



## **Bagwa Bugalma**

Byron Shire Aboriginal Community Organisation

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5 Year Strategic Plan

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# **Bagwa Bugalma Five Year Strategic Plan 2018-2023**

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## **Acknowledgement to Country:**

Bagwa Bugalma is located at the Mullumbimby and District Neighbourhood Centre situated in Bundjalung country and offers community support and empowerment to communities in the ancestral homelands of the Arakwal, Widjabal and Minjimbul peoples. Bagwa Bugalma offers deep respect to the traditional owners and extends this respect to other Aboriginal and Torres Strait Islander peoples living in the area.

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## **Background:**

Goal: The purpose of this strategic plan is to develop an autonomous Aboriginal community organisation, with culturally appropriate management structure, delivering a diverse range of services and programs to the Aboriginal and Torres Strait Islander community in the Byron Shire and/or supporting organisations to deliver services to the Byron Shire to ensure an integrated service system to meet the unique needs of this community.

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## Objectives:

To work in collaboration with northern NSW Health and partners to contribute to meet the strategic goals of the 2023 Strategic Plan - Implementation Strategies 1 to 3:

1. Building trust through partnerships
2. Implementing what works and building the evidence
3. Ensuring integrated planning and service delivery

To encourage belonging and inclusiveness

- To increase provision of integrated health and community services to the Aboriginal and Torres Strait Islander community in the Byron Shire,
- Ensure culturally appropriate, authentic engagement and consultation with our community,
- To have open access to existing funding provided by government and streamlined integrated services.

To build a service system of accessible community services in the Byron Shire through developing partnerships with funded organisations, attracting new and additional funding to cover service gaps, and increasing engagement with the Aboriginal community.

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## **Abbreviations:**

Arakwal- Bundjalung of Byron Bay Arakwal People

ATSI- Aboriginal and Torres Strait Islander

TBCT- Tweed Byron Community Transport

BSASC - Byron Shire Aboriginal Services Coalition Strategies

BSC - Byron Shire Council

FACS- Department of Family and Services

NCAH- North Coast Area Health

PHN- Primary Health Network

TBLALC -Tweed Byron Local Area Land Council

MDNC- Mullumbimby & District Neighbourhood Centre

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## **Key Strategies:**

1. Building trust through partnerships
  2. Implementing what works and building the evidence
  3. Ensuring integrated planning and service delivery
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Year	Goals	Actions
Year 1 2/18	Employ a designated worker Aboriginal Project Worker to facilitate the delivery of the Bagwa Bugalma 5 Year Startegic Plan and ensure, with the support of the steering group, the ongoing sustainability of the organization,	
	<p>Identify organisations currently funded to deliver services to the ATSI community in Byron Shire.</p> <p>Identify locations where those organisations are delivering in the Byron Shire.</p>	Work with organisations and unded services to deliver Indigenous services and programs in Byron Shire based at the MNDC at the MNDC
	<p>Increased participation in existing program to accessible at the MDNC.</p> <p>Increased participation in existing funded and unfunded programs through improved accessibility at MNDC.</p> <p>Increase recognition in the community of the work of the coalition and promotion of services and programs.</p>	<p>Increased community engagement and participation in community projects and conversations.</p> <p>Engage ATSI community to participate in existing programs at the MNDC</p> <ul style="list-style-type: none"> <li>• Men’s groups</li> <li>• Women’s group</li> <li>• Activities to build trust, access, and information about accessible services including NAIDOC, Close the Gap and other community activities</li> </ul>

		<ul style="list-style-type: none"><li>• the emerging service/ organisation name</li><li>• logo</li><li>• signage/ mural for the cottage</li><li>• promotional material</li></ul>
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Year	Goals	Actions
	<p>Secure sustainable funding</p> <hr/> <p>BSASC to meet regularly to implement strategic plan</p> <hr/> <p>Establish Byron Shire Aboriginal Transport Steering Committee</p> <hr/>	<p>Identify funding streams Make contact with key funders to identify Contact the Department of Aboriginal Affairs - Coffs Harbour (State)</p> <hr/> <p>Research OCHRE funding (State)</p> <hr/> <p>Department of Family &amp; Community Service</p> <hr/> <p>Contact Department of Indigenous Affairs- Lismore (Federal)</p> <hr/> <p>Review KPIs quarterly</p> <hr/> <p>4 Meetings identifying specific areas of need for various target groups,</p> <hr/> <p>Identify priorities and provide feedback to government</p> <hr/> <p>Work regionally to identify regional priorities and funding strategies</p>
	<p>Secured and sustainable position for Aboriginal Project Coordinator and Services Engagement Officer based at MNDC</p>	<p>Advocate project to government funding agencies. Continue to gather data and evidence to support the need of the community.</p>

Year	Goals	Actions
Year 2 2019	Increased services delivered to ATSI community at MNDC managed by the Aboriginal Coalition/ Management Committee	Apply for funding for three projects from identified priority areas – health and community outcomes
		Engage and support community to participate in services at the MDNC in more broadly in the Byron Shire
		Promote new programs at community events and through information referral system
	Improved community access to funded programs and services	Work with FAGS to deliver community development program
	Continued improvements of transparent outcomes	Develop and apply for funding for projects delivering ATSI transport outcomes Continue to facilitate the Byron Shire Aboriginal Transport Steering Committee and develop key strategies to address
		Work regionally on broader transport outcomes for the region
	improve employment opportunities and outcomes for ATSI community	Work with Job Network agencies to improve employment programs available to ATSI community members



Year	Goals	Actions
	Improve ATSI housing in the Byron Shire	Work with housing providers to clarify and streamline ATSI housing in the Byron Shire
	Improved access to the 'Close the Gap' federal funding scheme	Engage with PHN to promote program to service providers and in the wider community
	Secured and sustainable position for Aboriginal Project Coordinator and Services Engagement Officer based at MNDC	Advocate project to government funding agencies
	Increased service presence and provision in the Byron Shire	Promote available space at the MNDC
		Engage with service providers staff and management committees on the unserved need in Byron Shire
	Strengthen community networks through cultural activities	Hold NAIDOC Week community celebration at MNDC
	Increased advocacy and awareness of Bagwa Bugalmas objectives for wider community	Promote the project to State and Federal representative politicians

<b>Year</b>	<b>Goals</b>	<b>Actions</b>
Year 3 2020	Autonomous Aboriginal service centre established at MDNC, with access to wrap around services and supports.	Procure a demountable or identify and access existing Council building
	Regular ATSI services provided at the MNDC	Coordinate with; ATSI community to deliver autonomous ATSI programs in the Byron Shire from MNDC, Providers to do outreach in Byron Shire and at MNDC, And Community volunteers, to facilitate weekly program Develop Memorandum of Understandings with key state and federal funding agencies for ATSI service delivery in the Byron Shire
	Establish regular culturally appropriate Mental Health programs at MNDC	
	Establish Aboriginal Interagency in the Byron Shire	
	Expand ATSI housing program in the Byron Shire	
	Improved transport outcomes	Continue to support and deliver outcomes on the Byron Shire Aboriginal Transport Steering Committee

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Year	Goals	Actions
	Hold NAJDOC Week Community celebration	
	Secured and sustainable position for Aboriginal Project Coordinator and Services Engagement Officer based at MNDC	Advocate project to government funding agencies
	Continue to work with PHN to improve access and uptake of 'Close the Gap' programs through mainstream GPs	
	Review the management committee structure to increase community participation	Access governance training for management committee
	Work with Job Network agencies to enable culturally appropriate employment support is provided	
Year4 2021	Work across community service sector to increase delivery to 4 days a week at MNDC and across Byron Shire	
	Improve liveability for ATSI community in Byron Shire	
	Build opportunities to increase leadership and participation	
	Mental Health to consult weekly at MNDC and across Byron Shire	
	Work with Job Network Agencies and Centrelink	

Year	Goals	Actions
	Work with NCAH to increase community based health programs in Byron Shire	
	Aboriginal Liason Officer to work with Job Network agencies and centrelink locally to support ATSI community, deliver cultural awareness training, support community and develop employment, education and training opportunities for ATSI community.	
Year5 2022	Shop frontage in Mullumbimby with program centre based in MNDC precinct	
	Programs in <ul style="list-style-type: none"> <li>• Health</li> <li>• Housing</li> <li>• Transport</li> <li>• Employment</li> <li>• Education</li> </ul> And are culturally appropriate available in the Byron Shire	
	Aboriginal Community Management Committee meeting regularly to steer organisation and support funding applications	