

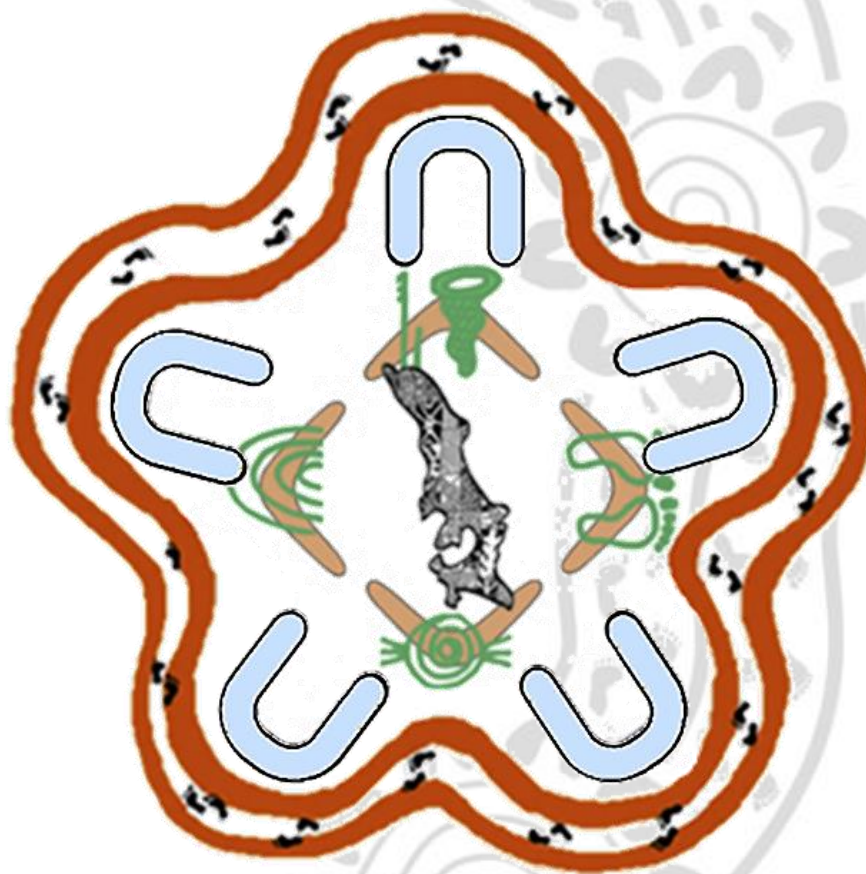
ICN: 1239

Est. 1991

Winda-Mara Aboriginal Corporation

Strategic Plan

2019 - 2022



Servicing Heywood, Portland, Hamilton and surrounding areas

A WORD FROM OUR CHAIRPERSON

Ngata, (Hello)

I would like to acknowledge the land that this strategic plan is based upon, the land of the Gunditj Mara and I pay respects to all Elders, past, present and emerging leaders.

I also like to pay my respects to all community members and Winda-Mara employees that have had input into the strategic plan. Without their input, the Board of Directors at Winda-Mara would not have the communities' beliefs of their values and vision for the strategic plan.

Our 2019-2022 Winda-Mara Aboriginal Corporation Strategic Plan is a demonstration of self-determination and has been designed by our community. The four themes and aspirations identified in this plan, will be implemented into future action plans and used as assessment that support a Strong, Connected, Healthy, Community that is Safe.

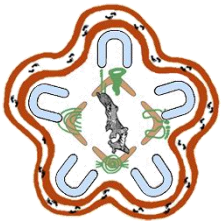
Winda-Mara was built for the Aboriginal Community surrounding the 80 Kilometre radius to support agreed outcomes for our community.

Thank you.



Ros Pevitt

ABOUT THE ARTWORK



Marangyee Marang, Troy Lovett, Gunditjmarra, Yorta-Yorta
"Hand in Hand"

Marang-yee Marang in the Dhauwurd Wurrung language translates to hand in hand. This picture was designed with all the collaborative work that Winda Mara does in mind, in particular how a lot of aspects of the work go Hand in Hand

together.

With Winda Mara having culture and connection to country at the core, this is represented by Lake Condah with the Gunditjmarra designs inside, similar to Winda Mara's logo. Surrounding the Lake, are the 4 themes: People, Organisation, Country and Culture. These are represented by the green symbols sitting on the boomerangs. Sitting around the themes are the 5 blue people symbols representing the 5 priorities or elements that both individually and whole support both the themes on their own and as a collective. These are Healthy, Community, Safe, Strong and Connected. All of these are then surrounded by the ochre lines and footprints to represent the people of the organisation.

Artists Troy Lovett & Jenna Bamblett created the graphics for our plan and both are Gunditjmarra and Yorta-Yorta People who live together in Heywood with their son Tyrell. The family is passionate about local culture and community and are inspired from the Gunditjmarra Landscape. The boys demonstrate this through their dancing, stories and songlines along with Jenna's connection to country and their ancestors.

ACKNOWLEDGEMENT

We respectfully acknowledge the past and present traditional owners of the land on which we meet and work “The Gunditjmara” people.

Through our work at Winda-Mara we will build on the past work of our Ancestors and Elders to create a better future for the Aboriginal, Torres Strait Islander and Gunditjmara people.

OUR VISION

That Winda-Mara Aboriginal Corporation is recognised as a progressive leader for positive change enabling Aboriginal and Torres Strait Islander people in Victoria’s Far South-West to lead fuller lives.

OUR VALUES

Our work will be guided by the following values and behaviours:

- **Social Justice** – providing justice, equity, social equality and human rights.
- **Professionalism** – acting and practicing in a cultural, ethical, respectful and inclusive manner.
- **Empowerment** – building, strengthening and empowering individual and community decision making.
- **Responsiveness** – responding in a timely, engaging, respectful and culturally appropriate manner.
- **Partnership** – creating better client outcomes through strong partnerships.
- **Accountable** – responsible monitoring and reporting systems ensuring transparent and accountable service delivery.
- **Effectiveness** – effective ‘results orientated’ services meeting the needs of the community.
- **Respect** – for those clients, work colleagues, community members and others that we meet and work with each day.

OVERVIEW

Winda-Mara Aboriginal Corporation (Winda-Mara) is a community controlled organisation located in South West Victoria with offices in Heywood and Hamilton. Winda-Mara was established in 1991 as a result of members within the community wanting to provide better health, education and employment opportunities for Aboriginal and Torres Strait Islander people living in the area and has a membership base of over 200 members.

According to the 2016 ABS statistics, Aboriginal and Torres Strait Islander people made up 1.6% of the population across the Glenelg and Southern Grampians Shires with the median age of Aboriginal and Torres Strait Islander people to be 21 years of age.

Winda-Mara employs over 75 people and has a key focus to provide opportunities for Aboriginal and Torres Strait Islander people to participate and access culturally appropriate services. Winda-Mara believes that culturally appropriate services will ensure a balanced approach, by working with people, rather than for people will provide equality and self –determination. Winda-Mara provides a range of services to Aboriginal and Torres Strait Islander people and their families across Heywood, Hamilton, Portland and surrounding areas over a number of programs:

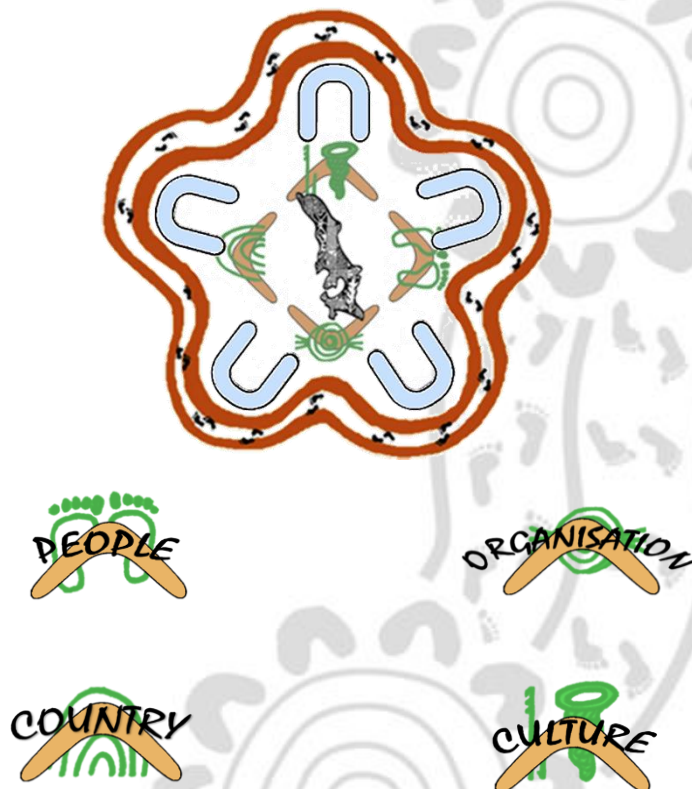


OUR STRATEGY

This Strategic Plan builds on previous success and past and current works of our community, ensuring the organisation's ongoing contribution and responsiveness to the needs and expectations of community sets direction in response to changing environments. As part of developing the plan, community and organisational consultations took place in both Heywood and Hamilton with the purpose of seeking feedback on Winda-Mara's priorities for 2019 – 2022. Winda-Mara focus is to provide services and opportunities for engagement for Aboriginal and Torres Strait Islander people living in the far south west of Victoria and working towards the organisation's vision:

"That Winda-Mara Aboriginal Corporation is recognised as a progressive leader for positive change enabling Aboriginal and Torres Strait Islander people in Victoria's far south-west to lead fuller lives".

We will achieve this vision by focussing on four key themes:



All four themes are interdependent and interconnected and sets the priorities, focusing energy and resources on agreed outcomes setting. An annual plan will be developed to ensure the organisation continues to meet milestones and fulfil reporting and evaluation obligations.

Theme 1: People - Mara

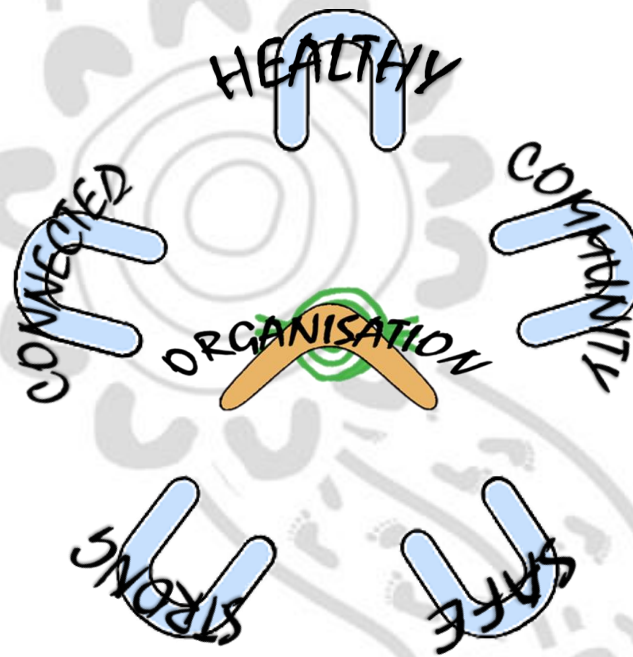


Thinnang – feet to represent Mara, the People

Our Priorities

- a) Empower people and groups to reach their full potential
- b) Support healing and wellbeing for Community
- c) Access to culturally appropriate services
- d) Support vulnerable people in the community
- e) Strive for accessible and sustainable housing, through affordable rental and encouraging home ownership
- f) Improve educational and social justice outcomes
- g) Continue to build on Winda-Mara's foundation of Self – determination and encourage and advocate for Self Determination

Theme 2: Organisation - Kooyoorn

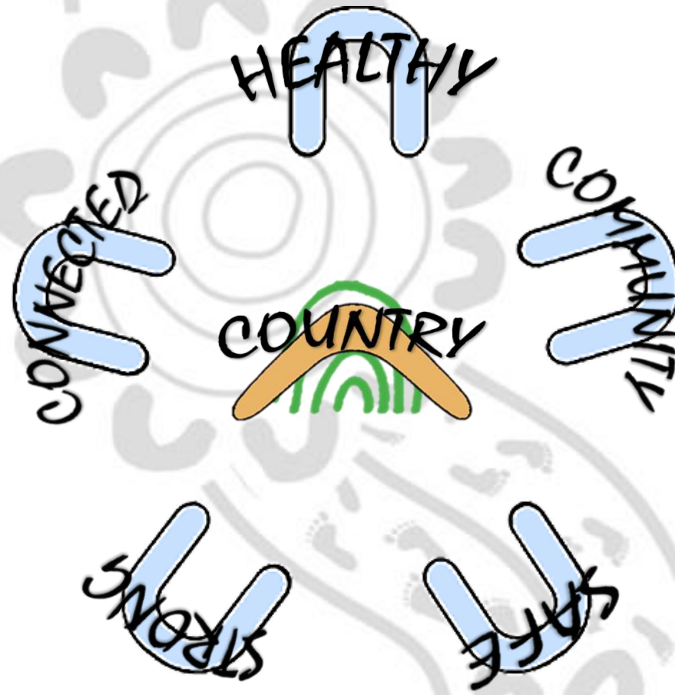


Kooyoorn – Meeting or gathering place

Our Priorities

- a) Strong cultural connection to the Aboriginal and Torres Strait Islander Community
- b) Empower, encourage and support emerging leaders
- c) Strengthen capacity, resilience and skills of employees, program areas and community members
- d) Ensure Community lead quality governance, culturally safe systems, processes and practices
- e) Strengthen financial sustainability and independence
- f) Winda-Mara Aboriginal Corporation continues to be a strong recognised leader
- g) Ongoing promotion of Aboriginal and Torres Strait Islander culture to internal and external agencies
- h) Ensuring ongoing cross cultural relationships and partnerships with internal and external agencies to build stronger pathways
- i) Closing the Gap - ongoing commitment to ensuring health, housing, education, employment and life equality

Theme 3: Land & Country - Meerang



Meereeng – Country or Land

Our Priorities

- a) Care, protect and respect Country in partnership with Land Groups and Agencies
- b) Strengthen and reconnect relationships of community with country and homelands
- c) Sharing of knowledge with community
- d) Protect and respect sacred areas
- e) Develop sustainable business practices and support of land acquisition
- f) Partner with Gunditj Mirring Traditional Owners Aboriginal Corporation and other Traditional Owner groups

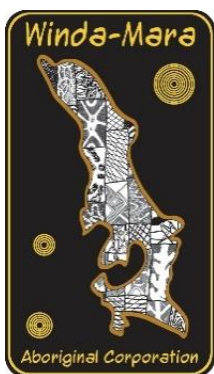
Theme 4: Culture



Poonong ba ngarrung, Ngarrapeen representing Hunting tools and Fish Trap

Our Priorities

- a) Winda-Mara Aboriginal Corporation will ensure that the Traditional Owners are acknowledged
- b) Acknowledge of Community members, their strengths and their contributions
- c) Continually enhance cultural competence in community to strengthen connection
- d) Support partners, stakeholders and agencies to build their cultural capacity
- e) Ensure cultural safety for all our activities
- f) Participate and actively engage in Aboriginal and Torres Strait Islander Culture and Celebrations



ICN: 1239

Est. 1991

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Servicing Heywood, Portland, Hamilton and surrounding areas

This 2019-2022 Winda-Mara Aboriginal Corporation Strategic Plan was approved on 20-12-2018