



### Strategy Snapshot:

The purpose of this Snapshot is to answer the question:

“What are the strategic activities that are required to be delivered to help Integreat move forward and to continue to grow strategically (over the next one to five years)?”

Table 1: Snapshot of the Strategic IQ Opportunities and Challenges and Short Term Actions

#	Opportunities	Challenges	1–2-year strategy
1	<del>Achieving the deductible gift recipient (DGR) Status</del>	<del>Maintaining the Financial Sustainability</del>	<del>NA (Complete)</del>
2	Achieving the public benevolent institution (PBI) Status	Enhancing Skills in the staff To bring accounting/payroll processes in house Building capacity to deliver current & new projects.	Ongoing, and for further consideration after year 1
3	<del>Achieving the deductible gift recipient (DGR) Status</del>	<del>Maintaining the Financial Sustainability</del>	<del>NA (Complete)</del>
4	Expand on programs to reduce inequalities, to provide quality education, and to support sustainable communities	<i>The availability of resources to deliver all programs</i>	Review and finalisation of program list and delivery strategy) <b>By December 1, 2024 (Priority 1)</b>
5	Strengthening social integration programs (Healthy Communities, Regional Participation and Learning for the Future)	Enhancing skills and diversity in the board. Skills & cognition Geographic Gender and cultural	Ongoing, and for further consideration after year 1
6	Enhancing current collaboration and partnerships	Extending as a Central Queensland organisation	Ongoing, and for further consideration after year 1
7	<del>Extending services to new areas (e.g., Biloela)</del>	<del>Establishing a point of difference for the services Integreat Queensland provides</del>	Removed, as covered below
8	Support Flourish and other events to deliver integration. <i>Deliver Flourish Gladstone</i>	Strengthening current risk management and work health and safety capabilities	Finalise strategy, and deliver the festival <b>By August 31, 2024 (Priority 1)</b>



#	Opportunities	Challenges	1–2-year strategy
9	Achieving Central Queensland wide reach and presence	Succession Planning (prevent loss of information and knowledge)	Ongoing, and for further consideration after year 1
10	Support Flourish and other events to deliver integration. <i>Deliver Flourish Biloela</i>	Strengthening current risk management and work health and safety capabilities	Finalise strategy, including whether to commit to the festival, including the date <b>By August 1, 2024 (Priority 1)</b>
11	Reduce financial costs by undertaking in-house	Attracting the right type of grants	Conduct a review of the types of services that are provided internally, and what could be provided externally, and develop a resourcing strategy <b>TBA, 2024 (Priority 1)</b>
12	Develop a 'skilled volunteers' strategy	Matching the right volunteers with the volunteering skills required	The strategy should highlight what skills are required, and for what outcomes <b>TBA, 2024 (Priority 3)</b>
13	Establish a stakeholder engagement strategy	None specifically, though the strategy needs to ensure that Integreat is having conversations with the right stakeholders	The strategy should highlight all the Integreat stakeholders, funding bodies, potential sponsors, members etc. <b>By June 25, 2024 (Priority 1)</b>
14	Develop the Childcare Centre	A major process of business development to be undertaken prior to this centre being available	Open the Childcare Centre <b>By August 1, 2024 (Priority 1)</b>
15	Establish a strong communication and marketing strategy, that is aligned with the vision, values, and mission	Delivering on the strategy	The strategy should highlight all of the Integreat messaging, including the marketing process and marketing goals and objectives <b>By December 1, 2024 (Priority 2)</b>
16	Establish the process for a focused membership drive	Linking this to the stakeholder engagement strategy	Not commenced, and for further consideration after year 1



#	Opportunities	Challenges	1–2-year strategy
17	Vosa (as Board Chair) to check in with the UN on the use of the SDGs	A lack of response	To ensure that Integreat can align their values with the SDGs <b>By June 1, 2024</b> <b>(Priority 1)</b>

### Operational Snapshot:

The purpose of this Snapshot is to answer the question:

“What were the operational actions that were discussed during the workshop, that were parked for the operations teams?”

Table 2: **Snapshot of the Operational IQ Opportunities and Challenges and Short Term Actions**

#	Opportunities	Challenges	1–2-year strategy
1	Social media review and upgrade	To be scheduled and completed	For consideration
2	Website review and upgrade	To be scheduled and completed	For consideration
3	Develop impact stories that can be shared as case studies, including using visuals in case studies	To be scheduled and completed	For consideration
4	Developing out a knowledge bank of information for members, potentially in different languages	To be scheduled and completed	For consideration