



2025 CANADA SUMMER GAMES

INDOOR VOLLEYBALL TEAM PLAN



Volleyball New/Nouveau Brunswick

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2025 Canada Games Indoor Volleyball Team Plan and Selection Guide

1. General Background and Information

a. Purpose of the Document

- i. The purpose of this document is to provide a clear and concise outline of our team plan as well as the selection process for our Men's and Women's Indoor Volleyball Teams that will be competing at the 2025 Canada Summer Games (Canada Games) in St. John's, Newfoundland.

b. Program Goals

- i. To identify, develop, and train our top 12 men and top 12 women athletes
- ii. To provide a safe and equitable high-performance environment that will allow for the athletes to compete at their highest level at the 2025 Canada Games representing New Brunswick.

c. Definitions of terms and entities

- i. **Volleyball New Brunswick (VNB):** The managing Provincial Sport Organization (PSO) that will manage the Canada Games teams over the Canada Games process
- ii. **High-Performance (HP) Chair:** The head of VNB's High-Performance Committee
- iii. **High-Performance Committee:** The group of individuals responsible for creating and executing the vision for HP volleyball in New Brunswick
- iv. **Training Group Selection Committee:** The committee will consist of the Coaching Staff, and the HP Chair, and will be responsible for the addition and release of athletes during entry and exit points, before the Final Team Selection Event.
- v. **Final Team Selection Committee:** The team selection committee will consist of the coaching staff (1 vote), the HP chair (1 vote), and up to three neutral evaluators (1 vote each) and will be responsible for selecting the final 12+2 person Canada Games roster. The number of individuals selected as neutral evaluator/s will be selected at the discretion of VNB and the respective HP chair.

- vi. **VNB Staff representative:** The VNB Employee acting as staff representative assigned to assist and monitor each respective Canada Games team.

2. Overall Team Management Strategy

a. Role of the PSO

- i. The role of the PSO is to provide guidance over the Canada Games process by creating this document, overseeing the process of athlete identification through to team selection, and working with the Canada Games coaches to develop a training plan.
- ii. The PSO is also responsible for communicating selection criteria, monitoring reporting functions, coach selection via a fair and open process, Manager selection via a fair and open process, budget approval of the proposed plan and associated budget by the Canada Games Coaches.
- iii. The PSO and HP Chairs will send out Coach evaluations to the athletes.

b. Role of the Coaching Staff

i. Head Coach:

1. Attend meetings scheduled by Volleyball NB / Chef de Mission leading up to the TEAM NB/CSG competitions and relay relevant information to Assistants, Managers, athletes, and parents.
2. Shall report to and be responsible to the applicable HP Chairs.
3. Shall promote the programs and services of Volleyball New Brunswick at all times.
4. Shall operate within all policies as established by Volleyball New Brunswick. All policies can be found on our website.
5. The Head Coach is required to attend Coaching Committee and Board Meetings upon request.
6. Meet all deadlines for filling out and submitting forms in preparation for Competitions and/or Canada Summer Games.
7. In consultation with VNB and HP Chairs, operate within the Board approved annual budget.

8. Follow Volleyball New Brunswick Constitution, By-Laws, Rules and Regulations.
 9. Along with the PSO, control, and maintain all Volleyball New Brunswick program equipment. All equipment and materials purchased by Volleyball New Brunswick are the property of Volleyball New Brunswick.
 10. Honor sponsorship, marketing promotions, and commitments made by Volleyball New Brunswick.
 11. The Head Coach will draft dates with the HP chairs, and communicate those to the Executive Director, who will then distribute to clubs.
 12. Additional details can be found in the [VNB Canada Games Duties and Responsibilities Document](#).
- ii. **Assistant Coach:**
1. Assist the Head Coach in the duties and responsibilities found in the document above.
- iii. **Role of the Manager:**
1. Liaison between Volleyball New Brunswick and Canada Summer Games Team
 2. Answer general questions about the team
 3. Once the team is named, create a list of information about each athlete (e.g. parent's names, email, phone number, etc.) and communicate it with Volleyball New Brunswick.
 4. Have a photo consent form and participant agreement signed by each athlete
 5. Ensure that the list of all nominated athletes is communicated with VNB staff to be updated on VNB's website.
 6. Email athletes about camp information.
 7. Work with the Head Coach, Assistant Coach, HP Chairs to create a budget to be approved by the VNB Board
 8. Track the attendance of athletes who attend each camp.

9. Send information to parents regarding camps, tournaments, etc.
10. Research and provide information on accommodations, airline tickets, etc.
11. Communicate in a timely manner to VNB's Executive Director any logistical demands that require booking in advance.
12. Adhere to Volleyball Canada's code of ethics and become familiar with the Canada Summer Games Volleyball Technical Package.
13. Other duties as designated by the HC, HP Chair, and VNB.

3. Selection Process

a. Athlete Eligibility

- i. The athletes must meet the eligibility requirements included in the 2025 Canada Games Indoor Volleyball Technical Package
- ii. Athletes: Year of birth: 2007 or later.
- iii. All individuals wishing to participate in the Canada Games process must be a member of VNB and be a member in good standing.

b. Athletes Identification Process

- i. **Invitation to Participate** - Volleyball New Brunswick will announce the tryout information for the Open Tryout(s)/Identification Camp(s) for the 2025 Canada Summer Games Team to the full VNB membership once following the publication of this document. The camp(s) date and pertinent tryout information will be communicated and posted on the VNB website and social media platforms.
- ii. **Performance Standards** - For all identification, athletes will be evaluated based on their physical, tactical, and behavioral abilities as well as their individual skills as it relates to the level of play required at the Canada Games. The selection committee shall also take into consideration the following factors: athlete's adaptability, available positions (left side, middle, setter, right-side, libero) in relation to team

needs, coachability, experience, potential, ability to fill a specific role, and attitude. Athletes will be selected based on the factors listed above.

- iii. **Late Entry or re-entry into the program** - Throughout the Canada Games Selection Process there will be entry and exit points. Athletes that are not selected at the September ID Camp to be a part of the 2025 Canada Games Training Group, can still receive an invite to re-enter the selection process. Invitation to enter the program will be determined by the selection committee which will continue to assess VNB athletes during the 2024 fall club season and 2025 spring high school season.
- iv. **Key Dates:**

Men's Canada Games Key Dates		
Date	Location	Event
September 29, 2024	Fredericton	Entry Point - Canada Games Open ID Camp
October 2024	Online	Canada Games Training Group Announced
October 2024	To Be Determined	Training group participates in VNB's Provincial Excellence Program
November 2024	To Be Determined	Training group participates in VNB's Provincial Excellence Program
October - December 2024	Various	Ongoing athlete observation through: <ul style="list-style-type: none"> • Team gameplay with the athlete's respective club teams • Possible training group exhibition play
December	To Be Determined	Possible Training Group training/exhibition play
December 2024 - January 2025	Various	Entry / Exit Point - The Training Group Selection Committee will evaluate athletes and send invitations, or notice of release, from the Canada Games Training Group based on observation through the VNB Club Volleyball season and Training Group Team Training and Gameplay

January 2025	Fredericton, or other	Possible Competition, or co-training event with VNS
February 2025	Boston, MA	Boston NIKE Volleyball Tournament - Training Group Team Gameplay / Competition
March - June 2025	Various	Entry / Exit Point - The Training Group Selection Committee will evaluate athletes and send invitations, or notice of release, from the Canada Games Training Group based on observation through the NBIAA high school season and Training Group Team Training and Gameplay
March - May 2025	Various	Ongoing athlete observation through: <ul style="list-style-type: none"> • Team gameplay with the athlete's respective NBIAA high school teams • Possible training group exhibition play
May - June, 2025	To Be Determined	Final Team Selection Camp and possible exhibition gameplay.
June 2025	To Be Determined	The Final Team Selection Event - The Final Team Selection Committee will complete the selection of the Canada Games Team Roster of 12 athletes and 2 alternates
June 2025	To Be Determined	VNB will announce the roster for the 2025 Canada Games volleyball team
June - August 2025	Various	Canada Games Team Training and Competitions
July 2025	To Be Determined	The Canada Games Team will attend the Canada Cup Volleyball Tournament
August 14 - 20, 2025	St John's, Newfoundland	Canada Games Team attends the Canada Summer Games

Women's Canada Games Key Dates		
Date	Location	Event
September 29, 2024	Fredericton	Entry Point - Canada Games Open ID Camp
October 2024	Online	Canada Games Training Group Announced
October 2024	To Be Determined	Training group participates in VNB's Provincial Excellence Program or exhibition training
November 2024	To Be Determined	Training group participates in VNB's Provincial Excellence Program
October - December 2024	Various	Ongoing athlete observation through: <ul style="list-style-type: none"> • Team gameplay with the athlete's respective club teams • Possible training group exhibition play
December	To Be Determined	Possible Training Group training/exhibition play
December 2024 - January 2025	Various	Entry / Exit Point - The Training Group Selection Committee will evaluate athletes and send invitations, or notice of release, from the Canada Games Training Group based on observation through the VNB Club Volleyball season and Training Group Team Training and Gameplay
January 2025	Fredericton, or other	Possible Competition, or co-training event with VNS
February 2025	Boston, MA	Boston NIKE Volleyball Tournament - Training Group Team Gameplay / Competition
March - June 2025	Various	Entry / Exit Point - The Training Group Selection Committee will evaluate athletes and send invitations, or notice of release, from the Canada Games Training Group based on observation through the NBIAA high school season and Training Group Team Training and Gameplay
March - May 2025	Various	Ongoing athlete observation through: <ul style="list-style-type: none"> • Team gameplay with the athlete's respective NBIAA high school teams • Possible training group exhibition play

May - June, 2025	To Be Determined	Final Team Selection Camp and possible exhibition gameplay. The Final Team Selection
June 2025	To Be Determined	The Final Team Selection Event - The Final Team Selection Committee will complete the selection of the Canada Games Team Roster of 12 athletes and 2 alternates
June 2025	To Be Determined	VNB will announce the roster for the 2025 Canada Games volleyball team
June - August 2025	Various	Canada Games Team Training and Competitions
July 2025	To Be Determined	The Canada Games Team will attend the Canada Cup Volleyball Tournament
August 14 - 20, 2025	St John's, Newfoundland	Canada Games Team attends the Canada Summer Games

- v. **Responsibility for selection of the Training Group** - The Training Group Selection Committee will be responsible for athlete selections during the entire Canada Games process from the Open ID Camp, Entry, and Exit Points, only excluding the Final Team Selection event.
- vi. **Responsibility for selection of the Final Team Roster** - The Final Team Selection Selection Committee will be responsible for athlete selections during the Final Team Selection Event (May – June 2025). The Final Team Selection Committee will be composed as stated in section 1.c.v.
- vii. **Policy Amendments** - There may be times when the selection criteria has to be changed due to unforeseen circumstances. If changes are deemed necessary, the VNB Board may approve changes to this criteria and any approved changes to this document will be published in the same manner as set out in section 3.b.i of this document.
- viii. **Conflict of Interest** - We will follow our [Conflict of Interest Policy](#) throughout the CG process.

4. Selection Criteria

- a. **General description** - The Canada Games selection process will begin with the Open ID Camp, and continue through several stages until the final selection in May-June 2025. One Open ID Camp will be held for athletes who are interested in being part of the 2025 Canada Summer Games Team. PEP athletes are not required to attend the Open ID camp. These athletes will be evaluated at the September 28th and 29th PEP Training weekend for an invitation to join the Canada Games Training Group. The cost to attend the Open ID Camp and subsequent closed training camps will vary depending on the costs associated with the respective Camps. The fee to attend the Open ID Camp and subsequent training will be communicated at least 2 weeks prior to the event. Attendance at all camps is a requirement to be included in the 2025 Canada Summer Games athlete selection process. Athletes with unforeseen circumstances that prevent them from attending any of the Camps, must request approval to be excused from the session by contacting the respective team manager prior to the Camps to make them aware. Submissions will be reviewed on a case-by-case basis. Absences deemed not appropriate will be taken into consideration and could lead to de-selection from the Canada Games process.

- b. **Selection Committee** - The role of the Final Team Selection Committee is to objectively evaluate Canada Games eligible athletes from the current Canada Games Training Group, assess and rank athletes with respect to physical skills, individual skills, positional contribution, and also potential to contribute to team composition requirements. Recognizing biases, familiarity, and past experience have the potential to subconsciously impact athlete assessment, for the 2025 selection process, up to three neutral evaluators will be included in the Final Team Selection Committee (May - June 2025).

- c. **Assessment and Weightings** - Athletes will be evaluated using VNB's athlete evaluation matrix. SkillShark (or comparable athlete assessment platform) will be used to assist with athlete ranking based on the matrix criteria. The training group selection committee and

final team selection committee will review and evaluate athletes based on: athletes' experience, physical testing results, physical attributes, technical and tactical level, attitude, coachability, and their potential to contribute based on team positional needs.

From the Tryout/ID Camp(s), a Canada Games Training Group will be identified as the potential pool of athletes for the 2025 Canada Summer Games. The training group selection committee's goal is to keep up to 24 athletes in the group that meet the selection criteria (i.e., physical, tactical, and behavior abilities as well as athlete's adaptability, available positions: left side, middle, setter, right-side, libero, coachability, experience, potential, ability to fill a specific role, and attitude).

d. Performance Measures

- i. **In competition** - Video analysis and statistics will be used throughout the Canada Games process to provide ongoing assessment of player performance, provide player feedback, and use objective data for athlete comparison.
- ii. **Testing protocols** - Physical testing will be performed consistently by CSI-A certified trainers.
- iii. **Intangibles** - Player characteristics such as coachability, attitude, and communication will be included in the athlete selection process.

e. Exceptions

- i. **Injuries and Illness** - Should an athlete not be able to attend any of the camp(s) or the Final Training Camp due to an acute injury or illness, he/she must notify the respective coaching staff member immediately. Where an athlete must miss training or competition based on acute illness or injury, the manager may require the athlete to provide verification of illness/injury and/or authorization from his/her attending physician or appropriate health care professional to return to team training.
- ii. **Concussion Protocol** - Follow [Volleyball Canada's concussion protocol](#)

- iii. **Exceptional circumstances** - Should an athlete not be able to attend any of the Tryout and ID camp(s) or Canada Games training, competitions, or team activities due to unforeseen or exceptional circumstances, he/she must provide a written application and possibly legitimate verification to the respective manager. Applications and exemptions will be reviewed on a case-by-case basis by the coaching staff.
- iv. **Alternates and Substitutes** - The 2025 Canada Summer Games Team will consist of 12 athletes + 2 alternates. The two athletes selected for the alternate positions will train with the team from May 2025 through to the team departing for the Canada Games. The alternates will understand that they are important members of the training group however, they will not be part of the team that attends the 2025 Canada Summer Games.

If an alternate is required to fill a roster position, the selection of the alternate will be based on roster needs as well as player performance according to assessment and evaluation criteria at the discretion of the final team selection committee

5. Final Team Selection

- a. **Final Team Selection** - The Final Team Selection for the 2025 Canada Games Team roster will be completed by the Final Team Selection Committee. The committee will follow the same process outlined above for all entry and exit points using a combination of statistics and game data collected across the entirety of the Canada Games process, in combination with evaluation data generated through observation during the final team selection event in May- June 2025.
- b. **Announcement of team** - The selected athletes for the 2025 Canada Summer Games Teams will be informed by the respective team coaching staff. The public announcement of

teams will be done via VNB social media platforms after all selected athletes have accepted and confirmed their spot by email to the respective team manager, but no sooner than 48 hours after notice has been given to all athletes involved in the final selection event. The final roster of 12 athletes will be selected and announced no later than 30 days prior to the Canada Games.

6. Post Selection

- a. **Requirements** - The selected athletes are expected to attend all training sessions and team activities unless an exemption has been approved by the respective team manager.

The athletes will be subject to follow the Volleyball New Brunswick's Code of Conduct Policy, Safe Sport Policy, and 2024-2025 Volleyball Canada Rule Book as well as all other VNB policies as would normally apply to VNB members. During the Canada Games coaches and athletes will be subject to follow Team NB's Code of Conduct, or VNB's Code of Conduct, whichever is stricter. Any violation of the codes of conduct will be brought immediately to VNB's Executive Director and could result in sanctions including but not limited to being immediately removed from the Canada Games program.

- b. **Replacing athletes** - In the case that a roster player sustains an injury or unforeseen circumstances and is deemed unable to participate in the 2025 Canada Summer Games by a medical professional, could one of the alternates be selected to become a roster player and attend the 2025 Canada Summer Games by the coaching staff and HP chair based on team composition requirements.
- c. **Injuries** - Appropriate injury prevention strategies will be employed throughout the Canada Games tryout and training process.
 - i. Injury management will be the responsibility of the athlete in consultation with the appropriate health care professionals (physician, nurse practitioner, Physiotherapist and/other certified health care professional (HCP))

- ii. Athletes are responsible for providing regular updates to the respective coaching staff for injuries requiring medical care
 - iii. The status of injured athletes and athletes returning to play from an injury will be monitored by the coaching staff. One staff member will be designated to be responsible for ongoing monitoring of injury status and will coordinate with medical professionals where necessary for return-to-play management.
 - iv. Case-by-case injury management plans will be established for an athlete who sustains an injury/illness that impacts their ability to train and compete or an injury for which participation in the Canada Games program could negatively impact their fitness or readiness to participate in future training. Factors including predicted time to full recovery, predicted time to return to full training/competition potential, timing of the injury in relation to the Canada Games, and impact of return to play will be considered by the coaching staff when injury management plans are developed.
- d. **Disciplinary issues** - Disciplinary issues will be addressed by the VNB Executive Director and the Head Coach in accordance with all applicable policies.
- e. **Deselection** - Athletes may be deselected from the training group and/or team at any time for infractions of VNB and Team NB policies and procedures.

7. Appeals

- a. All appeals to any part of the Canada Games process shall follow [VNB's Appeals Policy](#).
- b. The decision of an appeal is final and binding unless it is found that the appeal process was not followed as per the Policy and Procedures in which case a complaint can be lodged to VNB or the [NB Safe Sport Dispute Resolution Program](#).
- c. Given the time-sensitive nature of the decision, appeals must be sent to VNB following the appropriate steps set out in our policy within 48 hours of the announcement of the decision.