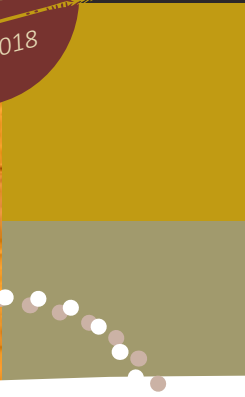
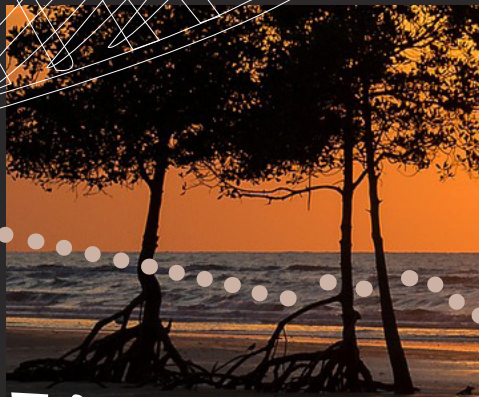




# Strategic Plan

2018-20

Celebrating  
**20 years**  
1998-2018



## **Our vision**

Living Stronger, Living Longer

## **Our mission**

Larrakia working together to care for our land and sea country, culture and people



## Our Values

Our values are important to our social and cultural identity, and guide our actions and behaviours:



**Respect** for everybody – we respect our history, country, our culture and people



**Transparency** in all our dealings



**Integrity** in all we do



**Compassion** for everyone we meet



**Reliability** at all times



**Responsiveness** in every situation



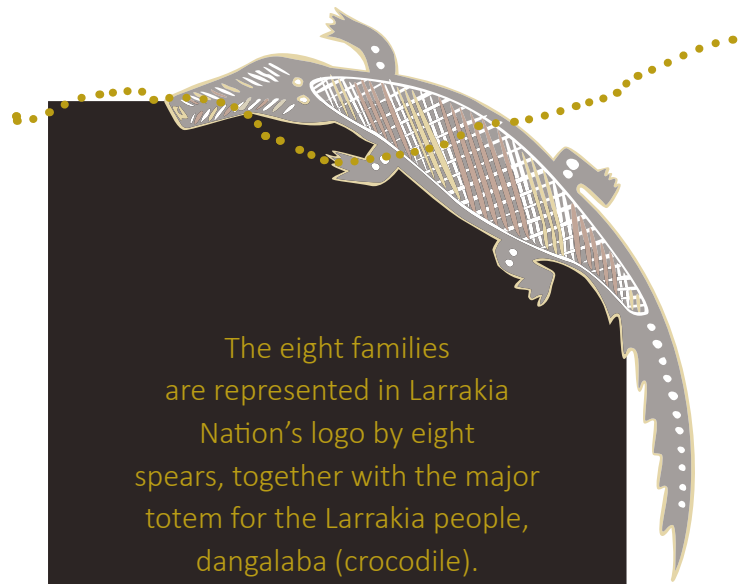
**Accountability** for all our stakeholders



**Good Governance** is at the heart of how we operate

## About Us

Larrakia Nation Aboriginal Corporation (Larrakia Nation) was set up in 1997 to represent the interests and further the aspirations of the eight Larrakia families: Batcho, Browne/Talbot/Kenyon, Cubillo, Fejo, McLennan, Raymond/Mills, Roman and Shepherd. It was incorporated in 1998 and is registered under the *Corporations (Aboriginal and Torres Strait Islander) Act 2006*. Larrakia Nation now has a membership of over 740.



The eight families are represented in Larrakia Nation's logo by eight spears, together with the major totem for the Larrakia people, dangalaba (crocodile).

Larrakia Nation is a dynamic, membership-based organisation, and a major Aboriginal service delivery and business development organisation in the areas of community services, homelessness support, land and sea monitoring and management and arts, culture and knowledge.





## Our Business

Larrakia Nation is one of Darwin's leading community service organisations. It has grown strongly in recent years and delivers a wide range of programs and services across the Darwin region, and is expanding its services every year. We are also one of the largest private sector employers of Aboriginal people in Darwin.

Our services and programs include:

**Advocacy** – standing up for Larrakia traditional owners and the disadvantaged in Darwin, and promoting reconciliation



**Community services** – working with Aboriginal people to reduce disadvantage and enable them to live independent and healthy lifestyles

**Outreach services** – improving community safety, wellbeing and overcoming social exclusion, with a focus on Aboriginal homelessness and visitors to Darwin

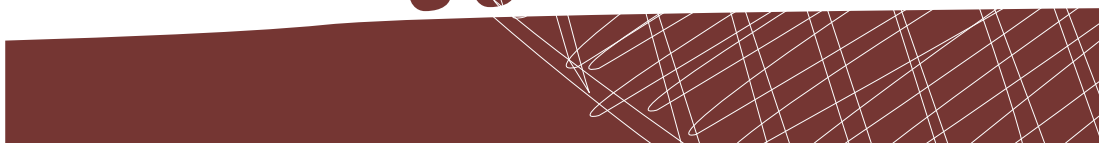
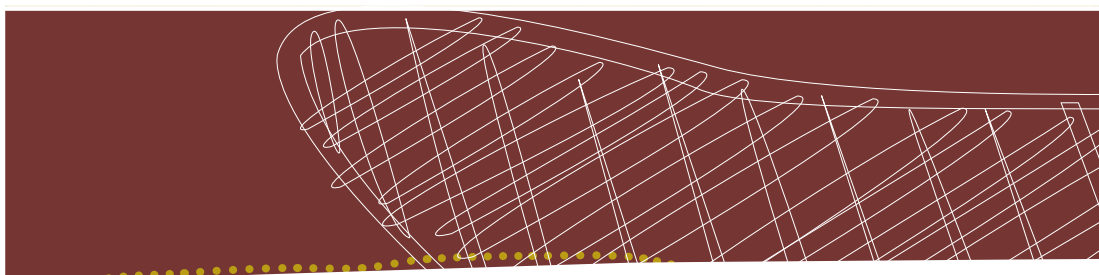


**Environmental monitoring and management** – monitoring and management of our country through our successful Larrakia ranger program,

**Cultural and traditional knowledge** – cultural heritage and knowledge management, promotion of dance, culture and art, cross cultural training and traditional welcomes to country



**Business development** – generating wealth for Larrakia people through business and commercial activities





# Our Strategic Priorities

Our strategic priorities are jobs, country, culture and good governance.

## ..... OUR FOCUS TO 2020 .....

### Jobs

- Respect our people, respect our jobs and respect each other
- Deliver the new day patrol program
- Increase employment: on country rangers, Larrakia dancers, educators, healers and artists
- Develop new services to create career pathways and opportunities for staff
- Develop a traineeship program for Larrakia people
- Provide an effective and respected welcome to country service
- Be an employer of choice for Larrakia people
- Provide opportunities for career development employment pathways for Larrakia people at all levels
- Recruit professional and high performing staff
- Recognise staff tenure and achievements
- Create meaningful employment opportunities for Larrakia people
- Provide youth diversion services:
  - Deliver cultural activities for youth, such as Larrakia dance
  - Provide transportation for youth to attend youth programs/ activities
  - Develop and deliver youth specific services and programs
  - Promote and expand the Muligas and Kudjaries program

### Country

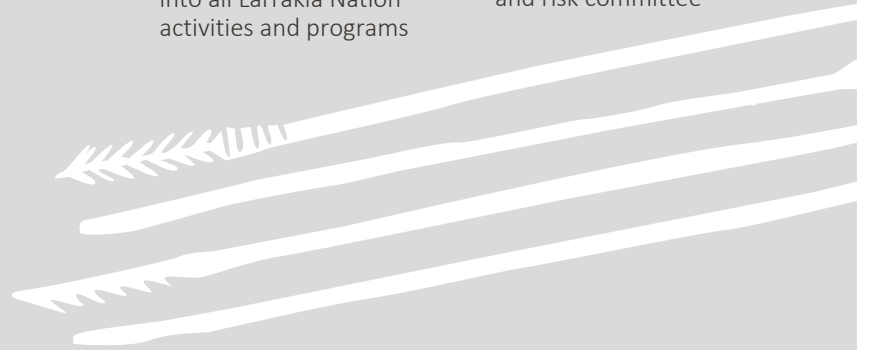
- We care for land and sea country
- Deliver a strong and effective ranger program
- Deliver a junior ranger program
- Ensure Larrakia country and sacred sites are recognised, acknowledged and protected
- Maximise opportunities to obtain title to Larrakia land
- Develop a negotiating framework for transfer of land title to Larrakia Nation
- Welcome visitors to Larrakia land
- Larrakia people to speak for Larrakia land
- Invest in tourism, business and social opportunities on Larrakia land
- Manage relationships with key stakeholders regarding Larrakia land and sea country

### Culture

- Teach and promote Larrakia cultural protocols
- Be the lead organisation for Larrakia culture
- Provide leadership on Larrakia culture
- Identify cultural opportunities
- Deliver the Larrakia Ambassador Program
- Support the work of the elders committee and consult with elders on corporation activities
- Develop a framework to capture, package and market Larrakia culture
- Preserve, promote and protect Larrakia culture
- Develop a proposal for a Larrakia cultural centre
- Build a Larrakia cultural centre to protect and showcase Larrakia culture
- Operate and expand the Palmerston Family and Cultural Centre
- Deliver the Larrakia language program to promote the teaching and use of Larrakia language
- Build cultural components into all Larrakia Nation activities and programs

### Governance

- Be effective and efficient in how we work
- Be fair and equitable
- Provide strong, transparent and accountable leadership
- Be a model organisation that others look up to
- Resolve disputes, both internal and external, in a fair and consistent way
- Incorporate strong business practices into the operations of Larrakia Nation
- Provide information on members' roles and responsibilities in the governance of the corporation
- Diversify the income of the corporation to reduce reliance of government funding
- Develop a succession plan for the board to recruit and retain quality directors
- Regularly review the corporation's corporate, policy and governance documents, including the rule book
- Establish an internal audit and risk committee



## Realising the Vision

There are three key enablers we need to realise our priorities and six strategic themes that guide our approach to achieving these priorities. Our commitment to achieving our priorities is collective and democratic: the entire Larrakia Nation Aboriginal Corporation is responsible for its delivery and achievement.

Vision

KPIs and Targets

<b>Strategic Priorities</b>	Jobs · Country · Culture · Governance		
<b>Enablers</b>	People		
	Infrastructure		
	Finances		
<b>Strategic Themes</b>	Employment and recognition strategy	Training and development strategy	Client and traditional owner engagement strategy
	Infrastructure and land tenure plan	Investment, diversification and business development plan	Cultural safety (protocols)

## Our reporting and accountability

Larrakia Nation is governed by a board of directors elected by the members and independent specialist directors. The directors report to the members each year at the annual general meeting and to the Office of the Registrar of Indigenous Corporations (ORIC). Our audited financial statements are lodged with ORIC and our annual report is published on our website.

We monitor and report on progress against our key performance indicators (KPIs) and targets annually. We anticipate that, over time, our strategic priorities will remain essentially the same, with our KPIs and targets being modified in response to changes in our operating environment.

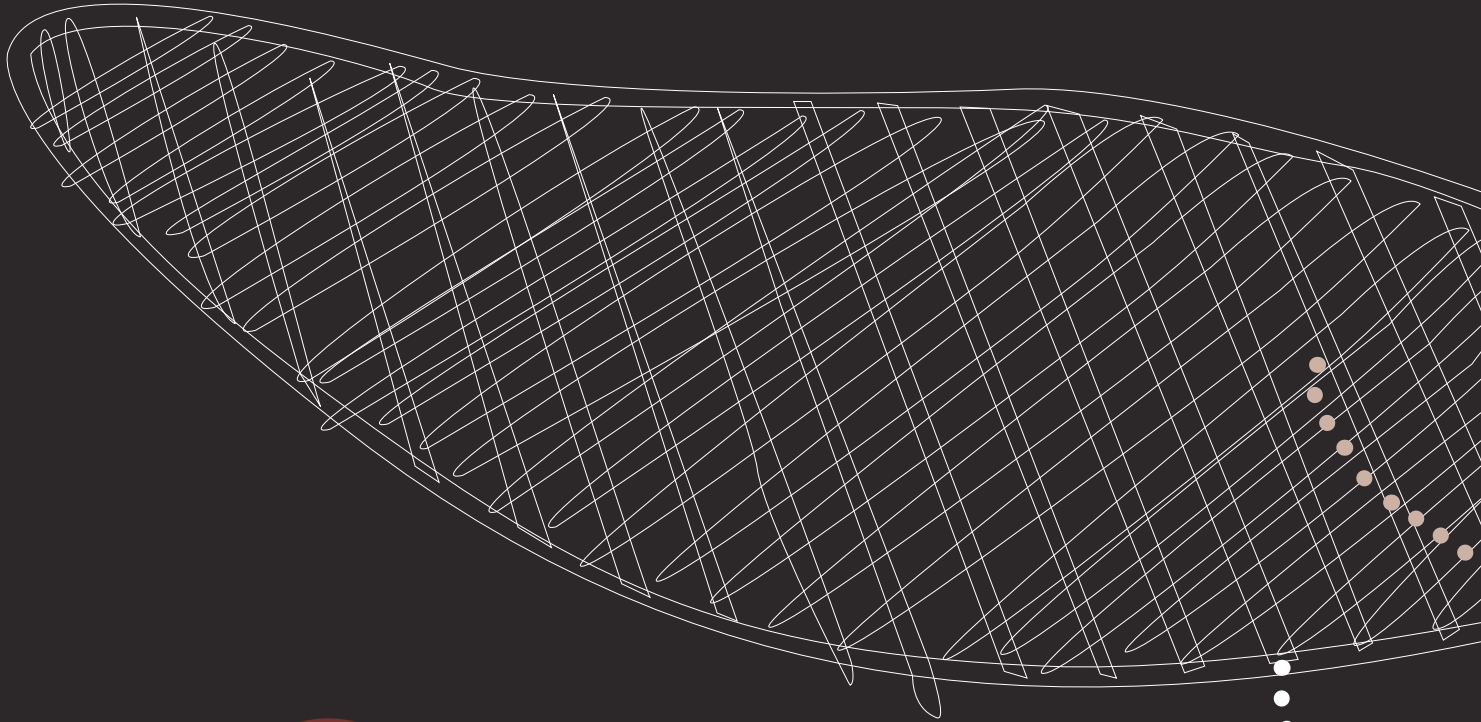
We also have a wide range of information about us and the work that we do that is available on our website, including our publications and the latest news about Larrakia Nation in the community.



*... Give a little ...*

Larrakia Nation is committed to working for a better future for Larrakia people and country. Not all of what we do though is funded. Many of the most important things that the community needs have to be funded through our generous supporters and partners.

If you would like to help we welcome financial and in-kind donations and opportunities to partner with other organisations.



#### **CONTACTING AND WORKING WITH LARRAKIA NATION**

For more information on Larrakia Nation and the work we do you can contact us at:

Address: 76 Dick Ward Drive  
Coconut Grove NT 0810  
Mail: PO Box 1098 Nightcliff NT 0810  
Email: [reception@larrakia.com](mailto:reception@larrakia.com)  
Website: [www.larrakia.com](http://www.larrakia.com)  
Phone: 08 8948 3733  
Fax: 08 8948 3488