

ADG High Performance Committee

Terms of Reference

Developed 1st November 2023

Mandate

The ADG High Performance Committee (HP Committee) will provide advice to the ADG Board to assist with the selection, administration and performance of the Australian disc golf team.

Objectives

To meet its mandate, the HP Committee is responsible for:

- 1) Developing the processes and policies that will be used to select players for the Australian disc golf team
- 2) Recommending appointments to key personnel and selector roles.
- 3) Advising on a schedule of events and support for the Australian disc golf team.
- 4) Initial planning for campaigns, as necessary, prior to appointment of key personnel.
- 5) Evaluating campaigns and revising policies accordingly

Membership

The HP Committee consists of 3 to 5 voting members. One member shall be appointed by other members as the Chairperson of the committee. Members will be appointed by the ADG board based on application. Applications will be judged on past experience and expertise. Where possible the committee will have a balance of representation across genders, regions and age. If required, people wishing to apply for a position as a selector or team member will be able to hold a position on the HP committee. Membership will be reviewed biannually or as needed when positions become vacant.

Working methods

The HP Chairperson will schedule online meetings as required. Items of discussion that need resolution between meetings will be worked through online via a method agreed upon by all members.

Reporting

The HP Committee reports to the ADG board through the Chairperson.

Roles and Responsibilities

Chairperson:

- serving as the chair during meetings;
- schedule Committee meetings;
- provide reports and other documentation to the ADG board for approval;
- monitor and manage online activities and discussions.

Committee Members:

- attend online meetings;
- work on various projects that support the Committee's objectives and mandate;
- participate in online discussions and sub-group meetings;
- provide notice if unable to attend a meeting.

Should a Committee Member fail to perform their duties, they may be relieved from their duties by the HP Committee Chairperson. As a guide, failing to perform duties may include: missing three consecutive HP Committee meetings; or not responding to HP Committee emails or discussions for a period greater than one month, without prior communication of unavailability.

Guiding principals

In making decisions the HP Committee should consider the behavioural framework of ADG identified in our strategic plan.

CARE – we will:

- Keep participants, competitors and clubs at the core of everything we do.
- Have inclusion and diversity at the centre of our programs and activities.
- Be fair, ethical and transparent in all that we do.
- Show appreciation and thank people for their efforts and contributions.

ACCOUNTABILITY – we will:

- Lead by example and strive to be the best we can be every day.
- Take ownership of our behaviours, our work and our results.
- Be open and honest in our interactions and our feedback, for the benefit of Disc Golf, even if it's uncomfortable.
- Call out inappropriate behaviours and recognise appropriate behaviours.

RESPECT – we will:

- Welcome and embrace all people, from all communities into our Disc Golf community.
- Value and listen to the opinions of others and remain open to different ideas.
- Understand and value each other's roles and responsibilities within the Disc Golf community, as we work together for the benefit of Disc Golf in Australia.
- Build constructive relationships with anyone connected with Disc Golf, or anyone who wants to be.

EXCELLENCE – we will:

- Be brave and make tough decisions in order to do what is best for Disc Golf.
 - Challenge and be challenged – for the benefit of Disc Golf.
 - Have an opportunity mindset and a continual improvement focus – we must challenge the status quo.
 - Be resilient – we don't give up when things get tough.
 - Be proud of the quality of our work and its community impact.
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