



SARA STATE TEAMS

Policy, Procedures and Strategies Manual for all Shooting Disciplines

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1 Introduction

Intent of this document/manual

The SARA Board required a policy / procedure document to detail the running of all South Australian State Teams, to be used by those selecting, administering and running the teams.

This document has therefore been developed with the aim to achieve this goal.

This Manual is intended as a guide for strategies and procedures to be implemented and used in the selection, training and execution of SARA State –

- Open TR Teams
- Under 25 TR Teams
- Ladies TR Teams
- F Class Teams – all disciplines
- Match Rifle Teams
- Veterans Teams

For all positions, including –

- Selectors
- Captains
- Managers
- Coaches
- Shooters
- Supporting personnel, e.g. people assisting with training, performance, etc.

2 Selection Procedures

The intent is that the captains, selectors and managers (if applicable) of all Teams are to be selected in the first instance, as soon as possible following the completion of the previous NRAA State Teams Competition.

This is to provide time for calling of nominations and selections of all other positions to proceed in a timely manner allowing sufficient time to train and build the teams for the next NRAA State Teams competitions.

2.1 Nominations

2.1.1 Captains, Selectors and Managers

- i. TR disciplines – nominations are to be called for Captains, Selectors and Managers immediately following the completion of the previous NRAA State Teams competition.
- ii. F Class disciplines – nominations are to be called for Captains and Managers, who, when appointed by the Board are the selectors for all F Class discipline teams.
- iii. Match Rifle & Veterans – nominations are to be called for Captains immediately following the completion of the previous State Teams competition.
- iv. All nominations for captains and managers, are to be in written form. The nominee may include a resume and vision for the future direction of the team that they have nominated for.
- v. A short nomination period should be set.

2.1.2 Coaches and Shooters

- i. TR disciplines – nominations are to be called for the positions of coach/es and shooters immediately the position of the Captain has been ratified.
- ii. F Class disciplines – nominations are to be called for the positions of coaches and shooters immediately the position of the Captain has been ratified.
- iii. Match Rifle and Veterans – nominations are to be called for the positions of coaches and shooters immediately the position of the Captain has been ratified.
- iv. The Captain and Selectors are not limited to choose from only the nominations received.
- v. In all disciplines, the Captain and Selectors, together with senior team members, are to identify potential shooters / coaches and give encouragement to those people to nominate for the team. This ensures a wide selection pool and the opportunity to select the best possible people for the teams. The Captain and/or the Selectors may approach people who have not nominated.
- vi. In TR disciplines the Captain and Selectors are to ensure that people from the U25 and Ladies teams are encouraged to nominate for the Open TR Team.

2.2 Selection and Appointment Process

2.2.1 Captains

- i. The Captains of respective state teams are to be appointed for one NRAA State Team campaign only.
- ii. If there is more than one nominee for a state team, the SARA Board will appoint a subcommittee consisting of 1 Board member, 1 past state team member and 1 current senior member for that discipline.
- iii. The subcommittee is to meet and consider the nominations for the position of the Captain and if necessary interview the applicants.
- iv. The subcommittee is to make a recommendation to the SARA Board for the appointment of the next state team Captain for that discipline.
- v. If a SARA Board meeting is not scheduled in the immediate future, then a postal (email) vote is to be taken by the Board to expedite the selection process.
- vi. For all state teams the Captain may also be a coach of that team but a separate coach may be selected if there are sufficient nominations received.
- vii. For all state teams the Captain may also be a shooter of that Team (with the exception of the Under 25 TR Team unless the Captain is under 25 years of age).
- viii. There is no limit on the number of teams (consecutive or not) that a person may nominate for the position of Captain and be appointed.

2.2.2. Selectors

- i. **For all TR Teams**
 - a. The Selectors of respective TR teams are appointed for one state team campaign only.
 - b. The TR Captain/s is/are to make a recommendation of 2 selectors to the SARA Board after considering the nominations received. Consideration may be given by the Captain/s to people who have not submitted a nomination. A selector may be a member of the Team, that is a coach or senior shooting member, but one selector must be independent and not a member/potential member of the team.
 - c. The TR selectors may be appointed for only one team or as many of the teams as agreed to by the Captains of the TR teams.
 - d. The 2 selectors appointed become a part of the selection panel.
 - e. There is no limit on the number of teams (consecutive or not) that a person may nominate for the position of Selector and be appointed.
 - f. If a SARA Board meeting is not scheduled in the immediate future, then a postal (email) vote will be taken by the Board to expedite the selection process of the TR selectors.
- ii. **For F Class Teams**
 - a. The appointed Captains will together be the selectors for all F Class discipline teams.
- iii. **For Match Rifle Team**
 - a. The appointed Captain will be the selector.

2.2.3. Managers

- i. The managers of respective teams are to be appointed for one state team campaign only.
- ii. The Team Manager may also be a coach or shooting member of the respective Team or another Team.
- iii. The Captains are to make their recommendation for the position of Manager of their respective Team to the SARA Board after considering the nominations received. Consideration may be given by the Captain to people who have not submitted a nomination.
- iv. The Manager may be appointed for only one team or as many of the teams as agreed to by the Captain of the respective teams.
- v. If a SARA Board meeting is not scheduled in the immediate future, then a postal (email) vote is to be taken by the Board to expedite the process.
- vi. There is no limit on the number of teams (consecutive or not) that a person may nominate for the position of Manager and be appointed.
- vii. The position is to manage the team as a whole and ensure all policies and relevant procedures are followed.
- viii. The Manager position is not required to travel.

2.2.4. Coaches

- i. **Open TR Team**
 - a. There are to be 2 coaches selected to the final squad.
- ii. **Under 25 TR Team**
 - a. The Captain for the Under 25 Team may also be the Coach but a separate coach may be selected if sufficient nominations are received.
- iii. **Ladies TR Team**
 - a. The Captain for the Ladies Team may also be the Coach but a separate Coach may be selected if sufficient nominations are received.
- iv. **Match Rifle and Veterans TR Team**
 - a. The Captain or a shooter may also be the Coach.
- v. **F Class Teams**
 - a. For all F Class disciplines the Captain may also be the Coach.

2.2.5. Shooters

i. **Open TR Team**

- a. There will be 12 shooters selected to the final squad.
- b. All 12 shooters selected are to travel.
- c. Consideration should be given to one shooting member being an up and coming past U25 TR state team member who has reached an age to be too old for the U25 TR team.
- d. All 12 to practice.
- e. All 12 to wear a blazer and to be in the official Team photo.
- f. The final 11 shooters nominated to the NRAA will be selected by the travelling selectors prior to the matches.

ii. **Under 25 TR, Ladies TR**

- a. If possible there will be 6 shooters selected to the final squad.
- b. All 6 to travel.

iii. **F Class discipline teams.**

- a. If possible there will be 6 shooters selected to the final squad.
- b. All 6 to travel.

iv. **Veterans Team**

- a. If possible there are to be 12 TR shooters and 4 F Class Standard shooters selected to the final squad.
- b. All 16 shooters are to travel. (This will mean that when the 2 Captains and 2 Coaches are included there will be a squad of 20 representatives traveling in the Team.)

v. **Match Rifle Team**

- a. If possible there are to be 6 shooters selected to the final squad.
- b. All 6 to travel.

2.2.6. Vice Captains

i. **Open TR Team**

As part of succession planning a Vice Captain is to be appointed by the Captain. The Captain should consult with the Selectors on the appointment of the Vice Captain. This person is to be –

- a. An experienced State Team TR shooter.
- b. To be involved in the travelling selections.

ii. **Under 25 TR Team**

As part of succession planning a Vice Captain is to be appointed by the Captain. The Captain should consult with the Selectors on the appointment of the Vice Captain. This person is to be –

- a. An experienced State Team shooter.
- b. To be involved in the travelling selections.

iii. **Ladies Team**

As part of succession planning a Vice Captain is to be appointed by the Captain. The Captain should consult with the Selectors on the appointment of the Vice Captain. This person is to be –

- a. An experienced Ladies State Team shooter.
- b. To be involved in the travelling selections.

iv. **Veterans and Match Rifle**

- a. As part of succession planning the Captain may appoint either the coach or one of the shooters as the Vice-Captain.

v. **F Class disciplines**

- a. As part of succession planning the Captain may appoint either the coach or one of the shooters as the Vice-Captain.

2.2.7. Resignation of Team Captain during a campaign

i. **For all teams**

- a. In the event of the resignation of Team Captain during a campaign, then the Vice Captain will be automatically instated as Captain. In the event of the resignation of all senior organizing members of a team, then selection will be opened to all members as soon as possible (a short nomination period should be set).

2.3 Selection Procedure

2.3.1 Open TR Team

- i. The Open TR Team Captain, two Selectors plus the Vice Captain are to determine the selection criteria and procedure. This criteria and procedure is to be formulated as early as possible.
- ii. The Captain will provide to Nominees full and complete details of the selection procedure, prior to the selection trials, to all people nominating for the team. The details to be provided will include all financial obligations that the Team members are, or are likely to be, exposed to.
- iii. Every person should trial if there are more nominees than required for the team.
- iv. The Captain, in consultation with the Selectors, has the discretion to make automatic selections but where possible all should participate in the trials.

2.3.2 Under 25 TR Team

- i. The U25 TR Team Captain, two Selectors plus the Manager or an open TR team member are to determine the selection criteria and procedure for U25 TR Team.
- ii. The Captain will provide to Nominees full and complete details of the selection procedure, prior to the selection trials, to all people nominating for the team. The details to be provided will include all financial obligations that the Team members are, or are likely to be, exposed to.
- iii. Every person must trial if there are more nominees than required for the team.
- iv. The Captain, in consultation with the Selectors, has the discretion to make automatic selections but where possible all should participate in the trials.

2.3.3 Ladies TR Team

- i. The Ladies TR Team Captain, two Selectors plus Manager or senior team member are to determine the selection criteria and procedure for the Ladies TR Team.
- ii. The Captain will provide to Nominees full and complete details of the selection procedure, prior to the selection trials, to all people nominating for the team. The details to be provided will include all financial obligations that the Team members are, or are likely to be, exposed to.
- iii. Every person must trial if there are more nominees than required for the team.
- iv. The Captain, in consultation with the Selectors, has the discretion to make automatic selections but where possible all should participate in the trials.

2.3.4 Veterans Team

- i. The Veterans Team Captain, two Selectors plus Manager or senior team member are to determine the selection criteria and procedure for the Veterans Team.
- ii. The Captain will provide to Nominees full and complete details of the selection procedure, prior to the selection trials, to all people nominating for the team. The details to be provided will include all financial obligations that the Team members are, or are likely to be, exposed to.
- iii. Every person must trial if there are more nominees than required for the team.

- iv. The Captain, in consultation with the Selectors, has the discretion to make automatic selections but where possible all should participate in the trials.

2.3.5 Match Rifle Team

- i. The Match Rifle Team Captain will select the Team from the nominations received and submit the Team for approval of the Board.
- ii. The Captain will provide to Nominees full and complete details of the selection procedure, prior to the selection trials, to all people nominating for the team. The details to be provided will include all financial obligations that the Team members are, or are likely to be, exposed to.

2.3.6 F Class Teams

- i. The F Class Team Captains will select the Teams from the nominations received and submit the Teams for approval of the Board.
- ii. The Captain will provide to Nominees full and complete details of the selection procedure, prior to the selection trials, to all people nominating for the team. The details to be provided will include all financial obligations that the Team members are, or are likely to be, exposed to.

2.3.7 Announcement of the Selected Teams – all TR Teams

- i. It is the Captain’s prerogative as to the timing of the announcement of the Team’s final selection but it should be within 48 hours of the completion of the holding of the last trial.
- ii. There should be a minimum of at least a personal phone call. If there are a large number of people to be notified then the Captain can nominate someone to assist with this duty.

3. Strategies

3.1. Selection Trials – TR Teams

- i. The Captain and Selectors, in deciding the selection process should consider that the ranges (distances) to be used for the trials be –
 - a. Minimum of one 300 m / y.
 - b. No middle distance ranges.
 - c. Balance to be at 800 m / 900 y and 900 m / 1000 y
- ii. Blow off shots should be planned so that “dirty” barrels can be used from the start but these “blow off” shots should be coached. This will help eliminate “climb” effects of clean barrels. These “blow off” shots are not to be considered during the selection process.

3.2. Travelling Selectors – TR Teams

The “Travelling Selectors” are to determine the squads and shooting orders for the various matches and to assist the Captain/s with the preparation of strategies.

- i. **Open TR Team**
 - a. Captain

- b. Coaches x 2
- c. Vice Captain
- ii. **U25 TR Team**
 - a. Captain
 - b. Plus one senior member of the Open TR State Team that is not involved in Open TR Team's selection, and/or
 - c. The U25 TR Team Manager at the Captain's prerogative
- iii. **Ladies TR Team**
 - a. Captain
 - b. Plus one member of the Ladies TR Team being :-
 - The Coach if the Captain is not the Coach
 - An experienced Ladies Team shooter if the Captain is the Coach.
 - The Ladies Team Manager at the Captain's prerogative.

3.3. Announcement of the various TR Teams Match Squads for specific Matches

3.4. SARA East versus West Teams Competitions

- i. As the East versus West Teams competition is the next level of TR and F Class team shooting leading to state team representation, the selectors for the East and West Teams should endeavor to select coaches and shooters for those respective teams as a way of training for future state team teams.

3.5. Format and Timing of TR Team Practices

- i. It is suggested that there be four practices – the Captains, Vice Captain and Coaches are to determine exact format.
 - a. The first practice weekend is to be a full team attendance. Shooting is to be programmed for 300, 800 and 900m.
 - b. For the Open TR Team, the second and third practice weekends are to be the Captain, both the Coaches and half of the shooters (ie 6 shooters) at each practice, ie only 3 shooters per coach and endeavor to shoot 6 or 7 details per day. If possible, 2 other shooting members of the Team that are not scheduled to shoot that weekend are to act as plotters.
 - c. For the Under 25 and Ladies TR Teams, the second and third practice weekends are to be the Captain, Coach and half of the shooters (ie 3 shooters) at each practice, ie only 3 shooters per coach and endeavor to shoot 6 or 7 details per day. If possible, 1 other shooting member of the Team that is not scheduled to shoot that weekend is to act as plotter.
 - d. On the last practice weekend, a full Merrett Match (Open TR), West Australian Match (Under 25 TR), and Medland Match (Ladies TR) is to be programmed on the last day.
- ii. During the practices emphasis should be placed on practicing mound procedures and plotting, including :-
 - a. Mound positions for coach, shooters, and plotters.
 - b. Ability to shoot quickly.
 - c. Use sighters of other shooters when needed.
 - d. Practice for malfunctions and what has to be done.
 - e. Practice a strategy for difficult weather conditions.
- iii. It should be planned that shooters fire “blow off” shots so that “dirty” barrels can be used from the start but these “blow off” shots should be coached. This will help eliminate “climb” effects of clean barrels. They are to be “coached” so that a record of effects of clean barrels can be established for future use in the Team’s program.
- iv. The use of plotters is encouraged. Training of plotters also needs to be implemented.

3.6. Equipment and Ammunition – TR Teams

- i. Early in the development of all TR teams, the Captain and senior team members should form a “subcommittee” to develop recommendations on equipment and ammunition for the shooting members.

- ii. The Captains are to ensure all equipment used by the shooting members is of a suitable standard and ensure barrel life will be managed.
- iii. Senior TR team members are to advise new shooting members of improvements that can be made.
- iv. Load development and load/barrel tuning at 900m / 1,000 yards is to be carried out by team members. A procedure document has been produced for this process.
- v. The Under 25 and Ladies TR Team Captains may request assistance from people outside of the Team to carry out this process.

4. Team Support Requirements

4.1.Support for Teams

- i. Wired communications between the captain, coaches and plotters.
 - a. SARA has wired coms equipment and this equipment should be used.
- ii. Training aids
 - a. Rika – SARA has one set for use by all members as a training aid and will be available for use of all team members during the practice period

4.1.2. Support for Captains

- i. A mentor should be appointed by the Board that is external to the team and has state team experience. This could be a selector, a past state team captain or team member.
- ii. The selectors and coaches should also assist the Captain in the management of the Team.
- iii. The Captain should be proactive in requesting this support from the selectors and coaches.

5. Training – all disciplines

5.1.2. Training of Coaches

- i. Experienced coaches are to be invited to develop a training program for inexperienced coaches.

5.1.3. Training of Shooters

- i. The Captain and senior members are to work with individuals and small groups as mentors / personal coaches to members of the Team that are considered to be the “less experienced” of the Team.
- ii. The Captain’s role is to observe and guide this process to ensure the best outcomes.
- iii. Shooters should train to shoot on command. This should be carried out within and external to official Team practices.
- iv. A training program / path should be encouraged which should include :-
 - a. Live firing
 - b. Dry firing (TR shooters)
 - c. Mental preparation
 - d. Mound procedures
 - e. Personal fitness
 - f. Match practice
- v. The training of the Ladies and U25 TR teams should be aligned to the Open TR team’s training program.
- vi. Off range training / talks should be scheduled by senior / past shooters – how they did it, maybe conducted in smaller groups.

6. Succession Planning for TR Teams

- i. A Vice Captain for all teams is to be appointed as potential future captains.
- ii. Graduate/s of U25, if available, may be able to travel with the Open TR Team as a learning experience, if they are unsuccessful in selection for the Team.
- iii. If plotters are to be used then consideration should be given to the selection of plotters that may become candidates for future coaching positions.
- iv. Potential TR and F Class coaches need to be identified by the Captains / Vice Captains / senior team members and encouraged/targeted into coaching roles in East versus West matches and also encourage these people to trial as a coach, even if they are unavailable for the Team being selected.