



**FRRR**  
Foundation for Rural  
Regional Renewal

## Nambucca Valley Roadmap Review 2022

Tables reflect data collected from a Roadmap Review event in June 2022. Updates from the Community Workshop held in November 2022\* have also been included. Community consultation was conducted to develop a roadmap that is accessible and clearly actionable throughout the program.

If you wish to provide feedback, please contact Program Manager

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## Priorities of Engagement – How we are going to work together.

Share and be considerate of time.

Practice listening and unconditional positive regard – curiosity and openness towards others.

Remember our connected purpose of shared outcomes of equity and opportunity for community.

Respect each other and place.

Ask questions and foster a safe space where no question is wrong.



## Goals Summary – Prioritised by the Community



### EFFICIENCIES

- Joint funds sourced for collaborative projects.
- NFP's working together to capture, collaborate and model.
- Community Hub established.
- Collaborative Advocacy - Joint Succession Planning
- Training in Committee Roles (Governance) and recruitment.



### PEOPLE

- Authentically engage young people in NFP sector.
- Volunteer and paid work in NFP sector has increased.
- Support knowledge retention in NFPs.
- The NFP community is mutually collaborative.
- Cultural economy is developed.
- Fundraising Strategist/Grant officer engaged.
- Skilled people on committee boards.



### STRATEGY

- Support NFP's to strengthen viability and sustainability by having multiple funding sources: Circular Fund; Fundraising; (RAP) Indigenous Procurement; Social Enterprise; Fee for Service.
- Communications Strategy developed to support whole NFP sector.



### SYSTEMS

- Create an embedded culture of collaboration.
- Intergenerational learning is fostered.
- Digital Systems – Fit for purpose to meet current and future needs of local NFP's.
- Skills Registry (HUB).
- Collaborative effort to reduce common overheads e.g., Insurance Brokerage.



# Nambucca Valley Roadmap Review

## EFFICIENCIES

### GOALS 2021

- 1. Collaborative advocacy and working across sectors are established including NFP's working with Disaster Recovery.
- 2. An NFP working group developed, collaborating with key stakeholders where needed/required.
- 3. Joint funds sourced for collaborative projects.
- 4. Community Hub(s) for technology, communication links and shared storage spaces established.
- 5. Options and resources secured for collaborative training across all NGOs.

### GOALS 2022

- 1. Joint funds sourced for collaborative projects.
- 2. NFP's working together to capture, collaborate and model.
- 3. Community Hub established.
- 4. Collaborative Advocacy - Joint Succession Planning.
- 5. Training across NFP's.
- 6. Training in Committee Roles (Governance) and recruitment.



EFFICIENCIES GOAL	NOW	SOON	LATER
Joint funds sourced for collaborative projects	Collaboration across NFP sector.	NFP's working with Disaster Recovery Network through Valley Hub including assets register	Ongoing
NFP's working together to capture, collaborate and model.	NFP working groups developed, <ul style="list-style-type: none"> <li>• Valley Hub</li> <li>• Community Newsletters</li> <li>• IRCF NFP Roadmap Events</li> </ul>	Connecting Facilitator role to support/coach/mediate collaboration and partnerships.  Community engagement through weekly meals, gatherings, or meetings to foster a sense of belonging, community betterment and contribution. *  Organisations to create a 'job' within, to liaise with other organisations. *  Developing ways to create common ground through caring for country. *	Ongoing
Community Hub Established	Unkya Local Aboriginal Land Council - Sister Together Project is a flagship for first nations.	Joint funds sourced for collaborative projects.  Continue conversations for organisations work out how this looks and its sustainability	Ongoing



EFFICIENCIES GOAL	NOW	SOON	LATER
Collaborative Advocacy - Joint Succession Planning	Community Hub established via Valley Hub.	Grow and evolve.	A physical hub. Central body coordinating.
Training in Committee Roles (Governance) and recruitment.	Training options secured for NFP's.	Undertake skills audit of NFP sector.  Continue consultation around needs e.g. cultural competency and mediation.	Ongoing



# Nambucca Valley Roadmap Review

## PEOPLE

### GOALS 2021

- 1. The NFP community is more engaged, connected and inclusive.
- 2. Youth voice is empowered, supported by mentoring and training. Giving skills to younger people to use toward their careers.
- 3. Volunteer engagement and paid work opportunities for skilled professionals has increased.
- 4. Transport access has improved.
- 5. Systems are established to support knowledge retention in NFPs.

### GOALS 2022

- 1. Authentically engage young people in NFP sector.
- 2. Volunteer and paid work in NFP sector has increased.
- 3. Support knowledge retention in NFPs.
- 4. The NFP community is mutually collaborative.
- 5. Cultural economy is developed.
- 6. Fundraising Strategist/Grant Officer engaged.
- 7. Skilled people on committee boards.



PEOPLE GOAL	NOW	SOON	LATER
<p>Authentically engage young people in NFP sector.</p>	<p>Traineeships for mentoring and developing young people's careers.</p> <p>Beginning of youth leadership positions underway.</p> <p>ARLF Youth Leadership Program.</p>	<p>Continue traineeships.</p> <p>Intergenerational exchange through, Elders and young people gathering regularly.</p> <p>Create mentoring partnerships with accountability processes embedded.</p> <p>Create volunteering opportunities with outcomes embedded.</p> <p>NFP's collaborating to provide mentorships.</p> <p>Collate surveys to date that include young people's employment aspirations and share amongst NFP sector.</p> <p>Deliver a survey to gather up to date data.</p> <p>Develop a framework around raising and maintaining young leaders. *</p>	<p>Youth roles in NFP sector with a focus on job satisfaction.</p>
<p>Volunteer and paid work in NFP sector has increased.</p>		<p>A digital volunteer hub established that incorporates job descriptions. i.e., Explore capability of <a href="#">My Future Workforce</a>.</p> <p>Undertake NFP skills audit.</p> <p>Deliver a project that investigates best practice of recruiting and managing volunteers and shares learnings and resources sector wide.</p> <p>Build volunteer engagement and management systems and materials included procedural manuals, job descriptions, induction packages, policy and procedures.</p>	<p>Youth work experience opportunities offered through school.</p> <p>Investigating further partnerships. E.g., Centrelink obligations</p>





PEOPLE GOAL	NOW	SOON	LATER
Support knowledge retention in NFPs.	<i>Requires community input.</i>		
The NFP community is mutually collaborative.	The Valley Hub – sharing information.	Central body coordination and facilitation of NFP gatherings. Promote events on Valley Hub.	
Cultural economy is developed.	Jaanyмили Bawrrungga - Cultural Burn Project, Bawrrungga Nyami Gawbarrigam (Women's Art Collective)  Miimi Resource Recovery Operations.	Supporting leadership for cultural organisations with capacity to develop project concepts.  Audit of current arts and cultural knowledge and skills towards coordinated activities.  Engage project facilitator/coordinator.	Leaders are empowered to establish new sustainable projects.
Fundraising Strategist/Grants officer engaged.		A fundraising expert is engaged to potentially lead to engagement of grant writer.  Delivery of grant writing workshops.*	
Skilled people on committee boards.	Investigation of governance training.	Deliver governance training.	Associate board members or guests at board meetings.



# Nambucca Valley Roadmap Review STRATEGY

## GOALS 2021

1. Support the NFP cultural and arts tourism sector to strengthen financial viability and sustainability.
2. NFPs have support in developing Reconciliation Action Plans (RAP) and cultural competency.
3. Establish an NFP Insurance Cooperative.
4. Business continuity plans implemented by NFP's.
5. Support NFPs in developing social enterprises

### *Considerations*

*How should the goals be prioritised?*

- *Cultural and Arts Tourism*
- *NFP Reconciliation Action*
- *Insurance Co-operative*

## GOALS 2022

1. Support NFP's to strengthen viability and sustainability by having multiple funding sources:
  - Circular Fund
  - Fundraising
  - (RAP) Indigenous Procurement
  - Social Enterprise
  - Fee for Service
2. Communications Strategy developed to support whole NFP sector.



STRATEGY GOAL	NOW	SOON	LATER
<p>Support NFP's to strengthen viability and sustainability by having multiple funding sources:</p> <ul style="list-style-type: none"> <li>• Circular Fund</li> <li>• Fundraising</li> <li>• (RAP) Indigenous Procurement</li> <li>• Social Enterprise</li> <li>• Fee for Service</li> </ul>	<p>Nambucca Head's Men's Shed scoped renewable energy needs of NFP's.</p> <p>Investigating FRRR Community Funds and Revolving Funds.</p> <p>Recurrent funding in some organisations.</p> <p>Sisters Together Cultural Competency package under development.</p> <p>Social Enterprise</p> <ul style="list-style-type: none"> <li>• Market and Stalls</li> <li>• Nambucca Valley Phoenix</li> <li>• Miimi - Resource Recovery Operations</li> <li>• The Valley Hub</li> <li>• ShoreTrack</li> </ul> <p>Fee for service through membership.</p>	<p>Investigate circular fund and establishment costs. Engage experts. Install renewable energy infrastructure.</p> <p>Build awareness and deliver training of funding and fundraising models (menu).</p> <p>Engage a sector-wide position that connects, disseminates, educates and supports NFP's. (Community Funding Support Strategist).</p> <p>Develop business model to support sustainability of role.</p> <p>Develop RAP template, including Indigenous Procurement.</p> <p>Expert advice on the set up of social enterprise including costing, marketing, competitive bidding, risk analysis, WHS, compliance and management systems.</p> <p>Seek funding for project coordinator roles to support current initiatives.</p> <p>Investigate current fee-for-service offerings and embed appropriate costings and additional resources required for sustainability. For example, printer.</p>	<p>Community battery. Develop business models for community funds.</p> <p>Ongoing/continue/negotiate partnership conversations.</p> <p>RAP consultancy.</p> <p>Ongoing, continue and promote.</p> <p>Ongoing.</p>



STRATEGY GOAL	NOW	SOON	LATER
<p>Communications Strategy developed to support whole NFP sector.</p>	<p>Current media outlets:</p> <ul style="list-style-type: none"> <li>• Newsletters</li> <li>• Valley Hub</li> <li>• 2NVR</li> <li>• News of The Area</li> </ul>	<p>Engage a position/consultant to support NFP collaborative advocacy, towards improved succession outcomes and to connecting community to what NFP's are doing.</p> <p>Coordinate internal communications between NFPs. (Meetings and newsletters.)</p> <p>Identify other local experts and partners.</p>	<p>Ongoing.</p>



## Nambucca Valley Roadmap Review

### SYSTEMS

#### GOALS 2021

1. Digital community hub fully functional and accessed by volunteers and organisations across the Valley.
2. Embedded culture of learning through skilled and capable office bearers throughout NFP committees, including youth representation.
3. Increased collaboration between NFPs inclusive of generations.
4. Options and resources secured for collaborative training across all NGOs.

#### GOALS 2022

1. Create an embedded culture of collaboration.
2. Intergenerational learning is fostered.
3. Digital Systems – Fit for purpose to meet current and future needs of local NFP's.
4. Skills Registry (HUB)
5. Collaborative effort to reduce common overheads e.g., Insurance Brokerage.



SYSTEMS GOAL	NOW	SOON	LATER
Create an embedded culture of collaboration.	IRCF collective meetings.	NFP interagency for local NFP's. Shared responsibility through the hub.	Ongoing collaboration and terms of reference developed.
Intergenerational learning is fostered.	Mujaay Ganma Foundation Aboriginal Corporation, Youth and Elders working together.  Community Newsletters  BISEPS The Valley Hub Trainees  ShoreTrack	System of governance for youth and elders/seniors to meet regularly. Support engagement with Sisters Together project.	Create programs that engage both youth and elders across all community groups.
Digital Systems – Fit for purpose to meet current and future needs of local NFP's.	Digital systems are not always fit for purpose	Tech consulting for digital audit of NFP's regarding management of: <ul style="list-style-type: none"> <li>• Finances</li> <li>• Information</li> <li>• Operations</li> </ul>	Create tailored digital plan for each NFP.
Skills Registry (HUB)		Developing a system to match mentees and mentors.	Design to be sustainable or a system that connects corporate to community. i.e., Pro Bono
Collaborative effort to reduce common overheads e.g., Insurance Brokerage.		Brokerage support for NFP's to ensure systems are efficient and cost-effective.	Continue collaborative effort.