

2011/12

Florida JR Panthers



Player & Parent Handbook  
2011/12

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# a message from the board of directors

DEAR PLAYERS AND PARENTS:

We are pleased to welcome you to the Florida JR. Panthers Travel Hockey Club. By becoming a part of this community, you have inherited some amazing opportunities, as well as some important responsibilities.

That said, the Saveology.com Iceplex continues to set the standard for youth hockey training facilities and is a driving force behind the continued growth and success of the JR. Panthers program.

We are all excited and enthusiastic about the continued rise of Florida youth hockey, and we are so pleased that you are going to be a part of this incredible experience. From the NCAA to Canadian Junior Hockey and beyond, South Florida players are becoming an important part of both the national and international hockey scene. Our youth players have the opportunity to travel all over the U.S. and Canada, where they are making an impact in a sport that was previously dominated by teams from the north. The opportunity for travel is part of what makes participation in our programs so special.

With these wonderful opportunities comes responsibility. As we travel through North America, the Florida JR .Panthers act as ambassadors for our parent NHL team. This is a responsibility that players, coaches, and fans take seriously. Because we enjoy such wonderful support from the Panthers NHL Club, our Travel Club has become one of the premier programs in the Southeast United States.

When you become a Florida JR. Panther, you are becoming part of a unique community. Members work together to support one another, the teams, and the rink. With fundraisers, tournaments, and other events going on, there are plenty of chances for you to get involved and play a role in the Club. Our goal is to use hockey as the vehicle to help grow young men and women as players, individuals, and team members. This happens both on the ice and off.

We believe that “no one should go through life without goals,” and we are so grateful to the coaches, managers, and parents who help our kids reach theirs. Again, congratulations on becoming a part of the team, we wish you the best of luck this season.

# fjp overview and mission

## MISSION STATEMENT

The Florida Jr. Panthers Travel Hockey Club (FJP) strives to be the best competitive youth hockey program in Florida. We do so by offering a tiered program that challenges players to develop their commitment, skill, and love of the sport at the highest levels.

## OUR APPROACH

FJP is a successful travel hockey club because we have created a program that works well for our participants. While our philosophy, core values, and policies all play a role in keeping the program on track, we are guided by several operating tenants that help to form the backbone of the program. From the number and types of teams we field, to the commitment we feel toward our hockey families, these operating tenants are the basis for our club.

- FJP does its best each season to field Tier II teams at the Mite, Squirt, Peewee, Bantam, U16, and U18 age groups in an effort to support youth hockey in South Florida at the national, regional, state, and local levels.
- These teams are formed with the idea that while winning is important, so too is the enjoyment of the experience. As a result, we will not compromise our values when fielding a team.
- Once a player has been chosen, he or she is supported and developed by a dedicated and experienced coaching staff.
- Everyone involved with the Florida JR. Panthers is expected to act in a manner that will make our club proud. From board members to parents, and from coaches to players, all of our participants conduct themselves with the utmost professionalism.

## WHO WE ARE

The Florida JR. Panthers Travel Hockey Club is the official youth travel organization of the NHL Florida Panthers. Our program is designed for participants that have reached the level of commitment and desire necessary to play the game of hockey at a competitive level. It is our goal to provide each participant with a positive experience and the necessary skills in order to continue to improve as a team and an organization.

The idea of a travel team is to allow players an opportunity to play at a more competitive level than is available through house league play. FJP gives these qualified players the chance to develop their talent and skills through several primary objectives:

- Our staff, coaches, and players recognize that hockey is a team sport. Therefore, individual player records are de-emphasized, while effort, sportsmanship, determination, and player development are the focus.
- FJP emphasizes sportsmanship and fair play at all times.

- Physical and mental skills are not just fostered in game situations, but are also developed through practice ice, educational settings, and in dry land training.
- Because travel hockey requires a commitment that is generally not found in other noncompetitive environments, our players perform at an intense level that helps them reach their fullest potential.
- It is understood that while coaches will make every effort to allow an *equitable* amount of ice time, there is no guarantee of equal ice time for all players. Playing time is determined by the needs of the team, as well as those of the individual.

## PHILOSOPHY AND PLAYER DEVELOPMENT

The Florida JR. Panthers' development plan is simple but effective. Its structure allows the player to build on his or her own work ethic by utilizing the coaching staff's knowledge and expertise. This creates a system where everyone reaps the most important benefits of youth hockey (enjoyment and recreation). Our system puts each child in a position to be able to reach full player potential through the mastery of the fundamental skills of ice hockey, as well as learning the importance of teamwork.

The philosophy of FJP is guided by three principles that are integral to the overall development of our players:

### Skill Development

We provide all of our participants the opportunity to develop competitively in an organized, structured, and positive environment. All participants are encouraged to improve and develop the skills necessary to perform each aspect of the game to the highest level of their abilities.

### Teamwork

Our young people are taught to be team players who get along with their teammates. They value the importance of learning to work together and believe that team goals are more important than individual accomplishments. Players applaud good efforts by their teammates and refrain from negative criticism. In the words of Michael Jordan, "*Talent wins games, but teamwork and intelligence wins championships!*"

### Positive Attitude

Players display a positive attitude in many ways, including being grateful for the opportunity to participate and represent our organization at a competitive level. While competition is important, participants should play for fun, being both humble in victory and gracious in defeat. Our players learn the rules and play by them. A positive attitude extends to respecting coaches, teammates, parents, opponents, and officials. Of course, this also means that FJP players demonstrate good sportsmanship at all times, on the ice and off.

## PROGRAM AFFILIATIONS

The Florida JR. Panthers Travel Hockey Club is USA Hockey sanctioned and a member of the organizations listed below. All teams will compete in an organized league setting with the ability to schedule exhibition games outside of their league commitments.

- Southeast District (USA Hockey)
- S.A.H.O.F.(Statewide Amateur Hockey of Florida)
- S.F.H.L.(Statewide Florida Hockey League)
- F.A.H.L.(Florida Amateur Hockey League)
- Florida Alliance Tier I Hockey Club

## information for fjp players and parents

### OVERSIGHT OF FJP TRAVEL HOCKEY CLUB

#### Board of Directors

All FJP Travel Hockey Club rules, regulations, policies, and procedures are developed and administered by the Board of Directors. This board is comprised of the following appointed members who volunteer their time for the organization, as well as by the general manager who oversees the day-to-day operations of the organization.

**President** Jeff Campol

**General Manager** Jeff Grier

**Treasurer** Marc Friedman

#### Florida Panthers Steering Committee

Steering Committee members will be involved in tryouts, player selection, coaching clinics, player development, and look to play a positive role in the travel hockey careers of the 200-plus players and families involved in the Florida JR Panther program.

The Steering Committee will meet regularly during the 2011-12 season to discuss a variety of short-term and long-term issues and initiatives.

Committee members include:

Florida Panthers Assistant General Manager - Michael Santos

Florida JR Panthers President - Jeff Campol

Fox Sports Florida analyst and former Panthers forward - Bill Lindsay

Florida Panthers Goaltending Coach - Robb Tallas

Florida JR Panthers General Manager - Jeff Grier

Florida JR Panthers Director of Coaching and former NHL player - Paul Healey

Florida Panthers Manager of Team Services - Michael Dixon

## General Manager Duties and Responsibilities

The administration of the FJP is directed by the organization's general manager. The GM is a member of the Board of Directors and supervises and manages the day-to-day affairs of the club. He is also responsible for attracting and appointing head coaches for each FJP team, as well as coordinating tryouts and player registration within the club and through USA Hockey. This person serves as the main point of contact between USA Hockey and the league throughout the season.

The general manager really fills a number of roles within the organization, some of which include:

- Serving as the club's administrator of discipline when necessary
- Working with the treasurer to ensure proper financial management, including budget preparation
- Facilitating communication and cooperation among coaches regarding sharing practice and game information, procedures, etc.

## FJP Director of Coaching

- Establish strategy by sitting with GM and help outline the overall development plan for our coaches to follow, both specific to short and long term development.
- Have preseason coaches meeting with all Head and Asst. Coaches to explain plan of development and how it relates to our program.
- Preseason Coaches Clinic – Establish a date for coaching clinic with Panthers Coaching Staff
- Attend practices of all FJP teams 3 times during season. Schedule should set predetermined evaluations of each team. Record and report any issues from on ice evaluation of these practices to GM.
- Attend games or scrimmages of all FJP teams 3 times during season. Schedule should include a game evaluation of team and player performance. Also ensure coaches are managing players and bench well.
- Midseason report to GM of how team, players and coaches are doing.
- Post Season team and Coaches review.

### FJP Travel Coaches

While FJP travel coaches come from a variety of backgrounds, they all share two important characteristics: they are extremely qualified to improve your child's hockey skills, and they care deeply about the development of the team they are coaching. Our coaches are evaluated and chosen for their demonstrated ability to work with players in a way that brings out the best in them individually and as a team.

Team coaches must fill many roles, which is why they are leaders in our program. For example, they must be teachers who can effectively communicate their thoughts and ideas, as well as role models who demonstrate sportsmanship and citizenship in their daily activities. They must also recognize the needs of individual players in order to offer the best guidance for those individuals and the team as a whole. Our coaches develop their players through instruction, practice, feedback, and encouragement.

FJP coaches are necessarily very knowledgeable about the rules, techniques, and strategies of hockey and work to impart this knowledge to players. In doing so, they are able to bolster not just a player's skills, but also his confidence and self-esteem. In addition, the coaches work within our guidelines to keep open lines of communication between themselves and parents, through the team manager.

### Team Managers

All Florida JR. Panthers teams have a team manager appointed by each team's coach in consultation with the Board of Directors. This position is the central line of communication that runs from team members, families, and the coaches to the FJP Board of Directors through the general manager.

The overall responsibilities of a team manager include team finances, travel itineraries and ice scheduling coordination. Managers are required to provide budget reports to team members monthly, as well as to the general manager.

### Team Representative

Under most circumstances, the manager is the first point of contact when problems arise on a team. However, there are certain situations where the manager may not be the most appropriate person to resolve the conflict. To address this potential issue, each team will appoint one parent as the team representative. This volunteer must have a player on the team and may not be a coach, assistant coach, or team manager and must be approved by GM. The team representative will handle grievances and other conflicts that involve the manager, a coach, or a parent.

### Club Directory

For a complete list of FJP administrative and team contact information, please see our club directory in **Appendix A** of this handbook.

## how we do things - fjp policies

The FJP Travel Hockey Club has found that a successful program needs a certain amount of guidance in the form of set policies. This handbook attempts to lay out many of these policies in one place so that players and parents can review them and have a clear understanding of how our program works. If you have any questions regarding these policies, your coach or team manager can assist you in getting the information you need.

### CORE VALUES

While “core values” aren’t strict policies, they do help to clarify many of those we do uphold. In fact, they are the foundation upon which many of our current policies have been built. Understanding how these values direct our program will offer a lot of insight into how and why we work the way we do.

These core values have been adopted from USA Hockey in order to guide the club’s members in their planning, programming, and play. Many of these values are expressly discussed in the club’s codes of conduct, which parents and players are required to sign. Some of the most important elements of the core values include:

#### Sportsmanship

This is the foremost of the values, because it leads to a sense of fair play. FJP players are taught to be humble in victory and gracious in defeat. In addition, we foster friendships with both our teammates and our opponents.

#### Respect for the Individual

FJP players are expected to work together as a team, but the need for individual respect is also recognized. We believe this can be accomplished by treating others as we would like to be treated.

#### Integrity

In adhering to our core values, our players learn the importance of honesty and fair play. This extends to more than a mere strict interpretation of the rules and regulations of the game.

#### Pursuit of Excellence at the Individual, Team, and Organizational Levels

Each FJP member, including players, volunteers, and staff, is expected to perform each aspect of his or her participation to the highest level of ability.

#### Enjoyment

Travel hockey is an extremely competitive experience, but it should also be an enjoyable one. Our players and other members are offered the opportunity to participate in a program that is fun, satisfying, and rewarding for all involved.

#### Loyalty

Part of what makes a successful program is knowing that we can rely on one another. FJP teaches loyalty to the ideals of the sport of hockey, as well as to fellow members.

## CODE OF CONDUCT

In order to ensure that all FJP Travel Hockey Club participants are prepared to have the best season possible, players are required to sign a Participant Code of Conduct. The policies outlined in this document assure that they are aware of how to conduct themselves in a manner that brings pride to them and to their team. This code of conduct can be found under the "Documents" section at [floridajrpanrhts.com](http://floridajrpanrhts.com), and parents are requested to review the document with their players to reinforce its importance and the ramifications of breaking the rules.

Coaches are looking for players who have the desire, dedication, and discipline to play travel hockey. This includes a willingness to attend all practices, off-ice conditioning, scrimmages, games, and tournaments. Coaches expect players to have the self-discipline to notify the coach or team manager of any conflicts, perform well in school, and budget their time to avoid excuses for homework or tests. Above all, however, our players are expected to be respectful of others.

While we understand that every player must balance home, school, and hockey life, participation in a travel team implies a commitment and a responsibility to teammates and the coach. Discipline is also expected on and off the ice regarding proper behavior. Fighting, profanity, and disrespect for other people (including teammates, coaches, opponents, and game officials) or property will not be tolerated and may result in disciplinary action, including suspension from games or practices or even suspension from the team. FJP has a history of fielding teams that will play the game with dignity and respect whether they are winning or losing, and we will not allow this tradition to be compromised. In this regard, and in the best interest of the program, players, and coaches, FJP may exercise its right to deny participation based on prior incidents involving the player or parent.

## ZERO TOLERANCE

In an effort to make ice hockey a more desirable and rewarding experience for all participants, USA Hockey instituted a zero tolerance policy. The FJP has adopted this policy which requires, in part, all players, coaches, and parents to maintain a sportsmanlike and educational atmosphere before, during and after all USA Hockey-sanctioned games.

Thus, the following points of emphasis must be implemented:

### Players

A minor penalty for unsportsmanlike conduct (zero tolerance) shall be assessed whenever a player:

1. Openly disputes or argues any decision by an official.
2. Uses obscene or vulgar language at any time, including any swearing, even if it is not directed at a particular person.
3. Visually demonstrates any sign of dissatisfaction with an official's decision. Any time that a player persists in any of these actions, they shall be assessed a misconduct penalty. A game misconduct shall result if the player continues such action.

## Coaches

A minor penalty for unsportsmanlike conduct (zero tolerance) shall be assessed whenever a coach:

1. Openly disputes or argues any decision by an official.
2. Uses obscene or vulgar language in a boisterous manner to anyone at any time.
3. Visually displays any sign of dissatisfaction with an official's decision including standing on the boards or standing in the bench doorway with the intent of inciting the officials, players or spectators.
4. Any time that a coach persists in any of these actions, he/she shall be assessed a game misconduct penalty.

## Parents

The game will be stopped by game officials when parents/spectators displaying inappropriate and disruptive behavior interfere with other spectators or the game. The game officials will identify violators to the coaches for the purpose of removing parents and their guest from the spectator's viewing and game area. Once removed, play will resume. Lost time will not be replaced and violators may be subject to further disciplinary action by the local governing body. This inappropriate and disruptive behavior shall include:

1. Use of obscene or vulgar language in a boisterous manner to anyone at any time.
2. Taunting of players, coaches, officials or other spectators by means of baiting, ridiculing, threat of physical violence or physical violence.
3. Throwing of any object in the spectators viewing area, team bench, penalty box or on ice surface, directed in any manner as to create a safety hazard.

## HOW TO GET INVOLVED WITH SPONSORSHIPS AND FUNDRAISING

### Team Fundraising Initiatives

All FJP teams have the ability to fundraise on an individual team basis. Participants and parents are encouraged to submit fundraising and sponsorship ideas to their team manager who will present them to the General Manager. He will then make recommendations to the Board of Directors. If, and only if, approval is given by the Board, then teams may conduct a solicitation or fundraising event. All money and other compensation is made payable to the specific FJP team raising the funds, is reported to the general manager, and is deposited directly into the team's operating account to cover team expenses.

### Sponsorships

Corporate sponsorship packages are available by request. Any potential sponsors must be reviewed and approved by the Board of Directors.

### Club Fundraising Opportunities

In an effort to assist FJP 2011/12 teams, the Board of Directors has created several fundraising opportunities to help offset some team expenses. In August, team managers will receive detailed information on each of these programs.

### Fundraising and Trademark Policy

The Florida JR. Panthers Travel Hockey Club is a recognized 501(c)(3) nonprofit organization. In order to keep this status in good standing, we must follow specific guidelines when soliciting and accepting money or other compensation. It is of utmost importance that all participants adhere to any and all policies regarding the solicitation of funds.

Please be advised that the name "Florida JR. Panthers Travel Hockey Club" and any variations thereof may not be used without written consent from the Board of Directors. The same rule applies to the FJP logo. For all intents and purposes, any activity which would require the name or logo needs prior approval in order to be in compliance.

### Team Apparel and Booster Items

All FJP official apparel is limited to purchase at the *Incredible Pro* shop and through authorized vendors only. Please be aware that teams are prohibited from producing any logoed team clothing on their own and that no substitute team travel uniform is allowed. Additional booster items such as team banners and other souvenirs are also available through authorized vendors only. If you have an idea for a great booster item, let us know!

### FJP VOLUNTEER POSITIONS

There are many tasks to be completed throughout the season that demand additional volunteers. These include special event coordination and operation for home tournaments, registration, web site operation, etc. All volunteer positions will be advertised on the FJP web site with specifics regarding time commitments and application instructions included. The Board of Directors stress that everyone's participation is vital to the success of our program.

## an introduction to fjp finances

### FJP PLAYER FEES

#### Registration Fees and Materials

Fees are comprised of association dues, as well as team operating fund payments. This can be a source of confusion, so please understand that these are two separate funds. In order to ensure that our players and parents have a clear understanding of how the finances work, we have laid out the purposes for each separate fund.

Registration materials will be distributed through your team manager and can be found on the FJP web site. Participants are responsible for securing all of the required registration materials and to fully comply with all registration policies and deadlines.

### Florida JR. Panthers Association Dues

Florida JR. Panthers Association dues cover only a portion of all travel hockey expenses for each player. The number of games, practices, etc. covered by FJP association dues will vary depending upon the league and division the participant is in, but for convenience sake, the following are some loose guidelines: approximately 51 weekday practices, all league fees, 16 – 22 league games.

FJP association dues payments are made in four installments and are paid at the front office by credit card or check. Checks should be made payable to Florida JR. Panthers Travel Hockey Club.

Below is the payment schedule. Please note that the final payment cannot be calculated until later in the season.

### 2011/12 Payment Schedule

#### **Amount Due Date – if paying off line**

\$750 upon Selection to Team

\$750 First Team Practice for the Week of 8.15.11

\$750 First Team Practice for the Week of 9.19.11

Remaining Balance First Team Practice for the Week of 11.7.11

### Team Operating Account Payments

Team operating account costs can include, but are not limited to, tournament fees, coaches' travel expenses, team or family special events, extra ice, scrimmage referees and scorekeepers, coaches gifts, and other team specific expenses. These payments are made by check, payable to your specific team (i.e. FJP Squirt Major) and should be given directly to the team manager. Each team bases player contributions on an estimated team budget for the 2011/12 season, however, this amount is only an estimate. Your team manager will notify you when payments are due and let you know the amount owed. When additional contributions become necessary, you will be notified. *Failure to make timely payments will result in your child not being allowed to participate in team activities.*

### Coach Travel Reimbursement Policy

The team is responsible for coaching expenses, and each manager is well versed as to protocol to follow in paying for these expenses. In part, head coaches are entitled to receive reimbursements for travel expenses. Head coaches, as well as assistant coaches who do not have a child on the team, have reasonable hotel, airfare, and car rental expenses reimbursed, for example. Up to \$40 will be reimbursed from the team operating account for food costs during away tournaments. Assistant coaches who have a child on the team may also receive reimbursement, at the discretion of a majority of the other team parents. The Florida JR. Panthers Travel Hockey Club asks that parents take these coaches' extensive commitment of time and energy into consideration and choose to reward this with reimbursements and/or a nominal stipend.

## SCHOLARSHIPS

The FJP offers a limited number of need-based partial scholarships for players that are currently rostered on one of our travel teams for the 2011/12 season. There is an application you must submit, along with certain supporting documentation. Each application will be evaluated by the Board of Directors, and awards will be granted based on the following criteria: financial need; player conduct at the rink and practices, games, and tournaments; academic performance in school; and involvement in extracurricular or community activities.

There is a strict deadline for submitting the application, which can be found on [www.floridajrpanthers.com](http://www.floridajrpanthers.com). Families will be notified, in writing, by October 30, 2011 of the Program's decision regarding the request.

## NO PAY, NO PLAY POLICY

If it is determined that an association fee payment or team operating payment has not been made by a player, the "no pay-no play" policy takes effect; and the delinquent family will be notified. This policy requires that payment compliance occurs immediately or the player will not be allowed to practice or play in any games, scrimmages, or tournaments without approval from the Board of Directors.

## REFUND POLICY

The FJP Board of Directors grants refunds of registration fees on a case-by-case basis for anyone who has signed a letter of commitment after tryouts. Refunds are the exception, rather than the norm. It is our desire that all participants fully understand the policies and procedures prior to their commitment and that they ensure that this is the right program for them. No refund will be given as a result of a Code of Conduct violation.

## PLAYER FINANCIAL RELEASE POLICY

### Players New to FJP Organization

Any player who has signed a commitment letter for another USA Hockey organization for 2010/11 or 2011/12 season or who was born outside the United States must secure a player release from that association or the Hockey Federation prior to any participation with the FJP.

### Players Seeking FJP Club Release

The FJP Board of Directors (through the general manager) grants player releases to all participants who are in good standing. All items of concern, including any unpaid fees, must be resolved prior to a release form being signed by the general manager.

## a look at the fjp travel season

The 2011/12 FJP official season begins after team selections are made, commitment letters have been executed, and deposits have been paid. Practices begin starting the week of August 22<sup>nd</sup>, 2011; and the season will terminate early March of 2012. No team or team member may represent themselves as a FJP participant outside of those calendar constraints without approval from the Board of Directors. Please be aware that attendance at all games, scrimmages, tournaments, and practices is required during the season, in compliance with the guidelines provided in this handbook. Each coach may implement policies and rules regarding his or her team, and players agree to abide by those rules.

### PRACTICE SCHEDULES

Teams will have approximately 51 weekday practices during the season. Most teams will practice for 60 minutes twice per week. Any additional practice times are at the team's expense and must be booked and paid for through the team manager.

### GAME SCHEDULES

The number of games played by a FJP team will vary depending upon the division, level of play, and league the team is in. Generally, the number of league games will range from 16 – 22 per season.

### TOURNAMENTS

The FJP are privileged to take part in and host numerous tournaments throughout the course of the season. Most teams can expect to play a minimum of three out-of-state tournaments, based upon the coaches' discretion. Each team is strongly encouraged to participate in a minimum of two home tournaments, as well. If invited, most teams will also compete in State playoffs.

Teams also have the option to play in additional tournaments. However, these must be approved by a majority vote of the team.

Our organization has partnered with Canlan Classic Tournaments to help promote and run most of this year's events. Please see **Appendix B** for a complete listing of all 2011/12 Home Tournaments including division and level.

### MEETINGS

Our coaches strive to offer information, support, and constructive criticism during scheduled meetings. Parent and player meetings are considered to be mandatory, and the most common of these are described below. Throughout the season, coaches may request additional meetings with players or parents to address any concerns or issues that have arisen.

## Parent Meeting

After tryouts are completed and all teams have been formed, a mandatory parent meeting will be held by the head coach of each team. This meeting will provide an opportunity for the coach to introduce himself and go over FJP club and individual team policies, procedures, and expectations, as well as practice, game, and tournament schedules. Coaches will address any parent questions at this time. Additionally, parents must be prepared to hand in their signed Commitment Letter with the initial association fees payment. For most teams, an initial operating account payment will also be required at this time.

## Player Meetings

Coaches are encouraged to meet individually with each player at least once during the season. This meeting generally takes place mid-season, and it offers an opportunity for coaches to offer feedback that gives the player an idea of his or her development. Player meetings for the Mite and Squirt divisions will include parents.

# important information for fjp team members

## FJP TEAM RULES

All Florida JR. Panthers Travel Hockey Club coaches and team managers have the ability to issue specific team rules that will be written and clearly defined to all participants and their parents. These may include, but are not limited to, dress code standards, locker room behavior and procedures, sportsmanship, and attendance policies. All individual team rules and disciplinary actions are subject to Board review and approval. Team-specific rules and information will be provided by the team manager.

## LOCKER ROOM PROCEDURES

Regardless of age classification, all locker rooms are supervised by an adult representative of the particular team at all times, although it is the responsibility of individual players to follow the rules and take care of their own equipment. At the Peewee, Bantam, and Midget age classifications, the adult representative and approved coaches are the only adults permitted in the locker room. This means that all other parents and guardians are prohibited from the locker room 30 minutes prior to and 15 minutes after any scheduled ice session. Parents are required to wait for their players in the lobby area after sessions. At the Mite and Squirt divisions, this policy is upheld at the coach's discretion. Your team manager will be able to provide you with a specific locker room policy for your team.

## THE RINKS AND EQUIPMENT

Rinks are businesses, and it is up to us to respect our facility and others we visit. Anyone caught damaging rink property at any facility will face disciplinary action. Simple measures, such as not running in the lobby areas, can help to avoid property damage, as well as injury to players and others. Players are also restricted from using gym areas unless they are accompanied by a coach.

Participants should be aware that they are never to be on the ice if the Zamboni doors are open!

## ATTENDANCE

All members are required to attend all program and team events. Each FJP member will receive a maximum of 3 excused absences for entire season. These should be taken at the discretion of each family in the event of illness, school work or another valid reason for a player to miss a team event. Coaches cannot discipline players for these 3 absences providing a coach or manager was notified BEFORE START of practice. Players not contacting coach or manager shall be marked as UNEXCUSED and will serve a benching of 1 period of the next scheduled game.

In event players miss more than the 3 excused practices, the following will be protocol followed

At a coach's discretion, they may grant additional excused absence if due to illness, school or religious activity as long as coach or manager were notified prior to practice. This policy has to remain consistent to for all players regardless of talent, relationship with coach or staff. Likewise, a coach may use a "reduction of playing time or benching" (up to a period per occurrence) if they feel players are showing lack of commitment or show excessive tardiness or absence regardless of a notification.

Injuries and emergencies are not part of the above policy. In addition a family planned trip that was planned well in advance of season can be exception providing coach and managers knew this PRIOR TO SEASON START.

## SCHOLASTIC CONSIDERATIONS

The FJP Board of Directors requires parents to closely monitor participants' academic performance. Academics are as, or more, important than participation in youth sports. If a participant is having difficulty academically, parents are encouraged to work together with the team coach to resolve the situation.

## TEAM UNIFORMS

Part of being a contributing team member is looking the part. Players must own each component of the uniform and are required to follow dress codes and uniform regulations. Complete team uniform requirements include:

- Home and away jerseys
- Home and away socks
- Blue gloves and helmet
- Blue Panther shell
- Panther warm up
- Panther bag
- FJP helmet decals

All participants will be required to purchase home and away jerseys at *Incredible Sports* shop. Jerseys will display the player's last name and number. If there are conflicting number requests, they will be decided by a seniority system. Regardless of FJP affiliation time, those participants who are "second year" in the age classification have preference over "first year" participants. Jerseys must be maintained in excellent condition during the season.

All socks must be worn as a set – NO mix and match! Socks that become torn must be replaced at participant's expense. All hockey gloves and pants must be blue in color, and all participants need to obtain an industry-approved helmet or goalie mask. Each team member must wear a matching blue helmet with official FJP decals and player number and no other markings, however, goalie helmets may have customized paint schemes, and the club decal is not required.

## TEAM DRESS POLICY

For scrimmages, games, and tournaments, all players must dress uniformly and wear approved shoes (Flip-flops, sandals, Crocs or bare feet are not acceptable.). Your team manager will be able to tell you what you will need to wear to be in compliance for a particular team event.

## PLAYER DISCIPLINE

Player discipline is a matter that largely is at the discretion of each individual coach. Players will be introduced to their team's specific policies and procedures at the beginning of the season. Some offenses that may require discipline include excessive absences, unsafe behavior or "horseplay," or breaking the signed Player Code of Conduct. Coaches are to show no favoritism in the disciplining of players. Coaches should always be consistent in enforcing rules and policies.

## WHAT TO DO IF YOU HAVE A CONCERN OR GRIEVANCE

Hockey can be a very spirited game, and this will sometimes lead to disagreements among players, parents, staff, or administrators. The official FJP policy is to make every effort to work out these disagreements at the team level before they are addressed at higher levels. No matter what the concern or grievance, we adhere to a strict 24-Hour Rule, which helps ensure a "cooling off" period before the problem escalates.

### 24-Hour Rule

When a disagreement occurs and a coach, player, or parent has a resulting issue to be resolved, they are asked to wait 24 hours before discussing their concern with the appropriate party. Whether this issue is labeled as coaching error, teammate interference, parent conflict, or any other of a number of possible situations, it is very important that all parties involved take the full 24 hours before taking the next step. This helps to remove or decrease the emotional element so that the actual issue can be resolved quickly, in a civilized manner, and to everyone's satisfaction.

This rule is effective because it:

- allows each party involved during an issue to step back and clear the initial emotional elements

- provides a clear and concise process for problem resolution
- gives a clear understanding of what is expected from all parties involved
- promotes direct communication
- provides an avenue of fairness and opportunity to every parent, player, and coach

### Filing a Grievance

If a dispute simply cannot be worked out among the participants, then FJP has implemented the following policies and procedures to ensure that everyone is able to be heard and to have their situation remedied. It is very important to follow this procedure in order to get your problem resolved in an orderly, fair, and consistent manner.

Once the parties have waited the mandatory 24-hour period after the incident that prompted the desire to file a grievance, the formal process may begin. This “cooling off” period is not intended to make the grievance process more difficult, rather it is to discourage frivolous grievances and ensure that they are only filed under serious circumstances. At this time, the parties involved are encouraged to talk out the situation and attempt to come to a reasonable outcome on their own. If this reasonable outcome is not possible, then the complaining party must submit a formal complaint, called a grievance, to their team manager. To file a grievance, the aggrieved party must complete an Incident Report form available at [www.floridajrpanthers.com](http://www.floridajrpanthers.com) detailing the complaint or concern and submit this report by email to the team representative. Once the form is reviewed, the manager will bring this concern to the team’s head coach within 24 hours of receiving the Incident Report form. The team manager will also forward a copy of the complaint to the general manager. The team manager and coach, and if applicable, the team representative, will then discuss a plan of action to resolve the concern, and the person who filed the grievance will be contacted within 48 hours of filing the report.

Issues that are of a truly urgent nature or involve more than one person must be filed in the same manner as above; however, the team manager and or representative must immediately notify the general manager to discuss a course of action to work toward resolving the situation.

### FORMS

The following forms and documents are required to be submitted to your team manager before the start of the season. Some forms may be required sooner. You will be notified by your team manager if any of the required forms are not on file. Your cooperation is appreciated.

- Signed Player Commitment Letter
- Player Information Form
- USA Hockey Consent to Treat
- Signed Participant Code of Conduct
- Copy of Player’s Birth Certificate
- USA Hockey 2011/12 Registration
- Financial Release (Only for players who played travel hockey last season for another club.)
- Written Transfer Form to USA Hockey (For foreign-born player, that is not a US citizen)

# appendix a - directory

## SAVEOLOGY ICEPLEX/FJP TRAVEL HOCKEY CLUB

### CONTACT INFORMATION BY TEAM

#### **Mite Major**

**Head Coach - Matt Redmond – 954.401.1410**  
redmondm@saveologyiceplex.com

**Manager – Danielle Morris – 561.350.0389**  
Fantasia640@aol.com

#### **Squirt Minor**

**Head Coach - Wayne Whitmore – 585.507.0872**  
w\_whitmore82@hotmail.com

**Manager – Eric Leef – 954.632.8188**  
eric\_leef@hotmail.com

#### **Squirt Major**

**Head Coach - Tony Lessel – 314.852.4224**  
lesselt@saveologyiceplex.com

**Manager – Mary Montgomery – 561.373.9301**  
marykmontgomery@bellsouth.net

#### **Pee wee Minor**

**Head Coach - Mike Williams – 954.263.2991**  
mikegwilliams@bellsouth.net

**Manager - Gail Bonani – 561.702.4627**  
gail@asgimaging.com

#### **Pee wee Major**

**Head Coach - Chris Well – 561.289.5008**  
chrisbwells5@aol.com

**Manager - Karen Girard – 561.995.9050**  
Kgirard768@bellsouth.net

#### **Bantam Minor**

**Head Coach - George Nuccio – 954.471.7162**  
gnjr1@aol.com

**Manager – Mary Montgomery – 561.373.9301**  
marykmontgomery@bellsouth.net

#### **Bantam Major**

**Head Coach - Paul Healey – 954.471.9163**  
pmheals16@yahoo.com

**Manager – Andy Benedict – 954.849.2562**  
ajbene@yahoo.com

#### **U16 A**

**Head Coach - Chris Hurton - 954.692.4005**  
chrshurton@aol.com

**Manager – Liz Williams 954.856.5516**  
mljtwill@bellsouth.net

#### **U16 AA**

**Head Coach - John Griffin – 561.350.5373**  
griff9697@aol.com

**Manager - Kirsten Kohl – 954.227.2901**  
kvkohl@aol.com

#### **U18 AA**

**Head Coach – Dana Bengtson – 954-892-2536**  
danben12@aol.com

**Manager - TBD**

## CONTACT INFORMATION EXECUTIVE

### **General Manager**

**Jeffrey R Grier - 561.543.8589**  
jef800@aol.com

### **President**

**Jeff Campol - 954.647.8090**  
campolj@saveologyiceplex.com

### **Treasurer**

**Marc Friedman - 954.752.3889**  
marc1040@aol.com

### **Coaching Director**

**Paul Healey - 954.471-9163**  
pmheals16@yahoo.com

### **Communication Director**

**Glenn Odebralski**  
odebralskig@sselive.com

## CONTACT INFORMATION FACILITY

### **Savology.com Iceplex**

3299 Sportsplex Drive, Coral Springs Florida 33065  
Phone: 954.341.9956  
Fax: 954.341.9936  
Website: [www.saveologyiceplex.com](http://www.saveologyiceplex.com)

# appendix b - home tournament schedule

## HOME TOURNAMENT SCHEDULE

### Florida Panthers Early Bird Tournament

August 26<sup>th</sup> -28<sup>th</sup> , 2011

Mites, Squirts, Peewees, Bantam and Midget Divisions

A/AA

### Florida JR. Panthers Thanksgiving Invitational

November 24<sup>th</sup> -27<sup>th</sup> , 2011

Mites, Squirts, Peewees, Bantam and Midget Divisions

A/AA

### Florida JR. Panthers MLK Tournament 2012

January 13<sup>th</sup> -15<sup>th</sup> 2012

### Florida JR. Panther's President's Day Challenge

Febuary 18<sup>th</sup> -21<sup>st</sup> , 2012

Mites, Squirts, Peewees, Bantam and Midget Divisions

A/AA