



Strategic Plan 2026 - 2031



March 2026



Glyde-In: A Place to Learn, Connect and Belong

Glyde-In has a long and proud history as a community learning and social connection hub in East Fremantle. Established to support lifelong learning, creativity and connection, Glyde-In has grown into a much-loved place where people come together to learn new skills, acquire knowledge, share interests and build meaningful relationships.

Today, Glyde-In supports a strong and loyal membership of approximately 650–700 people. With a wide range of affordable programs, classes, talks and outings, Glyde-In plays an important role in promoting learning, wellbeing and social connection for all community members.

Glyde-In is known by its members for its warmth, inclusivity and quality. Members regularly describe it as welcoming, non-pretentious and professionally run - a place where people feel comfortable, valued and encouraged to take part at their own pace.

While proudly based in East Fremantle and deeply connected to the local community, Glyde-In's programs and reputation attract members from across the Perth metropolitan area. This wider reach is a strength and reflects the value people place on what Glyde-In offers.

As Glyde-In continues to evolve, this Strategic Plan provides clear direction to help protect what people love about the organisation, while ensuring it remains sustainable, accessible and responsive to changing community needs.

How This Strategic Plan Was Developed

This Strategic Plan has been shaped by the voices and experiences of the people who know Glyde-In best. In early 2026, Glyde-In undertook a dedicated member consultation process and focus group, to understand what people value most, what is working well, and where there may be opportunities to strengthen the organisation. In addition, the Glyde-In Management Committee members and staff participated in a strategic planning session to reflect on the organisation's purpose, future challenges and opportunities, and the practical realities of delivering services in a volunteer-led community organisation.

Across these conversations, members, volunteers, Management Committee members and staff consistently highlighted:

- The value of learning, creativity and social activity
- The importance of connection, belonging and purpose
- The essential role volunteers play in keeping Glyde-In running
- Pressures relating to space, accessibility, volunteer capacity and sustainability
- A strong desire to preserve the unique “feel” and culture of Glyde-In as it evolves

Who This Plan Is For

The plan was developed with three key groups in mind:

- Primary Members: People seeking learning, connection and social engagement
- Supporters & Emerging Volunteers: People with skills, experience and time to share
- Partners & Enablers: Facilitators, Educators, Artists, Community Organisations, Council and supporters

This Strategic Plan builds on Glyde-In's many strengths, including its welcoming culture, diverse programs and strong member base while addressing known challenges such as reliance on volunteers and Council funding, limited marketing capacity and the need for better data and planning tools.

Together, these priorities aim to ensure Glyde-In remains a vibrant, inclusive and well-run organisation, one that continues to foster connection, learning and wellbeing, while building the capability and resilience needed to thrive into the future.

Why is this important

This Strategic Plan brings these insights together. It reflects what people told us matters most, while providing a clear and realistic framework to guide decision-making over the coming years.

- Member Experience & Culture – enhancing inclusion, accessibility, and learning pathways to keep people connected, learning, and thriving
- Volunteers, Staff & Working Groups – expanding and strengthening volunteer capability, leadership, and support structures.
- Awareness & Engagement – increasing visibility, demonstrating impact, and deepening relationships with the Council and community to attract members, volunteers, and funding/support.

What We Know About Glyde-In

Through member consultation and strategic discussions, we identified clear strengths to build on, alongside challenges that need to be managed carefully. These insights helped inform the priorities set out in this plan.

What We Heard

- Glyde-In is welcoming, inclusive and professionally run
- Learning, social connection and purpose matter deeply
- Volunteers are essential but many are stretched
- Space, access and growth need thoughtful management
- Members want evolution — not change at the cost of culture

Our Strengths

Glyde-In has many strengths that members value deeply and want to protect:

- A large and engaged member base of 650–700 members, with broader participation from across the metropolitan area
- Varied courses, talks, and outings which appeal to broad socioeconomic cohorts
- More than 100 skilled tutors and contributors delivering diverse high-quality programs over a wide range of subject areas
- Vibrant gardens that create a welcoming, organic feel
- Strong sense of purpose, social connection and a culture of skill-sharing and lifelong learning— often described as “my reason to get out of bed”
- Financial stability, supported by a secure 10-year lease
- Accessible and affordable room hire available to members and the wider community
- Effective communication channels, including email, SMS, facebook posts, and quarterly newsletters

Our Challenges

At the same time, we acknowledge a number of challenges that influence how Glyde-In plans for the future:

- Dependence on a small pool of aging committee members and volunteers
- Street parking and physical accessibility limitations
- A need to diversify funding and bring in new revenue streams
- Limited IT support and capacity for the collection of member data and insights
- Gender imbalance in participation
- Limited marketing and advertising capacity

These realities reinforce the importance of planning carefully for sustainability, accessibility and shared leadership into the future.

Our Purpose

- To provide welcoming, affordable learning and social connection opportunities that support wellbeing, purpose and belonging for our community.

Who We Serve

- **Members:** Primarily community members based in East Fremantle and surrounding areas, with participants drawn from across the metropolitan area.
- **Supporters:** Volunteers, facilitators, educators, artists and community members who give time, skills and care.
- **Partners:** Council, community organisations and supporters who help enable Glyde-In's impact.

Our Focus for the Future

To support a sustainable, people-centred future, Glyde-In has identified three interconnected strategic priorities. Together, these priorities focus on strengthening the foundations of the organisation while continuing to deliver the welcoming, inclusive experience members value.

1. Strong People, Shared Leadership

Glyde-In relies on the time, skills and care of volunteers, staff and committee members. This priority focuses on growing and supporting a reliable, skilled and recognised volunteer and member base through clear roles, flexible involvement, shared responsibility and ongoing support.

2. Visibility, Connection & Support

This priority focuses on strengthening Glyde-In's relationships with the wider community, Council, partners and supporters. By clearly demonstrating impact and value, Glyde-In can build understanding, advocacy and support that contributes to long-term sustainability.

3. Belonging, Learning & Inclusion

This priority focuses on enhancing the member experience by strengthening welcoming practices, accessibility and learning pathways. The aim is for people to feel connected, included and supported to participate in ways that matter to them, at every stage of their involvement with Glyde-In.

How We'll Know It's Working

- Strong participation and repeat engagement
- Positive member feedback and staff satisfaction
- Volunteers feeling valued, supported and committed
- Members reporting a strong sense of belonging and wellbeing
- Clear evidence of impact and support

Strategic Pillar 1: Strong People, Shared Leadership

Building a supported, valued and sustainable volunteer and member base

Focus	What this means for Glyde-In
Why this matters	Glyde-In relies on the time, skills and care of volunteers, committee members and staff. This priority focuses on strengthening and sustaining that shared effort, so responsibility is spread more evenly, and people feel supported, valued and confident to contribute.
What we're working towards	A larger, more diverse and supported volunteer group Clear and welcoming pathways into volunteering Shared leadership through working groups Volunteers feeling recognised and appreciated
Our key objectives	Foster and grow active volunteers Engage skilled volunteers from the community Establish three working groups with clear purpose and goals Introduce a simple volunteer lifecycle from welcome to recognition and succession planning
Key initiatives & actions	Develop a clear volunteer recruitment strategy Review Member terms and enrolment periods Introduce flexible roles and micro-volunteering options Create simple volunteer role descriptions and pathways Establish Programs, Gardens, and Community working groups Introduce regular volunteer recognition and appreciation Engage IT volunteers to support systems and participation Increase committee and volunteer visibility at programs and events



Strategic Pillar 2: Visibility, Connection & Support

Strengthening relationships and clearly showing why Glyde-In matters

Focus	What this means for Glyde-In
Why this matters	To remain vibrant and sustainable, Glyde-In needs to clearly communicate its purpose, value and impact to members, the wider community, Council and partners — using simple, honest storytelling rather than heavy marketing.
What we're working towards	Greater awareness across the community Stronger relationships with Council and partners Clear understanding of the value of being a member Members and volunteers acting as ambassadors
Our key objectives	Increase enquiries and maintaining memberships Strengthen Council engagement and visibility Attract donations and new funding opportunities Share regular impact information with stakeholders
Key initiatives & actions	Clearly describe the value of membership ("why it matters") Establish a small media/communications working group Share member stories and everyday impact examples Collect and present participation and demographic data to funders Develop simple promotional materials (flyers, postcards, recipe cards) Strengthen email, SMS and group communications Build partnerships with artists, educators and community organisations Community badges/buttons: " Glyde-In Volunteer "



Strategic Pillar 3: Belonging, Learning & Inclusion

Creating a welcoming, accessible and meaningful experience for everyone

Focus	What this means for Glyde-In
Why this matters	How people feel when they arrive at Glyde-In matters. This priority focuses on strengthening welcome, accessibility, program relevance and learning pathways so members feel connected, supported and able to participate in ways that suit their interests, confidence and stage of life.
What we're working towards	A consistently warm and welcoming and inclusive experience Learning and participation opportunities Reduced physical and experience-based barriers to access and inclusion Strong feedback loops where members feel heard and see change
Our key objectives	Maintain high member satisfaction and sense of belonging Deliver practical building accessibility improvements Increase participation by men and culturally diverse members, volunteers, and facilitators
Key initiatives & actions	Introduce New Member Mornings and information sessions Introduce a "Teach What You Love" to support peer-led learning Review spaces and facilities for small accessibility improvements Make better use of technology and existing spaces Introduce IT support to build confidence and engagement Trial initiatives to engage men and broader age groups Strengthen feedback and listening mechanisms via program and biannual member surveys



A Final Thought

Glyde-In has always been about the simple things that matter most, people coming together, feeling welcomed, learning something new, and finding connection and purpose in everyday life. This Strategic Plan does not seek to change that. Instead, it aims to protect and strengthen what makes Glyde-In special, while ensuring the organisation remains sustainable and supported into the future.

We know Glyde-In is making a difference when people keep coming back, when friendships form, and when members tell us this is the place that gives them routine, motivation, and an opportunity to continue learning. We see it in the time, care and generosity of volunteers, and in the quiet ways people support one another through shared experiences, learning and conversation.

This plan reflects what we heard from members, volunteers, Management Committee, and staff, a shared desire to evolve thoughtfully, without losing the warmth, openness and community spirit that define Glyde-In. It provides guidance, not prescription, and will continue to be shaped by the people who bring Glyde-In to life each day.

Most of all, this Strategic Plan is a collective commitment to looking after Glyde-In together, so it remains a place of belonging, learning and connection for years to come.





Opportunities

offer free courses/sessions - social chats / connection / local coffee
"what does it mean to be a member?"

- using Grop - media - member value - garden games - cook book
- volunteer recruitment strategy - Desktop
- More stuff - Resolving volunteers - Resolving impasse
- Facebook - bottle drop - maintain core group
- Refresh the premises - IT volunteer
- Click-a-cardboard - fundraiser
- Project - sign - use to canal app - using info from questionnaire
- Donated funding - due funding from other canals by share
- Meet with canal to maintain relationship - potential report
- Putting together an availability plan
- LMS - cost support - Report to renew in the short plan
- budget - professional award
- badges - committee
- out reach - volunteers
- members

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