

# Annual Plan 2025



|                       | Goal  | Actions  |
|-----------------------|---|--|
| People                | Nurture a strong and inclusive community, creating opportunities for connection and learning between members                        | <ul style="list-style-type: none"> <li>• Develop a list of topics for discussion at each working bee, with personal invitation to new members from convenor.</li> <li>• Complete an audit of communications.</li> </ul>  |
|                       | Respect and nurture our members   | <ul style="list-style-type: none"> <li>• Host a plot holders catch up.</li> <li>• Trial micro-volunteering opportunities.</li> <li>• Set up quarterly check-ins with area leaders and groups to see what support they need and allocate this against the budget.</li> </ul>  |
|                       | Be clear about the opportunities and benefits of membership, and work with members to meet their expectations                       | <ul style="list-style-type: none"> <li>• Finalise ability to apply, pay and renew online.</li> <li>• Develop and deploy promotional plan linking with other groups.</li> <li>• Promote working groups and activities through communication channels.</li> </ul>  |
|                       | Foster the next generation of leaders and support new members   | <ul style="list-style-type: none"> <li>• Complete a skills matrix for the committee, determine where there are gaps and actively recruit lacking areas.</li> <li>• Leadership role audit to determine who is responsible for what.</li> </ul>  |
| Programs and partners | Strengthen relationships with our partners  | <ul style="list-style-type: none"> <li>• Establish an events group to advise and coordinate use of site and develop process and guidelines for event hire.</li> <li>• Invite stakeholders to key events, note them in annual reports and send a copy, highlight relationships on social media.</li> </ul>  |
|                       | Seek growth and improvements  | <ul style="list-style-type: none"> <li>• Determine what is critical for site manager role, and what can be delegated.</li> <li>• Review what features we have, what resources are required to finalise incomplete projects and processes and what future projects may be undertaken.</li> <li>• Create a list of projects ready for grant funding when there is the opportunity.</li> </ul>  |
| Place                 | Prioritise site improvements that contribute to our sustainability, increase member and visitor satisfaction and improve experience | <ul style="list-style-type: none"> <li>• Complete outline and costings for remaining stages of the quarry including toilets and all abilities access ramp.</li> <li>• Create a better link between the Japanese Garden.</li> <li>• Create a welcoming feature on the entrance gate.</li> <li>• Create labels for all of the fruit trees.</li> <li>• Mulch more of the site and paths using cardboard technique to reduce manual labour.</li> </ul> |
|                       | Prioritise financial sustainability   | <ul style="list-style-type: none"> <li>• Finalise tax deductibility status and investigate using a donation portal.</li> <li>• Develop a list of grants and donors.</li> <li>• Update financial sustainability plan and determine requirements to support ongoing site manager.</li> </ul>   |