

MARNINWARNTIKURA



WOMEN'S RESOURCE CENTRE

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# STRATEGIC PLAN

2022-2027





We provide a holistic approach and respect the importance of language and culture for individual, family and community wellbeing.



## VISION

We work in partnership with Aboriginal families and Communities to strengthen systems and sustain purposeful, engaged, and healthy lives.

## PURPOSE

Marninwarntikura is a community led centre of inspiration for Aboriginal women and their families. We support Fitzroy Valley families by:

- Providing strengths-based and trauma responsive services
- Promoting safety and wellbeing
- Undertaking innovative and community led research
- Engaging in two-way learning – balancing Aboriginal ways of knowing, being and doing with other contemporary world views.
- Supporting children to have a strong start in life
- Working to strengthen families across all stages of life
- Creating livelihoods that enable people to thrive
- Employing professional, ethical and passionate people working in 'two-way' teams, combining expertise, knowledge and skills

All our work is guided by our Healing Framework **Marroorryawarrani Ngambirriyawarrani Yoowarnia a Gooniyandi word meaning 'Gathering, Caring and Nurturing Together as One'**, with trauma informed and FASD responsive practice embedded within our programs. We provide a holistic approach and respect the importance of language and culture for individual, family and community wellbeing. We acknowledge the lasting and continuing impact of colonisation and discriminatory practices for Aboriginal people in the Fitzroy Valley.

## VALUES

- We value and respect every person, operate with empathy and embrace diversity.
- We encourage and support personal growth, pride and leadership.
- We take responsibility for our own actions and are accountable to the community
- We work collaboratively.
- We are ethical and act with integrity.
- We strive for safe, sustainable practices and care for and nurture our environments.

# GUIDING PRINCIPLES

## Our Work is:

- Accountable to our communities
- Supportive of community empowerment
- Transformative
- Building community knowledge - ensuring learnings are translated into practice and shared with community
- Informed by emerging knowledge, lived experience, and grounded in healing
- Responsive to lived experiences in our advocacy for individuals and, for systemic change
- Solution focused
- Guided by cultural authority and women's voices

## We:

- Support individuals to heal in their own way
- Put the safety and wellbeing of children and families at the forefront of everything we do.
- Support measures that contribute to thriving communities and positive change including alcohol restrictions
- Advocate for community led change and solution focussed initiatives
- Acknowledge community resilience, celebrate the strengths of Fitzroy Valley families, and
- Acknowledge the cultural expertise and unique experiences of our communities.

## Shared Behaviours

- Inspire and support each other for positive change and growth
- Plan and communicate across our teams
- Respect and care for each other
- Promote wellbeing and resilience
- Learn deeply with and from each other
- Lead by example





Marrooryawarrani  
Ngambirriyawarrani Yoowarnia,  
our Healing Framework,  
provides guidance on the  
ways we support Fitzroy Valley  
communities and MWRC staff.



# MWRC STRATEGIC PLAN

Our four Strategic Priorities describe our key areas of focus over the next five years:

## **NURTURE OUR CHILDREN AND YOUNG PEOPLE TO THRIVE**

### **Supporting children and young people**

Improve education and life-long learning for all

Develop language, culture and wellbeing initiatives through a Language and Wellbeing Framework

### **Addressing Complex needs including FASD and Trauma**

Provide responsive life-long supports for families and communities impacted by FASD and trauma

Build the research and evidence base on neurodevelopmental disorders and other conditions such as FASD and complex trauma

## **STRENGTHEN FAMILIES AND COMMUNITIES THROUGH CULTURALLY INFORMED HEALING**

### **Healing**

Build healing and trauma knowledge and develop resources for local, national and international audiences

Provide healing through creative, therapeutic, and cultural activities

Advocate for improved access to cultural wellbeing services and supports

### **NDIS/disability**

Advocate for community led NDIS model and support services

### **Across the life cycle**

Build wellbeing based on Aboriginal ways of knowing, being and doing

Expand MWRC services to become holistic healing spaces

Establish a Healing Centre

**NB The MWRC Strategic Plan is closely aligned with the Wiyi Yani U Thangani report (2020) and Implementation Framework (2021)**



A large, stylized leaf graphic in a light olive green color, positioned on the right side of the page. The leaf has a prominent vein structure and is partially cut off by the right edge of the page.

## CONTINUE TO BE A SUSTAINABLE AND RESPONSIVE ORGANISATION

### Healing Framework

Implement Marrooryawarrani Ngambiriyawarrani Yoowarnia our healing framework

### Knowledge & Innovation

Develop and use emerging knowledge to support innovation

### Resources

Strengthen strategic financial management

Explore sustainable income streams including with philanthropic partners to improve community wellbeing

### Reputation

Develop marketing activities and a communications strategy to capture our impact and demonstrate progress

## ELEVATE THE WISDOM AND VOICE OF ABORIGINAL PEOPLE THROUGH LEADERSHIP AND ADVOCACY

### Advocacy

Provide leadership on local issues and in collaboration with local people and organisations  
Lead and influence positive systemic change.

Disrupt the stereotypes and change the conversation to recognise community resilience and strength

Communicate stories of success and community-led achievements

Develop strategic partnerships

Be informed by deep listening

### Decolonising Lens

Approach all our work with a decolonising lens

Preference Aboriginal ways of knowing, being, and doing









Intergenerational trauma and other forms of trauma are the lived experience of many Aboriginal people and families across the Fitzroy Valley and many of our team members bring with them shared challenges but also a resilience that is unique to our communities.

# MEASURES OF SUCCESS

Marninwarntikura Women's Resource Centre is an Aboriginal Community Controlled Organisation (ACCO) with a long-standing commitment and mandate to provide services responding to the needs of community.

Staying close to community and remaining responsive and flexible is central to our day to day accountability. *Marrooryawarrani Ngambirriyawarrani Yoowarnia*, our Healing Framework, provides guidance on the ways we support Fitzroy Valley communities and MWRC staff.

The Strategic Plan is supported by an annual operational plan, team plans and individual work plans. Our Annual Report tells a story of successes and achievements alongside our reflections and learning. Our website, newsletters and social media provide regular updates on achievements and highlights.

## QUALITY ASSURANCE

We meet and exceed our external funding and reporting requirements. Our services meet the required accreditation and standards requirements. We strive to be an exemplar and high quality service. We advocate for equity in service provision to ensure our postcode does not determine the level of service we can offer.

We are a national leader in advocating for the needs of our families and communities.

## RESEARCH AND EVALUATION

We initiate research into issues affecting Aboriginal people in the Fitzroy Valley and participate in internal and external evaluations of our services.

## EXTERNAL STAKEHOLDERS

We seek regular feedback from our external partners and stakeholders.

## GOVERNANCE AND OPERATIONS

The MWRC Board is made up of Aboriginal women from the main language groups bringing cultural and governance expertise. Our Senior Leadership team provide leadership for MWRC staff, operationalise the Strategic Plan and ensure MWRC reflects community need.







Find out more about

Marninwarntikura Women's Resource Centre

[mwrc.com.au](http://mwrc.com.au)

The Marulu Strategy

[marulustrategy.com.au](http://marulustrategy.com.au)

The MWRC Healing Framework

[mwrc.com.au/pages/research-and-reports](http://mwrc.com.au/pages/research-and-reports)

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