

## Strategic Plan 2022-2025

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### Vision

Our vision is to be a successful organisation that represents the best interests of the Boonthamurra people and Boonthamurra country, helping to create a vibrant and sustainable regional community.

### Mission

Our mission is to advance the Boonthamurra peoples' cultural, social, and economic aspirations by:

- Leveraging the group's Native Title Determination.
- Implementing well planned initiatives that benefit the group and its country.
- Engaging and communicating strongly inside the group and across broader society.
- Working in a collaborative and transparent fashion with all internal and external stakeholders and partners.

### Values

Our RESPECT values reflect the manner in which our organisation will be seen by its members and the broader community, and the manner of engagement we will seek from all stakeholders with which the organisation interacts.

|                       |  |
|-----------------------|--|
| <b>R</b> espect       | We will take responsibility for our actions, both personally and professionally.   |
| <b>E</b> xcellence    | We set high standards for the quality of our work. We achieve excellence through listening, learning, and exercising continuous improvement. |
| <b>S</b> ervice       | We will anticipate needs, exceed expectations, and build on our experiences.   |
| <b>P</b> ersistence   | We work hard, and we tackle challenges with a sense of urgency and tenacity.   |
| <b>E</b> nthusiasm    | We maintain an atmosphere of enthusiasm for our work and who we represent.   |
| <b>C</b> ollaboration | We work collaboratively to exceed stakeholders' expectations.  |
| <b>T</b> rust         | We are truthful with ourselves and all our stakeholders. We behave in ways that generate trust and build confidence.                         |

This Strategic Plan outlines the objectives of the Boonthamurra PBC and describes the actions to be completed to achieve the objectives over the next three years. This Strategic Plan will be used by the PBC Board to ensure the successful enjoyment of the native title rights and interests of the Boonthamurra people.



**Governance**

| Objective   | Actions  | Priority (low, medium or high) | Achievability (hard, moderate, easy) | Timeframe   |
|---|--|--------------------------------|--------------------------------------|-------------|
| <b>To provide transparent and effective decision making for the PBC</b> | Set dates for director's meetings and AGM.   | High                           | Easy                                 | Annually    |
|   | Adopt 2022 – 2025 Strategic Plan and develop action plan.  | High                           | Moderate                             | July 2022   |
|   | Review Strategic Plan actions.   | High                           | Moderate                             | Bi-annually |
|   | Review and agree on policies and procedures.   | High                           | Hard                                 | 2023        |
|   | Provide inductions for new directors and succession directors.   | High                           | Moderate                             | 2023        |
|   | Decide on training for Directors and members (for example report writing, grant applications, IT training, and correspondence, website training).  | High                           | Easy                                 | Annually    |
|   | Increase youth participation in the PBC.   | High                           | Moderate                             | Ongoing     |
|   | Review the Rule Book.  | Medium                         | Easy                                 | Annually    |
|   | Establish sub-committees as the need arises (e.g. Museum, youth, caring for country, and others).  | Low                            | Moderate                             | As needed   |
|   | Hold regular directors meetings via tele/video conference. <ul style="list-style-type: none"> <li>- Update directors that may have missed a meeting.</li> <li>- Updates about ongoing business.</li> <li>- Review outcomes from last meeting.</li> </ul> | Low-Medium                     | Moderate                             | As needed   |



## Leadership

| Objective  | Actions  | Priority (low, medium or high) | Achievability (hard, moderate, easy) | Timeframe          |
|--|--|--------------------------------|--------------------------------------|--------------------|
| <b>To demonstrate positive strategic leadership for the Boonthamurra community</b> | Membership drive.  | Medium                         | Easy                                 | Annually           |
|  | Practice self-reliance by organising and running own meetings, taking a more active role in corporate administration (minute taking, setting agenda, organising meetings etc.).    | High                           | Hard                                 | 2024               |
|  | Provide community support through involvement in PBC activities to families or individuals (e.g. cultural heritage work, employment opportunities, participation at summits etc.). | High                           | Hard                                 | Ongoing            |
|  | Outline strategy to improve collaboration with neighbouring PBCs to pursue common priorities.  | Low-Medium                     | Easy                                 | As needed / Year 2 |

## Engagement

| Objective  | Actions  | Priority (low, medium or high) | Achievability (hard, moderate, easy) | Timeframe              |
|--|--|--------------------------------|--------------------------------------|------------------------|
| <b>To build working relationships and partnerships; to expand employment opportunities; boost cultural awareness of Boonthamurra cultural sites and practice</b> | Consult with wider group on what should be done on the ALA block.  | High                           | Easy                                 | AGM 2022               |
|  | Continue to engage with opal miners and ensure meetings are held.  | High                           | Hard                                 | Ongoing                |
|  | Establish a committee to liaise with the museum regarding a Boonthamurra presence.   | High                           | Moderate                             | 2022                   |
|  | Utilise stakeholder engagement plan to communicate strategic direction to stakeholders and progress discussions for management and rehabilitation, pest control, and access for tourism. | High                           | Hard                                 | As opportunities arise |
|  |  |                                |                                      |                        |



## Cultural Heritage

| Objective   | Actions  | Priority (low, medium or high) | Achievability (hard, moderate, easy) | Timeframe  |
|---|--|--------------------------------|--------------------------------------|--|
| <b>To protect and promote cultural knowledge; inform companies about their responsibilities on Boonthamurra country</b> | Promote usage of cultural heritage book.   | Medium                         | Easy                                 | Ongoing  |
|   | Develop materials or activities to educate stakeholders about Boonthamurra culture.  | Medium                         | Moderate                             | Ongoing  |
|   | Oversee cultural heritage activities and allocate roles in accordance to cultural heritage management protocol.  | Low                            | Easy                                 | Ongoing  |
|   | Ensure transfer of cultural heritage coordinator role to PBC.  | High                           | Hard                                 | 2022   |
|   | Develop or adopt roles and responsibilities for all people contracted to do work with Boonthamurra.  | High                           | Moderate                             | 2022   |
|   | Plan more on country visits and activities to educate younger members about cultural sites, lore, heritage and language; design mentoring program linked with gatherings on country. | High                           | Hard                                 | If funding 1x/year otherwise once per Strat Plan cycle |
|   | Coordinate involvement with relevant stakeholders in local, on country events, which promote native title interests and potentially raise revenue.                                   | Medium                         | Moderate                             | Annual Eromanga Rodeo                                  |
|   | Continue to map significant cultural sites on Boonthamurra country.  | High                           | Easy                                 | Ongoing  |



|  |  |      |          |      |
|--|--|------|----------|------|
|  | Work with museum to revise movie/presentation script.                        | High | Moderate | 2022 |
|  | Work with the museum to establish a keeping place for repatriated artefacts. | High | Moderate | 2023 |



## Land and Water Management

| Objective  | Actions  | Priority (low, medium or high) | Achievability (hard, moderate, easy) | Timeframe  |
|--|--|--------------------------------|--------------------------------------|------------|
| <b>To preserve and protect Boonthamurra country as the foundation for expression of law and culture for future generations</b> | Coordinate involvement of PBC in consultations on Queensland government Western Rivers Alliance legislation. Reports from Representatives.   | High                           | Easy                                 | Ongoing    |
|  | Identify pastoralists and/or government agencies that seek pest management services and plan for PBC to provide those services.  | Medium                         | Hard                                 | 2023       |
|  | Coordinate with local government to establish a ranger program which will focus on maintenance and re-establishment of natural environment; for example, national parks, reserves, river catchments. | High                           | Hard                                 | Early 2024 |
|  | Survey and management plan for ALA land.   | Low to Medium                  | Moderate                             | 2023       |
|  | Give ALA land a formal name.   | High                           | Easy                                 | AGM 2022   |



## Communication

| Objective   | Actions  | Priority (low, medium or high) | Achievability (hard, moderate, easy) | Timeframe        |
|---|--|--------------------------------|--------------------------------------|------------------|
| <b>To inform the PBC membership and educate the wider community about Boonthamurra cultural knowledge and PBC Strategic Plan activities</b> | Maintain and regularly update PBC website to document Boonthamurra history and culture to communicate with membership and stakeholders.  | High                           | Easy                                 | Monthly          |
|   | Upload Strategic Plan to website and inform members of where they can access it.   | Medium                         | Easy                                 | July 2022        |
|   | Produce PBC newsletter yearly after AGM to inform the membership and stakeholders about PBC initiatives.   | High                           | Easy                                 | Yearly after AGM |
|   | Maintain and update Facebook page with information which is relevant to members. Establish social media participation protocols, ensure prompt responses to posts & questions, and add positive information regularly. | Medium                         | Easy                                 | Monthly          |
|   | Develop process for responding to correspondence in a reasonable timeframe.  | High                           | Moderate                             | 2023             |





**Finances**

| Objective  | Actions  | Priority (low, medium or high) | Achievability (hard, moderate, easy) | Timeframe |
|--|--|--------------------------------|--------------------------------------|-----------|
| <b>To ensure transparent and effective financial management of PBC resources</b> | Implement fee for service policy and procedure when invited to government consultation and similar meetings. | Medium - High                  | Hard                                 | Annually  |
|  | Engage with QSNTS to use TraKS and receive training for the Board and prospective employee.                  | Medium                         | Moderate - Hard                      | 2023      |
|  | Draft and approve annual PBC Support budget. Align budget with strategic plan outcomes.                      | High                           | Easy                                 | Annual    |
|  | Research grant opportunities and apply as they arise.  | Medium                         | Hard                                 | Ongoing   |

**PBC Capabilities**

| Objective  | Actions   | Priority (low, medium or high) | Achievability (hard, moderate, easy) | Timeframe                   |
|--|---|--------------------------------|--------------------------------------|-----------------------------|
| <p><b>To build the capacity of the PBC to deliver good governance for the membership and implement Strategic Plan actions through the efficient use of PBC resources</b></p> | <p>Update information on the skills, experiences, and interests of PBC members who could assist the Board to complete Strategic Plan actions.</p> | <p>High</p>                    | <p>Easy</p>                          | <p>Annually at each AGM</p> |
|  | <p>Recruit an employee (Administration Officer) to support PBC business.</p>  | <p>Medium</p>                  | <p>Easy</p>                          | <p>Early 2023</p>           |