

FHO High Performance Committee Terms of Reference

PURPOSE

The purpose of the High Performance (HP) Committee is to improve access to competitive opportunities for players and to grow awareness of the sport across all age groups. The Committee will complete its work and then make recommendations to the Executive Director of Field Hockey Ontario.

OBJECTIVES

1. To review the nature, scope and quality of the current Field Hockey Ontario High Performance program including an assessment of the pathway's position within the structure of the FHC High Performance Pathway.
2. Review the Provincial Team Selection Policy and Coach Selection Process and ensure it is aligned with FHC's High Performance Pathways.
3. To link to the work of other relevant partners such as Field Hockey Canada or other Provincial Sport Organizations internal and external to Ontario.
4. Perform additional tasks as may be delegated to the Committee from time to time.

CONSIDERATIONS

The project will include the following key considerations:

- Current level of competitiveness within the high-performance portion of the athlete pathway.
- Links with Ontario and Canadian High-Performance Sport frameworks – Sport Canada, OHPSI, Coaches Association of Ontario and Canada, OTP, Games.
- Views of the various stakeholders – athletes, parents, coaches, officials, administrators, alumni.
- Links to the Canadian “Long Term Athlete Development” model.
- Geographic limitations of the current model.

STAKEHOLDER CONSULTATION

Broad consultation will engage the following audiences:

- Athletes
- Coaches
- Officials
- Parents
- Clubs

- Program Staff
- High School and University staff whose institutions offer field hockey
- Ontario/Canadian Sport Community including other PSO's and Field Hockey Canada

CONFIDENTIALITY

The nature and subject of discussions and deliberations on matters before the Committee are confidential.

RESOURCES

The Athlete Pathway Committee will receive the necessary resources from Field Hockey Ontario to fulfill its mandate and may from time to time have staff and/or interns assigned to assist the committee with its work.

AUTHORITY

The High Performance Committee will make decisions via vote, then propose action in the form of a recommendation to the Executive Director. The Executive Director may approve or revise prior to it being sent to the Board. The Board may approve the recommendation, revise, or send it back for further investigation.

COMMITTEE STRUCTURE

1. The group shall comprise up to 15 persons
2. The Chairperson will be an FHO Board Representative
3. FHO staff and/or intern will also be on the committee; no voting rights
4. A quorum shall be the Chairperson plus three (3) committee members
5. Subcommittees can be created under the discretion of the Chairperson and approval of FHO Executive Director

MEETINGS

The Committee will meet in person, online or by telephone, as required. Meetings will be as called by the Chairperson with a frequency of meeting monthly or more frequently at the call of the Chairperson.

APPOINTMENT

The Executive Director, in consultation with the President of the Board of Directors, invite members of the FHO community to express interest to sit on the High Performance Committee, depending on each individual's interest and other skill sets required to satisfy committee obligations. Committee members may only sit on one (1) FHO committee at a time.

At Field Hockey Ontario (FHO), we don't just accept difference — we celebrate it, we support it, and we thrive on it for the benefit of our players, coaches, officials, members, and our sporting community at large. FHO is proud to be an equal opportunity organization starting with the board, employees, volunteers and committee members. We are committed to creating an inclusive and diverse work environment where all individuals feel safe and welcome. All qualified applicants will receive consideration without regard to race, ancestry, place of origin, colour, ethnic origin, citizenship, creed, sex, sexual orientation, age, marital status, family status or disability.

TERM

Except for the first committee selection in January of 2021, the appointment of the High Performance Committee will be made at the FHO Annual General Meeting with the term of one (1) year. Existing members may stand again for a maximum of three (3) years. Expression of interest will be sent out by mid-September and will close within three (3) weeks.

Timeline for Year 1 – 2021:

- Expression of Interest; January 2021
- Committee Selected; February 2021
- First Committee Meeting; March 2021
- Committee Term; March 2021 to December 2021 (AGM Meeting)

PROCESS & TIMELINE

The project will commence on **Thursday, March 4th, 2021** and the final report, with recommendations, will be submitted to the Executive Director by **Tuesday, November 30th, 2021**.