Hockey will not retaliate against a member who, in good faith, has made a protest or raised a complaint against some practice of WHAM, on the basis of a reasonable belief that the practice is in violation of law, WHAM operating rules and Bylaws, USAH/MH rules or bylaws, or a clear mandate of public policy.

Whistleblower protections cover two important areas – confidentiality and retaliation. To the extent possible, the confidentiality of the whistleblower will be maintained.

If a member believes they are being retaliated against, they must contact the Board or MN Hockey director immediately.

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End of the Organization's Operating Rules

Annex 1. Bylaws

1. ARTICLE I. OFFICES

Section 1.01. Registered Office. The registered office of the Women's Hockey Association of Minnesota (the "Organization") in the State of Minnesota shall be as stated in the Articles of Incorporation (the "Articles"), or at such other place within the state as the Board of Directors (or the "Board") may designate from time to time.

Section 1.02. Other Offices. The Organization may have such other offices within and without the State of Minnesota as the Board may determine.

2. ARTICLE II. MEMBERS

Section 2.01. Members. The following shall be deemed to be a Member (as defined herein) of the Organization for each Membership Year: each team registered with the Organization who is in good standing with USA Hockey and Minnesota Hockey ("MH") (the "Member"). The membership year shall commence September 1 of each year and end on August 31 of the following year. There shall be no limit on the number of Members.

Section 2.02. Voting. Each Member of the Organization shall have one (1) vote at all meetings of Members.

Section 2.03. Member Representative. Each Member shall appoint two (2) individuals to serve as the principal contact with the Organization (the "Member Representative" and the "Alternate Member Representative"). The Member Representative shall cast any vote to be cast by the Member and shall have the authority to bind the Member to any financial obligation that accompanies membership in the Organization. If the Member Representative cannot fulfill its duties to the Member, the Member shall direct the Alternate Member Representative to act on behalf of the Member. The Member may change its Member Representative or its Alternate Member Representative by submitting the name of such the Member Representative to the Organization in writing signed by an individual, or by email, with the authority to legally bind the Member. In no event shall a Member Representative represent more than one (1) Member at any meeting of the Members.

Section 2.04. Termination of Membership. A membership shall be automatically terminated when a Member is no longer eligible for membership as provided in Section 2.01 of this Article II.

3. ARTICLE III. MEETINGS OF MEMBERS

Section 3.01. Annual Meeting (revised 9.23.17 with membership vote). The Annual meeting of the Members of this Organization for the purposes of the election of Directors, the presentation of reports on the activities and financial condition of the Organization, league Scheduling, and any other business properly brought before the Members of the Organization shall be held in the Fall of each year as may be designated from time to time by the Board and at the place, within or without the State of Minnesota, designated from time to time by the Board. It is the normal obligation of each Member to attend the annual meeting in whatever format that meeting occurs. Notification shall be by

newsletter, the Organization's website, and electronic mail at least thirty (30) days prior to the meeting date. Such notice shall contain the date, time and place of the meeting or an expected date by which meeting preparation of information shall be received.

Section 3.02. Special Meetings. Special meetings of the Members of the Organization may be called at any time by (i) the President, (ii) three (3) members of the Board, or (iii) upon written request of at least ten percent (10%) of the Members of the Organization whichever is less. Anyone entitled to call a special meeting of the Members may make written request to the Secretary to call the meeting, and the Secretary shall then give notice of the meeting, setting forth the time, place and purpose thereof, to be held no later than twenty-one (21) days after receiving the request. If the Secretary fails to give notice of the meeting within seven (7) days from the date on which the request is received, the Member or Members who requested the meeting may fix the time and place of the meeting and give notice thereof in the manner hereinafter provided. If a special meeting is demanded by the Members, the meeting shall be set by the Board. The business transacted at a special meeting is limited to the purposes stated in the notice of the meeting.

Section 3.03. Notice. Notice of each meeting of the Members stating the date, time and place thereof, shall be made by the following means: newsletter, the Organization's website, electronic mail, fax, or other postal service mailed first class. The notice shall be made no less than thirty (30) days before the meeting, excluding the day of the meeting, to each Member.

Section 3.04. Members List for Meeting. The Board shall fix a date not more than thirty (30) days before the date of a meeting of the Members as the date for determination of the Members entitled to notice of the meeting. If the Board fails to set such a date, the date shall be the thirtieth (30th) day before the date of the meeting. After fixing a record date for a meeting, the Secretary shall prepare a list of the names by Division (in alphabetical order), and addresses of each member entitled to vote at the meeting. Beginning two (2) business days after notice of the meeting is given, the list shall be available at the registered office of the Organization for inspection and copying on written demand by any Member (or the agent or attorney of any Member), at the Member's expense, for the sole purpose of communication with other Members concerning the meeting. The list shall be made available through the date of the meeting and at the meeting.

Section 3.05. Voting; Quorum. In order to cast a vote at any meeting of the Members, the Member must be present in person. No Member may vote by proxy. Cumulative voting shall not be permitted. The presence of a majority of the Members shall constitute a quorum at any meeting thereof. The Members present and entitled to vote at any meeting, although less than a quorum, may adjourn the meeting from time to time until a quorum is present. A majority vote of the Members present and entitled to vote at any meeting at which a quorum is present shall be sufficient to transact any business. When any meeting of the Members is adjourned to another time and place, notice of the adjourned meeting need not be given other than by announcement at the meeting at which adjournment is taken.

4. ARTICLE IV. BOARD OF DIRECTORS

Section 4.01. General Powers. The general governance, management and direction of the Organization shall be vested in the Board of Directors (the "Board"), which shall be authorized to exercise all corporate powers except as limited by law, the Internal Revenue Code of 1986, as amended, the Articles, or these Bylaws.

Section 4.02. Number, Appointment, and Qualification. The Board shall be composed of not less than five (5) or more than ten (10) individuals. No more than two (2) persons from the same Member team or MH Association may serve at the same time as a member of the Board. Any newly created Directorships shall initially be filled by the Board. With the exception of the Vice President A Division, Vice President B Division, and Vice President C Division, all Directors shall be elected by an affirmative vote of the Members at the Annual WHAM meeting. The members of the A, B and C divisions shall each elect their respective Division Vice President. Each Director elected by the Members, and any Director elected by the Board to fill a newly created Directorship, shall serve until such Director's successor is elected and qualified.

Section 4.03. Titles and Duties of Directors The Board shall consist of the: President, Treasurer, Secretary, Vice President A Division, Vice President B Division, Vice President C Division, Development Director, Director of Marketing, Director of Operations, Past President and MH Women's Director.

4.3.1. President. The President shall preside at all meetings of the Board, actively manage the business and affairs of the Organization, and see that all orders and resolutions of the Board are carried into effect. The President shall be responsible to the Board for the application and implementation of established policies in the operations of the Organization. The President may execute on behalf of the Organization all contracts, deeds, conveyances and other instruments which may be required or authorized by the Board. In general, the President shall perform all duties usually incident to the office of President and all duties prescribed by the Board.

4.3.2. Secretary. The Secretary shall attend all meetings of the Board and shall record or cause to be recorded all proceedings of such meetings in the minute book of the Organization. The Secretary shall give or cause to be given proper notice of all meetings of the Board. If one (1) or more assistant secretaries are elected or appointed by the Board, the Secretary may delegate thereto any of the foregoing duties. The Secretary shall perform such other duties as prescribed by the Board or by the President.

4.3.3. Treasurer. The Treasurer shall be responsible for the keeping of accurate financial records for the Organization. The Treasurer shall be responsible for the depositing of all moneys, drafts, and checks in the name of and to the credit of the Organization in such banks and depositories as the Board may, from time to time, designate. The Treasurer shall have power to endorse for deposit all notes, checks, and drafts received by the Organization and issue checks and drafts in the name of the Organization as ordered by the Boards, making proper

vouchers for deposit. The Treasurer shall disburse the funds of the Organization as ordered by the Board, making proper vouchers therefore. The Treasurer shall render to the President and the Board, whenever requested, an account of all his or her transactions as Treasurer and of the financial condition of the Organization. If one (1) or more assistant Treasurers are elected or appointed by the Board, the Treasurer may delegate thereto any of the foregoing duties. The Treasurer shall attend all meetings of the Board. The Treasurer shall perform such other duties as prescribed by the Board or by the President.

4.3.4. Division Vice Presidents. The term “Division Vice Presidents” includes, but is not limited to, the A Division, the B Division, and the C Division, or such divisions as shall be established from time to time by the Board. It shall be the duty of the Division Vice Presidents, to appoint, organize, supervise and manage the duties of Division Commissioners, including, but not limited to, ensuring that the Division Commissioners:

(i) supervise and enforce the rules and regulations of the Organization; (ii) meet with his/her respective Member teams to organize all aspects of the league each year; (iii) coordinate game scheduling; (iv) ensure statistical standings are correct and up to date;

(v) collect any assessed fees and work in conjunction with the Treasurer to collect such fees; (vi) mediate issues between Member Teams; (vii) act as a liaison between Member teams and its associated Division Vice President; (viii) attend meetings as directed by the Division Vice President; (ix) attend Board meetings as directed by the Division Vice President or the Board; (x) assist in organizing and volunteering at the League End of Season Tournament; and (xi) enforce the rules and regulations of MH, including tournament play. The Division Vice Presidents shall be a liaison between Member teams in their respective Division, the Division's Commissioners, and Board. The Division Vice Presidents shall attend all meetings of the Board. The Division Vice Presidents shall perform such other duties as prescribed by the Board or by the President.

4.3.5. The Development Director position is a voting member of the Board and attends all Board meetings. The Development Director's job is to help with overall initiatives to grow the league, skills development, and be an advocate for women's hockey. They are accountable to the Board and work with the Board to support the needs of the total WHAM membership and the overall health and welfare of the organization.

4.3.6. The Director of Operations serves as a voting member of the Board and attends all Board meetings. This is a volunteer position. The Director of Operations is responsible for overseeing, advising and participating in the organization's operational strategy, systems, and day-to-day functions. This role ensures that operational processes are efficient, aligned with the organization's goals, and compliant with policies and standards. The Director of Operations works closely with the Registrar, Ice/League Scheduler, and Webmaster, fostering a sense of

teamwork and shared responsibility. The Director of Operations shall be detail-oriented and have a thorough understanding of the technical backend of SportsEngine.

4.3.7. The Marketing Director serves as a voting member of the Board and attends all Board meetings. This is a volunteer position. The Marketing Director plays a pivotal role in shaping the organization's public image, leading the development and oversight of the organization's marketing and communication strategies. This Board member ensures the organization's brand, mission, and programs are effectively communicated to members, stakeholders, and the broader public. The Marketing Director will assist the Board in developing advertising and sponsorship policies and procedures. (Tasks include development and implementation of WHAM's social media marketing, email marketing, new player recruitment, MN Wild Split the Pot, PWWL Night, etc.)

4.3.8 Division Commissioners. The Board shall establish, from time to time, divisions by skill level, including, but not limited to the following divisions: A1, A2, A3, B1, B2, B3, C1, C2 and C3. Each division shall be under the supervision of a Division Commissioner, who shall be appointed by the respective Division's Vice President but who is not considered to be a Board member. It shall be the duty of the Division Commissioners to assist the Division Vice President in: (i) supervising and enforcing the rules and regulations of the Organization; (ii) meeting with his/her respective Member teams to organize all aspects of the league each year, (iii) assisting with the coordination of game scheduling; (iv) ensuring statistical standings are correct and up to date; (v) collecting any assessed fees and working in conjunction with the Treasurer to collect such fees; (vi) mediating issues between Member Teams; (vii) acting as a liaison between Member teams and its associated Division Vice President; (viii) attending meetings as directed by the Division Vice President; (ix) attending Board meetings as directed by the Division Vice President or the Board; (x) organizing and volunteering at the League End of Season Tournament; and (xi) other duties as assigned by the Division Vice President or the President of the Organization.

4.3.9 Past President. For a period of twelve (12) months following the end of the President's term, including all terms for which such President has been re-elected to the Board, such Past President shall attend the meetings of the Board as may be requested from time to time by any member of the Board, provided, however, that any request to attend a meeting of the Board shall be given to the Past President no sooner than seven (7) days prior to the date of such meeting. In general, the Past President shall perform all duties prescribed by the Board.

4.3.10 Minnesota Hockey Women's Director. Duties of the Minnesota Hockey Women's Director (the "MH Women's Director") shall be to organize, supervise and enforce the rules and regulations of Minnesota Hockey, including tournament play, and to perform such other duties as assigned by the Board and/or President of MH. The essential responsibilities of the MH Women's Director shall be: (i) represent registered women hockey playing members as a voting member of MH Board of Directors; (ii) coordinate adult women's hockey throughout the state; (iii) act as a liaison between MH and adult women's programs such

as the MH Rules Committee, the MH Officials Association, the MH Screening Committee, and the state and/or district registrar; (iv) attend MH scheduled meetings and provide a written report on women's hockey; and (v) attend the meetings of the Board as may be requested from time to time by any member of the Board, provided, however, that any request to attend a meeting of the Board shall be given to the MH Women's Director no sooner than seven (7) days prior to the date of such meeting.

Section 4.04. Term. All Directors shall be elected to a three-year term (beginning in 2027) and until his or her successor shall have been duly elected and qualified or until the earlier death, resignation, removal or disqualification of such Director.

The transition to three-year terms shall be as follows:

- i. Director of Operations, A Vice President, C Vice President shall be elected in the following years: 2025, 2028, 2031, 2034, 2037, 2040, etc.
- ii. Secretary and Director of Marketing shall be elected for an initial two-year term, 2025-2027. Treasurer, Secretary and Director of Marketing shall be elected in the following years: 2027, 2030, 2033, 2036, 2039, etc.
- iii. President, B Vice President and Development Director shall serve a two-year term, 2024 – 2026, with three-year terms to begin in 2026. President, B Vice President and Development Director shall be elected in the following years: 2026, 2029, 2032, 2035, 2038, etc.
- iv. The MH Women's Director shall be elected to a three (3) year term, with such initial election occurring during the year 2010.
- v. Out-going Directors will continue to serve until October 31st of the same year. Voting authority belongs to the incoming Directors.

Section 4.05. Vacancies. Any vacancy occurring on the Board may be filled by the affirmative vote of a majority of the Directors then holding office at any meeting of the Board. A Director elected to fill a vacancy shall hold office for the unexpired term of the vacated Director position.

Section 4.06. Removal of Directors. Any one (1) or more of the Directors may be removed by the Members at any time, with or without cause, in accordance with applicable law. The Board may remove any Director who: (i) has failed to attend two (2) or more regular meetings of the Board for which notice was properly given during any calendar year; (ii) has failed to perform the Director's duties as defined in Section 4.03 of these Bylaws or acts in an unprofessional or unethical manner, provided, however, that such Director has received written notice of the acts, behavior or omissions that constitute either failure to perform the Director's duties under Section 4.03 of these Bylaws, or unprofessional or unethical, and that such Director shall have a reasonable opportunity to correct such performance, which in no event shall be less than thirty (30) days nor more than sixty (60) days; (iii) has been declared of unsound mind by a final order of a court of competent jurisdiction; (iv) has been convicted of or plead no contest to a felony; (v) has been found by a final order or judgment of a court of competent jurisdiction to have breached any duties imposed by Chapter 317A of the Minnesota Statutes.

Section 4.07. Resignation of Directors. A Director may resign at any time by giving written notice to the Board. Such resignation shall be effective upon delivery of the notice to any Officer of the Organization unless a later effective date is specified in the notice.

Section 4.08. Compensation of Directors (revised 9/23/17 with membership vote). Directors shall serve without compensation for their board specific roles; however, the Board may approve reimbursement of a Director's actual and necessary expenses while conducting business for the Organization and effective 9/23/17 all board members and uncompensated board support members shall be reimbursed for WHAM registration fee and USA Hockey fee. Directors shall receive reimbursement for actual costs to register with USA Hockey, WHAM and Minnesota Hockey.

5. ARTICLE V. MEETINGS OF BOARD OF DIRECTORS

Section 5.01. Annual Meetings of Board. An annual meeting of the Board of the Organization for the purpose of transacting such business as may properly come before the meeting shall be held each year at such time and place as the Board may designate; provided, however, that no other business with respect to which special notice is required by these Bylaws shall be transacted unless such notice shall have been given.

Section 5.02. Regular Meetings. Regular meetings of the Board may be held from time to time at such time and place as the Board may designate.

Section 5.03. Special Meetings. A special meeting of the Board may be called for any purpose or purposes at any time by any Officer or upon written request of any three (3) Directors of the Organization. Special meetings of the Board shall be held at the principal office of the Organization or at such other place as the Board may designate.

Section 5.04. Notice of Meetings. Written notice of each regular and special meeting of the Board stating date, time, and place and, in the case of a special meeting, the purpose thereof, shall be made by the following means: newsletter, the Organization's website, electronic mail, fax, or other postal service mailed first class. The notice shall be made not less than five (5) or more than thirty (30) days prior to the meeting to each Director entitled to vote at the meeting at his or her last address according to the available records of the Organization. No business shall be transacted at a special meeting except that which has been specified in the notice of meeting.

Section 5.05. Waiver of Notice. A Director may waive notice of a meeting of the Board. A waiver of notice by a Director entitled to notice is effective whether given before, at, or after the meeting, and whether given in writing, orally, or by attendance. Attendance by a Director at a meeting is a waiver of notice of that meeting unless the Director objects at the beginning of the meeting to the transaction of business because the meeting is not lawfully called or convened and does not participate in the meeting.

Section 5.06. Voting. The following Directors shall each have the right to one (1) vote at all meetings of the Board: President, A Division Vice President, B Division Vice President, C Division Vice President, Treasurer, Secretary, Director of Operations and Director of Marketing (collectively the "Voting Directors"). The

following Directors shall not have a vote on matters brought before Board: Past President and MH Women's Director (collectively the "Non-Voting Directors"). Except as otherwise provided in the Minnesota Statutes, the Articles, or these Bylaws, all questions at a meeting of the Board at which a quorum is present shall be decided by the affirmative majority vote of the Voting Directors present in person at the meeting.

Section 5.07. Quorum. At each meeting of the Board, the presence in person of at least one-half of the Voting Directors currently holding office shall be necessary to constitute a quorum for the transaction of business. In the absence of such a quorum, any meeting may be adjourned from time to time by a majority of the Directors present. If a quorum is present when a duly called or held meeting is convened, the Directors present may continue to transact business until adjournment, even though the withdrawal of Directors originally present leaves less than the proportion or number otherwise required for a quorum.

Section 5.08. Adjournments. If any meeting of the Board is adjourned to another time or place, no notice as to such adjourned meeting need be given other than by announcement at the meeting at which such adjournment is taken. At an adjourned meeting at which a quorum is present, any business may be transacted that might have been transacted at the meeting as originally noticed.

Section 5.09. Meetings by Electronic Communication. A conference among Directors by means of communication through which the Directors may simultaneously hear each other during the conference is a board meeting if the same notice is given of the conference as would be required for a meeting and if the number of Directors participating in the conference is a quorum. Participation in a meeting by this means is personal presence at the meeting.

Section 5.10. Action without a Meeting. Any action required or permitted to be taken at a meeting of the Board may be taken by written action signed by the number of Voting Directors who would be required to take the same action at a meeting of the Board at which all Voting Directors were present; provided, however, that all Voting Directors must be notified immediately of its text and effective date; and provided further that the written action is effective when signed by the required number of Voting Directors, unless a different effective time is provided in the written action. Failure to provide the notice does not invalidate the written action. A Voting Director who does not sign or consent to the written action is not liable for the action.

Section 5.11. Conflict of Interest. The Board shall conduct all of its meetings and business in accordance with the provisions of §317A.255 of the Minnesota Nonprofit Corporation Act.

6. ARTICLE VI. COMMITTEES

Section 6.01. Other Committees. The Board may designate one (1) or more other committees from time to time, as described in Exhibit A to these Bylaws, and may adopt such regulations as it deems advisable with respect to the membership, authority, and procedures of such committees.

Section 6.02. Rules of Procedure. Subject to these Bylaws, and to such regulations as the Board may adopt from time to time, each committee designated by the Board may fix its own rules of procedure and may hold

meetings at such times and places as it may, from time to time, determine.

Section 6.03. Meetings by Electronic Communication. A conference among committee Members by a means of communication through which the committee Members may simultaneously hear each other during the conference is a committee meeting if the same notice is given of the conference as would be required for a meeting and if the number of committee Members participating in the conference is a quorum. Participation in a meeting by this means is personal presence at the meeting.

Section 6.04. Notice of Meetings. Written notice of each meeting of the committee Members stating date, time, and place shall be made by the following means: newsletter, the Organization's website, electronic mail, fax, or other postal service mailed first class. The notice shall be made not less than five (5) nor more than thirty (30) days prior to the meeting to each committee member at his or her last address according to the available records of the Organization; provided, however, that if the day or date, time, and place of a committee meeting has been announced at a previous meeting of the committee, notice is not required.

Section 6.05. Waiver of Notice. A committee member may waive notice of a meeting of a committee. A waiver of notice by a committee member entitled to notice is effective whether given before, at, or after the meeting and whether given in writing, orally, or by attendance.

Attendance by a committee member at a meeting is a waiver of notice of that meeting unless the committee member objects at the beginning of the meeting to the transaction of business because the meeting is not lawfully called or convened and does not participate in the meeting.

Section 6.06. Quorum. At each meeting of a committee, the presence in person of at least a majority of the currently appointed committee Members shall be necessary to constitute a quorum for the transaction of business. In the absence of such a quorum, any meeting may be adjourned from time to time by a majority of the committee Members present. If a quorum is present when a duly called or held meeting is convened, committee members present may continue to transact business until adjournment, even though the withdrawal of committee members originally present leaves less than the proportion or number otherwise required for a quorum.

Section 6.07. Voting. Except as otherwise provided in the Minnesota Statutes, the Articles, or these Bylaws, all questions at a meeting of a committee at which a quorum is present shall be decided by the affirmative vote of a majority of the committee members entitled to vote and who are present in person at a duly held meeting.

Section 6.08. Adjournments. If any meeting of a committee is adjourned to another time or place, no notice as to such adjourned meeting need be given other than by announcement at the meeting at which such adjournment is taken. At an adjourned meeting at which a quorum is present, any business may be transacted that might have been transacted at the meeting as originally noticed.

Section 6.09. Action without a Meeting. An action required or permitted to be taken at a committee meeting may be taken by written action signed by the

number of committee members who would be required to take the same action at a meeting of the committee at which all committee members were present; provided, however, that all committee members must be notified immediately of its text and effective date and provided further that the written action is effective when signed by the required number of committee members unless a different effective time is provided in the written action. Failure to provide the notice does not invalidate the written action. A committee member who does not sign or consent to the written action is not liable for the action.

Section 6.10. Minutes. Committees shall keep full and complete records of all meetings and actions. Minutes of committee meetings must be provided to the Secretary of the Organization within ten (10) days of such meeting, and such minutes must be made available upon request to members of the committee and to all Directors.

7. ARTICLE VII. INDEMNIFICATION OF OFFICERS, DIRECTORS, EMPLOYEES AND AGENTS

Section 7.01. General. The Organization shall indemnify its Officers, Directors, committee members, and agents in the manner set forth in Minnesota Statutes Section 317A.521, provided the Organization has made such determination or determinations, if any, as it may reasonably require to establish that the standards set forth in Minnesota Statutes Section 317A.521, subd. 2, have been met. In addition, the Organization may, in the sole discretion of its Board, indemnify such persons or any other person under such circumstances or different circumstances as the Board shall deem appropriate as long as the Board reasonably believes such indemnification to be in the best interests of the Organization.

Section 7.02. Advancement of Expenses. If a person is made or threatened to be made a party to a civil, criminal, administrative, arbitration, or investigative proceeding, including a proceeding by or in the right of the Organization, the person is entitled, upon written request to the Organization, to payment or reimbursement by the Organization of reasonable expenses, including attorneys' fees and disbursements, incurred by the person in advance of the final disposition of the proceeding upon receipt by the Organization of a written affirmation by the person of a good faith belief that the criteria for indemnification described in Section 7.01 above have been satisfied and a written undertaking by the person to repay the amounts paid or reimbursed by the Organization if it is determined that the criteria for indemnification have not been satisfied; and after a determination that the facts then known to those making the determination would not preclude indemnification under this section. The written undertaking is an unlimited general obligation of the person making it but need not be secured and must be accepted without reference to a financial ability to make the repayment.

Section 7.03. Rights Not Exclusive. The indemnification provided by this article shall continue as to a person who has ceased to be a Director, Officer, employee, or agent and shall inure to the benefit of the heirs, executors, and administrators of such a person. Nothing contained in this article shall affect any rights to indemnification to which the Organization's personnel, other than Directors and Officers, may be entitled by contract or otherwise under law.

Section 7.04. Insurance. The Organization may buy and maintain

insurance on behalf of any person who is or was a Director, Officer, employee, or agent of the Organization or who is or was serving at the request of the Organization as a Director, Officer, employee, or agent of another Organization, partnership, joint venture, trust, or other enterprise against any liability asserted against him or her and incurred by him or her in any such capacity.

8. ARTICLE VIII. FISCAL MATTERS

Section 8.01. Accounting Year. The accounting year of the Organization shall commence on September 1 and end on August 31 of each year.

Section 8.02. Contracts. The Board may authorize such Officer or Officers, agent or agents, to enter into any contract or execute and deliver any instrument in the name of and on behalf of the Organization, and such authority may be either general or confined to specific instances. Contracts and other instruments entered into in the ordinary course of business may be executed by the President, or, in the absence of, or pursuant to a delegation by the President, by such Officer designated to act in the place of or in the absence of the President, without specific Board authorization.

Section 8.03. Authority to Borrow; Encumber Assets. No Director, Officer, agent, or employee of this Organization shall have the power or authority to borrow on its behalf, to pledge its credit, or to mortgage or pledge its property except within the scope and to the extent of the authority delegated by resolutions adopted from time to time by the Board. The authority may be given by the Board for any of the above purposes and may be general or limited to specific instances.

Section 8.04. Checks, Drafts, Etc. All checks, drafts or other orders for the payment of money issued in the name of the Organization shall be signed by such Officer or Officers, agent or agents of the Organization and in such manner as shall be determined by resolution of the Board or by the President or Treasurer upon delegation by the Board.

Section 8.05. Deposits. All funds of the Organization not otherwise employed shall be deposited from time to time to the credit of the Organization in such banks, trust companies or other depositories as the Board or the President or Treasurer upon delegation by the Board may select.

Section 8.06. Maintenance of Records; The Organization shall keep at its registered office correct and complete copies of its Articles and Bylaws, accounting records, voting agreements, and minutes of meetings of Members, Board, and committees having any of the authority of the Board for the last six (6) years. All such other records shall be open to inspection upon the demand of any member of the Board of the Organization. The Board shall complete a quarterly review of all account statements and expenditures. The Board may choose to select a qualified, non-Board member to perform an annual review of all accounts. The Board shall engage a certified public accountant to review and accurately file required annual tax forms.

Section 8.07. Corporate Seal. The Organization shall have no corporate seal.

9. ARTICLE IX. CONFLICT OF INTEREST

Section 9.01. Conflict of Interest. The Board shall develop and adopt a conflict of interest policy that shall apply to all Directors, Officers, committee members and key employees. Such policy shall require Directors, Officers, committee members and key employees to annually acknowledge reviewing the conflict of interest policy.

10. ARTICLE X. AMENDMENT

Section 10.01. Amendment to Articles of Incorporation. The Organization's Articles may be altered, amended or restated by the Board to omit or include any provision which could be lawfully omitted or included at the time of such amendment, provided that the Members of the Organization shall approve all such amendment(s) before the same shall become effective. Any number of amendments, or an entire revision or restatement of the Articles, may be voted upon at a meeting of the Board, or approved by action in writing, where due notice of the proposed amendment has been given, and shall be adopted upon the affirmative vote of at least two-thirds (2/3) of all Voting Directors entitled to vote on the proposed amendment or revision, and upon the approval of a majority of the Members.

Section 10.02. Amendment to Bylaws. The Organization's Bylaws may be altered, amended or restated by the Board to omit or include any provision that could be lawfully omitted or included at the time of such amendment. Any number of amendments, or an entire revision or restatement of the Bylaws, may be voted upon at a meeting of the Board, or approved by action in writing, where due notice of the proposed amendment has been given, and shall be adopted upon the affirmative vote of two-thirds (2/3) of all Voting Directors entitled to vote on the proposed amendment or revision and upon the approval a majority of the Members.

11. ARTICLE XI. AFFILIATION WITH MINNESOTA HOCKEY

Section 11.01. Minnesota Hockey Indemnity.

11.1.1. The Organization, as an affiliate of MH, shall indemnify and hold harmless MH, the Board of Directors of MH and each member thereof, the Executive Committee of MH and each member thereof, the councils and committees of MH and each member thereof, and all other elected, appointed, employed or volunteer representatives of MH from any and all claims, liability, judgments, costs, attorneys' fees, charges and expenses whatsoever, arising from the acts and omissions of the Organization except to the extent that: (i) MH, or its afore described representatives caused such claims, liability, judgments, costs, attorneys' fees, charges or expenses by their own intentional neglect or default; or (ii) that such acts or admissions were the direct result of compliance with the Articles of Incorporation, Bylaws, Rules and Regulations, Playing Rules, and decisions of the Board of Directors of MH. Further, the Organization understands and acknowledges that MH and its afore described representatives have assumed such assignment, function, office or capacity upon the express understanding, agreement and condition that they be so indemnified and held harmless to the extent described in this provision.

11.1.2. The Organization shall reasonably cooperate with MH in any litigation and provide reasonable support in connection therewith, including, but not limited to advice and testimony upon reasonable request; provided, however, that such cooperation shall not require MH to incur any out of pocket expenses not reimbursed by the Organization.

Section 11.02. Affiliation with Minnesota Hockey. The Organization as an affiliate of MH, shall abide by and act in accord with the Articles of Incorporation, Bylaws, Rules and Regulations, Playing Rules, and decisions of the Board of Directors of MH, and such documents and decisions shall take precedence over and supersede all similar governing documents of the Organization. Further, the Organization shall: (i) assist MH in the administration and enforcement of the provisions of the Bylaws, Rules and Regulations, Playing Rules and decisions of the Board of Directors of MH, within and upon its members and/or within its jurisdiction; and (ii) agree to be guided by the core values of USA Hockey and MH:

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

RESPECT FOR THE INDIVIDUAL – Treat others as you expect to be treated.

INTEGRITY – We seek to foster honesty and fair play beyond mere strict interpretation of the rules and regulations of the game.

PURSUIT OF EXCELLENCE AT THE INDIVIDUAL, TEAM AND ORGANIZATIONAL LEVELS – Each member of the Organization, whether Player, volunteer or staff, should seek to perform each aspect of the game to the highest level of his or her ability.

ENJOYMENT – It is important for the hockey experience to be fun, satisfying and rewarding for the participant.

LOYALTY – We aspire to teach loyalty to the ideals and fellow members of the sport of hockey.

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

12. ARTICLE XII. MISCELLANEOUS

Section 12.01. Principal Office. The principal office of the Organization, at which the general business of the Organization shall be transacted and at which the general records of the Organization shall be kept, shall be within or without the state of Minnesota as the Board may, from time to time, designate.

Section 12.02. Rules. The Board shall promulgate operating rules governing play within the jurisdiction of the Organization. The operating rules can be amended from time to time by two-thirds (2/3) vote of the Voting Directors entitled to vote. All amendments to the rules shall be posted to the Organization's website within fifteen (15) days after any such amendment has been approved.

13. EXHIBIT A

SECTION 6.01 LISTING OF COMMITTEES

1. Assessment
2. WHAM Championship Tournament
3. Grievance