

GRANN Strategic Plan (2026-2029)

This Strategic Plan reflects GRANN's updated governance framework and separation between:

- Governance (Board oversight)
- Programs (community initiatives)
- Social Enterprise (pathways to income-generating activities)

The Board oversees strategy. Delivery may occur through volunteers, contractors, or Social Enterprise structures.

Strategic Pillar 1: Community & Peer Support

Goal: Sustain accessible neuro-affirming spaces.

Priorities:

- Continue NeuroKind Circles
- Develop newly diagnosed and self-identified resource package
- Maintain online accessibility options
- Strengthen community feedback and accountability loops

Success indicators:

- Participation retention
- Feedback quality
- Reduced burnout among organisers and facilitators

Strategic Pillar 2: Governance & Sustainability

Goal: Strengthen long-term stability.

Priorities:

- Implement staggered Board terms
- Strengthen risk management
- Formalise conflict-of-interest register
- Gain DGR compliance
- Maintain ACNC, PBI compliance
- Grow paid and general membership base

Success indicators:

- Membership growth
- Compliance audits passed
- Board continuity



Strategic Pillar 3: Ethical Social Enterprise Development

Goal: Build sustainable income aligned with purpose.

Principles:

- No private profit distribution
- Transparent contractor agreements
- Clear separation from governance
- Ethical compensation pathways

Focus areas:

- Autistic and Neurodivergent micro-enterprise support
- Skills-based workshops
- Creative and maker pathways

Success indicators:

- Revenue reinvested into charitable activities
- Contributor satisfaction
- No governance conflicts identified

Strategic Pillar 4: Advocacy & Systems Change

Goal: Address structural exclusion.

Focus areas:

- Employment justice
- Neuro-affirming policy advocacy
- Public education
- Partnership building

Governance safeguard:

Advocacy positions must be authorised by the Board under the Advocacy Policy.

Financial Sustainability Principles

All allocations are subject to:

- Available income
- Risk assessment
- Board approval

Projected expenditure figures are indicative only and contingent on funding.



Review & Accountability

This Strategic Plan will be:

- Reviewed annually
- Evaluated against measurable outcomes
- Updated in consultation with members

**GRANN exists to protect and uplift Autistic and Neurodivergent people.
Strong governance protects that mission.**