

Our Vision

Our legacy is the creation of a sustainable community... based on choice, trust and respect!

Napranum

10 year Community Plan

February 2012



Napranum Profile

Napranum meaning 'meeting place' is located a few km South West of Weipa in Cape York Peninsula. It is home to around 950 people who are descended from as many as 40 different groups from around Cape York.

In the early 1990's the community became self governing under the Napraunum Aboriginal Shire Council. Napranum has experienced profound change over the years. Recent history reveals a community rich in culture and boasts amongst its infrastructure, a pre-school, aged care facility, housing program and community farm.

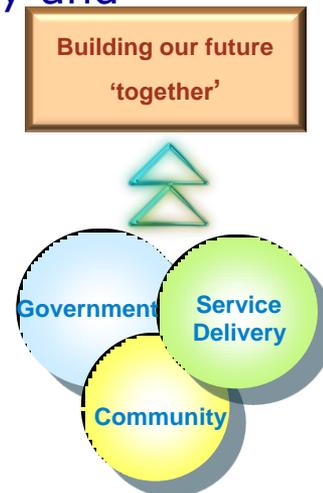
The Napranum Aboriginal Shire Council engaged Dynamic Exchange in September 2011 to assist in developing a 10 year plan to meet its regulatory requirements.



This program was designed for those who...

- ❖ Care for the well being of Napranum
- ❖ Want to be a part of creating a community that works for all... and who have the faith and the energy to create such a place..
- ❖ Are willing to be accountable for their part in creating this strong and connected community.
- ❖ Believe that the vitality and connectedness of the community will determine its strength
- ❖ Embrace that communities comprise of possibilities, generosity and gifts – rather than problem solving, fear and failure.

People in their capacity to come together and choose to be accountable, are our best shot at making a difference...



Key concepts for this program

The single point of accountability is the Community with Government and Service Providers as enablers.

Once this accountability is clear.... this program seeks to integrate community benefit with appropriate government strategy and effective service provision.

This is a community based initiative to build a 10 year plan in collaboration with Government and Service Providers.

As we embed this approach, we move from a mindset of institutionalised control and legislative compliance to collaborative governance that is embraced as 'good for the community'- underpinned by partnership in building strategy, consistency of policies and services and personal responsibility

From:

Isolation
"Problem focus"
"Silos"
"Community fatigue"
"Dependence"
"Root cause of failure"

Napranum comprises a collection of institutions and programs operating near one another, but not often overlapping or touching.

To:

Shared Vision
"Building on what works well"
"Collaboration"
"Energy & enthusiasm"
"Self determination"
"Root cause of success"

Cultural Values Survey – what it is and how it works

The most successful communities are those that display high levels of social capital. The social capital is formed from an expanding shared sense of belonging, shaped by the idea that only when we are connected and care for the well being of the whole, that a viable and sustainable community is created.

They embrace democratic processes that focus on equality, openness, fairness, transparency, trust and social justice. Thereby, building their social capital by creating rules, systems and process that support law and order and at the same time display high levels of integrity around how the rules and regulations are implemented.

The culture of the community is a reflection of the current values and beliefs of its people, and the values and beliefs that have been institutionalised in the incentives, policies, structures, systems, processes and procedures implemented in the past.

The culture of a community can best be defined as “the way things are done around here.” Who you are and what you stand for defines the community. A strong positive culture creates internal cohesion and enhances the capacity for collective action with its strategic partners.

The diagnostic informs at 3 levels; ...values at the individual level, the current and the desired values of the Community.

Cultural Values Survey – The Results

Who we are

1. FAMILY
2. CARING
3. RESPECT
4. WORKING TOGETHER
5. PATIENCE
6. COMMUNITY INVOLVEMENT
7. LISTENING
8. MAKING A DIFFERENCE
9. HONESTY
10. POSITIVE ATTITUDE

The personal consciousness of the participants indicates a focus on the quality of interpersonal connections. They appreciate opportunities for personal growth and development and recognise that success involves collaborating with partners through community involvement

What we experience today

1. **BLAME**
2. **CONFUSION**
3. **CAUTION**
4. **CONTROL**
5. **INFORMATION HOARDING**
6. HUMAN RIGHTS
7. LEADERSHIP DEVELOPMENT
8. WORKING TOGETHER
9. **EXPLOITATION**
10. RESPECT

There is a willingness to change and be open to community input. The potential for sustainability is limited due to a lack of collaborative support and largely ineffective policies and services. The main focus is on internal relationships and efforts to expand leadership capability. There exists a recognition of human rights and respect. Much of the energy goes towards the challenges of financial and physical well being

What we want for the future

1. COMMUNITY ENGAGEMENT
2. COMMUNITY OWNERSHIP
3. ACCOUNTABILITY
4. FAIRNESS
5. WORKING TOGETHER
6. HONESTY
7. SHARED VISION
8. EMPOWERMENT
9. RESPECT
10. ENVIRONMENTAL AWARENESS
11. OPEN COMMUNICATION
12. SHARED VALUES
13. TRUST

There is confidence in the current leadership. People seek a significant shift in community values that will strengthen ownership, engagement and accountability. Positive attention is requested to build individual capacities, community needs and contribution to the greater good. There is recognition that success can only be achieved through shared vision and values and with collaboration with partners to underpin the necessary infrastructure, services, funding and appropriate policies. There is a strong capacity for focused action.

Results of the community questionnaire

- 73%** Feel they are empowered to make a positive difference in the community
- 45%** Believe policies and programs provided to the community are effective
- 37%** Believe services and funding provided to the community are appropriate
- 43%** Believe the community has potential for enterprise and employment opportunity
- 70%** Have the will and desire to build their skill and capability to bring about change

The above results indicate an average level of satisfaction with current policies, programs, services and funding. A functional and community owned economic base is needed to make a difference.

There is a great will in the community to bring about change through up-skilling.

Community Engagement

Focus group meetings were held with:

- ❖ Napranum Council (Mayor, CEO and Councilors)
- ❖ Council staff
- ❖ Pre-school
- ❖ Women's group
- ❖ Men's group
- ❖ Elders
- ❖ Aged care
- ❖ CDEP
- ❖ Service Providers – including:
 - Police service
 - Department of Communities
 - YOP

Key themes that emerged from the focus groups:

- Community values
- Business enterprise
- Education
- Employment
- Services and facilities



- ✓ **120** people at focus groups
- ✓ **60** completed community questionnaires **50** completed the cultural values survey
- ✓ **24** attended the workshop
- ✓ Numerous informal discussions between Councillors and community members

In total, we consulted over 220 people, which is close to 50% of our adult population!

Our Values and Behaviour Statements



“We have planted a seed of hope for Napranum”

“There is hope for the future. Together we can make a difference... hand in hand!”

BUILD! Point to the sun.... ☺

Community Ownership

We take responsibility to create a community that belongs to us

Accountability

All our actions are transparent, seen, felt and heard

Community Engagement

Listening and hearing with mutual respect... creating a sense of belonging

Fairness

Community in Unity

Focused Effort

Working Together

A 1000 'deadly' voices singing the same song

What's working well in Napranum?

Key Themes:

- ❖ Pre-school
- ❖ Men's and Women's group
- ❖ CDEP
- ❖ Aged Care Centre
- ❖ The Farm



*“What’s stopping us....
Only ourselves.. So lets go with it
and win!”*

What do we need more of....

All the flowers of tomorrow are in the seeds
of today...

As parents we are the sower of the seeds, in
our words and our deeds

From our efforts a plant will grow...

Bringing forth respect for people, place and
culture to show..

Everyone working together to achieve our
vision

Strong community built on love and
compassion is our mission..

An empowered community based on
engagement, where each person belongs
with a sense of fulfilment..

Every young person has a choice about their
future... for this is the community we will
nurture!!

Author... Dick

Key Themes:

- ❖ *Community values*
- ❖ *Business enterprise*
- ❖ *Education*
- ❖ *Employment*
- ❖ *Services and facilities*

Goals for our 10 Year Plan

Goals	Timing – Short Term
Parental responsibility / Education and family	Short term. March – June 2012
Awareness of importance of education	Short term. March – June 2012
Living and teaching values so that they are clear and understood	Short term. March – June 2012
Public transport <ul style="list-style-type: none"> • Bus to Weipa for shopping and services 	Short term. March – June 2012
Day care <ul style="list-style-type: none"> • For working parents in the community • To employ community people 	Short term. March – June 2012
Sports facilities <ul style="list-style-type: none"> • Oval with lights • Basketball and tennis court upgrade/lights • Playground for young children 	Short term. March – June 2012
Plaque in community to: <ul style="list-style-type: none"> • Commemorate leaders and ANZACs • Recognition of elders of past • Reminder to young people 	Short term. March – June 2012

Goals for our 10 Year Plan

Goal	Timing – Medium Term
Skills training for NASC employees (keeping human resources in-house)	Medium term June 2012 – Dec 2013
Bus for school aged children to work off community	Medium term June 2012 – Dec 2013
Employment plan for those willing to work <ul style="list-style-type: none"> • Resumes • Bluecards 	Medium term June 2012 – Dec 2013
Identify viable business opportunities within the community <ul style="list-style-type: none"> • Tuck shop farm expansion • Piggery 	Medium term June 2012 – Dec 2013
Youth coaching, mentoring and education	Medium term June 2012 – Dec 2013
Community safety <ul style="list-style-type: none"> • Better policing and night patrols • Street lights and curfews • Education to raise awareness • Safer roads • Safe house and shelter • Water safety 	Medium term June 2012 – Dec 2013

Goals for our 10 Year Plan

Goal	Timing – Long Term
Get our school back	Long term June 2012 – ongoing
Library <ul style="list-style-type: none">• Construct library for all ages• Internet services• Culture and history recording services	Long term June 2012 – ongoing
Health and wellbeing <ul style="list-style-type: none">• Current level of services to be maintained• Seek opportunity to improve• More home/health initiatives• Birthing facility in Weipa	Long term June 2012 – ongoing

The prioritisation exercise was evaluated against benefit to the community and taking into consideration complexities of time, cost and risk

Following this process, participants were asked to identify 3 priority themes of the 16 goals. These 3 themes are detailed on the following slide

Priority themes and actions.

Theme No 1	Goal	Focus
<p>Education Target group 10 – 30 yr olds</p> <p>Team Leader: Sonia</p>	<p>To be aware of the importance of education and to overcome all barriers. To be responsible for our children's education and to raise the number of role models..</p> 	<p>Raise awareness</p> <ul style="list-style-type: none"> • Napranum attendance data for term 4 to be handed out at community meeting • Outcomes table. Eg: attendance over the long term • Role models (photos) of Napranum <p>Children's forum</p> <ul style="list-style-type: none"> • School attendance • School experience • Hopes and dreams • Youth committee <p>Parent Committee</p> <ul style="list-style-type: none"> • School related • Awards x 2 <p>Role model posters</p> <ul style="list-style-type: none"> • Local <p>Inspirational indigenous speakers</p> <ul style="list-style-type: none"> • Ongoing as available • Identify messages <p>Maintain integrity</p>

Benefits	Stakeholders		Success factors	Commitments
<ul style="list-style-type: none"> • Improved attendance • Safer/proactive environment • More community interaction • Confident parents • Unified message • Choices 	<p>Enablers</p> <ul style="list-style-type: none"> • Women's group • Men's group • School/Dept Edu • RTA – C/R • Council • WCCT • Justice Group 	<p>Role</p> <ul style="list-style-type: none"> • Bring about community participation • Provide data / Info • Sponsorship \$\$ • Equipment • Sponsorship \$\$ • Leadership/support / commitment 	<ul style="list-style-type: none"> • Community pride • Increased attendance rate (1/4) • Increase in parent awards • Continues participation in committees • Successful implementation of the PACE program 	<ul style="list-style-type: none"> • Secure funding for activities where required with relevant stakeholders • Develop and communicate R&R of being part if a committee • Support through assistance with governance and skill development

Priority themes and actions.

Theme No 2	Goal	Focus
<p>Parental responsibility</p> <p>Team Leader: Bow</p>	<p>To foster devotion, trust and support between parent and child..</p> 	<ul style="list-style-type: none"> • Parents group – use existing groups in the community such as men’s and women’s and justice groups as a role model for parents • Parents information sessions • Strong families... strong community... encourage community involvement and activities • Recognition of achievements between parent/child etc • Courses and programs to instil values and skills around parenting • Parents group / forum to share ideas • Community fun day

Benefits	Stakeholders		Success factors	Commitments
<ul style="list-style-type: none"> • Togetherness • Respect/honesty • Trust • Ownership • Pride • Safe • Committed 	<p>Enablers</p> <ul style="list-style-type: none"> • Council • Justice group • Health • School • Men’s and women’s resources • Community 	<p>Role</p> <ul style="list-style-type: none"> • Funding and venue • Law and order • Health and well being • Education • Support • Responsibility 	<ul style="list-style-type: none"> • Get the people to stay engaged • Be able to measure change 	<ul style="list-style-type: none"> • Funding from Government, NGOs and RIO

Priority themes and actions

Theme No 3	Goal	Focus
<p>Living the values</p> <p>Team Leader: Gloria</p>	<p>Living and teaching the values... caring and sharing</p> 	<ul style="list-style-type: none"> • Living and leading by example • Education and awareness programs through community groups. Parent groups meeting weekly • Community events and activities. Monday 28th BBQ, notify people of the T-Shirt competition • Engage stakeholders and service providers (ie: Steering committee) • Engage community participation through events and awareness • Memorial park and plaque

Benefits	Stakeholders		Success factors	Commitments
<ul style="list-style-type: none"> • Enthusiasm • Proud and strong • Hope • Identity • Understanding • Respect 	<p>Enablers</p> <ul style="list-style-type: none"> • Parents • Councillors • Elders • Community groups • Informal leaders • You! 	<p>Role</p> <ul style="list-style-type: none"> • Responsibility • Support • Leadership • Unity • Influence • BE IT !! 	<ul style="list-style-type: none"> • Common goal • Feedback (To and From) 	<ul style="list-style-type: none"> • TBD

“I now have a profound, new understanding of... and insight into Napranum”

Our progress since attending the workshop in November ..

As at 7th February

- There's a sense that things are happening
- Community members are happier – we now have a bus which is a great service to the community!
- Safe House remaining in the community
- Community is taking responsibility for the bus. (No alcohol)
- Housing
- The workshop gave us a greater sense of being part of the community
- (Peter) Change in myself and in my leadership. Involving young men in apprenticeships. Creating a sense of parental responsibility. Other's opinions don't affect me like they used to
- Community members know about the plan and are asking about the actions and progress
- Interest about Napranum's future has been created in the community
- We are more hopeful, engaged and motivated. We are more focused!
- I am supporting my community and questioning my role
- I am consulting the plan
- I feel inspired
- This process has opened up communication

Our progress since attending the workshop in November..

As at 7th February

- We now have a common vision
- There is greater consultation and engagement of stakeholders
- We are building relationships and communicating
- There is a greater understanding of one another
- We are planning our 'ripple effect'
- As a member of Council, we have found that we are more involved with Service Providers
- Non community members are more willing to get involved and now feel part of Napranum
- We are all more determined to do our part
- Feedback is being received by Council and there is a greater courage to engage
- We are creating employment opportunities (Council are filing vacancies)
- Council is getting more involved in community affairs
- Communication is flowing and people feel they are being kept informed

Planning for Implementation

1. Leadership

What needs to happen	How will this be done	Who will do this	When will this happen
<ul style="list-style-type: none"> ○ Identify leaders both formal and informal ○ Create opportunities to train leaders ○ Build leadership capacity across all sectors of the community ○ Foster respect ○ Mentoring 	<ul style="list-style-type: none"> ○ Encourage people to step up ○ Advertising for leaders ○ Showcase individuals and groups ○ Train positive leadership ○ Launch specific leadership programs ○ Start a youth leadership program ○ Youth observer in Council 	<ul style="list-style-type: none"> ○ Council and Service Providers ○ Community members 	<ul style="list-style-type: none"> ○ Already and ongoing and improving

2. Communications

What needs to happen	How will this be done	Who will do this	When will this happen
<ul style="list-style-type: none"> ○ Develop communication strategy ○ Raise awareness of community plan ○ Understand your audience ○ Education sessions in regards to public meetings ○ Develop trust between Council and community 	<ul style="list-style-type: none"> ○ Talk to key stakeholders about how they can assist in the development ○ Public meeting, RIBS, newsletters, bulletin, small group meetings ○ Advertising boards ○ Holding events to promote our plan 	<ul style="list-style-type: none"> ○ Council and service providers ○ Steering committee 	<ul style="list-style-type: none"> ○ Yesterday

Planning for Implementation

3. Volunteerism

What needs to happen	How will this be done	Who will do this	When will this happen
<ul style="list-style-type: none"> ○ Identify the needs of the community ○ Motivation to get involved ○ Identify which needs can be met by the community ○ Lead by example and be positive role models 	<ul style="list-style-type: none"> ○ Delegate ○ Record accountability ○ Events: basketball, karaoke, bingo ○ Training ○ Reward and success 	<ul style="list-style-type: none"> ○ Community members ○ Coaches 	<ul style="list-style-type: none"> ○ Now and ongoing

4. Critical Success Factors

What needs to happen	How will this be done	Who will do this	When will this happen
<ul style="list-style-type: none"> ○ Participation by all ○ Belief and trust and promote the plan ○ Commitment ○ Flexibility 	<ul style="list-style-type: none"> ○ Good understanding of the purpose ○ Communication ○ Engagement 	<ul style="list-style-type: none"> ○ All of us 	<ul style="list-style-type: none"> ○ Immediately and ongoing

5. Project Governance

What needs to happen	How will this be done	Who will do this	When will this happen
<ul style="list-style-type: none"> ○ Scope project from the 16 goals identified for the 10 year plan ○ Appoint a dedicated project manager 	<ul style="list-style-type: none"> ○ Prioritise projects through the relevant Council, Department or Service ○ Engage in training ○ Community engagement / ownership 	<ul style="list-style-type: none"> ○ Steering committee ○ Council ID and approval ○ Project co-ordinator ○ Reporting to Council ○ Community members ○ Stakeholders 	<ul style="list-style-type: none"> ○ ASAP

Planning for Implementation

6. Capacity Building Support and strengthen individuals, families and the community to identify needs and develop solutions at a local level. May involve advocacy, empowerment, education, awareness raising....

What needs to happen	How will this be done	Who will do this	When will this happen
<ul style="list-style-type: none"> ○ Engage the community ○ Raise awareness ○ Overcome obstacles ○ Clear communication to attract common interest ○ Raise self esteem ○ Identify future leaders 	<ul style="list-style-type: none"> ○ Focus groups and meetings ○ Launch a capacity building program ○ Street meetings ○ Newsletter etc.. ○ Project management ○ Leadership training ○ Exchange program to other communities ○ Celebrate success 	<ul style="list-style-type: none"> ○ Communication reps and champions ○ Community consciousness leader ○ M & W Group ○ J Group (Elders) 	<ul style="list-style-type: none"> ○ Now. Within 12 months

7. Equity. Having an equal say: Opportunities and resources available to the community are distributed in a just and equitable manner

What needs to happen	How will this be done	Who will do this	When will this happen
<ul style="list-style-type: none"> ○ Commitment ○ Engage community to get their thoughts and views ○ Audit of resources and opportunity and skills available in the community ○ Fair share ○ Understanding peoples strengths 	<ul style="list-style-type: none"> ○ Survey ○ Public meeting / workshop ○ Information session ○ Reporting and scorecards ○ Focus groups ○ Skills workshops ○ Strong reps 	<ul style="list-style-type: none"> ○ Project co-ordinator ○ Steering committee (to bring community together) ○ Community champion 	<ul style="list-style-type: none"> ○ ASAP

Feedback and Insights

Taking responsibility to achieve our future.. Colin

We have planted a seed of hope for Napranum

To relax and respect other peoples opinions... Roy

Napranum's Vision.... Elvis

I have witnessed the Vision!

There is hope for the future. Together we can
make a difference... hand in hand !

I want to go to my community and give a helping hand
to my people. This is a change for the better... Bow

Finding out how supportive everyone is 'SUPPORTIVE'

To see it, you must believe it. Sonia



*Together we can achieve so much more ...
I must believe it to see it... Stefan*

I have now connected with friends and family from my community and from other places.

'SKY'S THE LIMIT'.. Peter B

The group activity to finalise the vision for Napranum . 'CREATE'

BUILD! Point to the sun.... ☺

The groups sessions and creating the Vision Statement . Alone we can do so little...
Together we can do so much!!

Profound, new understanding of... and insight into Napranum.... David

What's stopping us... Only ourselves.. So lets go with it and win! Paul F

Here is a way forward for Napranum..... Management initiative and confidence in my role as senior ranger.
Richard



Value and commitments

On the 7th February a strategy day was facilitated as a follow up to the workshop held on the 24th, 25th and 26th November. The purpose of this 1 day workshop was to bring together key stakeholders to discuss strategies to enable the embedding of the new values, vision and goals of the Napranum community.

Below are the participant's feedback and commitments following this session:

Name	Value from today's session	What can I be counted on for..	Why this is important to me...
Roy Chevathen	<ul style="list-style-type: none"> ○ The process of recapping and now looking forward to working towards the future 	<ul style="list-style-type: none"> ○ What is needed to take this process forward 	Because Napranum community needs to be uplifted and I want to be a part of that process and the progress
Paul Fitzpatrick	<ul style="list-style-type: none"> ○ Shift towards outcomes and delivery ○ Whole community approach 	<ul style="list-style-type: none"> ○ Time and resource to assist process ○ Sell to government leaders 	Need a light to guide the journey to hope and opportunity
Moira Bosen	<ul style="list-style-type: none"> ○ Goal setting ○ Working together and being strong in what you believe in 	<ul style="list-style-type: none"> ○ Getting involved in all the activities and programs in the community ○ Help people getting into leadership 	Belonging to the community My passion is to help empower my people
Mary Ann Coconut	<ul style="list-style-type: none"> ○ Core meaning of life when a seed is planted 	<ul style="list-style-type: none"> ○ A positive leader 	For the betterment of the future of Napranum community
David Kempton	<ul style="list-style-type: none"> ○ Group insight to Napranum and relationship with its partners 	<ul style="list-style-type: none"> ○ I will commit to the future of Napranum and its 10 year plan – whatever the future holds for me 	I believe in the community of Napranum doesn't lie with new buildings and new services or more of the same. I believe the future lies with peoples and its potential
Bow Waqata	<ul style="list-style-type: none"> ○ The 10 year plan for my community must be achieved and my presence is valuable ○ I am grateful that I came because I felt a quantum leap today 😊 	<ul style="list-style-type: none"> ○ Hey! I now can identify myself as a leader and my task is not complete yet ○ I will collaborate with my knowledge to the best of my ability to help my community 	Because I love my community and I want to see it shine out into the future

Value and commitments. *Continued...*

Name	Value from today's session	What can I be counted on for..	Why this is important to me...
Alfreda Booth	<ul style="list-style-type: none"> o That what we've been working towards is finally in sight 	<ul style="list-style-type: none"> o To support and be involved and help in any way I can 	Because Napranum is our community and k would like to see good things come out of this for our children and their children to come
Terri Page	<ul style="list-style-type: none"> o A clearer understanding of where the Napranum community is heading and what they want to achieve 	<ul style="list-style-type: none"> o Provide promotion and support, knowledge and expertise when required to assist and work with the community in achieving its goals 	To see a safe, vibrant, thriving community that people are proud to be part of
L. Nkosi	<ul style="list-style-type: none"> o Focus – having a plan and knowing the community's objectives gives me insight as to how I can contribute positively for a successful outcome 	<ul style="list-style-type: none"> o Identify sources and other resources necessary to implement those plans and make those goals a reality 	Because I can positively contribute to achieving success in Napranum
Gloria Wallis	<ul style="list-style-type: none"> o The stirred interest by our fellow Nap/participants members willing to attend to 'want change' for our community. "A good change" for our people 	<ul style="list-style-type: none"> o My best! Give more than 100% to see a great place like Napranum to live in a healthy, safe and happy environment 	I love my community... and the people who live in it. They are my family apart from my family 😊
Dick Namai	<ul style="list-style-type: none"> o Clarity in understanding of what to happen to ensure we achieve our goals and ultimately fulfil the 10 year plan 	<ul style="list-style-type: none"> o Knowing that each one of us has the power to impart. I want to be able to impart my self and inspire others who see me as a role model in their life. To believe in themselves and achieve whatever goal they set for themselves 	A love for the community... reproduce what good I have in me for others...
Stefan	<ul style="list-style-type: none"> o Refocused my thoughts o Re-committed myself to the implementation of the plan 	<ul style="list-style-type: none"> o What ever needs to be done o Promote the plan o Gain support and buy in 	I have a great passion to see Napranum succeed. Life and work with this community.. They deserve a fair go, free from people using their development for their own political gain

Value and commitments. *Continued....*

Name	Value from today's session	What can I be counted on for..	Why this is important to me...
Peter Bosven	<ul style="list-style-type: none"> ○ Recap of previous workshop. ○ Exploring the priorities on what/how/who and when ○ The group sharing their views, thoughts and Napranum ○ 10 year community plan 	<ul style="list-style-type: none"> • 110% support from the Men and the service • Give feedback on our meetings • Attend workshops and meetings 	Its only fair that I contribute back into the community for my upbringing in my secondary years. I also like to see 'change' for A WAY FORWARD
Ben Laidlaw	<ul style="list-style-type: none"> ○ I now clearly understand the collective aspirations of Napranum – a vision for the future 	<ul style="list-style-type: none"> ○ I will share these aspirations with Rio Tinto Alcan personnel and proactively identify opportunities to support the community goals 	To support positive, lasting change for Napranum and the people living in this community
Amos Njaramba	<ul style="list-style-type: none"> ○ I really valued the contributions for the participants . They have varying backgrounds and each of them put a different perspective to the development of our plan 	<ul style="list-style-type: none"> ○ I can be relied on to lead and facilitate the implementation of the plan 	I highly believe that when we work together we could significantly improve the quality of life of each community member
Ian Presley "Elvis"	<ul style="list-style-type: none"> ○ Enthusiasm in the room. Napranum's in good hands 	<ul style="list-style-type: none"> ○ Support and where possible with Napranum 	Because we need eachother
Sonia	<ul style="list-style-type: none"> ○ Talking about the progress that's already happening in the community 	<ul style="list-style-type: none"> ○ Participating in the steering committee and parent committee ○ Promote "The Plan" 	Because I want to see change and Im a passionate person!
Margie Barnes	<ul style="list-style-type: none"> ○ Reviewing outcomes of previous work and the plan ○ The passion and motivation of the participants ○ Content of the sessions (as always) 	<ul style="list-style-type: none"> ○ Participation – where ever possible and support 	I believe in community ownership and nothing is impossible

Next Steps

There is a strong capacity for focused action on the part of the community with several initiatives now underway to empower leaders in the community to make a start through best utilising existing resources.

However, successful implementation of this plan can only be achieved through shared vision and values and in collaboration with partners to underpin the necessary infrastructure, services, funding and appropriate policies.

A 3 year implementation plan will evolve from the 10 year plan. The 3 year implementation plan will identify roles and responsibilities of a number of actions and strategies and will see the establishment of the following:

- Program Sponsor (Mayor)
- Program director to:
 - Scope the 3 year plan
 - Define budget requirements
 - Establish the project capability model to measure and monitor progress
 - Track and manage the 3 year plan and report progress to the CEO, Sponsor and Council
- Goal owners and team members
- Steering committee members
- Temperature checks in May to assess progress
- Identification of resources to bring the 3 year plan to fruition

Appendix

Engagement Sessions - October 11th, 12th and 13th 2011

Council

How would you define Napranum as a community?

Our youth population
Home, meeting place, sitting around the camp fire, living happily, family and respect
Nothing is too hard
Shining as leaders
Privileged to be a part of the community
Feeling proud
Ownership

Working well

Its growing
Accommodation and health
NAIDOC
Fishing competition
Family fun day
Community spirit is growing
From a council perspective, we are progressing well financially. Gaining respect for our opinion. 'recognition'
Good relationship with the mining companies. They respect our opinion

What do you want more of..

Services that 'meet' community needs
Community safety – law and order
Presence of the police
Memorial for our service men and women
A closer work experience station
Involve the youth – build their skill and capability
Confidence to speak
Public speaking for our youth

Other individual community and non-community members

How would you define Napranum as a community?

Togetherness
Coming together
Culture eg: appreciation of our 'sorry time'
Our youth population

Working well

Pre-school – 3-5 yrs. The community trusts us. Staff are supportive. we help with resumes, career advice and direction, child safety concerns. We are a support vessel
More people into housing

What do you want more of...

Early childcare 0-3 yrs
Opportunities for young parents to seek work
Building capability and skills
Recreation for our youth.. internet café, library, technology centre that works
Calm environment
Laundry mat
Sealed bus stop
A safe place for mature aged mums and women
Adult learning centre
Youth program
Community engagement and giving the community a voice
Investment in men's services
Give us back our primary school!
Awareness on the importance of education
Active members of the community
More community events
Voices being heard
Raising confidence and self esteem
Our mother have a voice
All our women trained to have confidence
Vision

Appendix

Engagement Sessions - October 11th, 12th and 13th 2011

Men's Group Session

How would you define Napranum as a community?
"Heart Beat"

Family
Home
Friends
Kids
Education
Learning
Future

Working well

Farm
Fishing
Spear making
Role modelling
Mentoring
Supervising

What do you want more of?

Shop
Security
Tourism
Local police
Homework program for our children
Manual arts
General awareness programs for young people
Art and craft
Pool
Play ground for our kids
BMX tracks and skate park
Education and learning
Bakery
Piggery, chook farm
Care for the elderly
Transport and map of the area

Elder's Group Session

How would you define Napranum as a community?
"Heart Beat"

Committed people
Co-operate together
Leadership
Where we are.. where we want to go... and what we want to achieve
Strong, Pride
Who we are and what we stand for
Standing together as a community and ready for change
Love, safety and identity, Health and safety
Communication, Sport
Future generations, Culture, Respect
Singing and language, Caring and sharing, Belonging, Children

Working well

Hopefulness, Desire to develop our community
Pre-school, Hospital
Mining agreement
WCCCA, Bus service for the school, Cheap airfares
Children staying in the community, CEA, PCYC
Ranger, Timber workshop, Community services

What do you want more of?

Training and education for our youth
Better preparation of our children for school
Provide more resources – Rio Tinto
Swimming pool, Maps of Napranum
Own our own businesses within the community
More opportunity, Tourism, A shop, Youth into RIO
Goals and values for our youth
Cultural activities, Sealed pedestrian crossing
Mums to monitor the school bus (as a paid position)
Better technology, More young people in traineeships
Coaching and mentoring for our youth
Foot paths, A centre where families can gather
Laundry mat, Clean up our drainage system

Appendix

Engagement Sessions - October 11th, 12th and 13th 2011

Service Providers

What do you want to see more of..

Better transport to Weipa
More support and coming together as a group as a response to the AMP challenge
Progress for our kids
Cultural activities
Clean community
Police – less people in front of me. Family and friends taking ownership and providing support
More family activities
More jobs and opportunities

Aged Care

How would you define Napranum?

Its just Napranum
Caring, Good atmosphere, Family
Taking the time and feeling safe

What's working well?

Council and the financial stability the council brings
Health clinic, Preschool, Men and women's group
Youth activities such as; boxing, volley ball
We have the will and desire to try
There are more community events and more barbeques
The preschool is a good meeting place for families

What do you want to see more of?

Employment opportunities
Training and capability building for our youth
Happy people , Respect
Caring and role models in the 35 to 50 age group
More financial stability
Buses and taxis, Housing
Business enterprise
Local arts, Racial acceptance from other communities

Preschool

How would you define Napranum?

Home town
Family and friends
Good fishing
Good camping
Belonging
Connection
Care
Safe environment

What's working well?

Preschool
Women's group

What do you want to see more of?

More Council public meetings
More jobs and opportunities
More housing
Council support – to help us with resources... phone calls, fax etc
Good baby sitting facilities
Homework centre
Better running of the PCYC – eg: basketball
Social area
Kids play ground
Financial support for career opportunities of our choice
Public transport
Courses
Taking care of the grounds around the community
Workshops for youth and adults
More career coaching
Water play area
We would love to work

Appendix

Engagement Sessions - October 11th, 12th and 13th 2011

Women's group

How would you define Napranum as a community?

Belonging
Family
Farm – learning new skills
Location
History
Friends
Opportunity
Respect

What is working well

Health Centre
PAL, Farm , CEA
HACC – Home and community care
Home, Men's services
Physical activities group – health, relaxation, wholeness of
Health, WCCCA
Teachers at the preschool
WCCA, VPG

What do we need more of?

Day care centre
After school care
Safe roads
Adult learning centre
Council communication and feedback
Strong lobby group to retain our services eg: primary school
Address who and how funding is being allocated. Engage
the community on what matters the most
Community based training and courses
Accountability – HR, engagement, funding,
Co-ordinate the services
Opportunities and jobs
Decent shops
Safe basketball court
Business enterprise IN the community

CDEP

How would you define the Napranum community?

Doing something good for the kids
Open
Good communication
Respect
Trust
Respect the elders
Jobs for kids
Friendliness

What is working well?

PCYC
Farm
Preschool
Aged care ctr
Coming to work
Pathway to IPS training
CDEP
New child safe house
Remote conferencing centre

What else are you looking for?

Business enterprise: bait shop, boat ramp, guest house, caravan
park, tourism, caravan park
Snack bar
Build our capability so we can run our own businesses
Public transport
Swimming pool
Training ctre
Speed bumps
Education and capability skilling for young adults
Upgrade the sports oval and play ground
Amenities at the beach
Roundabout
Sharing our culture
Lights for the oval
Water park

Appendix

Engagement Sessions - October 11th, 12th and 13th 2011

Council staff

What is working well?

Dental program
ARM
Preschool
Work
Child intervention program
Security
New school bus
QLD health diabetic program
Child safety

What else are you looking for?

Training
Day care ctr
Boat ramp
Public transport
Eco tourism
Effective SP
Sealed roads
Apprenticeships
Youth programs
Electrical safety
Bike track
Environmental control office
Croc mgt