



Ulladulla Community Roadmap 2023 DRAFT – *Open for ongoing community input.*

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



Australian Government

Ulladulla Community Roadmap

Revision: 20 Dec 2023

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 2023 & Beyond





People



1. Mentoring program for volunteers 
2. Training in mental health and trauma  
3. Induction and training of new members 
4. Wellbeing program for our people 
5. Recruitment pathways specifically for youth volunteers 
6. Shared recruitment strategies & resources for qualified staff 
7. Recruitment pathways for volunteers 
8. Removing barriers to participation within organisations (new '22) 







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 changes 
4. *Assess cultural service needs in the community and provide support to local First Nation Service Providers (Added 2023)*
5. *Collaborate & codesign with Youth to capture a Youth Specific Roadmap (Added 2023)*







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 (Added '22)  
5. *Organisations have good internal communication (Added 2023)*

Systems



1. NFPs that network and share  
2. Raise awareness of local groups and services (updated '22) 
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.  
6. *Developing & modelling ways of working as a team outside traditional committee/ governance structures (Added 2023)*

In 2023 Road mapping workshop attendees identified up to three (3) goals where the broader community or their individual organisation was doing well – symbolised with STARS.  As well as three (3) goals that they felt needed additional love, focus or resources – symbolised with HEARTS. 
(It should be noted that there is no weighting attached to these, and no preference will be given to these projects during grant assessments.)

Email or call Monique Carson if you would like to contribute your three stars & three hearts into the final Roadmap.

In addition, three new goals have recently emerged, they have been added in green above.

If you are aware of any additional Goals that are important to the Ulladulla community, please let us know.

The tables below outline a series of local activities that are aligning with the Ulladulla goals. We have identified where participating IRCF organisations have been working over the full IRCF project. **We welcome new activities that are in alignment with the Ulladulla goals.**

The 'Ideas' column is a cumulation of ideas raised at Road mapping workshops over the last 3 years.

These activities and ideas have been included to facilitate conversations and thinking around possible next steps within, and 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.

Key – Goals:

- IRCF Funded capacity building activities.
- IRCF Toolbox Funded capacity building activities for collective benefit across multiple community orgs.
- Capacity building activities that IRCF participants funded from other sources, during their involvement in the IRCF Program.

People Goals

PEOPLE GOALS	Year 1 2021	Year 2 2022	Year 3 2023	IDEAS
Mentoring program for volunteers	<ul style="list-style-type: none"> ➤ Independence Ulladulla - Staff & Volunteer training ➤ Milton Ulladulla Business Chamber – CCSS newsletter, network events & training. 	<ul style="list-style-type: none"> ➤ The Dunn & Lewis Youth Development Foundation – Share stories of success within community groups (Podcast Series & Booklet & CCSS Website) 	<ul style="list-style-type: none"> ➤ StoryFest – Build capacity, support & retention strategies for volunteers (Corporate Sponsor) 	<ul style="list-style-type: none"> ➤ Scope and identify mentors / mentees
Training in mental health and trauma	<ul style="list-style-type: none"> ➤ Milton Ulladulla Business Chamber – 18 attendees several community groups attend Resilience Fatigue Networking Lunch. 	<ul style="list-style-type: none"> ➤ Safe Waters Community Care - Empower staff and volunteers with the skills to de-escalate conflict and violent situations. 	<ul style="list-style-type: none"> ➤ Milton Ulladulla Business Chamber – Accidental Counselling, Tafe 1 day. (BSBR) ➤ FRRR – Seasons for Healing, First National participant trainer to support others. ➤ Treading Lightly - Seasons for Healing, First National participant trainer to support others. + Youth leadership ambassador program. 	<ul style="list-style-type: none"> ➤ Survey / measure need

PEOPLE GOALS	Year 1 2021	Year 2 2022	Year 3 2023	IDEAS
Induction of training of new members		<ul style="list-style-type: none"> ➤ Noahs Ark Centre of Shoalhaven - Communication plan promotional videos. ➤ The Dunn & Lewis Youth Development Foundation - Share stories of success within community groups (Podcast Series & Booklet & CCSS Website) 	<ul style="list-style-type: none"> ➤ StoryFest – Volunteer Sponsor to support training, appreciation & retention of volunteers (Corporate Sponsor) 	
Wellbeing program for our people	<ul style="list-style-type: none"> ➤ Ulladulla & District Community Resource Centre - Staff & volunteer training, strategic partnership development 		<ul style="list-style-type: none"> ➤ Safe Waters Community Care - Empower staff and volunteers with the skills to de-escalate conflict and violent situations. ➤ Treading Lightly – Strengthen mental health in young people- Ecological Grief Literacy (scc) 	<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 - Youth Outreach Programs ➤ The Dunn & Lewis Youth Development Foundation - Youth Podcast Series & book on local community groups 	<ul style="list-style-type: none"> ➤ Milton Ulladulla Business Chamber - Career Showcase at Ulladulla High School. (CEF '23, '24 & '25) ➤ StoryFest – Fundraising Portal to achieve free Schools Program 	
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 	<ul style="list-style-type: none"> ➤ Noahs Ark Centre of Shoalhaven - Communication plan for promotional videos. ➤ Ulladulla & District Community Resource Centre – Succession planning. ➤ Treading Lightly – Cultural training for committee. 	<ul style="list-style-type: none"> ➤ Treading Lightly – Foundation in disaster recovery (Uni Melb). ➤ Milton Ulladulla Business Chamber – Online marketplace local jobs: business & NFP (scc, CEF) 	<ul style="list-style-type: none"> ➤ Promotion of recruitment and retention Strategy

PEOPLE GOALS	Year 1 2021	Year 2 2022	Year 3 2023	IDEAS
Recruitment pathways for volunteers		<ul style="list-style-type: none"> ➤ The Dunn & Lewis Youth Development Foundation - Foster youth interest in community volunteering with a Youth Podcast Series & Book. ➤ Milton Ulladulla Business Chamber – Community Expo (BSBR '22 & '23, CEF: '24 & '25) 	<ul style="list-style-type: none"> ➤ Treading Lightly Inc - Build a Regenerative Design. ➤ Milton Ulladulla Business Chamber – Online marketplace local jobs paid & volunteer. (Var) ➤ Independence Ulladulla – Café: Cup N Cake N Co & meals for homeless & underprivileged. ➤ StoryFest – Build support, communication, onboarding & retention strategies for volunteers (Corporate Sponsor) 	<ul style="list-style-type: none"> ➤ Develop information continuity programs & succession planning for local organisations
Removing barriers to participation within organisations (Added 2022)		<ul style="list-style-type: none"> ➤ FRRR - Art of hosting Training: Art of Invitation. Circle Practice 	<ul style="list-style-type: none"> ➤ FRRR – Cultural Immersion & Support ➤ Milton Ulladulla Business Chamber – Indigenous content for local orgs to access & learn. ➤ Independence Ulladulla – Café: Cup N Cake N Co & meals for homeless & underprivileged. ➤ Milton Ulladulla Business Chamber – Treasurer & Bookkeeper training & network - Groups share information & invite participation 	<ul style="list-style-type: none"> ➤ Mentoring, training, and skill building for people with a disability and other barriers

Key – Goals:

- IRCF Funded
- IRCF Toolbox Funded.
- Funded from other sources

Strategy Goals

STRATEGY GOALS	Year 1 2021	Year 2 2022	Year 3 2023	IDEAS
Support organisations to create strategic plans for growth	<ul style="list-style-type: none"> ➤ Red Head Villages Ass - prepare Master Plan for 5 villages 	<ul style="list-style-type: none"> ➤ Ulladulla and Districts Community Resources Centre – Succession planning & support Lake Conjola Raft Race ➤ FRRR- Art of Hosting: Participatory leadership. Working 	<ul style="list-style-type: none"> ➤ Treading Lightly - Build a Regenerative Design Model. ➤ FRRR – ARLF Regenerate Leadership Program: 20 participants in Shoalhaven, 8 days residential. 	<ul style="list-style-type: none"> ➤ Collaborative strategic planning. ➤ Train groups in methods and mentoring

STRATEGY GOALS	Year 1 2021	Year 2 2022	Year 3 2023	IDEAS
		collaboratively in complexity (sponsor 20 local IRCF members & training available other) ➤ StoryFest – Planning workshops & support new committee (CCSS – CEF)		
Build capacity for project leadership and co-design	➤ Treading Lightly – Community access to Community Hub (Bldg.) ➤ Milton Ulladulla Business Chamber – CCSS: comms, workshops, forums, support resources & training.	➤ Independence Ulladulla - Systems to support leadership to innovate and grow. ➤ Milton Ulladulla Business Chamber – Training: Governance & Event Management. (CEF) FRRR - Art of hosting Training: Collaborative leadership and co-design.	➤ Milton Ulladulla Business Chamber – Going Horizontal training (BSBR)	➤ Develop capacity within P&Cs to support music programs at schools: Milton & Ulladulla Public Schools ➤ Shared resources, availability ➤ Coaching and mentoring in the field
Organisations that advocate for systemic challenges	➤ Treading Lightly - Community Hubs & Programs advocacy for systemic changes: Environment, Sustainable Practices, First Nations & Youth. ➤ Safe Waters Community Care - Manager for homeless shelter, so that senior team members can advocate for funding & housing needs.	➤ Milton Ulladulla Business Chamber – Helping the volunteers & community groups build capacity so they can focus on goals & advocate for systemic challenges. ➤ Treading Lightly – Environmental advocacy & regenerative development planning for youth (SCC)	➤ Treading Lightly – Videos of community activities with Youth, First Nations & Environment (SCC, Various)	➤ 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
Assess cultural service needs in the community and provide support to local First Nation Service Providers				New Community Goal added in 2023
Collaborate & codesign with Youth to capture a Youth Specific Roadmap				New Community Goal added in 2023

Efficiencies Goals

Key – Goals:

- IRCF Funded
- IRCF Toolbox Funded.
- Funded from other sources

EFFICIENCIES GOALS	Year 1 2021	Year 2 2022	Year 3 2023	IDEAS
Organisations share resources (equipment, space, group buy essentials)	<ul style="list-style-type: none"> ➤ Treading Lightly – Local Community Hub ➤ 	<ul style="list-style-type: none"> ➤ Milton Ulladulla Business Chamber – Online source of community information ➤ South Coast Bookclubs – Book packs & discussion questions groups & individuals to join. ➤ Milton Ulladulla Business Chamber – Online training resources, banners 60 community groups, event space to showcase group. (BSBR) ➤ 	<ul style="list-style-type: none"> ➤ Treading Lightly - Build a Regenerative Design Model to share support & resources. ➤ Milton Ulladulla Business Chamber – Admin/Secretariate support to capture processes & share widely. ➤ Treading lightly – Environmentally sustainable event resources & practices (Var) ➤ Milton Ulladulla Business Chamber – Online Venue Guide (CEF Funding, Awaiting personnel to champion) 	<ul style="list-style-type: none"> ➤ Structured training for volunteers i.e., IT, social media, financial ➤ Toolbox of templates to share. ➤ Research available facilities and resources
Organisations are well positioned & supported to apply for grants	<ul style="list-style-type: none"> ➤ Safe Waters Community Care - Manager for homeless shelter, allow senior team members to apply for grant funding, local community support & resources. ➤ Milton Ulladulla Business Chamber – Admin support and encouragement to apply plans to broad grant funding. ➤ FRRR – Community consultation workshops, Harvest Roadmap of community Vision, Purpose 	<ul style="list-style-type: none"> ➤ Independence Ulladulla - Improve systems to support leadership to innovate and grow. ➤ Ulladulla and Districts Community Resources Centre – Succession planning & support Lake Conjola Raft Race ➤ FRRR - Art of hosting: Incl Collaborative & discussion practices, ‘Design for wiser action’ planning practices. ➤ Treading Lightly – Build Assets for Grant Applications (Data, Statistics, In-kind contributions, Photos & Videos.) 		<ul style="list-style-type: none"> ➤ Learning by doing - strengthen committee skills (toastmasters) ➤ Marketplace of good new ideas (Auspice of great ideas) ➤ 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

EFFICIENCIES GOALS	Year 1 2021	Year 2 2022	Year 3 2023	IDEAS
	& Goals. Share & inspire organisations.			
Organisations have a clear picture of skills & deficiencies		<ul style="list-style-type: none"> ➤ Treading Lightly – System, restructure committee roles. 	<ul style="list-style-type: none"> ➤ Milton Ulladulla Business Chamber – Secretariate role to identify and formalise processes. ➤ FRRR – Meta harvest of IRCF Program: Ongoing workshops, collaborations, shared Roadmaps, Newsletters & Stories of success. 	<ul style="list-style-type: none"> ➤ Skills audit ➤ Recruitment drive for gaps & opportunities ➤ Matching and placing volunteers with suitable orgs
Storytelling - capture and share stories of how organisations are getting stronger. (New 2022)		<ul style="list-style-type: none"> ➤ FRRR – IRCF Digital Hub capacity building roadmaps & community activities. www.ircf.frrr.org.au 	<ul style="list-style-type: none"> ➤ The Dunn & Lewis Foundation - Youth Podcast Series & Book on local community group ➤ Milton Ulladulla Business Chamber – videos of community group stories. ➤ Treading Lightly – Videos of community activities with Youth, First Nations & Environment. ➤ FRRR – IRCF Digital Hub community activities & stories of success. www.ircf.frrr.org.au 	<ul style="list-style-type: none"> ➤ Workshops and events around truth telling/storytelling success and challenges within NFPs and organisations.
Organisations have good internal communication (Added 2023)				New Community Goal added in 2023

Systems Goals

Key – Goals:

- IRCF Funded
- IRCF Toolbox Funded.
- Funded from other sources

SYSTEMS GOALS	Year 1 2021	Year 2 2022	Year 3 2023	IDEAS
NFPs that network and share	<ul style="list-style-type: none"> ➤ Milton Ulladulla Business Chamber - Online training resources and networking events ➤ Treading Lightly – Share Community Hub ➤ FRRR – Community Facilitator to connect people, resources & information. ➤ Treading Lightly - Podcast series local initiatives 	<ul style="list-style-type: none"> ➤ Milton Ulladulla Business Chamber - community contacts, community calendar, networking events. ➤ Milton Ulladulla Business Chamber – Community Expo (BSBR: 22 & 23, CEF: 24 & 25) ➤ FRRR – IRCF Digital Hub capacity building roadmaps & community activities. www.ircf.frrr.org.au 	<ul style="list-style-type: none"> ➤ Treading Lightly - Build a Regenerative Design Model. ➤ Milton Ulladulla Business Chamber –Comm Expo. (BSBR) ➤ Treading Lightly – Environmentally Sustainable Event resources & support. ➤ Independence Ulladulla – Meals for Homeless & struggling. Share with Safewaters, Health Network, Noahs ➤ FRRR - Community of Practice, (following Art of Hosting training in Sth & Nth Shoalhaven) ➤ Milton Ulladulla Business Chamber – Treasurer & Bookkeeper Support Network 	<ul style="list-style-type: none"> ➤ Create a group of small village CCBs to network to create a more powerful representation to govt and council.
Raise awareness of local groups and services (Updated 2022)	<ul style="list-style-type: none"> ➤ Independence Ulladulla - Brand strategy & website ➤ Milton Ulladulla Business Chamber – Collect community contacts, Bi-Monthly Forum showcase community groups. ➤ Treading Lightly - Podcast series local initiatives 	<ul style="list-style-type: none"> ➤ Milton Ulladulla Business Chamber – CCSS Website Community Contacts, Community Calendar, Map of Defib Locations. Socials, Newsletter. ➤ Milton Ulladulla Business Chamber – Community Expo for local groups to share their services & request support & new volunteers (BSBR '22 & '23 & CEF '24 & '25) ➤ FRRR – IRCF Digital Hub capacity building roadmaps & community activities. www.ircf.frrr.org.au 	<ul style="list-style-type: none"> ➤ StoryFest Incorporated - New website and marketing campaign. ➤ Milton Ulladulla Business Chamber – Videos local community groups & stories, Indigenous contacts & services. ➤ Milton Ulladulla Business Chamber – Social media training – via Canva designs Beg & Int. (CEF) 	<ul style="list-style-type: none"> ➤ Digital mentoring for NFPs ➤ Social media management for NFPs ➤ Training in/setup of Facebook, YouTube

SYSTEMS GOALS	Year 1 2021	Year 2 2022	Year 3 2023	IDEAS
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 	<ul style="list-style-type: none"> ➤ Independence Ulladulla - Improve systems. Payroll & communication. ➤ Milton Ulladulla Business Chamber – CRM (Hubspot) support to assist communication & Online Community Contacts. 	<ul style="list-style-type: none"> ➤ South Coast Bookclubs – Loan Database, admin & resources for local book club service. ➤ Milton Ulladulla Business Chamber – Treasurer & Bookkeeper Program- 2yrs ➤ Milton Ulladulla Business Chamber – Xero Online Accounting Software(BSBR) 	<ul style="list-style-type: none"> ➤ Workshops for NFPs - digital safety for financial apps ➤ Audit of IT systems for local NFPs ➤ Identify software and training for collaborative project management and communication.
Committee development program (orgs have governance training & coaching support)	<ul style="list-style-type: none"> ➤ Milton Ulladulla Business Chamber – CCSS Newsletter, website, and database. ➤ Milton Ulladulla Business Chamber – Admin for training, support & communication orgs ('21,'22,'23) ➤ Treading Lightly – Governance training & consulting (NFP Success) 	<ul style="list-style-type: none"> ➤ Ulladulla and Districts Community Resources Centre - Succession planning & support Lake Conjola Raft Race ➤ Milton Ulladulla Business Chamber – Training iClick2learn subscriptions orgs. Gov., Events, Indigenous meditation, fundraising, social media, defib usage. (BSBR) ➤ FRRR - Art of hosting Training: Collaborative discussion & listening practices. 	<ul style="list-style-type: none"> ➤ Milton Ulladulla Business Chamber – Secretariate support documentation internally & share. ➤ Milton Ulladulla Business Chamber – Training. Canva, Social media, Google Forms, File storage, Group emails/Newsletters. (CEF) ➤ Milton Ulladulla Business Chamber – Coordinator to book & schedule training orgs (CEF) 	
Well established NFPs helping smaller and new groups	<ul style="list-style-type: none"> ➤ Milton Ulladulla Business Chamber – Auspice CCSS: Community Connect- Southern Shoalhaven ➤ Treading Lightly – Share community Hub 	<ul style="list-style-type: none"> ➤ Milton Ulladulla Business Chamber - Building connections & support programs for all local community groups. ➤ FRRR – Art of Hosting Training for several community groups & establish a community of practice across whole Shoalhaven. 	<ul style="list-style-type: none"> ➤ FRRR – Fundraising Workshop discuss ideas & share opportunities. ➤ Milton Ulladulla Business Chamber -Treasurer & Bookkeeper Training & Network. ➤ Milton Ulladulla Business Chamber – Auspice Women's Connection, Muck-Up Youth Project, UHS Career Showcase. 	<ul style="list-style-type: none"> ➤ Identify willing NFPs to mentor & auspice. ➤ Facilitated mentor / NFP buddy system
Developing & modelling ways of working as a team outside traditional committee /governance structures				New Community Goal added in 2023