

**PSQ Strategic Plan 2016-2020**

**PISTOL SHOOTING  
QUEENSLAND LTD**

**STRATEGIC PLAN**

**2016 - 2020**



**Reviewed 14 January 2018 by the PSQ Ltd Board**

# **PSQ Strategic Plan 2016-2020**

## **Mission**

To enhance our members' abilities to participate in all competitions conducted by the International Shooting Sports Federation, Australian International Shooting Ltd, Pistol Australia and their affiliated organisations connected with the sport of competitive target pistol shooting.

## **Vision Statement**

To maintain and promote our position as the premier target pistol shooting organisation in Queensland.

# **PSQ Strategic Plan 2016-2020**

## **Guiding Principles**

- Provide a service to our members which reflects the following commitments:
  - administer the sport of competitive target pistol shooting in Queensland by utilising open, effective, efficient and inclusive management techniques;
  - maintain the legitimate pathway for our members to progress to international participation in the sport of competitive target pistol shooting through Pistol Australia and Australian International Shooting Ltd;
  - ensure the financial viability of Pistol Shooting Queensland Ltd for the benefit of our members;
  - promote the vital role of volunteers and facilitate development of their skills and accreditation;
  - promote the sport as an enjoyable, safe, and non-discriminatory activity; and
  - respond in an appropriate and accountable manner to calls for service.
- Utilise modern information systems and administrative support structures to enhance the sport of competitive target pistol shooting in Queensland.
- Liaise with government departments and other shooting organisations to enhance service delivery to members and minimise restrictions on our sport.

# **PSQ Strategic Plan 2016-2020**

## **Goals**

- 1.** To establish a state range facility, or facilities, capable of conducting State, National and International competitions.
- 2.** Professionally administer the sport in Queensland for the benefit of members.
- 3.** Improve member services and ensure the future of the sport through strategic partnerships.
- 4.** Value volunteers and enhance their skills and accreditation for the benefit of our sport.
- 5.** Actively promote pistol shooting to members, potential members and media outlets in Queensland.

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GOAL 1: To establish a state range facility, or facilities, capable of conducting State, National and International competitions.

STRATEGIES	PERFORMANCE INDICATORS
<p>1.1 Ensure Pistol Shooting Queensland has a secure facility, or facilities, to facilitate the conduct of events for its members.</p>	<p>1.1.1 Research and identify a suitable location/s 1.1.2 Identify potential partnerships.</p>

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GOAL 2: Professionally administer the sport in Queensland for the benefit of members.	
STRATEGIES	PERFORMANCE INDICATORS
<p><b>2.1</b> Ensure the financial viability of Pistol Shooting Queensland Ltd to provide member services.</p>	<p><b>2.1.1</b> Improved financial accountability, and timeliness of advice to members to enable productive and informed financial comment.</p> <p><b>2.1.2</b> Membership and activity fees structured to accurately reflect costs associated with services provided.</p> <p><b>2.1.3</b> Seek appropriate external funding for Pistol Shooting Queensland activities and assist members to acquire same.</p>
<p><b>2.2</b> Enhance board governance.</p>	<p><b>2.2.1</b> Review the Constitution, Strategic Plan, charters, policy statements and selection guidelines, and modify where appropriate.</p> <p><b>2.2.2</b> Management compliance with constitution and passed resolutions.</p> <p><b>2.2.3</b> Enhance board member skills and review performance of board members in their roles.</p>
<p><b>2.3</b> Audit Pistol Shooting Queensland Ltd internal and external communication.</p>	<p><b>2.3.1</b> Correspondence register compliance.</p> <p><b>2.3.2</b> Prompt dissemination of information to members.</p> <p><b>2.3.3</b> Quality of responses to member enquiries.</p> <p><b>2.3.4</b> Attendance of Board members at gatherings of other members.</p>
<p><b>2.4</b> Improve Pistol Shooting Queensland Ltd service delivery</p>	<p><b>2.4.1</b> Coordinators appointed and review assessed against established performance criteria.</p> <p><b>2.4.2</b> Operational groups provide timely annual and rolling business plans for input into Pistol Shooting Queensland rolling plan/program.</p> <p><b>2.4.3</b> Enhance service delivery to member clubs, and volunteers (officials, coaches, trainers) through media/promotion and governance education.</p>

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GOAL 3: Improve member services and ensure the future of the sport through strategic partnerships.	
STRATEGIES	PERFORMANCE INDICATORS
<p><b>3.1</b> Establish and maintain strategic partnerships with member clubs and other organisations to enhance the recognition of pistol shooting as an enjoyable, inclusive and safe family sport.</p> <p><b>3.2</b> Establish and maintain partnerships with Government agencies, other approved groups and members.</p>	<p><b>3.1.1</b> Maintain and evaluate strategic partnerships at a Club, State and National level.</p> <p><b>3.1.2</b> Increase visibility and profile of the sport of target pistol shooting to attract strategic partnerships.</p> <p><b>3.2.1</b> Assess current partnerships.</p> <p><b>3.2.2</b> Develop enhanced partnerships.</p> <p><b>3.2.3</b> Evaluate the effectiveness of partnerships with members, relevant government agencies and other groups.</p>

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<b>GOAL 4: Value volunteers and enhance their skills and accreditation for the benefit of our sport.</b>	
<b>STRATEGIES</b>	<b>PERFORMANCE INDICATORS</b>
<b>4.1 Enhance coach and range official development pathways throughout the State.</b>	<b>4.1.1 Manage Pistol Australia accreditation courses for coaches and officials in Queensland.</b> <b>4.1.2 Increase participation in Pistol Australia accreditation courses for coaches and officials in Queensland.</b> <b>4.1.3 Maintain Pistol Australia accreditation courses, work experience programs and seminars.</b> <b>4.1.4 Maintain the updating of club range officer and coaches' knowledge and skills.</b>
<b>4.2 Develop volunteers for State and National Championships.</b>	<b>4.2.1 Form a Volunteer Development Program.</b> <b>4.2.2 Recruit and train volunteers.</b> <b>4.2.3 Expose volunteers to high level competitions.</b> <b>4.2.4 Retain volunteers for the conduct of future events and competitions.</b>
<b>4.3 Conduct Weapons Safety courses as per Weapons Safety Course guidelines</b>	<b>4.3.1 Efficient distribution of Statements of Attainment.</b> <b>4.3.2 Training of instructors for new and current qualifications.</b> <b>4.3.3 Review course materials in conjunction with the Queensland Police Service.</b>
<b>4.4 Enhance member club management.</b>	<b>4.4.1 Enhance and support member club management expertise.</b> <b>4.4.2 Provide governance and media/promotion education.</b> <b>4.4.3 Evaluate Club Management and education programs.</b>
<b>4.5 Enhance results of State Team members, State Development Squad members, and all club members competing at open competitions.</b>	<b>4.5.1 Coordination between Team Managers and sharing of resources.</b> <b>4.5.2 Identify suitable specialists for coaching camps.</b> <b>4.5.3 Specialist and tiered coaching camps are supported by member participation.</b> <b>4.5.4 Use of intrastate, interstate and international coaches to stimulate development.</b>



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GOAL 5: Actively promote target pistol shooting in Queensland.	
STRATEGIES	PERFORMANCE INDICATORS
<p><b>5.1</b> Enhance personal interaction of Pistol Shooting Queensland Ltd representatives with all members and external agencies.</p>	<p><b>5.1.1</b> Assess, enhance and evaluate the effectiveness of personal interaction of Pistol Shooting Queensland Ltd representatives with members and external agencies.</p>
<p><b>5.2</b> Enhance resources available to members to attract potential members to the sport in Queensland.</p>	<p><b>5.2.1</b> Assess and develop resources available to members to promote the sport and attract potential members.</p> <p><b>5.2.2</b> Evaluate impact of resources in attracting and retaining new members.</p>
<p><b>5.3</b> Enhance participation in the sport by women, young adults (male and female) and persons with disabilities.</p>	<p><b>5.3.1</b> Continue analysis of current member participation by female, young adult and persons with disabilities.</p> <p><b>5.3.2</b> Develop and implement strategies to attract a larger participation by women, young adults and persons with disabilities in the sport.</p> <p><b>5.3.3</b> Evaluate such strategies to determine effectiveness and refine where necessary.</p>
<p><b>5.4</b> Develop Laser Shooting Technology as a marketing tool.</p>	<p><b>5.4.1</b> Determine and establish venue requirements and safety criteria.</p> <p><b>5.4.2</b> Identify and acquire appropriate technology.</p> <p><b>5.4.3</b> Develop and establish program</p> <p><b>5.4.4</b> Implement and market program</p> <p><b>5.4.5</b> Evaluate program to determine effectiveness and refine where necessary.</p>

Amended and approved 14 January 2018