

## Strategic Objective One: Our Community's Wellbeing

*The community's vision: • Socially connected, creative, inclusive, healthy, and safe 'all ages' friendly communities • Everyone is valued and belongs and has every chance to grow, prosper and thrive • Communities honour, protect, and celebrate culture, diversity, history, and heritage • The culture of First Nations people is visible and reconciliation is something that all people participate in*

### Strategic Priority One: Strengthen and build inclusion and community and intergenerational connections

Initiative Code	Initiative	Achievements to date
1.1.1	Facilitate and support Council and community led events, programs and activities that focus on building community connections.	<p>\$33K per annum provided to community groups with a focus on pandemic recovery in 2021, recipients included:</p> <ul style="list-style-type: none"> <li>• Dunolly Community Garden Inc – upgrade to community shared table and seeding tubs to support community access to locally grown and organic produce: \$2,083</li> <li>• Little Athletics Maryborough Branch – installation of electrical equipment to enable accurate time scoring: \$4,000</li> <li>• Dunolly &amp; District Inc – consultation activities to support planning and advocacy for Gold Rush Festival: \$3,000</li> <li>• Goldfields Community Radio Inc – Installation of a special battery system to enable the transmission of radio programs during an emergency: \$2,000</li> <li>• Tiny Towns Arts Trail – Engagement of a web designer to develop a website: \$4,000</li> <li>• Country Women's Assoc Victoria Inc – Purchase of a computer, printer and internet dongle and provision of digital literacy training to address social isolation: \$1,337</li> <li>• Bealiba Pony Club – purchase of a ride on mower for public amenity and contribute to fire safety: \$4,749</li> <li>• Maryborough Lawn Tennis Club – purchase of a ride on mower to support public amenity: \$4,000</li> <li>• Maryborough Theatre Company – purchase of a wireless intercom system to use backstage at productions: \$3,266</li> <li>• Zonta Club of Central Goldfields – Care Packs for local women who are fleeing family violence: \$700</li> <li>• Maryborough Community Garden Inc. – Accessible lockable storage area: \$1,000</li> <li>• Maryborough Aero Club Inc – purchase and installation of weather/security cameras at the Maryborough Aerodrome: \$807</li> <li>• Central Goldfields District Girls Guides – purchase of a set of field compasses: \$188.46</li> <li>• Maryborough Field Naturalist Club – for 70th anniversary event: \$698</li> <li>• Maryborough City Brass Band – to support the purchase of sheet music for the band: \$800</li> </ul> <p>Annual Energy Breakthrough event that attracts over 20,000 participants and visitors supported by hundreds of volunteers.</p> <p>Facilitate the L2P program supporting young people to obtain their licence supported by volunteers</p>
1.1.2	Provide a diverse range of experiences that are welcoming, accessible for people of all abilities, inclusive and affordable.	<p>The Art Gallery, Library, Youth Team, Goldfields Family Centre and Community Services team provide a range of activities and experiences that deliver on this initiative including Artist Talks, storytelling sessions, school holiday programs, supported playgroup, supported aged care activities. Most activities are free or by gold coin donation. Many activities were provided on-line during COVID.</p> <p>We are a partner Council in Healthy Heart of Victoria initiatives that promote accessible outdoor activities to improve health and fitness – we have delivered a number of activities through HHV to support people of all ages to be more active.</p> <p>New library service established in Dunolly,</p>

Initiative Code	Initiative	Achievements to date
1.1.3	Encourage and facilitate connections across all age groups through shared activities and social interaction.	Activities undertaken at the Goldfields Family Centre to connect people in residential aged care with our GFC children.
1.1.4	Celebrate and recognise cultural diversity.	Council facilitates citizenship ceremonies on Australia Day and usually one other day during the year.
1.1.5	Support positive life opportunities for people living with a disability.	Council adopted a new Disability Action Plan on 23 November 2021
1.1.6	Celebrate and recognise LGBTIQ+ diversity, especially LGBTIQ+ awareness days.	Undertaking a feasibility study into a Central Goldfields Pride Festival  Installing new flagpole to facilitate flag flying on days of significance.  Facilitating and supporting the LGBTIQ+ Youth Group.
1.1.7	Work with the community to facilitate COVID-19 response and recovery	Pandemic working group facilitated with representation across a range of community sport services. Business support role funded by State Government to provide support to local business in recovering from COVID. Provision of food relief for individuals and families impacted by the State Government's isolation requirements. Continued support through financial hardship provisions, fee waivers etc.

### Strategic Priority Two: Nurture and celebrate creativity

Initiative Code	Initiative	Achievements to date
1.2.1	Facilitate and support arts, culture and history events and activities.	Successful in attracting funding for all 3 stages of the Central Goldfields Art Gallery (over \$2.0 M). Construction contract awarded, building underway. Digitised the Art Gallery collection and made it available through Changed Forever: Legacies of Conflict exhibition held at Central Goldfields Art Gallery Artist talks replacing exhibitions while the Art Gallery is under development
1.2.2	Support and nurture local talent.	Plans being developed for an Artist space as part of the Station Activation Project
1.2.3	Support, value and promote community arts.	Annual Community Arts Exhibition - online in 2020, in the gallery in 2021

Initiative Code	Initiative	Achievement to date
1.3.1	Support children aged 0-8 years and their families so children can have the best start in life.	<p>Delivering the Go Goldfields Every Child, Every Chance initiative's five priority areas:</p> <ol style="list-style-type: none"> <li>1) Supported and healthy pregnancies</li> <li>2) Confident and connected parents</li> <li>3) Safe and secure children</li> <li>4) Valued early years education and care</li> <li>5) Great start to school</li> </ol> <p>Delivering the Go Goldfields Empowering Parents, Empowering Communities initiative (EPEC)</p> <p>Facilitate supported playgroups.</p> <p>Supported the Toy Library to move to a new Council facility enabling them to increase their membership and access.</p>
1.3.2	Deliver the Go Goldfields Every Child, Every Chance initiative.	<p>Leadership Table established.</p> <p>Go Goldfields HQ established at Resource Centre</p>
1.3.3	Provide and encourage welcoming and accessible family friendly facilities and breastfeeding friendliness and acceptance.	A working group has been established to ensure the Child safe standards are met within the Organisation. The MARAM framework will play an integral role in this implementation and will be incorporated into the agenda of the working group.
1.3.4	Actively engage, support, involve and build the leadership capacity of and value the contributions of young people	Process underway to establish a Youth Council.
1.3.5	Partner to co-design health and wellbeing and strategic outcomes with children and young people.	Immunisation services have completed the school vaccination program for the first half of the year and transitioned the 0-6 year immunisation schedule into the one service as of 1 April, 2022. Outreach programs will extend with the Flu vaccination program in late April and May, with site visits to outlying areas and workplaces as demand dictates. The program will expand further with the purchase of a multipurpose vehicle in the 2nd half of the year.
1.3.6	Implement the priorities of the Positive Ageing Strategy.	
1.3.7	Develop and implement and LGBTIQ+ Action Plan and investigate Rainbow Tick accreditation for relevant Council services.	

**Strategic Priority Three: Support positive life journey development for all residents**

**Strategic Priority Four: Encourage, support and facilitate healthy and safe communities**

Initiative Code	Initiative	Achievement to date
1.4.1	Support improved health and wellbeing outcomes guided by the priorities of the Municipal Public Health and Wellbeing Plan.	Flu vaccination program run at Community Hub by Central Goldfields Shire Council Municipal Health and Wellbeing Plan 2021-2025 adopted. Implementation Plan being developed with partners
1.4.2	Increase the quality and number of walking and cycling paths and trails.	Walking and Cycling Committee formed and meeting regularly. Lighting installed around Lake Victoria with \$145k Vic Government grant New drinking foundation installed at Gordon Gardens, Dunolly and new touch-free water fountain installed at Princes Park \$300,000 of the LRCIP was allocated to new footpaths in 2021/22. Successful advocacy for Maryborough – Castlemaine Rail Trail funding for planning (\$120k)
1.4.3	Build and support place-based solutions focused on improved health and wellbeing including mental health and socio-economic outcomes.	Flu vaccination program run at Community Hub by Central Goldfields Shire Council. Municipal Health and Wellbeing Plan 2021-2025 adopted. Implementation Plan being developed with partners.
1.4.4	Act on the prevention of violence against women through support for local and regional initiatives.	Annual participation in the 16 Days of Activism events held including themed flower bed at Phillips Gardens Funding application to State Government to progress this work unsuccessful, will apply for funding again when next round opens
1.4.5	Work together with key partners and the community to promote and enhance community safety.	An enforcement strategy was adopted in 2021. Implementation commenced in 2022. Budget allocated in 2022/23 for commencement of Local Laws review Member of the local community safety forum lead by Victoria Police Participated in Your Ground initiative – community safety
1.4.6	Coordinate Municipal Emergency Management Plans and Committee.	Pandemic Response Plan activated. Participant in Loddon Campaspe Regional Cluster MEMPC
1.4.7	Implement flood management plan recommendations and mitigation works including the Carisbrook Flood Levee Project.	Funding secured for the final stage (Stage 4) of the Carisbrook Levee Contractor appointed to complete Stage 4 of the Carisbrook Levee
1.4.8	Advocate for access to high quality healthcare to meet the health and wellbeing needs of the community	Municipal Health and Wellbeing Plan 2021-2025 adopted. Implementation Plan being developed with partners.
1.4.9	Advocate for affordable and suitable housing to meet community needs.	Funding received to complete a social and affordable housing needs analysis. Participating in Loddon Campaspe Housing Action Plan working group
1.4.10	Build community resilience to the impact of climate change by facilitating a collaborative	Worked collaboratively with the Climate Action Group to develop a draft Climate Action Plan. Currently in final community consultation phase

Initiative Code	Initiative	Achievement to date
	approach to climate action, in partnership with community.	
1.4.11	Advocate for and prioritise Aboriginal and Torres Strait Islander health and wellbeing outcomes	Municipal Health and Wellbeing Plan 2021-2025 adopted. Implementation Plan being developed with partners

#### Strategic Priority Five: Maximise volunteer efforts

Initiative Code	Initiative	Achievement to date
1.5.1	Implement the priorities of the Central Goldfields Volunteer Strategy.	Meeting space provided for the Volunteer Resource Centre at the Maryborough Railway station.
1.5.2	Engage the next generation of volunteers through creative and non-traditional volunteering opportunities	Work underway to establish a Youth Council.
1.5.3	Continue to promote, recruit, support, empower, value, celebrate and recognise volunteering and community participation.	Celebration held to recognise Volunteers across the Shire.

#### Strategic Priority Six: Value, celebrate and actively engage First Nations culture and people

Initiative Code	Initiative	Achievement to date
1.6.1	Create culturally safe places and support self-determination.	Engaged Dja Dja Wurrung to design the Interpretive Garden at the Central Goldfields Art Gallery
1.6.2	Promote and pursue improved engagement with First Nations Peoples.	Engaged Dja Dja Wurrung to design the Interpretive Garden at the Central Goldfields Art Gallery Draft RAP developed through consultation with local First Nations Peoples
1.6.3	Work with Traditional Owners to develop ways of formalising Council's commitment to reconciliation.	Engaged a local Dja Dja Wurrung person through the Working for Victoria initiative to work on the development of a Reconciliation Action Plan Draft RAP developed
1.6.4	Work with key stakeholders to close the gap in First Nations life outcomes.	Municipal Health and Wellbeing Plan 2021-2025 adopted. Implementation Plan being developed with partners

## Strategic Objective Two: Our Growing Economy

*The community's vision: • A vibrant and thriving economy with a growing population • Well supported business and industry • Diverse employment opportunities • Engaging and flourishing tourism • Modern day connectivity • A range of housing options*

### Strategic Priority One: Retain, grow and attract our population

Initiative Code	Initiative	Achievement to date
2.1.1	Promote the liveability of Central Goldfields.	Support provided for SBS documentary that will be filmed from Oct-Dec 2022
2.1.2	Prioritise investment initiatives that enhance liveability characteristics.	A number of projects underway including the Skate Park, Carisbrook Rec Reserve, Rec Reserve Master Plans, Mobility Plan, Art Gallery Project. Advocacy for further investment through the Priority Projects plan
2.1.3	Facilitate efficient and timely planning and approval processes.	Review commenced to develop a policy to support changes to delegations to speed up approval processes
2.1.4	Ensure sufficient land is zoned to accommodate residential growth.	Funding of \$150k received from the VPA to complete Framework Plan for Maryborough North, Flagstaff and Carisbrook
2.1.5	Complete planning for a wastewater scheme for Talbot township.	Funding of \$650k received to develop the Talbot Futures Project that will provide a business case for sewerage provision in Talbot and a township structure plan to manage future growth, in consultation with the Talbot
2.1.6	Lobby for fast and regular passenger rail connectivity to Ballarat and Melbourne.	Additional weekend train services announced by State Government to be in place by 2023.
2.1.7	Advocate for reliable, frequent, and accessible public transportation within the Shire.	Review of community bus routes undertaken
2.1.8	Support a diversity of housing stock.	Planning Scheme updates being progressed through State Government approval processes. Funding of \$150k received from the VPA to complete Framework Plan for Maryborough North, Flagstaff and Carisbrook
2.1.9	Support the provision of affordable housing.	Funding received to complete a social and affordable housing needs analysis. Participating in Loddon Campaspe Housing Action Plan working group
2.1.10	Improve community perception of the Shire and strengthen the aspirational culture.	Support provided for SBS documentary that will be filmed from Oct-Dec 2022
2.1.11	Actively participate in regional economic development opportunities.	Participated in the development of the Loddon Campaspe Regional Economic Development Strategy Partner Council in the development of a World Heritage Bid for Central Victoria
2.1.12	Provide incentives to retain young people within the Shire.	

### Strategic Priority Two: Capitalise on tourism opportunities

Initiative Code	Initiative	Achievement to date
2.2.1	Develop, grow, and promote history and heritage, Indigenous, culinary, cycling and walking, arts and culture and nature-based tourism.	\$1.8 Million funding for the Station Activation Project received. Planning for the Station Activation works underway with design team appointed, and tender to be advertised in June 2022
2.2.2	Position the Shire as the centre of the Goldfields and draw leverage from the story of gold.	\$1.8 Million funding for the Station Activation Project received. Planning for the Station Activation works underway with design team appointed, and tender to be advertised in June 2022
2.2.3	Leverage from visitation to Ballarat and Bendigo.	Partner Council in development of World Heritage Bid for Central Victoria. Successful advocacy for more weekend train services from Ballarat. Funding application successful for development of plans for a rail trail between Maryborough and Castlemaine
2.2.4	Expand tourist activity throughout the Shire through existing and new and unique events and experiences.	Upgrading Princes Park precinct to improve the Energy Breakthrough visitor experience Partner Council in development of World Heritage Bid for Central Victoria. \$1.8 Million funding for the Station Activation Project received. Planning for the Station Activation works underway with design team appointed, and tender to be advertised in June 2022 Relocated Visitor Information Centre to Maryborough Railway station
2.2.5	Showcase existing assets and key experiences.	\$1.8 Million funding for the Station Activation Project received. All stages of the Central Goldfields Art Gallery funded and works underway.

### Strategic Priority Three: Support existing and new and emerging business and industry

Initiative Code	Initiative	Achievement to date
2.3.1	Attract and support new business and industry and jobs.	Adopted the Industrial Land Demand and Supply Assessment and Strategy in December 2021
2.3.2	Support business recovery from the COVID pandemic.	Financial Support Package – extended to June, 2021 <ul style="list-style-type: none"> <li>• #GoLocalFirst – Social media campaign encouraging community to support local businesses and services.</li> <li>• Jumpstart High Street Maryborough – Working with businesses to devise and implement joint actions to attract people to the Maryborough CBD</li> <li>• Tourism Tribe Training – Visitor Information Centre staff undertaking training focused on helping businesses emerge from COVID-19 with a stronger digital footprint</li> <li>• Regional Promotion – Central Goldfields Promotional Group developing a TV campaign, social media content and image library to better promote the region</li> <li>• Dine Out Goldfields – event series held over three weekends</li> </ul>

Initiative Code	Initiative	Achievement to date
		<ul style="list-style-type: none"> <li>• Better Approvals – Streamlined ‘concierge’ process now in place for new or expanding businesses</li> <li>• Small Business Friendly Charter – Council has committed to 12-month process to improve services to businesses and build relationships with business groups</li> <li>• Direct contact –</li> <li>• Database of 550 local businesses developed</li> <li>• Regular email newsletter collating information on state, federal and regional sources of support, online events and training in business adaptation</li> </ul>
2.3.3	Strengthen shop and buy-local across the Shire	Developed a Maryborough Retail Recovery Program
2.3.4	Work with business/industry to realise economic and environmental benefits of low-carbon technologies and energy efficient initiatives.	A partner with CVGA to support small business investment in low emissions equipment through Sustainability Victoria’s Small Business Energy Saver Program
2.3.5	Help business/industry to access opportunities that support adaptation and resilience to the impact of a changing climate.	Climate Action Plan developed which identifies opportunities to work with business
2.3.6	Support renewable energy and green industry initiatives and projects.	Council has signed up to the Victorian Energy Collaboration delivering 100% green energy for Council buildings
2.3.7	Facilitate training, mentorship, funding and networking opportunities for business.	

#### Strategic Priority Four: Develop a skilled and diverse workforce

Initiative Code	Initiative	Achievement to date
2.4.1	Work together with partners to improve access to local tertiary education and trade training.	Health Sector Skills and Pathways roadmap developed by Loddon Campaspe Regional Partnership Regional Engineering and Advanced Manufacturing Skills Road Map developed by Loddon Campaspe Regional Partnership Working group of local businesses established to identify needs.
2.4.2	Attract diverse employment opportunities.	Health Sector Skills and Pathways roadmap developed by Loddon Campaspe Regional Partnership Regional Engineering and Advanced Manufacturing Skills Road Map developed by Loddon Campaspe Regional Partnership Working group of local businesses established to identify needs.
2.4.3	Partner with industry and the community to address skills gaps.	Health Sector Skills and Pathways roadmap developed by Loddon Campaspe Regional Partnership Regional Engineering and Advanced Manufacturing Skills Road Map developed by Loddon Campaspe Regional Partnership Working group of local businesses established to identify needs.



Initiative Code	Initiative	Achievement to date
2.4.4	Encourage and support social enterprise and entrepreneurship.	Co-working space established at the Maryborough Railway Station.
2.4.5	Provide pathways between education and employment for youth.	Health Sector Skills and Pathways roadmap developed by Loddon Campaspe Regional Partnership Regional Engineering and Advanced Manufacturing Skills Road Map developed by Loddon Campaspe Regional Partnership Working group of local businesses established to identify needs.

**Strategic Priority Five: Strengthen digital infrastructure and capability**

Initiative Code	Initiative	Achievement to date
2.5.1	Continue to lobby for reliable mobile phone coverage.	Application developed in partnership with Telstra for new infrastructure in Central Goldfields Shire Continue to participate and provide information to the Mobile Blackspot program
2.5.2	Advocate for fast and affordable internet connectivity.	Application submitted to the Connecting Victoria program to upgrade Dunolly and Talbot NBN services
2.5.3	Support and encourage digital literacy and platforms	Digital programs provided to small business during COVID Library continues to run digital literacy programs.
2.5.4	Implement Loddon Campaspe Regional Digital Plan	Application submitted to the Connecting Victoria program to upgrade Dunolly and Talbot NBN services

## Strategic Objective Three: Our Spaces and Places

*The community's vision: • Sustainable living with green spaces • A commitment to climate action and less waste • Protection and preservation of heritage • Engaging places and spaces for people to live, work, play and connect*

### Strategic Priority One: Provide engaging public spaces

Initiative Code	Initiative	Achievement to date
3.1.1	Improve and maintain our townships 'high streets' to be attractive, engaging, inclusive and safe.	Maryborough Retail Recovery Program includes plans for Central Maryborough Development – included in Priority Projects for funding advocacy
3.1.2	Provide and maintain open spaces, parks, green spaces, playgrounds and reserves.	Funding received for Skate Park, plans complete and contractor appointed Funding received to develop a Play Spaces Strategy Maryborough Major Reserves Master Plans developed for adoption in 2022
3.1.3	Activate community to share the greening of the Central Goldfields	
3.1.4	Increase natural shade in open and key public spaces.	
3.1.5	Increase the quality and number of walking and cycling paths and trails.	\$300k of LRCIP spent on new footpaths. Application for development of rail trail plan from Maryborough to Castlemaine successful
3.1.6	Maintain the cleanliness and amenity and appeal of townships.	Planning and design for new toilets in Rene Fox Gardens Dunolly Annual tree planting projects undertaken in various locations

### Strategic Priority Two: Provide infrastructure to meet community need

Initiative Code	Initiative	Achievement to date
3.2.1	Maintain and improve roads and advocate for added investment in roads infrastructure.	Annual road programs completed on time and budget. Funding from Round 2 LRCIP allocated to Gillies St Advocacy to Federal Government for continuation of LRCIP
3.2.2	Beautify and maintain open spaces and places, encouraging pride of place.	Implementation of Gorden Gardens Masterplan including improvements to recreation facilities (installation of pump track, outdoor exercise equipment ) Successful application for funding to develop plan for Philips Gardens. Adoption of Recreation and Open Space Strategy
3.2.3	Plan for age friendly infrastructure such as footpaths, seating with a focus on main streets, near schools, aged care	Integrated Transport Strategy adopted Motorised Mobility Device Strategic Plan adopted

Initiative Code	Initiative	Achievement to date
	facilities, key services and high pedestrian routes.	Disability Action Plan adopted
3.2.4	Deliver asset management plans and capital works programs.	Draft Asset Management Plan developed Annual capital works programs delivered
3.2.5	Maximise shared use of facilities.	Developed multi use courts at Gordons Gardens
3.2.6	Actively plan and seek funding opportunities to develop infrastructure including recreation facilities and incorporate CPTED (crime prevention through environmental design) principles to meet community needs.	Priority Projects Plan adopted that includes 3 recreation projects. Maryborough Major Reserves Masterplan developed. Concept design plans for Deledio Recreation Reserve endorsed. Funding received for recreation facilities including \$400k announced for upgrades to netball/ tennis courts in Princes Park.
3.2.7	Utilize planning process to facilitate/encourage appropriate development.	Population Housing and Residential Settlement Strategy adopted Funding received to complete planning for Maryborough North, Flagstaff and Carisbrook

### Strategic Priority Three: Value and care for our heritage and culture assets

Initiative Code	Initiative	Achievement to date
3.3.1	Plan for growth that is low impact and sensitive to Central Goldfields heritage.	
3.3.2	Protect, maintain, and preserve cultural and heritage assets.	Conservation Management Plan adopted for the Princes Park grandstand
3.3.3	Maintain Council's owned heritage assets.	Funding received for upgrades to the heritage listed Maryborough Outdoor Pool Restoration works undertaken at the Carisbrook Town Hall through LRCIP Tenders sought for Worsley Cottage repairs
3.3.4	Partner with Council's to advocate to UNESCO World Heritage Listing for the Central Victorian Goldfields Region.	Continued advocacy for the World Heritage Listing

#### Strategic Priority Four: Manage and reduce and reuse waste

Initiative Code	Initiative	Achievement to date
3.4.1	Grow a circular economy to reduce the volume of waste.	Planning undertaken for transition to glass collection facilities
3.4.2	Provide diverse waste collection and recovery points.	Planning undertaken for transition to glass collection facilities
3.4.3	Educate the community on their role in waste minimisation	
3.4.4	Engage with regional and state-based waste reduction and recovery groups	Continue to attend regional meetings
3.4.5	Advocate for funding to support waste reduction and recovery initiatives.	Some funding received for circular economy transition.

#### Strategic Priority Five: Care for the natural environment and take action on climate change

Initiative Code	Initiative	Achievement to date
3.5.1	Work with community and key partners to improve our natural environment.	Developed the Tullaroop Creek Management Plan
3.5.2	Develop and implement Corporate Climate Action Plan to reduce Council's carbon emissions.	Developed a draft Climate Action Plan
3.5.3	Support municipal-wide emissions reduction and community adaptation to climate change by facilitating a collaborative approach with the community.	Participant in the Victorian Energy Collaboration resulting in 100% green energy for Council buildings
3.5.4	Learn from and promote indigenous land management practices.	
3.5.5	Lead by example with committed action to mitigate and adapt to climate change.	Developed a draft Climate Action Plan

## Strategic Objective Four: Leading Change

*The community's vision: • Activated, engaged, and informed citizens who have a say, volunteer, get involved in community matters • Good planning, governance, and service delivery • Transparent decision making • Effective and sustainable financial management*

**Strategic Priority One: Actively engage, inform and build the leadership capacity of community members and organisations**

Initiative Code	Initiative	Achievement to date
4.1.1	Provide opportunities for the community to have a say, engage in deliberation and work collaboratively with Council.	<p>Feedback was invited on:</p> <ul style="list-style-type: none"> <li>• Carisbrook and Maryborough Flood Study Amendment</li> <li>• Draft Recreation and Open Space Strategy</li> <li>• Proposed Budgets annually</li> <li>• Colour of outdoor exercise equipment at Gordon Gardens, Dunolly</li> <li>• Tullaroop Creek Management Plan</li> <li>• Integrated Transport Strategy</li> <li>• Jump Start High Street program</li> <li>• Public Transparency Policy</li> <li>• Governance Rules</li> <li>• Communications and Engagement Strategy and Draft Community Engagement Policy</li> <li>• Disability Action Plan</li> <li>• Positive Ageing Strategy</li> <li>• Dunolly Dump Point</li> <li>• Princes Park Cultural Management Plan</li> <li>• Carisbrook Levee Community Information Session held</li> <li>• Mayor and Councillor Allowances</li> <li>• Revenue and Rating Plan</li> <li>• colour of the new Talbot outdoor exercise equipment</li> <li>• Volunteer Strategy and Action Plan</li> <li>• Maryborough Major Recreation Reserve Masterplan</li> <li>• Motorised Mobility Scooter Plan</li> <li>• Climate Action Plan</li> </ul> <p>Community Plan workshops held in Bealiba, Talbot x 2 and Dunolly x 2</p> <ul style="list-style-type: none"> <li>• Annual Budget workshops held in Dunolly, Talbot, Carisbrook and Maryborough (over May and June)</li> </ul>

Initiative Code	Initiative	Achievement to date
4.1.2	Share information about available grants and education and training opportunities with communities.	Grant workshops held in 2021
4.1.3	Build the capacity of young and emerging leaders through youth leadership and co-design initiatives.	Youth Council EOI advertised
4.1.4	Activate and grow the existing leadership capacity of the community	A number of advisory groups have contributed to Council planning including: Climate Action Group Aerodrome Taskforce Council Plan Deliberative Panel Walking and Cycling Advisory Committee Energy Breakthrough Management Committee Community Asset Committees Go Goldfields Leadership Table Move It Steering Group
4.1.5	Build capacity for community mobilisation on climate action.	Climate Action Group engaged in developing the Climate Action Plan
4.1.6	Use a variety of community engagement and communication techniques and platforms to engage, connect and communicate with the community.	New Engage Goldfields website launched Quarterly newsletters produced and mailed to all households Weekly page in the Maryborough Advertiser. Weekly radio on Gold FM and Goldfields FM
4.1.7	Educate the community on the work of Council.	Quarterly newsletters produced and mailed to all households Weekly page in the Maryborough Advertiser. Weekly radio on Gold FM and Goldfields FM

**Strategic Priority Two: Provide financial sustainability and good governance**

Initiative Code	Initiative	Achievement to date
4.2.1	Ensure the long-term Central Goldfields Community Vision informs Council Planning	
4.2.2	Develop an Asset Management Plan for the next ten years.	Draft endorsed for community feedback
4.2.3	Develop an Annual Action Plan each year to set operational direction.	2022/23 currently under development
4.2.4	Develop asset management systems and technology to efficiently prepare short, medium and long-term financial plans.	10 year financial plan adopted Asset management plan drafted
4.2.5	Deliver the ICT Strategy so that staff and community have appropriate technology to deliver services.	Funding confirmed for joint project with Pyrenees to update the finance system and implement a CRS
4.2.6	Develop and use a procurement policy and process that facilitates best value outcomes for our community.	Updated procurement policy adopted in 2021
4.2.7	Regularly and transparently report to the community on Council performance.	Annual reports, quarterly annual action plan progress reports and monthly finance reports.
4.2.8	Be a well governed organisation which consistently makes good and ethical decisions and is forward-thinking.	Councillor Code of conduct adopted Transparency policy adopted Governance rules adopted
4.2.9	Provide responsive, efficient and effective high-quality customer service.	Vic Roads customer service moved successfully to Nolan St office VIC moved successfully to Maryborough railway station

### Strategic Priority Three: Provide a safe, inclusive and supportive workplace

Initiative Code	Initiative	Achievement to date
4.3.1	Develop a workforce culture that embraces and supports staff knowledge and experience.	Cultural workshops undertaken with staff in 2021/22 Workforce plan adopted by CEO December 2021
4.3.2	Regularly review and update Occupational Health and Safety policies and practices to ensure a safe workplace.	OHS advisor appointed COVID safe plans and policies adopted
4.3.3	Support an inclusive workplace that embraces diversity.	Gender Equity Plan adopted in April 2022 Workforce plan adopted by CEO December 2021
4.3.4	Ensure staff have access to Cultural Awareness Training.	
4.3.5	Embed gender equity policy and processes to create culture change across the organisation.	Gender Equity Plan adopted in April 2022 Workforce plan adopted by CEO December 2021
4.3.6	Provide contemporary tools and processes to support meaningful engagement at work.	ICT Strategy developed Funding application successful to work with Pyrenees Shire to replace finance system and develop a CRS

### Strategic Priority Four: Advocate and partner on matters of community importance

Initiative Code	Initiative	Achievement to date
4.4.1	Partner with Go Goldfields and VicHealth to facilitate systems change to drive improved outcomes for children, young people and their families.	Partnership established
4.4.2	Work together with communities to	Improvements to local facilities identified through township plans funded through Round 1 of LRCIP – this included upgrades to community halls, shade sails in key locations, tree plantings and local signage.



Initiative Code	Initiative	Achievement to date
	implement township plans	
4.4.3	Participate in advocacy efforts led by Rural Councils Victoria.	Participated in a number of surveys and forums to inform Rural Council Victoria advocacy
4.4.4	Actively advocate and prepare projects that deliver new infrastructure and services that are of importance to our community.	Updated priority projects plan adopted in 2022
4.4.5	Advocate for mitigation and adaptation programs and infrastructure to address the impacts of climate change on our community.	Climate Action Plan developed