

Aboriginal & Islander Development Recreational Women's Association (AIDRWA)

Strategic Plan June 2025 to June 2030

OUR VISION

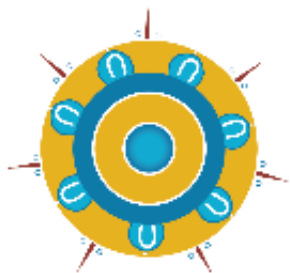
AIDRWA's vision is to keep families safe and connected to their culture.

OUR MISSION

AIDRWA will achieve this by providing support services to Mount Isa and surrounding communities in our geographic service area. AIDRWA services include accommodation support for domestic and family violence and educational support and have expanded to include support for families in/or at risk of entering the child protection system. AIDRWA takes pride in providing high quality and culturally appropriate services.

OUR VALUES

- **Compliance** – we will maintain all funding compliance requirements, human services quality framework and any other relevant framework.
- **Governing Board** – recruit and upskill the Governing Board to be able to oversee the organisation's mission, strategic planning and fiscal integrity and to set high standards for the organisation
- **Respecting and promoting diversity** – we will promote an awareness of family diversities in modern Australia and advocate for social justice and safety for the LGBTQI community.
- **Services are client-centred and accessible for all** – we provide family-led services based on the voices of women, children and families accessing our services. Everyone is welcomed with respect, and we work to remove barriers so that our services are easy to access, culturally safe and and responsive.
- **Services collaboration** – we will work with other service providers to provide an integrated response.
- **Staff development and wellness** – we will provide the opportunities, where possible, for all staff to participate in training and ensure that staff are supported to avoid burnout and build resilience. Staff will be encouraged to participate in social connectedness activities.



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OUR STRATEGIC GOALS

Our Strategic Goals for the future are:

Goal One

Goal One: Strengthening Our Foundations for Sustainable Growth

Objective: To ensure AIDRWA operates as a strong, sustainable, and well-governed organisation that effectively meets community needs.

Strategies to Achieve the Goal:

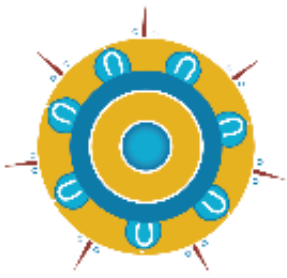
- Build a strong and representative Board with increased membership from the Gulf region.
- Strengthen governance, financial management, compliance, and operating systems.
- Develop a professional development strategy to upskill staff and emerging leaders.
- Enhance communication and transparency across all levels of the organisation.
- Reduce reliance on government funding by increasing philanthropic partnerships.

Success Indicators:

- A highly skilled and representative Board is in place.
- Compliance and governance structures are operating effectively.
- Philanthropic funding and regional partnerships contribute to financial sustainability.

Timeframes:

- **Year 1:** Strengthen governance structures and begin philanthropic engagement.
- **Year 2:** Secure funding for an AIDRWA community hub.
- **Year 3-5:** Monitor sustainability and continuously improve governance and operations



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Our Strategic Goals for the future are:

Goal Two

Goal Two: Expanding and Enhancing Service Delivery

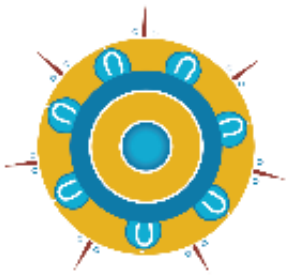
Objective: To grow our programs and services, ensuring culturally embedded, community-led support that meets the evolving needs of families.

Strategies to Achieve the Goal:

- Expand existing services and introduce new programs focused on early intervention, domestic violence prevention, and family safety.
- Increase community outreach and ensure more services are delivered locally.
- Embed cultural frameworks into all service delivery models.
- Actively seek feedback from the community to refine and improve programs.
- Grow our workforce by employing more staff from the Gulf region and ensuring staff reflect the communities we serve.
- Expand shelter services, including exploring a men's shelter partnership.
- Establish AIDRWA's own community hub as a safe space for programs and services.
- Create a leadership development program to empower young people in the workforce.
- Implement strategies to attract, support, and retain staff. Employ passion.

Success Indicators:

- Increased service offerings, including new early intervention programs.
- More community members accessing AIDRWA's services.
- Higher employment rates of local and Indigenous staff.
- Expansion of shelter services to include targeted support for men.



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Our Strategic Goals for the future are:

- AIDRWA community hub is established and operational.

Timeframes:

- **Year 1:** Identify service gaps and begin planning for new programs.
- **Year 2-3:** Implement new services and expand outreach efforts.
- **Year 4-5:** Review impact and refine programs to maximise effectiveness.

Goal Three

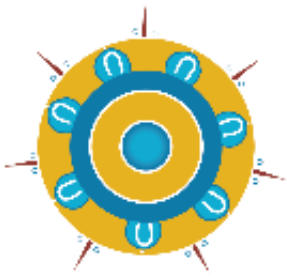
Goal Three: Strengthening Community and Cultural Connection

Objective: To ensure AIDRWA remains a trusted, culturally safe, and community-driven organisation that supports family empowerment and self-determination.

Strategies to Achieve the Goal:

- Increase AIDRWA's presence in community events.
- Develop and implement a cultural awareness strategy for all staff and stakeholders.
- Strengthen relationships with the communities we serve by coming from a strength-based approach.
- Empower community members to participate in service planning and feedback.
- Celebrate and promote community leadership and success stories.
- Continue leading and participating in cultural events such as NAIDOC, Sorry Day, and Family and Community Days.

Success Indicators:



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Our Strategic Goals for the future are:

- Stronger relationships and engagement with the community.
- Increased participation in community feedback initiatives and AGM.
- AIDRWA is recognised as a leader in culturally safe service provision.
- Staff and clients report higher satisfaction levels with cultural safety and service delivery.

Timeframes:

- **Year 1:** Strengthen community engagement and launch a cultural awareness strategy.
- **Year 2-3:** Increase participation in community-driven initiatives and feedback mechanisms.

Our plan will be approved and endorsed by

The Board