



Purpose

Why we exist

We are Australia's LGBTQIA+ education charity. Our flagship program provides educational scholarships, mentoring and opportunities for young LGBTQIA+ Australians to realise their full potential.



Vision

Our aspiration

Our vision is for a richer, more inclusive society with visible LGBTQIA+ role models.



Values

Behavioural compass

Everyone: we celebrate what we share and our differences.

Empowered: we liberate through education, learning and care.

Ethical: we act honestly and responsibly.

Empathetic: we stand in the shoes of others.

Engaged: we partner to advance a richer, more inclusive society.

Strategy

What we will do to realise our purpose and achieve our vision

Lead and grow investment in LGBTQIA+ education

Build the **confidence, capabilities, networks and leadership** of LGBTQIA+ Australians and enrich their lives

Grow the Pinnacle family to reflect and support LGBTQIA+ Australians

Provide opportunities for **uplifting and life-changing** experiences

Secure and invest funds to sustain our purpose

Develop **sustainable funding streams** from diverse sources

Build **endowment** sufficient to sustain awarding of 100 scholarships annually

Ensure endowment fund growth through **judicious investment**

Foster LGBTQIA+ inclusion and social cohesion in Australia

Deepen **community and workplace understanding** by sharing research, stories, knowledge and lived LGBTQIA+ experiences

Equip Pinnacle scholars, fellows and alumni to **shape our community** today and tomorrow

Celebrate **success**, promote **peer support** and **"giving back"**

Operating model

How we will work

Building the family

Award circa 100 scholarships with carefully matched mentors annually

Regularly deliver LGBTQIA+ Executive Fellowship

Support scholars/ fellows/ alumni to become visible role models

Deepen beneficial engagement and connections between stakeholders

Feeding the family

Raise awareness and build Pinnacle's brand, reputation and influence

Engage donors, partners and supporters at all levels

Champion fundraising

Enabling the family

Live our values

Embed efficient and sustainable processes and governance

Focus to delight stakeholders

Measure success