



## Vision

**A safe climate and flourishing environment where community and nature coexist in harmony.**

## Mission

To bring together the broad-based community and other organisations to take action to promote a vibrant Far North Queensland natural environment.

## Values



### Intergenerational responsibility

CAFNEC has a duty to ensure the natural environment is in the best possible condition for the benefit of future generations, both human and non-human.



### Intrinsic value of the environment

CAFNEC recognises that the environment has value in its own right.



### Aboriginal and Torres Strait Islander peoples and their knowledge

CAFNEC recognises the First Nations of the land, sea and islands of Australia and respects the knowledge, leadership, guidance and future vision Aboriginal and Torres Strait Islander peoples have



### Community

CAFNEC believes strongly in the power of community to advocate and act for the Far North Queensland natural environment.



### Justice

CAFNEC is transparent and accountable in its responsibilities as an organisation and will work in a way that welcomes all, and challenges discrimination, injustice and inequality.



### Boldness

CAFNEC will operate professionally while remaining fiercely independent and firm in purpose and belief.

## Objectives

**1** To commit time and resources to consistent strategic advocacy to create proactive change for a flourishing FNQ natural environment.\*<sup>1</sup>

**2** To work alongside Aboriginal and Torres Strait Islander peoples on strategic environmental issues to create a flourishing FNQ natural environment.

**3** To create systems and provide adequate resources to effectively respond to community environmental concerns to ensure a flourishing FNQ natural environment.

**4** To build the capability of the broader community and other organisations to take effective action and increase engagement with their work to create a flourishing FNQ natural environment.

**5** To support staff and fundraise effectively to ensure a healthy work culture and budget allowing CAFNEC to continue its work into the future.

\*1 Proactive strategic advocacy refers to the work that CAFNEC will do in a forward thinking manner, to create the future vision which we see. Starkly different to the important reactive work we do to ensure that we respond to environmental threats as they arise.



**1** To commit time and resources to consistent strategic advocacy to create proactive change for a flourishing FNQ natural environment.

**Quantitative Measurements**

- We will create tangible and lasting change to affect a flourishing FNQ natural environment through our strategic advocacy.
- We will increase the number of community members and organisations contributing time and/or resources to CAFNEC as a result of proactive strategic advocacy.
- We will establish and maintain new fundraising as a result of proactive strategic advocacy.

**Qualitative Measurements**

- We will create greater understanding among the FNQ community about the threats to and values of our environment.
- We will endeavour to ensure that our proactive strategic advocacy has resulted in new long-term strategic relationships with supporters and partners.
- We will endeavour to ensure that individuals and organisations participating in our proactive strategic advocacy report a better understanding of how to enact proactive strategic change \*2

**2** To work alongside Aboriginal and Torres Strait Islander peoples on strategic environmental issues to create a flourishing FNQ natural environment.

**Quantitative Measurements**

- We will develop and maintain relationships with key representatives of Aboriginal groups from across the FNQ region.
- We will develop and maintain relationships with key representatives of Torres Strait Island groups.
- We will ensure that we have established specific protocols; agreements; decision making processes and conflict resolution mechanisms to guide our work with Aboriginal and Torres Strait Islander peoples.
- We will work alongside Aboriginal and Torres Strait Islander peoples to identify areas of common interest and achieve positive environmental outcomes together.
- We will use our position to give greater voice to Aboriginal and Torres Strait Islander communities in relation to the environmental challenges we both share.

**Qualitative Measurements**

- We will endeavour to ensure that Aboriginal and Torres Strait Island peoples leading environmental stewardship/protection in FNQ feel that CAFNEC is working with them in a collaborative and inclusive way.
- We will ensure that staff and Management Committee have a better understanding of the advocacy work of Aboriginal and Torres Strait Islander people in FNQ.
- We will ensure that the non-Indigenous community value the important environmental work of Aboriginal and Torres Strait Islander peoples in FNQ.
- We will seek ongoing communication with Aboriginal and Torres Strait Island peoples to develop a shared understanding of a vibrant FNQ natural environment.

**3** To create systems and provide adequate resources to effectively respond to community environmental concerns to ensure a flourishing FNQ natural environment.

**Quantitative Measurements**

- We will create a process that allows us to prioritise our work - which issues to pursue and how - and ensure it is consistently used.
- We will design an annual member survey and ensure it is being consistently used, so that we can understand our community's environmental concerns.
- We will record the number of times an individual or community organisation has engaged us regarding environmental issues and show how we responded using the process.

**Qualitative Measurements**

- We will endeavour to ensure that the community feels we are as accessible and responsive as possible, to their environmental concerns.
- We will endeavour to ensure the community understands the scope of CAFNEC's work and feels it can engage with us for assistance with environmental issues.
- We will ensure that staff and Management Committee are confident with the process of how we respond to community environmental concerns.
- We will endeavour to ensure that our assistance with community environmental issues has resulted in positive outcomes for the FNQ natural environment.



\*2 Eg. An individual or organisation understands how to plan a campaign or other advocacy ahead of time, rather than reacting to a crisis moment.



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To build the capability of the broader community and other organisations to take effective action and increase engagement with their work to create a flourishing FNQ natural environment.

5

To support staff and fundraise effectively to ensure a healthy work culture and budget allowing CAFNEC to continue its work into the future.

Quantitative Measurements

- We will provide consistent, relevant and current training and participants will report an increase in their capability to take effective action and engage people in their work.
- We will deliver funded projects that have attracted members of the community otherwise unknown to CAFNEC and effectively give these people pathways to our other work such as advocacy and fundraising.
- We will ensure that our capability-building efforts are strategically combined with our advocacy and fundraising work.

Qualitative Measurements

- We will endeavour to ensure that organisations participating in our training and projects report increased membership/participation in their work.
- We will endeavour to ensure that other organisations and community members feel more equipped and empowered to lead their work.
- We will endeavour to ensure that community members feel empowered to be a part of advocacy and take effective action.

Quantitative Measurements

- We will increase revenue as a result of clear strategic fundraising plans. We will increase 'untied' revenue through specific fundraising strategies.
- We will improve governance practices including up to date policies and procedures.
- We will endeavour to retain current staffing.
- We will carry out regular performance reviews and encourage staff to engage in professional development.

Qualitative Measurements

- We will endeavour to ensure that staff have an improved sense of belonging and ownership over their contribution to the organisation's vision.
- We will endeavour to ensure that staff are meaningfully engaged and have certainty in their future work with CAFNEC.
- We will endeavour to ensure that staff and Management Committee feel that the governance policies are relevant and useful to their role.
- We will endeavour to ensure that Management Committee have thorough inductions and there is consensus about their role.
- We will endeavour to ensure that Management Committee and staff know each other well and feel connected through the organisation.

