



Draft Council Plan

2025 - 2029



Wodonga Council acknowledges Aboriginal and Torres Strait Islander people as the First Peoples of the Country. We also acknowledge them as Traditional Owners and Custodians across various lands. We pay our respect to their Ancestors, Elders, children and young people. We acknowledge the strength and resilience of all Aboriginal and Torres Strait Islander Peoples and recognise their continuous connections to lands, waters and communities across the country.

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Message from the Mayor

It is my great pleasure to present the *Council Plan 2025-2029* (the Plan), the first Plan presented under the councillor group elected in 2024.

Our city is transforming; a growing population and changing demographics means we must adapt as the needs of our community evolve alongside its people.

This Plan looks to guide this work, setting out objectives and strategies that will help us to achieve the Wodonga set out in our vision statement – a vibrant, well-planned city where people, nature and opportunity thrive through connection, resilience and leadership.

This plan has been informed by the *Wodonga 2050 Community Vision*, a community-led and informed document that outlines aspirations for the future of our city.

The community feedback gathered through this process, as well as feedback received during the *Shape Wodonga's Future | Council's Integrated Planning 2025* consultation provided insight into our community's ambitions for Wodonga.

It was this feedback that informed the development of the four themes that guide this Plan.

Liveable and connected communities speaks to our aspiration to foster an environment that promotes an active and healthy lifestyle, regardless of age, ability or background.

A growing city must be anchored by a thriving local economy that encourages investment, innovation and cements Wodonga as an ideal place to do business.

We must continue to respect and nurture the natural environment, while ensuring it can support the needs of residents.

Crucially, this Plan acknowledges the vital importance of effective leadership and financial sustainability.

This will be demonstrated through transparent decision-making, enhancing the council's financial planning and reporting processes, streamlining service delivery to maximise quantitative and qualitative value, adherence to good governance and a responsive policy and planning framework.

It will also be reflected in our advocacy on issues such as interstate coordination, rail, highway and public transport infrastructure, as well as continued advocacy for adequate health services.

As a resident of this city, I am invigorated by the road ahead of us. We are faced with both opportunities and challenges, of which on the other side sits a vibrant, connected and resilient Wodonga.

On behalf of my fellow councillors, I thank all those who contributed their feedback and helped to guide this vision and plan for the future of our community.



Cr Michael Gobel
Mayor, Wodonga Council

Wodonga Councillors



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Sumsion Gardens Ward

Wodonga Council has seven councillors.

Council elections took place in October 2024.

The new council was officially installed on November 12, 2024.



Michelle Cowan
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About Wodonga

A vibrant and welcoming place

Nestled along the Murray River and surrounded by scenic hills, historic River Red Gums and productive farmland, Wodonga shows a strong sense of community spirit. With an estimated resident population of 44,824 (2024)¹, it is the largest city in North East Victoria, covering an area of 433.7 square kilometres.

Located on the Hume Freeway, 310 kilometres north east of Melbourne via the Hume Freeway on the Inland Rail corridor, Wodonga is positioned on a major transport route connecting Melbourne, Adelaide, Canberra and Sydney.

As two border cities, Wodonga and Albury are home to more than 100,000 people and play a central role in a regional catchment of over 180,000.

Wodonga has a \$3.08 billion economy², supported mainly by the healthcare, retail, education, manufacturing and public administration sectors. The city's visitor economy also plays a part, with popular festivals, a vibrant food and wine scene and Wodonga's location near premier alpine resorts.

Residents and visitors enjoy a wide range of educational opportunities, including Wodonga TAFE and La Trobe University, as well as access to sports facilities, cultural venues and connected green spaces. The city's central business district is an evolving and dynamic hub for retail, hospitality and professional services.

Lake Hume is a notable feature of the Wodonga region. The dam plays a significant role in water conservation, storing water during wetter periods, to ensure water availability during drier times. The lake also supports recreational activities such as swimming, fishing, and boating, and is a popular local and regional tourist destination, particularly in the warmer months.

Investment and growth

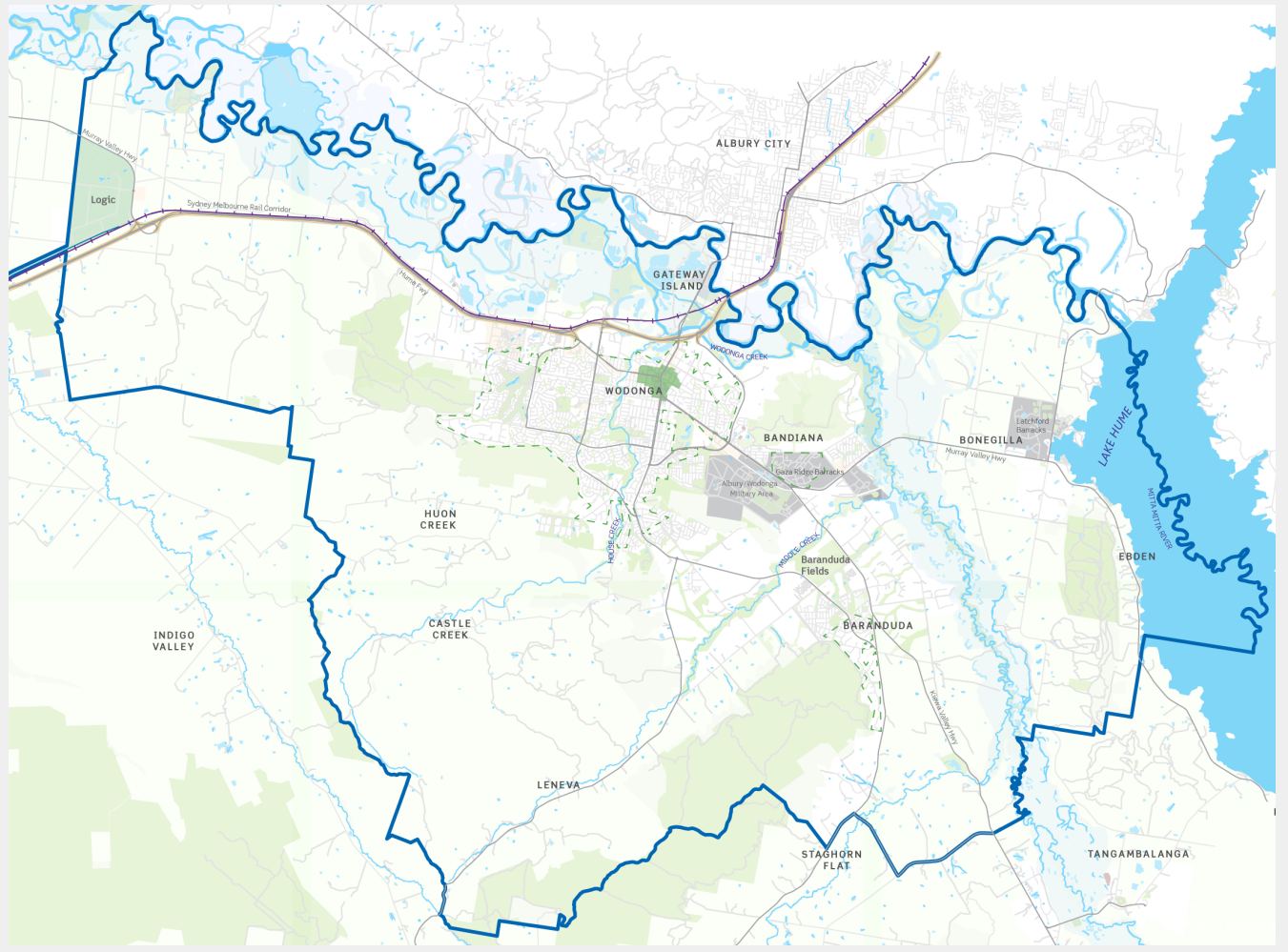
Wodonga's population is projected to grow from 46,561 in 2025 to 62,837 by 2046³, particularly in Baranduda and Leneva. To support this growth, the State Government has set a housing target of 15,200 new dwellings by 2051⁴.

The city's strategic location continues to support economic development, particularly through Logic Wodonga, a major logistics and industrial precinct situated along the Hume Freeway and near the Melbourne to Brisbane inland rail route. Wodonga is well-positioned for continued expansion in logistics, transport, manufacturing and warehousing. Additional growth is expected in healthcare, retail, and education, driven by the needs of a growing population.

The defence sector has a strong and established presence in Wodonga, supported by the Army Logistic Training Centre (ALTC) at Latchford Barracks. As a major training facility for the Australian Army, the ALTC and Wodonga TAFE have a longstanding partnership to deliver specialised training, helping to grow the workforce, attract investment and strengthen Wodonga's role in Australia's national defence capability.

Cross-border relationships

Wodonga Council and AlburyCity have worked together for many years through the Two Cities One Community partnership. Today, this collaboration extends to neighbouring councils to build a stronger, more connected region. This united approach strengthens joint advocacy to improve access to funding and policy support, reduce duplication of services and streamline approval processes, to deliver better outcomes for local businesses and communities.



- Municipal boundary
- Wodonga CBD
- Extent of urban development
- Water bodies
- Major roads



Wodonga's profile

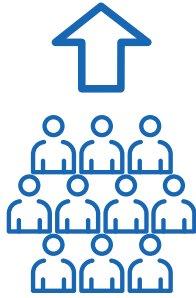
Community profile

A growing population

A forecasted 34.96% population growth

46,561 in 2025

62,837 by 2046



Increasing diversity



24% increase in people born overseas.

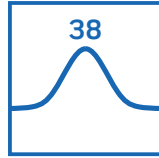
27.8% increase in people speaking a language other than English at home.



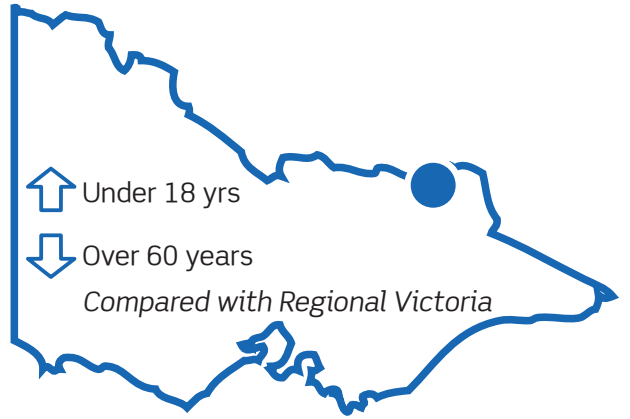
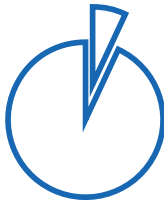
36.3% increase in people with a need for assistance in their day-to-day lives due to a disability.

A young community

Median age



Largest age group 30 to 34 years.



Notable increase in residents aged 70 to 79 years (41.6% between 2016 and 2021).

Diverse housing requirements



26.9% of households are couples with children.



Lone person households have increased from 24.6% in 2016 to 26.9% in 2021.



24.7% of households are very low or low-income households.



5.5% of households are social housing, much higher than the regional Victoria average of 3%.

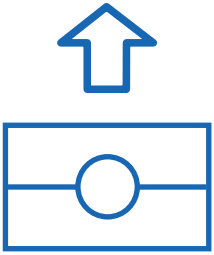


2.1% of people were homeless or at risk of becoming homeless.

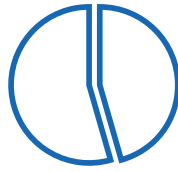


7.9% of households experience housing stress, spending 30% or more of their income on housing costs.

Growing Aboriginal and Torres Strait Islander Population



Increase of 50.7% between 2016 and 2021.



45.7% aged under 18 years.



Largest population in Melrose, Martin Park, Wodonga East and Belvoir.

Socio-economic disadvantage



Wodonga's Socio-Economic Indexes for Areas (SEIFA) measure is 973, a score below several regional cities such as Ballarat (986) and Horsham (990), indicating higher socio-economic disadvantage, but scores higher than Greater Shepparton (944) and Mildura (940).

Economic profile

Growing economy



\$3.08 billion
Gross Regional Product



23,640
local jobs



3,280
local businesses



4.4% unemployment
(Sept 2024) compared
with 3.5% in wider
regional Victoria

Largest industries by employment



1. Healthcare and social assistance



2. Manufacturing



3. Construction



4. Public administration and safety



5. Retail



6. Education and training

The roles of government

Government framework

Australia has three levels of government that work together to deliver essential services. Each level of government provides different services, though these sometimes overlap.

All levels of government raise money through the collection of taxes to pay for the services provided. At each level of government, elected representatives serve their respective communities.



Federal Parliament

Responsible for issues that affect all Australians (national issues)

Defence
Immigration
Postal services
Telephones and the internet
Funds interstate and other highways

State and Territory Parliaments and government bodies

Responsible for issues that affect people in that state or territory

Education
Hospitals
Police
Public housing
Public transport
Manage major roads

Victorian Councils

Responsible for issues that affect local communities

Animal management
Community services (libraries, volunteering)
Early childhood education and care
Emergency management
Environmental protection
Land use planning and building control
Local laws
Public health (immunisation)
Recreation and culture (parks, sporting fields)
Roads and safety (roads, footpaths)
Waste management (rubbish collection and recycling)
Manage local roads

The functions and responsibilities of local government

Deliver

Good governance

Provides good governance, makes local laws and policies for the benefit and wellbeing of the community

Service provider

Provides services including waste collection, services to support families, libraries and other community services and programs

Infrastructure provider

Provides and maintains buildings, open spaces, recreational facilities and local roads, footpaths and shared paths

Planner

Plans for current and future community needs guiding council initiatives, activities and resource allocation through long-term planning

Partner

Leader, capacity builder, partner and broker

Works collaboratively with stakeholders to achieve improved outcomes for the community

Advocate

Advocate











Advocates for the community through submissions, regional partnerships, forums, discussions with Ministers and lobbying



Council's services

Every day, Wodonga Council delivers a multitude of services to the community and manages and maintains community assets such as recreation and leisure facilities, local roads, bridges, footpaths, drains, parks, playgrounds, community buildings and much more. Each of these services and assets contributes to the liveability of the community.

The council's service areas and teams are outlined below.

 Asset Management	 Economic Development	 Kindergartens	 Population Health
 Building Services	 Emergency Management	 Leadership	 Projects and Design
 Business Innovation and Assurance	 Environmental Health	 Marketing and Communications	 Roads Maintenance
 Compliance	 Finance	 Maternal and Child Health Services	 Sport and Recreation
 Cultural and Visitor Services	 Hyphen Gallery and Library	 Office of the CEO	 Strategic and Statutory Planning
 Customer Experience	 Immunisation	 Parks and Gardens	 Waste Management
	 Information Services	 People and Safety	

[View Wodonga Council's full Service Profile online](#)



What is a council plan and why is it important?

Wodonga’s Council Plan 2025–2029 (the Plan) is a medium term strategic document that guides Wodonga’s future over a four-year period.

Under the Victorian *Local Government Act 2020*, councils must create and approve a Council Plan covering at least the next four financial years following a general election.

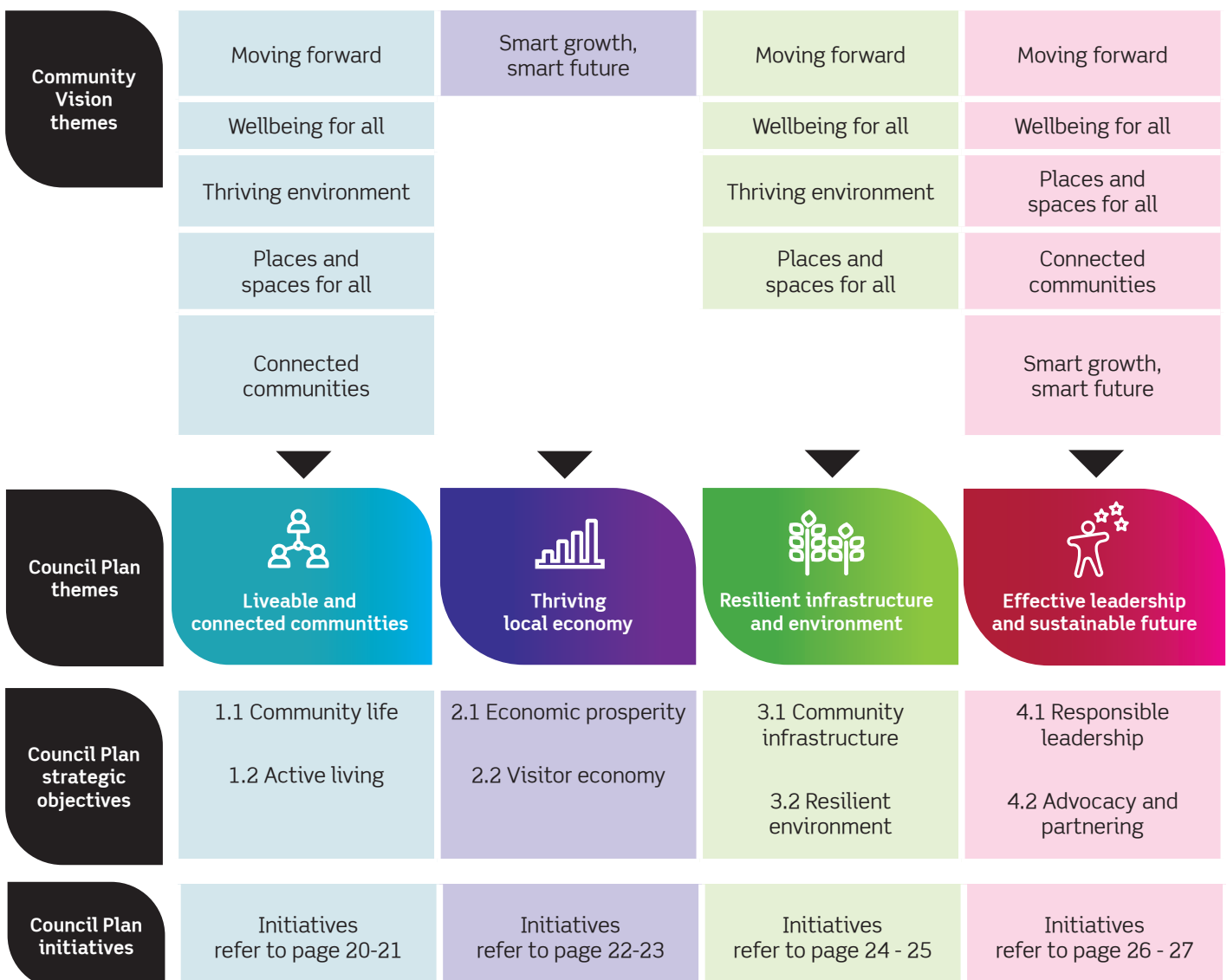
The Plan is an essential part of the council’s overall planning system, guiding decisions and priorities for the immediate, mid-term and long-term future.

This Plan is structured around four key themes that reflect the Wodonga 2050 Community Vision and the community feedback received during the engagement process.

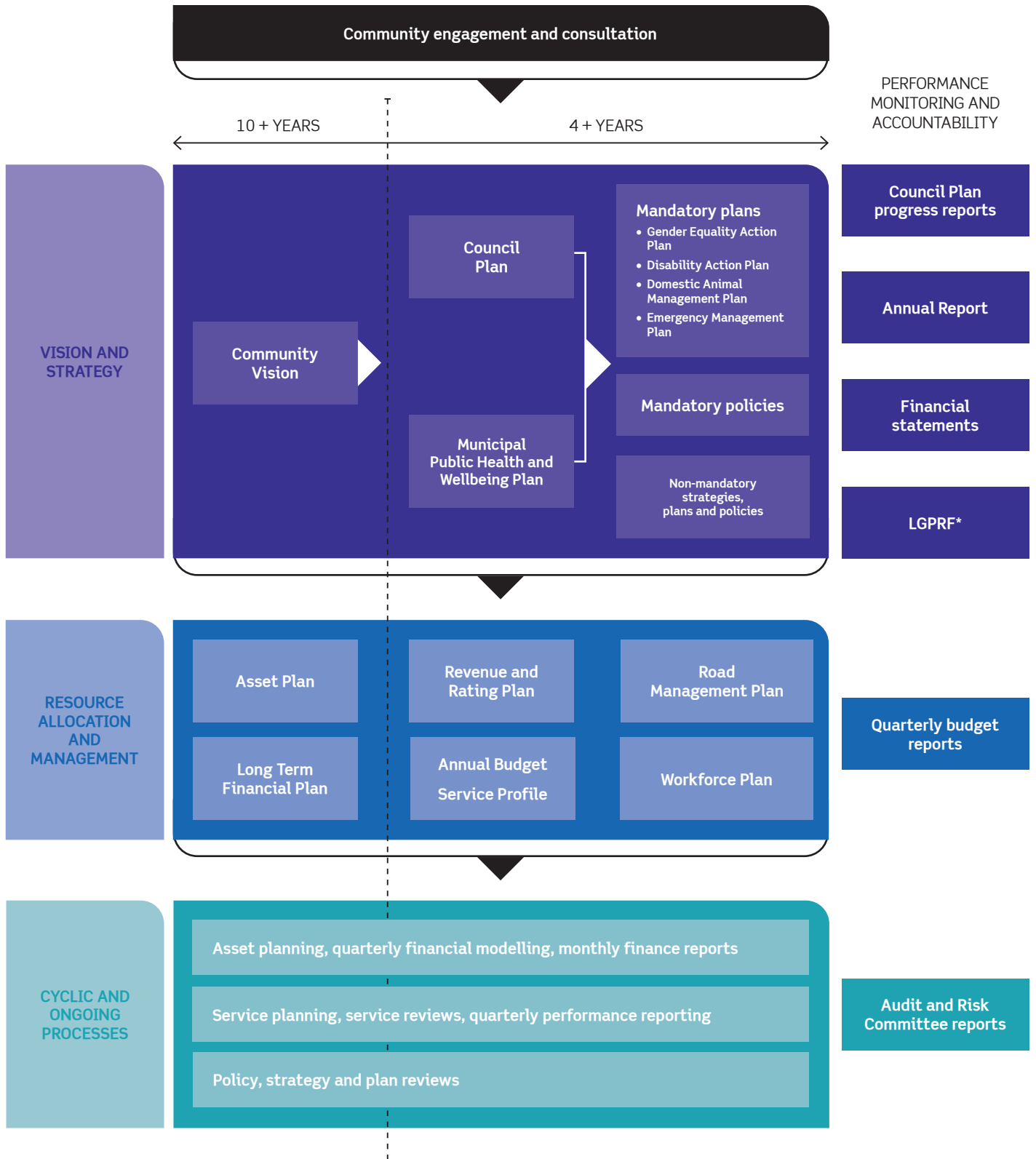
Each theme outlines clear strategies and initiatives to guide the council’s actions, while allowing flexibility to address the evolving needs of the community over the next four years.

The strategies define the outcomes the council aims to achieve, and the initiatives outline the key areas of activity that will be undertaken.

Community vision themes and alignment with the Council Plan



Council's Integrated Planning and Reporting Framework



* Local Government Performance Reporting Framework

Development of the Council Plan

In developing the Council Plan, an open and inclusive engagement process was undertaken to ensure the council's actions align with community needs and expectations. The council engaged with the community, stakeholders and staff, and reviewed local plans, policies, demographics, community profiles, services and key projects. This process identified the priority needs and issues to address over the next four years.

Community engagement

Community engagement relating to the development of the *Wodonga 2050 Community Vision* as well as the *Shaping Wodonga's future | Council's Integrated Planning 2025* consultation campaign engaged over 1600 people, ensuring diverse community perspectives helped to shape the city's priorities and strategic direction.

Participants shared feedback and ideas through workshops, pop-up and drop-in sessions, community conversations and forums, and online submissions via the council's website.

Wodonga 2050 Community Vision

The *Wodonga 2050 Community Vision* marks a significant milestone in shaping the city's long-term future. Developed through an extensive and inclusive engagement process, the Vision reflects the aspirations, priorities and values of the Wodonga community. Following a public exhibition period and careful consideration of community feedback, the final Vision was presented to the council on March 24, 2025. At this meeting, the council resolved to formally adopt the *Wodonga 2050 Community Vision*, recognising the importance of all community contributions and reaffirming its commitment to transparent and responsive decision-making aligned with its Community Engagement Policy.

Shaping Wodonga's future | Council's Integrated Planning 2025

Through this consultation process, the priorities identified for the *Wodonga 2050 Community Vision* were health, transport, housing, environmental sustainability, education and employment, community facilities, events and tourism, young people, business and economy, and population and city growth.

Through the *Shaping Wodonga's future | Council's Integrated Planning 2025* engagement process, the following key priorities were identified.

- Recognising and protecting the value of the environment, including natural landscapes and waterways
- Building on economic strengths and opportunities, especially in manufacturing, visitor attraction and education
- Maximising the strategic advantage offered by Wodonga's location with access to rail and road infrastructure and the regional scale population
- Working together to ensure access to services including transport, healthcare, childcare, education, social housing, youth and crisis support programs, affordable and diverse housing options, open spaces, and quality community facilities, to enhance community liveability and wellbeing
- Recognising the importance of community connections, being involved in the community and feeling a sense of belonging
- Recognising the importance of community places and spaces being welcoming and accessible for everyone and supporting the community to be active and well

- Leveraging key infrastructure such as Logic Wodonga, Junction Place, Hyphen Gallery and Library, and rail
- The importance of partnerships, leadership and advocacy in addressing the growing needs of the community, responding to resourcing shortages and progressing priorities
- Building the capacity and capability of the community to drive community-led initiatives and to respond to emergency situations
- Key health issues including family violence, vaping, illicit drugs and alcohol, mental wellbeing, social isolation, low physical activity levels and impacts on health from the changing environment
- Advocating for a new hospital on a new site for the Albury Wodonga region



[View Wodonga 2050 Community Vision feedback reports online](#)



Image: Scar tree on the Crossing Place Trail, Wodonga

Council vision and mission

Vision

A vibrant, well-planned city where people, nature and opportunity thrive through connection, resilience and leadership.

Mission

Wodonga Council delivers efficient services and infrastructure through responsible financial management, ensuring value for the community and long-term sustainability.

Council values

Trust

Talk straight – say what you mean and mean what you say.

Create transparency – do not withhold information unnecessarily or inappropriately.

Right wrongs.

Practice accountability – take responsibility for results without excuses.

Extend trust – show a willingness to trust others, even when it involves a measure of risk.

Respect

Treat other people with courtesy, politeness and kindness, no matter what their position or opinion.

Listen first – seek to understand others before trying to diagnose, influence or prescribe.

Integrity

Tell the truth in an appropriate and helpful manner that does not compromise the organisation's objectives and values.

Keep confidences.

Do what you say you will do to the best of your ability.

Be open about mistakes.

Speak of those that are absent only in a positive way.

Learning

Work together and learn from each other.

Continuously improve and innovate.

Be open to change.

There is a high degree of responsibility for results - delivery without excuses.

1.

Liveable and connected communities



The council will foster an environment where people of all ages, abilities and backgrounds can live an active and healthy lifestyle, and will feel part of Wodonga’s diverse and growing community.

1.1	Community life	Deliver	Partner	Advocate
1.1.1	Increase awareness of local services and activities and how to access them	✓	✓	
1.1.2	Facilitate opportunities for active involvement and connection within the local community	✓	✓	
1.1.3	Foster community safety initiatives	✓	✓	

Community life strategic indicators	Data source
Meet community satisfaction with arts centres and libraries performance target	LGV Annual Community Satisfaction Survey
Meet community satisfaction with community and cultural activities performance target	
Meet number of library loans per unit of population performance targets	Local Government Performance Reporting
Meet library visits per unit of population performance target	
Meet delivery and support of local arts, culture and events performance target	Wodonga Council Performance Reporting
Meet facilitation and support of health and community forums performance target	
Percentage of initiatives completed from the Disability Action Plan	
Percentage of initiatives complete from the Community Wellbeing Action Plan	
Meet time taken to action animal management requests performance target	Local Government Performance Reporting

1.2	Active living	Deliver	Partner	Advocate
1.2.1	Promote and facilitate active living	✓	✓	
1.2.2	Create and sustain a welcoming and accessible network of play spaces, parks and open areas	✓	✓	
1.2.3	Encourage community participation in sport and recreation	✓	✓	

Active living strategic indicators	Data source
Percentage of Physical Activity Strategy executed	Wodonga Council Performance Reporting
Meet community satisfaction with the appearance of public areas performance target	LGV Annual Community Satisfaction Survey
Meet community satisfaction with recreational facilities performance target	
Meet utilisation of aquatic facilities performance target	Local Government Performance Reporting

Key initiatives
Maximise utilisation of the council's community assets
Incorporate advocacy for health services into the strategic advocacy plan
Explore designs for the Senior Citizens Community Hub
Enhance community safety awareness and initiatives
Renewal of two to three sites annually (assessed to be high priority) to ensure play spaces within walking distance of residences to provide a quality experience
Develop a play space package for developers to assist in collaboration and play space equity across the city
Develop and implement the Municipal Early Years Plan
Develop and implement the Community Wellbeing Action Plan

Supporting strategies and plans		 Adopted strategy/plan To be developed
Albury Wodonga Sport and Recreation Strategy Community Wellbeing Action Plan Cultural Services Plan Disability Action Plan Domestic Animal Management Plan Municipal Early Years Plan	Municipal Emergency Management Plan Municipal Public Health and Wellbeing Plan Physical Activity Strategy Play Space Strategy Two Cities One Community Smart Community Strategy	



2.

Thriving economy



We will promote our city as a vibrant hub for investment, innovation and opportunity. It is a place that supports local jobs, education, tourism, and business through strong partnerships and a focus on sustainable, inclusive growth.

2.1	Economic prosperity	Deliver	Partner	Advocate
2.1.1	Encourage the activation of Wodonga CBD as a vibrant and welcoming destination	✓	✓	✓
2.1.2	Build and strengthen relationships with businesses that operate locally, key industries, organisations and education and training providers	✓	✓	✓
2.1.3	Drive the development and promotion of Logic Wodonga as the premier industrial hub along the Hume Freeway freight corridor	✓	✓	✓
2.1.4	Actively seek productive investment and innovation that supports economic growth	✓	✓	✓

Economic prosperity strategic indicators	Data source
Increase in number of new businesses established in Wodonga	Wodonga Council Performance Reporting
Increase in investment opportunities realised in the city	
Value of approved Commercial Building Applications	
Increase in total number of businesses operating in municipality	Australian Bureau of Statistics
Increase in proportion of residents engaged in formal employment	National Institute of Economic and Industry Research Annual Reporting
Meet community satisfaction with planning for future growth performance target	LGV Annual Community Satisfaction Survey

2.2	Visitor economy	Deliver	Partner	Advocate
2.2.1	Advocate for new business development and strengthen the local and regional visitor economy	✓	✓	✓
2.2.2	Encourage the development of visitor accommodation options in Wodonga			✓

Visitor economy strategic indicators	Data source
Meet community satisfaction with business, community development and tourism performance target	LGV Annual Community Satisfaction Survey
Number of domestic one day trips and overnight stays	Albury Wodonga Visitor Economy Trends Report

Key initiatives
Continue the marketing and land sales program at Logic Wodonga to drive growth and investment
Explore an inland port to further attract industry investment at Logic Wodonga
Increase activation and support the appropriate development of Junction Place
Advocate for centrally located additional visitor accommodation to attract visitors and increase economic opportunities
Develop an Economic Development and Investment Attraction Strategy
Advocate and plan for residential development targets
Renew the Cultural Services Plan to facilitate a strategic program of festivals and events for local activation and visitor attraction

Supporting strategies and plans	■ Adopted strategy/plan ■ To be developed
Albury Wodonga Destination Management Plan Cultural Services Plan Municipal Early Years Plan Precinct plans	Wodonga Economic Development and Investment Attraction Strategy Wodonga Growth Strategy Wodonga Housing Strategy Wodonga Industrial Land Strategy



3.

Resilient infrastructure and environment



The council will continue to respect and nurture the natural environment while strengthening the city's resilience and sustainability through infrastructure that supports community wellbeing and growth.

3.1	Community infrastructure	Deliver	Partner	Advocate
3.1.1	Maintain community buildings, local road and drainage networks to effectively meet the needs of the community	✓		
3.1.2	Partner with community organisations to ensure community buildings and spaces foster diversity, liveability and sustainability	✓	✓	
3.1.3	Advocate for and collaborate with relevant transport agencies on rail, highway and public transport infrastructure		✓	✓
3.1.4	Develop a network of pedestrian pathways to support recreational and commuter movement	✓	✓	
3.1.5	Ensure Wodonga's built environment is safe and fit for purpose	✓	✓	

Community infrastructure strategic indicators	Data source
Percentage of Asset Plan executed	Wodonga Council Performance Reporting
Meet time taken to decide planning applications performance target	Local Government Performance Reporting
Meet planning applications decided within the required time performance target	
Meet sealed local roads below the intervention level performance target	
Meet community satisfaction with planning and building permits performance target	LGV Annual Community Satisfaction Survey
Meet community satisfaction with the condition of local street and footpaths performance target	

3.2	Resilient environment	Deliver	Partner	Advocate
3.2.1	Effectively manage natural areas and open spaces	✓		
3.2.2	Support and promote community-driven environmental programs and initiatives	✓	✓	
3.2.3	Optimise the council's energy and water consumption and explore innovation in sustainable waste management	✓	✓	✓
3.2.4	Support and promote adaptation initiatives to address climate change	✓	✓	✓

Resilient environment strategic indicators	Data source
Meet community satisfaction with environmental sustainability performance target	LGV Annual Community Satisfaction Survey
Meet community satisfaction with waste management performance target	
Improved energy efficiency rating for council assets	Wodonga Council Performance Reporting
Meet kerbside collection waste diverted from landfill performance target	Local Government Performance Reporting

Key initiatives
Explore potential of recreational use of natural areas
Advocate for public transport to support additional routes and services
Investigate pedestrian and shared paths planning opportunities for growing localities
Develop and adopt an Integrated Transport Strategy to enhance accessibility
Review and investigate waste management programs and initiatives
Continue to improve strategic asset management
Progress the Open Space Strategy
Explore environmental offset and credit programs
Continue tree planting to mitigate the heat island effect caused by infill development in the city

Supporting strategies and plans	 Adopted strategy/plan To be developed
Albury Wodonga Sport and Recreation Strategy Asset Management Strategy Asset Plan Climate Change Adaptation Action Plan Cultural Services Plan Domestic Animal Management Plan Municipal Emergency Management Plan Play Space Strategy	Road Management Plan Sustainability Strategy Two Cities One Community Smart Community Strategy Wodonga Growth Strategy Wodonga Housing Strategy Wodonga Industrial Land Strategy Wodonga Open Space Strategy

4.

Effective leadership and sustainable future



The council will proactively lead our growing city by ensuring transparent decision-making, proactive planning and positive collaboration. The community's needs will be at the centre of everything we do.

4.1	Responsible leadership	Deliver	Partner	Advocate
4.1.1	Enhance financial planning and reporting processes to ensure the council's long-term financial sustainability	✓		
4.1.2	Show civic leadership through transparent decision-making, adherence to good governance and reporting responsibilities	✓	✓	
4.1.3	Maintain an innovative and responsive policy and integrated planning framework to sustain future growth and development	✓	✓	
4.1.4	Deliver efficient council services that provide value for money for the community	✓		
4.1.5	Cultivate an engaged, capable and future-ready workforce through a culture of excellence, continuous learning and high performance	✓		

Responsible leadership strategic indicators	Data source
Meet operating position, liquidity and obligation targets from the adopted budget	Annual Performance Statements
Meet community satisfaction with overall council direction performance target	LGV Annual Community Satisfaction Survey
Meet community satisfaction with customer service target	
Meet community satisfaction with community consultation and engagement performance target	
Meet community satisfaction in decisions made in the interest of the community performance target	Community Satisfaction Survey
Increase in digital community engagement – increase in total reach across primary social media accounts	Wodonga Council Performance Reporting
Meet staff turnover rate performance target	

4.2	Advocacy and partnering	Deliver	Partner	Advocate
4.2.1	Advocate to stakeholders and decision-makers on key community issues, while proactively seeking partnerships with government, businesses and community organisations	✓	✓	✓
4.2.2	Collaborate with key partners and agencies to proactively plan for emergencies and ensure coordinated preparedness and recovery efforts	✓	✓	✓

Advocacy and partnering strategic indicators	Data source
Meet community satisfaction with the council's lobbying and advocacy performance target	LGV Annual Community Satisfaction Survey
Meet community satisfaction with emergency and disaster management performance target	

Key initiatives
Continue to enhance processes and systems to ensure responsible and effective financial management
Enhance customer experience by improving the council website and delivering further community digital services
Review the Communications, Marketing and Engagement Strategy to realign with the council's strategic direction and Strategic Advocacy Plan
Increase the effectiveness of digital systems through integration, process improvement and user-centred design
Advocate for improved cross-border coordination and the reduction of regulatory barriers and interstate coordination
Undertake a comprehensive review of the Workforce Plan to ensure alignment with future needs, organisational priorities and industry best practices
Develop and revise the Strategic Advocacy Plan annually to ensure currency
Upgrade procurement and contracting software

Supporting strategies and plans	 Adopted strategy/plan To be developed
Community Wellbeing Action Plan Financial Plan Gender Equality Action Plan Municipal Emergency Management Plan Revenue and Rating Plan	Strategic Advocacy Plan Workforce Plan



