Open Doors YOUTH SERVICE INC.

OUR MISSION

To provide LGBTQIASB+ young people in Queensland with access to safe supports that builds their resilience, strengthens their identity, and provides them with community.

OUR VISION

A Queensland where all LGBTQIASB+ young people live with pride, joy and belonging.

STRATEGIC PRIORITY 01
Trusted foundations, new horizons

By 2030 we will;

Use evidence and community needs to guide our growth, prioritising areas where our services can make the greatest difference.

WHAT THIS MEANS

- **1.1 Strengthen our core:** youth work, counselling and social groups remain our primary focus, while remaining responsive to young people's evolving needs.
- **1.2 Grow on evidence:** growth decisions are informed by demonstrated need and our capacity to deliver.
- **1.3 Reach beyond Fortitude Valley and Logan:** young people outside of our existing service hubs face similar barriers; telehealth and partnerships can extend our reach.
- **1.4 Remain agile:** we will continue to meet the needs of LGBTQIASB+ young people through responsive services.
- **1.5 Partner for systems change:** strengthen our relationships with schools, health services, parents and carers, and other LGBTQIASB+ organisations.

KEY INITIATIVES

- **Continue to embed the Logan Hub**
- **Community Needs Assessment**
- **Explore growth opportunities including hub expansions and the use of telehealth**
- **Build a coalition of support for a Rainbow House**

STRATEGIC PRIORITY 02
Demonstrating our impact

By 2030 we will:

Demonstrate the difference we make in young people's lives, using meaningful data and insights to celebrate our successes, strengthen our services and share our impact.

WHAT THIS MEANS

- **2.1 Data for impact:** optimise data and reporting systems to effectively communicate our impact and underpin our advocacy.
- **2.2 Evidencing impact:** clear, meaningful, person-centred reporting helps us celebrate the difference we make, build funder confidence and attract investment to support more young people.
- **2.3 Greater visibility:** lift public awareness of our services through strategic engagement of media, schools and community.
- **2.4 A clear, courageous voice:** remain the go-to voice on LGBTQIASB+ youth issues in Queensland, with a deliberate approach to how and when we use our platform.
- **2.5 Turning insights into action:** using what we learn to improve our services, plan for the future and respond to the changing needs of young people.

KEY INITIATIVES

- **ODYS Theory of Change**
- **Impact Measurement Framework**
- **Issues and spokesperson matrix for advocacy**
- **Visible in community**

STRATEGIC PRIORITY 03
Growing stronger together

By 2030 we will:

Continue to thrive as a values-led organisation, with the people, systems and governance needed to deliver meaningful outcomes for LGBTQIASB+ young people.

WHAT THIS MEANS

- **3.1 Professional expertise:** our people bring the expertise, capability and commitment to continuous improvement that underpin safe, effective and impactful services.
- **3.2 Lived experience is at our core:** lived experience perspectives strengthen our practice, leadership and decision-making.
- **3.3 Employer of choice:** a compelling employee value proposition, investment in professional development, meaningful work and a people-focused culture.
- **3.4 Shared leadership:** strategic responsibility is shared across the Executive Leadership Team.
- **3.5 Governance that builds trust:** Strengthening our governance, accountability and risk management to ensure ODYS remains a trusted, responsible and sustainable organisation.

KEY INITIATIVES

- **Workforce Plan & Employee Value Proposition**
- **Annual operational planning**
- **Risk framework**
- **First Nations Advisory**
- **Youth Advisory Council**

STRATEGIC PRIORITY 04
Securing our future

By 2030 we will

Build on our strong funding partnerships to strengthen financial sustainability and invest in the services LGBTQIASB+ young people need.

WHAT THIS MEANS

- **4.1 Strengthening funding sustainability:** develop a more sustainable funding base through a mix of funding partnerships across government, philanthropy and individual giving, with a focus on longer-term commitments.
- **4.2 Build on momentum:** leverage our strong cross sector partnerships to turn our strategic priorities into action
- **4.3 Strengthen funding partnerships:** build and deepen lasting relationships with current and new supporters.
- **4.4 Financial accountability:** building on our financial management practices to support effective planning, accountability and sustainable growth.
- **4.5 Purpose first:** assess opportunities against our strategy and risk appetite, to ensure that funding follows priorities.

KEY INITIATIVES

- **Fundraising and Partnerships Strategy**
- **Opportunities Framework**
- **Financial capability uplift**
- **Increase untied revenue**

With thanks

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