



Batemans Bay 2022 Community Roadmap

Investing in Rural Community Futures

Strengthening local not-for-profits for the vitality of rural and remote communities.

This program is made possible thanks to support from:



FRRR
Foundation for Rural
Regional Renewal

Batemans Bay Community Roadmap

Revision: 15 June 2022

Creating stronger organisations for a stronger community

Vision

This is where we want to be at the end of the IRCF program.

- We make a positive difference for the people in our community.
- We collaborate to strengthen our community.
- We are an influential voice in our community.
- We have skilled and engaged people working in diverse teams.
- We inspire resilient and sustainable climate leadership.
- We have a culture of innovation.
- We draw on the skills and knowledge in our community.
- We have access to long-term and affordable spaces.
- We have a valued and motivated volunteer workforce.

Principles

These principles will guide us in our work together.

- We show care and empathy for others in our work.
- We keep our passion and creativity alive through our work in our community.
- We embrace diversity in our community.
- We persist and adapt in the face of challenges.
- We respect and celebrate community wisdom and value the voices of those with lived experience.
- We deeply appreciate our place in Walbunja country between the mountains and the sea.
- We value the opportunity to contribute and be supported by our community.
- We actively share and promote what resources we have.
- We seek out positive and effective relationships with local government.
- We will be transparent and accountable with each other.
- We support and mentor each other as individuals and organisations.

Batemans Bay Goals 2022

People



1. Develop employment pathways
2. Improve and support wellbeing for our teams
3. Reduction in staff turnover in the community sector (especially service sector)
4. Resourced NFP website including collaborative volunteer resource directory
5. Teams have opportunities to build cultural awareness, diversity and inclusion
6. Build capacity for paid and unpaid team members
7. Viable, active volunteer base
8. Community leaders are well trained, well connected with other leaders, had extensive mentoring and trained in succession planning
9. Establish mentoring program for community committees

Strategy



1. Develop a marketing and communications strategy so others better understand what we offer
2. Trained and resourced to implement a co-design process
3. Measure effectiveness of our service to enable continuous improvement & grow evidence base
4. Implement strategic projects and manage the associated change
5. Support for sourcing appropriate revenue streams (new)
6. Strategies for addressing housing crisis (new)
7. Access to seed funding to support new ideas (new)

Efficiencies



1. Shared training & resources
2. Establish a relationship between NFPs and EAC, for regular liaison
3. Establish an NFP coordinator
4. Establish an NFP network

Systems



1. Grant writing training and coaching for NFPs
2. AICD training available to all organisations
3. Community consultation about access to meeting spaces (new)
4. Leveraging funding to enable NFPs to transition to Electric Vehicles (new)
5. Strategies for lowering operational costs for NFPs (new)

The following tables outline a series of project ideas aligning with the above goals. These ideas were developed at the roadmap review session. The projects are not exhaustive and new ideas are welcomed as long as they are in alignment with the goals specified above.

The 'Beyond IRCF' column has been included to facilitate conversations and thinking around how these ideas and community enthusiasm and energy can be maintained beyond the IRCF program. As you consider where your organisation wants to be at the end of the program, reflect on your community vision and how your projects could realise this vision to strengthen your community.

People Goals

PEOPLE GOALS	Year 1 FUNDED PROJECTS 2021	Year 2 PROJECT IDEAS 2022	Year 3 2023	Year 4 2024	Beyond IRCF
Develop employment pathways	<ul style="list-style-type: none"> Eurobodalla Education & Therapy Services: Student placement program for allied health workers 	<ul style="list-style-type: none"> Develop program for training Social enterprise for hospitality training 			IRCF FINISH
Improve and support wellbeing for our teams		<ul style="list-style-type: none"> Engagement survey Wellbeing policy development Retreat for team 			
Reduction in staff turnover in the community sector (especially service sector)	<ul style="list-style-type: none"> Eurobodalla Education & Therapy Services: Communications strategy, brand and marketing materials The Family Place: Strategic planning 	<ul style="list-style-type: none"> Destination marketing for graduates or people with skilled experience Organisational audit, HR support and advice. Policy review to ensure worker wellbeing, organisational culture, career pathways all embedded - HR person does the work Wage subsidy for senior management to focus on work (back fill ops) to focus on team Well being retreats Staff training Leadership development Support / supervisor 			
Resourced NFP website including collaborative volunteer resource directory	<ul style="list-style-type: none"> Batemans Bay Rotary: IT consulting, training and support SHASA: Project coordinator for governance, leadership and communications within community organisations 	<ul style="list-style-type: none"> Mapping local alternative media & local online groups/newsletter Coordination hub to disseminate info, directors, promotions, events, activities 			

PEOPLE GOALS	Year 1 FUNDED PROJECTS 2021	Year 2 PROJECT IDEAS 2022	Year 3 2023	Year 4 2024		Beyond IRCF
Teams have opportunities to build cultural awareness, diversity and inclusion		<ul style="list-style-type: none"> Project to engage local consultant to attract and support CaLD team members Training for all interested NFPs in cultural awareness Funding to build capacity of local Aboriginal communities to provide cultural awareness training to community orgs. 				
Build capacity for paid and unpaid team members	<ul style="list-style-type: none"> Clyde River & Batemans Bay Historical Society: Governance training Batemans Bay Rotary: IT consulting, training, support Community Life Batemans Bay: Governance workshops 	<ul style="list-style-type: none"> Learning and Development strategy Provide support to people with limited or no technology skills Training for people to run community forums. Increase capacity to run community forums 				
Viable and active volunteer base	<ul style="list-style-type: none"> Clyde River & Batemans Bay Historical Society: Volunteer recruitment and retention workshop 	<ul style="list-style-type: none"> A project to identify current snapshot of volunteers - what are the needs? Develop projects to address issues raised by volunteers in year 1 Reach our audiences - Strategy to reach those that benefit from and those that might volunteer 				
Community leaders are well trained, well connected with other leaders, had extensive mentoring and trained in succession planning	<ul style="list-style-type: none"> Community Life Batemans Bay: Governance workshop for directors, staff and volunteers Clyde River & Batemans Bay Historical Society: Governance training 	<ul style="list-style-type: none"> External leadership, supervision, mentoring Set up a network of community leaders Leadership training course and mentoring Session with community leaders to identify more areas for collaboration Provide support to people with limited or no technology skills 				
Establish mentoring program for community committees						

Strategy Goals

STRATEGY GOALS	Year 1 FUNDED PROJECTS 2021	Year 2 PROJECT IDEAS 2022	Year 3 2023	Year 4 2024	IRCF FINISH	Beyond IRCF
Develop a marketing and communications strategy so others better understand what we offer	<ul style="list-style-type: none"> • SEARMS Aboriginal Corporation: Engagement and strategic plans • Eurobodalla Education & Therapy Services: Communications strategy, brand and marketing materials 	<ul style="list-style-type: none"> • Engage consultant for marketing and communications strategy and implementation • Develop marketing channels - web, socials, promotion • Facilitate vision sharpening - Strategic planning - Communication strategy - webpage • Reach our audiences - Strategy to reach those that benefit from and those that might volunteer • Mapping local alternative media & local online groups/newsletter • 			IRCF FINISH	
Trained and resourced to implement a co-design process	<ul style="list-style-type: none"> • The Circle Foundation: Build capacity for operations, fundraising and co-design • 	<ul style="list-style-type: none"> • Training and consulting for co-design • Develop service 				
Measure effectiveness of our service to enable continuous improvement & grow evidence base	<ul style="list-style-type: none"> • The Family Place: Strategic planning 	<ul style="list-style-type: none"> • Suite of evaluation tools • Report on outcomes • Facilitate vision sharpening, Strategic planning, Communication strategy, webpage 				
Implement strategic projects and manage the associated change	<ul style="list-style-type: none"> • The Circle Foundation: Build capacity for operations, fundraising and co-design 	<ul style="list-style-type: none"> • Engage change management consultant • Backfill CEO to focus on strategy • Project officer to manage projects • Build NFP capacity in change management • Facilitate vision sharpening - Strategic planning - Communication strategy - webpage 				

STRATEGY GOALS	Year 1 FUNDED PROJECTS 2021	Year 2 PROJECT IDEAS 2022	Year 3 2023	Year 4 2024		Beyond IRCF
Support for sourcing appropriate revenue streams (new)	<ul style="list-style-type: none"> • The Circle Foundation: Build capacity for operations, fundraising and co-design • The Family Place: part time fundraising, governance and compliance support 					
Strategies for addressing housing crisis (new)		<ul style="list-style-type: none"> • Fund a broker to facilitate shared housing. Example: elderly with houses to share to arrange vetting for people to move in • Build a strategy for repurposing building to provide low cost housing 				
Access to seed funding to support new ideas (new)						

Efficiencies Goals

EFFICIENCIES GOALS	Year 1 FUNDED PROJECTS 2021	Year 2 PROJECT IDEAS 2022	Year 3 2023	Year 4 2024	Beyond IRCF
Shared training & resources	<ul style="list-style-type: none"> Clyde River & Batemans Bay Historical Society: Volunteer recruitment and retention workshop 	<ul style="list-style-type: none"> Establish network 'pattern' (meetings, assistance, secretarial) Establish training needs and costs Mapping local alternative media & local online groups/newsletter Training for people to run community forums. Increase capacity to run community forums Coordination hub to disseminate info, directors, promotions, events, activities 			IRCF FINISH
Establish a relationship between NFPs and EAC, for regular liaison		<ul style="list-style-type: none"> Communicate with appropriate ESC officers Connect with Council candidates for support 			
Establish an NFP coordinator	<ul style="list-style-type: none"> SHASA: Project coordinator for governance, leadership and communications within community organisations 				
Establish an NFP network		<ul style="list-style-type: none"> Identify NFP organisations across Eurobodalla Establish an oversight panel (board and management committee) Steering group needs to identify 'a group' to take the lead Establish a steering group (short lived) Coordination hub to disseminate info, directors, promotions, events, activities 			

Systems Goals

SYSTEMS GOALS	Year 1 FUNDED PROJECTS 2021	Year 2 PROJECT IDEAS 2022	Year 3 2023	Year 4 2024	Beyond IRCF
Grant writing training and coaching for NFPs	<ul style="list-style-type: none"> SHASA: Extend coordinator's role 	<ul style="list-style-type: none"> Secure Batemans Bay subscription for grant database and produce bulletin to alert NFPs Seek EOI from NFPs for grant writing workshop Conduct grant writing training Fund on-call grant writer for more complex long-term government grants Appoint a grant writing coach / mentor for NFPs 			
AICD training available to all organisations	<ul style="list-style-type: none"> The Family Place: part time fundraising, governance and compliance support 	<ul style="list-style-type: none"> Annual AICD funding for NFP governance course 			IRCF FINISH
Community consultation about access to meeting spaces (<i>new</i>)					
Leveraging funding to enable NFPs to transition to Electric Vehicles (<i>new</i>)					
Strategies for lowering operational costs for NFPs (<i>new</i>)		<ul style="list-style-type: none"> Rental assistance for community groups. Reduce operating costs especially with loss of Batemans Bay Community Centre Funding administration staff to assist community organisations with accessing resources to install solar / batteries to reduce electricity costs 			