



THUNDER BAY KINGS AAA HOCKEY CLUB

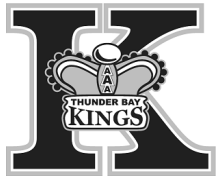
PARENT AND PLAYER
HANDBOOK

2025-2026 SEASON



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HISTORY OF THE ORGANIZATION

In 1980, the Thunder Bay Hockey Development Association was created and presented a report to restructure minor hockey organizations in Thunder Bay. One key outcome from that report was the establishment of the AAA hockey program. Through the leadership of Jim Johnson, the Thunder Bay Kings AAA Hockey program was created in 1989.

As a member of Thunder Bay Minor Hockey Association, the Thunder Bay Kings Hockey Club is the governing body of AAA hockey in Thunder Bay and is associated with Hockey Northwestern Ontario (HNO) and Hockey Canada.

The Thunder Bay AAA Kings have appeared in 4 National Championships winning twice in 1994/95 and 1996/97. They have also won 4 Ontario Bantam Championships in 1994/95, 1995/96, 1998/99 and 1999/00 and our Peewee team won a Silver Medal in the 1996/97 Ontario Championships and a Bronze Medal in 2022/2023.

The Thunder Bay Kings have produced numerous players who have played professional hockey from the NHL to European leagues. Former Kings have represented Canada in many international tournaments. Major junior, the USHL and many tier two junior leagues have drafted and recruited Kings players. The NCAA and CIS has scouted and successfully recruited many players who have gone on to very successful careers.

This handbook offers a brief overview of the upcoming hockey season with Thunder Bay Kings AAA Hockey Association. Please acquaint yourself with this handbook as it should answer most of your questions on our organization's policies and procedures.

If you have any questions that are not covered in this handbook, please contact your team manager directly for information.

Social media platform pages and our website will contain ongoing news, statistics, schedules and other pertinent information. We encourage you as players and parents to view the website regularly.

Our website is: www.thunderbaykings.com.

We are all involved in minor hockey to share our love of Canada's past time with the youth playing our game. Remember that we are all volunteers – please respect the contribution of others as they do of yours.

THUNDER BAY KINGS AAA STRATEGIC PLAN 2024-2028



VISION

A premier AAA hockey organization developing exceptional athletes and well rounded individuals.



MISSION

To provide a high quality hockey program offering on and off ice training, quality coaching, supports and exposure.



VALUES

- ✓ Pursuit of excellence
- ✓ Accountability
- ✓ Discipline
- ✓ Leadership
- ✓ Respect
- ✓ Engagement



STRATEGIC PRIORITIES

1. PREMIER AAA HOCKEY ORGANIZATION
2. HIGH PERFORMANCE PROGRAM
3. COMMUNITY ENGAGEMENT AND COLLABORATION
4. FINANCIAL SUSTAINABILITY





BOARD OF DIRECTORS

President	Brent Rau
Vice- President	Donna Smith
Treasurer	Murray Wiebe
Secretary	Rob Mialt
Director	Lonny Bohonos
Director	Shelley Graham
Director	Duncan MacGillivray
Director	Dave Olynick
Director	Neal Purdon

The annual general meeting is to be held at the end of June each year: the Board of Directors may change at that time.

The Thunder Bay Kings Hockey Club is a not-for-profit organization that is managed by a Board of Directors that are elected annually. The Board meets monthly to decide on operational issues of the organization. There are several key portfolios, positions and committees that work together to manage both day to day matters and plan future activities and development. If you are interested in working with us at the team level or on a sub-committee, please let us know.

If you would like to reach a Board member, you can connect via email, or phone. For phone numbers, you can contact your manager.

President	president@thunderbaykings.com
Treasurer	treasurer@thunderbaykings.com
General inquiries	operations@thunderbaykings.com

In September of each year, the Board hosts an information session. Attendance is mandatory for both players and a parent at this session. More information will come in August.



LIAISONS

At the start of each hockey season, Board Members will be assigned as liaisons to support the team. The liaison for the coming season will be selected after the AGM. We will announce the liaisons in July 2025. In this coming season, there may be some changes from previous years.

A Board Liaison will work with the coach, manager and/or parent on various matters. For parents, it is expected that the Board will be contacted as a last resort. If a parent has concerns regarding team operations or coaching, the matter should be discussed with the manager first, then the head coach. If the matter remains unresolved, the liaison may be contacted to assist in resolving the matter.

PLAYER SELECTION

All players are invited to attend the Thunder Bay AAA Kings tryouts. Tryouts are advertised annually on our website.

Player selection is conducted by the designated coaching staff with assistance from the Kings Hockey Operations Board Members.

HOCKEY PROGRAM DESCRIPTION

Thunder Bay Kings Hockey Club is comprised of five teams representing U13, U14, U15, U16, and U18 AAA hockey in Thunder Bay.

The Thunder Bay Kings Hockey Club focuses on player development within a framework of discipline and hard work. The Kings take pride in developing players on and off the ice so that players gain life skills for long term success in all aspects of life.

Overall, the program provides more than 110 hours of on-ice practice sessions and 90 plus hours of off-ice training including dryland and video to all AAA hockey players. The program also provides opportunities for players to play more than 40 games in a year. The program includes fitness training, mental health and wellness, individual player evaluations and other education sessions.

Players who are successful in making the team will undergo fitness tests throughout the season to ensure they are continuing to make progress. There will be a minimum of two fitness tests, one at the beginning of the season and other later in the season. Some of the measurables include, height, weight, grip strength (left and right hands), vertical jump, sit and reach, tempo push-ups,



three cone drill, beep test, and Wingate test.

Players will also be provided with four weeks of mental health training in addition to physical training during a season.

REGULAR SEASON SCHEDULE AND GAMES

Teams may have additional tournaments throughout the season. All teams start practicing once the team is made and conclude with provincial, regional or national tournaments in March or April.

During the 2025 – 2026 season, the teams will be playing in the Northern Ontario Hockey League (NOHL), Great North U18 AAA Hockey League (GNML) and/or Thunder Bay Minor Hockey League (TBMHA). Note that at the date of this document being released, play in TBMHA had not been approved for the season yet.

U13	NOHL / TBMHA
U14	NOHL
U15	NOHL
U16	TBMHA
U18	GNML

PLAYER REGISTRATION AND FEE SCHEDULE

A draft team budget has been created and will be finalized between May and July.

Registration fees are determined and approved by the Board of Directors in conjunction with the team manager and head coach.

All player registration fees must be paid in full by January 10th of each year. Failure to do so may result in suspension from all team activities at the discretion of the Board of Directors.

Fees should be paid as follows:

20%	by September 30
40%	by October 20
60%	by November 20
80%	by December 20
100%	by January 10

To reduce registration fees, the full cost of jerseys is not included in the fees. During the 2025/26



season, players must return the white jersey, along with all other practice jerseys worn during the season to their coaches at the end of year.

SPONSORSHIPS

If desired, parents can seek sponsorships to help cover registration fees. An updated Kings letter and a sponsorship package are available from the team manager to provide to potential sponsors.

For convenience, sponsor payments can be made directly on our website at <https://thunderbaykings.com/sponsorship-packages/>. When a sponsor pays online, there are online charges of \$0.30 per transaction plus 2.9%. The parents will be responsible to cover these fees. For example, if a sponsorship of \$500 is paid online, a fee of \$14.80 will be deducted from the amount that is applied to your account. When paying online, there will be a request for the sponsor's logo, team and player name. When this is completed, this allows for that sponsor logo to be automatically uploaded to the website.

Alternately, you can receive a cheque from your sponsors payable to your team, i.e., U13 Thunder Bay Kings. If it is written just to the Thunder Bay Kings, it will still be cashed. If you pay by cheque, it is the parents responsibility to email the sponsor logo, the amount of sponsorship and the player to which the sponsorship is supporting to operations@thunderbaykings.com. It is NOT the managers' responsibility to ensure or track whether this was completed. Please ensure that this is done in a timely manner so that the sponsor can be uploaded and receive the social media posts, as promised.

Any other direct acknowledgement and thanks for individual player sponsors is the responsibility of the parent. Thunder Bay Kings does not issue thank you plaques for individual player sponsors.

FUNDRAISING

Fundraising is a vital part of our AAA Hockey program. It helps cover costs such as tournament fees, travel expenses, and team equipment, ensuring a positive experience for our players. We encourage all families to actively participate in our fundraising activities, both organizational and team, throughout the season. Your support and involvement are crucial in helping our organization achieve its goals both on and off the ice. Together we can provide our players with the best opportunities to grow and succeed in their hockey journey.

All parents are expected to participate in team and organization fundraising activities. Each year, the Kings lead a few fundraisers, including the alumni golf tournament, two NV evenings and a raffle. The golf tournament requires both player and parent volunteers during the day of the event, while the NV nights and raffle require families to sell tickets. Our goal is to create effective and efficient fundraisers that maximize dollars raised and minimize volunteer time.



All team fundraising activities and special events must be approved in advance by the Board of Directors. Most fundraising activities will be approved that align with the Kings values' and where safety of all participants is prioritized.

All fundraising and special events must adhere to all policies and insurance requirements of HNO and Hockey Canada.

All funds raised by Kings' teams are done so in the name of the Thunder Bay Kings AAA Hockey Club and are the property of the organization. Funds raised by the teams will be allocated to the teams, while organization lead fundraising may be allocated to cover both organizational and team costs.

REFUNDS

Generally, once a season has begun, no refunds are allowed. In exceptional situations, an appeal process will be established for review by the Board.

PERMISSION TO SKATE AND PLAYER RELEASE

Permission to skate and player release must be requested through the Thunder Bay Minor Hockey Association for any player who is registered with the Thunder Bay Kings Hockey Club.

A player release is issued by Thunder Bay Minor Hockey Association and requires consultation with the Thunder Bay Kings AAA Hockey Association prior to the approval of a player release.

PLAYER AFFILIATION

All teams and players must follow player affiliation rules set out by the Thunder Bay Minor Hockey Association, HNO and Hockey Canada.

Kings teams are permitted to affiliate players and will be expected to do so as required. All affiliations terminate at the end of the playing season.

League affiliation agreements for access to Thunder Bay Kings AAA players must be negotiated through Thunder Bay Minor Hockey Association on behalf of the Thunder Bay Kings Hockey Club and must be approved by the Board of Directors.

For special player affiliations, see Hockey Northwestern Ontario and Hockey Canada bylaws and regulations.



BILLETING FOR OUT OF TOWN PLAYERS

Parents/guardians of out-of-town players are fully responsible for all costs and liability of billeting their child in Thunder Bay.

Billeting charges to parents for boarding players is negotiated by the player's family and the host family.

CODE OF CONDUCT

All members (including parents) of the organization when attending team functions or representing the Thunder Bay Kings Hockey Club at any public event will conduct themselves with dignity, modesty, respectfully and in a professional manner.

At a minimum, all Hockey Canada, HNO, NOHL, GNML, Thunder Bay Minor Hockey Association and Greater Toronto Hockey League rules apply with respect to behaviour on and off the rink. The Kings Board reserves the right to review such behaviour and it may result in further disciplinary action and may include suspension and/or dismissal from the program.

- All coaches, volunteers, players and spectators are expected to behave in a sportsmanlike manner at all games. All coaches, volunteers, players and spectators shall refrain from comments or behaviours that show disrespect toward any participant because of their sexual orientation, ethnicity, gender identity, skin colour, religion, weight, appearance, disability, nationality or other things that are perceived to make them "different". There will be no toleration for behaviour that constitutes harassment or abuse or bullying.
- Any act of physical violence (other than physical acts that are part of the game of hockey), or threatened physical violence, by any player, Team Official, parent, volunteer, or spectator against any other person, will not be tolerated, whether such act or threat occurs on or off the ice. For clarity, physical violence includes but is not limited to: "locker boxing" and hazing or other initiation practices.
- All coaches, volunteers, players and spectators will be respectful of their surroundings, not causing damage or harm to facilities, including but not limited to restaurants, hotels, buses, coach, airplane and arenas. Should such an event occur, any costs related to damages will be incurred on the player, or their guardian/parent, or other person who may have caused the damage.
- All matters of a personal nature pertaining to the players, teams and organization are not to be discussed outside the organization.
- At no time will any member of the organization accept any items of a financial or personal nature in exchange for any King's sponsorship, coaching or endorsement of products.
- The coaching staff of all teams in the Thunder Bay Kings Hockey Club will abstain from tobacco, alcohol and drugs while in the presence of their team.



- No alcohol or drugs are permitted at any time on airplanes, motor coaches or other vehicles rented by the Kings .
- All players will abstain from tobacco, alcohol and drug use as a member of the Thunder Bay Kings Club. Any violation of this rule will result in disciplinary action and may include suspension and/or dismissal from the program.
- At no time will any use of cell phones, cameras, video equipment (unless authorized by the Thunder Bay Kings Board) be used within any of the Thunder Bay Kings dressing rooms. Once past the main door you are in a NO CELL PHONE area.
- The Thunder Bay Kings Hockey Club promotes mutual respect for the Game Officials (referee, linesmen, timekeepers), and fellow competing coaches.
- Civil behaviour goes further than disrespect. The referees' change room, and timekeepers' box are off-limits for voicing dissatisfaction. Do not approach officials beyond the ice surface.
- Dress codes will apply to all Thunder Bay Kings teams and are determined in consultation with the team managers and head coaches.

EDUCATION

All players are expected to maintain good study habits and are requested to interact with their teachers during league play as well as over lost time while away on tournaments.

All King players are encouraged to maintain a "B" average in their studies.

REPORTING PLAYER INJURIES

Any on-ice injury resulting in a player leaving the game and going to the dressing room early must be recorded on an injury report.

Any off-ice injury resulting from dry land and team building activities must also be recorded on an injury or incident report.

An injury may not seem serious at the time, but future complications may arise.

It is the responsibility of the team trainer and manager to complete an injured player report at the time of the incident.

A copy of the report must be completed by the team trainer in full and sent to the Thunder Bay Minor and Hockey Northwestern Ontario office. Injury reporting templates can be received from your team manager or accessed on the HNO website.



INCIDENT REPORTING

The Thunder Bay Kings Hockey Club strongly endorses the reporting of any/all incidents of harassment, abuse and bullying as defined by Hockey Canada, Hockey Northwestern Ontario and the Thunder Bay Minor Hockey Association.

The reporting of an incident must be made in writing and in a timely fashion. Complaints will be addressed according to the severity, resources and safety for participants. A copy of the complaint must be submitted to Thunder Bay Minor Hockey Association.

The Thunder Bay Kings Hockey Club cannot guarantee complete confidentiality, and the contents of the document may be shared to resolve this complaint here within. By completing the form, it is agreed that HNO may share some or all the information in the process of resolving the complaint.

INSURANCE

Through the Thunder Bay Minor Hockey Association, the Kings pay a fee for the Hockey Canada insurance to cover coaches, managers, trainers and minor hockey executive, gatekeepers, timekeepers and all other volunteers as deemed necessary.

Volunteers representing the Thunder Bay Kings Hockey Club that are not included in TBMHA bylaws and policies must be recognized and placed on a list by the manager of each team and submitted to Hockey Northwestern Ontario for approval.

Thunder Bay Kings also holds tenant insurance at Fort William First Nation.

Out of Country Travel Insurance

When travelling and participating in practices, games and tournaments outside of Canada, all King staff, carded players and affiliates are covered by medical insurance of up to \$5,000 through Hockey Canada.

It is strongly recommended that players, parents and coaches obtain additional coverage to cover costs over and above the \$5,000 limit.

Any expenses incurred over and above this coverage are the responsibility of the individual and/or their family or guardian.



ON AND OFF ICE ACTIVITIES

All on and off ice activities must be approved by the Board of Directors.

Player/parent games are not permitted under Hockey Canada insurance requirements.

SAFE ENVIRONMENT FOR ALL

The Thunder Bay Kings Hockey Club follows the guidelines set by Hockey Canada, Hockey Northwestern Ontario and the Thunder Bay Minor Hockey Association to minimize risks to our members. The Thunder Bay Kings Hockey Club complies with the guidelines set in handbook entitled "Hockey Canada's Risk Management Resources; Safety Requires Teamwork and Safety for All."

Hockey Canada, and our parent organization, Hockey Northwestern Ontario, want to maintain a safe environment for all players. All of their policies and regulations can be found on their websites: www.hockeycanada.ca and www.hockeyhno.com. Please note the following policies:

Co-Ed Dressing Room

Hockey Canada Co-ed Dressing Room Policy will automatically be in effect when female players are registered with any of the Thunder Bay Kings hockey teams.

It is the responsibility of the team manager, coaching staff and players to adhere to the co-ed dressing room policy.

Every effort should be made to ensure that this policy is respected and integrated into all hockey activities on and off the ice.

Equipment

CSA Hockey Helmets must be worn by all on-ice members of the Thunder Bay Kings members during practices. This requirement will apply to all coaches, assistant coaches, instructors, trainers, players and helpers during all on ice practices.

Mandatory Use of Neck Guards

By regulation, the use of a neck guard by Hockey Canada players will be mandatory during practice and games. A player failing to properly wear a neck guard during warm-ups and games shall be assessed a Misconduct Penalty. Warnings may not be given.

Individual player equipment is the responsibility of the parents/players unless stated by the team manager.

Respect in Sport and Speak Out Program

All coaching staff members and volunteers who are in direct contact with players must have



"Speak Out" certification as stipulated by Hockey Canada.

The Speak Out program was established in 1997 to help prevent bullying, harassment and abuse in hockey across Canada.

All team personnel selected to coach the Thunder Bay Kings team must complete the Respect in Sport Coaches Module prior to the start of the season.

MEDIA COVERAGE

Throughout the year, the games will be covered on the Kings' website, social media and sometimes through news outlets. Each Kings player/parent will be requested to complete a Freedom of Information form to permit the use of player information for media/hockey purposes.

BANQUET AND AWARDS

At the end of the season, players and parents are invited to attend the annual year end banquet held each year. Each player receives a ticket as the cost is included in the player registration fee.

Thunder Bay Kings do not present individual player awards.

SURVEYS

To seek ways in which to improve the program, the Kings Board releases two surveys through the season regarding player experiences. Over the last few years, survey responses have helped us to take several steps in changing the organization of the program and creating increased consistency among all teams. We do encourage parents to speak with the manager, head coach and then the liaison regarding more significant issues that need to be addressed immediately, rather than waiting to include it only in the survey. As you know, the survey is anonymous and does not allow us an opportunity to engage in open discussions regarding issues addressed in the survey.