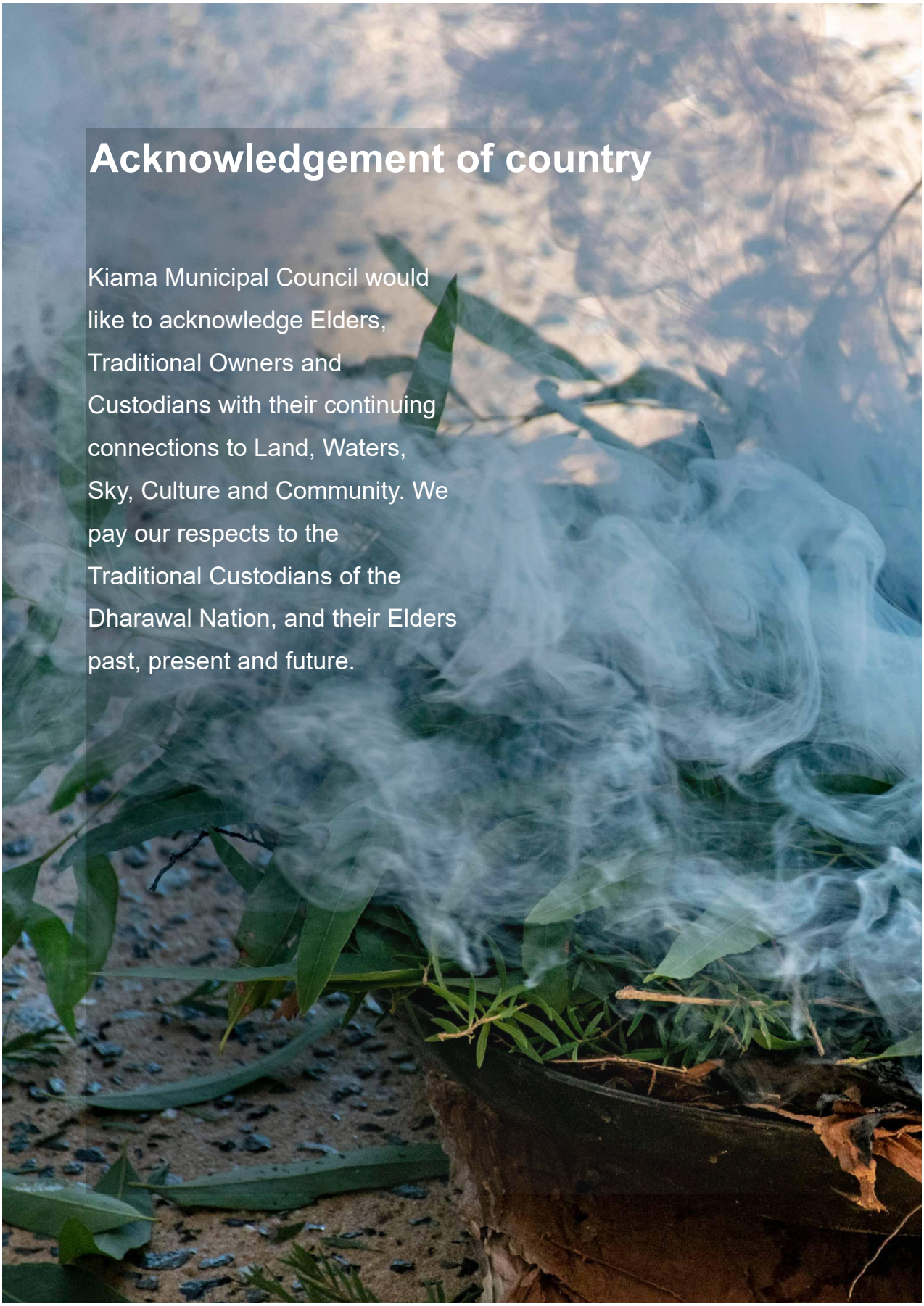


Community Development Plan

2026 - 2030

KIAMA MUNICIPAL COUNCIL
your council, your community


Acknowledgement of country
Kiama Municipal Council would like to acknowledge Elders, Traditional Owners and Custodians with their continuing connections to Land, Waters, Sky, Culture and Community. We pay our respects to the Traditional Custodians of the Dharawal Nation, and their Elders past, present and future.

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Introduction

The Kiama Municipality is a vibrant and resilient community, rich in natural beauty, cultural heritage, and strong social connections. With a mix of coastal villages, rural landscapes, and a thriving town centre, Kiama is home to people of all ages and experiences, with a growing diversity of perspectives.

As the closest level of government to community, Council plays a key role in facilitating opportunities for residents to participate, engage, and thrive in community life.



The Community Development Plan (the Plan) is developed to translate community needs, aspiration and priorities into measurable and achievable outcomes for Kiama's community. The Plan provides a roadmap for strengthening social cohesion, enhancing community capacity building, and fostering an inclusive, connected, and resilient community. It outlines Council's commitment to empowering individuals and groups, supporting local initiatives, and addressing emerging community needs.

The scope of the Plan includes:

- Define, clarify and articulate the community priorities and Council's role in facilitating them.
- Provide strategic and operational directions for development and implementation of community development programs and initiatives.
- Outline key priorities areas and Council's commitments over the next four years; and provide a focus for key targets and deliverables over the next 12 months.

A Message from the Mayor



There is nothing more important in the Kiama municipality than community.

It's what defines us, it's what unites us, it's what makes this such a special place to live in or to visit.

I am proud to present Kiama Municipal Council's Community Development Plan 2026 - 2030 as the blueprint for our area's strategy for enhancing the sense of place that connects us all.

The Community Development Plan is an essential document for our Council to determine our community priorities and to work out how they will be successfully implemented over the next year and into the immediate future thereafter.

We have listened to and collaborated with community groups in formulating this plan, which is vital to ensuring the Community Development Plan is culturally safe, the result of genuine local participation and led by the community itself.

The Community Development Plan is closely aligned with several of Council's key documents which have already been put into action, such as the Creative Kiama Cultural Plan 2025-2029, Community Strategic Plan 2025-35 and Disability Inclusion Action Plan 2023-27.

It has also been developed to complement the State Government's Closing the Gap targets, Ageing Well in NSW: Seniors Strategy 2021-31 and NSW Homelessness Strategy 2025-35, among others.

Kiama is simultaneously on the verge of a period of growth while needing to cater for an ageing population, better employment opportunities and the issues associated with an economy based heavily on our reputation as a nationally recognised leading tourism destination. We have to juggle the challenges of long-term financial sustainability for our Council in an era of cost-shifting from other levels of government and ageing or inadequate infrastructure.

This Community Development Plan focuses on all aspects of our community, covering all age demographics, people who are experiencing homelessness, exclusion, health challenges and access barriers, Indigenous First Nation peoples, residents affected by transport constraints, people with disability, local community groups and people from culturally diverse backgrounds.

I invite all local residents to sink their teeth into the Community Development Plan 2026 - 2030 and rest assured that Council is committed to working side by side with residents, not-for-profit groups and partner organisations to ensure we retain our unique identity while also delivering a bright future for our community.

Cr Cameron McDonald
Mayor, Kiama Municipal Council

26/101369

Item 15.6

Enclosure 1

Guiding Principles

This Plan is guided by the Principles of Social Justice:

- Equity
- Access
- Participation
- Rights
- Inclusion

Council is committed to enhancing the quality of life for all residents through leveraging local strengths and assets, responding to emerging challenges, and fostering collaborative and sustainable partnerships and opportunities.

In line with these principles, it is essential that groups in the Kiama Local Government Area (LGA); for instance, young people, the First Nations community, the LGBTQI+ community, people living with disability and people experiencing socio-economic disadvantage are not only heard but empowered to self-determine their priorities, needs, and aspirations. Council is committed to creating culturally safe, friendly and inclusive spaces and processes that support genuine participation, leadership, and community-led decision-making.

Strategic Alignment

This Plan is informed by a number of overarching strategies and plans of Council and the NSW and Federal Governments, and input by community.

Aligning the community development work with the broader plans of Council supports shared goals and deliver positive outcomes for the Kiama community. This integrated approach maximises the impact of Council's work and ensures community development plays a meaningful role in Council's vision and decisions for the future.

The goals Council aims to achieve through this Plan are aligned to Liveable goals in the

Community Strategic Plan 2025-35 (CSP) and they include:

- We value a strong sense of belonging, where social and cultural life thrives, and residents and visitors feel welcome and included.
- We embrace the natural beauty of our area which fosters a healthy, active lifestyle and a diverse range of activities to sustain our mental and physical wellbeing, supported by adequate services and facilities.
- We are committed to learning about, honouring, preserving and sharing both the Aboriginal heritage and the history of first settlement.

Strategies and Plans

Kiama Council Strategies and Plans	State Government Strategies
• Community Strategic Plan (2025-2035) • Delivery Program 2022-2026 • Operational Plan 2026-2027 • Local Strategic Planning Statement 2041 • Disability Inclusion Action Plan 2023-2027 • Reconciliation Action Plan (2026-Draft) • Creative Kiama Cultural Plan 2025-2029 • Library Strategic Plan 2025-2029 • Kiama Visitor Economy Strategy (2026-Draft) • Town Centre Studies	• Ageing Well in NSW: Seniors Strategy 2021–2031 • NSW Homelessness Strategy 2025 – 2035 • Your Voice, Our Future, Youth consultation initiative, 2025 report • Multicultural NSW Strategic Plan 2024-27 • Youth Summit Report 2024 • Closing the Gap targets 7, 17, 24, 26

Demographic Snapshot

🌏 Location & Communities

The Municipality of Kiama sits in the Illawarra region of NSW and includes major suburbs:

- Kiama (including Kiama Heights)
- Gerringong
- Gerroa
- Jamberoo
- Kiama Downs
- Minnamurra
- Bombo

And rural areas such as Jerrara, Foxground

👥 Population Profile (2021 Census)

- Total population: 23,074
- Median age: 48 years (NSW median: 39)
- Older residents: 36.2% aged 60+ (NSW 23.5%)
- Young people (10-25): 15.2% (NSW 18.0%)
- Aboriginal population: 2.3% (NSW 3.4%)

Compared with NSW more broadly, the Kiama community is generally older, less culturally diverse and more socioeconomically advantaged.

🖤 Connection to Country

Kiama is home to Traditional Owners who continue to live on and care for Country. Their presence offers opportunities for:

- Listening and learning
- Cultural knowledge sharing
- Genuine partnership and collaboration

💼 Economy & Employment

- Unemployment: 1.8%
- Economic character: Tourism-driven
- Key industries:
  - Accommodation & food services
  - Construction
  - Health & social assistance

Workforce pattern: High proportion of part-time and seasonal roles

💰 Income & Cost of Living

- Median household income: $1,834/week (NSW $1,829)
- Median personal income: $825/week (NSW $813)
- Median rent: $485/week (NSW $420)
- Median mortgage: $2,194/month (NSW $2,167)
- Less than $650/week household income: 14.5% vs 16.3% for NSW

🏡 Affordability Challenges

Despite relatively high incomes, housing costs make Kiama unaffordable for many, including:

- Young people
- Working families with young children
- Residents reliant on government support

🧓 Government Support Recipients

- Age Pension recipients: 3,000+
- Households receiving Commonwealth Rent Assistance: Nearly 7,000

26/101369

9 Community Development Plan

Kiama is a growing coastal community with an ageing population, strong employment outcomes, and a tourism-based economy. While incomes are comparatively strong, housing affordability remains a significant challenge for many residents, particularly younger households and those receiving government assistance.



Australia Day Event

Scope of this Plan

Kiama LGA's towns and villages are famous for their natural beauty, welcoming communities and resilience in times of challenges. For residents, however, there are genuine gaps in services and resources for an increasing diverse population groups including public transport and accessible transport, mental health services, early childhood services, crisis accommodation and affordable housing.

The Plan provides a strategic framework to guide Council's role in strengthening community wellbeing, inclusion, participation and resilience. It focuses on the areas where Council can have the greatest influence through leadership, advocacy, partnership development, community capacity building, access to services and resources, and the provision of community infrastructure.

The Plan recognises that the community is diverse, with different population groups experiencing varying strengths, needs, barriers and opportunities. As such, it adopts a place-based and inclusive approach that seeks to address local priorities and support equitable outcomes across the municipality.

The scope of the Plan includes:

- Identifying and responding to current and emerging community needs and priorities.
- Strengthening social connection, inclusion and community participation.
- Building community capacity, leadership and resilience.
- Supporting equitable access to services, programs, facilities and resources.
- Facilitating partnerships and collaboration between community organisations, government agencies, service providers and residents.
- Advocating for investment, services and policy responses that address local community needs.
- Guiding Council's planning, investment and decision-making in relation to community development initiatives.

The Plan acknowledges that many social, health, housing, education and employment outcomes are influenced by broader approaches and are primarily the responsibility of other levels of government and specialist agencies. While the Plan does not fully address or deliver these

services, it identifies opportunities for Council to advocate, collaborate and facilitate coordinated responses that contribute to positive community outcomes.

Through this scope, the Plan outlines current and future Council's commitment while ensuring resources and efforts are directed toward actions where Council can make a meaningful and sustainable impact. Key population groups this Plan will support include:

- Young people (aged 12-25), who benefit from opportunities for participation, leadership and pathways into education, employment and community connections
- Older people, who may face social isolation
- People experiencing homelessness or exclusion
- People experiencing health challenges and access barriers
- Aboriginal and Torres Strait Islander peoples, whose cultural knowledge, connection to Country and leadership are central to reconciliation and community wellbeing
- People with disability, who often encounter physical, social and systemic barriers to inclusion and participation
- Residents experiencing limited access to services due to transport, cost of living, digital exclusion or geographic isolation
- Local volunteer and community groups
- Culturally diverse communities and other underrepresented populations.

Within these groups and the broader community, there are several interconnected social challenges that impact community wellbeing, safety and inclusion. Mental health is a growing concern across the life course, with young people experiencing increased anxiety, social pressure and disengagement, and older people facing isolation, grief, declining health and reduced access to supports.



Bondi2Berry Ride

Strategic and Operational Priorities

The priorities within the Plan are informed and driven by Kiama's CSP (2025-2035), Council's Delivery Program 2025-2029 and Operational Plan 2026-2027, the needs and interests expressed by the community, the identified gaps and demands for services and programs, and the roles and functions of Council.

The Plan aligns with the following CSP Goals and Strategies:

Goals	Strategies
We value a strong sense of belonging, where social and cultural life thrives, and residents, families, friends and visitors feel welcome and included.	• Support and deliver the initiatives that encourage community connections and social interaction for all residents. • Support and deliver inclusive events and program that foster connections and celebrate diverse cultures and backgrounds.
We are committed to learning about, honouring, preserving, and sharing both our Aboriginal heritage and the history of first settlement.	• Respect and honour First Nations peoples and their connection to Country. • Safeguard cultural areas and items of significance and engage with local Aboriginal Community and seek knowledge with intent to learn, share and protect. • Develop and implement Reconciliation Action Plan.
We embrace the natural beauty of our area which fosters a healthy, active lifestyle and a diverse range of activities to sustain our mental and physical well-being, supported by adequate services and facilities.	• Foster accessible, inclusive and safe community spaces, facilities and services that cater to a range of physical, mental and social needs for different ages and abilities. • Empower young people with the skills, resources and opportunities to actively engage and thrive within the community.

Community and Stakeholder Input

In addition to alignment with key Council's strategic document, the development of the Plan is informed by the extensive engagement and feedback gathered through the ongoing programs, services and community development initiatives over the past two years. This approach recognises that community development is an ongoing conversation, with valuable insights continually captured through Council's day-to-day work with residents, community groups and partner organisations.

It also takes into consideration Council's functions and role in community development and resources available. The priorities and actions identified in this Plan consolidates Council's current commitments and service delivery levels; and draw on feedback collected through a range of existing engagement channels, including Youth Services programs, community events, program planning and evaluation activities, community grants processes, advisory groups, partnerships with local organisations, and broader community engagement undertaken across diverse programs and services of council. Together, these activities provide a strong evidence base, reflecting the lived experiences, aspirations and emerging needs of the community.

Priority Areas

Priority 1- Youth Empowerment and Wellbeing

In 2023[1], mental health conditions contributed to the most burden of health for young people aged 15-24. Suicide and self-inflicted injuries were the leading specific cause of total burden among males, and anxiety disorders were the leading specific cause among females. In 2021, the Lifehacks Whitepaper[2] identified that young people needed to have a voice in what they wanted to see in the community. The key recommendations from this paper included for organisations to provide more free youth orientated events, services, and spaces that were designed by young

[1] Australian Institute of Health and Welfare
[2] The White Paper development by Whitehacks focused on youth consultation regarding mental health and their needs

people. In general, Kiama has limited youth specific services, with young people generally travelling to neighbouring LGAs to access specialist support services.

SENTRAL Youth Service is the LGA's only dedicated youth centre with a small team of Community Development Officers (Youth) that provide a safe, inclusive and engaging environment for young people to explore their interests, build life skills, and connect with others. Young people are supported to navigate challenges and celebrate successes. This is achieved through life skill development, social and recreational activities, information and referral to key services, collaboration and partnerships with other local organisations and youth focussed community events. Council receives an annual funding received from NSW Government, Department of Communities and Justice's Community and Family Support (CAFS) Program that support Council's efforts in delivering a diverse program.

Core Programs at SENTRAL

Through the SENTRAL Youth Service, Council delivers a range of programs and activities that support young people's safety and wellbeing, social and community participation and connection, empowerment and access to services. They include weekly drop-in sessions, school holiday programs, skills and wellbeing support during schooling transitions, expressive arts workshops and performances, Youth Week events, and developmental and technical skills programs.



Sentral Sounds at Kiama Library

Priority 2- Strengthening Reconciliation & Cultural Connections

Cultural safety is central to community development in Kiama, ensuring Aboriginal and Torres Strait Islander people feel respected, visible and safe, and that reconciliation is meaningfully embedded in community life, decision-making and place-based initiatives. Building cultural safety for Aboriginal and Torres Strait Islander peoples requires ongoing commitment to truth-telling, self-determination and structural accountability. It involves recognising the impacts of colonisation and systemic racism while embedding genuine, shared decision-making, and building long-term, trust-based relationships rather than one-off consultation.

This priority has been strongly informed by the Aboriginal Advisory Group, which was established in 2025. The Aboriginal Advisory Group, made of Traditional Owners and local Aboriginal community members, has been a key platform to consult and to strengthen relationships between Council and the local Aboriginal community. They have also provided important cultural guidance and input into the development of key strategic documents, including Council's first Reconciliation Action Plan (RAP), Aboriginal Cultural Engagement Protocols, co-design of community events and activities. Through ongoing consultation, collaboration, and relationship building, the group continues to help shape a more culturally respectful, connected, and inclusive future for the Kiama community.



Sorry Day Event

Council respects community authority, cultural LORE and follows a traditional owner centric approach. Cultural safety is ultimately defined by Aboriginal and Torres Strait Islander peoples themselves and is achieved when they feel respected, empowered and able to participate fully in community life.

Further, the Plan aligns with several key Closing the Gap targets; supporting culturally safe community engagement, strengthening relationships with the local Aboriginal community, and creating inclusive opportunities for participation, wellbeing, and connection. Through initiatives like the Aboriginal Advisory Group, the development of Council's Reconciliation Action Plan, youth programs, community events, and partnerships with local organisations, the Plan contributes to:

- Target 7 by supporting young people to remain engaged in education, skills development, and community participation pathways.
- Target 14 by promoting social and emotional wellbeing
- Target 16 by strengthening culture and cultural connections
- Target 17 by supporting informed participation in decision-making

In 2026, Council will endorse its first REFLECT Reconciliation Action Plan (RAP), marking an important step in our commitment to truth-telling, respect, and meaningful relationships with Aboriginal and Torres Strait Islander peoples. This Plan will provide a framework for all reconciliation initiatives and cultural activities across Council and the community, ensuring its actions are thoughtful, collaborative, and aligned with the aspirations of local First Nations communities.



Australia Day Wreath Laying Ceremony

Priority 3- Positive Ageing & Wellbeing

The 2021 Census data recorded the largest change in population age between 65-69 years of age, an increase of over 27% from previous Census in 2016. This is reflective of a large number of older residents choosing to live, retire, and remain connected within the local community, as well as Kiama LGA being a popular retirement destination for people form metropolitan areas. As this demographic continues to grow, supporting positive ageing is an increasingly important priority for our community.

Positive ageing is closely linked to mental health wellbeing, with social isolation and loneliness emerging as key risks for older residents. Social isolation and loneliness have been linked to poorer physical health, mental health challenges, reduced mobility and loss of independence. These risks are particularly pronounced for older people living alone, those who have experienced the loss of a partner or close social networks, people with chronic illness or disability, carers, and residents with limited access to transport, digital technologies or affordable services.



Seniors Week

A positive ageing approach focuses on prevention and early intervention by creating opportunities for social connection, participation and lifelong learning, supporting age-friendly inclusive environments, and recognising older people as valued contributors to community life rather than passive recipients of services.[3]

[3] World Health Organisation

Historically, Kiama Municipal Council has played a significant role in the delivery of aged care services in the local area through its ownership and operation of the Blue Haven aged care facilities, including Blue Haven Terralong and Bonaira. Council's role extended beyond traditional local government responsibilities, with Blue Haven providing residential aged care, independent living, and community support services for older residents within the Kiama community. This reflected a long-standing commitment by Council to supporting ageing in place and ensuring older people could remain connected to their local community, families, and support networks. More recently, the aged care sector has undergone significant regulatory, financial, and operational changes nationally, which place them as better fitted to run aged care services and facilities, while Council can continue to support our older population through community development initiatives.

A community development response to positive ageing focuses on strengthening social networks, fostering purpose and belonging, and enabling older residents to remain active, respected and engaged in community life.



Local Government Week Awards

Priority 4- Community Safety, Inclusion and Connection

Community Safety, Inclusion and Connection focuses on strengthening social cohesion, increasing accessibility and supporting a shared sense of belonging across the Kiama community. It is a central priority of this Plan, recognising that a strong community is one in which people feel safe, valued and connected. This priority brings together the implementation of Council's Disability Inclusion Action Plan, the draft Community Safety Plan including the community safety initiatives, delivery of accessible community grants and inclusive local events, and supporting marginalised and vulnerable populations.

By reducing barriers to participation, strengthening the capacity of community groups, addressing local safety concerns, and creating meaningful opportunities for people to come together, Council plays an important role to create social cohesion and fostering a sense of belonging across all ages and backgrounds. Through this integrated approach, Kiama can continue to build a community that is welcoming, resilient and inclusive for everyone.

Community safety is an ongoing area of concern for residents in Kiama. Community feedback highlights the impact of visible and emerging issues on people's sense of safety and belonging. Concerns around homelessness, particularly when combined with limited access to support services, can create complex social challenges for both affected individuals and the broader community. Graffiti and vandalism in public spaces contribute to perceptions of disorder and can reduce community pride and confidence in shared places.

Domestic and family violence remains a significant but often hidden issue, with serious implications for individual safety, family wellbeing and long-term community health.

In recent years, the increased use of e-bikes and other personal mobility devices has also raised safety concerns, particularly around speed, shared pathways, road use and intergenerational tensions in public spaces.

According to the NSW Bureau of Crime and Statistics and Research (BOSCAR), main offences reported over the past 24 months relate to transport regulations, liquor, theft and harassment. While Kiama remains a relatively safe community, these issues highlight the importance of proactive, place-based responses that balance prevention, education and enforcement with compassion and support.



Volunteers Expo

Council has adopted an integrated and proactive approach to community safety by embedding safety outcomes across a range of strategic initiatives and programs, including Creative Kiama Plan, Kiama After Dark, Purple Flag Accreditation, Town Centre Studies, and a range of place-making initiatives. These initiatives support vibrant, inclusive, and well-activated public spaces that foster both actual and perceived safety. They further provide a platform to work collectively to strengthen community connections, increase activity and passive surveillance in public areas, and create welcoming environments for residents and visitors. The Community Safety Plan will build on this strong foundation by providing a holistic and coordinated framework that aligns existing initiatives, identifies emerging issues, and guides collaborative actions across Council, government agencies, businesses, and the community to enhance safety and wellbeing across the LGA.

Implementation Plan

Councils play a crucial role in building connected, inclusive and resilient communities, where residents feel valued, empowered, and supported in their everyday life. Community development as a collaborative process, empowers individuals and groups to create positive change within their communities. It is built on principles of inclusivity, participation, and social justice, ensuring that all voices, especially those of underrepresented and vulnerable populations are heard and acted upon. In the Kiama LGA, community development is about tapping into existing community networks and resources to strengthening social connections and local leadership, and support and collaborate on initiatives that support social, economic, cultural, and environmental sustainability.

The Plan responds to three key roles and functions of Council:

Role	Functions
Lead/ Deliver	• Develop, update, and review policies, strategies, and plans that support community wellbeing, inclusion, cultural connection, accessibility, and social outcomes across the Kiama community. • Delivers community programs, events, and services that enhance social connection and wellbeing. • Provides spaces and facilities for community activities, cultural events, and social services. • Supports volunteers and community groups in their efforts and capacity to respond to local needs. • Encourages lifelong learning and access to services that improve community wellbeing.
Collaborate/Partner	• Build and strengthen partnerships with community organisations, government agencies, local businesses, schools, and community groups to deliver shared outcomes and respond to local community needs. • Supports networks that enhance social cohesion and community-led projects. • Provides resources, training, and funding opportunities to strengthen local organisations and community groups.
Advocate	• Advocates for community needs at regional, state, and national levels.

	• Champions equity, inclusion, and social justice. • Works to ensure all residents, particularly vulnerable groups, have a voice in decision-making and matters of importance to them.

Implementation Stakeholders

Council works with diverse stakeholders, both internally and externally, to deliver on priorities in this Plan. Stakeholders play a key role in guiding, supporting, contributing and collaborating with Council.

They include but not limited to the following stakeholders.

Internal:

- The Mayor and Councillors, office of CEO and various operational and corporate Council departments
- CEO Office and ELT
- All other Council departments and functions

External:

- Community groups and volunteers
- Community sectors including Youth and Community Services, First Nations, Age and Disability, Child and Family, Health and Wellbeing, Crime and Safety, Culture and Art
- Relevant State and Federal Members of Parliament
- Government agencies including:
  - Department of Communities and Justice
  - Illawarra Police Area Command
  - Illawarra Region - Local Health District
  - Service NSW
  - Local Aboriginal Land Councils and agencies
  - Illawarra/ Shoalhaven based councils
  - Office of Children's Guardian
  - Educational institutions – schools, TAFE, UOW, DET
  - Consultants/ contracts

Action Plan

Priority 1 – Youth Empowerment and Wellbeing

Deliverable	Council Role	Timeframe
Facilitate a Kiama Youth Forum to provide a platform for young people to have a say and guide decision-making and services delivery across Council.	Lead	Annually
Collaborate with schools including Kiama High and engage young people in planning of events , consultation on policies and strategies, and delivery of arts and cultural development initiatives.	Lead/ Deliver	Ongoing/ weekly
Seek and secure funding to deliver Youth Week and free or low-cost school holiday programs that blend fun activities, build connections, knowledge and skill among young people.	Lead/ Deliver	Bi-annually
Facilitate weekly youth engagement, consultation and 1:1 support through structured drop-in program at SENTRAL Youth Centre.	Lead/Deliver	Weekly
Co-design initiatives for Aboriginal youth, LGBTIQA+ young people, and others facing specific barriers.	Collaborate/Partner	Ongoing/ at least one program per annum
Plan and deliver the Pathfinders Program (transition to high school support) for year 6 students.	Lead/Deliver Collaborate/Partner	Annually
Plan and deliver SENTRAL Sounds Music Program, in collaboration with library and external stakeholders, supporting young people to engage in creative expression, build technical skills, performance opportunities and pathways to music industry.	Collaborate/ Partner	Bi-annually

Collaborate with schools, mental health services (Headspace), library (D&D), and community organisations to deliver support and programs for young people experiencing isolation and disengagement.	Collaborate/ partner	Ongoing

Success Measures

- Young people having a strong voice and a sense of belonging in the community and in SENTRAL Youth Service.
- A youth forum is implemented and reviewed in collaboration with local services and Office of Youth.
- Improved access to safe, inclusive, and youth-friendly spaces.
- Opportunities for skill building, employment, and leadership.
- Improved mental health and wellbeing.
- A connected, strong and supportive community.
- External funding, partnership, and service collaboration is strengthened.
- Youth Week event and activities (April) are implemented and reviewed



Kiama Youth Fest

Priority 2 – Strengthening Reconciliation & Cultural Connections

Deliverable	Council Role(s)	Timeframe
Implement, monitor and review actions from the Reflect Reconciliation Action Plan (RAP).	Lead/Deliver	Annually
Co-convene the community led Aboriginal Advisory Group as the key platform for engagement and to seek advice.	Collaborate/Partner	Bi-monthly
Support and co-design Aboriginal and Torres Strait Islander cultural events, cultural awareness programs, public art, and local initiatives that honour and share First Nations heritage(i.e. Sorry Day, Minnamurra Massacre, NAIDOC Week)	Collaborate/ Partner	Ongoing/ Annually
Support and co-host the Regional Local Government NAIDOC Week awards through a financial contribution and through membership on the NAIDOC Awards committee.	Collaborate/ Partner	Annually
Work with local Aboriginal organisations and community to apply for external funding opportunities toward cultural and community events and programs.	Collaborate/ Partner	Ongoing
Facilitate staff training and engagement to support culturally safe, informed, and respectful practices across Council	Leader/Deliver	Annually
Collaborate with the Aboriginal Advisory Group and Traditional Owners to develop and implement protocols that promote and safeguard Aboriginal culture and heritage.	Collaborate/ Deliver	June 2027

Success Measures

- The Reconciliation Action Plan (RAP) is implemented and regularly reviewed.
- First Nations peoples feel respected, heard, and meaningfully included in Council business.

- Strong, trusting relationships exist between Council and local First Nations communities, built on truth-telling and shared guidance.
- Culturally appropriate understanding, protocols and insight is visible, valued, and embedded in Council practices, public spaces, and community programs.
- The Aboriginal Advisory Group plays a central role in guiding the RAP and advising on culturally appropriate protocols and practices.
- Council staff engage with and apply culturally appropriate practices and protocols in their day-to-day work.
- Community walks together in a spirit of respect, responsibility, reciprocity, observance, and reconciliation.



Smoking Ceremony

Priority 3 – Positive Ageing

Deliverable	Council Role	Timeframe
Seek and secure funding to deliver programs that promote emotional wellbeing and resilience in the community.	Lead/ Deliver	Annually
Partner with libraries, Kiama Leisure Centre, and Community Groups to deliver low cost or free events that promote community connection.	Collaborate/ Partner	Ongoing
Embed age-friendly principles into Community Safety Plan.	Advocate	June 2027
Advocate for accessible transport solutions.	Advocate	Ongoing
Support the delivery of digital literacy and digital safety workshops.	Collaborate/ Partner	Annually
Advocate regionally for funding that addresses service gaps in Kiama LGA.	Advocate	Ongoing
Identify and coordinate joint grant applications aligned to Positive Ageing priorities.	Lead/Deliver	Annually
Support and assist community groups through grants and logistical support to deliver programs/ activities for seniors.	Collaborate/Partner	Ongoing
Subject to funding, deliver annual Seniors Festival in collaboration with Kiama Library and Kiama Leisure Centre.	Lead/ Deliver Collaborate/ Partner	Annually

Success Measures

- Annual Seniors Festival is implemented and reviewed.
- Annual Volunteer's Expo is implemented and reviewed.
- Improved access to programs that reduce social isolation and improve skill development.
- Improved mental health and wellbeing.

- Individuals, particularly those who are ageing, living alone, or recently relocated, have multiple and meaningful opportunities to connect, contribute, and feel a sense of belonging in the Kiama LGA.
- Seniors feel valued, respected, and able to age in place with dignity. They have access to local activities, information, transport, and services that support their independence, wellbeing, and social engagement.



Priority 4 – Community Safety, Inclusion and Connection

Deliverable	Council Role	Timeframe
Review Council's Disability Inclusion Action Plan (DIAP) 2023-2027 and develop a revised plan in consultation with key community groups and other stakeholders to continue improvements in access, inclusion, and participation for people with disability.	Lead/ Deliver	December 2027
Develop Community Safety Plan 2027-2031 and deliver on commitments within to enhance safety and perception of safety in community.	Lead/Deliver	June 2027
Implement and review actions from the Community Safety Plan annually.	Advocate and Policy Maker	
Work with local and regional homelessness services to: • Advocate for increased services • Support local network and collaboration among charity groups providing relief services.	Collaborate/Partner	Ongoing
Develop Rough Sleepers Protocols to assist responding to the needs of rough sleepers and managing public places.	Collaborate/Advocate	Ongoing
Administer Council's Community Grants, Donations and Sponsorship Program in accordance with the Policy and Guidelines.	Lead/ Deliver	Annually
Seek funding and deliver Australia Day and International Day of People with Disability.	Lead/Deliver Collaborate/Partner	Annually
Co-facilitate the Illawarra Interagency with Shellharbour City Council, subject to annual review.	Collaborate/ Partner	Bi-monthly

Promote and celebrate volunteerism in community through initiatives that focussing on community connections, promote volunteering and promotions opportunity for volunteer-based organisations.	Lead/Deliver	Annually
Contribute to planning and provision of social infrastructure by providing community perspective, local knowledge, and evidence of need to help shape social infrastructure and community facilities.	Collaborator/ Partner	Ongoing

Success Measures

- Greater access to Council services, facilities, and events that are inclusive by design
- Increased community satisfaction with accessibility and inclusion.
- Positive feedback from people with disability on Council's engagement and service delivery.
- Stronger partnerships with disability advocacy groups and service providers.
- A culture across Kiama that values diversity, reduces stigma, and fosters belonging.
- Community safety concerns are addressed collaboratively, with effective partnerships between Council, police, local services, and community members leading to early intervention, inclusive design, and preventative approaches that support wellbeing and reduce harm.
- Residents feel safe, connected, and confident in their neighbourhoods and public spaces, with increased trust in local services and a strong sense of belonging across the community.
- Community donations, grants, and sponsorships are accessible, transparent, and responsive to local priorities, enabling individuals and organisations to deliver impactful programs and events.
- The grants process is well-communicated, easy to navigate, and supported by clear policy and guidelines.
- Council community events and funded projects contribute meaningfully to social cohesion, cultural celebration, and community wellbeing.
- Community members feel a strong sense of ownership and pride in local events, with opportunities to participate in planning and delivery.
- External funding is regularly secured to enhance the scope and sustainability of community events and initiatives.
- Illawarra Interagency delivers six events per year.

- Community Safety Plan is implemented and evaluated annually.

Monitoring and Evaluation

Whilst this Implementation Plan will be led principally by Council's Community Development team, it will be supported by a broader group of internal and external stakeholders, including various Council departments, community groups, local services and businesses. Evaluation will incorporate both quantitative indicators and qualitative community feedback, including lived experience perspectives, to ensure outcomes reflect community impact as well as service delivery outputs. Progress against the Plan will be monitored and communicated to community as part of the Council's Delivery Program and Operational Plan (DPOP) reports. In addition to this public reporting, regular internal monitoring will also occur through quarterly reporting to Council and the *Volunteer Week* Executive Leadership Team (ELT). Council's Annual Report will also capture outcomes from the Plan.



Mural at Joyce Wheatley Community Centre

Authorisation and version control

Owner/Responsible Officer	Manager Community Outcomes
Department	Community Outcomes
Date adopted/endorsed	[date]
Resolution number (if applicable)	[number]
Next review date	2028
TRIM reference	28/81878

Variation and review

The Plan should be reviewed within 3 months of the local government elections as part of the broader review of the Community Strategic Plan.

Date reviewed	Date adopted/endorsed	Brief detail of amendments
[date]	[date]	[insert detail here]
[date]	[date]	[insert detail here]
[date]	[date]	[insert detail here]

Council reserves the right to review, vary or revoke this Strategy.

26/101369

How to contact council

Respect
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Public Exhibition Engagement Report
Community Development Plan

The Community Development Plan provides a strategic framework for Council's role in strengthening community wellbeing, inclusion, participation and resilience. It will have a focus on the areas where Council can have the greatest influence through leadership, advocacy, partnerships, capacity building, access to services and programs and the provision of community infrastructure.

This report summarises the community and stakeholder feedback received during the public exhibition of the draft.



Public exhibition period
23 September - 21 October 2026

Promotional activities
Dedicated Your Say Page | Media Release |Social Media posts | Target groups.

How community got involved

75	20+	2
website visitors	pop-up participants	submissions received

What we heard
Feedback was broadly supportive of the draft plan and its proposed priorities. Participants highlighted the importance of priorities and emphasis on the need for budgeting and continuation of youth and community services, and clear implementation approach that deliver community outcomes. One submission wanted Council to prioritise community and public domain improvement projects, maintenance, planning for social infrastructure and securing funding to deliver.
At the community pop-up, participants took part in a *Hit, Miss or Missing* dotmocracy activity to test whether the draft priority actions reflected community expectations. The results showed strong support for the proposed priorities, with Positive 'Ageing and Wellbeing' and 'Community Safety, Inclusion and Connection' receiving the highest number of "hit" responses.

What's next
A final Community Development Plan will be reported back to Council for endorsement. Once endorsed, the Community Development Plan will act as formal program for implementation and will guide future planning and delivery of community development programs and services.

Summary table of feedback received and staff responses

Feedback received through submissions	Staff response	Outcome
A total of two (2) submissions received. 1 submission was 'supportive' of the Plan. 1 submission was 'unsure' of the Plan.	Noted.	
Submission 1: A) The submission highlighted the importance of wellbeing through investment in shared and accessible public spaces; and improved community infrastructure. It also highlighted proactive approach to infrastructure planning and securing funding for public domain improvement projects. Further the submission emphasised on cost of maintenance, renewal and replaced of community infrastructure. It calls for improvements in public spaces, connectivity, wellbeing and visitor experience. b) The submission notes the Plan provides little information about what it intends to change, what success looks like and the need to align priorities with Delivery program, infrastructure and asset management strategies, grant funding and long-term financial plan. It suggests succuss should be measured through community outcomes, rather than reporting on activities/programs that have taken place.	The renewal, maintenance and management of social/ community infrastructure, including public places, and visitor experience are beyond the scope of this plan. Planning for social infrastructure and access to adequate and well-designed community facilities and public domains are interconnected and important to community development outcomes. The Plan has been updated with one action to ensure alignment between community development and social infrastructure planning and provision. The feedback received will be passed onto relevant staff/ departments responsible for social infrastructure planning and delivery and asset management. The Plan is inclusive and aligned with this feedback: • The strategic alignment section of the Plan (page 7) references key strategic and operational plans relevant to the Plan and the high-level outcomes intended to achieve. • Each priority action plan includes a 'success measures' section that outline what change/ outcomes looks like.	The Plan updated with the following action: Contribute to planning and provision of social infrastructure by providing community perspective, local knowledge, and evidence of need to help shape social infrastructure and community facilities. No amendment required.
Submission 2 The submission noted concerns of community about ongoing funding/budget for youth and community	During the public exhibition of the draft budget 2025/2026 Financial Year, community feedback showed a strong support for continuation of youth	No amendments required.

Feedback received through submissions	Staff response	Outcome
services beyond the current financial year. It asks for assurance or public contingency plan should Council not continuing fundings these services. Th submission suggests funding for two external programs (Building Young Men, Salty Sessions)	and community services by Council. Council acknowledge the importance of these services to the community. Council has recently adopted a Revenue Strategy that include a number of initiatives instead of community service reductions. Council has a dedicated Grants, Donations and Sponsorship Program and all funding requests are assessed through this program, for Council's consideration. The salty sessions workshop was awarded $5,000 in grants program this financial year.	

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Public Exhibition Engagement Report
Community Development Plan

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Pesticides Notification Policy

Policy owner	Director Infrastructure and Operations
Department	Infrastructure and Operations
Date endorsed	D Month Year
Next review date	D Month Year
TRIM reference	26/98731

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Policy statement / objectives

Kiama Municipal Council is committed to safety and has a responsibility for the safe use of pesticides in public places. This Pesticides Notification Policy (Policy) has been prepared in accordance with the requirements of the *NSW Pesticides Regulation 2017.*

The objectives of this Policy are to:

- ensure that pesticides are applied to public places in a safe, responsible manner, without harm to the community or the environment.
- inform the community of the notification arrangements that Council will enact before applying pesticides in public places.

Scope

This Policy establishes the guidelines for informing the public of pesticide use in public places.

References

- NSW Pesticides Act 1999
- NSW Pesticides Regulation 2017
- NSW Poisons & Therapeutic Goods Act 1966

Consultations

- Illawarra District Weeds Authority
- Shellharbour City Council
- Wollongong City Council

Definitions

For the purpose of this document, the following definitions apply:

Term	Definition
APVMA	The Australian Pesticides and Veterinary Medicines Authority (APVMA) is the Australian Government regulator of agricultural and veterinary chemical products.
Council	Kiama Municipal Council
IDWA	Illawarra District Weeds Authority
Pesticide	Herbicides, insecticides, rodenticides and any other substance intended to control or kill a living organism.

Variation and review

Council reserves the right to review, vary or revoke this Policy.

Review history

Date reviewed	Date adopted / endorsed	Brief detail of amendments
9 October 2026	[enter Council meeting date]	Updated and amendment to playground notification to align with IDWA and Shellharbour and Wollongong Council's plans.
21 August 2018	15 February 2022	Updated to ensure compliance with legislation for the period of the Plan.
20 March 2018	21 August 2018	Updated to ensure compliance with legislation for the period of the Plan.
1 July 2012	21 August 2012	New Pesticides Notification Plan.

POLICY

1. Introduction

This Policy has been prepared in accordance with the requirements of the *NSW Pesticides Regulation 2017*.

This Policy sets out how Council will notify members of the community of any pesticide applications made by Council to public places. Council ensures that pesticides are applied to public places in a safe, responsible manner, without harm to the community or the environment. It does not mean that the community is at any greater risk or harm from pesticides but allows members of the community to take action to avoid contact with pesticides, if they wish.

This Policy describes:

- what public places are covered.
- who is most likely to use or access these public places and an estimate of the level of use.
- how and when Council will provide the community with information about its pesticide applications (i.e. what notification arrangements will be used).
- how the community will be informed of the notification arrangements.
- how future reviews of the Policy will be conducted.

2. Public places covered by this Policy

This Policy describes where it operates and the categories of public places it covers. Public places include the following areas that the public is entitled to access:

- Public reserves, parks and gardens
- Playgrounds
- Sporting fields and ovals
- Road verges
- Laneways and pathways
- Drains and easements

- Cemeteries
- Swimming pool grounds
- Public buildings ie libraries, halls, amenities (external only).

A public place also includes any other outdoor property that is leased out but the public is entitled to access.

3. Who uses these public places

The main groups of the community that use or have access to these public places are:

- Children and families
- Elderly people
- General public / recreational users (eg, joggers, dog-walkers, picnickers etc)
- Local residents living adjacent to Council parks, reserves, drains, easements, laneways, facility.
- Road users and pedestrians
- School groups
- Sporting clubs and associations
- Tourists / Visitors to an area

Council estimates of the level of usage of the Public Place and the pesticide application used is contained in Attachment 1.

4. How and when notification will occur

Whenever a pesticide is applied to a public place, notice will need to be made according to the notification process detailed in Attachment 2.

All signage will carry the information required by Clause 8 of this Policy.

5. Pesticides and use situations not covered by this Policy

Poisons scheduling is the system used to classify substances based on their potential health risk. The National Drugs and Poisons Schedule Committee assess substances and list those that are classified as poisons in the Uniform Poisons Standard. States then enforce this classification – the relevant legislation in NSW is the *Poisons and Therapeutic Goods Act 1966*.

There are four schedules applicable to pesticides:

(i) Unscheduled substances are not considered poisons.

(ii) Schedule 5 (S5) poisons have low toxicity or a low concentration and pose only a low to moderate hazard.

(iii) Schedule 6 (S6) poisons have moderate to high toxicity and can cause injury if used inappropriately.

(iv) Schedule 7 (S7) poisons are substances with high to very high toxicity. There are restrictions on the purchase and use of S7 poisons.

For the purposes of this Policy, notification will not be required to be provided in the use of the following pesticides or use situations:

5.1. Any unscheduled substance

The heading on the product label indicates which poison schedule the pesticide belongs to. Material Safety Data Sheets (MSDS) also contain this information.

This decision is based on the knowledge that unscheduled substances pose very low health risk and when applied as per label directions should not pose any serious health or safety risk.

5.2. Non-spray methods

The application of any pesticide by Cut-stump, Stem Injection or Basal Bark techniques.

5.3. Small use situations

Domestic style pesticide use involving knapsack application only using pesticides widely available at retail outlets or in aerosol cans and small baits.

5.4. Emergency pesticide use

In cases where emergency pesticide applications are required to deal with a dangerous pest infestation, Council will not be required to give notice. Such situations include dealing with biting and dangerous pests or rapidly invasive pest infestations e.g. fire ants, couch fly, spiders, wasps and rodents. Council will endeavour however, to provide information on the pesticide application on request at Council offices or to the person applying the pesticide.

6. Special notification measures for sensitive places

This Notification policy must separately state what notification arrangements will be in place to provide special protection where pesticides are used in public places that are adjacent to sensitive places. A sensitive place is any:

- School, pre-school, kindergarten or childcare centre
- Hospital
- Community health centre
- Nursing home.

Whenever a pesticide is applied by Council staff to any public place as listed under Section 2 of this Policy and within 20 metres of a common boundary with a sensitive site, notice will be provided by phone, email, letter box drop or post depending on what is practicable at least five (5) working days prior to the application process.

During the application process notification will also be provided by displaying pesticide details on the spray vehicle including a contact number and responding to all reasonable requests for information made directly to Council.

Five days advance notification of sensitive places will also be provided in the use of pesticides or use situations as identified under Section 5 of this Policy, with the exception of *Emergency Pesticide Use.* Notice in this instance, however, will still need to be given prior to the application process via a door knock of that sensitive place immediately prior to the application process occurring.

7. Arrangements governing pesticide use by contractors and lessees of public spaces

Where contractors apply pesticides on Council's behalf both the Council and the Contractor are responsible for ensuring notification occurs in accordance with this Policy.

In public places over which persons or organisations hold an existing lease on Council land, or leases on Crown land for which Council is the trustee, Council will not provide notificationof pesticide use. However, it will request the lessee to carry out notification of the lessee's pesticide use in a manner consistent with the Policy. Where possible, Council will require lessees, as a condition of the lease, to comply with this Policy.

8. What information will be provided

The following information will be provided on all notification required under this Policy:

- The product name of the pesticide used as it is listed on the pesticide label;
- The purpose of the application, including the pest that is being treated;
- The date or date range that the pesticide was or will be applied;
- Product specific warnings on the subsequent use of the land (if appropriate);
- Contact details of the Council officer who people contact regarding the notice;
- The place where the pesticide is to be used;
- Any warnings regarding re-entry to or use of, the place of application specified on the product label or the APVMA.

9. Future reviews of this Policy

The Policy will be reviewed every three years. The review should coincide with similar notification policy reviews by the member Councils of the IDWA. The review will include:

- Reporting on progress of implementing the Policy
- Public consultation on the notification methods outlined in the Policy
- Recommendation for alterations (if applicable) to the Policy.

Related forms / documents

- Nil

Attachments

Attachment 1	Public Place Level of Usage and Pesticide Application
Attachment 2	Public Place Pesticide Notifications

Authorisation

Name: Council resolution No: ****

Date: Date adopted by Council

Attachment 1 – Public place level of usage and pesticide application

Public Places	Public reserves, parks & gardens	Playgrounds	Sporting fields & ovals	Council lanes & pathways	Roadverges (Rural)	Roadverges (Urban)	Drains & easements accessible to the public	Holiday parks	Cemeteries	Swimming pool grounds *	Public Buildings (libraries, halls, amenities) *
Public Space Users											
Children & Families	✓	✓						✓	✓	✓	✓
Elderly people	✓								✓		✓
General public / recreational users	✓		✓	✓			✓			✓	✓
Local residents living adjacent	✓			✓			✓		✓		
Road users & pedestrians					✓	✓					
School groups			✓							✓	✓
Sporting clubs & associations			✓							✓	✓
Tourists / Visitors	✓	✓						✓		✓	✓
Level of Use											
	Medium to High	High	High	Medium to High	Low	High	Low to Medium	Medium to High (seasonal)	Medium	Low to High (seasonal)	Medium to High
Pesticide Application											
Broadscale boom spraying non-selective herbicides	✓		✓		✓	✓					
Broadscale boom spraying selective herbicides	✓		✓		✓	✓					
Pre-emergent herbicide					✓	✓			✓		
Rodenticides								✓		✓	✓
Spot spraying insecticides	✓	✓	✓	✓							✓
Spot spraying non-selective herbicides	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Spot spraying selective herbicides	✓		✓		✓	✓		✓	✓	✓	✓
Spray ant control								✓		✓	✓

Attachment 2 – Public place pesticide notifications

Public Places	Public reserves, parks & gardens	Playgrounds	Sporting fields & ovals	Council lanes & pathways	Roadverges (Rural)	Roadverges (Urban)	Drains & easements accessible to the public	Holiday parks	Cemeteries	Swimming pool grounds *	Public Buildings (libraries, halls, amenities) *
Notice will be provided by:											
Prominently displaying signs at the main entrances	✓	✓	✓						✓		
Displaying pesticide details on the spray vehicle including a contact number	✓	✓	✓	✓	✓	✓	✓	✓	✓		✓
Responding to all reasonable requests for information made to Council	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Closure of facility if spraying within 10 metres		✓									
For boom spraying - advise all sports clubs, associations, regular user groups or booked users, by email, text or post.			✓								
Prominently displaying signs at the main office / entrance to building								✓		✓	✓
For fruiting blackberries, prominently display signs for a minimum of two weeks after spraying	✓				✓						
When Notification will Occur											
During the application of the pesticide and removed when the spraying is completed	✓		✓	✓	✓	✓	✓	✓	✓	✓	✓
During the application of the pesticide and removed when the spraying is completed and the product is dry or signage as per product specification		✓									
For boom spraying - Five (5) days prior to the application via email, text or post to all association/ groups who have booked use of the space			✓								

These notification arrangements are based on Council's assessment of Level of Use of a public place and may be increased pending on-site assessment at the time.