



***PREDATORS***

**N.C.O.H.A.  
PARENT  
&  
PLAYER  
HANDBOOK**



## **PREDATORS**

### *Welcome!*

To all parents and players of the Predators family, welcome to the 2008~2009 edition of the NCOHA Predators.

As President of the NCOHA, we are trying to keep the parents and players alike better abreast of what your Executive is doing this year and our plans for the future.

In the following pages, you will find many areas dealt with by the Association which directly affect you. We have tried to incorporate as much as possible in the booklet but if you should have any questions, please do not hesitate to contact me. Please feel free to approach me if you have any concerns regarding the way your Association or your particular team is being handled. I'll do my best to answer you immediately or find the answer for you.

We have now completely revamped our website at our usual [www.northcentralpredators.com](http://www.northcentralpredators.com) web site address. You will find information on games, practices, teams, plus much more. We have designed the new site to be much more user friendly as well as being helpful to the parents, players and supporters alike.

In the meantime, it is hockey time again. Have an enjoyable and **FUN**tastic season with your club.

Keith Secord, President.



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### **WHERE OUR PLAYERS COME FROM**

Our territory includes Parry Sound, Midland, Penetang, Coldwater, Orillia, Gravenhurst, Bracebridge, Huntsville, Almaguin & Trout Creek.

We also accept out of zone players with the appropriate waivers. However, this number has steadily declined over the years as “AAA” hockey becomes more visible in our market place.

### **WHERE WE PLAY** **THE ETA OR EASTERN “AAA”**

#### **WEST DIVISION**

Ajax-Pickering Raiders  
Barrie Colts  
Markham Waxers  
North Central Predators  
South Central Coyotes (Formerly  
Richmond Hill Stars)  
York Simcoe Express

#### **EAST DIVISION**

Central Ontario Wolves  
Clarington Toros  
Oshawa Minor Generals  
Peterboro Minor Petes  
Quinte Red Devils  
Whitby Wildcats  
Kingston Jr. Fontenacs

We play each team in the East Division twice in a home and home series. We play each team in the West Division four times with two home and home series. Please note that these divisions are standard if all organizations field team in each age group. However, if any particular organization does not field teams in all of the age groups, then a team could switch divisions or an unbalanced schedule could be created.



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### **REGISTRATION FEES**

The President, Treasurer and Ice Scheduler sat down to determine a budget for the 2008 ~ 2009 season. This was then submitted to the Board of Directors for their approval.

First of all, why do we need to charge registration fees? In other words, what do you receive for your money? The players play a 34 game schedule of which half are at home. They receive approximately 44 practice slots of 90 minutes. They might actually receive a few less slots if they have some 120 minute practice slots. The practice time, of course, depends on ice availability. Nevertheless, ice time is a huge portion of the budget.

In addition, the fees also cover each team's insurance and registration with the OMHA. It also provides the parents with two season passes for **regular season games only**. The players also receive one pair of home and one pair of away game socks. For the past two seasons, the players have purchased their sweaters through the NCOHA with the hope of better fitting sweaters. It also allowed the players to keep their sweaters at the end of the season and only purchase new ones as needed.

### **THE FORMAT FOR REGISTRATION FEES**

In the past, each team (except first year entry clubs) have been asked to carry a minimum of 17 players per team. A fee was then based on that premise. However, some coaches then took a fewer number of players and this caused the budget to be thrown into



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chaos. After a considerable amount of review and discussion by the Executive, a new format for fees was presented in 2003 ~ 2004 and continues today. Our fees have only increased \$50.00 per player from that time to the present. However, escalating costs have forced us to increase the fees this year.

The registration fees for the 2008 ~ 2009 season are as follows:

<b>Team</b>	<b>Minimum Players</b>	<b>Team Fees</b>
Major Atom	15 players	\$19,125.00
Minor Peewee	17 players	\$21,675.00
Major Peewee	17 players	\$21,675.00
Minor Bantam	17 players	\$21,675.00
Major Bantam	17 players	\$21,675.00
Minor Midget	17 players	\$21,675.00
Major Midget	17 players	\$21,675.00

Each team is responsible for securing that amount of registration fees for their team. If a team carries the minimum number of players, then the cost this year would be \$1,275.00 per player. If a team goes with fewer than the minimum number of players, their per player cost will go up. If they carry more than the minimum number, the per player cost would go down.

It is the coach's discretion regarding the number of players he will carry but the parents should be consulted regarding the number.

In the past, the NCOHA has charged an advertising fee for sponsors of the back of the sweaters. It was decided by the Executive that this was unnecessary and stopped in 2003 ~ 2004.



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What does this all mean? If you are playing for say the Major Peewee team and they are carrying 17 players, the per player cost would be \$1,100.00 registration. Multiplied by 17 players, that gives you a total team fee of \$18,700.00. Accordingly, the formula for calculating the fees would be:

$$\text{(DIVIDED BY)} \quad \frac{\text{TOTAL TEAM FEES}}{\text{NUMBER OF PLAYERS}}$$

How are these fees to be paid? At the time of signing, we will expect to receive from each team:

One cheque for the total amount for the fees of the players

**OR**

Three post-dated cheques in equal amounts for the total amount of the fees of the players

The post-dated cheques will be August 31st, September 30th and October 31st, 2006. Fees for each team will be collected by the manager of each team and cheques given to the NCOHA Treasurer.

In the event that a team is delinquent in paying fees, the team will have their practice ice reduced accordingly until such time as they are paid.

Cheques will be deposited promptly. If you can't meet a payment, contact us and we will hold it for a maximum of 14 days before cashing your cheque. If a cheque is returned to us marked "NSF", a \$40.00 surcharge will be placed upon your team to cover our costs.



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Players that leave a team prior to the November 1st refund date outlined in our Procedures Manual will receive a prorated refund. However, the team will then be subject to an adjustment fee to meet the required budget guidelines unless that player and his funds are replaced. This will be calculated by the Executive.

### **FINANCIAL STATEMENTS BY THE TEAM**

It is NCOHA policy that a team prepare three financial statements each year. The statements are to be submitted to the Executive and the parents on October 31st, December 31st, and season's end.

If a financial statement is not produced by a team at the required times, disciplinary action will be taken. Financial statements are also requested by the Executive to ensure that all players are paying their fees and that proper expenditures are being made.

As a parent, you are paying a lot of money for your child's hockey development. As an Executive, we feel it is our responsibility to make sure your money is handled correctly.

### **AFFILIATED PLAYERS**

Affiliated players are subject to a \$20.00 per game charge and \$10.00 per practice charge if they are not within the Predators (i.e. Affiliated from the team beneath). A parent within the Predators should not pay for an affiliated player's ice time! These fees are to be collected by the teams and transferred to the Executive of the Predators. The affiliated game fees are discretionary.



## **OMHA CODE OF CONDUCT**

This Code for Conduct identifies the standard of behaviour which is expected of all OMHA members and participant, which for the purpose of this policy, shall include all players, guardians, parents, coaches, officials, volunteers, directors, officers, committee members, convenors, team managers, trainers, administrators, and employees involved in OMHA activities and events.

OMHA is committed to providing an environment in which all individuals are treated with respect. Members and participants of the OMHA shall conduct themselves at all times in a manner consistent with the values of the OMHA which includes fairness, integrity, and mutual respect.

During the course of all OMHA activities and events, members shall avoid behaviour which brings the OMHA or the sport of hockey into disrepute, including but not limited to abusive use of alcohol, use of non-medical drugs and use of alcohol by minors.

OMHA members and participants shall at all times adhere to the OMHA's operational policies and procedures, to rules and regulations governing OMHA events and activities, and to rules and regulations governing any competitions in which the member participates on behalf of the OMHA.

Members and participants of the OMHA shall not engage in any activity or behaviour which interferes with a competition or with any player or team's preparation for competition, or which endangers the safety of others.

Members of the OMHA shall refrain from comments or behaviours which are disrespectful, demeaning, offensive, abusive, racist or sexist. In particular, behaviour which constitutes bullying, harassment or abuse will not be tolerated, and will be dealt with under the OMHA's Harassment & Abuse policy.

Failure to comply with this Code of Conduct may result in disciplinary action in accordance with the Discipline Policy of the OMHA. Such action may result in the member losing the privileges which come with membership in the OMHA, including the opportunity to participate in the OMHA activities and events, both present & future.



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### NCOHA CODE OF CONDUCT

- Members must endeavour to respect the rights, dignity and worth of every human being and endeavour to treat everyone equally within the context of their activity.
- Members have a responsibility to declare a high degree of commitment and perform to that level of commitment.
- Members should communicate and cooperate with other sports organizations, non-sport organizations, medical practitioners and educational institutions in the best interest of its players.
- Members should encourage directors, parents, players and officials to obey the rules and spirit of the sport and to treat each other in a courteous manner.
- Members should never advocate the use of performance enhancing drugs and/or banned substances.
- Members should be clear as to what is to be regarded as confidential information and not divulge any such information without expressed approval of the individuals concerned.
- Members are expected to consistently display high personal standards both professionally and personally.
- All reasonable steps should be taken to establish a safe environment in keeping with the regular and approved practices within the sport.
- Members have a responsibility to themselves and the Association to maintain their own effectiveness, resilience and abilities.
- Members should not display any affiliation with any business or organization in a manner that falsely implies sponsorship or accreditation by that organization.



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### PLAYERS

- Play for the fun of it, not just to please your parents or coach.
- Play by the rules.
- Never argue with the officials' decisions. Let your captain or coach ask any necessary questions.
- Control your temper – no “mouthing off”, breaking sticks, throwing gloves or other equipment.
- Work equally hard for yourself and your team – your team's performance will benefit and so will your own.
- Be a good sport. Cheer all good players, whether your team's or your opponent's.
- Treat all players as you yourself would like to be treated.
- Don't interfere with, bully or take unfair advantage of any player.
- Remember that the goals of the game are to have fun, improve your skills and feel good.
- Don't be a show-off or always try to get the most points or penalties.
- Co-operate with your coach, teammates and opponents, for without them you don't have a game.
- Remember that you are representing yourself, your parents, your team and your town/sponsor at all times to and from the arena.



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### **PARENTS/GUARDIANS**

**Standard Of Conduct:** Parents/guardians are expected to conduct themselves in a manner which best exemplifies the standards and values of the NCOHA. This means that they must demonstrate respect, courtesy, and civility in all activities relating to their child's involvement in the NCOHA's hockey program, including dealings with:

- The NCOHA and any of its teams
- Other parents/guardians of players
- Opposing teams
- Game officials
- Fans and spectators

Provocative and inflammatory types of behaviour, including profanity, threats and verbal or physical confrontations, will not be tolerated.

**Sanctions For Misconduct:** The NCOHA reserves the right to discipline any parent/guardian who violates this standard of behaviour or whose actions, in the opinion of the NCOHA, denigrate, damage or bring into disrepute the image and reputation of the NCOHA or its teams and team officials. Such discipline may consist of prohibiting such parent/guardian from attending team functions, practices or games for such periods as the NCOHA, in its discretion, considers appropriate. Failure to abide by such sanctions may result in the suspension or release of the player for whom such parent/guardian is responsible.

**Additional Standards and Sanctions Imposed by the OMHA:** Parents/guardians should be aware of the standards of behaviour and possible sanctions for their breach mandated by the OMHA and contained in the OMHA Manual Of Operations.



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The North Central Ontario Hockey Association is pleased to announce the appointment of Jeanne Harris as their Abuse & Harassment Officer.

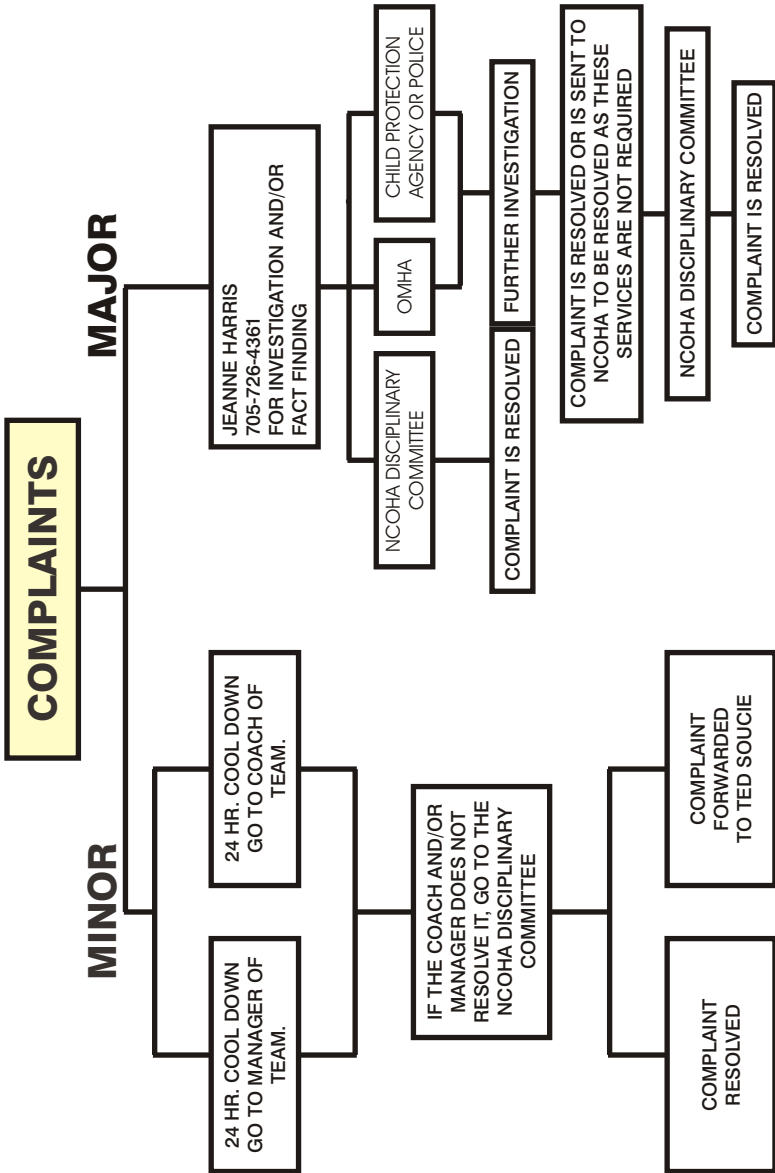
Parents who have concerns can contact their manager but if that is difficult then the Executive. If it is determined to be serious in nature, Jeanne will be brought in to handle the complaint. Jeanne can be approached directly at the phone number listed and she will determine which route to follow on the chart on the following page.

Jeanne's qualifications include:

- Senior Probation Officer for the Province of Ontario;
- 31 years experience of handling youth offenders (12 to 18 years of age) and their families;
- Duties include enforcement, counseling, advocating, written reports, and court presentations;
- 5 years experience as District Harassment Officer for female soccer;
- Trained by Ontario Soccer Assoc. and upgraded annually;
- Undertaken several Abuse & Harassment cases reporting to the Ontario Soccer Assoc. Executive;
- 6 years as parent in the NCOHA Predators;
- 4 years NCOHA Executive as Ice Scheduler;  
Life Member of NCOHA.

This kind of experience is very difficult to find. Jeanne has always offered her services for the Predators and we are pleased to welcome her back to the family.

# PROCEDURES FOR REPORTING COMPLAINTS





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### **ABUSE & HARASSMENT POLICY** **AS SET BY THE OMHA**

Since the inception, we have been extremely fortunate in that we have not had many complaints by parents under this policy. It is a reflection of our coaching staffs and the NCOHA. However, the policy is the policy and this is the way it has been formulated at the Predators.

#### **MINOR CATEGORY**

The following incidents should be classed as Minor Harassment and Abuse:

- Inappropriate jokes or single incidences of unwelcome or patronizing comments, remarks or actions. (congratulatory hug, pat on the behind);
- Unacceptable behavior – profanity, substance abuse;
- Coaching Strategy – a coaching strategy intended to produce peak performance in an athlete or team (pulling from a game, benching, reduced playing time, shortening the bench;
- Constitutional or Technical Issues – (correct procedures not followed, eligibility, player release and registration, certification)
- Common Sense – questioning one’s own practices and trusting personal intuition when something doesn’t seem right.



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### **MAJOR CATEGORY**

The following incidents should be classed as Major Harassment and Abuse:

- Physical mistreatment (kicking, slapping, punching, hair pulling, shaking, tying up, restraining, hitting with an object, throwing equipment at an athlete such as pucks, sticks, clipboard, having or allowing team members to physically assault another athlete) resulting in injury.
- Sexual mistreatment (kissing or holding a young athlete in a sexual manner, touching the athletes sexual body parts, forcing a young athlete anally or vaginally with objects or fingers, having vaginal or anal or oral intercourse, flashing or exposing your sexual body parts, watching intrusively a young athlete change or shower, speaking or communicating sexually, showing pornographic films, magazines or photographs, objectifying or ridiculing a young athlete's sexual body parts).
- Inadequate Moral Guidance & Discipline (Not providing adequate supervision during team functions; hiring strippers or prostitutes; offering pornographic movies to young athletes, hazing).
- Emotional mistreatment (attack on child's self esteem, harassment on the basis of age, race, color, religion, marital status, disability).



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### **2008 ~ 2009 NCOHA COACHES**

**Major Atom**                      **Greg McIsaac**                      **705-325-6091**  
**Born 1998**

**Minor Peewee**                      **Jamie Clarke**                      **705-326-9453**  
**Born 1997**

**Major Peewee**                      **Wilf Lade**                      **705-645-3823**  
**Born 1996**

**Minor Bantam**                      **Al Therrien**                      **705-764-0305**  
**Born 1995**

**Major Bantam**                      **Murray Clark**                      **705-734-9757**  
**Born 1994**

**Minor Midget**                      **Les Dawe**                      **705-549-3468**  
**Born: 1993**

**Major Midget**                      **Robin Laking**                      **705-325-0615**  
**Born: 1991/92**                      **Randy Robinson**                      **705-789-6885**

Player's age is determined for the current playing season by the player's age at December 31 of the current season.