

Junee Roadmap 2020 Snapshot

Image 6: Junee 5-year goals

People

Volunteer training; skills and recruitment bank including schools/youth (speed dating app).

Volunteering scholarship and mentoring program to increase engagement in the sector.

Youth mentoring/volunteer program led by NFPs.

Community inclusion for all residents to engage in NFP sector (including youth, traditional owners and migrant workers).

Sector Efficiencies

Increased support between organisations to leverage resources.

Communication and shared resources between community groups.

Aligning and combining organisations to utilise resources efficiently.

Increased engagement in community events and discussions.

Delivered more cost-efficient community and recreational facilities.

Strategies

Sustainability strategy for village halls incorporating tourism opportunities for viability of village NFPs.

Environmentally efficient NFPs (water and electricity).

Cultural spaces strategy developed.

NFPs to include strategic planning in their processes

Systems & Structures

Collaborative/cross-training and skills sharing is common across different NFPs and within the sector.

Well developed knowledge and skills for: leadership, collaboration partnership and governance.

Development of a community hub for collaboration; resource sharing and access to equipment for smaller NFPs. Image 7: Plan on a page. Consolidated roadmap showing all activities across the IRCF strategic priorities.

Year 1	Year 2	Year 3	Year 4
People: Volunteer attraction and retention strategy; inclusive communication for community members; skills database – advice and training needs; start a mentoring program for new office bearers in NFPs	Introduce buddy system to transfer specific skills; develop strategies to reduce volunteer fatigue/burn-out; marketing training for NFPs; access to specialist advisors; provide leadership and management training; strengthen youth volunteering opportunities	Focus on decreasing volunteer fatigue/burn-out; review training opportunities for volunteer sharing (eg. RSA, white card, first aid); youth mentoring program to increase engagement in sector	Relevant training for volunteer roles (RSA, Cert III in Hospitality, etc)
Systems and Structures: Training for organisations e.g., committee roles, how to run meetings, legal status, writing grants, operating procedures, training on legal structures, financial skills, governance, constitutions and digital systems (including video conferencing), digital marketing and fundraising training; community hub investigated with access to equipment; cloud-based systems investigated (e.g., minutes)	Community hub established based on people coming together (not just a building); to incorporate all stakeholders' inter-agencies, NFPs, government, etc.; training continues and includes more specific areas such as privacy; training on fundraising and grants to support sustainability; training on digital systems to support NFPs.	Training continues; training leverages volunteer skills within community; Community Hub development continues – expansion to villages for outreach planned.	Review opportunities to share resources to support NFP financial management; Community Hub development continues.

Year 1	Year 2	Year 3	Year 4
Efficiencies: Development of a community directory including volunteer skills (WIP); build NFPs networking with govt services also; investing in community power to help financial sustainability of NFPs; focus on improving communication within the sector and NFPs	More sharing and support between NFPs in community and villages, particularly office bearers; regular gatherings with agencies and volunteer groups to network and exchange knowledge, resources and skills; volunteers are shared between NFPs to reduce volunteer fatigue	Community notice board signage for central information.	Review amalgamation opportunities to strengthen NFPs
Strategy NFPs training on strategic plans and sustainability (incorporating business model review); community perpetual fund started for continuing community power; identifying cultural assets and needs, incorporating traditional/multicultural/generational community assets	Investigate environmental sustainability plan for NFPs (incorporating village halls, reflect on what is working in Junee); NFPs develop strategic plans (benchmark 30%); strategy to build on and leverage cultural assets; sustainability plan developed for power circular fund.	Implement cultural strategy; implement plan for power circular fund; start implementing environmental sustainability; NFPs continue to develop strategic plans.	Continue work from Year 3.