



JUNIOR DEVELOPMENT TEAM SELECTION POLICY

“Organization” refers to: Golf Manitoba

EVENT: Team Manitoba – Golf

POLICY: Team Selection Policy

Section 1 – Purpose

The purpose of this document is to set out the process that will be used by the Organization to select athletes for the Team Manitoba program and who will represent the Organization throughout the year at designated golf events.

Section 2 – Objective

The objective of this selection policy is to select 25-40 athletes for the creation of 4 teams that will participate in the following year as Team Manitoba. There is one team in each of the following categories:

- Team Gold – Boys (11-15 athletes)
- Team Black – Boys (Maximum of 12 athletes)
- Team Gold – Girls (10-13 athletes)
- Team Black – Girls (Maximum of 10 athletes)

Section 3 – Eligibility

To be eligible for selection, the team's athletes must be:

- In the Junior Category for the year and meets the minimum requirements
 - Boys Gold - Players with 2 years remaining of Junior Eligibility as of August 1st (if first time team member). Typically, in the age range of 14-18.*
 - Boys Black Development Team. Typically, in the age range of 11-16.
 - Girls Gold - Players with 2 years remaining of Junior Eligibility as of August 1st (if first time team member). Typically, in the age range of 11-18.
 - Girls Black – Typically in the age range of 9-15.
- Canadian Citizens, or eligible for Canadian Citizenship and actively pursuing either Citizenship Certificates or Canadian Passports
- Members in good standing with the Organization
- Agree to adhere to the Organization's policies and code of conduct

**Juniors may be invited to be a part of the team if he/she has shown exceptional results in the current year of competition.*



Section 4 – Selection Process

Athletes will be evaluated during tournaments that haven't taken place the previous competitive season. Below are benchmarks/performance metrics used to evaluate the athlete for selection to a team.

Roster invites are targeted to go out the first week of December with the final rosters announced by mid-December.

The selection of athletes to the Team Manitoba program will be based on the following objective criteria:

- Scoring average from previous season competition results
- Head-to-head results from previous season competition rounds
- Overall potential relative to age of the athlete

List of Previous Season Competitions:

- Golf Manitoba Provincial Junior Championships
- Golf Manitoba U15 Championship
- Golf Manitoba Amateur Championships
- Golf Manitoba Match Play Championships
- Golf Manitoba City & District Championship
- Golf Canada NexGen Events
- Golf Canada Championships
- All other sanctioned golf tournaments within and outside of Manitoba

The selection of athletes to Team Manitoba will also consider the following subjective criteria:

- Work ethic, behaviour (on and off course), and team compatibility
- Golf Manitoba tracking and monitoring evaluations
- Performance trends
- Projected ability and athlete desire to achieve high performance benchmarks
- Athletes coachability

*Boy's Black team is reserved for minimum half the roster being in the U15 category

**Performance Metrics are based on age and how many years left the individual has left in the Junior category. If we see a younger Junior reaching certain benchmarks, and has a certain work ethic, takes private coaching, etc. he/she will be prioritized over an individual with less years remaining in the junior category. We deem this as the overall "potential of the athlete".

***Juniors may be invited to be a part of the team if he/she has shown exceptional results in the *current* year of competition.

****The Executive Director, in consultation with the Selection Committee, has the final say whether the



Junior would be a good fit for any of the teams and gets extended the invite. Things that can affect this are attitude, work ethic, references from home clubs, etc.

Unforeseen Circumstances

If unforeseen circumstances arise which do not allow for this selection process to be implemented as outlined in this document, the Organization reserves the right to identify an alternate process or alternate timelines. Should this occur, all candidates for selection will be notified of these changes in a timely manner.

Section 5 – Authority For Selection

The Organization shall appoint member(s) to be responsible for managing the selection of the Team Manitoba Program. The member(s) shall be known as a Selection Committee and are responsible for monitoring the results of the previous year and liaising with the selected athletes.

The selection committee consists of five voting members including the Golf Manitoba Director of Player Development, Associate Coach(es), Executive Director & the Player Development Chair.

The Selection Committee must be free from actual and perceived conflict of interest and, where conflict of interest may exist, Committee members must identify the conflict and excuse themselves from selection decisions where there is a conflict. Parents of athletes, or other individuals deemed by the Organization to have special interest in the selection process, are not permitted to be members of the Selection Committee.

Section 6 – Dismissal From A Team

An athlete may be dismissed from a team if the athlete:

- Fails to remain a member in good standing with the Organization
- Exhibits conduct that is detrimental to the image of the Organization
- Fails to meet the expectations outlined in the Invitation Process and the Parent and Athlete Code of Conducts
- Fails to meet 75% attendance at all team practices and events

When necessary and appropriate, an athlete may be replaced by an alternate athlete (provided the alternate athlete is still eligible) from among the alternate athletes or designated by the Selection Committee. Replacement athletes are selected at the discretion of the head coach.

Section 7 – Appeals

Appeals of selection decisions will be heard and decided in accordance with the Organization's [Appeal Policy](#)



Section 8 – Coach Selection Process

The Organization has the authority to select the coaches for the Team Manitoba program.

The Director of Player Development will be the designated Head Coach of the Team Manitoba program. Additional Assistant Coaches will be appointed by the Organization, as selected by the Director of Player Development and Executive Director.

All Coaches selected for the program will be PGA of Canada members and be NCCP certified – Instruction Stream and compliant with the Organization's Screening and Respect in Sport policies.

Review and Approval:

This policy was approved by the Board of Directors and will be reviewed by the Board of Directors on an annual basis.

Golf Manitoba Board of Directors Approval Date: **November 20, 2025**