

SQUASH CANADA
COMMITTEE TERMS OF REFERENCE
AS OF SEPTEMBER 2025

High Performance Committee	
Mandate	<p>The High-Performance Committee is a standing committee of the Board of Squash Canada. It is responsible to support the Director of Athlete Development’s mandate to deliver ‘Best in Class’ high performance management towards podium finishes at major international competitions and events. The primary objective of the HPC is to provide advice and support for the identification, development, and sustainability of high-performance teams, and for the development of program initiatives, selection policies, and annual HP plans. It is a decision-making committee.</p>
Key Duties	<p>The Committee will perform the following key duties:</p> <ul style="list-style-type: none"> • The primary duty of the HPC is to identify strategies and provide advice to the Director of Athlete Development, CEO, and Squash Canada’s Board of Directors, with the goal of producing squash players with a high international ranking at senior levels. • The HPC is to focus on the group of players of any age, who are performing at or near high international rankings. Males and females are to be given equal consideration by the HPC, but this may not necessarily mean that there will be equal numbers of males and females involved in squads or activities with which the HPC is involved. • In addition to this primary duty, the HPC may: <ul style="list-style-type: none"> ○ Provide advice or make recommendations primarily to the Director of Athlete Development, and CEO where appropriate with regard to high performance player development; ○ Maintain a global watch for policy development, best practices, and other opportunities to make recommendations for the improvement of any high-performance policy; ○ Provide support to criteria development and nominations related to the Athlete Assistance Program and targeted Squash Canada athlete funding support, and recommend policy changes when necessary; ○ Work with the Director of Athlete Development to monitor the national team selection process and recommend selection policy changes when necessary; ○ Provide input into Squash Canada’s Performance Pathway planning and LTPD implementation at the “Train to Compete” & “Train to Win” stages; ○ Provide advice and make recommendations primarily to the Director of Athlete Development, and Squash Canada CEO where appropriate with regard to the role and function of high performance programming and matters; ○ Provide advice and make recommendations to Squash Canada’s Director of Athlete Development & CEO with regard to: <ul style="list-style-type: none"> ▪ matters that have an impact on performances of Squash Canada teams in World Championships or other competitions;

	<ul style="list-style-type: none"> ▪ international competition requirements of players on Canadian teams or squads or identified by the HPC as having the ability to reach this level; and ▪ perform additional tasks as may be directed by Squash Canada Senior Staff (Director of Athlete Development, CEO).
Authority	<p>The Committee will exercise its authority in accordance with the By-laws and such additional provisions as are set out in this Terms of Reference and will do so without interference from the Board.</p> <p>The Committee, with approval from the Board, may establish sub-committees or Task Forces to deal with specific issues in relation to the mandate of the Committee.</p>
Composition	<p>The Committee will be chaired by the Athlete Director (as elected to the Board of Directors by National Team Athletes). The Athlete Director and Director of Athlete Development will enlist members with proven expertise in high performance development and excellence, taking into account gender representation. The Director of Athlete Development will sit on the committee.</p> <p>Members of the Committee will serve terms of two years, which may be renewed by the Board. The Board may remove any member of the Committee at any time and for any reason.</p>
Meetings	The Committee will meet virtually or in person, as required. Meetings will be at the call of the Chair or Director of Athlete Development.
Resources	The Committee will receive the necessary resources from Squash Canada to fulfill its mandate. The Committee may, from time to time, receive administrative support from Squash Canada.
Reporting	The Committee operates independently of management and the Board. Status reports at a meeting of the Board, or full reports at a meeting of the Members, shall be presented by the Chair.
Approval and Review	The Board will review these Terms of Reference on a regular basis, with input from the Committee as required.
Other	