

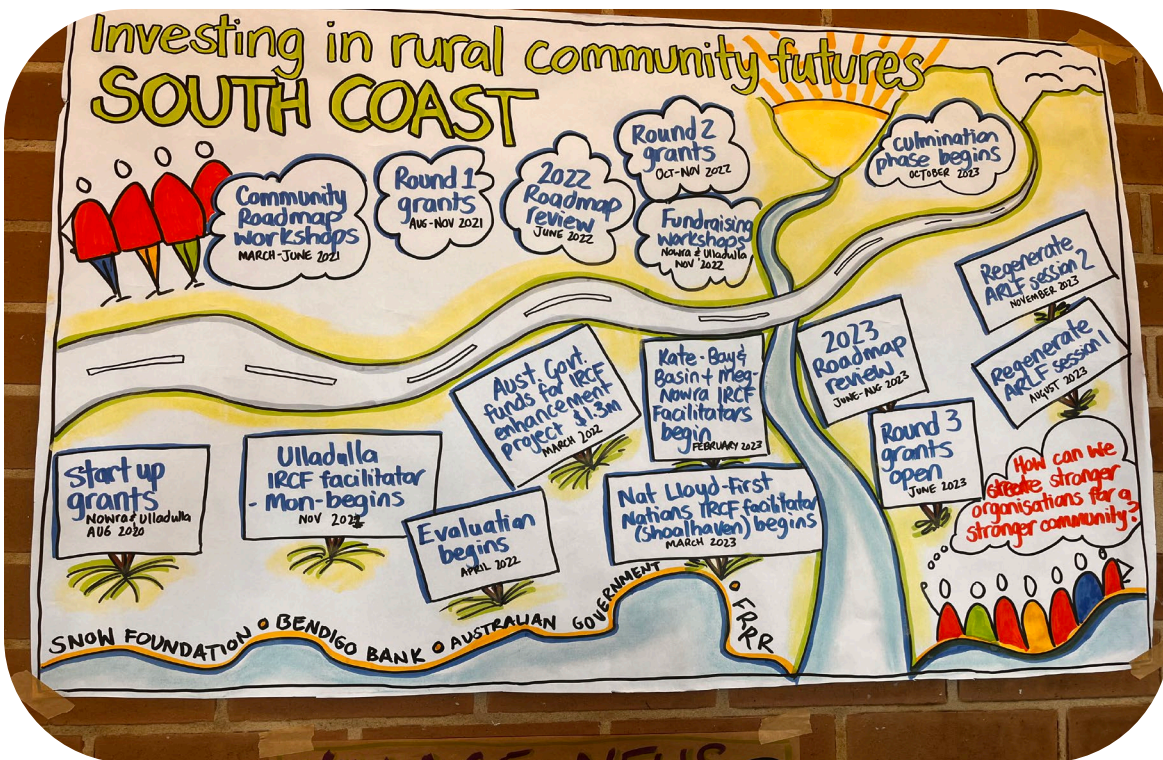


Investing in Rural Community Futures Program

Community Roadmap Review – Kangaroo Valley

Wednesday 26 July 2023 – Kangaroo Valley Hall

Ten participants came together to review the community roadmap created as part of the Investing in Rural Community Futures (IRCF) Program.



The following organisations were represented: Kangaroo Valley Men’s Shed Inc, Kangaroo Valley Voice, Resilience Kangaroo Valley, Upper Kangaroo Valley River Progress Ass., Resilience Kangaroo Valley, and Kangaroo Valley Chamber of Tourism and Commerce.

The workshop was hosted by Mel from Campfire Coop, Meg, Deb and Monique from FRRR. Natalie Lye provided an Acknowledgement of Country.



What is one thing that has made you smile since yesterday?

It was great to hear the participants' introductory stories of something that has made them smile since yesterday. Family, friends, and beautiful scenery of Kangaroo Valley featured highly.

'Listen For' activity

Theme – How are we creating stronger organisations?

Following the activity, the participants shared their insights:

- The prospect of the game was daunting, but it proved very valuable.
- Opportunity to play/practice this game in addition to hosting.
- Acknowledge that small moments in life give us a lot.



Remembering Vision, Principles & Goals

In 2021 the community came together for the Nowra region where workshop participants established the Vision for the community, along with the Principles to guide how we will work together. Since then, these have been reflected on, refined, and added to.

In 2022, the Black Summer Bushfire grants enabled the Nowra roadmap to expand to Kangaroo Valley. A workshop was held to explore the Vision, Principles, and Goals to include Kangaroo Valley. This workshop today was to review the Nowra (including Kangaroo Valley) Roadmap.

It is important to know that these Vision and Principles form part of the Community Roadmap and this is open for community input and feedback at any time. As you read through this newsletter take a moment to read over these and get in contact with any suggestions.



Vision

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

- ② We are able to listen and respond to what our diverse community needs
- ② There are many opportunities for young people to lead, participate, and contribute
- ② Our foundations are strong, our work is sustainable and we are guided by our principles
- ② We are known, trusted by, and part of our community
- ② We work together and share and learn from each other
- ② Our people are nurtured and fulfilled by their work
- ② We walk alongside the Aboriginal community, privileging their voices. Unlearning to learn for Aboriginal community to thrive

Principles

These principles will guide us in our work together.

- ② We model community pride and possibility by showing up with enthusiasm, passion and commitment
- ② Local organisations are stronger together and seek to share and learn from each other
- ② We commit to seeking out and listening to all voices with an open heart and mind
- ② We strive for the diversity of our community to be reflected in our organisations and supported by our work.
- ② We share the work, to support our own wellbeing and growth and the wellbeing and growth of others
- ② We encourage creativity and innovation for growth and change
- ② We commit to learning from and connecting to local Aboriginal history, culture, country and community, and walk alongside local leaders
- ② We have the courage to advocate for equity and fairness in our community

During this review of the IRCF Nowra and Kangaroo Valley Roadmap goals, participants were offered stars and heart stickers, symbolizing their assessment of their Vision, Principles & Goals. They were invited to allocate the star stickers where they thought they as individual groups or collectively were 'shining brightly' and achieving great results, and the love heart stickers where there was room for some further focus and support.

Vision

Vision where we have achieved great results -

Stars:

- ★ Foundations are strong
- ★ Work together

Vision where we would like more focus and support - Hearts:

- ♥ Diverse community needs
- ♥ Opportunities for young people
- ♥ Work together
- ♥ Walk alongside the Aboriginal community

Principles

Principles where we have achieved great results

- Stars:

- ★ Community pride
- ★ Listening to all voices
- ★ Strive for diversity
- ★ Advocate for equity and fairness

Principles where we would like more focus and support - Hearts:

- ♥ Stronger together
- ♥ Strive for diversity
- ♥ Creativity and innovation

Goals

Goals where we have achieved great results -

Stars:

- ★ Well documented policies & procedures
- ★ Skills and learning experiences are shared
- ★ Clear on the needs of the community
- ★ Good health and wellbeing

Goals where we would like more focus and support - Hearts:

- ♥ Fundraising strategies
- ♥ Attract and retain people/volunteer recruitment
- ♥ Pathways for youth
- ♥ Pool of shared resources and knowledge



Review and refine Goals

Throughout the workshop and throughout the year there is an opportunity for the community to identify new goals that have emerged.

New areas that emerged:

1. Business Principles applied to Social Enterprise (**Efficiencies #8**)
2. Collective approach to accessing and maximising funding opportunities both within & outside our region, to support sustainability. (**Efficiencies #1: Updated 2023 to reference collaboration within and outside the region of Nowra**)

A summary of the Nowra & Kangaroo Valley community goals within each of the IRCF focus areas for capacity building: People, Strategy, Efficiencies & Systems. The information in brackets outlines suggestions the groups identified to meet the goals.

People Goals:
1. Recruitment – attracting and retaining the people who are needed. <i>(Understand the people. The unique pull. "The Why")</i>
2. Our people maintain good health & wellbeing and are taken care of. <i>(Mentoring that is regular, skilled, and supported, confidentially)</i>
3. People have the skills and capacity to do their work well. <i>(Governance Training. Running Meetings)</i>
4. Develop trusting relationships to enable NFPs to work with Indigenous communities. <i>(Liaison officers)</i>
5. Volunteers who are well skilled and connected. <i>(Volunteer management plan. Fatigue strategy)</i>
6. Organisations have programs to support leadership. <i>(Helping team confidence. Space for people to shine. Mentorship. Identify & nurture emerging leaders)</i>
7. Creating pathways for young people. <i>(Growth of leadership. Meaningful leadership roles for young people)</i>



Strategy Goals:

1. We are clear about the needs of our community. We support lines of communication between groups & community. **(Updated 2023)**
(Survey/outreach representation. Evaluating and pivoting if needed.)
2. For organisation to have the capacity to manage change and growth.
(Peer coaching. Community of Practice. Training)
3. Organisations have the capacity and tools to measure our impact.
(Social impact measurement training)
4. Organisations develop and implement Reconciliation Action Plans (RAPs).
(Aboriginal Engagement Policy workshop)
5. Organisations to have a master plan.
(Remove)
6. For organisations to have strategic plans.
(Size that suits the size of the organisation. Different examples and templates collated and shared. Plan on a page. Tie these strategic plans to the other points within Strategy goals)
7. We have fundraising strategies for sustainability.
(Succession planning to manage key person & risks. Generating income streams)
8. Support lines of communication between community groups and their communities, both within and outside the region.

Efficiencies Goals:

1. Collective approach to accessing and maximising funding opportunities both within & outside our region, to support sustainability. **(Updated 2023)**
(Central tech hub to share ideas. Share program needs & match to grants. Share ideas across other regional areas)
2. To have the skills to deliver our services and shared learning experiences.
(Draw on external skills too)
3. We have a strong collective to share knowledge and coordinate services.
4. Access to grants database and support to apply for grants.
(Digital hub of resources. Asset register)
5. To have a shared pool of accessible resources and spaces.
6. Organisations have programs to support leadership/
(Mentoring, coaching, engagement programs for emerging leaders)
7. Volunteer recruitment.
(Need specifics. Redesigning & modelling of what volunteering looks like)
8. Business Principles applied to Social Enterprise **(Added 2023)**



Systems Goals:

1. Cultural audits for organisations
(Definition and understanding of cultural audits. Finance, people & capacity to do this)
2. Tailored and integrated IT infrastructure that is well maintained and adaptable.
(Reduce dependency. Tech for good)
3. Well promoted local NFPs with good brands and active PR, marketing and social media.
(NFP portal. Collaboration between groups. Raise awareness of groups in the area.)
4. Well documented policies, procedures and induction processes.
(Opportunity to share templates & resources)





Mini 'Open Space' session

The group was invited to bring topics for discussion that were bubbling up for the sector locally. The highlights were as follows.

1. Connecting with other communities (Nick). Creating ways of sharing information among communities. The energy exists, now is a great time to explore.
2. Attracting people under 60 to organisations (Janet). Merge discussions with 3.
3. How best to communicate & be known by community (Sally). Attracting Young. Collaboration between groups and general awareness of groups in the area.
4. Conflict Resolution (Nat). Courage, caring & deep discussion. Genuine steps forward with possibility, hope & and little care.
5. Communications from FRRR with projects and within projects (Matt). Discussed offline processes & lines of communication.

Next steps

- The next, and final round, of partnership grants are now open, and close on the 25 August, announced in October.
- Meg and Carolyn from FRRR are available for support with questions and project ideas.
- Toolbox funding is available for collaborative quick response grants.

Village news

➤ Capacity Building Grants

Open 25th July.

Close 29th August.

Announced 24th October.

➤ Community Expo

Friday 13th October 2023, Dunn Lewis Centre Ulladulla.

Great opportunity to attend the free expo, Network with other groups, learn about their services & activities. Explore possible collaborate, share ideas and/or resources.

Includes great presenters, workshops & free morning tea & lunch.

Stay updated:

<https://www.facebook.com/communityconnectsouthernshoalhaven>

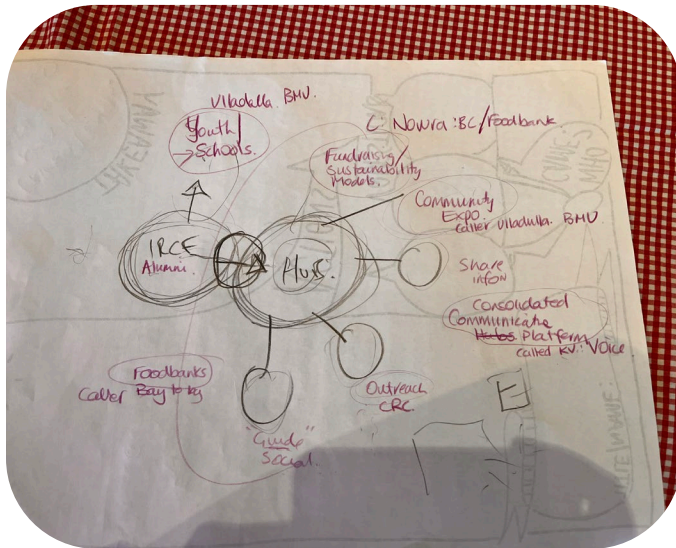




What gems are you taking with you?

Here is a summary of the responses to our check out from the day.

- Seeing and witnessing courageous conversations.
- Start of a gem of an idea for funding.
- Appreciate the personal level of effort people make to the community.
- A couple of ideas need to let them disseminate.
- Ideas are emerging that are very interesting.
- Loved seeing lightbulb moments and seeds planted.
- Lot of collaboration ideas.
- FRRR is an organisation so invested in grass roots community, delivering \$ but also how to work together.
- Regional leadership program – wanting to be better, do better.
- Visual cues and graphics – ideas for the digital hub.
- Efficiency: Time, Energy, Collective Knowledge & Finance, within & across communities.





Resources

[Link to Digital Hub](#)

Includes all funded projects and toolbox projects funded for Nowra, as well as other IRCF communities:

<https://ircf.frrr.org.au/nowra-community-roadmap/>

[IRCF Community Facilitator](#)

Meg Stratti

Phone: 0439 470 086

Email: Ircf_nowra@frrr.org.au

[Generic Sample Application](#)

<https://frrr.org.au/wp-content/uploads/IRCF-South-Coast-Ongoing-Partnership-Grants-Sample-Application-Form.pdf>

[Design for Wiser Action Template](#)

