



FRRR
Foundation for Rural
Regional Renewal



Investing in Rural Community Futures Program

Community Roadmap Review – Nowra

Tuesday 25 July 2023 – Nowra Showground

Seventeen 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: Nowra Show Society, Bravehearts, ROCC Women, Shoalhaven City Council, Beyond Empathy, Nowra Local Aboriginal Land Council, South Coast Beef Producers Ass Inc, Noahs Inclusion Services, Bomaderry Community Inc, Shoalhaven Business Chamber, Nowra Community Foodstore.

The workshop was hosted by Mel from Campfire Coop and Carolyn, Deb, Meg, Natalie, and Monique from FRRR. Uncle Jason Groves welcomed us to Country.



Check in – What was one thing that made you smile since yesterday?

It was great to hear the groups introductory stories about something that had made them smile since yesterday, including children, pets, working with colleagues in person, connections, hydroponics, and even a possum in the roof.



‘Listen For’ activity

Theme – How are we creating stronger organisations?

Following the activity, the participants shared their insights.

- It was good with the cards to create different lenses – more valuable.
- The three separate stories had strong links.
- Good yarn. It helps us understand more about ourselves and how our actions affect others.
- Sense of stepping out of our own specific situation and more as an observer.
- The little micros moments have a lot of meaning. I’m appreciating that.



Reflection on Vision and Principles

In 2021 the community came together for the initial workshops, where participants established the Vision for our local community, along with the principles to guide how we will work together. We have reflected, refined, and added to these in 2022.

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.

- We are able to listen and respond to what our diverse community needs
- There are many opportunities for young people to lead, participate, and contribute
- 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 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.

- 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 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 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 local leaders
- We have the courage to advocate for equity and fairness in our community

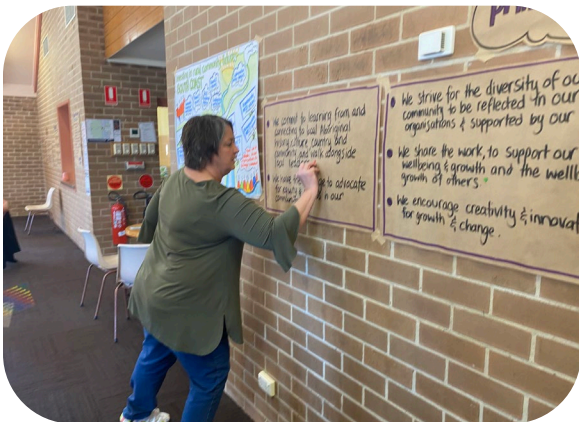
Participants had the opportunity to reflect on the visions and principles to determine where we have achieved results, and what areas need more focus on support. Below are the standouts of the day.

Vision & Principles where we have achieved great results - Stars:

- ★ Vision: There are many opportunities for your people to lead, participate, and contribute – 5 stars
- ★ Principle: Encourage creativity & innovation for growth & change - 5 stars
- ★ Principle: We model community pride & possibility – 4 stars

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

- ♥ Vision: Walk alongside the Aboriginal community, privileging their voices - 4 hearts
- ♥ Principle:Stronger Together, seek to share & learn from each other - 4 hearts
- ♥ Principle:Seek out & Listening to all voices with an open heart & mind – 4 hearts
- ♥ Principle: Commit to learning & connecting to local Aboriginal elements.... – 4 hearts





Review and refine goals

The goals, which are categorized under the IRCF focus areas of; “People”, “Strategy”, “Systems”, and “Efficiencies”, contain the detail in the roadmap which links directly to the funding opportunity available under IRCF. Throughout the workshop, participants (in groups of four) reviewed each of the focus areas and the respective goals within.

There was also the opportunity to flag new/updated project ideas that were individual or collective in nature.

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 community goals, within each of the IRCF focus areas for capacity building: People, Strategy, Efficiencies & Systems.

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



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)
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)

Missing Voices

Voices that were missing from the room physically & in reference within the Roadmap:

- Disability
- Multi-cultural
- Elderly people
- LGQTIA+
- Young people





Mini 'Open Space' session

We invited the group to bring topics that were bubbling up in the sector. The highlights were as follows.

1. Nowra Show 150 years (Wendy). Every local community group is welcome to be involved.
2. What excites and gives energy? (Alice). Space, Connection, People.
3. Governance into Practice & Culture (Henry). Micro doses of information brought into meetings.
4. Explore local stories or practice (Monique). It's the stories about small elements that make a difference.
5. What are our community's common capacity building needs? (Meg). Relationship building, Clear why, what will the harvest be.
6. Social Enterprises (Gemma). Resources need to be defined. Educate people. Case studies. Directory to support where to look.

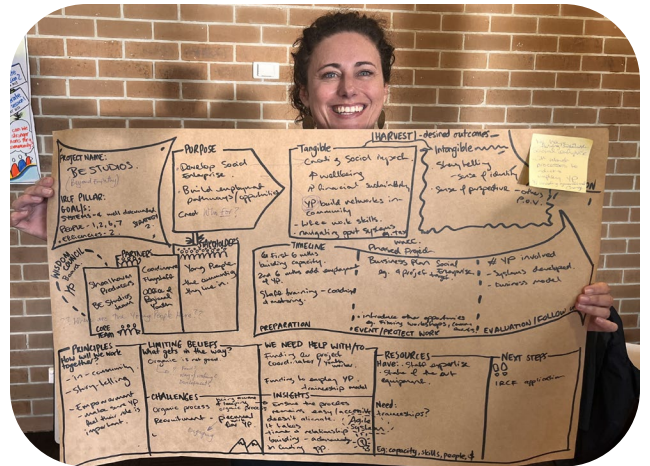
Parking Lot:

7. Competition, Value & Success: What appeals more to Volunteers? (Kylie)
8. I wonder what we have in common (Alice).

Project design

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

1. **Be Studios – Melissa, Beyond Empathy.**
Fantastic. Thanks for writing the grant application!!
2. **Native Adventure Playground, Nowra Showground - Judi, Nowra Show Society.**
Lovely experiences. Lots more ideas. A couple of challenges to think about. Path to develop a program.





Next steps

- The next and final round of partnership grants are now open, and close on the 29th of August, announced in October.
- Meg, Nat, and Carolyn from FRRR are available for support and help with your enquiries.
- Toolbox funding is available for collaborative quick response grants.

Village news

➤ Capacity Building Grants

Open today, 25th July
Close 29th August
Announced 24th October

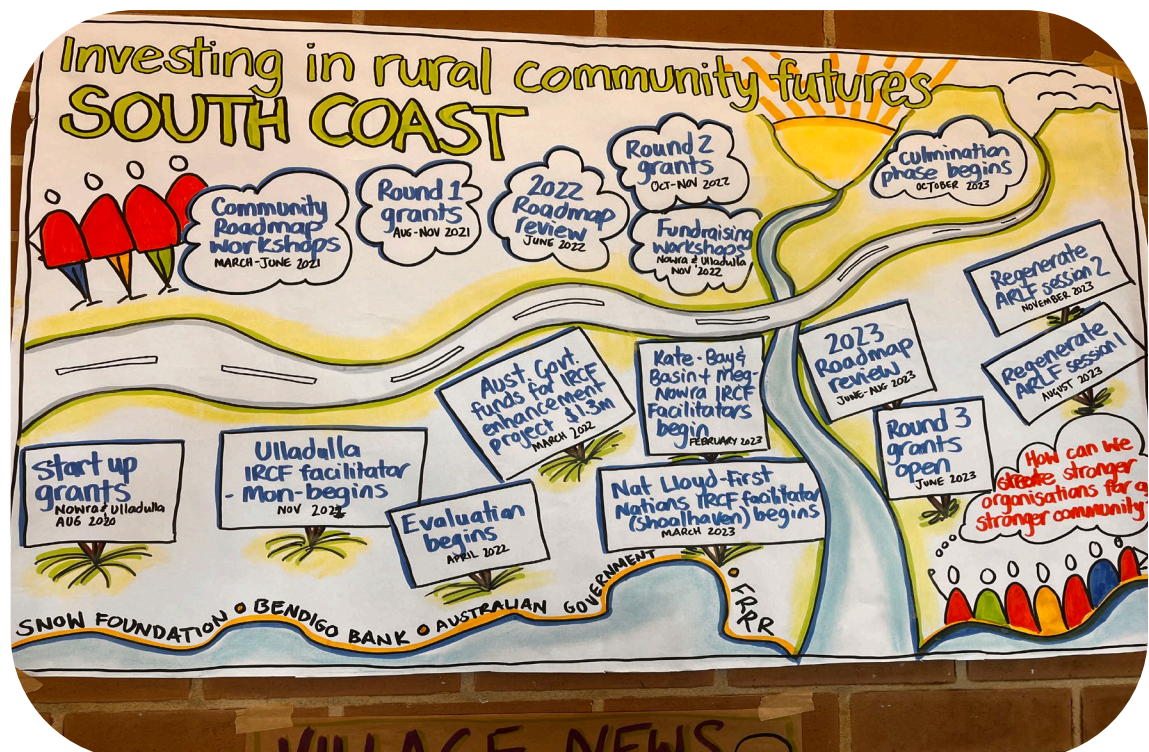
➤ Community Expo

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 your responses to our check out from the day:

- Great opportunity to meet new people and the potential for new ideas to emerge.
- So participatory.
- Like an energy boost.
- The future is still ahead.
- Great collaboration opportunities.
- I've picked up a whole project to get on with!
- All your beautiful minds – so smart & generous hearts.
- My cup is full. It's really nice to connect face to face.
- New word I learnt: Agile Systems.
- Value in inclusion. How our projects need to include all voices to get richness and depth of input.
- It's great to be involved in a project with curiosity & I don't have to be involved.
- Seeing a team work together to host you. Admiration, respect and joy.
- Such a joy. Program is focused on capacity and values uniqueness. It works.
- Its lovely to connect with the Nowra community (from Ulladulla) & will be reaching out.
- It warms my heart. I'm grateful to see people who want to value people in community, make a difference and work together.
- I'm so inspired! So many ideas. Watching everyone's brains firing and ideas emerging.
- Opportunity to learn about new opportunities and connections from a personal point of view as a community member, not just in my professional role.





Resources

[Link to Digital Hub](#)

Includes all funded projects and toolbox projects funded for Ulladulla. 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

[Community of Practice – Art of Hosting](#)

If you would like to sit in circle again & discuss community topics there is a local Community of Practice. Contact Meg Stratti for further information and to be added to the contact list 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](#)

