

# Strategic Vision and Priorities

## June 2017 to July 2018



**Unity, Culture, Transparency,  
Responsibility, Knowledge,  
Self-determination, Adaptability**

### Yinhawangka Vision

**Healthy People, Strong Spirit,  
Strong Culture, Strong Future,  
Healthy Country**

**Our people are well in body,  
mind and spirit, our families are  
strong and our community  
connected - there are no  
cultural barriers to a fulfilling  
life**

**Our sacred places and country  
are protected, our spirit is  
vibrant, we have a clear sense of  
identity and pride in our culture**

**Our organisations and  
businesses are thriving, our  
reputation is excellent**

### Yinhawangka Mission

**We exist to provide  
leadership, make investments  
and deliver services that  
protect and strengthen the  
wellbeing, assets, culture and  
country of the Yinhawangka  
people**

### Our Key Focus Areas

#### 1. Land, Culture and Heritage

Cultural knowledge and language preservation; Native title, heritage and land management; Elder to youth sharing of knowledge; Connection to country

#### 2. Training, Education, Economic and Enterprise Development

Job readiness and employment pathways; Early years programs; Enterprise development; Income generation; Financial literacy, Successful grants

#### 3. Health, well-being and social support

Individual and family well-being; Drug and alcohol awareness and support; Secure and affordable housing; Care for seniors; Empowering our youth

#### 4. Governance

Informed decision making; Director training and succession planning; Clear decision making; Effective planning

#### 5. Management and operations

Community networks; Compliant operations, management and reporting; Clear roles; Membership engagement

### Our Priorities for the next 12 months

- 1.1 Consolidation of the Heritage Unit and allocation of funds for additional staff
- 1.2 Acquisition of, access to and preservation of Yinhawangka land
- 1.3 Establish a Ranger service

- 2.1 Development and implementation of a work ready/employment strategy and associated support – in partnership with the Trust
- 2.2 Identification and implementation of a support, training and professional development plan for YAC staff and Board members
- 2.3 Ongoing development of Yinhawangka Enterprise Limited with a focus on secure housing, enterprise development, tourism and management of land

- 3.1 Development / contribution to a health and well-being strategy for Yinhawangka people

- 4.1. Sound understanding among members of the roles and responsibilities of the Yinhawangka Aboriginal Corporation, Decision Making Committee and Yinhawangka Council along with services and programs
- 4.2 Implementation of the 2017 Report for Board training and professional development

- 5.1 Establishment of business systems for Yinhawangka Aboriginal Corporation
- 5.2 Review of YAC staff roles and responsibilities and adjustment of the organizational structure and job descriptions accordingly
- 5.3 Implementation of measures to ensure Yinhawangka register compliance
- 5.4 Development of a plan for the Paraburdoo office

# Yinhawangka Aboriginal Corporation (YAC)

## Annual plan June 2017 to July 2018

### 1. Land, Culture and Heritage

#### 1.1 Consolidation of the Heritage Unit and allocation of funds for additional staff

- a) Conduct an assessment of the Unit against the current Heritage Plan/ Review
- b) Identify additional tasks and responsibilities being undertaken that are not included in the Heritage Plan/ Review
- c) Develop a Heritage Unit plan including areas of priority (places to protect and surveys), implementation of key plans (Cultural Mapping Program, Healthy Country Plan, Heritage, Knowledge Repatriation Project, Community Census Survey, Language Preservation), opportunities and performance measures
- d) Engage a Heritage Administrator Officer
- e) Review the roles and responsibilities of the current “Operational Manager” (refer also to 5.2)
- f) Review the vehicle usage and requirements

#### 1.2 Acquisition of, access to and preservation of Yinhawangka land

- a) Prepare a business case for obtaining a sub-lease on Rocklea Station (refer to 2.3). Business case to demonstrate opportunities for the Heritage Unit (e.g Rangers program) and Health, Well-Being and Social Support (e.g. drug and alcohol rehabilitation, return to country trips, events)
- b) Develop a management plan for Bellary and West Side including utilities (water) and infrastructure (ablutions) requirements and management

#### 1.3 Establish a ranger service

### 2. Training, Education, Employment, Economic and Enterprise Development

#### 2.1 Development and implementation of a work ready/ employment strategy and associated support – in partnership with the Trust. Strategy to:

- a) Consider existing work ready activities and how these can be accessed
- b) Include a reasonable level of individual support from YAC to members in relation to administrative requirements and accessing opportunities
- c) Include **drug and alcohol support (priority)**, case management (housing, health, mental health) and hands on practical financial management. Programs to be tailored for Yinhawangka member needs/ issues/ barriers
- d) Consider housing assistance on country to encourage associated employment opportunities (refer to 3.1)

#### 2.2 Identification and implementation of a support, training and professional development plan for YAC staff and Board members (based on feedback from the Keogh Bay Consulting Report)

#### 2.3 Continued development of Yinhawangka Enterprise Limited (YEL) with a focus on enterprise development, tourism and management of land (Rocklea)

### **3. Health, Well-being and Social Support**

3.1 Development/ contribution to a health and well-being strategy for Yinhawangka people that:

- a) Determines what the *key indicators* of healthy well-being are for Yinhawangka people
- b) Considers the findings of the Yinhawangka Community Survey (Curtin)
- c) Identifies partnerships
- d) Includes the role of the Trust
- e) Includes events and activities that promote the *key indicators* (e.g. NAIDOC, return to country, accessing the \$17k Wealth Creation fund to secure housing and other benefits)

### **4. Governance**

4.1. Sound understanding among members of the roles and responsibilities of the Yinhawangka Aboriginal Corporation, Decision Making Committee and Yinhawangka Council along with services and programs e.g. sourcing of funding/ financial support. Determination of how to engage members in decision making and general meetings

4.2 Implementation of the 2017 Keogh Bay Consulting Report for Board training and professional development

4.3 Consideration of Executive Officer support (refer to 4.2 and 5.2 ) for all executive groups and working parties

### **5. Management and Operations**

5.1 Establishment of business systems for the YAC (e.g. OH&S) that demonstrate excellence in all aspects of operations, implementation and compliance

5.2 Review (including feedback from strategic plan review and content of current plans) of YAC staff roles and responsibilities and adjustment of the organizational structure and job descriptions accordingly. Current positions considered include:

- a) Project officer operations and project implementation
- b) Administration and Executive support
- c) Employment support/ member liaison officer

5.3 Implementation of measures to ensure Yinhawangka register compliance

- a) Set-up all necessary registers of native title holders in place for YAC Prescribed Body Corporate (PBC) roles

5.4 Development of a plan for the Paraburdoo office block

