

## **FHO Coaches & Officials Committee Terms of Reference**

### **PURPOSE**

The purpose of this committee is to promote the development and certification of coaches and officials to grow the sport in the Province. Each PSO needs to have a structured program for the development of coaches and officials. This committee will assist in the support of this structure.

### **OBJECTIVES**

1. To grow the number of certified coaches, technical officials and umpires in the sport of field hockey in Ontario
2. To identify gaps within the current pathway including the reasons for these gaps and potential solutions.
  - a. Assist in guiding the development of structural training programs from recreational to high performance; including the following levels
    - i. Recreational (grassroots)
    - ii. High School (OFSAA)
    - iii. College / University (OUA/USports)
    - iv. High Performance (FHC/FIH)
3. Review FHC Coach and Umpire requirements annually and make recommended changes to the FHO requirements where needed
4. Perform additional tasks as may be delegated to the Committee from time to time.

### **CONSIDERATIONS**

The project will include the following key considerations:

- Participation rates and the variety of opportunities in the current coach, officials, and umpire pathway.
- Links with OFSAA and OUA frameworks – FHC and FIH for umpires
- Links with Coaches Association of Ontario, Sport Canada, FHC and FIH for coaches
- Geographic limitations of the current model.
- The impact of school/university programs and club programs on the current coach and umpire pathway.

### **STAKEHOLDER CONSULTATION**

Broad consultation will engage the following audiences:

- Athletes
- Coaches
- Officials
- 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 Coaches & Officials 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 Coaches & Officials 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 Coaches & Officials 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 Coaches & Officials 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 **Tuesday, March 2<sup>nd</sup>, 2021** and the final report, with recommendations, will be submitted to the Executive Director by **Tuesday, November 30<sup>th</sup>, 2021**.