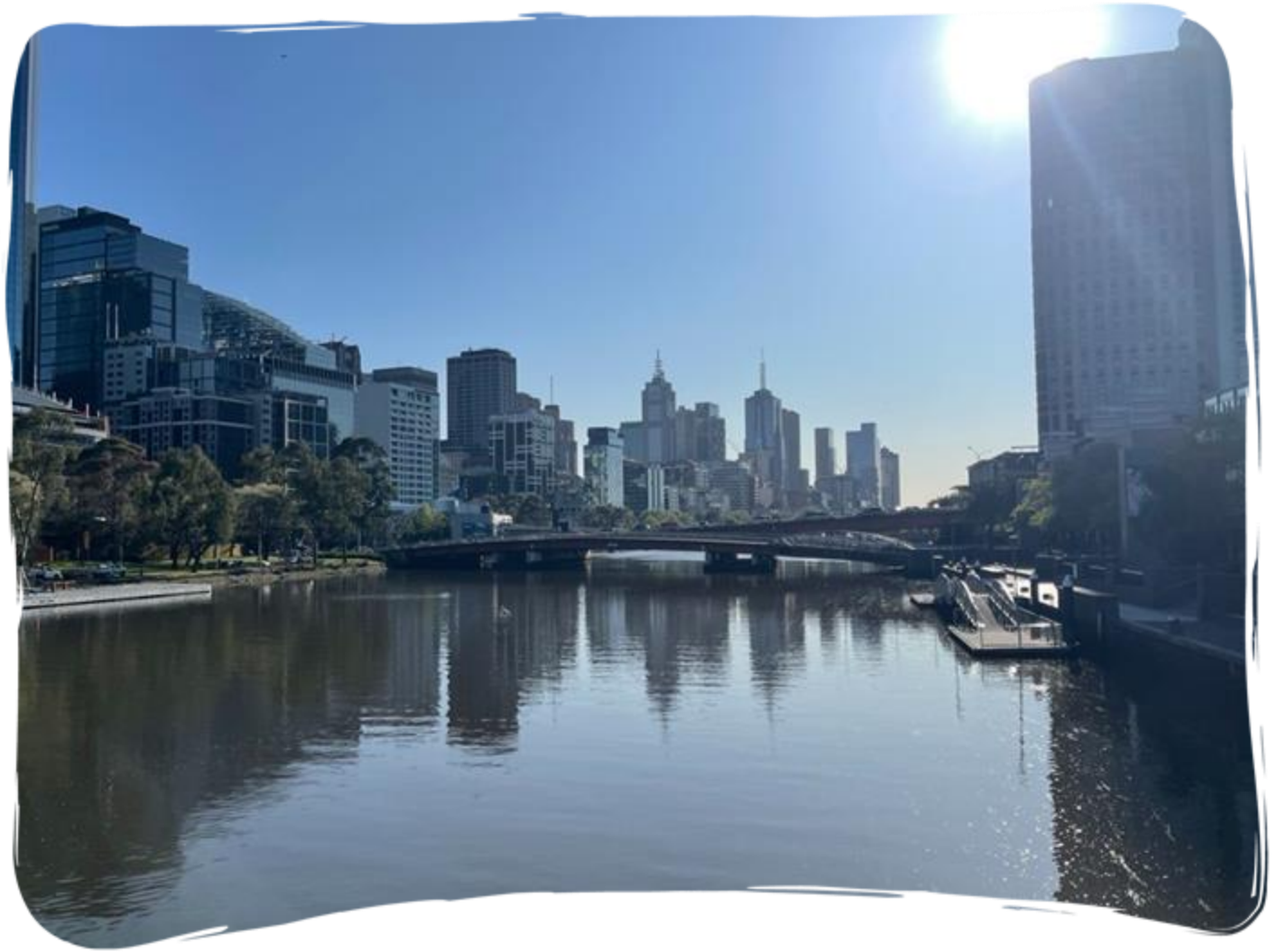


*We acknowledge the  
Traditional Custodians of  
Country and recognise  
their continuing  
connection to  
land, waters, and  
culture.*

*We pay our respects to  
their Elders past, present  
and emerging.*



COMMUNITY FIRST  
DEVELOPMENT





COMMUNITY FIRST  
DEVELOPMENT



# COMMUNITY FIRST DEVELOPMENT

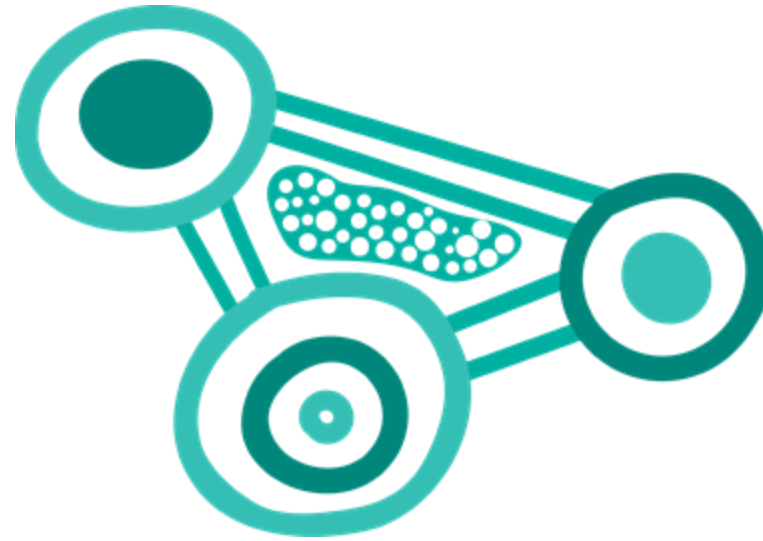
WITH OUR PEOPLE, FOR OUR PEOPLE

Monitoring and Evaluation Journeys:  
Making footprints, community-based enterprise in Australian First Nations contexts

AES September 2024



# COMMUNITY DEVELOPMENT OFFICER



# VOLUNTEER

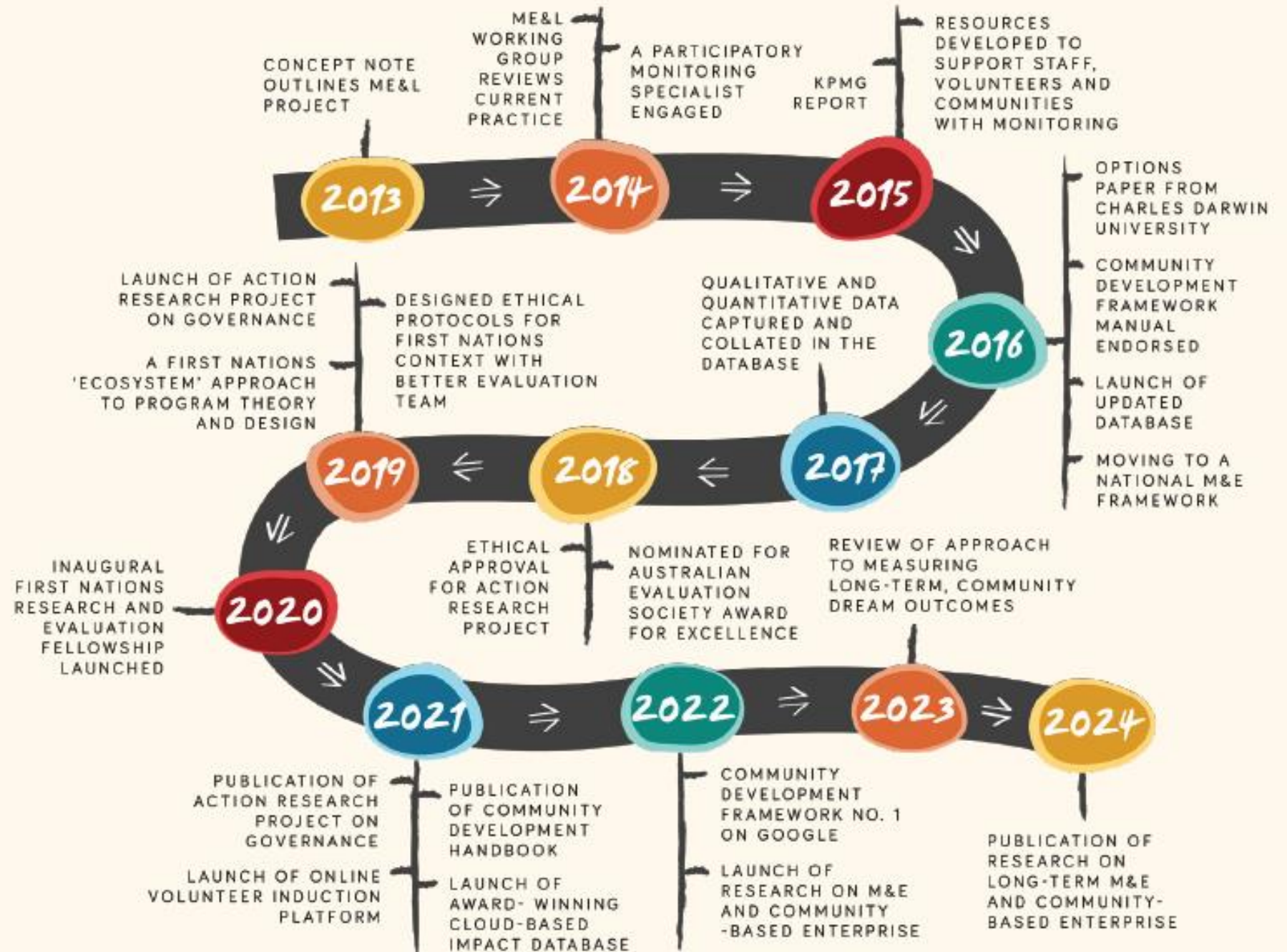


# COMMUNITY PARTNERS



# OUR M&E JOURNEY

## Community First Development's monitoring and evaluation journey





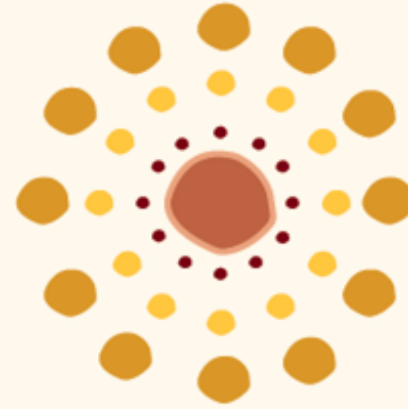
## COMMUNITY CENTRED

Each community is at the centre of what we do.



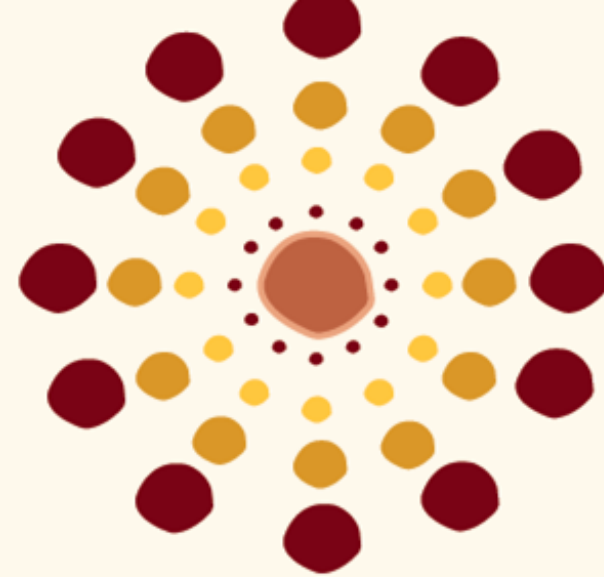
## BUILDING RELATIONSHIPS

At Community First Development, we take time to build a relationship with each community.



## TRACKING PROJECTS

Every project has Project Indicators which are monitored to measure and track progress. Every project is monitored at a minimum at the commencement and conclusion of the project, with larger projects having multiple Monitoring Points.



## TRACKING DREAMS

Dream Indicators are also monitored to measure and track progress towards their overall dream.



## IDENTIFYING DREAMS

The community identify their dream - what they envisage their community could look like. These are written down as 'Dream Indicators' and connect to broader 'Story of Change' areas.



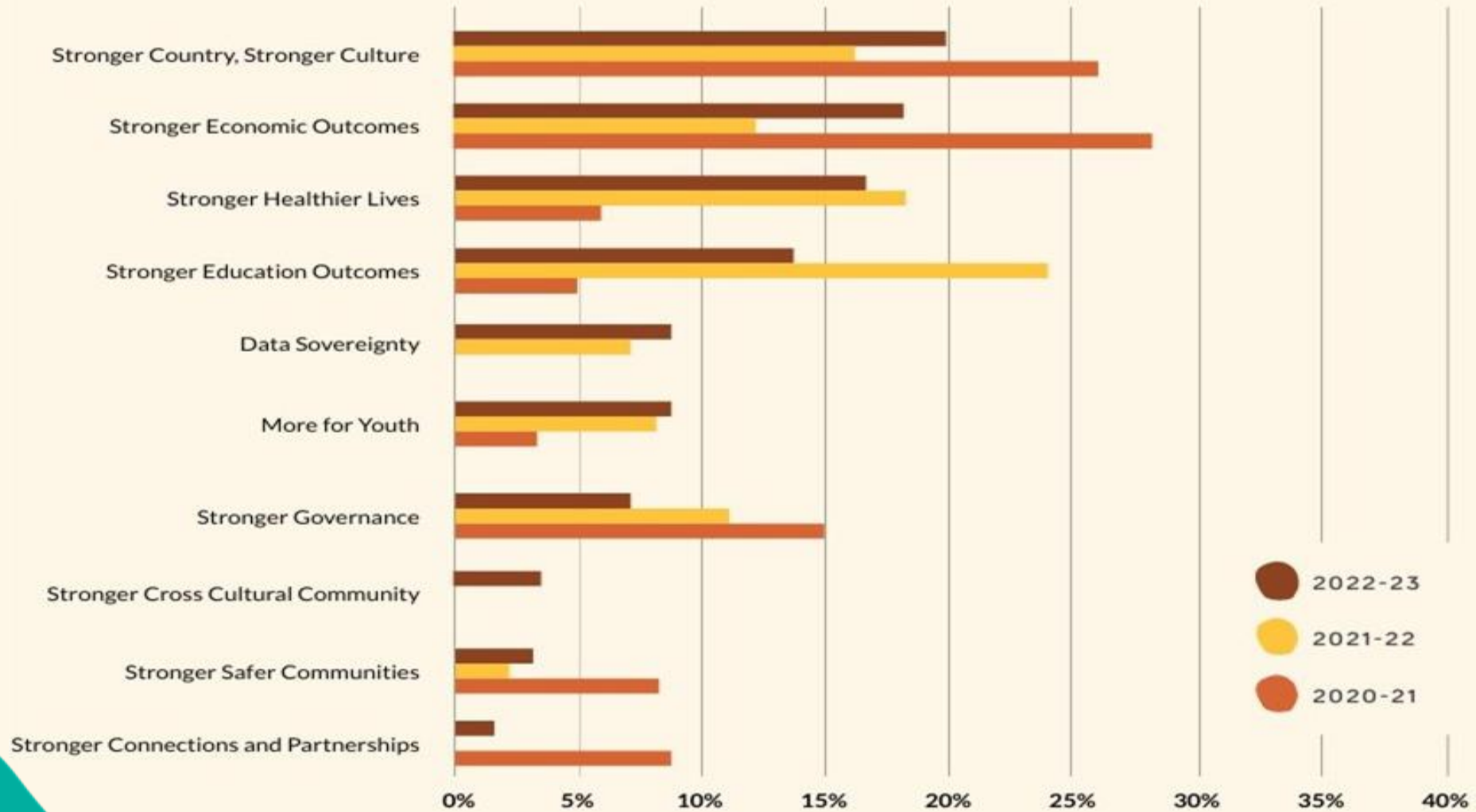
## IDENTIFYING PROJECTS

The community identify projects that will help them achieve that dream. These are written down as 'Project Indicators' and also connect to broader 'Story of Change' areas. Projects are supported through Community First Development volunteers across a wide range of areas.



COMMUNITY FIRST DEVELOPMENT

### Core business of all communities we worked with 2020-23



Past 3 years avg.  
120 communities  
on 193 projects  
per year

CORE BUSINESS OF ALL COMMUNITY-BASED ENTERPRISES  
WORKING WITH COMMUNITY FIRST DEVELOPMENT

# ACTION RESEARCH PROJECT II

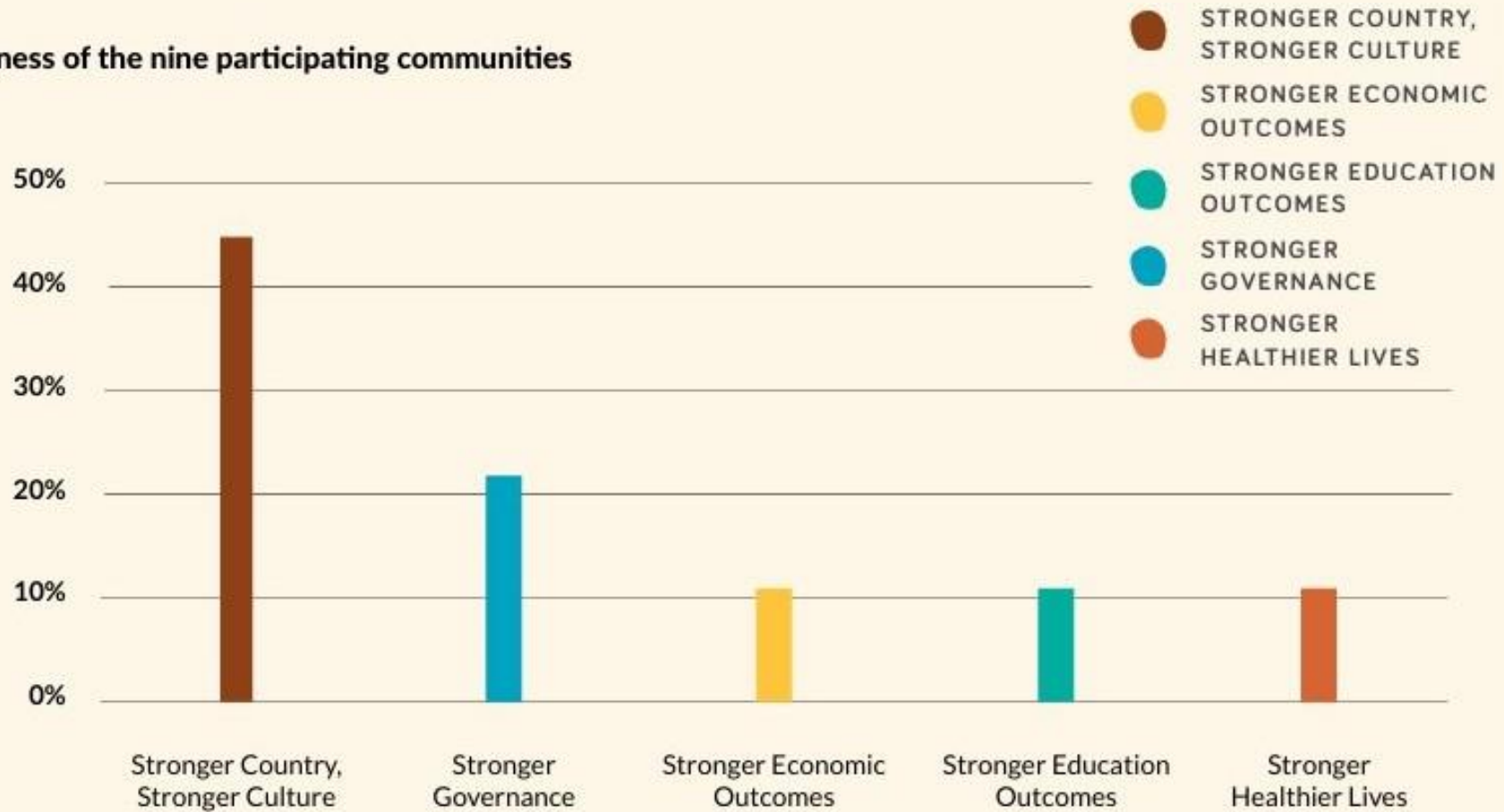
(ARP II)



9 transcripts, across  
9 locations informed  
this analysis.

# CORE BUSINESS OF THE 9 ORGANISATIONS IN THIS RESEARCH PARTNERSHIP

Core business of the nine participating communities



# OVERARCHING RESEARCH QUESTION

**“How effective is Community First Development’s approach to measuring long term outcomes with communities?”**



# YARNING GUIDE

## *Community DREAMS*

What do you think monitoring and evaluation (M&E) is?

Are there words in language that better describe M&E?  
If so, can you share these with us as part of the research project?

Over the time we have been working with you, have we spoken to you about the changes you want to see happen?

- Have we talked about the changes that did happen?

Can you describe how these conversations were helpful?  
• Can you also describe how they could be more helpful?

Do we yarn with you enough about what you and your community want to see change?

INTERGENERATIONAL  
OUTCOMES ARE HIGHLY  
VALUED BY FIRST  
NATIONS' COMMUNITIES

CONSIDERATION  
OF WISE AND  
LAND-BASED  
PRACTICES IS  
VITAL



FIRST NATIONS'  
COMMUNITY-BASED  
ENTERPRISES



WE NEED A DIFFERENT  
MODEL OF MONITORING AND  
EVALUATING FIRST NATIONS'  
CBES; TO INCLUDE SOCIAL  
OUTCOMES

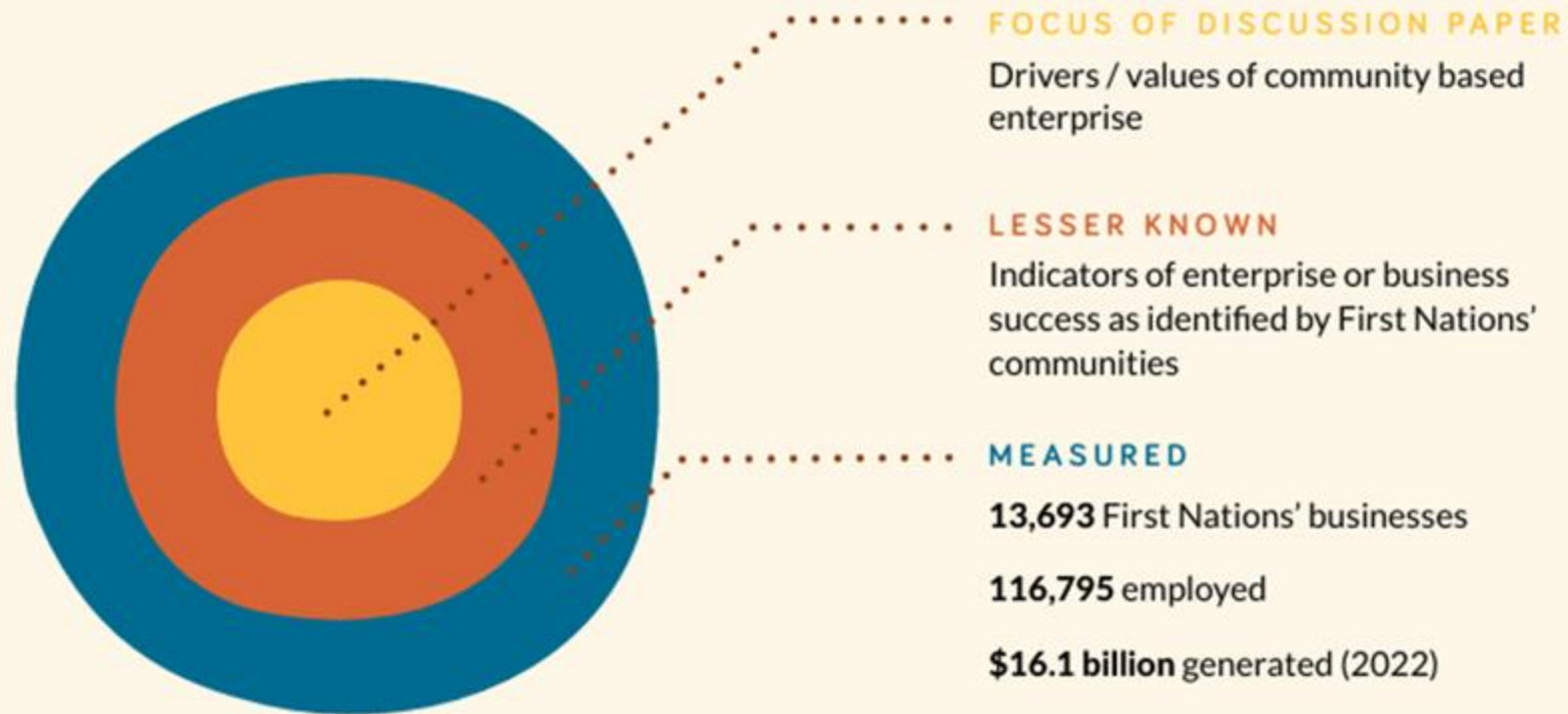
THE SOCIAL OUTCOMES  
CONTRIBUTED BY CBES  
ARE OF EQUAL, OR  
GREATER, BENEFIT THAN  
FINANCIAL OUTCOMES





**How does Community First  
Development's monitoring and  
evaluation activities support  
community towards  
achievement of their goals?**

## Drivers and measures of First Nations' Businesses / Community Based Enterprise



# KEY LEARNINGS

There was unanimous and positive comments that the current processes and work of Community First Development, provides multi-purpose, high level support for communities in terms of...

Providing time and space for **reflection**

Creating opportunity for **generating** discussion and **space** for talking

To engage in **'explicit'** thinking out loud



# KEY LEARNINGS

How do people within organisations understand and perceive the value of monitoring and evaluation in their work with Community First Development?

Checking up

Reviewing

Staying on the  
path or track

Reflecting

What's  
changed

End point –  
success

Did we  
achieve our  
goal



... an evaluation is really about this ongoing process of checking and cross-checking and in community development work, it's actually an ongoing conversation that draws people into thinking about understanding and responding to really big issues that aren't just about managing a project, they're about linking that notion of linking vision to practice...

We are constantly re-evaluating ourselves, and the board as well, and our projects, and that practice of putting what's on paper into actual practice on the ground with community.

I think our board is really brave. I'm really proud of our board for the simple fact that we, I'm not afraid to say we, could have done better and we're not afraid to say we kind of got that a little bit wrong, not just acknowledge it within and move on, we actually acknowledge it and we acknowledge it publicly and I think that's really important for the transparency...

Your monitoring and our reporting has managed to keep us on track in addressing that gap between what we wanted to happen and what has happened and also what hasn't happened.

*(D1)*

What methods of monitoring and evaluation are used? How effective are they and how can these be further developed?



***Seed to Tree*** is considered an effective tool.

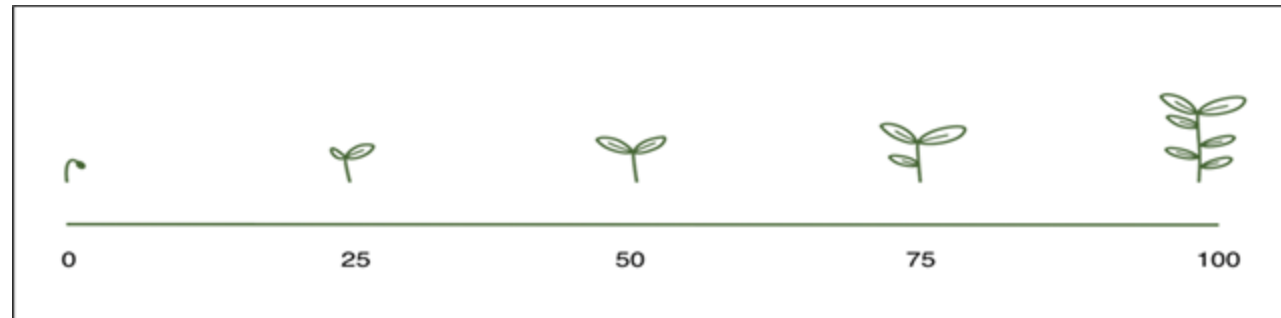
Culturally appropriate imagery and metaphor

Universal

Cues discussion

Clear and simple

Yarning approach is valuable and valued



# KEY LEARNINGS CONTINUED...

- Community First Development utilises effective ways of working that builds and maintains effective relationships with First Nations' enterprises.
- Community First Development yarning methods and the Seed to Tree tool provide opportunities for formulating and envisioning, as well as monitoring and evaluating long term Dreams for First Nations' enterprises.
- Continued development of the Seed to Tree tools and upskilling of yarning methods within the organisation is necessary to develop effective support of First Nations' enterprises.
- Information about the timings, purpose and outcomes of monitoring and evaluation could be provided to First Nations' enterprises to enhance and enrich current knowledge and practice.

...monitoring and evaluation should be different for First Nations, because you can write anything on a piece of paper, but without relationships and actually seeing the impacts yourself.

And it takes time.

Evaluation takes time because, just like I was talking about that theory change before, that little seed.

To see that big seed is not a short-term thing. It is a long-term evaluation...

(D2)



...Yes, this relationship works great because you are always very accessible and take time to yarn and discuss any issues and give advice when needed...

(B1)

# CONCLUSION

*“How effective is Community First Development’s approach to measuring long term outcomes with communities?”*

Community First Development *is* effective in building and maintaining long term relationships with organisations that has a significant and lasting effect on the communities with whom they work.

The relationships developed over time are valued by communities and the individuals within them. This is often due to the nature of the work which includes a focus on strategic planning and policy development.

*Seed to Tree tool and process* are useful tools in supporting communities to identify and reflect on short-, medium- and long-term outcomes towards the ‘big picture’ of sustainable, and positive, individual and community change focused on overarching purposes of social and economic development.

Evaluation is often identified as an end point, determined by the successful conclusion of activities. Other measures may need to be considered to appraise the effectiveness of processes that support ‘big picture’ sustainable community dreams throughout the development cycle, not just at the end.

# DOWNLOAD OUR DISCUSSION PAPER

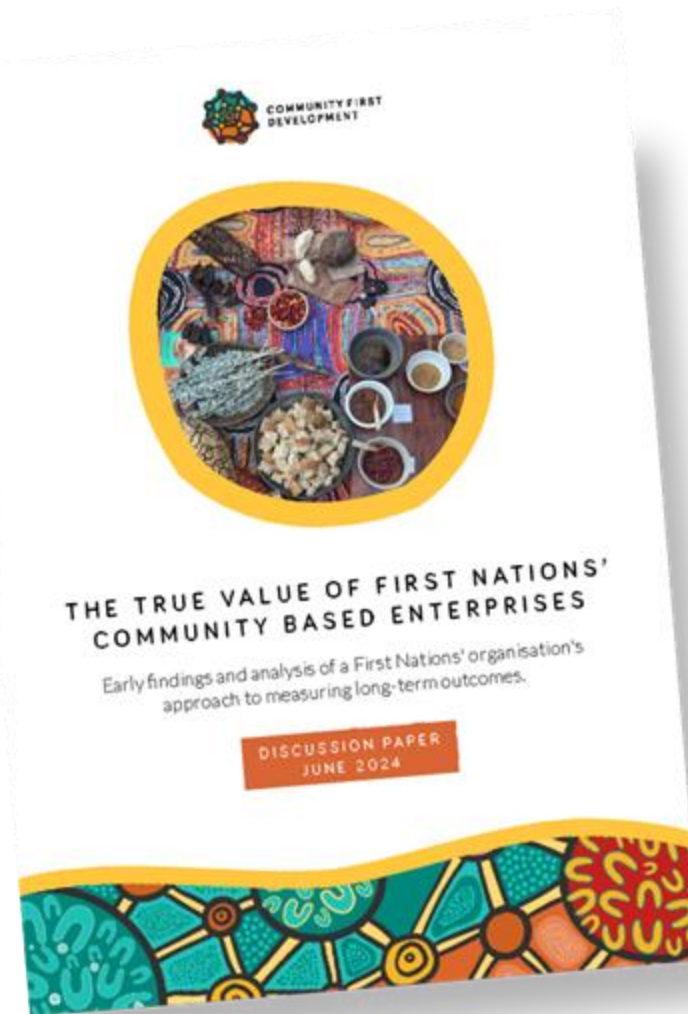
Themes relating to the achievement of *Dreams*

1. INTER-  
GENERATIONAL  
CHANGE

2. CULTURAL  
IDENTITY &  
'STATUS'

3. RENEWAL,  
REINVIGORATION  
& STRENGTHENING  
CULTURAL PRACTICE

4. EFFECTIVE  
RELATIONSHIPS





**DREAMING**  
OF A BRIGHT FUTURE