



FRRR

Foundation for Rural
Regional Renewal

Nambucca Valley

Data Collection # 4

March 2022

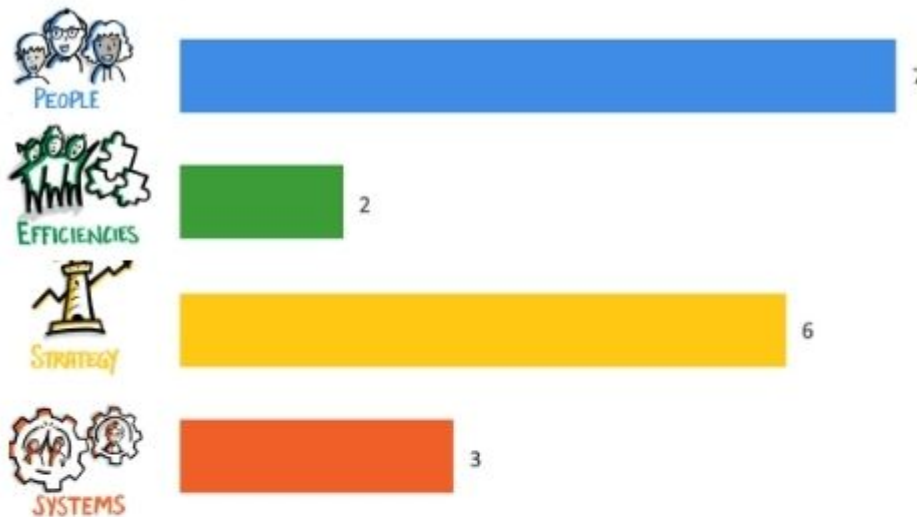
Investing in Rural Community Futures

Overview

Participating NFP's



IRCF Projects Funded by strategic pillar

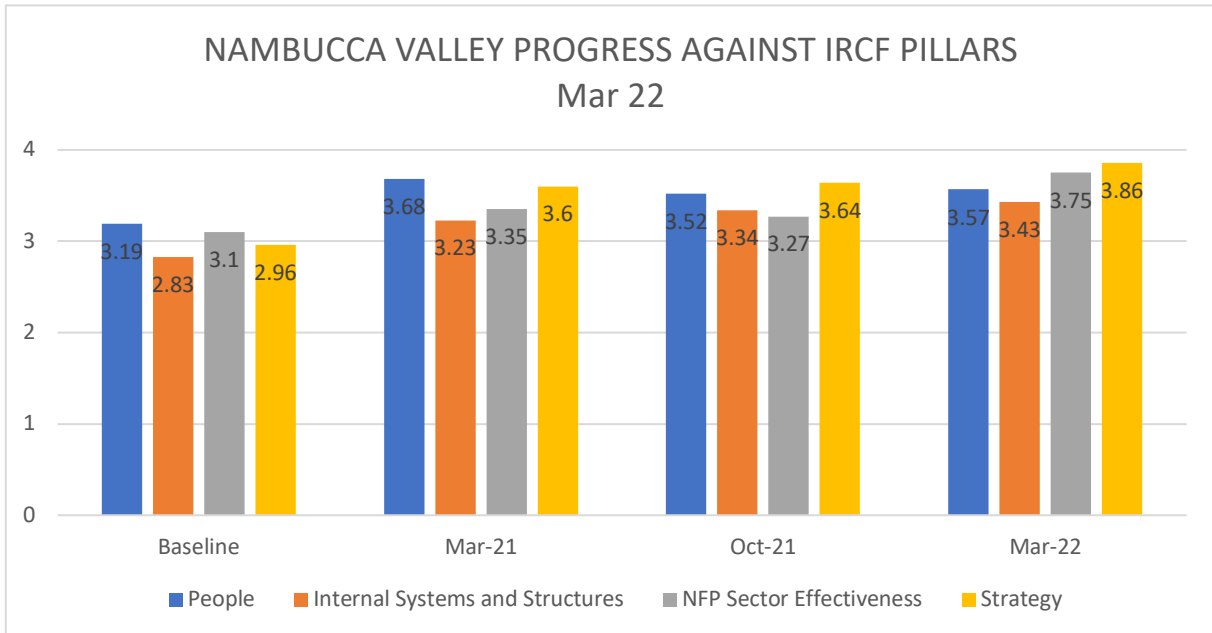




Progress Against Pillars compared to baseline

October 2020 – March 2022

Average of responses from self-assessment survey completed by all participating NFPs in Nambucca Valley



As part of this evaluation, the change and impact on the capacity and sustainability of the individual NFP organisations involved in the program is being measured by using a series of tools. One of these tools is an organisational self-assessment for committees to collectively discuss the current health of their organisation. It was designed specifically for the program looking at the four pillars of People, Systems, Efficiencies, Strategy.

The assessment measures each pillar using a five-point scale out of 12 areas of organisational competency, giving organisations a score out of 60. We use an average of this score across the funded organisations to monitor the overall health of these organisations and to track any impacts the program may have. All funded organisations take part in the self-assessment.

Funds Leveraged Since Project Start¹

Nambucca Valley leveraged funds
\$1,849,700

Total FRRR Funding Contribution Since Project Start

FRRR contribution
\$669,689

¹ This is an estimated figure provided by NFP's. 'Leverage' was described to NFP's in their interviews as 'what additional non-IRCF funding has your organisation secured as a result of the IRCF funded projects - either direct additional grant funds secured or increased capability (ie fundraising) which then secured funds or funding which the NFP directly related in any other way to their involvement with IRCF'.





People Employed through IRCF funds for this reporting period

Forty - 40

*NFP's have engaged people in a range of roles to help them realise their projects. This ranges from **Embedded** salaried staff (either FT or PT), **Casual** employees, **Consultants** and **Contractors** like tradespeople.*

Areas of greatest capacity building need:

At the March 2022 data collection point several NFP's across all three communities are starting to **ponder, consider and talk about what will happen when the IRCF program finishes in their community**. In Leeton and Junee, both Leeton Connect and JBT (Junee) have recognised that they are positioned well to potentially take on the post IRCF world - 'Community Facilitator' role, where they can provide grant preparation advice, networking opportunities, build and make connections between NFPs and provide access to information. From this point there is value in continuing the transparency of communication around a good transition out of IRCF and ensuring that community scaffolding such as Leeton Connect, JBT and potentially the Valley Hub in Nambucca continues to strengthen and has community support and buy-in.


Succession Planning and managing key person risk still featured across all three communities. There are still several NFP's who rely on one key person to manage their administration, write and acquit their grants, be the key Board contact and participate in the evaluation. The non-participation of two NFP's in this round is partly due to the reliance on one key person in those organisations. There would be value in ongoing training/ strategic and supportive conversations in supporting NFP's where this is a vulnerability to develop practical ways of bringing others into the organisations. Sustainability of their organisations is a risk if this isn't addressed.





Results at March 2022

This section reports on the evaluation Theory of Change against the four strategic pillars - People, Systems, Efficiencies and Strategy.

<p style="text-align: center;">People</p>  <p style="text-align: center;">PEOPLE</p>	<p style="text-align: center;">Systems</p>  <p style="text-align: center;">SYSTEMS</p>
<p>Governance</p> <p>4 NFP noted that Succession planning was a challenge, with one NFP noted that they had a Succession Plan.</p> <p>One board noted that they don't always get a quorum and for another their new Board will need mentoring.</p> <p>One Aboriginal Corporation is investigating bringing on Independent Directors into the Board.</p> <p>Stakeholder Engagement / Collaboration</p> <p>One NFP has a stakeholder management plan, while another would like to have one.</p> <p>Confidence with using computers / internet</p> <p>There was a diverse range of capacities in relation to IT. Many NFP noted that there was a high level of IT confidence across both the Board and staff, while another NFP said that some of their Board members don't have a mobile phone or internet at home. The working from home period during covid limited several organisations from fully functioning as staff didn't have the internet in their homes.</p> <p>Use of volunteers</p> <p>There is not the same desire for increasing volunteers in the Valley but rather a desire for more people to be employed and have jobs rather than volunteering. There were still high levels of volunteering, with some of them in specialty skilled roles, i.e. linguists and database developers. One NFP is looking at bringing on a paid role to train/supervise the volunteers.</p>	<p>Policy and Procedures</p> <p>Four NFP noted that they had all their required policies in place. Again, most NFP's have a mix of policies in various stages of development.</p> <p>One NP said they have developed a Fundraising Policy.</p> <p>Equipment, machinery, tools to deliver on the organisation's vision</p> <p>A mix of NFP with equipment (and Assets Registers) which they loan and others who have gear but don't loan it out.</p> <p>Financial Management</p> <p>NFP's are using a mix of Xero, MYOB and Quickbooks, one small NFP using Excel for the finances. There is a desire to do the planning Xero/ MYOB training for the Board and staff. For two NFP's issues with an external bookkeeper during Covid impacted on service delivery.</p>





Efficiencies



Partnerships with other organisations or programs

High levels of partnering/ joint projects across the Valley, with several NFP having developed MOU's with other organisations.

Five NFP said they have valued partnerships with other organisations. Another notes that partnerships were central to their operating model and mission.

Shared Business Systems

Two IRCF projects are being auspiced by either a Council or another NFP.

One NFP notes that- *'we don't want to share equipment, because it gets damaged and we don't have the money to maintain it'*

One of the Aboriginal Corporations noted that they provide cultural advice to non-indigenous organisations.

Strategy



Mission and Goals

One NFP noted that the FRRR, *'allowed us to clarify our mission'*.

Four NFP said they have a clear mission and purpose.

Organisational Planning Tools and Processes

Six NFP said they have a current Strategic Plan, while 2 said they don't have a strategic plan but they have an operational plan.

One NFP said they were always asking the community what they need and collaborating with them.

One NFP said that every 5 years they do a community survey to see what the community wants.

One NFP said they have a whole of organisational monitoring and evaluation system.

Grassroots problem solving in new and different ways and creativity

One NFP said, *'We respond to the problems that the community raises and try to find a solution. We are the conduit between the task and the community'*.

