



Policy Name National Masters Team Formation Policy		Policy Category National Team
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FIELD HOCKEY CANADA NATIONAL MASTERS TEAM FORMATION POLICY

Masters Hockey is recognized by Field Hockey Canada (“FHC”), World Masters Hockey (“WMH”) and the Fédération Internationale de Hockey, as outdoor and indoor hockey for athletes aged 35 and older (“Masters”). Masters hockey is a recognized program of FHC.

National Masters Field Hockey Teams are comprised of Masters that represent Canada at international competitions and for whom FHC provides training, competition, coaching and administrative support, through the FHC Masters Committee and otherwise. National Masters teams are formed under the auspices of FHC with the goals of providing international competition and continued development for Masters athletes, coaches and administrators.

This policy formalizes how Masters teams are formed so that there is clarity, transparency and proper planning in the creation and development of Masters teams. The Masters program seeks to develop athletes, coaches, administrators and national teams capable of winning international matches and WMH competitions. The successful performance of national Masters teams enhances the image of the sport, attracts athletes, provides sponsorship opportunities and inspires athletes within the sport to progress within the competitive system.

1. Objectives of the Team Formation Policy

The objectives of this team formation policy are

- To develop and form National Teams that have the best possible chance of achieving competitive results for FHC at WMH events;
- To recruit and develop Masters athletes, Coaches, Managers and Age Group Coordinators, over the short and long term; and
- To ensure the processes for selection of Masters athletes, Coaches, Managers and Age Group Coordinators is fair and is applied appropriately so that all interested Masters



participants have an equitable opportunity to be selected for a competitive National Team.

2. Definitions

The following definitions apply in this Policy:

- a. **Age Group Coordinator** –one or more persons appointed by the Masters Committee to develop and coordinate, as described in section 4 below, a National Team for a specific Masters Age Group for a specified term.
- b. **Coach** -- one or more persons appointed by the Masters Committee to coach a National Team for a particular Masters Age Group for a WMH sanctioned event, and who is appropriately qualified to coach pursuant to FHC policies
- c. **Manager** – one or more persons appointed by the Masters Committee to manage a National Team for a particular Masters Age Group for a WMH sanctioned event.
- d. **Masters Age Group** – a five-year incremental men's and women's age group beginning at 35 years old, as defined and determined by WMH.
- e. **Masters Committee** – a committee appointed by the FHC Board of Directors pursuant to the FHC Bylaws to oversee Masters hockey in Canada, which is authorized to create sub-committees relating to Masters hockey.
- f. **National Squad** – Masters athletes who register with FHC and who are invited to trial to be selected for a National Team by the Coach for a Masters Age Group
- g. **National Team** - the athletes for a team in a Masters Age Group selected by the Selector(s) to represent Canada at a particular international Masters competition sanctioned by WMH, including at men's, women's, outdoor and indoor hockey competitions.
- h. **Selector(s)** - means the Coach and, if requested by the Coach and subject to their appointment by the Masters Committee, one or more assistant coaches or other assistant selectors, to select athletes for a National Team in accordance with the Athlete Selection Policy.

3. National Team Formation

FHC, through the Masters Committee, has the sole authority to approve the participation of National Teams in WMH events in accordance with this Policy, which shall take into account, but not be limited to, the following factors:

- a) The number of athletes available for a National Team in a Masters Age Group;
- b) The quality of athletes, as evaluated by the Selector(s);
- c) The experience of the athletes;
- d) The impact on approved or potential National Teams in other Masters Age Groups; and
- e) The anticipated competitiveness of the team
- f) The development of the Masters program.

The Masters Committee must approve all proposals for a National Team in any WMH events for all Masters Age Groups.



4. Age Group Coordinators

One or more persons may apply to the Masters Committee to be appointed an Age Group Coordinator for one or more outdoor, indoor, men's or women's Masters Age Groups. The term of appointment shall be determined by the Masters Committee.

The responsibilities of the Age Group Coordinators include, but are not limited to, the following:

- Identification of athletes to form a National Squad,
- Recruitment of athletes to form a National Squad,
- Identification of WMH events in which a National Team may participate,
- Recruitment of a Coach,
- Applying for approval of a National Squad, in accordance with this Policy,
- Preparing a budget for a National Team's participation in a WMH event,
- In conjunction with the Coach, arranging athlete trials, selection camps, and other athlete selection processes in accordance with the Athlete Selection Policy,
- Applying for approval of a National Team, in accordance with this Policy,
- In conjunction with the Coach, arranging National Team training sessions,
- Work with other Age Group Coordinators where common National Team administrative issues apply,
- Participating with the relevant sub-committee of the Masters Committee, as may be necessary or desirable,
- Liaising with WMH and any WMH organizing committee with respect to the National Team's participation in a WMH event,
- Arranging travel, accommodation and other aspects of a National Team's participation in a WMH event,
- Recruitment of a Manager,
- Transitioning administrative functions for the National Team to the Manager.

Where an Age Group Coordinator is an athlete seeking selection for a National Team for their Masters Age Group, reasonable efforts must be made to avoid and address conflicts between the person's interests as athlete and as Age Group Coordinator.

5. National Squad Formation Applications

An Age Group Coordinator may submit a proposal to the Masters Committee to form a National Squad for a WMH event for a specific Masters Age Group. A National Squad application must include at least the following items:

- a. A description of the WMH event in which a National Team may participate,
- b. The number of eligible athletes in the Masters Age Group who have expressed interest in participating in the WMH event;
- c. Specific plans to recruit additional athletes for the Masters Age Group,
- d. A description of the process undertaken to identify a proposed Coach,
- e. The name and coaching resume of the proposed Coach,
- f. A draft budget for the WMH event, using the approved budget template:



6. Approval of National Squad

The Masters Committee's consideration of a National Squad formation application, and approval of the Coach, shall take into account the following factors:

- a. The overall number of athletes likely to be available for selection for the proposed National Team;
- b. The plans to recruit athletes for the Masters Age Group,
- c. Whether there may be a negative impact on another potential or approved National Team;
- d. The process to select the proposed Coach,
- e. The appropriateness of the proposed Coach, who may be approved subject to satisfaction of all FHC eligibility requirements,
- f. The reasonableness of the proposed draft budget,
- g. The perceived likelihood of a successful National Team formation application, and
- h. Any other factors that the Masters Committee may reasonably take into account in addressing the objectives of this Policy.

The Masters Committee will communicate FHC's expression of interest to WMH, as may be necessary, in accordance with any WMH timelines.

7. National Team Formation Applications

After a National Squad and Coach have been approved, an Age Group Coordinator may submit a proposal to the Masters Committee to form a National Team for a WMH event for a specific Masters Age Group. A National Team application must include at least the following items:

- a. a list of all athletes and reserves selected by the Selector(s), including their full names, years of birth, province or country of residence, citizenship and concise description of relevant hockey experience;
- b. A description of the athlete selection process undertaken;
- c. An evaluation of the potential competitiveness of the proposed National Team at the WMH event in which it would participate; and
- d. A final budget for the National Team for the WMH event, using the approved budget template.

8. Approval of National Teams

The Masters Committee's consideration of a National Team formation application shall take into account the following factors:

- a. the athlete selection process undertaken;



- b. the selected athletes, including named reserves, who may be approved subject to satisfaction of all FHC eligibility requirements,
- c. the appropriateness of the final budget,
- d. the perceived competitiveness of the National Team at the WMH event in which it would participate, and
- e. any other factors that the Masters Committee may reasonably take into account in addressing the objectives of this Policy.

9. Managers

An Age Group Coordinator may, at any time after National Squad approval, seek approval from the Masters Committee for the appointment of a Manager for the National Team, or proposed National Team. An application for approval of a Manager must include at least the following items:

- a. a description of the process by which the selection of the proposed Manager was undertaken,
- b. the relevant experience of the proposed Manager,
- c. if the WMH rules applicable to the event require that any manager be non-playing, confirmation that the proposed Manager is not available for selection as an athlete for the National Team.

The Masters Committee may approve the appointment of a Manager subject to satisfaction of all eligibility requirements.

10. Extenuating Circumstances

FHC recognizes that in an effort to establish a policy that can be applied in most situations, extenuating circumstances may occur from time to time which may require deviations from this Policy. FHC, and particularly the Masters Committee, will assess the extenuating circumstances and has the sole and unfettered discretion to determine whether the circumstances are to be considered extenuating and to determine an appropriate course of action.