

STRATEGIC PLAN 2010 - 2013

Q:alliance is a long-established charity working to improve the lives of Lesbian, Gay, Bisexual & Trans (LGBT) people who live, work and play in Milton Keynes and the surrounding areas. This purpose of this document is to set a clear direction for Q:alliance activities over the next 3 years, to start a conversation with local LGBT people about it and to encourage people to get involved in their communities.

Q:alliance works on a very tight budget with about 10 part-time paid and volunteer staff. Engagement with LGBT people in Milton Keynes is patchy and there is general uncertainty of what Q:alliance does. We are reasonably well known amongst service providers in MK, on-line communications are good, training services are slowly taking off and the weekly youth group continues to attract good numbers.

This STRATEGIC PLAN outlines the strategic aims and objectives of Q:alliance over the next 3 years. We will encourage more realistic expectations of what Q:alliance can achieve with its current resources. We will re-focus the majority of our direct work to Milton Keynes but will offer support to community leaders in surrounding areas, including Buckinghamshire, in order for them to make a positive contribution to their communities. We will get smarter about how we link with existing strategies, networks and services. We remain a volunteer-led charity and will help LGBT communities to help themselves more effectively.

How you can help

- Please read and think about this document.
- Think about what's most important to you for an LGBT organisation to be aiming for and what you can do to help
- Let us know if we're close or not
- Email info@qalliance.org.uk with your feedback
- Most importantly – **GET INVOLVED!**

CURRENT STRUCTURE OF Q:ALLIANCE (DECEMBER 2009)



One-page summary of Q:alliance three year STRATEGIC PLAN 2010 – 2013 - Mission, Strategic Aims & Objectives

Vision: By 2013, Milton Keynes and the surrounding areas will be a place where we as LGBT people can make positive choices about our lives assisted and encouraged by public, private and third sector agencies.

Mission: Q:alliance exists to enable Lesbian, Gay, Bisexual & Trans people to live, work and play positively and safely in Milton Keynes and the surrounding areas.

Strategic Aim 1: To enable LGBT people in Milton Keynes and the surrounding areas to make a positive contribution to their communities.	Strategic Aim 2: To influence strategy in Milton Keynes by representing the views and needs of LGBT communities.	Strategic Aim 3: To support LGBT people in Milton Keynes and the surrounding areas either directly or through other service providers who work with them.	Strategic Aim 4: To optimise the use of the organisation's resources and systems.
Objective 1.1 Communicate local and national issues, challenges and opportunities to local LGBT people	Objective 2.1 Establish formal and informal relationships with the key individuals, networks, forums and organisations	Objective 3.1 Provide Sexuality/Trans awareness and equal ops training for voluntary, statutory and private organisations	Objective 4.1 Create and use an annual ACTION plan with SMART objectives and targets
Objective 1.2 Publicise representation opportunities with key organisations and forums	Objective 2.2 Represent LGBT needs and concerns at strategy-making arenas	Objective 3.2 Provide gay-affirmative counselling services	Objective 4.2 Hold regular subgroup meetings with written notes communicated throughout the organisation
Objective 1.3 Provide training, coaching and support to community leaders	Objective 2.3 Carry out needs assessments and distribute national & local surveys	Objective 3.3 Provide weekly Youth group	Objective 4.3 Monitor & evaluate services
Objective 1.4 Enable regular events in Milton Keynes which celebrate LGBT lives and improve community awareness		Objective 3.4 Provide on-line information, support and guidance	Objective 4.4 Ensure the organisation is financially sound
		Objective 3.5 Enable out-reach, promoting services, opportunities and issues	Objective 4.5 respond to correspondence promptly and effectively

ARE THESE THE RIGHT OBJECTIVES? HAVE ANY SUGGESTIONS? GOT ANY COMMENTS? EMAIL THEM TO INFO@QALLIANCE.ORG.UK