



ERINEARTH STRATEGIC DIRECTIONS

2021 – 2024

Introduction

ErinEarth has been, and continues to be, a work in progress. Founded by two Presentation Sisters, Carmel Wallis and Kaye Bryan, with the support of the Presentation sisters and the help of many, many volunteers, a bitumen tennis court and school rubbish dump are now a peaceful garden in the centre of town. ErinEarth is a place that is inclusive and hospitable for all.

On 18th September 2017, an agreement was signed between the Wagga Wagga Presentation Sisters and the newly formed company, registered under the Corporation Act 2001, ErinEarth Limited. The new company agreed to continue the management of ErinEarth, with similar purpose and spirit of the Presentation sisters. ErinEarth Limited reports to the Sisters on a regular basis as set out in the agreement and in return, receive a substantial regular donation from them to continue the vision of the original founders.

Our first strategic plan (2018 – 2020) was developed with an emphasis on transitioning from a project of the Presentation Sisters to a Company with a Board of Directors, again with wonderful support and assistance from the Presentation sisters. It has some paid staff and still relies heavily on the support of many wonderful volunteers.

Much has been achieved because of the first strategic plan and this new one (2021-2024) has many successes to build on. However, it also sets out a way forward to build on those firm foundations and to take ErinEarth to the next level.

Our strategic directions for the next four years (2021 – 2024) were developed at a strategic planning workshop involving key stakeholders: volunteers, board members and staff. We used the *LIFE framework for sustainability* and *program logic* to create ideas for the plan. (For an explanation of terms see Appendix 1.) A Strategic Plan sub-committee is being formed to monitor the implementation of the plan and to conduct an annual evaluation of its progress. This evaluation will be reported to the ErinEarth Board and the Presentation Sisters Leadership Team.

I look forward to working with all involved in ErinEarth to bring the plan to reality.
John Goonan, Chair, ErinEarth Limited, 2021

Acknowledgement of Country

The Erin Earth community acknowledges Wiradjuri Country and the rich heritage of the First Nations peoples. We honour the wisdom of Elders and Custodians of each generation, and the way in which this heritage enriches the life of our nation. We especially give thanks for the stories of resilience and survival that make up Indigenous Australia, including the many First Nations Peoples and families who have made this area their home. We seek guidance from Wiradjuri Elders because we are on Wiradjuri Country.

Our motto

Walking lightly on the Earth – a place of Earth awareness, reconnection and reflection.

Our vision

Responding to the cry of the Earth, by promoting and bringing forth of a sustainable society founded on respect for the Earth, the interconnectedness of all things, our responsibility towards all life, universal human rights, ecological justice, and a culture of peace.

Our goals

1. We model, support and contribute to Earth awareness and ecological justice in our local community and beyond.
2. We demonstrate sustainable living to our local community.
3. We connect with the heritage, values and wisdom of the Presentation Sisters and First Nations.
4. We are a not-for-profit organisation with a clear vision which is adaptable, sustainable, well resourced & compliant.

Our goals are achieved through:

- Visionary leadership and governance
- Contemporary learning, teaching and research
- Effective facilities and operations management
- Inclusive engagement and partnerships

Our beliefs and values

ErinEarth treasures our common home, Planet Earth. We stand in awe of the majesty and splendour that burst forth billions of years ago and the ongoing growth and development of our universe. We believe that in caring for the planet, we are in turn caring for ourselves. We believe we can make a positive difference for the benefit of the planet and achievement of this is a nourishing and spiritual act. To this end, we endeavour to illustrate, wherever we can, the life-giving link between living sustainably and one's spirituality. Our education programs are informed by the link between spirituality and sustainability as an intrinsic part of learning, teaching and research activities.

Caring for the Earth is not only about engaging in certain environmental practices; it requires us to understand how we can positively impact both people and our planet. With ongoing degradation, food and water insecurity and the impact on the marginalised, the need for human and non-human wellbeing is a priority.

Therefore "ecological justice", a right relationship between people, plants, animals, soil, water and air, is at the heart of our beliefs. At the centre of this philosophy is an understanding of the interrelationships that exist between humans, all other life forms and Planet Earth herself. Indeed, a healthy mind, body and soul requires a healthy planet.

We recognise and respect the sacred connection that First Nations Peoples have with the natural environment. Their stories of resilience and survival on a changing landscape is vast, and ensured the wellbeing of people, the land and its waterways. Understanding this relationship is crucial to the wellbeing of all Australians. Our Indigenous people speak of 'connecting to Country', and of the land as their mother. Their unique spirituality has emerged from the care of her, over tens of thousands of years and is embedded in Aboriginal ways of thinking, being and doing.

However, since colonisation, the land has become a place to be 'conquered'. We have not respected this ancient landscape and the First Nations knowledge systems to care for her. The consequences of such for human and non-human wellbeing are increasingly disastrous. Indeed, Reconciliation with the land and its waterways is vital, as is Reconciliation with First Nations Peoples. We hope to learn from First Nations ways of being and doing in relation to community and Country. This is the challenge, be it in a beginning way. We endeavour to change our way of relating to Country; to advocate for Country; to model this within the community we serve; and to incorporate a sustainable way of living which acknowledges our place in the Universe.

Wiradjuri people have a concept/word which echoes what we are trying to do. It is 'wallawin' which means being 'strong and healthy'. Wiradjuri elder, Uncle Stan Grant, explains this to include being strong in body, mind and spirit. This also includes being grounded in Country and community.

An overview of our strategic goals and outcomes is provided below with links to Laudato Si' Action Goals (LSAG - Column 1) and United Nations Sustainable Development Goals (Column 2)

Goal 1: We model, support, and contribute to Earth awareness and ecological justice in our local community and beyond		
<p>1.1 People experience a sense of awe and wonder through awareness of the Universe Story and scientific knowledge.</p> <p>1.2 Regular use of the Cosmic Walk is an educative and consciousness raising experience.</p> <p>1.3 ErinEarth is known as a place that promotes ecological justice: that is, a right relationship between people, plants, animals, soil, water and air.</p> <p>1.4 People understand Earth’s crises and the importance of adopting sustainable living practices.</p>	LSAG 5 & 6	UNSDG 3,10,16,17
Goal 2: We demonstrate sustainable living to our local community.		
<p>2.1 We inform and encourage sustainable living practices across the Wagga Wagga community.</p> <p>2.2 ErinEarth is well known and recognised as a place (among others) that demonstrates and educates about sustainable living to the local community.</p> <p>2.3 An Organisational Sustainability Plan is developed and implemented to reduce ErinEarth’s environmental impacts.</p>	LSAG 1, 4, 6 & 7	UNSDG 3, 4, 11, 12,13,15,17
Goal 3: We connect with the heritage, values and wisdom of the Presentation Sisters and First Nations		
<p>3.1 ErinEarth is known as a place that promotes a respectful understanding of Presentation Sisters’ story.</p> <p>3.2 ErinEarth is known as a place that promotes a respectful understanding of First Nations Peoples’ values and ways of knowing.</p> <p>3.3 ErinEarth is a place of wellbeing and healing.</p>	LSAG 2,3 & 5	UNSDG 3,10,16,17
Goal4: We are a not-for-profit organisation that is adaptable, sustainable, well-resourced and compliant		
<p>4.1 ErinEarth has financial sustainability and a workable management agreement that guides its future directions post funding from the Presentation Sisters</p> <p>4.2 ErinEarth has effective governance and meets all corporate compliance requirements</p> <p>4.3 A strategic process is established to review our operational model, roles & responsibilities, staffing structure and division of labour as needs and circumstances change and to ensure we deliver our desired outcomes & outputs.</p> <p>4.4 Succession planning is an established practice and includes staff wellbeing and professional learning</p> <p>4.5 A garden plan is continuously refined and shared. It includes propagation of local provenance plants for education, fund-raising and succession planting; Indigenous plants used for food/medicine identified and grown; biodiversity in the garden.</p> <p>4.6 A diverse and inclusive volunteer base is motivated by an effective & proactive engagement, recruitment & induction strategy ensuring ErinEarth capacity.</p> <p>4.7 Established partnerships and engagement with businesses, industry and local government are based on shared purpose, similar values and mutual benefits and enable us to leverage existing resources and be an effective member of the global movement to protect the planet.</p>	LSAG 1,4 & 7	UNSDG 3,8,12,16,17