GUNDITJMARA

Strategy on a Page

FY 2027/28 - FY 2033/34

We believe...

when our people are strong, self-determined and connected to culture, our families and Community thrive.

Our *purpose* is to...

Our purpose is to provide services grounded in culture and shaped by our Community, and a place for Community to come together and share knowledge. We do this to support healing and wellbeing, and to create freedom and a strong, independent future for generations to come.

By 2033–34, our Mob will be healthy, strong in culture and free to shape our own futures. We will have access to services delivered our way, opportunities to build prosperity, and close connections between generations. Gunditjmara will be an independent, Aboriginal-led organisation, accountable to our Community, with our own people leading across the organisation and working in partnership with others. Our buildings and spaces will reflect our culture and be places where Community gathers and belongs.

Our Foundations

By 2033–34, our foundations will be strong and steady. We will have a qualified and well-supported workforce, with mentoring, clear career pathways and our own leaders growing from within.

Our systems, policies and ways of working will be modern and integrated, and our governance will enable us to grow with confidence. We will use data and technology to support our people and our work, measure our impact, and let research and evidence guide us.

We will be financially secure, with diverse and sustainable income, and we will manage our resources to serve our Community now and into the future.
As an Aboriginal organisation, we will care for Country in everything we do.

Our Culture

By 2033–34, our people and Community will feel a strong sense of cultural belonging at GAC. We will live and breathe our culture and exercise our right to lead the way ourselves.

We will honour our Elders and their standing in our Community. We will create opportunities for Elders, young people and everyone in between to come together, share knowledge, hold events and celebrate.

We will amplify Community voice and back our people to shape the services we deliver, keeping community control at the centre of how we work.

Healthy Mob

By 2033–34, our mob will be healthy and strong, with timely access to our facilities, services and programs.

We will support health and wellbeing right across life, from pre-birth to Dreaming, with a clear focus on prevention and health promotion. Our care will be integrated, easy to navigate and delivered in our own way, shaped by community control and guided by evidence of what's working.

We will support healing on Country. We will grow and strengthen our partnerships to improve the services available to our people and meet our Community's needs.

Strong Mob

By 2033–34, we will be a powerful and deadly mob. Our people will have choices to shape their own futures and will build prosperity for themselves and generations to come.

We will open the doors to education, employment and support, and build financial literacy and entrepreneurship within our mob. We will keep our pipeline of Aboriginal talent strong, and work across the sector so organisations who draw on it also help to grow it.

We will tell our own story and show the impact of our work to our Community, funders and government, so the resources follow.

*enabled and driven by **Our Values ...***

Respect
We treat every person with dignity, honour our Elders, and value the views, experiences and contributions each person brings.

Culture
Culture guides how we behave, make decisions and relate to one another. Community comes first and leads the way.

Do with, not for
We back the strengths of our people and Community, building skills, confidence and choices so people shape their own lives. This is self-determination in everyday practice.

Compassion
We care for each other and our Community with patience and understanding, especially in difficult times. We walk with people on their healing journey.

Accountability
We answer to our Community for what we do. We hold ourselves and each other responsible for our work and for the trust Community places in us.

One Team
We work as one across our teams and with partners to get work done. We share responsibility for successes and setbacks, listen to each other and back each other up.