

Empowered Community Implementation Plan 2026–31

Delivering on the
Community Capacity
and Connection
Strategy 2026-31

DRAFT



Empowered Community Implementation Plan

This implementation plan is associated with delivery of the council's Community Capacity and Connection Strategy 2026–31.

Organised under the strategy's 10 focus areas and 30 strategic objectives, this implementation plan contains the main actions council will deliver under the strategy's Empowered Community stream.

An implementation plan will also be developed for the other 3 streams of the strategy, per:

- Informed Community
- Active Community
- Creative Community.

This plan details how the work of council under the Empowered Community stream will contribute to achieving the 30 strategic objectives, along with contributions to be made as relevant under the other 3 streams.

To guide implementation, each action in this implementation plan is assigned a timeframe, per:

Short-term – within 12 months

Medium-term – within 2 to 3 years

Long-term – within 3 to 5 years.

In recognition that it takes a village to build anything of true value, various teams, sections and directorates across the organisation are listed against the actions as lead or contributor.

Team name is used wherever possible for increased clarity; however, section or directorate name is used when involvement in delivering the action is intended to be broader than a single team or section.



Empowered Community Implementation Plan

Strategic objectives		Actions	Timeframe	Lead	Contributors
Community Vision 2034 theme: Community					
Focus Area 1: Wellbeing					
1.1	Support First Nations people with a focus on strong wellbeing, culture and self-determination	1.1.1	Partner with Neporendi Aboriginal Forum Incorporated and other key First Nations organisations to co-design and support the delivery of culturally led programs, services, activities, and events that strengthen wellbeing, uphold self-determination, and contribute to relevant Closing the Gap targets and outcomes.	Ongoing	Arts, Reconciliation & Cultural Development
		1.1.2	Establish an Aboriginal workers' network to inform collaborative service delivery, improve information sharing, and advise the development and continuous improvement of programs, services and projects.	Medium	Arts, Reconciliation & Cultural Development
		1.1.3	Improve community access to the programs, services, activities and events led by Neporendi Aboriginal Community Centre by extending delivery of them to other locations.	Medium	Arts, Reconciliation & Cultural Development
		1.1.4	Increase the participation of Aboriginal and Torres Strait Islander people in youth, community and active ageing programs, services, events, and activities by strengthening cultural safety and inclusivity in our service design, promotion and delivery.	Medium	Community Capacity
		1.1.5	Partner with Neporendi Aboriginal Forum Incorporated to build capacity, governance strength and operational independence consistent with its transition to a fully Aboriginal Community Controlled Organisation.	Medium	Arts, Reconciliation & Cultural Development

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Strategic objectives		Actions		Timeframe	Lead	Contributors
Community Vision 2034 theme: Community						
Focus Area 1: Wellbeing						
1.2	Facilitate, coordinate, support, promote, and advocate for services, programs, activities, events, and information sources that enhance physical and mental wellbeing	1.2.1	Strengthen community skills and knowledge around healthy eating through education, cooking and budgeting programs, and promotion of affordable, accessible and nutritious food.	Medium	Community Development	Active Ageing and Ability
		1.2.2	Advocate for increased provision of local preventative community health services by the state government.	Long	Community Capacity	Strategy
		1.2.3	Advocate for increased timely and affordable provision of general health and specialist mental health services.	Long	Community Capacity	Strategy
		1.2.4	Participate in the Southern Adelaide Suicide Prevention Collaborative to support suicide prevention initiatives and strengthen community connection and resilience.	Ongoing	Community Development	
		1.2.5	Recognise the important role of carers and advocate for their access to relevant supports.	Ongoing	Active Ageing and Ability	Community Development
		1.2.6	Participate in the Flinders University ARC Linkage Social Prescribing project encouraging GPs to link patients with community supports and explore how it could be implemented in our region.	Medium	Community Development	

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Strategic objectives			Actions		Timeframe	Lead	Contributors
Community Vision 2034 theme: Community							
Focus Area 1: Wellbeing							
1.3	Undertake our work on strengthening community capacity and connection in ways that respond to the needs and aspirations of keyage cohorts	Children	1.3.1	Explore council’s role and responsibilities in building community capacity with children, with a focus on addressing increasing developmental vulnerability with consideration of the outcomes of the children and young people’s roundtable held in 2026.	Medium	Community Capacity	Strategy
			1.3.2	Review the Participate and Learn Skills (PALS) program, including consideration of Australian Early Development Census (AEDC) data.	Short	Community Development	
	Young people		1.3.3	Enhance youth service delivery across all districts by securing grant funding, partnering with service providers, and upskilling staff of community centres and libraries to deliver youth programs within existing facilities.	Long	Youth	Community Development
			1.3.4	Increase youth service delivery in Central South District and consider future provision of a permanent space to best enable this.	Medium	Youth	Strategy
			1.3.5	Investigate transitioning Aberfoyle Community Centre to become a youth and community hub, broadening its focus to include expanded youth services.	Medium	Youth	Community Development
			1.3.6	Provide opportunities that respond to the creative needs and aspirations of young people, including innovative utilisation of arts and music spaces.	Ongoing	Youth	
			1.3.7	Strengthen the role and functionality of the Onkaparinga Youth Committee (OYC).	Medium	Youth	

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Strategic objectives			Actions		Timeframe	Lead	Contributors
Community Vision 2034 theme: Community							
Focus Area 1: Wellbeing							
1.3	Undertake our work on strengthening community capacity and connection in ways that respond to the needs and aspirations of key age cohorts	Adults & families	1.3.8	Explore the flexible provision of services and programs outside of normal business hours to enable greater participation by working or otherwise busy adults, including a focus on parenting support.	Medium	Community Development	
		Older people	1.3.9	Explore council’s community capacity building approach with older people, with consideration of the role of community centres and positive ageing centres, and their relative locations.	Long	Community Capacity	Strategy
			1.3.10	Support ageing in place and maintaining social connections.	Ongoing	Active Ageing and Ability	
			1.3.11	Support and enhance the knowledge and resilience of older people in relation to climate change impacts.	Long	Active Ageing and Ability	Sustainability
			1.3.12	Advocate for improved healthcare, better aged care services, simpler systems, and access to transport options.	Long	Active Ageing and Ability	Strategy
			1.3.13	Transition Commonwealth Home Support Program to the Support at Home Program.	Medium	Active Ageing and Ability	
			1.3.14	Expand the delivery of social support programs for older people with disability.	Short	Active Ageing and Ability	

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Strategic objectives		Actions		Timeframe	Lead	Contributors
Community Vision 2034 theme: Community						
Focus Area 2: Social inclusion and cohesion						
2.1	Support under-represented community cohorts with a focus on social equity, including equity of inclusion, opportunity and dignity	2.1.1	Explore the particular needs of members of under-represented groups in connecting with community programs, services, activities and events, and other aspects of community life.	Ongoing	Community Capacity	Strategy
		2.1.2	Enhance the participation of First Nations and Culturally and Linguistically Diverse people in services, programs, activities, and events through staff participation in cultural awareness training and other opportunities to build cultural capability.	Ongoing	Community Capacity	
		2.1.3	Co-design principles that inform the delivery and promotion of community programs, services, activities and events to encourage broad participation and suitability to under-represented groups.	Short	Community Capacity	
		2.1.4	Review future changes to the National Disability Insurance Scheme (NDIS) and consider any impacts for our NDIS program and service delivery.	Medium	Active Ageing and Ability	

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Strategic objectives		Actions		Timeframe	Lead	Contributors
Community Vision 2034 theme: Community						
Focus Area 2: Social inclusion and cohesion						
2.2	Encourage connections between people, including across diversities, including of culture and identity	2.2.1	Create opportunities for developing informal social ties and neighbourhood networks through walkable neighbourhoods, shared public spaces, community gardens, local activities, and events, particularly for new residents and growing areas.	Ongoing	Community Capacity	Libraries
		2.2.2	Promote community facilities as valuable places to be used for social gathering, activity and connection.	Ongoing	Community Capacity	Strategy Libraries Communications
		2.2.3	Consider findings of the Social Development Committee inquiry into the impact of loneliness on the South Australian community to inform delivery of initiatives that address social isolation and loneliness.	Medium	Community Capacity	Strategy
		2.2.4	Develop our Multicultural Onkaparinga approach to enhance the visibility of diverse heritages and ancestries, providing opportunities for the sharing of narratives and traditions, and celebrating diversity together.	Medium	Community Development	
		2.2.5	Build partnerships with Australian Refugee Association (ARA), Multicultural Communities Council of SA, Migrant Women’s Support Service, Australian Migrant Resource Centre, and TAFE Adult Migrant English Program (AMEP) to strengthen community programs, services and outcomes.	Long	Community Development	

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Strategic objectives		Actions	Timeframe	Lead	Contributors
Community Vision 2034 theme: Community					
Focus area 3: Community vibrancy and pride					
3.1	Encourage curiosity, wonder, intrigue, and high levels of literacy in a range of contexts to inspire lifelong learning	<i>See Libraries Strategic Plan 2018–21.</i> <i>Actions to be considered as part of developing the Informed Community Implementation Plan.</i>			
3.2	Support a robust local sports and recreation sector to maximise opportunities for healthy, active lifestyles, and enjoyment	<i>See Sport and Active Recreation Action Plan 2021–25.</i> <i>Actions to be considered as part of developing the Active Community Implementation Plan.</i>			
3.3	Support a vibrant local arts and cultural sector to maximise opportunities for cultural, creative and self-expression, and enjoyment	3.3.1	Strengthen outcomes for the community at Hopgood Theatre in partnership with Country Arts South Australia.	Ongoing	Arts, Reconciliation and Cultural Development
		3.3.2	Deliver major events that celebrate the value of the region and maximise their opportunities to build community capacity by encouraging community participation in planning and delivery wherever possible.	Ongoing	Engagement, Grants and Events
		<i>See Arts and Cultural Development Action Plan 2022–25.</i> <i>Further actions to be considered as part of developing the Creative Community Implementation Plan.</i>			

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Strategic objectives		Actions		Timeframe	Lead	Contributors
Community Vision 2034 theme: Community						
Focus area 3: Community vibrancy and pride						
3.4	Work with community members, groups and leaders to deliver social projects and initiatives that address local matters and celebrate local values	3.4.1	Reinvigorate the street gatherings initiative.	Short	Community Development	
		3.4.2	Deliver local events and support community-led events, including free and low-cost opportunities that encourage local connection and cultural expression and promote pride in the region.	Ongoing	Community Capacity	Engagement, Grants and Events
		3.4.3	Develop and maintain strong relationships and connection in the community through our Community Connections Officers to support community ideas and action.	Ongoing	Community Development	
Community Vision 2034 theme: Environment						
Focus area 4: Environmental care						
4.1	Encourage people to care for the environment and respond to climate change	4.1.1	Work with First Nations people and service providers to develop our understanding of traditional land management practices (such as fire), how they are being reactivated and how this could be supported in the Onkaparinga region.	Long	Community Assets	Natural Areas Conservation Emergency Management Strategy
		4.1.2	Support community land care groups and other voluntary activity in environmental management and activities such as planting.	Ongoing	Natural Areas Conservation	
		4.1.3	Investigate opportunities for increased community involvement in response to the impacts of climate change.	Long	Sustainability	

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Strategic objectives		Actions		Timeframe	Lead	Contributors
Community Vision 2034 theme: Environment						
Focus area 4: Environmental care						
4.2	Mobilise community resources in being prepared for and responding to natural disasters to enhance disaster resilience	4.2.1	Support and enhance disaster readiness and resilience by working with local communities to build knowledge, upskill, network, and develop strategies for responding to extreme events.	Ongoing	Community Development	Emergency Management
		4.2.2	Explore council's role in the use of its relevant community facilities during code blue and code red extreme weather events as public refuge and coordination points outside standard operations.	Medium	Community Capacity	Libraries

Community Vision 2034 theme: Liveability						
Focus area 5: Food, shelter and safety						
5.1	Support a thriving local food system to maximise opportunities for food security	5.1.1	Strengthen local food growing by sharing knowledge and resources and building skills that support local people to grow, access and value local food.	Ongoing	Community Development	
		5.1.2	Collaborate with community and partners to identify and support community-led opportunities that strengthen our local food system.	Ongoing	Community Development	
		5.1.3	Establish the Onkaparinga Community Food Hub in partnership with The Food Centre, Good Shepherd AU/NZ, service providers and community members and groups.	Short	Community Development	
		5.1.4	Improve the coordination between existing food relief services through strengthened partnerships.	Medium	Community Development	

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Strategic objectives		Actions		Timeframe	Lead	Contributors
Community Vision 2034 theme: Liveability						
Focus area 5: Food, shelter and safety						
5.2	Respond compassionately and effectively to people experiencing homelessness	5.2.1	Establish the Onkaparinga Advance to Zero Homelessness Project to work alongside rough sleepers and support connectedness, relationships and cross-agency responses.	Short	Community Development	Community Rangers
5.3	Contribute to community safety	5.3.1	Promote principles and practices of non-violence to support harmonious ways of living.	Ongoing	Community Capacity	
		5.3.2	Consider expansion of the Domestic Violence Friendly Community Facilities initiative, piloted in partnership with Southern Domestic Violence Action Group, to further support staff and volunteers in confidently and compassionately responding to domestic and family violence in everyday community settings.	Medium	Community Development	
Focus area 6: Social economics						
6.1	Support people and households on a low income and/or experiencing cost-of-living pressures with a focus on accessing support and equity of opportunity	6.1.1	Provide low or no cost services and programs via community facilities located in suburbs with high levels of socioeconomic disadvantage.	Ongoing	Community Capacity	
		6.1.2	Amplify community voices regarding cost-of-living pressures, including for young people and their hopes for the future.	Ongoing	Community Capacity	

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Strategic objectives		Actions		Timeframe	Lead	Contributors
Community Vision 2034 theme: Liveability						
Focus area 6: Social economics						
6.2	Support people to develop knowledge and skills towards employment and self-employment opportunities	6.2.1	Explore council’s role in supporting the achievement of increased high school completion rates and youth engagement and participation in learning and earning.	Long	Youth	Strategy
		6.2.2	Provide for the development of social and other skills that improve job readiness, including for young people.	Medium	Community Capacity	Economic Growth and Tourism
		6.2.3	Inspire and encourage creative, entrepreneurial thinking to foster people’s sense of agency in developing and maximising their future prospects, including in self-employment.	Medium	Community Capacity	Economic Growth and Tourism
6.3	Facilitate and advocate for access to resources that enable community-led activity	6.3.1	Deliver the Onkaparinga Grants Program to inspire community imagination and support community-led activity.	Ongoing	Engagement, Grants and Events	Community Capacity
		6.3.2	Relieve the cost imposts of community-led activity and events funded through council grants via the in-kind use of resources such as community facilities, non-perishable events materials, inputs from local businesses, and other relevant supports.	Ongoing	Community Capacity	
		6.3.3	Identify, promote and help to secure external funding opportunities to support council initiatives and community led projects.	Ongoing	Strategy	Community

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Strategic objectives		Actions		Timeframe	Lead	Contributors
Community Vision 2034 theme: Liveability						
Focus area 7: Community places						
7.1	Facilitate place-based community development at a scale that helps to recognise local strengths, assets, characteristics and identity	7.1.1	Apply our District Coordination Model to support community activity at a district and neighbourhood level, including via community centres based on their periodic local community needs assessments.	Long	Community Development	
		7.1.2	Strengthen the District Coordination Model by promoting cross-district collaboration between youth, arts, community and positive ageing centres, libraries, and sport and recreation facilities to enhance efficiencies, reduce duplication, share resources, and improve access and equity across the region.	Long	Community Development	Libraries Recreation
		7.1.3	Facilitate District Reference Groups to support community members and leaders in managing local matters and coordinating local community resources.	Ongoing	Community Development	
		7.1.4	Explore opportunities to work collaboratively across the organisation to deliver small scale, community-driven place making projects guided by the Local Government Association of South Australia Placemaking Toolkit.	Ongoing	Community Development	Strategy
		7.1.5	Through community engagement, involve local community members in the planning of community facilities and public spaces in their districts.	Ongoing	Community Assets	Engagement, Grants and Events Construction and Projects

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Strategic objectives		Actions		Timeframe	Lead	Contributors
Community Vision 2034 theme: Liveability						
Focus area 7: Community places						
7.2	Provide and promote safe and welcoming facilities that enable effective service provision, vibrant community activity and meaningful social connection	7.2.1	Work towards community facilities having high levels of alignment with the council's Community Facilities Guidelines.	Ongoing	Strategy	Community Assets
		7.2.2	Work towards council's provision of community facilities aligning with its Social Equity Model – Community Facilities Provision per district, including in growing and newly developing areas.	Long	Strategy	Community Assets
		7.2.3	Review our current advisory group model for council-managed community centres and explore approaches that strengthen community involvement in program development and delivery.	Short	Community Development	

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Strategic objectives			Actions		Timeframe	Lead	Contributors
Community Vision 2034 theme: Liveability							
Focus area 7: Community places							
7.3	Maintain equity in our focus across the council region to respond to district needs, aspirations and characteristics	Northern	7.3.1	Strengthen youth offering in Northern District.	Ongoing	Youth	Community Development
			7.3.2	Strengthen positive ageing offering in Northern District.	Ongoing	Active Ageing and Ability	Strategy
		Central North East	7.3.3	Strengthen positive ageing offering in Central North East District.	Ongoing	Active Ageing and Ability	Community Development
		Central North West	7.3.4	Consider roles and locations of positive ageing centres in Central North West District.	Long	Strategy	Active Ageing and Ability
			7.3.5	Determine community service/facility provision approach to serve anticipated Port Stanvac growth area in Central North West District.	Long	Strategy	Community
		Central South	7.3.6	Strengthen youth offering in Central South District.	Ongoing	Youth	Strategy
			7.3.7	Strengthen positive ageing offering in Central South District.	Ongoing	Active Ageing and Ability	Strategy

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Strategic objectives			Actions		Timeframe	Lead	Contributors
Community Vision 2034 theme: Liveability							
Focus area 7: Community places							
7.3	Maintain equity in our focus across the council region to respond to district needs, aspirations and characteristics	Southern	7.3.8	Strengthen positive ageing offering in Southern District.	Ongoing	Active Ageing and Ability	Community Development
			7.3.9	Determine community service/facility provision approach to serve anticipated Sellicks Beach growth area in Southern District.	Long	Strategy	Strategy, Engagement and Community
		Hills North	7.3.10	Review community service/facility provision approach in Hills North District and Hills South District.	Long	Strategy	Strategy, Engagement and Community
Hills South							
7.4	Facilitate, promote and advocate for transport options that enhance people’s access to places of importance to them		7.4.1	Provide community transport services that assist community member access to facilities and community services.	Ongoing	Active Ageing and Ability	
			7.4.2	Advocate for improved public transport services across the region, particularly in more isolated areas.	Ongoing	Strategy	Community Capacity Community Assets

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Strategic objectives		Actions		Timeframe	Lead	Contributors
Community Vision 2034 theme: Leadership						
Focus area 8: Active citizenship						
8.1	Inspire and assist people to develop leadership skills and support community leaders in their work	8.1.1	Support leadership development opportunities that consider the needs and interests of diverse community cohorts and provide a range of commitment level options.	Ongoing	Strategy, Engagement and Community	
		8.1.2	Continue to deliver the Leadership Onkaparinga program as the council's flagship community leadership initiative, providing intensive, structured opportunities for residents to develop leadership capability, civic awareness, and active citizenship skills and explore future accreditation possibilities for the program.	Ongoing	Strategy, Engagement and Community	
		8.1.3	Explore opportunities to support young people to participate in leadership development programs such as the Youth Governor's Leadership Foundation Program.	Medium	Youth	

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Strategic objectives		Actions		Timeframe	Lead	Contributors
Leadership						
Focus area 8: Active citizenship						
8.2	Empower people to contribute to and participate in decision-making and lead action on matters that affect them and their communities	8.2.1	Review the council's community engagement approach, including to explore better system and process integration that makes public participation more effective and efficient and to align with the Local Government Community Engagement Charter as published by the South Australian Government.	Short	Engagement, Grants and Events	
		8.2.2	Facilitate community engagement processes to inform decision-making with community voices, using techniques that encourage participation by stakeholders across diversities such as age, location, culture, and members of under-represented groups.	Ongoing	Engagement, Grants and Events	
		8.2.3	Investigate the development of a civic education and leadership framework based on best practice research and our delivery of the Leadership Onkaparinga program.	Medium	Strategy, Engagement and Community	
		8.2.4	Expand the civic education component of Leadership Onkaparinga to include interaction with schools, young people, and wider community groups to support increased understanding of local government, democratic processes, and pathways for civic participation across the community, including how to become an elected member.	Medium	Strategy, Engagement and Community	
		8.2.5	Advocate to the education sector for better civic education opportunities, particularly in the secondary school curriculum.	Medium	Strategy	Youth

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Strategic objectives		Actions		Timeframe	Lead	Contributors
Leadership						
Focus area 8: Active citizenship						
8.2	Empower people to contribute to and participate in decision-making and lead action on matters that affect them and their communities	8.2.6	Support community groups and networks to take collective action on local matters, including supporting deputations to the council where appropriate.	Ongoing	Community Capacity	
		8.2.7	Inform our advocacy priorities with the voices of local community members, groups and forums.	Ongoing	Strategy	Community Capacity Engagement, Grants and Events
		8.2.8	Use co-design as the approach for planning community programs, services, activities, and events wherever possible to meaningfully embed the lived experiences and perspectives of a diverse range of community members.	Ongoing	Community Capacity	
8.3	Support strong community volunteerism	8.3.1	Promote the value of volunteering and recognise volunteers for the critical contributions to community wellbeing, capacity building and connection.	Ongoing	Community Capacity	Human Resources Asset Protection Libraries
		8.3.2	Encourage and provide flexible, meaningful volunteering opportunities aligned with volunteer interests and participation preferences, organisational goals, and community needs, in ways that respond to regular feedback from volunteers about their experience.	Ongoing	Community Capacity	Human Resources Asset Protection Libraries
		8.3.3	Investigate volunteering trends to understand opportunities for, and any risks to, the council's volunteering program.	Medium	Human Resources	

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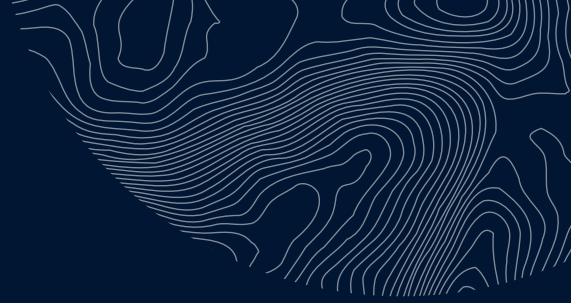
Strategic objectives		Actions		Timeframe	Lead	Contributors
Leadership						
Focus area 9: Access to information						
9.1	Provide convenient and transparent access to accurate, relevant, timely information about community life to cultivate high levels of awareness and participation	9.1.1	Create and regularly update an electronic register of local community offerings, such as community facilities, programs, services and events, accessible via an interactive map on our public website.	Ongoing	Community Capacity	Communications
9.2	Strengthen public trust of council in achieving valuable community outcomes	Actions to be considered as part of developing Informed Communities Implementation Plan				
Focus area 10: Strategic approach						
10.1	Build, strengthen and maintain partnerships that help to address identified community priorities and amplify community voices	10.1.1	Strengthen partnerships with relevant peak bodies, funders and service providers that contribute to building community capacity and connection, including by mapping existing and potential partners.	Ongoing	Community Capacity	
		10.1.2	Deliver identified community services for other levels of government as appropriate, such as aged care and disability services.	Ongoing	Community Capacity	
		10.1.3	Deliver the Partnership Program aspect of our grants program to support community organisations with established projects and iconic events that help make the Onkaparinga region the great place that it is.	Ongoing	Engagement, Grants and Events	

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Strategic objectives		Actions		Timeframe	Lead	Contributors
Leadership						
Focus area 10: Strategic approach						
10.2	Support the strength and independence of community networks, groups and organisations, including community governance processes	10.2.1	Support the work and outcomes of community networks such as, but not limited to, Aldinga Sellicks Alliance, Seaford Network, People Matters Hackham West, Onkaparinga Collaborative Approach, 0–5 Children’s Network, Joining Hands and Minds and the Southern Youth Round Table.	Ongoing	Community Capacity	
		10.2.2	Strengthen governance awareness and practice for community centre boards of management and council staff (Community Development Officers and Community Development Support Officers) in community-managed facilities.	Medium	Community Development	
		10.2.3	Investigate support provided to community-managed hall boards of management and consider areas for future improvement.	Medium	Community Development	
Focus area 10: Strategic approach						
10.3	Use social research data and best-practice evidence to respond flexibly to evolving community needs and aspirations and social issues	10.3.1	Monitor contemporary engagement results and statistical data that indicate emerging community needs and trends, informing flexible, proactive service responses that maximise relevance, impact and sustainability of outcomes.	Long	Strategy	Engagement, Grant and Events
		10.3.2	Explore future opportunities with academic institutions to inform evidence-based practice and approaches to measuring the impact of community capacity building initiatives.	Long	Community Capacity	Strategy

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Strategic objectives		Actions		Timeframe	Lead	Contributors
Leadership						
Focus area 10: Strategic approach						
10.4	Encourage broader understanding and adoption of community development principles and practice across the organisation and community	10.4.1	Promote the benefits of community development principles and practices as part of our interactions with community members and groups, including community boards and committees.	Ongoing	Community Development	
		10.4.2	Form a staff working group across organisational divisions that champions collaborative approaches to building community capacity and connection, and encourages reflective practice, via strengthened internal partnerships.	Medium	Community Development	
		10.4.3	Enhance community development practice by exploring opportunities for organisational training and job shadowing to strengthen the capability of our workforce, including sharing relevant toolkits to support implementation.	Long	Community Capacity	Human Resources Learning and Development
		10.4.4	Focus on continuous improvement in the way our youth, community, positive ageing, arts, and other centres are operated to seek efficiencies that enable staff members to enhance community development and community capacity building aspects of the work.	Ongoing	Community Capacity	Learning and Development Operational Excellence



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