



Southern Stars Ice Hockey Club Members Handbook 2020



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1. CLUB VISION

1.1. Who Are We?

Southern Stars Ice Hockey Club Inc (Club) is a non-profit incorporated association run by its members as volunteers. Club members are passionate about promoting and playing ice hockey.

The aim of this Handbook is to provide you with important information on the structure, management and opportunities to either play or assist in the development of ice hockey within the Club.

As a volunteer based organisation we are looking to you as new or existing members to become involved in the Club in any capacity you feel comfortable to enhance or improve the experience for all members.

This document is not all encompassing and if you have any questions please don't hesitate to speak to any of the key contacts listed.

Importantly this Handbook also includes the volunteer, player, coach and officials' Codes of Conduct. The Club expects all members in each capacity to abide by these rules.

1.2. Vision Statement

To be recognised as a high performing and inclusive ice hockey club.

1.3. Mission Statement

We are committed to providing competitive and sustainable year-round programs and services in a safe, courteous and professional manner.

We aim to instruct, educate and train players of all ages in the sport of ice hockey and to improve or develop their capabilities in the sport by conducting on and off-ice training, coaching feedback, in-house and interclub games, league games, tournaments, volunteers training, clinics and seminars.

We promote the principles of sportsmanship, teamwork, discipline and commitment within a safe and controlled environment.

We seek to raise awareness about ice hockey in Brisbane with the aim to become the preferred club of choice by players and supporters.



2. AFFILIATIONS

2.1. Ice Hockey Queensland (IHQ),

Our club is a member of IHQ the governing body of the sport in Queensland. Members of the Club playing the IHQ sanctioned league are eligible for selection to Queensland representative teams playing in national tournaments.

2.2. Australian Ice Hockey Federation

IHQ is a member of the Australian Ice Hockey Federation (trading as Ice Hockey Australia (IHA)) and represents Queensland hockey's interests at the Federation. IHA is the controlling body for ice hockey in Australia and provides services to IHQ and club members. Queensland players are eligible for selection to Australian representative teams playing in international tournaments.

2.3. International Ice Hockey Federation (IIHF)

IHA is a member of the IIHF and represents Australian Hockey interests at that Federation. The IIHF is the controlling body for Ice Hockey Championships and the Olympic Ice Hockey Tournaments.

3. MEMBERSHIPS

3.1. Membership types

There are FIVE membership types with the Club:

- senior player memberships (18 and over)
- junior player memberships (under 18)
- senior development player memberships (15 and over)
- coaches & official's memberships
- active volunteer/supporter memberships

Registration in the appropriate membership type is mandatory for participation and insurance purposes.

3.2. Senior and Junior Player Memberships

These membership types are for players participating on a Southern Stars Ice Hockey team, playing in the competitive league overseen by Ice Hockey Queensland (IHQ) and/or any internal competitions.

3.3. Senior Developmental Player Memberships

This category is for members who wish to play ice hockey but require development of basic skating, puck handling and game skills. These players cannot participate in competitive ice hockey games but have the opportunity to train and develop their skills, including development games when available, in preparation for moving into competitive divisions.

3.4. Coaches / Officials Memberships

This category is for all team coaches and game officials. Coaches and officials who also play or train must register for the relevant player membership as well. Coaching and Officials accreditation courses are usually offered by Ice Hockey Queensland each year.



3.5. Active Volunteers and Supporters Memberships

This is for members who wish to participate of the organisation and management of ice hockey. These typically are volunteers who DO NOT enter the ice and are therefore not players. The Club encourages all active volunteers and supporters to register as volunteer members.

4. SIGN ON

Annual membership commences from 1 March each year. Online registration commences in February.

Sign on details are also published on our website and Facebook groups. Members are encouraged to sign on promptly using the link provided via these notices.

The following link is where online registration commences:

https://admin.esportsdesk.com/leagues/pick_league.cfm?clientID=6402&leagueID=0

5. FEES

5.1. Composition

Fees comprise the following components:

- Southern Stars Membership Fees
- Training/Game Instalment Fees
- Ice Hockey Queensland (IHQ) Registration Fees
- Ice Hockey Australia (IHA) Registration Fees

A summary of each of the fee components are set out below. Please refer to the attached schedule of fees for 2020.

5.2. Southern Stars Membership Fee

This fee covers the various administrative costs of running the Club including bank charges, audit fees, association insurance, training equipment, printing and stationery etc. Actual expenditure is published in the annual financial statements each year and available to be viewed when requested.

5.3. Training/Game Instalment Fees

The Instalment fees varies for each division and is calculated based on the total costs divided by the number of players. The greater the number of players, the lower the overall cost. These costs include the costs for ice hiring paid to the rink, and payments to medics, scorers and officials etc. For seniors the instalment fees are quoted to include IHA/IHQ Registration Fees.

5.4. IHA/IHQ Registration Fees

This covers costs associated with running the National and State bodies including sports player and public liability insurance, bank charges, audit fees and other administration costs.

A \$20 per registration levy was also introduced in 2017 to support a special project to obtain funding and development of a new dual rink facility in South East Queensland.



5.5. Application of Fees

The Club is a not for profit organisation and therefore aims to charge only for the costs expected to be incurred in the year. Where a surplus arises at the end of the financial year, this is channelled into various projects that are identified from time to time including equipment, Christmas parties and additional training opportunities.

5.6. Non-Financial Status

A player is deemed non-financial if payments are not made on or by the due date. **Players will NOT be allowed on the ice for games or practice until the fees are paid.** The Management Committee and Team Managers strictly enforce this policy. Any problems players may experience due to injury, illness or financial hardship must be immediately referred to the Junior or Senior Coordinator, as appropriate, in writing. The matter is then be referred to the Club Management Committee for consideration in a prompt manner. Only variations to fees approved by the Club Executive will apply.

5.7. Payment Process

The initial payments are to be made via the ESportsdesk registration process with details provided in the email or Facebook notification regarding signing on for the new season. Subsequent payments for merchandise or fees can be made by direct transfer to the club's junior or senior account, as appropriate, credit card at the rink.

Account details are:

Stars Junior Bank Account		Stars Senior Bank Account	
BSB	633 000	BSB	633 000
Account	137 365 730	Account	142 581 206

6. EQUIPMENT REQUIREMENTS

6.1. Equipment Requirements

A summary of the equipment required is as follows:

- Helmet with Visor / Cage (Players born after December 31, 1974 shall wear, as a minimum, a visor. Full cage MUST be worn by all women and is recommended for males. All players under 18 MUST wear a cage)
- Hockey Skates
- Hockey Gloves
- Hockey Pants
- Shoulder Pads
- Shin Pads
- Elbow Pads
- Neck / Throat Protector (mandatory for under 18)
- Mouth Guard (optional for training and games, however highly recommended especially for games)
- Cup / Pelvic Protector (optional)
- Skins (optional)
- Hockey Stick
- Stick Tape
- Jersey
- Hockey Socks
- Sock tape (optional)
- Long spout Hockey Water Bottle (optional)



Important note: In the event of injury, any insurance policy for players can be voided if the player was not wearing IHA approved equipment. It is recommended that players investigate what the national insurance policy covers and consider taking out their own private policies if they are concerned about the possibility of injury.

6.2. Equipment Sources

Southern Stars can supply some of the equipment listed above such as neck guards, long spout hockey water bottles, stick tape and sock tape.

Equipment can also be purchased from a range of local and online suppliers in Australia. Some of the popular suppliers our members use are as follows (the club has no affiliation with these companies):

- **Online: Skaters Network** - <http://www.skatersnetwork.com.au>
- **Online: Ice Monster** - <http://www.icemonster.com.au>
- **Local: Next Level Performance** - <https://shop.nextlevelperformancecentre.com.au/>
- **Local: Power Play Sports** - <http://powerplaysports.com.au>

Many members also choose to purchase equipment online from overseas suppliers however be aware that several major hockey equipment manufacturers have restrictions on shipping from the USA/Canada to Australia due to local distributorships. International postage can also be high and costs will vary depending on the current exchange rate. Southern Stars has no affiliation with these suppliers. Popular sources with our members include:

- **Hockey Monkey** - <http://www.hockeymonkey.com>
- **Pure Hockey** – <http://www.purehockey.com>
- **Ice Warehouse** - <http://www.icewarehouse.com>
- **Hockey Tron** - <http://www.hockeytron.com>

6.3. Equipment Hire

Equipment is available for hire for a maximum period of twelve (12) weeks to give new players time to purchase their own equipment.

The cost of equipment hire is as follows:

- Refundable deposit of \$100
- \$120 hire fee (ie: \$10 per week payable in advance)
- Any unused weeks paid for in advance will be refunded

Equipment cannot be left at the rink. Players are responsible for taking the equipment home and airing it out.

Please contact the Junior or Senior Coordinator for more information.

juniorcoordinator@starsicehockey.com.au

seniors@starsicehockey.com.au

7. UNIFORMS AND MERCHANDISE

Juniors uniform (U18 and below) consists of a Southern Stars jerseys and socks which can be arranged by contacting the Merchandising Coordinator
merchandising@starsicehockey.com.au.

For seniors the uniform varies by team. Team jerseys and socks should be arranged via the Team Manager.



General hockey equipment, including drink bottles, stick/sock tape, neck guards and equipment deodorisers are also available for purchase from Southern Stars, along with Southern Stars merchandise and supporter gear for players, families and club supporters.

The Stars Store and current pricing can be accessed 24/7 via the club Team App available here <https://www.teamapp.com/clubs/514375/store> or via the mobile app. Purchases are available for collection on Sunday mornings at the rink, or other times on request. For more information or to discuss sizing, please contact merchandising@starsicehockey.com.au.

8. INSURANCE

Insurance is compulsory and is included in the IHA/IHQ membership fees. The sign-on process will ensure all members are appropriately insured. As set out in the IHA link below it is also advisable that all members assess the need for medical insurance due to the nature and risks inherent in playing ice hockey.

<http://www.ihq.org.au/insurance>

9. LEAGUE STRUCTURE AND SEASONS

9.1. Leagues and Divisions

All Senior divisions with the exception of the Super League are non-checking, however this does not mean this is a non-contact sport. Contact is strictly managed in each division to ensure the safety of all players.

Junior divisions commence as non-checking for U9s and progress to full-checking in U15s and U18s, if they elect. As safety is a priority, if there is any doubt about which division is appropriate for U15 and U18 aged players, the Coaching Director will make the final decision.

Junior players may be allowed to play in the Senior league, but only after consideration has been given to skill and physicality and obtaining appropriate clearance.

League	Division	Skill	Age
Senior (BUIHL and/or In-house league)	Super League (Checking / Full Contact)	Expert	17+ (turning 17 in 2020)
	Division 1	Advanced	16+
	Division 2	Intermediate/ Advanced	15+
	Division 3	Intermediate	15+
	Division 4	Beginner	14+
	Division 5	Development	14+
Women	Open Female	Various	12+
Junior (QJIHL)	U18	Advanced	Born 2002,2003, 2004
	U15	Advanced / Intermediate	Born 2005, 2006
	U13	Various	Born 2007, 2008
	U11	Various	Born 2009, 2010
	U9	Various	Born 2011-2014

9.2. Team Allocation

With the junior league the number of teams formed in each season will depend on the numbers of players who have registered. It is the intention of the Club to field teams in all junior age groups.



Player assessment will take in each age group by the coaches, to ensure game readiness and safety needs are met, prior to new players being assigned to a team for inter-club games. This will not affect the player's ability to train with the team and/or players of their appropriate age or skill level. Once players have been seen by the coaches and assessed, a discussion will be had with the player and their parents on the time frame that is most appropriate for inclusion to the teams. This will allow fairness to the players already registered, and to the player themselves in order to ensure right fit based on skill and safety.

Allocation to senior divisions will be based on a skills assessment. Joining the Club will not automatically allow you to choose your team or division, and may not result in you being allocated to play competitively.

Where this occurs, fees will be structured accordingly to facilitate attendance at training sessions with the aim of developing your skills to allow placement in a team either during the season or at the commencement of the next season.

9.3. Seasons

Ice hockey in Queensland operates almost all year round. For seniors there are two distinct seasons - Winter and Summer which are managed by the BUIHL (Brisbane United Ice Hockey League) and overseen by IHQ. Juniors play in the QJIHL (Queensland Junior Ice Hockey League) which is also overseen by IHQ. Depending on the season, there are inter-club competitions against the Brisbane Buccaneers and the Gold Coast Grizzlys Ice Hockey Clubs and/or in-house competitions as well as training and/or drop-ins (depending on the division played).

Seniors:

The Winter season (approx. Mar - Sept) is comprised of:

- BUIHL competition for players in Super League, Division 1 and Division 2
- Southern Stars In-House League competition (off-season) for players in Divisions 3, 4 and 5
- Training and/or drop-ins depending on division played

The Summer season (approx. Oct - Feb) is comprised of:

- BUIHL competition for players in Divisions 3, 4 and 5
- Southern Stars In-house League competition (off-season) for players in Super League, Division 1 and Division 2
- Training and/or drop-ins depending on division played

Juniors:

- Training occurs all year round from March through to February with approximately 4-6 weeks break during December/January
- Inter-club QJIHL games are played during March - September
- Intermittent inter-club and in-house games are played during October – February but with no games played during January

9.4. Women's Development and Training

The Club recognises the need for specifically tailored training and competition programmes to support development of female players of all ages. Within available resources we organise all-women games and clinics and we work closely with IHQ and IHA to have Brisbane players participating in National Showcase Series for Women's Ice Hockey. For further information contact Director of Women's Programmes women@starsicehockey.com.au



10. TRAINING AND GAME TIMES

10.1. Coaching

The Club strives to provide training opportunities for all members from young juniors right through to seniors.

Our experienced accredited coaches plan sessions that are most appropriate for players in terms of age, skill, size etc. If you have any questions or would like to become involved as a coach, please contact Stars Coaching Director headcoach@starsicehockey.com.au

10.2. Training and Games

Training and game times are subject to scheduling each season. As such, the following information is a guide only and may vary from time to time to allow opportunities for full ice training for some divisions as well as to accommodate other training sessions such as State Team Training.

League/Division	Training	Games
Junior – U18/U15	Sunday 7:30am-9:00am	Sunday QJHL Season Games: <ul style="list-style-type: none"> Acacia Ridge: 3:30pm - 4:30pm; 4:45pm - 5:45pm Boondall away games: 4:30pm – 5:30pm
Junior – U13/U11/U9	Sunday 9:00am-10:30am	Sunday In-House Games: <ul style="list-style-type: none"> Acacia Ridge: 3:30pm - 4:30pm; 4:45pm - 5:45pm <p>Occasional weekend games are played at the Gold Coast Ice Rink</p>
Senior - Super League, Division 1 & 2	Thursday 9:30pm to 11:00pm or Friday 10:15 to 11:30pm Drop-In as advised	Thursday night between 9:30pm and 10:30pm at Acacia Ridge as advised Sunday evenings between 4.45pm and 10.45pm at Acacia Ridge and Boondall as advised
Senior – Division 3,4 & 5	Saturday and Sunday between 6:15am and 7:15am as advised Friday 10:15 to 11:30pm Drop-In as advised	
Women's Development	Pending the finalisation of the 2020 Winter Schedule	To be advised when scheduling is finalised.

10.3. Come and Try

Our Annual Come-and-Try programme runs in February and is open to players of all ages who want to try ice hockey for the first time. It is funded by Queensland Government and IHQ and is completely free of charge for participants. Equipment, coaching and volunteer assistance is provided by the Club.

The programme consists of 4 on-ice training sessions and players should attend all sessions to receive the full benefit.

It is recommended players have basic skating skills. These can be gained in public sessions and the Aussie Skate Programme run by the Iceworld (see <http://www.iceworld.com.au/skate-school/information>).

Contact the Come and Try Co-ordinator to express interest in the next programme. come-and-try@starsicehockey.com.au



11. TOURNAMENT OPPORTUNITIES

11.1. Opportunities

There are opportunities for both experienced and novice players to participate in tournaments both in Australia and overseas.

We are proud of our players of all ages who represent Queensland at the highly competitive National tournaments for elite players from all states, and our players who represent Australia overseas. Refer to the Ice Hockey Australia website for further details of age specific tournaments and Australian team opportunities <http://www.ihf.org.au>.

11.2. Regular Tournaments

For those passionate about ice hockey, regardless of experience, Southern Stars teams often participate in the following tournaments:

Tournament	Who	Where	When
Melt the Ice	Juniors	Buccaneers Ice Hockey Club Boondall	January
Junior 3 on 3 Ice Skirmish (run by Southern Stars)	U15, U13, U11, U9	Coffs Harbour	September/October
Atoms Only Newcastle	U11	Newcastle	July
Heaton Trophy & Scurfield Cup	U18 and U13	Canterbury Ice Hockey Club, Sydney	Easter Friday
Lynch Cup	U15	LCC Saints Ice Hockey Club Sydney	Easter Sunday
Australasia Ice Hockey Challenge	U14, U17	Perth	December
Adelaide Challenge Cup	Seniors	Adelaide	January/February
Land of Smiles	Seniors	Bangkok	October

There are also a number of other competitions for the AJIHL and Seniors that will be communicated during each season. Please watch for expressions of interest as these tournaments approach.

11.3. Women's Competitions

Female players can participate in Brisbane's team in the National Showcase Series for Women's Ice Hockey.



12. VOLUNTEERS

We need help from Club members to ensure success.

The saying goes 'many hands make light work' so we encourage everyone to volunteer their time. As a volunteer organisation, we have many roles and tasks that need to be performed to allow us or our children to play.

Members are encouraged to attend the monthly Stars General meeting where members can volunteer to take on projects or smaller initiatives. Parent meetings are also conducted throughout the season to seek volunteers and explain the various jobs.

There are also more 'formal' roles, some of which are subject to nomination and election at the Annual General Meeting and other roles that will help spread the workload.

If you or a family member can assist the Club in any way, please fill out the volunteer member application form (online) to become part of the Club and covered by liability insurance.

13. CHILD SAFETY

The Club has junior membership protection rules and regulations aimed at fostering growth and development in a safe and nurturing environment. These policies are compliant with State and Federal Government legislation.

The State Government legislation (Children's and Young People Act 2000 and the Commission for Children and Young People Amendment Regulation (No 1) 2006) stipulates that all members of an organisation, who are in contact with children, must have a Blue Card.

All coaches and managers are required to have a blue card. If you wish to volunteer with the Club in any capacity and do not possess a valid blue card, please complete an application and submit to the club secretary.

Please email secretary@starsicehockey.com.au for more details.

14. SOCIAL MEDIA

It is everyone's responsibility to ensure all social media activities conducted by players and families observe the IHA Social Media Policy which can be found here along with other relevant IHA Policies. <http://www.iha.org.au/iha-policies/>



15. CLUB CONTACTS

If you have any questions or require any information, please visit our website

starsicehockey.com.au or our Facebook page <https://www.facebook.com/StarsIceHockey/> or

contact one of our committee members below.

President	Chris Smith	president@starsicehockey.com.au
Vice President	Jay Hodgson	vicepresident@starsicehockey.com.au
Secretary	Zoe Cunningham	secretary@starsicehockey.com.au
Treasurer	Mark Greenwood	treasurer@starsicehockey.com.au
Junior Co-ordinator	Colleen Spoljarevic	juniorcoordinator@starsicehockey.com.au
Senior Co-ordinator	Nick Wilkinson	seniors@starsicehockey.com.au
Coaching Director	Ivan Rapchuk	headcoach@starsicehockey.com.au
Member Protection Information Officer	Julius Bacharach	mpio@starsicehockey.com.au
Come and Try Co-ordinator	Colleen Spoljarevic	come-and-try@starsicehockey.com.au
Director of Women's Programs	Vacant	women@starsicehockey.com.au
Merchandising Co-ordinator	Katey Elenitsas	merchandising@starsicehockey.com.au
Marketing and Communications Director	Rebecca Dalgity	marketing@starsicehockey.com.au



Player Code of Conduct

In agreeing to be a member of the Southern Stars Ice Hockey Club Inc all members shall agree to abide by the Southern Stars Ice Hockey Club Inc Member Code of Conduct. This code of conduct applies to all Southern Stars Ice Hockey Club Inc members including players, coaches, office holders and volunteers.

As a member of Southern Stars Ice Hockey Club Inc you must meet the following requirements in regard to your conduct during any activity held by or under the auspices of Southern Stars Ice Hockey Club Inc

- respect the rights, dignity and worth of others.
- be fair, considerate and honest in all dealings with others.
- be professional in, and accept responsibility for your actions.
- demonstrate a high degree of individual responsibility especially when dealing with persons under 18 years of age, as your words and actions are an example.
- be aware of, and maintain an uncompromising adherence to Southern Stars Ice Hockey Club Inc constitution and by-laws.
- refrain from any form of abuse towards others (officials, players, spectators, etc.).
- refrain from any form of harassment or discrimination of others.
- show concern and caution towards others who may be sick or injured.
- be a positive role model.
- due to health and safety refrain from spitting.
- where deemed necessary any member may incur immediate suspension or dismissal if found stealing, vandalizing, under age alcohol drinking, drinking alcohol prior to a game or taking non prescribed drugs.
- always remember you are a member Southern Stars Ice Hockey Club Inc and your actions may be harmful to the club and its sponsors.
- Show loyalty to the club whilst a member and promote the Vision and Mission at all times.

I, the undersigned, certify I have read the above information and I agree to abide by the rules, regulations and decisions of the Southern Stars Ice Hockey Club Inc members code of conduct. I understand that any breach of the members' code of conduct may result in disciplinary action which could lead to termination of Southern Stars Ice Hockey Club Inc membership.

Member Name:	Signature:	Date: / /
Parent/ Guardian Name:	Signature:	Date: / /

Parents and Active Volunteers Code of Conduct

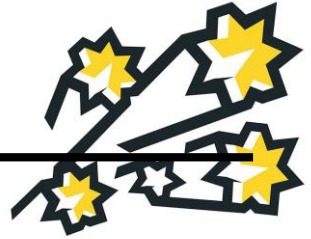


As a parent of a player, you are a representative of Southern Stars Ice Hockey Club Inc. As such, you must conduct yourself within their governing rules, regulations, policies and procedures, and agree to:

- Adhere to the Southern Stars Ice Hockey Club Inc constitution, policies and procedures as well as decisions as determined by the Southern Stars Ice Hockey Club Inc Management Committee.
- Be a positive role model to the players, display emotional maturity and be alert to the physical safety of players.
- Promote and maintain a drug and alcohol free sports environment for the team.
- Treat players, opponents, coaches, officials, parents and other spectators, regardless of race, sex or creed with respect, relative to abusive language, gestures and actions.
- Not argue with an official's decision. I will treat officials as honest in their intentions and accept official decisions without displaying verbal and / or physical outbursts of anger.
- Show a positive attitude toward the game and all of its participants by not yelling at players, coaches or officials.
- Know and study the rules of the game and support the officials on and off the ice. This approach will help in the development and support of the game. Any criticism of the officials only hurts the game.
- Encourage my child to play by the rules.
- Applaud a good effort in both victory and defeat and enforce the positive points of the game. Never yell or physically abuse my child after a game or practice. Work toward removing the physical and verbal abuse in youth sports.
- Recognise the importance of the volunteer coaches. They are important to the development of my child and the sport. Communicate with them and support them, but leave the coaching to the coaches. Do not coach from the stands.
- Not be critical of the game or other players in front of my children or other players. If I have a problem, speak directly to the coach, or respective club official.

I, the undersigned, certify I have read the above information and I agree to abide by the rules, regulations and decisions of the Southern Stars Ice Hockey Club Inc Parents and Active Volunteer's code of conduct. I understand that any breach of this code of conduct may result in disciplinary action which could lead to termination of Southern Stars Ice Hockey Club Inc membership.

Signature:	Date: / /
Signature:	Date: / /



Official's Code of Behaviour and Ethics

The International Ice Hockey Federation (IIHF) and the Australian Sports Commission (ASC) provides guidance to registered on-ice officials around the world. National Federations / Associations and their members should expect the highest possible standards of personal integrity, competence, sound judgement and discretion for National Federation / Association on-ice officials. IHA's On-ice Official's Code of Behaviour and Ethics developed by the IIHF Sport Development Program is a public declaration of an on-ice officials' obligation to himself, his peer and the game.

In compliance with my certification as an IHA On-ice Official, I will always:

- carry out my duties to the best of my ability and training in every game I officiate;
- show respect to my fellow officials and the players, coaches and fans;
 - attempt to further my studies and reviews, both personally and at courses / seminars, for continuous improvement of my knowledge of IHA's and the IIHF's playing rules, policies and procedures;
 - represent myself to apply the rules of the game as fairly and as accurately as possible at all times;
 - acknowledge that the use of alcohol is totally unacceptable on game days and that the use of illicit drugs is strictly prohibited by IHA and Australian Law;
 - uphold the philosophy and right of all hockey participants and strictly enforce and accordingly penalise all violent acts for the health and safety of the participants;
- seek to raise the standard of play in each game that I officiate;
 - respect my superiors and be supportive of my fellow on-ice and off-ice officials at all times, even when I am a spectator;
 - accept the fact that I will make mistakes, but will not get frustrated or let this learning process affect my performance or my professional integrity;
 - contribute to the continuing growth of IHA's and the IIHF's Officiating Development Program and its member officials through support, encouragement and a positive attitude; and
 - respect and accept constructive feedback from my supervisors and mentors, including the assignments I receive from my administrators.



2020 Fees

All fees are dependent on the division you will be playing in and are estimation.

Senior Fees:

Senior fees are between \$550 to \$750 for each season including:

- One training or drop-in per week
- BUIHL League:
 - 16 to 18 games and 3 game Semi-Final series and 3 game Finals series
- In-House League:
 - 10-12 games and 1 game Semi Final and 1 game Final

Junior Fees:

Junior fees for 2020 are between \$800.00 to \$900.00 for the full year including:

- Approximately 45 weeks Sunday morning training
- 15-20 week league game season
- Any additional ice-time opportunities or scrimmages that may arise

All of the structure is subject to minor change for unforeseen circumstances. Senior and Junior fees are in addition to the \$60 Southern Stars membership fee, and IHA and IHQ registration fees for the year which are \$273.00