



Ulladulla 2022 Community Roadmap

Investing in Rural Community Futures

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

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Australian Government
National Recovery and Resilience Agency



FRRR
Foundation for Rural
Regional Renewal

Ulladulla Community Roadmap

Revision: 14 June 2022

Creating stronger organisations for a stronger community

Vision

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

- Our community is enthusiastically and actively involved in our organisations
- We have effective, sustainable and resilient organisations
- Our organisations are inclusive to join and easy to leave
- Our organisations are closely connected and working together
- Our organisations reflect and serve the community's changing needs
- Our organisations are generously sharing our resources
- Our organisations attract skilled and talented people to and from within our community
- Our organisations have strong, respectful relationships with First Nations people and organisations

Principles

These principles will guide us in our work together.

- We always support each other, and seek opportunities to work together and share resources
- We take time to celebrate the big and the small wins
- We really take care of the people in our organisations
- We embrace our diversity and seek to connect those who are disconnected
- We spend time building relationships, through listening and learning
- We work creatively and collaboratively across all sectors
- We commit to protect and preserve the natural beauty of our place
- We seek to balance tourism and growth with preserving what's special about our place
- We commit to listening to, learning from, and walking alongside First Nations people in organisations

Ulladulla Goals 2022

People



1. Mentoring program for volunteers
2. Training in mental health and trauma
3. Induction of training of new members
4. Wellbeing program for our people
5. Recruitment pathways (specifically for youth volunteers)
6. Shared recruitment strategy & resources for qualified staff
7. Recruitment pathways for volunteers
8. Removing barriers to participation within organisations (new)

Strategy



1. Support organisations to create strategic plans for growth
2. Build capacity for project leadership and co-design
3. Organisations that advocate for systemic challenges

Efficiencies



1. Organisations share resources (equipment, space, group buy essentials)
2. Organisations are well positioned & supported to apply for grants
3. Organisations have a clear picture of skills & deficiencies
4. Storytelling - capture and share stories of how organisations are getting stronger (new)

Systems



1. NFPs that network and share
2. Raise awareness of local groups and services (updated)
3. Modernised IT & accounting systems to meet compliance
4. Committee development program (orgs have governance training & coaching support)
5. Well established NFPs helping smaller and new groups

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. Goals are ranked in order of priority as determined by participants who were asked to identify which goals reflected the greatest need in the community. (It should be noted that there is no weighting attached to priorities, and no preference will be given to these projects during grant assessments.)

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 | IRCF FINISH | Beyond IRCF | |
|--|--|---|----------------|----------------|-------------|----------------|--|
| Mentoring program for volunteers | <ul style="list-style-type: none"> ➤ Independence Ulladulla - brand strategy, website and staff training ➤ Noah's Inclusion Services - Recruitment and retention Strategy ➤ Milton Ulladulla Business Chamber - Community Connect newsletter, website and database | <p><i>Priority 1</i></p> <ul style="list-style-type: none"> ➤ Retention strategies and building the capacity and supporting volunteers through the recovery post bushfires and pandemic <p><i>Ideas from year 1</i></p> <ul style="list-style-type: none"> ➤ Scope and identify mentors / mentees | | | | | |
| Training in mental health and trauma | | <p><i>Priority 2</i></p> <ul style="list-style-type: none"> ➤ Survey / measure need <p><i>Ideas from year 1</i></p> <ul style="list-style-type: none"> ➤ More awareness training for organisations and businesses ➤ Identify training, resources ➤ Implement | | | | | |
| Induction of training of new members | <ul style="list-style-type: none"> ➤ Noah's Inclusion Services - Recruitment and retention Strategy | <p><i>Priority 3</i></p> | | | | | |
| Wellbeing program for our people | <ul style="list-style-type: none"> ➤ Ulladulla & District Community Resource Centre - Staff & volunteer training, strategic partnership development | <p><i>Priority 4</i></p> <p><i>Ideas from year 1</i></p> <ul style="list-style-type: none"> ➤ Survey / measure need ➤ Identify programs ➤ Tools/resources to share | | | | | |
| Recruitment pathways (specifically for youth volunteers) | <ul style="list-style-type: none"> ➤ Treading Lightly - Environmental Sustainability Hubs and Youth Outreach Programs | <p><i>Priority 5</i></p> | | | | | |

| PEOPLE GOALS | Year 1 FUNDED PROJECTS 2021 | Year 2 PROJECT IDEAS 2022 | Year 3 2023 | Year 4 2024 | | Beyond IRCF |
|---|---|---|----------------|----------------|--|----------------|
| Shared recruitment strategy & resources for qualified staff | <ul style="list-style-type: none"> ➤ Noah's Inclusion Services - Recruitment and retention Strategy ➤ Safe Waters Community Care - manager for homeless shelter | <i>Priority 6</i> <ul style="list-style-type: none"> ➤ Promotion of recruitment and retention Strategy | | | | |
| Recruitment pathways for volunteers | | <i>Priority 7</i> <ul style="list-style-type: none"> ➤ Develop information continuity programs & succession planning for local organisations | | | | |
| Removing barriers to participation within organisations (new) | | <i>New Priority</i> <ul style="list-style-type: none"> ➤ Mentoring, training and skill building for people with a disability and other barriers | | | | |

Strategy Goals

| STRATEGY GOALS | Year 1 FUNDED PROJECTS 2021 | Year 2 PROJECT IDEAS 2022 | Year 3 2023 | Year 4 2024 | Beyond IRCF |
|--|---|---|-------------|-------------|--------------------|
| Support organisations to create strategic plans for growth | <ul style="list-style-type: none"> ➤ Red Head Villages Association - prepare Master Plan for 5 villages | <p><i>Priority 1</i></p> <p><i>Ideas from year 1</i></p> <ul style="list-style-type: none"> ➤ Collaborative strategic planning ➤ Train groups in methods and mentoring | | | IRCF FINISH |
| Build capacity for project leadership and co-design | <ul style="list-style-type: none"> ➤ Treading Lightly - Environmental Sustainability Hubs and Youth Outreach Programs ➤ Milton Ulladulla Business Chamber - CommunityConnect newsletter, website and database | <p><i>Priority 2</i></p> <ul style="list-style-type: none"> ➤ Develop capacity within P&Cs to support music programs at schools: Milton & Ulladulla Public Schools <p><i>Ideas from year 1</i></p> <ul style="list-style-type: none"> ➤ Shared resources, availability ➤ Coaching and mentoring in the field | | | |
| Organisations that advocate for systemic challenges | <ul style="list-style-type: none"> ➤ Treading Lightly - Environmental Sustainability Hubs and Youth Outreach Programs | <p><i>Priority 3</i></p> <p><i>Ideas from year 1</i></p> <ul style="list-style-type: none"> ➤ Consultation to establish the systemic challenges limiting NFPs ability to serve community ➤ Establish who are decision makers for each constraint ➤ Establish working groups and support with secretariat ➤ Capacity building & coaching for advocacy skills for NFPs ➤ Fund the research evidence required to advocate ➤ NFPs deliver successful priority campaigns | | | |

Efficiencies Goals

| EFFICIENCIES GOALS | Year 1 FUNDED PROJECTS 2021 | Year 2 PROJECT IDEAS 2022 | Year 3 2023 | Year 4 2024 | Beyond IRCF |
|--|--|--|-------------|-------------|--------------------|
| Organisations share resources (equipment, space, group buy essentials) | <ul style="list-style-type: none"> ➤ Treading Lightly - Environmental Sustainability Hubs and Youth Outreach Programs ➤ Milton Ulladulla Business Chamber - CommunityConnect | <p><i>Priority 1</i></p> <ul style="list-style-type: none"> ➤ Structured training for volunteers i.e. IT, social media, financial ➤ Toolbox of templates to share <p><i>Ideas from year 1</i></p> <ul style="list-style-type: none"> ➤ Research available facilities and resources | | | IRCF FINISH |
| Organisations are well positioned & supported to apply for grants | | <p><i>Priority 2</i></p> <ul style="list-style-type: none"> ➤ Learning by doing - strengthen committee skills (toastmasters) ➤ Marketplace of good new ideas (Auspice of great ideas) <p><i>Ideas from Year 1</i></p> <ul style="list-style-type: none"> ➤ Promote current opportunities ➤ Grant writing training ➤ Grant writing mentors available ➤ On call grant writer funded ➤ Develop and implement a guide to upskill people in orgs to apply for grants & offer expertise / workshop for orgs on grants | | | |
| Organisations have a clear picture of skills & deficiencies | | <p><i>Priority 3</i></p> <ul style="list-style-type: none"> ➤ Develop capacity within P&Cs to support music programs at schools: Milton & Ulladulla Public Schools <p><i>Ideas from Year 1</i></p> <ul style="list-style-type: none"> ➤ Skills audit ➤ Recruitment drive for gaps & opportunities ➤ Matching and placing volunteers with suitable orgs | | | |

| EFFICIENCIES GOALS | Year 1 FUNDED PROJECTS 2021 | Year 2 PROJECT IDEAS 2022 | Year 3 2023 | Year 4 2024 | | Beyond IRCF |
|---|-----------------------------------|--|----------------|----------------|--|----------------|
| Storytelling - capture and share stories of how organisations are getting stronger (new) | | <i>New Priority</i> ↻ Workshops and events around truth telling / storytelling success and challenges within NFPs and organisations | | | | |

Systems Goals

| SYSTEMS GOALS | Year 1 FUNDED PROJECTS 2021 | Year 2 PROJECT IDEAS 2022 | Year 3 2023 | Year 4 2024 | Beyond IRCF |
|--|---|---|-------------|-------------|-------------|
| NFPs that network and share | <ul style="list-style-type: none"> ➤ Milton Ulladulla Business Chamber - community database, training resources and networking events | <p><i>Priority 1</i></p> <p><i>Ideas from year 1</i></p> <ul style="list-style-type: none"> ➤ Community of practice established ➤ Create a group of small village CCBs to network to create a more powerful representation to govt and council | | | IRCF FINISH |
| Raise awareness of local groups and services (updated) | <ul style="list-style-type: none"> ➤ Independence Ulladulla - brand strategy, website and staff training ➤ Milton Ulladulla Business Chamber - community database, training resources and networking events | <p><i>Priority 2</i></p> <ul style="list-style-type: none"> ➤ Digital mentoring for NFPs ➤ Social media management for NFPs <p><i>Ideas from year 1</i></p> <ul style="list-style-type: none"> ➤ Training in/setup of Facebook, YouTube Times online ➤ Local black book for NFPs ➤ Local fair for NFPs | | | |
| Modernised IT & accounting systems to meet compliance | <ul style="list-style-type: none"> ➤ Bawley Point & Kioloa Community Association - Laptop, accounting software, ongoing website and IT support | <p><i>Priority 3</i></p> <ul style="list-style-type: none"> ➤ Workshops for NFPs (training) - digital banking (EFTPOS), digital safety for financial apps <p><i>Ideas from year 1</i></p> <ul style="list-style-type: none"> ➤ Audit of IT systems for local NFPs ➤ Small orgs to get accounting systems ➤ Create a series of online trainings for IT accounting & programs with back up phone support ➤ Identify software and training for collaborative project management and communication | | | |

| SYSTEMS GOALS | Year 1 FUNDED PROJECTS 2021 | Year 2 PROJECT IDEAS 2022 | Year 3 2023 | Year 4 2024 | | Beyond IRCF |
|--|---|---|-------------|-------------|--|-------------|
| Committee development program (orgs have governance training & coaching support) | <p>➤ Milton Ulladulla Business Chamber - CommunityConnect newsletter, website and database</p> | <p><i>Priority 4</i> <i>Ideas from year 1</i></p> <ul style="list-style-type: none"> ➤ CI Group runs governance courses annually ➤ Create generic volunteer training course run together by NFPs - volunteers can then choose where to go. ➤ Funding for someone to design and deliver training ➤ A paid consultant to help run training and complete documentation | | | | |
| Well established NFPs helping smaller and new groups | | <p><i>Priority 5</i> <i>Ideas from year 1</i></p> <ul style="list-style-type: none"> ➤ Outsource accounting funded for those who need it ➤ Identify willing NFPs to mentor & auspice ➤ Facilitated mentor / NFP buddy system | | | | |