



## Investing in Rural Community Futures Program

# Nowra Community Roadmap Review

Wednesday 8 June – Shoalhaven Entertainment Centre Gallery Room

Fourteen participants came together to review their community roadmap created as part of the Investing in Rural Community Futures (IRCF) Program. The organisations represented were: Waminda South Coast Women's Health, CWA Nowra, Shoalhaven Business Chamber, Bomaderry Community Inc., Noah's Shoalhaven Pre School, Bundanon Trust, Shoalhaven Health and Arts and Shoalhaven City Council. The workshop was hosting by Mel Geltch and Ronan O'Connor from Campfire Coop, with Kate Dezarnaulds, Carolyn Ardler and Deb Samuels from FRRR. Uncle Tom Moore welcomed us to Country.



## What brought you here today?

Here's a summary of responses to our check in:

- Here to support the roadmap and community - working together on collaborative projects
- Represent Aboriginal community and be part of community planning in Shoalhaven
- Interested in the next part of the process. We have a lot to contribute
- Last year had only been able to think about funding for us - now thinking about how an idea might support the whole community



- Excited to listen and learn and contribute where I can
- Refresh brain cells. Revitalise Bomaderry precinct, avoid burnout, more volunteers
- Networking and shared vision
- Curious to hear what everyone is doing
- Great to be part of process, absorb energy.



## Revisit Vision and Principles

We revisited the Vision and Principles and made changes where it was felt necessary. The changes are reflected below (changes and additions in bold).

### Vision

- We can listen and respond to what our diverse community needs
- There are many opportunities for young people to ~~step up~~ lead, participate, and contribute (*moved to 2nd point*)
- Our foundations are strong, our work is sustainable, and we are guided by our principles
- We are known, trusted by, and part of our community
- We work together and share and learn from each other
- Our people are nurtured and fulfilled by their work
- ~~We are deeply engaged with Aboriginal organisations and communities with mutual trust and respect~~
- We walk alongside the Aboriginal community, privileging their voices, unlearning to learn for Aboriginal community to thrive
- ~~We aim to meet the diverse needs of our community~~ We have the courage to advocate for equity and fairness in our community



## Principles

- We model community pride and possibility by showing up with enthusiasm, passion, and commitment
- Local organisations are stronger together and seek to share and learn from each other
- We commit to seeking out and listening to all voices with an open heart and mind
- We ~~aim~~ strive for the diversity of our community to be reflected in our organisations and supported by our work.
- We share the work, to support our own wellbeing and growth and the wellbeing and growth of others
- We encourage ~~embrace~~ creativity and innovation for growth and change
- We commit to learning from and connecting to local Aboriginal history, culture, country, and community, and walk alongside ~~supporting~~ local leaders

## Sharing stories

We heard stories from some participants implementing their projects funded by FRRR start-up and partnership grants:

- Waminda
  - a business plan for 3 social enterprises particularly Black Seed which is a bush tucker program that is now able to be expanded.
  - building capacity to deliver Cultural Immersion Program as a social enterprise
- Noah's inclusion services
  - coaching + student placement for leadership
- Shoalhaven Women's Resource Group
  - diversified revenue strategy with social enterprise feasibility
- Shoalhaven Community preschool
  - staff development, cultural awareness, aboriginal identified trainee
  - support growth strategy and strengthen leadership capacity
- Shoalhaven Health & Arts
  - Created website and outreach

## Review and refine goals

We refined the goals - updating wording, moving them, dropping some and adding new ones, and matched existing projects to each goal. Then we quickly prioritised each goal within the IRCF priority areas. A summary of the prioritised goals, in each IRCF Priority Area are provided below:



## People

1. Recruitment - attracting and retaining the people who are needed (*new goal*)
  2. Our people maintain good health and wellbeing and are taken care of
  3. People have the skills and capacity to do their work well
  4. Develop trusting relationships to enable NFPs to work with Indigenous communities
  5. Volunteers who are well skilled and connected
  6. Organisations have programs to support leadership
- Creating pathways for young people (*new goal*)

## Sector efficiencies

1. Collective approach to accessing and maximising funding opportunities (sustainable)
  2. To have the skills to deliver our services and shared learning experiences (*updated*)
  3. We have a strong collective to share knowledge and coordinate services
  4. Access to grants database and support to apply for grants (*moved from Strategy & Structure*)
  5. To have a shared pool of resources and shared spaces
  6. Organisations have programs to support leadership
- Volunteer recruitment (*new goal*)

## Investing in strategy

1. We are clear about the needs of our community
2. For organisations to have the capacity to manage change and growth
3. Organisations have the capacity and tools to measure our impact
4. Organisations Develop and Implement Reconciliation Action Plans (RAPs) (*updated*)
5. Organisations to have a master plan
6. For organisations to have strategic plans
7. We have fundraising strategies for sustainability



## Systems & Structure

1. Cultural audits for organisations (*new goal*)
2. Tailored and integrated IT infrastructure that is well maintained and adaptable
3. Well promoted local NFPs with good brands and active pr, marketing and social media
4. Well documented policies, procedures, and induction processes

## Who is missing?

We identified these people or organisations who were missing and who we felt should be part of these conversations. Which organisations are not here and need to be invited into this process? Here's a snapshot:

- Younger people (youth)
- Lions
- Zonta
- Rotary
- Apex
- EmpowerMe
- P&Cs and Student Councils
- Men's shed / men's groups
- Homeless hub
- Women's Health Centre
- Mental wellbeing + health
- Nowra Youth Centre
- Women's refuge (SH, SAS, SAHS)
- SYBA / SPBA
- LGBTQIIA+ (gender diverse)
- Environmental organisations
- Animal Rescue
- Havenlea
- Oolong House
- Nowra Aboriginal Lands Council
- Slow food / agriculture
- Senior Citizens
- Disability organisations / sector
- Homeless
- Sporting Grounds
- BigHart
- River Festival Committee
- Beyond Empathy
- Nowra Players
- Nowra Show Society





## Initiative & project design

Using a co-design graphic template, we worked on potential initiatives and projects that may seek funding through IRCF.

- Make communication and outreach more efficient. Volunteer recruitment, pathways for young people - Shoalhaven Chamber of Commerce
- Cultural audit to build cultural safety, possibly partner with Waminda? - Bundanon Trust
- Cross-sectorial promotions and connections - Bomaderry Community Inc.
- Digitise and archive records + training and expertise in system, as we approach 100 years - CWA

## Next steps

- We have 5 workshops reviewing the Community Roadmaps during June in Nowra, Bay & Basin, Kangaroo Valley, Ulladulla and Batemans Bay. Kangaroo Valley are having a mini version of a roadmap workshop and will be included in the Nowra roadmap.
- There is \$100,000 available to fund activities towards the goals in the Nowra Roadmap from the Snow Foundation.
- The next round of partnership grants opens 20 June, and closes 26 July, announced by end of October, for funding before Christmas. Evaluation will happen again around March next year.
- Kate, Carolyn and Deb from FRRR are available for support and help to write applications
- Toolbox funding is available for collaborative quick response grants

## What gems are you taking with you?

Here's a summary of your responses to our checkout from the day:

- As an organisation not often included or invited in – thank you!
- Leaving with this big gem (Design for wiser action) – will be a big help along the way
- Special to sit in the group of revisiting the vision and the principles
- Community collaboration and passion
- The process. Being part of this way of working - seeing it in action in this community
- We all have different purposes and similar philosophies. Now I can see the scale of the roadmapping process, it's amazing. Thank you.
- Similar organisations with similar problems - shared solutions
- Beginning to see the complexity of this group. Delightful.



- Collective brainstorming. Clarity in process thanks to FRRR and Snow Foundation for bringing us together
- Courageous, resilient, overcoming challenges.

