



Western Downs Futures Progress Group meeting 20 February 2024

Summary of Meeting – key insights

On 20th February 2024, the Western Downs Futures Progress Team held their fourth meeting, at the Dalby Entertainment Centre, it was attended by 37 participants. This workshop did not follow the same format as previous workshops as the facilitators did not deliver any content for deepening learning, they focused squarely on preparing the participants and holding them in the process of decision-making.

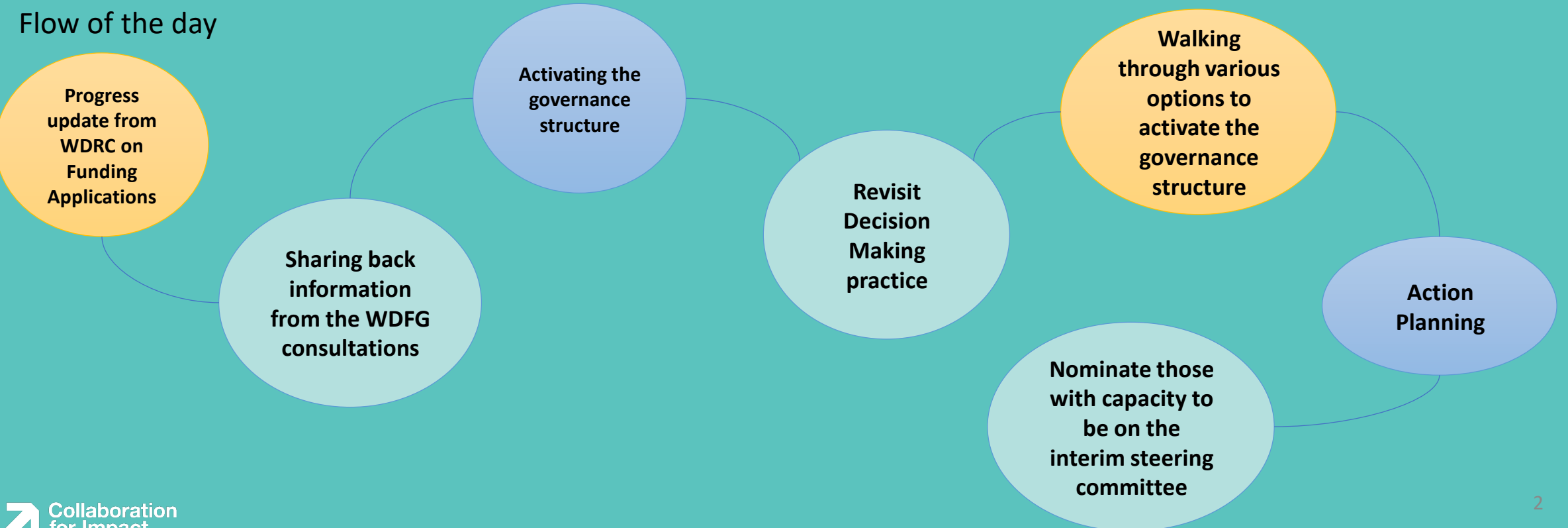
This meeting aimed to:

- Identify some WDFG members who have capacity to do the process development needed to formally establish the Leadership Team
- Establish key activities for the next 12-24 months for the incoming Program Manager to work on with the interim steering committee members.

This approach to the meeting aimed to achieve the following **objectives**:

1. provide a progress update on funding applications
2. activate the leadership component of the governance arrangements
3. action planning for the incoming program manager and leadership team
4. Establish working groups

Flow of the day



Learning and key insights

It was wonderful to have Maddy and Elenor from Tara Shire State College to open the workshop by acknowledging the Traditional Owners of the land on which these meetings take place. The work of the Western Downs Futures Group is for their generation, so we look forward to seeing them again in the conversations.



Progress update from WDRC on Funding Applications

Daniel Fletcher, WDRC General Manager of Community & Livability, presented the progress update from the October 2023 meeting:

- Since the last Progress Team meeting in October, we have been busy in the background.
- WDRC are supporting the recruitment for the Program Manager for a term of 12 months, with possibility of ongoing tenure dependent on funding. 5 Progress Team member are on the assessment panel and looking to interview candidates in March.
- Our Advance Queensland application for the CRISP initiative was unsuccessful. On behalf of the Progress Team, WDRC submitted a request for reconsideration of the decision.
- Our other grants and funding opportunities are waiting to be finalised.
- the Local Housing Action Plan (LHAP) was endorsed by WDRC on 15 February.
- WDRC CEO Jodie Taylor presented on WDF to the Queensland State Government Regional Leaders Network, successfully gaining buy-in for the development of the Early Action Group.



SHAPE YOUR ENERGY FUTURE

We also heard from **Sophie Bougoure and Kristelle Townsend** about the Shape Your Energy Future program that was attended by 21 participants, 7 of which are Progress Team Members.

- The program was centred around the energy transition, the Renewable Energy Zone (REZ), and how it will affect landholders and the community
- We attended the SYEF program to understand the complexities of the energy transition, grow our leadership skills, and collectively develop project ideas to take back to our communities.
- Kristelle and Sophie tabled our idea for Western Downs Futures to play a part in the energy transition as a conduit for a portion of renewable energy company's social impact funding to be in a larger bucket to fund mutually agreed legacy projects across the Western Downs region.
- As a **concept idea**, there is much to do, and the Shape Your Energy Future team would like to explore this more and invite anyone interested to form a working group.



Sharing back information from the WDFG consultations

Learning and key insights

Over December 2023 and January 2024, CFI and the WDF project team invited all the original attendees of the May 2023 Summit to participate in a feedback consultation process. Of the 100 people invited we heard from 27.

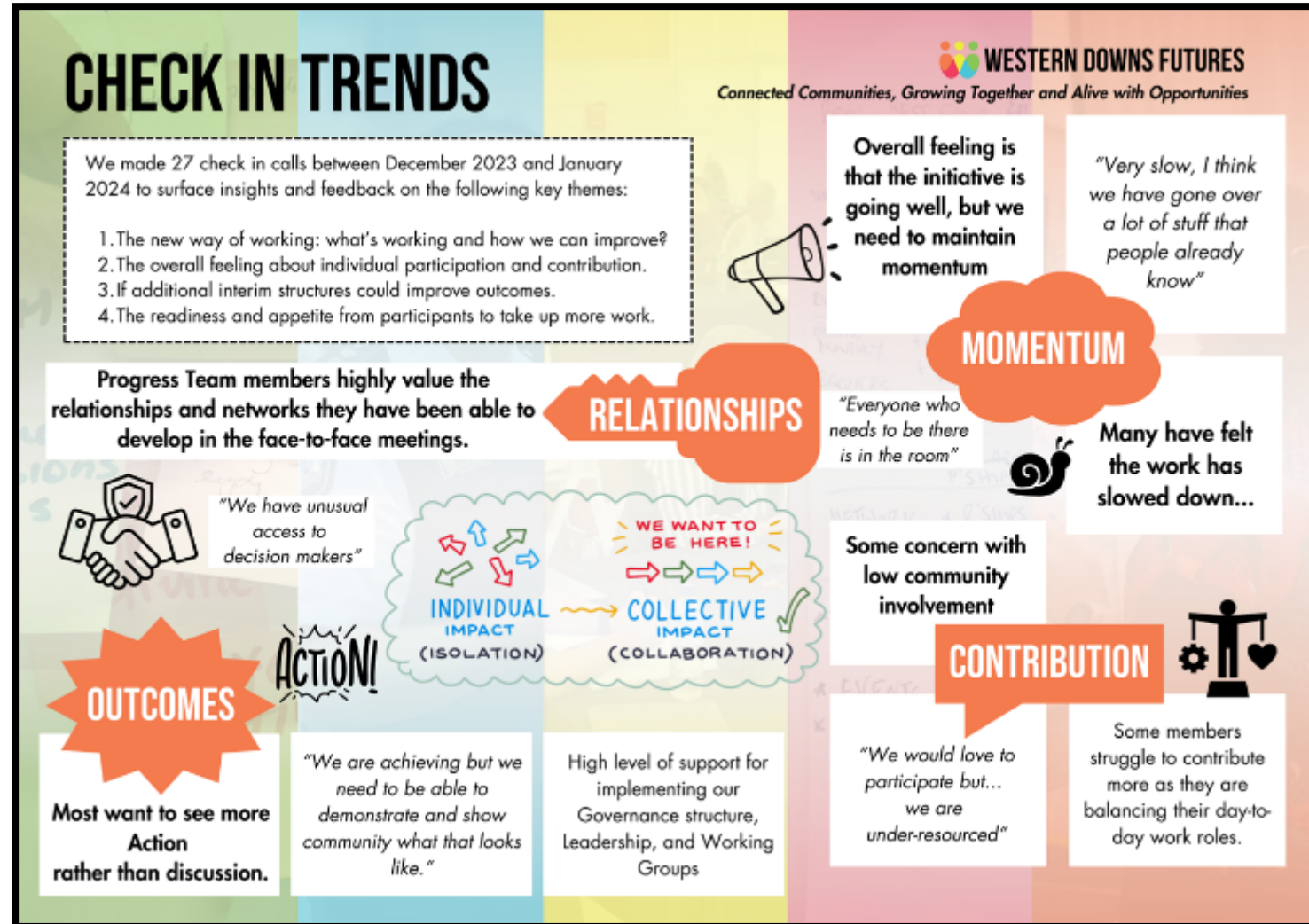
A summary of all the feedback was presented back to the WDFG members through a role play.

It was clear through the role play that there is a spectrum of interest and engagement from those eager to see more action and feeling like the pace is too slow. To those who think the work to date has demonstrated real collaboration and they have enjoyed the opportunity to network and learn from other regions that are doing similar work.

There was a resounding appetite to get moving and stand up an interim leadership group to help drive the work forward and solidify some key actions.

Concern over the numbers dropping off at the meetings, that could be attributed to the lack of capacity due to work demands and lack of seeing tangible outcomes.

Overall, there was a strong feeling that the region is ready for this way of working and that people are eager to keep going, set some priorities and generate some quick wins for the group.



Renee King, from the WDRC Project Team, provided the group with a review of the governance arrangements that were agreed to, in principle, at the Tara workshop in August 2023. Following the explanation the group were invited to focus in on the Leadership Team arrangements and spend some time to list out any additional considerations for selecting those key roles.

Original list of key considerations:

- Gender balance
- Diversity
- Who would be the Chair?
- Rotating chairperson, independent chair?
- 1=person = 1 vote
- This group has 10 members, what is the quorum?
- Does the Program Manager have a vote?
- Skills and experience
- Location

Additions:

- Youth component needs to reflect the whole region
- Gender doesn't need to be specifically outlined.
- Legal implications – the structure of the organisation will ultimately determine the role that some reps will be able to play. Particularly government reps.
- The name of the group should be flexible.
- Existing leaders in the region need to back the structure.
- Need to consider the bias of those in the region holding the representative roles of CBL, PM & Industry Lead.

Some voiced recommendations;

- The program manager should not have voting rights.
- Independent chair should be found
- Communications from today must be transparent back to community.

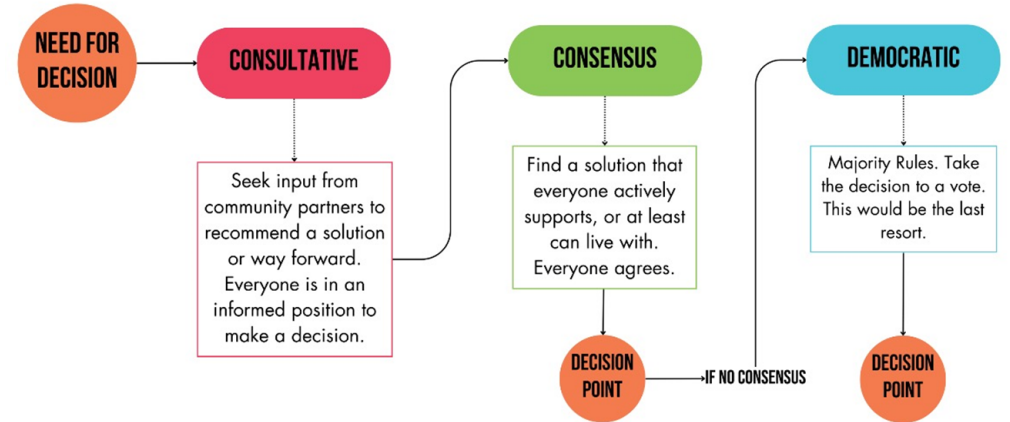


Before heading into discussing and deciding on the various options to activate the governance arrangements the group paused to revisit the decision-making process.

We included additional time to talk through the process and deepen understanding of how to collectively make decisions and ensure that everyone had the same understanding around the process.

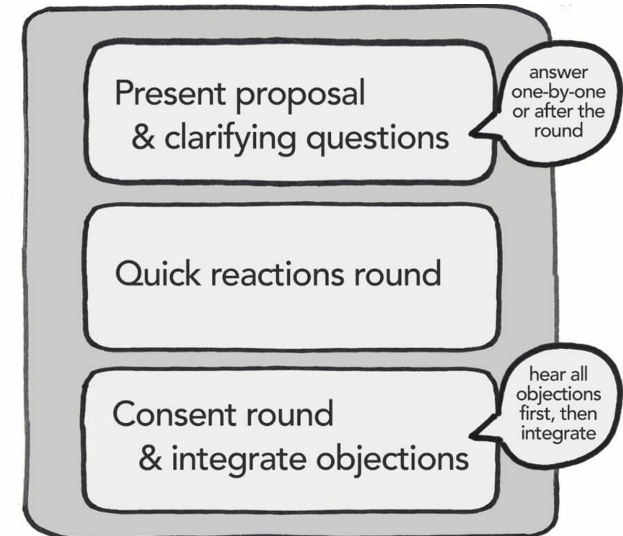
Our intention was that everyone stepped forward together through the decision-making.

Our decision-making process



Consultative; Consensus; Democratic was the Decision Making Process the Progress Group agreed to at their meeting on 5 June 2023. This process chart helps to see how decisions will flow through the three stages.

The process for presenting the options followed the following format.



Options presented to activate the leadership team component of the governance arrangements & to design the process and selection of key roles.

The following three options were presented to the group and clarifying questions were sought. Following initial discussions, the groups were given time to propose other options (under option 3).

Once all the options were clarified they were placed around the room and participants were invited to move to their preference.

Option 1

Smaller **interim steering group** volunteer to work with the incoming Program Manager, to design the detailed process to elect the formal Leadership Team.

Present the process to the WDFG members for consensus.

Duration 6 months

Option 2

Recruit an **experienced independent chair or co-chairs** to work with Program Manager, to design the detailed process to elect the formal Leadership Team.

Present the process to the WDFG members for consensus.

Duration 6 months.

Option 3

Is there another proposal from the group?

Group discussion and feedback on the options.

- The duration should be extended for 12months
- This group should bring in a chair at the 12month mark.
- Not everyone is here today to be able to nominate their interest.
- First Nations representatives should nominate themselves.
- There should be a check-in from the group around the 4 month mark to ensure they are on track.



3(a) Leadership Team should be elected today, and they will elect the Chair today.

3(b) Blend of Option 1 & 2. Duration should be 12months. Need to bring in more community. Can nominate some people today.

3 (c) The Program Manager is recruited and then runs the process in consultation with WDFG members outside of this session.

Options presented to activate the leadership team component of the governance arrangements & to design the process and selection of key roles.

Following long discussions and questions the group realised that there was very little difference between the two preferred options. A new option was created below, and the participants were then invited to confirm they were all in consensus with this new variation. **Consensus was reached.**

Final Variation of the Options

- The WDFG members would nominate up to 8 representatives to form the interim steering committee.
- Nominating 4 representatives today in the room and leaving an additional 4 positions open for expressions of interest.

- Select a rotating chair from within that group
- Duration for 12 months
- The EOI process also allows for individuals to seek confirmation from their employers to be authorised to be part of the team.



Walking through various options to activate the governance structure

Action Planning & interim steer co member nominations

We then discussed the **Community and Business Connector Team** component of the governance arrangements. Participants were invited to split into the cohort that they represented (government, community, industry representatives) and spend time discussing:

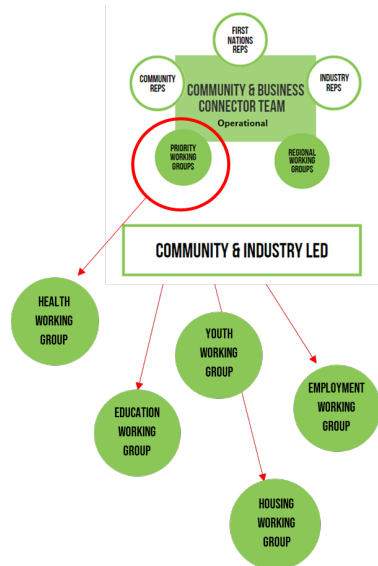
- How will these groups work to bring more representatives into those groups?
- What will be the process to nominate one of these members to be the representative on the CBCT?

It was time well spent discussing purpose, process and how to build representation.

In the same groups participants were then asked to start to establish key actions, milestones and ideas that could be put on the 12-month planner wall. The input onto the wall would form the forward plan of work for the incoming Program Manager and the volunteers on the interim steering committee.



Participants were also invited to self nominate to **priority area working groups** and nominate a key contact person to convene each group.



Now that there was clarity on the actions and expectations for the work going forward the group were asked the pivotal question: *Who has capacity, skills and experience in governance that can volunteer to be on the interim steering committee for the next 12 months, to work with the Program Manager when they arrive in the role?*

The following people nominated themselves to steward the work forward: (left to right) Allan Bougoure, Scott Reed, Sophie Bougoure and Louise Judge.

