



Pathway Advisory Committee
Terms of Reference
Approved May 20, 2025

Name	HP Pathway Advisory Committee
Type	Operational (<i>Ad Hoc</i>)
Reports To	CEO via High Performance Director
Purpose	Provide advice and support to WPC's High Performance Department towards the development, enhancement and implementation of successful Pathway (to Excellence) programming elements.
Duties & Responsibilities	The Committee will perform the following key duties: - Assist WPC's High Performance Department and staff with developing, reviewing, evaluating and monitoring the implementation of WPC's Pathway programming elements, with the express goal of developing an enhanced, robust and sustainable pipeline and pathway system consistently yielding elite National Team athletes one Olympic cycle after another. Such Pathway-related programming elements include (but may not be limited to) Age Group National Teams and regional National Development Centres. - Assist with the development of the Pathway-specific elements of WPC's multi-year strategic High Performance Plan, including prioritization and setting of objectives, establishment of timelines and milestones, etc. - Provide advice and guidance in relation to initiatives and programming aimed at supporting and strengthening NSO-PSO-Club Pathway alignment; - Participate in a yearly review of delivered pathway-related programming, with the goal of ensuring continuous improvement. Committee Members Expectations - It is expected that the Individual Committee Members (see definition below) will work collaboratively and approach their mandate with a solution-oriented approach. As with any committee, it's the duty of members to stand by the final decisions and recommendations of the Committee.
Authority	This is an advisory committee. Decisions of the Committee will pertain to the recommendations it opts to issue to WPC's HP Department.
Composition	The Committee will include the following members: -CEO (<i>ex officio</i>, non voting) -High Performance Director (<i>ex officio</i>, non voting) -Pathway Technical Lead (Chair) -Committee Members (3 to 9) -Men's & Women's Sr National Team Head Coaches The Committee may invite to its meetings and involve in its discussions other WPC staff members whose duties are also connected to some key pathway elements, such as the High Performance Manager and / or the Manager of Leagues and Events. Independent Committee Members will be appointed by WPC's CEO, after receiving recommendations from WPC's High Performance Director. In appointing the members of this Committee, consideration shall be given to competence, gender, regional, and linguistic balance.
Chairperson	WPC's Pathway Technical Lead will be the Chair of the Committee.



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Duration of the Committee's Mandate	The Committee is an <i>ad hoc</i> committee, struck for a 2-year mandate, which may be extended by the CEO after those two years have elapsed, if / as required based on the assessed needs of the organization at that time.
Individual Committee Member Term	One year. Can serve consecutive terms. No maximum term limit.
Removal	The Chief Executive Officer may remove any Committee Member. When a position on the Committee is vacant, the position will remain vacant until the Chief Executive Officer appoints a person to fill the vacancy for the remainder of the term, if applicable.
Meetings	The Committee will meet online (via teleconference) as needed, while maintaining a minimum of at least 3 meetings a year. Meetings of the Committee may be called by the Chair, Chief Executive Officer or High Performance Director. Unless this is being prevented by exceptional circumstances, meetings of the Committee shall be called by the Committee Chair at least 48 hours in advance of the start of each meeting, at which point an Agenda for the meeting will be provided. The Committee will conduct its business with open and respectful dialogue. Committee members will honor the expectations attached to the work of this Committee in terms of confidentiality.
Quorum & Decision Making	A majority of the Committee Members (50% plus 1). The Committee will seek to make decisions through collaboration and consensus. When a decision requires a vote, each voting Committee Member will be entitled to one (1) vote. At all meetings of the Committee, every motion will be determined by an Ordinary Resolution (50% +1) of the votes cast. In the event of a tie vote, the motion is defeated. This is an advisory committee, with no direct authority over operational decisions. Decisions of the Committee will pertain to the recommendations it decides to issue to WPC's HP Department.
Reporting	The Committee will keep a record of all meetings and post minutes to the Teams drive as assigned by WPC, within 5 business days of each meeting. The Committee may be asked to report on Committee business at Board or other meetings, upon invitation.
Resources	No budget has been assigned to this Committee by the Board of Directors. The Committee may, where applicable, receive administrative support from WPC.
Approval & Review	These Terms of Reference will be reviewed by the Committee every two years (first review to occur no later than May 2027, if the mandate of the Committee is extended beyond its original 2-year duration) and approved by the CEO as / when modified.