

AMENDMENTS TO BY-LAWS

ARTICLE 4 – NOMINATIONS (ARTICLE 4.3)

Current Wording:

4.3 *The Association shall consist of the following Board Members, six Executive positions, four Director positions, and one Past President for a total of 11 board members, all of whom shall be voting members in good standing of the Association except the Past President and Executive Director which will have non-voting status. The Board shall be made up of the following:*

President (voting member)

Vice President – Operations (voting member)

Vice President – Competitive (voting member)

Vice President – Recreational (voting member)

Treasurer (voting member)

Registrar/Secretary (voting member)

Director - U7 & U9 Hockey

Director - U11 & U13 Hockey

Director - U15 & U18 Hockey

Director - Girls Hockey

Past President (Non-voting member)

Executive Director (Non-voting member and invited to attend board meetings)

Proposed Wording:

4.3 *The Association shall consist of the following Board Members, six Executive positions, four Director positions, and one Past President for a total of 11 board members, all of whom shall be voting members in good standing of the Association except the Past President and Executive Director which will have non-voting status. The Board shall be made up of the following:*

President (voting member)

Vice President – Operations (voting member)

Vice President – Competitive (voting member)

Vice President – Recreational (voting member)

Treasurer (voting member)

Registrar/Secretary (voting member)

Director - U7 & U9 Hockey (voting member)

Director - ~~U11 & U13 Hockey~~ (voting member)

Director - ~~U15 & U18 Hockey~~ (voting member)

Director - ~~Girls Hockey~~ (voting member)

Past President (Non-voting member)

Executive Director (Non-voting member and invited to attend board meetings)

Rational for Amendment:

- The change of adding specific titles to the Director roles was added to the By-Laws in 2024 with the intended goal to provide a single point of contact for the different player age divisions. After working under this organizational change for the past two (2) years it was noted that there is a large disparity in work scope for the different age divisions, particularly in a minor hockey association with similar size as AMHA. As such it was decided to revert to the previous nomenclature associated with the four (4) Directors. Notwithstanding, one (1) Director will be specifically responsible for the U7/U9 division and that person will be decided upon by the Board on who is best suited for such prior to the start of each season.

AMENDMENTS TO BY-LAWS

ARTICLE 4 – NOMINATIONS (ARTICLE 4.3 (a-b))

Current Wording:

The President, Vice President Operations, Vice President Competitive, Vice President Recreational, Registrar/Secretary, and Treasurer shall be known as the “Executive Committee”. The President, Vice Presidents, Treasurer, and the Registrar/Secretary will be nominated and elected at the AGM by members of the Association. The President, Vice Presidents, Registrar/Secretary, and Treasurer positions shall be elected for a two-year period and are eligible for re-election at the end of the two-year term, for a total of four years in total of serving in any role on the Board (two two-year terms or four years in total serving on the Board). President and Registrar/Secretary shall be elected in even years, and Vice Presidents and Treasurer shall be elected in odd years. To be elected to the Executive, an individual must be in good standing with AMHA. The immediate Past President shall be a one-year, non-voting term. Executive Members shall be known as the “Executive Committee”. This section applies to each Board Member sitting on the Board prior to the date of the enactment of these By-Laws, counting from each individual Board member’s previous election to the Board.

(b) The remaining members of the Board shall be known as Directors as noted above and shall be nominated and elected at an AGM by members of the Association. The Directors shall be elected for a two-year term at the AGM and are eligible for re-election at the end of the two-year term for a maximum of four years in total service in any role on the Board. The four Directors, Past-President, and six Executive members (Executive Committee) shall be known as the “Board”. This section applies to each Board Member sitting on the Board prior to the date of the enactment of these By-Laws, counting from each individual Board member’s previous election to the Board.

Proposed Wording:

*The President, Vice President Operations, Vice President Competitive, Vice President Recreational, Registrar/Secretary, and Treasurer shall be known as the “Executive Committee”. The President, Vice Presidents, Treasurer, and the Registrar/Secretary will be nominated and elected at the AGM by members of the Association. **In order to be elected as President, an individual shall have served for a minimum of 1 year on the Board prior to being elected. If no member meeting this criterion seeks election, nominations shall be open to all members in good standing with the association.***

The Executive of the Association shall be elected at the Annual General Meeting and the term of office shall be two (2) years (for this purpose a year shall be defined as the period between Annual General Meetings, whether such has been a calendar year or otherwise) or until their successors are elected by the members or appointed by the board.

*The President, Vice Presidents, Registrar/Secretary, and Treasurer positions shall be elected for a two year period and are eligible for re-election at the end of the two year term, for a total of four years in total of serving in any role on the Board (two two year terms or four years in total serving on the Board). President and Registrar/Secretary, **Director of U7/U9 and (one) at large Director** shall be elected in even years, and Vice Presidents and Treasurer **and (two) at large Director** shall be elected in odd years. To be elected to the Executive, an individual must be in good standing with AMHA. The immediate Past President shall be a one-year, non-voting term. Executive Members shall be known as the "Executive Committee". This section applies to each Board Member sitting on the Board prior to the date of the enactment of these By-Laws, counting from each individual Board member's previous election to the Board.*

(b) The remaining members of the Board shall be known as Directors as noted above and shall be nominated and elected at an AGM by members of the Association. ~~The Directors shall be elected for a two year term at the AGM and are eligible for re-election at the end of the two year term for a maximum of four years in total service in any role on the Board.~~ The four Directors, Past-President, and six Executive members (Executive Committee) shall be known as the "Board". This section applies to each Board Member sitting on the Board prior to the date of the enactment of these By-Laws, counting from each individual Board member's previous election to the Board.

Rational for Amendment:

- Requiring one year's experience on the Board before being elected as President will allow for the appropriate level of onboarding and transition to ensure the incoming President has adequate knowledge and familiarity with AMHA and CCHC.
- This amendment aligns AMHA with other associations in Metro
- The 4 year maximum was implemented to ensure adequate turnover on the Board. The reality is that the Board is struggling with continuity and dependency on key personal and without those individuals AMHA would struggle to operate effectively.
- This amendment also aligns AMHA with other associations in Metro
- Addition of Director elections cadence on a 2-year schedule to maintain board continuity.

AMENDMENTS TO BY-LAWS

ARTICLE 4 – NOMINATIONS (ARTICLE 4.3 (d))

Current Wording:

4.3 (d) Board members shall not serve as coaching staff in the competitive (All Star) stream or take part in the evaluation and/or selection of players in the competitive stream. Board members may serve as a head coach or assistant coach on one team in the recreational stream.

Proposed Wording:

*4.3 (d) Board members shall not serve as coaching staff in the competitive (All Star) stream or take part in the evaluation and/or selection of players in the competitive stream **unless otherwise approved by the Board. Any decision for same shall be duly recorded in the board meeting minutes.** Board members may serve as a **coaching staff** on one team in the recreational stream.*

Rational for Amendment:

- While it is generally accepted that disallowing Board members to coach in the competitive stream level prevents bias, it is recognised that this is not always the case. This change will permit honest and respected coaches an opportunity that may also want to volunteer their time on the AMHA board and establishes a check point in the process of coach selection for same.
- Replaced “head coach or assistant coach” with coaching staff such as not to be specific.

AMENDMENTS TO BY-LAWS

ARTICLE 4 – NOMINATIONS (ARTICLE 7(j))

Current Wording:

- (j) The office of Executive members shall be vacated:
- i. Upon their death.
 - ii. If they are declared insolvent or becomes of unsound mind.
 - iii. If they cease to be a member of the Association.
 - iv. If they resign by notice in writing.
 - v. If they are removed from office by a vote of two-thirds of the members present at a meeting of the General Membership. Notice of this impeachment to be given in writing 14 days in advance of the meeting to all voting members of the Association.

Proposed Wording:

- (j) The office of Executive members shall be vacated:
- vi. Upon their death.
 - vii. If they are declared insolvent or becomes of unsound mind.
 - viii. If they cease to be a member of the Association.
 - ix. If they resign by notice in writing.
 - x. If they are removed from office by a vote of two-thirds of the members present at a meeting of the General Membership. Notice of this impeachment to be given in writing 14 days in advance of the meeting to all voting members of the Association.
 - xi. **If he or she is convicted of an offence, contrary to the Criminal Code of Canada for which a pardon has not been obtained and which in the sole opinion of the majority of the Board materially affects his/her ability to carry out his/her duties;**
 - xii. **If he or she fails to attend three (3) consecutive meetings of the Board without due cause satisfactory to the Board. The Board may declare his or her office vacant and proceed to fill same.**

Rational for Amendment:

- This allows the board to remove a member of the Board in the instance of a criminal offence or if the Board member is not adequately participating in Board activities.
- This amendment aligns AMHA with other minor hockey associations in Metro

AMENDMENTS TO BY-LAWS

ARTICLE 9 – REGISTRATION (ARTICLE 9 (a))

Current Wording:

9.1 To register, players must be attending one of the approved schools affiliated with AMHA as listed in article 2.1 (a). Please note that this approved list of schools may be updated and are subject to change.

- (a) Registration will begin in early September. Designated times will be put in place by the Board and communicated to all members. After registration has closed a player may only register upon Board approval and where numbers permit. The registration fee is to be set by the Board and must be paid upfront or in payments to be decided by the Board.

Proposed Wording:

9.1 To register, players must be attending one of the approved schools affiliated with AMHA as listed in article 2.1 (a). Please note that this approved list of schools may be updated and are subject to change.

- (a) ~~Registration will begin in early September.~~ Designated **registration** times will be put in place by the Board and communicated to all members. After registration has closed a player may only register upon Board approval and where numbers permit. The registration fee is to be set by the Board and must be paid upfront or in payments to be decided by the Board.

Rational for Amendment:

- This allows flexibility in registration dates any time before the season starts.

AMENDMENTS TO BY-LAWS

ARTICLE 10 – COACHES (ARTICLE 10.1)

Current Wording:

- 10.1 *All coaches will be members of the Avalon Minor Hockey Association and will be approved and appointed by the Board to individual teams. Persons who are not members of AMHA can also be considered as coaches at the discretion of the ED subject to Board approval.*
- (a) *No coach will be permitted to coach more than one team in the Avalon Minor Hockey Association in any one classification (age division). Competitive teams are included in this rule.*
- (b) *Direct family members (i.e., spouses, siblings, children and parents) are unable to be part of the coaching staff for the same team.*
- (c) *Coaches are appointed by the ED with approval from the Board. They follow the guidelines for the program as outlined in the AMHA Coaches handbook.*

Proposed Wording:

- 10.1 *All coaches will be members of the Avalon Minor Hockey Association and will be approved and appointed by the Board to individual teams. Persons who are not members of AMHA can also be considered as coaches at the discretion of the ED subject to Board approval.*
- (a) *No coach will be permitted to coach more than one team in the Avalon Minor Hockey Association in any one classification (age division) **unless otherwise approved by the Board. Any decision for same shall be duly recorded in board minutes.** Competitive teams are included in this rule.*
- (b) *Direct family members (i.e., spouses, siblings, children and parents) are unable to be part of the coaching staff for the same team **unless otherwise approved by the Board. Any decision for same shall be duly recorded in board minutes.***
- (c) *Coaches are to **be vetted, approved and appointed** by the Executive Director with approval from the Board. **Coaching resources can be found at <https://hockeynl.ca/players/coaching-resources/>.** ~~They follow the guidelines for the program as outlined in the AMHA Coaches handbook.~~*

Rational for Amendment:

- The goal of AMHA is train and promote as many coaches as possible within the scope of their programming at all levels and as such limiting one coach per team supports that ideology. However, it is understood and recognised that on any given year there may be a shortage of coaching staff and instances where a single coach may be on a team staff for more than one team. This change permits such opportunity and a vote by the Board

establishes a check point in the process.

- While it is generally accepted that disallowing direct family members to be part of a coaching staff may prevent bias, it is recognised that this is not always the case. This change will permit honest and respected direct family members to form part of a team coaching staff where deemed low risk of any bias. A vote by the Board establishes a check point in the process.
- Add “vetted” and “approved” to better reflect the actual process.
- Provided reference to HNL coaching resources and deleted reference to AMHA Coaches handbook as it no longer exists.

AMENDMENTS TO BY-LAWS

ARTICLE 12 – ANNUAL INDEPENDENT ACCOUNT PRACTITIONER REVIEW ENGAGEMENT

Current Wording:

The appointment of an independent accounting practitioner(s) of the Association shall be appointed by the board yearly at the annual AGM meeting. The independent accounting practitioner(s) shall each year, prior to the Annual General Meeting and at any other time at the request of the Executive, complete a review engagement of the books, accounts, and balance sheet of the Association, and shall for that purpose have access to all books, documents, securities, and receipts of the Association. For any such review engagement, the Treasurer and Finance committee shall give the independent accounting practitioner(s) such assistance as shall be required.

The Fiscal year of the Association shall be from September 1st to August 31st.

Proposed Wording:

The appointment of an independent accounting practitioner(s) of the Association shall be appointed by the **membership** yearly at the annual AGM meeting. The independent accounting practitioner shall have access to all books, documents, securities, and receipts of the Association. For any such review engagement, the Treasurer shall give the independent accounting practitioner any assistance as shall be required.

The Fiscal year of the Association shall be from **June 1 to May 31**.

Rational for Amendment:

- Corrects the fiscal year that was a mistake in the previous version.
- Changes board to membership, as the members are required to appoint the auditor.

AMENDMENTS TO BY-LAWS

ARTICLE 16 – CODE OF CONDUCT (ARTICLE 16.1)

Current Wording:

16.1 All AMHA members, including Parents, Players, Spectators, Coaches, On and Off-ice Officials, Administrators, Staff and Volunteers must adhere to the code of conduct set forth in Hockey NL policy manual (section 1.05 Code of Conduct)

([Hockey NL Policy Manual](#))

- (a) Players, parents or coaching staff shall treat each other, opposing players, coaches, game officials and others with respect and always show good sportsmanship.
- (b) The AMHA is committed to providing and maintaining a minor hockey environment where all individuals are treated with respect. Specific guidelines for the behavior of parents, players, spectators, coaches, on and off-ice officials, administrators, staff and volunteers are identified in the Code of Conduct which can be found on Hockey NL policy manual (section 1.05 Code of Conduct)
- (c) During all AMHA activities and events, members of the AMHA shall conduct themselves in a fair and responsible manner. They shall refrain from comments or actions that are disrespectful, offensive, abusive, racist, or sexist. Behavior that constitutes harassment or abuse (as defined by Hockey Canada governing bodies) and set out by Hockey NL policy manual (section 1.05 Code of Conduct) will not be tolerated.
- (d) Any behavior that is determined to be abusive or intimidating as per the code of conduct which can be found on Hockey NL policy manual (section 1.05 Code of Conduct) shall be dealt with and may result individuals being suspended from all activity with AMHA and future refusal to register or participate in AMHA activities.

Proposed Wording:

16.1 All AMHA members, including Parents, Players, Spectators, Coaches, On and Off-ice Officials, Administrators, Staff and Volunteers must adhere to the code of conduct set forth by Hockey NL ~~policy manual (section 1.05 Code of Conduct)~~. HNL Code of Conduct Policy may be found on HNL website.

(~~[Hockey NL Policy Manual](#)~~)

- ~~(a) Players, parents or coaching staff shall treat each other, opposing players, coaches, game officials and others with respect and always show good sportsmanship.~~
- ~~(b) The AMHA is committed to providing and maintaining a minor hockey environment where all individuals are treated with respect. Specific guidelines for the behavior of parents, players, spectators, coaches, on and off-ice officials, administrators, staff~~

- and volunteers are identified in the Code of Conduct which can be found on Hockey NL ~~website policy manual (section 1.05 Code of Conduct)~~*
- (c) *During all AMHA activities and events, members of the AMHA shall conduct themselves in a fair and responsible manner. They shall refrain from comments or actions that are disrespectful, offensive, abusive, racist, or sexist. Behavior that constitutes harassment or abuse (as defined by Hockey Canada governing bodies) and set out by Hockey NL policy ~~manual (section 1.05 Code of Conduct)~~ will not be tolerated.*
- (d) *Any behavior that is determined to be abusive or intimidating as per the code of conduct which can be found on Hockey NL ~~website policy manual (section 1.05 Code of Conduct)~~ shall be dealt with and may result individuals being suspended from all activity with AMHA and future refusal to register or participate in AMHA activities.*

Rational for Amendment:

- Provided reference to HNL website and deleted reference to HNL policy manual as it has been superceded.

AMENDMENTS TO BY-LAWS

ARTICLE 17 – CODE OF CONDUCT (ARTICLES 17.1, 17.2, 17.3)

Current Wording:

17.1 The Avalon Minor Hockey Association (AMHA) recognizes and appreciates the prevalence and use of electronic and wireless devices amongst our stakeholders. AMHA also respects the privacy rights of all association staff, volunteers, players and parents while using locker room, change areas or similar spaces at a Facility. Please refer to the AMHA Handbook for electronic, wireless and mobile devices. [OBJ]

(AMHA Electronic, Wireless and mobile Devices in Locker Room Policy)

17.2 The Avalon Minor Hockey Association (AMHA) holds all our stakeholders who participate in social media and networking to the same standards as it does for all other forms of media including radio, television and print. Members of AMHA shall adhere to the social media policy set forth in Hockey NL policy manual (section 1.12 social media Policy). The Hockey NL social media Policy can be found in its entirety under the following link:

<https://hockeynl.ca/wp-content/uploads/2012/10/Hockey-NL-Social-Media-Policy-Dec.- 2016-1.pdf>

- (a) AMHA will investigate reported violation(s) of this policy. If the investigation determines that a violation has occurred AMHA Board, and where appropriate in consultation with the Team, other Associations, Leagues, and/or Hockey Newfoundland, will impose an appropriate suspension. Any appeal of the suspension will be dealt with as set out in Hockey NL Policy. ([Hockey NL Policy Manual](#))

17.3 The Avalon Minor Hockey Association (AMHA) recognizes the importance and sensitivity of private information. The Board of AMHA shall adhere to the privacy policy set forth in Hockey NL policy manual (section 1.10 Privacy Policy). The Hockey NL privacy policy can be found in its entirety under the following link:

<https://hockeynl.ca/wp-content/uploads/2018/09/HNL-Privacy-Policy.pdf>

Proposed Wording:

17.1 The Avalon Minor Hockey Association (AMHA) recognizes and appreciates the prevalence and use of electronic and wireless devices amongst our stakeholders. AMHA also respects the privacy rights of all association staff, volunteers, players and parents while using locker room, change areas or similar spaces at a Facility. Please refer to the AMHA ~~Handbook~~ policy for electronic, wireless and mobile devices located on AMHA website (www.avalonceltics.com)

(AMHA Electronic, Wireless and mobile Devices in Locker Room Policy)

17.2 The Avalon Minor Hockey Association (AMHA) holds all our stakeholders who participate in social media and networking to the same standards as it does for all other forms of media including radio, television and print. Members of AMHA shall adhere to the social media policy set forth ~~in~~ by Hockey NL, refer to HNL website. ~~policy manual (section 1.12 social media Policy). The Hockey NL social media Policy can be found in its entirety under the following link:~~
~~<https://hockeynl.ca/wp-content/uploads/2012/10/Hockey-NL-Social-Media-Policy-Dec-2016-1.pdf>~~

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17.3 The Avalon Minor Hockey Association (AMHA) recognizes the importance and sensitivity of private information. The Board of AMHA shall adhere to the privacy policy set forth by ~~in~~ Hockey NL, refer to HNL website ~~policy manual (section 1.10 Privacy Policy). The Hockey NL~~ ~~privacy policy can be found in its entirety under the following link:~~
~~<https://hockeynl.ca/wp-content/uploads/2018/09/HNL-Privacy-Policy.pdf>~~

Rational for Amendment:

- Provided reference to AMHA website and deleted direct link to avoid future issues with policy updates.
- Provided reference to HNL website and deleted references to HNL policy manual as it has been superseded and to avoid future issues with policy updates.