



***Deaf Sports & Recreation***  
QUEENSLAND

# **Strategic Plan**

## **2014 - 2016**

## **Mission**

To facilitate and promote the equal participation of deaf and hard of hearing people in sport and recreation at all levels in Queensland.

## **Vision**

Equality and opportunities for all

## **Values**

Inspiration  
Determination  
Equality  
Achievement  
Community

## **Motto:**

“Pathways to Success”

## **Background of Deaf Sports and Recreation Qld**

Deaf Sports and Recreation Qld (DSRQ) was established in 1999 when we received funding from the State Government for the first time. We were one of the oldest deaf sport organisations in Australia. We are the only peak body for deaf sport in Queensland.

DSRQ is a non-profit organisation, funded by State Government through National Parks, Recreation, Sports and Racing. The funding enables us to continue providing support to deaf and hard of hearing participants throughout Queensland.

DSRQ is registered as a Charity to provide support to deaf young athletes to achieve their dreams of representing Queensland at Australian Deaf Games and eventually Deaflympics.

DSRQ promotes Queenslanders who are deaf or hard of hearing to participate in sport at all levels in Queensland, including District, Regional, and State Championships. The achievement is made possible through partnership with State Government, state levels organisations, local sport clubs and the community.

DSRQ also encourages deaf people in Queensland to become more “active” in recreation activities in order to improve their quality of life and well-being.

DSRQ provides relevant reference points for advice and information on access for deaf athletes. It includes sport in schools and providing the community education about deaf culture in sport and recreation.

DSRQ also provide opportunities for deaf young children to try out new sport activities to increase their confidence in sport and recreation, One such event is “Come and Try Days” in partnership with state level organisations.

The State Administrator, supported by staff, manages the DSRQ core business, the implementation of the strategic plan and development of policies and procedures for the affiliated clubs. These clubs have been set up by the Board Management. The State Administrator reports to the Board Management.

## **DSRQ Strategic Objectives**

### ***1. To achieve excellence business management in term of efficiency and service provision***

- Increase collection by \$5,000 yearly
- Maintain school sport participation to metro and regional
- Provide Deaf Sports Awareness (DSAT) sessions to 9 schools and 15 State Level Organisations by 2016
- Train Junior Sports Development Officer in coaching certification in technical area
- Train all staff in web management and database
- Complete operational plan by October yearly
- Prepare and organise DSRQ Forum & AGM by June yearly

### ***2. To Implement the latest governance principles to guide the association towards a sustainable future***

- Complete 6 – 7 board meetings yearly
- Complete 6 strategic meetings yearly
- Complete 4 financial review meetings yearly
- Provide 2 Induction and succession training for board of management yearly
- Board to complete 3 meetings with 3 clubs yearly
- Complete 2 policies review yearly
- Review and develop new strategic plan by 2016

### ***3. To develop an effective working partnership with affiliated clubs and other stakeholders to increase their membership***

- Develop guidance in assisting affiliated clubs in strategic and event planning
- Engage affiliated clubs to increase their membership
- Encourage 4 clubs to become incorporated
- Maintain communication with club through 6 representative meeting, emails, newsletters and social media
- Develop DVD resource in Auslan on club management, code of conduct and risk management: one DVD per year
- Assist affiliated clubs in developing own communication strategies and policies to build relationships with own members

**4. To monitor, manage and co-ordinate state deaf sports and recreation activities in all levels**

- Conduct one Multi-Sports Day yearly and achieve 90 participants by 2016
- Conduct annual Deaf Sports Day in September yearly and increase participants to 60 by 2016
- Engage SLOs and clubs to work together to try out 'year-around' i.e. fustal, indoor cricket, mixed netball (4 spots by 2016)
- Identify 15 new athletes for Australian Deaf Games by December 2015
- Increase participation of Deaf athletes in AWD track and swimming in districts, regionals, states and nationals events to 30 athletes by 2016
- Create and manage database of classification for AWD, ADG, Deaflympics yearly and provide classification training to schools and SLOs
- Develop and partnership with PCYC and relevant services for recreation activities for Deaf young children and youth and access their venues
- Conduct one regional tour per year

**5. *To develop an exceptional communication and resources strategies with the stakeholders through online service and video production in Auslan***

- Maintain monthly newsletter to clubs, individual subscribers, schools, and increase to 160 by 2016
- Develop and implement online subscription, Customer Relation Management (CRM) & payment system by 2016
- Review and upgrade website with latest web development function
- Review, update and develop resources, brochures, club management template, DVD, coaching manual in Auslan