



**BASEBALL**  
*New Brunswick/Nouveau-Brunswick*

# Provincial Team Handbook

Baseball New Brunswick/Nouveau Brunswick  
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### **Purpose**

The following document is intended to outline how Baseball NB High Performance Team NB programs operate. It explains how the program will be managed, how the coach and manager will be selected, athlete eligibility guidelines, athlete selection criteria, what the expectations are and as much as possible the budget and time commitments.

### **Program Goals**

The mission of the High Performance Team NB program is meant to identify players who show the ability to compete at an elite level (Canada Games, Nationals, College, Professional, etc.).

The purpose of the overall program is to create a developmental system for players who have shown the skill, commitment and desire to play baseball at an elite level. Ultimately, our goal is to win a National Championship and Canada Games. We recognize that it is challenging to compete with the larger provinces, but we can and do. If we find ourselves in a position where we are not competing for a medal, then our desire is to be the best of the rest and finish as high in the standings as possible.

### **Conflict of Interest**

Baseball NB strives to avoid the occurrence of conflicts of interest in their decision-making processes by providing clear guidance to its members to recognize what a conflict of interest is, how to disclose or report, and how to act accordingly. Please refer to our [\*Conflict of Interest Policy\*](#).

### **Roles and Responsibilities**

Provincial Sport Organization (PSO)

- Monitoring-reporting functions, communication of selection criteria.
- Budget approval.
- Development and implementation of policies and procedures.
- Support for the coaching staff as necessary.
- Support the High Performance Committee as necessary.

High Performance Committee

- Selection of coaching staff based on qualifications and requirements.
- Responsible to provide leadership, direction and support for those teams representing New Brunswick.
- Review formats and outlines for all Team NB Selection Process.
- Review technical guidelines for Team NB Programs.
- Develop Team NB policy manual.
- Develop database of coaches to facilitate delivery of the programs.
- Develop a coaching selection process for representing all Team NB teams.

#### Selection Committee

- The selection committee will consist of the Coaching Staff, and additional qualified, independent talent evaluators as chosen by the High Performance Committee and Baseball NB.

#### Coaches

- Leading the selection process of athletes with support from Baseball NB and selected, qualified, and independent evaluators.
- Plan and coordinate all activities for appropriate competition opportunities to best prepare athletes for elite competition.
- Meet required certification.
- Serve as a positive role model for athletes, demonstrating integrity; honesty; fair play and leadership in honouring sport in their personal behaviour and appearance.
- Applications for coaching staff will be open in late July for the following season (ie. August 2024 for 2025 Team NB)
  - Baseball NB will put together a committee of qualified individuals to review applications and conduct coach interviews. They will make their recommendations to the High Performance Committee for Head Coaches and Assistant Coaches.
  - At least one coach (head or an assistant) should be the same gender as the players on the team.
- Coach Education
  - Meet the Baseball Canada Minimum Coaching Standards for all age categories.
  - Meet Baseball NB training and screening requirements.
  - During Canada Games years, meet the Coaching Standards for all age categories.

#### Parents/Guardians

- Baseball NB values the time and commitment of parents/guardians to their child's growth and development through sport.
- All parents/guardians must abide by Baseball NB's Code of Conduct & Ethics in our *Safe Sport Policy Manual*. It is the parent's/guardian's responsibility to read and understand this document.

#### Athletes

- All athletes must abide by the Baseball NB's Code of Conduct & Ethics in our *Safe Sport Policy Manual*.
- Athletes owe it to themselves to be prepared and to work hard to improve their performance level, take advantage of the opportunity presented to them and to enjoy this process.
- Athletes will be required to play on a club team in addition to Team NB but it is expected that their first priority will be to Team NB.
- All athletes on a Team NB roster will participate in all team fundraising and activities related to their high performance programs. Anything above and beyond the fundraising activities Baseball NB organizes for the season will need to be approved by Baseball NB.

## **Definitions of Terms**

### Exemptions

A degree of commitment to the process is required for all participants. An athlete may request an exemption from certain activities. Exemption requests must be filed with the Head Coach stating the event(s) for which an exemption is requested and the reason for the exemption. These decisions will be made at the discretion of the High Performance Committee, Coach Staff and Evaluation Committee. The Executive Director will be informed of the request and decision for record keeping.

No Exemptions shall be provided for the Canada Games trial event(s). For these events, Extraordinary Circumstances must be proven.

### Extraordinary Circumstances

An athlete may request an exemption from participating in the Canada Games Trials due to extraordinary circumstances. Such circumstances may include serious injury or illness, a family emergency or some other event that prevents an athlete from participating. Extraordinary circumstances do not include participation in other sports, family vacations and/or other foreseeable events.

## **Expectation**

Considering the program goals, this is not equal play, nor a fair play situation during the National Championships, Atlantic or Canada Games. There is no guaranteed amount of playing time. Players will be expected to earn that playing time from their participation in practices, pre-tournament play, and in-season provincial success will play a role. The coaches take notice of everything they can in order to determine the best possible lineup to win at Nationals which is the culmination of the High Performance season. Coaches are responsible for determining the lineups, positions, batting order, etc. in an attempt to win and should communicate the roles they expect from every individual player. Some players may be pitchers only, or utility players, maybe coming off the bench with an opportunity to start, etc., but players are expected to know their role, embrace the role and perform to the best of their abilities for team success.

Not only are players representing Baseball New Brunswick and all of its members, but additionally our Province, our local communities, club teams and associations, teammates, coaches and your families. The team will conduct itself appropriately and be held to a higher standard of conduct than a local club team might. Behaviour is a direct reflection of our program and any conduct that puts the program in a negative light will not be tolerated and will be handled accordingly. This applies to activities both on and off field. Actions define who we are, so players need to be cognizant of the fact, whether with the program or participating with a club team we expect them to be leaders, to respect themselves, their teammates and their communities.

The ability to manage your emotions in an appropriate manner is an important part of your involvement in our program. We must learn to control our emotions and compete with a high level of respect for our teammates, coaches, umpires, fans, and opponents. Regardless of the circumstances that may arise, we will not resort to bench jockeying, arguing with umpires, etc.

Energy and effort are both important parts of our outcome. We expect our teams to compete with an unmatched level of energy and effort; however, the energy must be directed to making our team better in all aspects. Comments about the other team, chanting, showing up the other team, etc. will NOT be tolerated.

Please familiarize yourself with Baseball New Brunswick's Code of Conduct and Ethics Policy found in our [Safe Sport Policy Manual](#).

### **Program Outline**

The ultimate goal of our programs, to win a National Championship, will only be achieved because of the emphasis we put on player development for all of the athletes involved. The Team NB program will serve as a pathway to provide players with the necessary coaching and training programs needed to compete at a national level, while instilling a sense of culture and pride to represent the province of New Brunswick on Baseball Canada's largest stages. The programs will consist of different developmental phases to ensure our players are ready for whatever challenges they may face. Each of these developmental phases will be marked by successfully chosen players advancing on to the next phase and moving one step closer to donning the Team NB jersey and representing NB at an elite level.

**Phase 1 – Identification;** Any age-appropriate athlete whom is interested in being part of the Team NB program will be given the opportunity to be evaluated by the coaching staff and selection committee at an identification camp to be held each fall following the conclusion of the regular Minor Baseball Season. If successfully chosen, players will advance to Phase 2.

**Phase 2 – Winter / Spring Development;** Players will continue in a variety of sport specific movements, strategic principals, and general wellness through sport. In addition to regular practices, players will attend strength training sessions facilitated by a reputable association, to facilitate off-season development, while undergoing numerous fitness assessments to monitor progress. Players will participate in a weekend Selection Camp in May which will include a combination of practices and games. Selection of the final rosters to compete the following season at the Ray Carter Cup (15U), Canada Cup and Canada Games (17U), Female Atlantic Championships (14U), Female National Invitational Tournament and Canada Games (16U) will be facilitated during this camp by the coaching staff and selection committee.

**Phase 3 – Summer Development;** Players will have mandatory weekly practices on top of juggling their regular club team schedule to continue their development. Because practices are limited all players must make every effort to attend. Players who cannot commit to the practice schedule will be deemed as unable to make the necessary commitment to the team and will therefore be asked not to participate. In addition, players will be exposed to simulation/exhibition games and tournaments to allow for different developmental dimensions. Players will also be given an in-season strength training program to maintain their off-season progress. This should provide our players with exposure to professional amateur scouts and allow them to undergo a professional style combine.

**Phase 4 – Championships;** The roster will look to refine its skills and game plan in the weeks leading up, to peak/maximize its performance for the National Championship event where participants are rewarded with the **opportunity** to represent the province of New Brunswick and dawn the Team NB jersey.

### **Travel Philosophy**

The program uses team travel as an opportunity to build team continuity as we do not get many chances to integrate the players off the field. Parents are not responsible, and only involved as spectators. The program will communicate what tournaments or activities that Baseball NB covers and coordinates player travel for. We typically do not book travel or hotel rooms for parents.

- While on major road trips, players fly or bus with their teammates. We stay in hotels, eat, and transport our players to and from games in team vans or buses. There is very little “down” time. Curfews are imposed. Roommate arrangements are arbitrarily made. Our coaches do their best to adhere to the guidelines and parameters of healthy diets and schedules on the road.
- When traveling, the team is on our watch. Of course, not all parents can attend all trips. Our parent groups have traditionally evolved into supportive partners in our effort to make sure players have someone looking out for him while on trips far from home.
- We exercise careful accountability for players. The hotels we designate as “team hotels” are for the players and coaches. We discourage families from staying in the team hotel unless families are travelling with the team.

We encourage all players and parents to understand that the team experience on the road belongs to the players. It is our intent to teach them how to live, interact, bond, and work out their differences with each other. While there is some time for players to go off with their own parents or friends, we work hard to keep the team together. We try to maintain a focus on baseball. Activities such as a team movie, attendance at a minor league game, or other non-playing options are occasionally done as a team. We sometimes go out to team dinners while on the road.

Local travel to games, practices and some tournaments will be the responsibility of parents/guardians. As stated, Baseball NB will indicate at the start of the season which events are not covered by Baseball NB.

### **Player Financial Obligations**

Operating a program of this caliber requires a substantial amount of money. Baseball NB continues to keep player fees as low as possible and provides teams a great opportunity to raise money each year through their fundraising campaign. *All players must participate in this fundraiser* to ensure success and help keep fees reduced. The amount of money that each player must contribute is determined yearly, depending on the schedule that is arranged for the season. Players are also given the opportunity to solicit local sponsors to help cover off their individual fees as well.

As with everything, the cost of travel, accommodations, equipment, field rentals, etc. is on the rise. We know sport, including baseball, is not immune to this change. While we always make our best effort to keep fees low and consistent fees many change slightly from year to year to ensure the program covers its costs and provides the proper level of opportunity and development players, coaches and parents have come to expect.

Baseball NB tries to support all players and does not want to see financial barriers as a reason for not participating. If you are in need of financial assistance you can reach out to Baseball NB, but we encourage



you to explore grant or financial assistance opportunities first. Jumpstart, KidSport, Prokids, and other local organizations are available to help with financial support. All requests will be kept strictly confidential.

**Selection Criteria for High Performance**

See attached appendices for each High Performance team with Baseball NB.