



STRATEGIC PLAN

2026-2029

Supporting Men. Strengthening Communities.



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*Connection
before
Direction*





STRATEGIC PLAN 2026-2029

Executive Summary

OUR BELIEF - Connection Saves Lives

Walk 'n' Talk Collective exists to breakdown isolation and build stronger lives through connection, conversation, and community. What began as a grassroots movement has grown into a multi-layered organisation delivering community programs, disability support services, and education initiatives across Central Queensland.

THE CHALLENGE

Mental health remains one of Australia's most urgent social issues, particularly for men.

3,307 Australians lost to suicide in a year <i>ABS 2024</i>	76.5% Of those deaths are men <i>ABS 2024</i>	2x higher Construction, Mining & FIFO workers nearly twice as likely to die by suicide <i>Lancet 2024</i>	27.6% Of male suicides are trades & technicians <i>ABS 2025</i>
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Regional and mining communities face isolation, long shifts, and limited access to support. The gap is clear. Many men are not engaging with traditional mental health services, and the cost is measured in lives.

OUR RESPONSE

A community-led, practical model that meets people where they are.

- Peer connection and lived experience
- Low-barrier, accessible entry points – Men's Catch-Ups, Common Ground, SiP.
- Structured support pathways (NDIS - Talk 'n' Support)
- Awareness campaigns, education, and workplace programs (Toolbox Talks)
- Partnerships with companies and EAP style tailored supports
- STEPS Framework (Male Carer Program through Wellways Carer Gateway)

We don't just provide services. We create environments where people engage, open up, and move forward.

OUR IMPACT MODEL

Connection → Trust → Engagement → Support → Transformation

We bridge the gap between informal connection and formal support systems, helping individuals move from isolation to purpose.

STRATEGIC PRIORITIES (2026–2029)

1. Scale Community Impact	Expand programs and reach across regions
2. Strengthen Service Delivery	Enhance Talk 'n' Support and program pathways
3. Build Sustainable Revenue	Grow NDIS, Wellways, partnerships, grants, and social enterprise
4. Expand Strategic Partnerships	Industry, government, and community alignment
5. Strengthen Leadership & Systems	Governance, workforce, and operational capability

WHY THIS MATTERS

- 40,000+ workers in the Bowen Basin region alone
- High-risk industries need practical, relatable support models
- Early intervention works:
 - ✓ \$2.30 return per \$1 invested (general workplace)
 - ✓ Up to \$15 return per \$1 (mining sector)

This is both a human solution and an economic opportunity.

GROWTH FOCUS

- Expand into new regions and communities
- Increase participant engagement and retention
- Strengthen workforce (staff + volunteers)
- Improve data, reporting, and measurable outcomes
- Build long-term financial sustainability

A CLEAR PATH FORWARD

Walk 'n' Talk is entering a critical phase of growth.



Scale what works.

Strengthen what supports it.

Deepen impact where it matters most.

This plan provides a practical roadmap for sustainable expansion and long-term community impact.

INVITATION TO PARTNER

We are building something bigger than programs. We are building stronger communities.

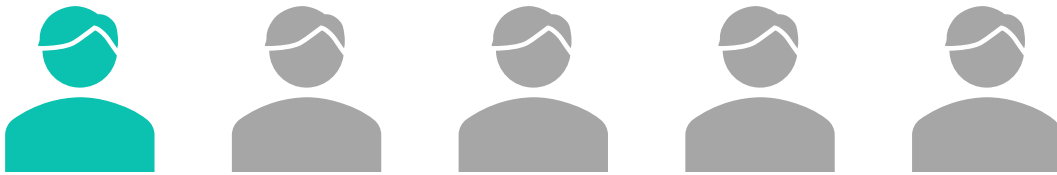
We invite Government, Industry and corporate partners, Community organisations and Philanthropic supporters, to partner in delivering meaningful, measurable, and lasting change.



Strategic Context

THE CHALLENGE

Mental health challenges continue to rise across Australia, with men disproportionately affected. Many remain disconnected from traditional services due to isolation, stigma, and a lack of relatable, accessible support, particularly in high-risk industries such as construction and mining.



1 in 5 Australians experience a **mental health condition** each year.

Men are significantly less likely to seek help for mental health concerns.



Over **40%** of **Australian workers** report experiencing **mental health symptoms**.

Workplace programs often fail to connect with blue-collar workers.

In regions like Central Queensland, these challenges are intensified by geographic isolation, workforce pressures, and limited service availability.

THE OPPORTUNITY

Demand for practical, community-based mental health support is rapidly increasing across workplaces, communities, and the disability sector.

- ✓ \$650M+ workplace mental health market (EAP sector)
- ✓ 40,000+ workers across the Bowen Basin
- ✓ Major infrastructure and defence projects driving workforce growth
- ✓ Rising NDIS demand for mental health-related supports



“There is a growing need for services that are local, accessible, relatable, and aligned with industry realities.” **Chris Bennett (Co-Founder)**

KEY TRENDS DRIVING DEMAND

1. Workplace Duty of Care

Stronger WHS legislation is requiring organisations to actively manage psychosocial risks, increasing investment in mental health and prevention.

2. Traditional Models are not Engaging Men

Many men avoid clinical or remote services, preferring informal, peer-based support that feels relatable and accessible.

3. Rise of Peer-Based Support

Lived experience and community-led approaches are proving more effective in building trust and engagement.

4. FIFO/DIDO Workforce Pressures

Isolation, fatigue, and mental strain are driving ongoing demand for support across mobile workforces.

5. Shift Toward Prevention

Government and industry are prioritising early intervention to reduce long-term costs and improve outcomes.

6. Established Trust and Credibility

Walk 'n' Talk has built strong community trust, partnerships, and recognition—an advantage that cannot be easily replicated.

STRATEGIC POSITION

Walk 'n' Talk is positioned to respond where others cannot.

Connection before direction creates entry points where traditional models fail.

The organisation is uniquely placed to:

- ✓ Engage high-risk populations
- ✓ Deliver practical, community-based support
- ✓ Partner with local industry and government
- ✓ Provide scalable, early intervention solutions



“Walk 'n' Talk is not just responding to a problem. It is stepping into a growing opportunity to deliver practical, scalable, and lasting impact where it is needed most.” **Jordan Meehan (Co-Founder)**





STRATEGIC PLAN 2026-2029

Organisational Overview

WHO WE ARE

Walk 'n' Talk Collective Inc. is a community-led, not-for-profit, Health Promotion Charity organisation dedicated to improving mental health and emotional wellbeing through connection, education, and practical support.

Founded in Rockhampton, Queensland, the organisation was established to meet a growing need for accessible, relatable, and community-based mental health support, particularly for men who are often underrepresented in traditional services.

We create safe, inclusive environments where primarily men can engage at their own pace and move toward meaningful change.



OUR JOURNEY

From simple beginnings to a trusted community organisation.

- Grassroots community walks creating space for conversation
- Growth into structured programs and mental health awareness and education
- Strong partnerships with businesses, community and workplace initiatives
- Launch of Talk 'n' Support (NDIS services)
- Delivery of STEPS for Male Carers (*Wellways Carer Gateway*)

What started as a walk became a pathway to support, connection, and transformation.

LEGAL STRUCTURE & GOVERNANCE

Legal Name	Walk 'n' Talk Collective Inc.
ABN	83 475 781 594
Structure	Incorporated Association
Status	Registered Charity (ACNC)
Location	Rockhampton, Queensland
Governance	Governed by a Board



WALK 'N' TALK PROGRAMS & SERVICES

Walk 'n' Talk Collective is a community movement building connection, resilience, and mental wellbeing through practical, grassroots programs and services. We meet people where they are, build trust, and guide them toward lasting wellbeing.

Core Programs & Services

Men's Movement (Community Programs)

Monthly men's catchups across Rockhampton, Yeppoon, and Gladstone creating safe spaces to connect, talk openly, and support one another.

Partnerships (Workplace & Community Programs)

Structured programs and workshops delivered in workplaces and community settings using frameworks such as PACE, PAUSE, Toolbox Talks, and the 8 Domains of Resilience.

Talk 'n' Support (NDIS Services)

Person-centred disability support for men, delivered by male support workers, focused on mental health, capacity building, and independence.

STEPS for Carers (Wellways Carer Gateway)

A structured pathway helping male carers reduce overwhelm, build resilience, and take practical steps forward.

Community Infrastructure

The Common Ground (Community Hub)

The home of Walk 'n' Talk, a welcoming space for connection, peer support, programs, and community events.

Social Enterprise

SiP. (Coffee & Food Trailer)

A not-for-profit coffee and food trailer creating connection and conversation, promoting mental health, and reinvesting all proceeds into Walk 'n' Talk programs.



Local roots. Lasting impact.



STRATEGIC PLAN 2026-2029

Vision & Mission

VISION – Why we Exist

Breaking down barriers. Building up lives.

Walk 'n' Talk Collective exists because too many people are still struggling in silence, particularly men facing isolation, disconnection, and mental health challenges without safe or relatable pathways for support. We envision a future where those barriers are removed, where communities are connected and resilient, and where every person feels seen, supported, and empowered to thrive regardless of their circumstances.

MISSION – How we Fulfil the Vision

We put Connection before Direction to promote mental health awareness, particularly for men, and build stronger, more connected communities.

Everything we do is grounded in one simple principle: start with connection, then provide direction. We create safe and accessible environments where people can engage at their own pace, build meaningful relationships, and access the support they need to move from isolation to belonging and from struggle to strength. Through lived experience, community engagement, education, and practical support services, we strengthen mental health, resilience, and overall wellbeing in the communities we serve.





STRATEGIC PLAN 2026-2029

Core Values

FIVE THINGS THAT CANNOT BE MANUFACTURED

Walk 'n' Talk Collective is not built on programs alone. It is built on values that cannot be manufactured, replicated, or scaled artificially. These values shape how we lead, how we serve, and how we build trust within the community. They are not statements. They are lived realities.

1

Connection

People before Process

We start with people, not processes. Connection comes before direction, creating safe spaces where people can build trust and engage.

2

Lived Experience

Lead from what we've lived

We lead from what we have lived, not just what we have learned. Shared experience builds trust, understanding, and real connection.

3

Authenticity

Be real, every time

We are real, honest, and consistent. We show up with integrity, creating trust and a space free from judgement.

4

Mateship

Stand with people, not above them

We stand with people, not above them. We walk alongside others, building belonging, loyalty, and ongoing support.

5

Collaboration

Better together

We achieve more together. Strong partnerships create better pathways, stronger support, and lasting outcomes.

WHAT MAKES THESE VALUES DIFFERENT

We will protect these values as we grow, because what cannot be manufactured is what creates the greatest impact.

These values are not aspirational. They are embedded in how Walk 'n' Talk operates every day, strengthened by our local presence, lived experience leadership, peer-based model, and the trust we have built within the community.

Walk 'n' Talk is not simply delivering programs. It is building community infrastructure for mental health and wellbeing.



STRATEGIC PLAN 2026-2029

Target Markets & Partnerships

A MARKET THAT CANNOT BE IGNORED

Walk 'n' Talk operates at the intersection of men's mental health and industrial workforce wellbeing, two of Australia's most critical and under-served areas. Central Queensland presents a unique concentration of high-risk, predominantly male workforces, high-pressure industries, and limited access to relatable, community-based support.

WHO WE SERVE

High-Risk Workforce

- Workers facing isolation, fatigue, and high-pressure environments
- Mining (FIFO/DIDO), construction, trades, and heavy industry

Need: Accessible, practical, and trust-based support

Community & Individuals

- Men experiencing isolation or life challenges
- Families and male carers
- NDIS participants

Need: Safe entry points, connection, and ongoing support pathways

Youth & Emerging Needs

- Young men and adolescents

Need: Early intervention, identity, and resilience-building environments

Organisations & Institutions

- Corporate and industry partners
- Government and community services

Need: Workforce wellbeing, WHS compliance, and trusted referral pathways

CORE CHALLENGES ACROSS ALL MARKETS

- ✓ Isolation and disconnection
- ✓ Low engagement with traditional services
- ✓ Stigma around help-seeking
- ✓ Lack of relatable, safe environments
- ✓ Fragmented support pathways

“Over the next three years, Walk 'n' Talk will grow its reach and lead community mental health in Central Queensland.”

Jordan Meehan & Chris Bennett
(Co-Founders)

REGIONAL GROWTH MODEL

Hub-and-Spoke Expansion

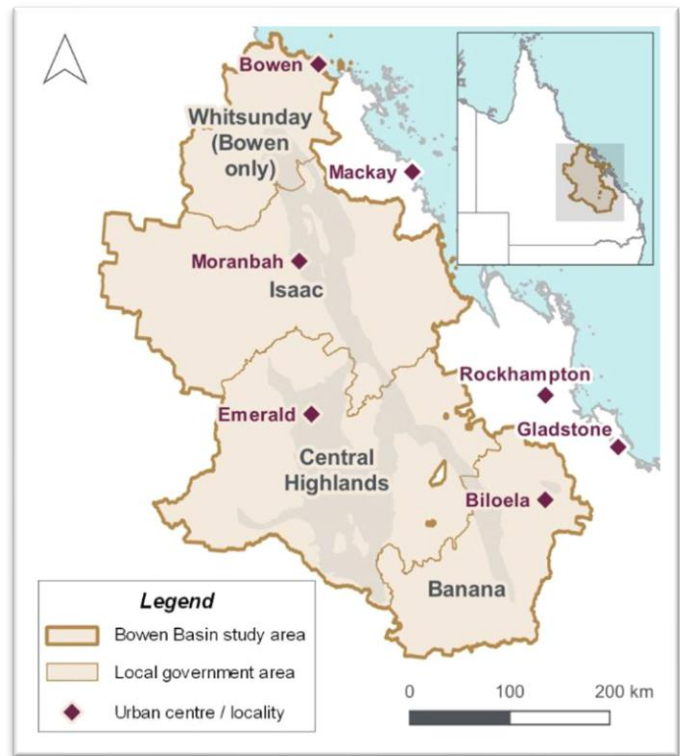
Hub: Rockhampton

Growth Regions:

- Capricorn Coast
- Gladstone
- Emerald
- Moranbah
- Mackay
- Banana Shire

Growth will be driven through:

- Local partnerships
- Community-based programs
- Volunteer and leader development



PARTNERSHIP ARCHITECTURE

1. Community & Health

- Local providers and Indigenous organisations
- Shared delivery and culturally relevant engagement

2. Industry & Corporate

- Mining, construction, energy sectors
- Workplace programs and service agreements

3. Government Alignment

- Mental health, prevention, and wellbeing priorities
- Grants, funding, and strategic initiatives

4. Strategic Collaborations

- Education, youth, sporting, and research organisations
- Expanded reach and stronger program outcomes

*Connection-first models
are the missing link*

STRATEGIC POSITION

Walk 'n' Talk is positioned as:

- ✓ A community-based entry point for mental health
- ✓ A trusted partner for industry and government
- ✓ A bridge between informal connection and formal services
- ✓ A peer-led movement promoting positive role modelling and personal responsibility, supporting men to make better choices in areas such as domestic and family violence and alcohol and other drug challenges.





STRATEGIC PLAN 2026-2029

Priorities & Model for Impact

A CONNECTED MODEL FOR IMPACT

Walk 'n' Talk delivers impact through a clear and practical five-step model that supports people from first connection through to long-term growth.

This same model also guides how the organisation grows.

HOW IT WORKS

This is how Walk 'n' Talk supports individuals and communities:

1. **Connection** (*Men's Catch Up's & Events*)
People engage, feel safe, and build trust
2. **Support** – (*Talk 'n' Support, STEPS - Wellways*)
Ongoing support creates stability and consistency
3. **Programs** (*PAUSE, PACE, 8 Domains of Resilience, & other programs*)
Skills, resilience, and capability are developed
4. **Common Ground & SiP.** (*Social Enterprise*)
A central place where connection, services, and pathways come together
5. **Partnerships** (*Workforce and Community partners*)
People, systems, and partnerships expand reach and impact

HOW WE GROW IT

Walk 'n' Talk scales its impact by strengthening each part of the model:

- ✓ Growing connection across more locations
- ✓ Strengthening support through better systems and increased capacity
- ✓ Expanding programs to reach more people
- ✓ Establishing Common Ground as a central community hub
- ✓ Building workforce and partnerships to increase reach and sustainability



“We don't build new systems to scale. We grow each part of the model to reach more people and increase impact.”

Jordan Meehan (Co-Founder)

WHAT WE DO & HOW WE GROW *(Strategic Priorities)*

What We Do	How We Grow It
Connection	Expand to more locations and increase community engagement. More people connected, earlier intervention.
Support	Grow NDIS, STEPS (Wellways) and funded services with strong systems and quality delivery
Programs	Increase education, training, and structured pathways. Increased reach, credibility, and opportunity.
Common Ground & SiP.	Establish and activate the community hub and social enterprise programs like SiP. <i>(Coffee & Food trailer)</i>
Workforce & Partnerships	Grow workplace training and fee-for-service programs, partnerships, and revenue streams

WHY THIS MODEL WORKS

- It is simple and easy to understand
- It meets people where they are
- It creates clear pathways for support and growth
- It is scalable without losing connection

Walk 'n' Talk is not delivering isolated programs; it is building a system that grows with the need.

STRATEGIC POSITION

This model allows Walk 'n' Talk to expand its reach, strengthen its impact, and build a sustainable future, while staying true to what makes it work.



“Walk 'n' Talk is not delivering isolated programs; it is building community infrastructure for mental health and wellbeing.”

Chris Bennett (Co-Founder)



STRATEGIC PLAN 2026-2029

Implementation Roadmap

FROM ESTABLISHED OPERATIONS TO SCALABLE IMPACT

Walk 'n' Talk has moved beyond startup and is now focused on scaling what already exists, strengthening systems, and building long-term sustainability.

The next three years follow a clear progression: **Structure** → **Expand** → **Scale**

YEAR 1: CONSOLIDATE & STRUCTURE (2026–2027)

Build the Foundation: Strengthen operations, formalise revenue, and prepare for growth.

Key Focus

- Consolidate programs and service delivery
- Formalise partnerships and revenue streams
- Strengthen systems, compliance, and reporting
- Build workforce structure and leadership pathways

Key Outcomes

- ✓ 8–12 corporate partners secured
- ✓ Stable and scalable NDIS delivery
- ✓ Clear organisational structure and reporting
- ✓ Improved operational efficiency

YEAR 2: EXPAND & INTEGRATE (2027–2028)

Grow the Model: Expand reach, increase revenue, and integrate services across regions.

Key Focus

- Expand to 5–6 locations across Central Queensland
- Grow partnerships and revenue streams
- Increase program reach and participation
- Strengthen integration across all service pillars

Key Outcomes

- ✓ Multi-location delivery established
- ✓ Strong partnership pipeline
- ✓ Increased revenue and financial strength
- ✓ Fully integrated service model

YEAR 3: SCALE & SUSTAIN (2028–2029)

Embed Long-Term Impact: Achieve sustainability, deepen impact, and prepare for replication.

Key Focus

- Strengthen financial sustainability and reserves
- Optimise high-performing programs
- Build long-term strategic partnerships
- Develop scalable and replicable model

Key Outcomes

- ✓ Financially sustainable organisation
- ✓ Strong leadership and governance
- ✓ Proven, scalable model
- ✓ Established regional footprint

FIRST 100 DAYS: IMMEDIATE PRIORITIES

Quick Wins to Accelerate Growth

- Convert existing relationships into paid agreements
- Secure 2–3 new corporate partners
- Strengthen NDIS systems and compliance
- Finalise governance and reporting frameworks
- Activate grant and funding pipeline

Outcome: Stronger revenue, clearer systems, and a ready pipeline for growth



“Walk ’n’ Talk is moving from a strong operating organisation to a scalable, sustainable community infrastructure model.”

**Jordan Meehan & Chris Bennett
(Co-Founders)**



STRATEGIC PLAN 2026-2029

Funding & Sustainability

A SUSTAINABLE MODEL FOR LONG-TERM IMPACT

Walk 'n' Talk is building a financially sustainable organisation to support long-term community impact.

The goal is not profit. The goal is sustainability.

Every dollar generated supports:

- ✓ Community connection programs
- ✓ Mental health support services
- ✓ Workforce development
- ✓ The Common Ground community hub

REVENUE MODEL *(Diversified & Scalable)*

Walk 'n' Talk operates across multiple income streams to reduce risk and enable growth.

Primary Engine - NDIS Services (Talk 'n' Support)

- Core, recurring revenue stream
- Scalable with participant growth

Secondary Engine - Government & Contracted Programs

- Wellways Carer Gateway (\$270K+ annually)
- KPI-driven, structured delivery
- Proven government service capability

Growth Streams - Partnerships, Funding & Social Enterprise



- Corporate and workplace partnerships
- Workplace giving, Containers for change
- Grants and government funding
- Sponsorships and philanthropy
- Fee-for-service programs
- Community fundraising & events
- Social enterprise (SiP. Coffee & Food trailer)

FINANCIAL STRATEGY

Walk 'n' Talk is intentionally building a model where:

- No single income stream dominates
- Recurring revenue supports operations
- Diversification reduces financial risk

Target: No revenue stream exceeds 30-40% of total income

3-YEAR FINANCIAL ROADMAP



Year 1 – Stabilise	Year 2 – Grow	Year 3 – Scale & Sustain
Build strong foundations	Expand reach and income	Long-term sustainability
<ul style="list-style-type: none"> • Strengthen core revenue (NDIS + partnerships) • Secure continued Wellways funding • Establish financial systems and reporting 	<ul style="list-style-type: none"> • Grow corporate partnerships • Increase program delivery • Expand funding opportunities 	<ul style="list-style-type: none"> • Diversified and stable income base • Strong financial reserves • Scalable programs and partnerships

INVESTMENT LOGIC

Why Invest: Walk 'n' Talk is a proven and growing organisation with established NDIS revenue, secured government contracts, strong community demand, and a capable workforce already delivering impact.

What Investment Enables: Investment will drive expansion into new regions, strengthen workforce and leadership, scale programs and partnerships, and establish the Common Ground hub.

Return on Impact: This delivers improved mental health outcomes, reduced risk in high-risk industries, stronger community connection, and measurable, reportable results.

“Walk 'n' Talk is not just funding programs. It is building a model that can sustain, grow, and deliver impact long into the future.”

Jordan Meehan & Chris Bennett (Co-Founders)





STRATEGIC PLAN 2026-2029

Impact Measurement

MEASURING WHAT MATTERS

Walk 'n' Talk is committed to delivering measurable, meaningful, and scalable impact across community, service delivery, and organisational sustainability.

Over the next three years, progress will be tracked across six key outcome areas:

Participants | Programs | Revenue | Workforce | Engagement | Partnerships

These areas provide a clear and consistent framework for measuring growth, impact, and long-term sustainability.

3-YEAR GROWTH SNAPSHOT

Outcome Area	Measure	Year 1	Year 2	Year 3
Participants	Total People Engaged	1,200+	2,000+	3,000+
	NDIS Participants	40–60	70–100	120+
	Wellways Participants	100–150	150–220	250+
Programs	Active Locations	3–4	5–6	7+
	Workplace Programs Delivered	10–15	20–30	40+
Revenue	Annual Revenue through Expanding NDIS, workplace programs, and funding streams	\$500K–\$750K	\$900K–\$1.2M	\$1.5M+
Workforce	Expand Staffing	8–12	12–18	18–25
	Volunteers / Peer Leaders	30–50	60–80	100+
Engagement	Community Engagement (Events & Walk-ins)	500–800	1,000–1,800	2,500+
Partnerships	Active Partnerships	8–12	15–20	25+

WHAT SUCCESS LOOKS LIKE

Impact is measured through both data and real-life stories, ensuring a complete picture of change. Over the next three years, success will be demonstrated through:

- Increased connection and reduced isolation
- Improved mental health and wellbeing
- Strong engagement across programs and services
- Sustainable growth and expanded reach
- Trusted partnerships across sectors

MEASUREMENT SYSTEMS

Walk 'n' Talk uses practical tools to track performance across all areas of the organisation, including program and attendance tracking, NDIS reporting and case management systems, CRM systems for partnerships and engagement, surveys and feedback tools, and financial and operational dashboards. This ensures that all data collected is consistent, reliable, and actionable, supporting informed decision-making and continuous improvement.

ACCOUNTABILITY

Progress will be:

- Monitored quarterly
- Reported to the Board
- Reviewed annually

Ensuring the organisation remains: **Accountable** | **Data-driven** | **Outcome-focused**

STRATEGIC IMPACT

Walk 'n' Talk is scaling from a strong regional organisation into a sustainable, high-impact community infrastructure model.



“This is not just growth in numbers. It is growth in people reached, lives changed, and communities strengthened.”
Jordan Meehan & Chris Bennett
(Co-Founders)



Risk Assessment & Mitigation

MANAGING RISK TO ENABLE GROWTH

Walk 'n' Talk operates in a high-need, high-impact environment. With this comes operational, financial, and strategic risk. These risks are not barriers. They are factors to be actively managed.

The organisation is committed to identifying risks early, implementing practical mitigation strategies and maintaining strong governance and oversight. Effective risk management enables sustainable, responsible growth.

KEY RISK AREAS

Risk Area	Risk	Mitigation	Contingency
Operational	Over-reliance on founders and key individuals	<ul style="list-style-type: none"> Strengthen structure and role clarity Develop leadership and workforce capacity Document systems and processes 	<ul style="list-style-type: none"> Board oversight and succession planning Redistribution of responsibilities
Financial	Reliance on limited funding sources	<ul style="list-style-type: none"> Diversified revenue model No single stream >30-40% Strong financial tracking and forecasting 	<ul style="list-style-type: none"> Maintain 3-month operating reserve Adjust delivery based on revenue Accelerate funding opportunities
NDIS & Compliance	Policy or funding changes	<ul style="list-style-type: none"> Maintain NDIS compliance and standards Diversify services and revenue streams Monitor regulatory changes 	<ul style="list-style-type: none"> Shift toward non-NDIS revenue Expand workplace and community programs
Workforce	Burnout, vicarious trauma, capacity limits	<ul style="list-style-type: none"> Supervision and debrief processes Manageable caseloads Trauma-informed training Strong wellbeing culture 	<ul style="list-style-type: none"> External supervision support Adjust workloads and staffing Provide recovery and leave support

Risk Area	Risk	Mitigation	Contingency
Reputation	Incidents or negative perception	<ul style="list-style-type: none"> • Clear service scope and referral pathways • Strong compliance and governance • Consistent, high-quality delivery 	<ul style="list-style-type: none"> • Crisis communication plan • Proactive stakeholder engagement • Maintain community trust
Partnership & Market	Delays in partnerships or increased competition	<ul style="list-style-type: none"> • Diverse partnership base • Strong local relationships • Multi-year agreements • Clear value proposition 	<ul style="list-style-type: none"> • Expand alternative revenue streams • Increase community visibility • Adapt services to demand

CRITICAL ORGANISATIONAL RISK

Founder Over-Reliance

Walk 'n' Talk's growth has been driven by its founders. Long-term sustainability requires reducing dependency on key individuals.

Strategic Response

- Expand workforce and leadership capacity
- Build scalable systems and processes
- Distribute responsibility across the organisation

Shift Required: Founder-led → System-led organisation

Walk 'n' Talk recognises:

- Growth requires risk
- Impact requires action
- Sustainability requires discipline

The organisation will balance:

- Boldness in mission
- Responsibility in execution



STRATEGIC POSITION

The greatest risk is not growth. The greatest risk is failing to respond to the need.

Walk 'n' Talk will continue to:

- ✓ Act with urgency
- ✓ Plan with discipline
- ✓ Grow with integrity



STRATEGIC PLAN 2026-2029

Governance & Accountability

STRONG GOVERNANCE FOR SUSTAINABLE IMPACT

Walk 'n' Talk is committed to high standards of governance, accountability, and transparency in line with ACNC Governance Standards.

Strong governance ensures the organisation:

- Operates in line with its purpose
- Meets all legal and regulatory obligations
- Uses resources responsibly
- Maintains trust with community and stakeholders

Governance is the foundation that enables impact.

BOARD OVERSIGHT

The Board provides strategic direction, oversight, and accountability.

Key Responsibilities

- ✓ Set and safeguard vision, mission, and strategy
- ✓ Ensure compliance with ACNC and legal requirements
- ✓ Oversee financial management and risk
- ✓ Approve plans, budgets, and major initiatives
- ✓ Monitor performance and outcomes
- ✓ Appoint and support leadership

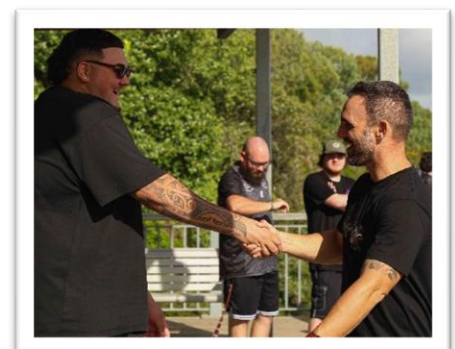
Commitment: Integrity | Accountability | Transparency | Ethical leadership

LEADERSHIP STRUCTURE

Day-to-day operations are led by the executive and leadership team.

Responsible for:

- ✓ Delivering the Strategic Plan
- ✓ Managing programs and services
- ✓ Leading staff and volunteers
- ✓ Ensuring compliance and performance
- ✓ Reporting to the Board



REPORTING FRAMEWORK

Board Reporting

- Quarterly performance reports
- Financial tracking and statements
- Risk and compliance updates
- Strategic progress reviews

Operational Reporting

- Program KPIs and outcomes
- NDIS compliance and service delivery
- Workforce and volunteer reporting
- Partnership and stakeholder reporting



STRATEGIC REVIEW CYCLE

- **Quarterly:** Progress tracking
- **Annually:** Full strategic review
- **3-Year Cycle:** New strategic plan

Ensures the organisation remains responsive, aligned, and outcome-focused

POLICIES & COMPLIANCE

Walk 'n' Talk operates under a comprehensive governance framework.

Core Governance	Financial & Risk	Operational & Workforce	NDIS & Safeguarding
<ul style="list-style-type: none"> • Constitution and Board Charter • Code of Conduct • Conflict of Interest • Privacy and Confidentiality 	<ul style="list-style-type: none"> • Financial Management Policy • Delegations of Authority • Risk Management Framework • Fraud and Compliance controls 	<ul style="list-style-type: none"> • HR and Volunteer Policies • WHS and Incident Reporting • Complaints and Feedback 	<ul style="list-style-type: none"> • NDIS Practice Standards • Safeguarding and participant protection • Child Safe Organisation and vulnerable persons policies

As Walk 'n' Talk grows, it will continue to strengthen Board capability, enhance systems and reporting and maintain compliance across all areas.

Strong governance builds trust. Trust enables impact.



STRATEGIC PLAN 2026-2029

Call to Action

BUILDING WHAT COMES NEXT

Walk 'n' Talk Collective was founded on a simple belief: **connection saves lives.**

What began as a grassroots movement has grown into a trusted and expanding organisation supporting individuals, families, and communities across Central Queensland.

Over the next three years, Walk 'n' Talk will build on this foundation by expanding connection, strengthening services, delivering practical programs, establishing the Common Ground hub, and developing a sustainable, scalable model for long-term impact.

WHY THIS MATTERS NOW

The need for accessible, relatable mental health support has never been greater.

- Men continue to struggle in silence
- Families are under increasing pressure
- Workforces face growing mental health challenges
- Regional communities remain under-served

The gap is real and it is growing.

PARTNER WITH US

We cannot do this alone.

For Industry: Support your workforce and be part of a solution that works

For Funders: Invest in proven, scalable impact

For Community: Get involved, connect, and help others do the same

THE FUTURE

We are building more than programs. We are building stronger people, stronger communities, and lasting change.

Breaking down barriers.

Building up lives.



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