



**NAWA Inc**

**Strategic Plan  
2025-2028**

## 1. Mission, Vision & Strategic Intent

- **Mission:**  
Empower and unify the Nepali community in Western Australia by promoting our cultural heritage, fostering community integration, advocating for our collective rights, and building strong partnerships that contribute to Australia's multicultural fabric.
- **Vision:**  
A vibrant, integrated, and sustainable Nepali community in WA that leads in cultural preservation, social innovation, and advocacy while actively shaping and supporting Australian multicultural initiatives.
- **Strategic Intent:**  
To build a resilient organisation through robust governance, digital innovation, diversified programmes, proactive advocacy, and a strong financial foundation. By leveraging strategic partnerships with state agencies, local bodies, and community stakeholders, NAWA Inc aims to maximise its impact, ensure fiscal responsibility, and drive social cohesion in Australia.



## 2. Strategic Priorities

NAWA Inc's strategic direction is organised around five priority areas. Each area is defined by specific goals and objectives with corresponding initiatives that will drive measurable outcomes.

### Priority 1: Capacity Building and Governance

#### Goal 1.1: Enhance Leadership and Organisational Management

- **Objective:** Develop strong, future-ready leadership and a sound governance structure.
- **Initiatives:**
  - **Initiative 1:** Conduct leadership and governance workshops for the advisory board, executive team and volunteers.
  - **Initiative 2:** Establish an advisory board of community and industry experts to provide strategic guidance.
  - **Initiative 3:** Launch a mentoring programme to support emerging leaders within the organisation.

#### Goal 1.2: Develop a Long-Term Strategic Framework

- **Objective:** Create and embed a comprehensive strategic vision and operational framework.
- **Initiatives:**
  - **Initiative 1:** Organise strategic planning sessions with stakeholders to capture community needs.
  - **Initiative 2:** Develop a detailed 5-year strategic roadmap with clear milestones.
  - **Initiative 3:** Regularly review and refine internal policies and governance practices based on feedback and performance audits.

### Priority 2: Digital Transformation

#### Goal 2.1: Modernise Digital Infrastructure

- **Objective:** Upgrade and optimise digital tools to support efficient service delivery.
- **Initiatives:**
  - **Initiative 1:** Perform an audit of current IT systems to identify gaps and opportunities.
  - **Initiative 2:** Invest in upgrading digital communication and administrative tools.



### Goal 2.2: Digitise Administrative and Academic Processes

- **Objective:** Enhance operational efficiency and improve service delivery through digital transformation.
- **Initiatives:**
  - **Initiative 1:** Implement a comprehensive digital platform for managing the Language & Arts School's curriculum, registration, and communication.
  - **Initiative 2:** Enhance online engagement and feedback mechanisms through social media and community applications.

## Priority 3: Expansion and Enhancement of Programmes

### Goal 3.1: Enhance Nepali Language & Arts School

- **Objective:** Broaden the reach and impact of the Nepali Language & Arts School.
- **Initiatives:**
  - Initiative 1: Recruit additional qualified instructors and administrative support.
  - Initiative 2: Update and refine the curriculum to align with contemporary educational standards.

### Goal 3.2: Enhance Mental Health and Wellbeing Initiatives

- **Objective:** Scale up support systems for community mental health and wellbeing.
- **Initiatives:**
  - **Initiative 1:** Expand the "Speak Your Mind" initiative in collaboration with mental health professionals.
  - **Initiative 2:** Increase the frequency and scope of mental health workshops and sessions.
  - **Initiative 3:** Develop follow-up and referral mechanisms for ongoing support.



### **Goal 3.3: Broaden Community Engagement through Diverse Events**

- **Objective:** Increase cultural, sports, and social events to build community bonds.
- **Initiatives:**
  - **Initiative 1:** Organise a wider range of events that cater to different age groups and interests.
  - **Initiative 2:** Strengthen partnerships with local community and multicultural organisations.
  - **Initiative 3:** Establish regular feedback loops to ensure continuous improvement of event quality.

## **Priority 4: Advocacy, Representation & Strategic Partnerships**

### **Goal 4.1: Strengthen Advocacy at Local, State, and National Levels**

- **Objective:** Enhance NAWA Inc's role as a key community advocate.
- **Initiatives:**
  - **Initiative 1:** Engage in policy dialogues with local, state, and federal bodies.
  - **Initiative 2:** Establish dedicated committees to monitor community issues and advocate for rights.
  - **Initiative 3:** Actively participate in multicultural forums and national initiatives.

### **Goal 4.2: Enhance Public Representation and Outreach**

- **Objective:** Increase the visibility and influence of NAWA Inc across Australia.
- **Initiatives:**
  - **Initiative 1:** Develop and implement a comprehensive public relations strategy.
  - **Initiative 2:** Launch digital campaigns that showcase NAWA's achievements and community contributions.
  - **Initiative 3:** Leverage media and public forums to share success stories and best practices.



### **Goal 4.3: Foster Strategic Partnerships for Social Cohesion**

- **Objective:** Build enduring relationships with state agencies, local bodies, and community stakeholders.
- **Initiatives:**
  - **Initiative 1:** Establish formal partnerships with key state and local government agencies.
  - **Initiative 2:** Co-organise events and policy forums with multicultural organisations.
  - **Initiative 3:** Align NAWA's initiatives with state and federal multicultural priorities to enhance social cohesion.

## **Priority 5: Resource and Financial Sustainability**

### **Goal 5.1: Diversify Funding Sources**

- **Objective:** Establish a broad funding base to support NAWA Inc's initiatives.
- **Initiatives:**
  - **Initiative 1:** Identify and apply for grants and sponsorships from various sources.
  - **Initiative 2:** Develop partnerships with corporate sponsors and local businesses.
  - **Initiative 3:** Explore government funding options and community donation campaigns.

### **Goal 5.2: Optimise Operational Efficiency and Reduce Costs**

- **Objective:** Streamline operations to maximise outcomes relative to expenditures.
- **Initiatives:**
  - **Initiative 1:** Conduct a comprehensive expense audit to identify cost-saving opportunities.
  - **Initiative 2:** Streamline administrative processes through digital solutions.
  - **Initiative 3:** Negotiate better terms with suppliers and service providers.



### Goal 5.3: Develop Sustainable Revenue Streams

- **Objective:** Create consistent revenue channels to ensure long-term financial health.
- **Initiatives:**
  - **Initiative 1:** Introduce membership/subscription models offering exclusive benefits.
  - **Initiative 2:** Launch revenue-generating community services or products.
  - **Initiative 3:** Organise periodic fundraising events tailored to diverse donor segments.

### Goal 5.4: Build a Robust Financial Management Framework

- **Objective:** Establish transparent financial practices and strong oversight.
- **Initiatives:**
  - **Initiative 1:** Implement transparent budgeting and regular financial reporting systems.
  - **Initiative 2:** Form a financial advisory committee to guide fiscal strategies.
  - **Initiative 3:** Provide financial management training for key members of the executive team and volunteers.