



The Barossa Council



BAROSSA COMMUNITY PLAN 2024-2044

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ACKNOWLEDGEMENT OF COUNTRY

The Barossa Council recognises and pays respect the traditional owners of the lands that The Barossa Council spans – the lands of the Ngadjuri, Peramangk and Kaurna people. The Barossa Council acknowledges that the spiritual, social, cultural and economic practices of the Ngadjuri, Peramangk and Kaurna peoples come from their traditional lands and waters. As the traditional custodians of these lands, they maintain their cultural heritage and beliefs, languages and laws which are of ongoing importance. We acknowledge the Ngadjuri, Kaurna and Peramangk Nations have made, and continue to make, a unique and irreplaceable contribution to the Barossa region.

FROM THE MAYOR



Our community are privileged to be the custodians of the Barossa!

It is a unique and highly desirable location in which to live, learn and work. An area of world class beauty, landscapes, people, experiences, and character. We are a driven community who enjoy an enviable lifestyle, community spirit and wonderful heritage.

As a Council, we seek to maximise opportunities to work together with the community to enhance our unique qualities whilst looking for opportunities to grow, plan and achieve prosperity for our current and future generations to come. We strive as a community to ensure our economic, social and community backbone are strong and at the forefront of supporting each other whilst selling Brand Barossa to the world.

Our Community Plan 2024-2044 is our next iteration of our 20-year plan to guide decision making through our vision, values and pillars: Our Community, Our Economy, Our Environment, Our Places, and Our Council. The Community Plan is aligned and influenced by relevant external strategies and informs our Corporate Plan and other plans.

Our role is to provide good governance for the community, respond to the needs of the residents and support economic, social and community development. As we strive to achieve the goals and strategic outcomes outlined in this Community Plan, be clear about our role, and work collaboratively with the community, Government and industry to achieve the best possible outcome.

As a Council we are looking forward to working collaboratively for the long-term success of the Barossa.

Mayor Michael 'Bim' Lange OAM

The Barossa Council

OUR VISION

To create a vibrant and growing community where people support one another and come together to have fun and foster a sense of belonging, community spirit and connection to the Barossa.

OUR MISSION

Our mission as shared custodians of the Barossa is to cultivate an identity that celebrates diversity, embraces inclusivity and promotes a prosperous future. We strive to be prepared and take a planned and thoughtful approach to building our future, one that is welcoming to all.

OUR VALUES

Pride:

We take pride in building strong communities in alignment with our environmental, social and governance framework.

Courageous Leadership:

We value courageous leadership by being visionary, bold and innovative and taking proactive and positive action.

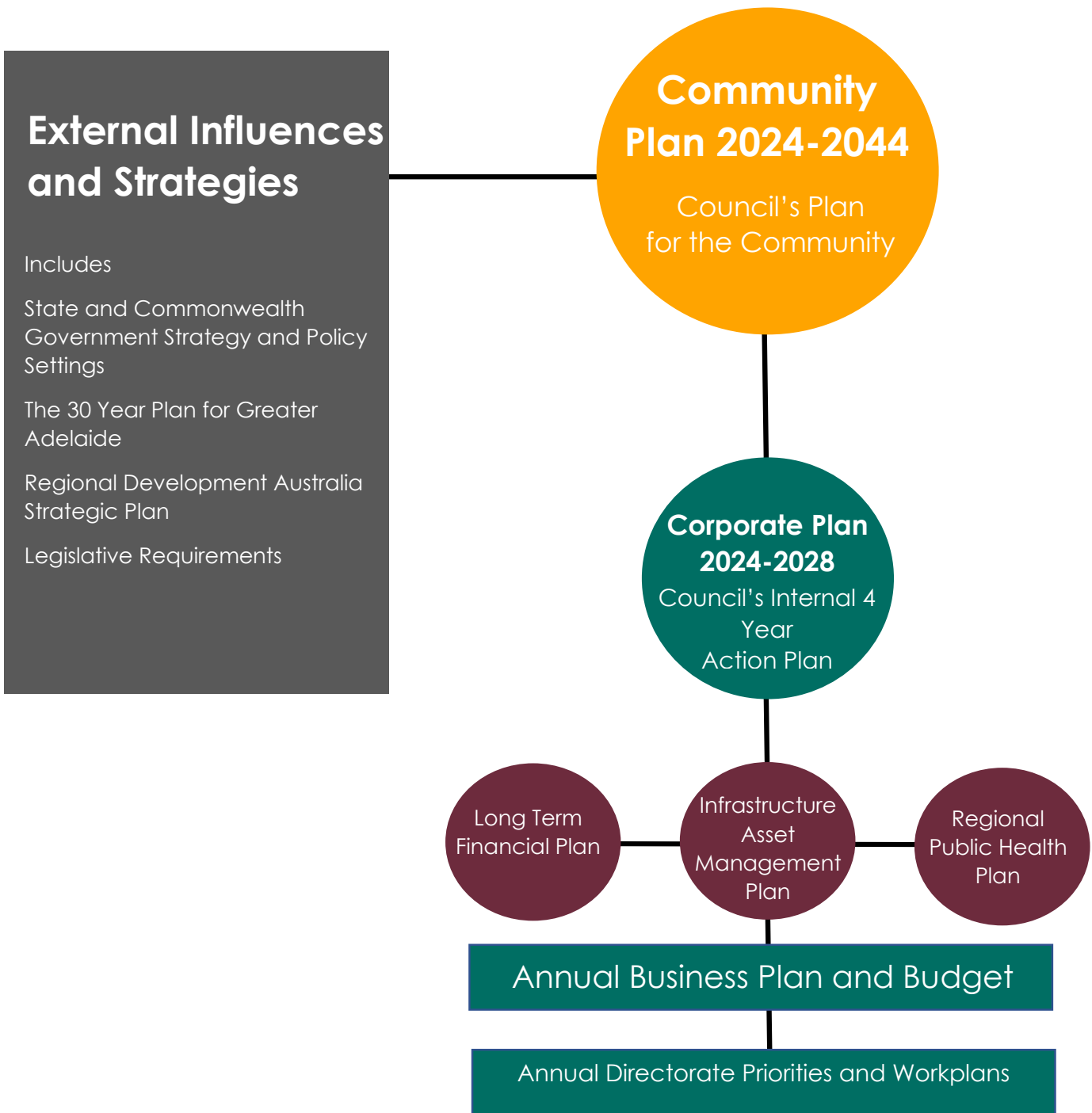
Community Spirit:

We value our people and their cultural heritage, our landscapes and vistas, our food and wine, and our unique character.

Inclusiveness:

We value diversity of people, inclusion, accessibility, and tolerance.

OUR PLANNING FRAMEWORK





The structure of the Community Plan presented integrates the Corporate Plan strategic actions and activities. The Corporate Plan is Councils administrative plan that gives effect to the Community Plan goals and strategic outcomes.




The wording of this plan identifies “Our” throughout the document as representing shared aspirations and future.

OUR COMMUNITY PLAN

This Community Plan version is the outcome of a review conducted by Council across 2023 and 2024. The Community Plan is built upon and developed using a modified version of the planning and management model called ESG; Environment Social and Governance framework. The ESG framework is a holistic approach to business delivery, balancing our activities across outcomes that promote sustainable practices in the areas of environmental, social and governance.

The below table outlines how we have aligned the ESG framework to our Community Plan pillars and the key vision and strategic directions for our community.

Pillar	Description	Environment - Social - Governance Outcomes
 <p data-bbox="145 801 357 831">Our Community</p>	<p data-bbox="448 607 975 1122">This pillar reflects the range of components that together make our community what it is. This ranges from our built and regions natural environment, social, and built heritage, first people's connection to land and place, to European settlement and present day community. It's the hard and soft infrastructure and services that make the Barossa unique; the landscapes, vineyards, food, wine, experiences, streetscapes, the people, diversity of cultures and heritage, visitors to our community and the generations of stories and the stories and relationships still to come.</p> <p data-bbox="448 1160 975 1451">This pillar embraces the values, beliefs, health and wellbeing, lifestyle, and safety of the Barossa people who reside here and those that visit. It includes the network of organisations and groups who work collaboratively to preserve and acknowledge the identity and history of the Barossa's people and places and our quality of life.</p> <p data-bbox="448 1489 975 1653">Volunteering, social interaction, creative activities and community history initiatives all play an important part in developing and sustaining a community and its culture.</p>	<p data-bbox="1000 607 1437 667">Environment – preservation of our natural world.</p> <p data-bbox="1000 705 1437 766">Social - how we improve people's lives.</p> <p data-bbox="1000 804 1437 864">Governance - having robust and transparent systems in place.</p>
 <p data-bbox="161 1870 347 1899">Our Economy</p>	<p data-bbox="448 1682 967 1906">This pillar represents the backbone of our local economy and encapsulates all forms of industry from agricultural, retail, hospitality, manufacturing, culture, and tourism, as well as ensuring a suitable and vital workforce to support all industries.</p>	<p data-bbox="1000 1682 1437 1742">Social - how we improve people's lives.</p> <p data-bbox="1000 1780 1437 1841">Governance - having robust and transparent systems in place.</p>

 <p>Our Environment</p>	<p>This pillar represents our natural environment, which is critical to current and future generations. It's our native bushland, agricultural plains and valleys, waterways, and the regions natural resources along with eco-systems that support our local flora and fauna.</p>	<p>Environment – preservation of our natural world</p> <p>Social - how we improve people's lives.</p>
 <p>Our Places</p>	<p>This pillar reflects and incorporates our buildings, structures and facilities that support the community to function on a practical level. This includes assets, which are constructed and maintained by Council or other service providers, such as sporting precincts, cultural and heritage assets, recreation reserves, local roads and footpaths, wastewater systems and community buildings. Power and communication networks, major roads, water supply, private business assets, retail and commercial locations, pubs and clubs and hospitals are examples of physical infrastructure, which are managed by external parties. Together they combine to create our places.</p>	<p>Environment – preservation of our natural world</p> <p>Social - how we improve people's lives.</p> <p>Governance - having robust and transparent systems in place.</p>
 <p>Our Council</p>	<p>This pillar embraces the responsibilities, policies, processes, behaviours and business services of Council striving to be good corporate citizens and a strong custodian of the Barossa in planning, advocating and delivering for the future growth and prosperity of the community including its social infrastructure and placemaking.</p>	<p>Social - how we improve people's lives.</p> <p>Governance - having robust and transparent systems in place.</p>

Our Barossa

HISTORY

The Barossa is a rich and diverse region and home to the internationally renowned Barossa wine region.

Prior to the European Settlement of the region in 1837, Aboriginal people successfully managed the lands of the Barossa region for tens of thousands of years. The Barossa region is situated on the lands of the Ngadjuri people to the North and West, including Tanunda, Nuriootpa and Angaston. The Kurna people are south and west of Lyndoch, and the Peramangk people are south and east of Angaston. The Barossa Valley is widely recognised as a meeting place where the three nations frequently met for trade and ceremony, with the word 'Nuriootpa' recorded as translating in English to 'a meeting place'.

The Barossa Council recognises and honours the enduring presence, survival and influence of Aboriginal culture and traditions within the region. Today, The Barossa Council region encompasses an area of 893.2 square kilometres and boasts a population of approximately 26,000 people. In the 2021 census, 299 members (1.25%) of the Barossa Community identified as Aboriginal Australians.

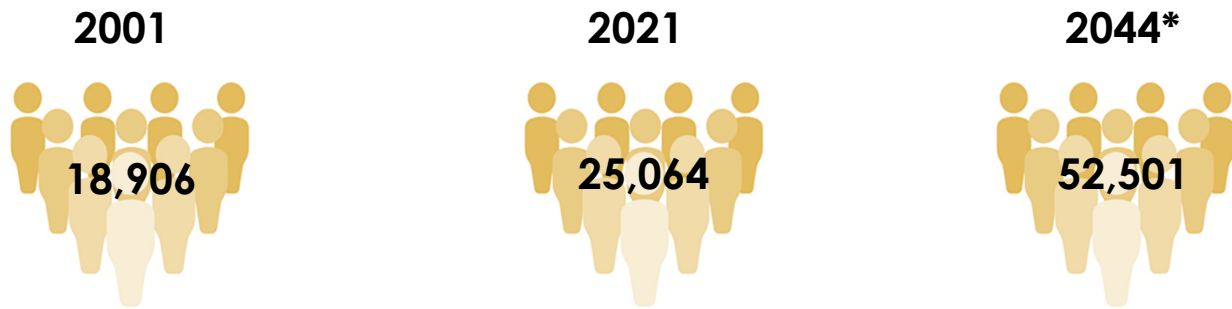
Colonel William Light first visited the area in 1837, naming the Barossa Range from which the region derives its name. European settlement of the Barossa region began in 1840, with settlers originating from the British Isles, Prussia and Silesia. Lyndoch was the first township to be settled in 1837.

Early farmers of the Barossa established vineyards in the 1840s and 1850s to supplement their primary activities of wool and livestock production and crop farming. In the late 1880s and 1890s there were substantial increases in the production of wine in the region which resulted in the establishment and subsequent expansion of a number of cellars. The wine industry has continued to grow from these early beginnings and is the major source of income for the region, with the cultural landscape of present-day Barossa being reflective of early British and German settler's influence.

The tourism industry has become a major focus for the continued development of the region with the Barossa acknowledged as one of the five most recognised wine regions in the world.

The Barossa Council was originally formed in 1996 after the amalgamation of the District Councils of Barossa, Tanunda and Angaston. The majority of the District Council of Mount Pleasant was later amalgamated in 1997. The Council covers an area of approximately 912 square kilometres, located approximately 60 kilometres north east of Adelaide, and is home to a population of 23,558 people.

OUR COMMUNITY POPULATION AND DEMOGRAPHICS TRENDS



*Includes preliminary development staging estimates and population projections for the Concordia development. The 2044 projection is based on midpoint projection for Census years 2041 and 2046.

The current trend indicates population growth over the period 2021 to 2044 being 27,437 persons. Other population trends indicate:

- Current population growth is mainly centred in Nuriootpa and Tanunda.
- Significant growth will occur at Concordia.
- Barossa is aging at a greater rate than the State average.
- The population growth rate will require an uplift in new property allotments and dwellings, mainly in the new development area of Concordia, in the range of 417 to 544 per annum, up from a current rate of approximately 100 per year.

OUR COMMUNITY EMPLOYMENT AND WORKFORCE TRENDS

Industry – Top 15	% of Industry Employment	Number Persons	Change Since 2021
Manufacturing (namely wine making)	23.88%	2,580	-1.60%
Health Care and Social Assistance	12.56%	1,357	2.08%
Retail Trade	10.14%	1,096	-0.23%
Accommodation and Food Services	8.85%	956	0.60%
Education and Training	7.36%	795	0.09%
Agriculture, Forestry and Fishing	6.73%	727	0.00%
Administrative and Support Services	5.13%	554	-1.14%
Construction	4.80%	519	0.88%
Other Services	2.99%	323	-0.34%
Professional, Scientific and Technical Services	2.89%	312	0.30%
Transport, Postal and Warehousing	2.38%	257	-0.77%
Public Administration and Safety	2.23%	241	-0.38%
Wholesale Trade	1.60%	173	0.36%
Arts and Recreation Services	1.18%	128	-0.04%
Financial and Insurance Services	0.95%	103	-1.60%

There is a structural shift of employment make up in the Barossa area to Health Care and Social Assistance being an increase of the total employment base of 2.08% which represents an addition of 299 people being employed in this industry sector.

Other increases in number persons employed include:

- Accommodation and Food Services and Construction industries has increased by 123 persons.
- Education and Training has increased by 61 persons.
- Professional, Scientific and Technical Services has increased by 51 persons.
- Retail Trade, Wholesale Trade and Agriculture, Forestry and Fishing industries have all increased by 48 persons.
- All other positive increases are below 50 people.

The most significant reduction in persons employed is Administrative and Support Services, with a reduction of 79 persons. This is followed by Transport, Postal and Warehousing with a reduction of 61 people and Public Administration and Safety with a reduction of 23 people.

In terms of employment composition during the life of this plan, there is expected to be ongoing change as population growth occurs at Concordia. Growth is expected in all of the top 15 industry areas with Accommodation and Food Services, Construction, Education and Training, Professional, Scientific and Technical Services, and Retail Trade being expected to increase the most. Further analysis is underway as planning for the Concordia development continues.

Council's Role

Our role is to provide good governance for the community, understand and respond to the needs of the residents and support economic, social and cultural development. We deliver an extensive number of services to people that live, work and visit the region and we operate across a variety of sectors including community services, planning, industry and natural resource management.

Across our operations we fulfill a broad range of roles and functions, which are outlined below and referenced throughout the Community Plan. As we strive to achieve the strategic outcomes outlined in this Community Plan, we aim to be clear about our role and our commitment to work collaboratively with the community, Government, and industry.

To implement the strategic outcomes of the Community Plan, we recognise that our role varies by task across four different categories being:



OUR ASPIRATIONAL GOALS AND STRATEGIC OUTCOMES

Our Community



Creating a safe and connected community where people have access to sustainable services and service levels, the infrastructure they need, and feel a sense of belonging.

Strategic Outcome	Role
Our community is welcoming, vibrant and safe.	Leader Provider/Regulator Advocate Facilitator/Partner
Our services and facilities are accessible.	Leader Provider/Regulator
We have a healthy respect for our diversity, character and history and are welcoming and supportive of all people.	Leader Provider/Regulator Advocate Facilitator/Partner
We support and advocate for sound planning and community outcomes in the implementation of the Concordia development in alignment with Councils vision, mission and principles for this development.	Leader Provider/Regulator Advocate Facilitator/Partner

Corporate Plan Services that Support the Aspirational Goal and Strategic Outcome	Corporate Plan Link
As identified in Annual Plan Updates	Strategic Actions – Relevant Actions for the Selected Year
CS1 – Animals	Output 1 – Dog Control Output 2 – Cat Control Output 3 – Other Animal Control
CS2 – Art and Culture	Output 1 – Barossa Regional Gallery Output 2 – Arts, Music and Cultural Capacity Building / Advocacy / Facilitation
CS3 - Assets	Output 1 – Strategic Asset Management and Planning Output 3 – Asset Renewal, Upgrade and Disposal Output 4 – Asset Maintenance and Operations: Facilities Output 5 – Asset Maintenance and Operations: Community Wastewater Management System Output 6 – Asset Maintenance and Operations: Trees Output 7 – Asset Maintenance and Operations: Civil Output 8 – Asset Maintenance and Operations: Open Spaces

Corporate Plan Services that Support the Aspirational Goal and Strategic Outcome	Corporate Plan Link
CS5 – Cemeteries	Output 1 – Cemetery Enquiry Management Output 2 – Burial/ Interment Management Output 3 – Cemetery Maintenance
CS6 – Community	Output 1 – Planning and Support (Capacity Building) Output 2 – Community Development Infrastructure Projects Output 3 – Community Assistance Scheme – General Output 4 – Community Assistance Scheme – Youth Output 5 – Community Assistance Scheme – Heritage
CS7 – Community Emergency, Hazard Planning and Management	Output 1 – Community Emergency Management Planning Output 2 – Community Emergency Incident Response Operational Support
CS8 – Compliance, Monitoring and Enforcement	Output 1 – Monitoring and Inspection – Building and Compliance Output 2 – Compliance and Enforcement – Building and Planning Output 3 – Compliance and Enforcement – Building Fire Safety Output 4 – Compliance and Enforcement – Road / Traffic Output 5 – Compliance and Enforcement – By-Laws Output 6 – Compliance and Enforcement – Permits Output 7 – Compliance and Enforcement – Health Output 8 – Compliance and Enforcement – Food Output 9 – Compliance and Enforcement – Local Nuisance Output 10 – Compliance and Enforcement – Litter Control
CS9 – Customers	Output 1 – Customer Request Management Output 2 – Customer Relationship Management - External Output 3 – Customer Relationship Management – Internal
CS11 - Events	Output 1 – Events Delivery – External Output 2 – Events Delivery - Internal
CS12 – Facilities and Community Land	Output 1 – Management: Community Land Register Output 2 – Management: Lease and Licenses Output 3 – Management: Service Agreements Output 4 – Facility Availability and Bookings Output 5 – Management and Maintenance: Sports Fields Output 6 – Management and Maintenance: Indoor Facility Output 7 – Management and Maintenance: Aquatic Facility

Corporate Plan Services that Support the Aspirational Goal and Strategic Outcome	Corporate Plan Link
CS13 – Fire Prevention	Output 1 – Management and Assessment of Fuel Loads on Private Land Output 2 – Management of Use of Fire and High-Risk Activities Output 3 – Information and Advice: Property Preparedness
CS14 – Heritage	Output 1 – Heritage Strategy Output 2 – Heritage Advice and Promotion Output 3 – Historical Records Management
CS15 – Land Use and Development	Output 1 – Advice and Assessment: Planning, Building and Heritage Output 2 – Advice and Assessment: Liquor License Output 3 – Code Amendment/ Reviews
CS16 – Libraries	Output 1 – Library Services and Spaces Output 2 – Collections Output 3 – Information and Reference Services Output 4 – Programs
CS18 – Public Health	Output 1 – Immunisation Management Output 2 – Sharps Management Output 3 – Pest Control Output 4 – Waste Water Systems Output 5 – Assessment and Advice: Health
CS19 – Social Inclusion	Output 1 – Home Assistance Output 2 – Community Transport Output 3 – Social Planning and Advocacy Output 4 – Social Support Group Output 5 – Regional Aged Care Sector and Development Output 6 – Aboriginal Reconciliation Output 7 – Youth Development Output 8 – Sport and Recreation
CS21 – Volunteers	Output 1 – External Community Volunteer Support Output 2 – Internal Volunteer Support Output 3 – Volunteering Promotion and Advocacy
BS3 - Communications and Engagement	Output 4 – Community Engagement
BS13 - Strategic/Legislative Planning and Reporting	Output 1 – Strategic and Legislative Planning Output 2 – Strategic and Legislative Reporting

Our Economy



Implementing economic development strategies to support future growth opportunities and a diversified and resilient economy showcasing the Barossa rural and regional character.

Strategic Outcome	Role
We strive to support income and job stability and growth for the future in support of quality of life outcomes.	Leader Provider/Regulator Advocate Facilitator/Partner
We partner with and support local business.	Leader Provider/Regulator
We are a destination of choice.	Leader Provider/Regulator Advocate Facilitator/Partner
We look to maximize community economic return	Leader Provider/Regulator Advocate Facilitator/Partner

Corporate Plan Services that Support the Aspirational Goal and Strategic Outcome	Corporate Plan Link
As Identified in Annual Plan Updates	Strategic Actions – Relevant Actions for the Selected Year
CS2 – Arts and Culture	Output 3 – Arts and Culture Tourism
CS3 – Assets	Output 1 – Strategic Asset Management and Planning Output 3 – Asset Renewal, Upgrade and Disposal Output 4 – Asset Maintenance and Operations: Facilities Output 5 – Asset Maintenance and Operations: Community Wastewater Management System Output 6 – Asset Maintenance and Operations: Trees Output 7 – Asset Maintenance and Operations: Civil Output 8 – Asset Maintenance and Operations: Open Spaces
CS4 – Caravan Parks	Output 1 – Management and Administration Output 2 – Accommodation Services Output 3 – Management and Maintenance
CS10 – Economic Development	Output 1 – Economic Development Output 2 – Strategy, Industry Support and Advice
CS11 – Events	Output 1 – Events Delivery – External Output 2 – Events Delivery - Internal
CS15 – Land Use and Development	Output 1 – Advice and Assessment: Planning, Building and Heritage Output 2 – Advice and Assessment: Liquor License Output 3 – Code Amendment/ Reviews

Corporate Plan Services that Support the Aspirational Goal and Strategic Outcome	Corporate Plan Link
CS20 - Tourism	Output 1 – Visitor Information and Resource Management Output 2 – Visitor Experience – Enquiries/Customer Service Output 3 – Barossa Makers – Retail Sales Output 4 – Cycle Hub Management Output 5 – Tourism Development and Capacity Building
BS13 - Strategic/Legislative Planning and Reporting	Output 1 – Strategic and Legislative Planning Output 2 – Strategic and Legislative Reporting

Our Environment



Our Environment

Supporting a sustainable Barossa.

Strategic Outcome	Role
We support actions that manage our environment for future generations.	Leader Provider/Regulator Advocate Facilitator/Partner
We sustainably manage our resources and encourage sustainable practices.	Leader Provider/Regulator Advocate Facilitator/Partner

Corporate Plan Services that Support the Aspirational Goal and Strategic Outcome	Corporate Plan Link
As Identified in Annual Plan Updates	Strategic Actions – Relevant Actions for the Selected Year
CS15 – Land Use and Development	Output 1 – Advice and Assessment: Planning, Building and Heritage Output 3 – Code Amendment/ Reviews
CS17 – Natural Resources	Output 1 – Sustainability Output 2 – Land, Water and Biodiversity Output 3 – Environmental Education and Awareness Output 4 – Bushgardens Nursery
CS22 – Waste and Resource Recovery	Output 1 – Waste Collection / Disposal Output 2 – Waste Education Output 3 – Waste transport Station Operation - Springton
BS13 - Strategic/Legislative Planning and Reporting	Output 1 – Strategic and Legislative Planning Output 2 – Strategic and Legislative Reporting

Our Places



Our places and spaces enhance the liveability, retain rural and regional character and diversity of our communities.

Strategic Outcome	Role
Our places are planned, managed, and sustainable.	Leader Provider/Regulator Advocate Facilitator/Partner
We have connected transport infrastructure and networks.	Leader Provider/Regulator Advocate Facilitator/Partner
We plan for and deliver infrastructure to enhance our places.	Leader Provider/Regulator Advocate Facilitator/Partner

Corporate Plan Services that Support the Aspirational Goal and Strategic Outcome	Corporate Plan Link
As Identified in Annual Plan Updates	Strategic Actions – Relevant Actions for the Selected Year
CS3 – Assets	Output 1 – Strategic Asset Management and Planning Output 2 – Asset Policy Development, Technical Design and Assessment Output 3 – Asset Renewal, Upgrade and Disposal Output 4 – Asset Maintenance and Operations: Facilities Output 5 – Asset Maintenance and Operations: Community Wastewater Management System Output 6 – Asset Maintenance and Operations: Trees Output 7 – Asset Maintenance and Operations: Civil Output 8 – Asset Maintenance and Operations: Open Spaces
CS12 – Facilities and Community Land	Output 1 – Management: Community Land Register Output 2 – Management: Lease and Licenses Output 3 – Management: Service Agreements Output 4 – Facility Availability and Bookings Output 5 – Management and Maintenance: Sports Fields Output 6 – Management and Maintenance: Indoor Facility Output 7 – Management and Maintenance: Aquatic Facility
CS14 – Heritage	Output 1 – Heritage Strategy Output 2 – Heritage Advice and Promotion Output 3 – Historical Records Management
CS15 – Land Use and Development	Output 1 – Advice and Assessment: Planning, Building and Heritage Output 2 – Code Amendment/ Reviews
CS17 – Natural Resources	Output 1 – Sustainability

	Output 2 – Land, Water and Biodiversity Output 3 – Environmental Education and Awareness Output 4 – Bushgardens Nursery
BS13 - Strategic/Legislative Planning and Reporting	Output 1 – Strategic and Legislative Planning Output 2 – Strategic and Legislative Reporting

Our Council



We strive to be a leader in regional Local Government and are committed to delivering effective, efficient, and valued services to the community.

Strategic Outcome	Role
We deliver a quality customer experience based on a willingness to innovate and drive change.	Leader Provider/Regulator
We are financially sustainable and take a planned and long-term approach to investment.	Leader Provider/Regulator
We have sound asset management services.	Leader Provider/Regulator
We have strong relationships, and where appropriate, partner with our community, industries, stakeholders, the Local Government sector and Governments.	Leader Provider/Regulator
We have a safe, healthy, and resilient workforce.	Leader Provider/Regulator

Corporate Plan Services that Support the Aspirational Goal and Strategic Outcome	Corporate Plan Link
As Identified in Annual Plan Updates	Strategic Actions – Relevant Actions for the Selected Year
BS1 - Business Technology	Output 1 – Information Communications and Technology (ICT) Service Operations Output 2 – ICT Business Services
BS2 - Business improvement	Output 1 – Continuous Improvement Framework Management Output 2 – Continuous Improvement Project Management
BS3 - Communications and Engagement	Output 1 – External Communications Framework Management Output 2 – Internal Communications and Framework Management Output 3 – Communications Coordination Output 5 – Online/Website Support
BS4 - Council and Committees	Output 1 – Coordination: Council Meetings/Workshops Output 2 – Coordination: Council Committees and Working Groups Output 3 – Committee Governance Output 4 – Member Representation and Elections Output 5 – Member Support and Registers

Corporate Plan Services that Support the Aspirational Goal and Strategic Outcome	Corporate Plan Link
BS5 - Risk and Safety	Output 1 – Risk Framework Management Output 2 – Internal Audit Output 3 – Insurance and Claims Management Output 4 – Disaster Recovery and Business Continuity Output 5 – Work Health and Safety Systems Management
BS6 – Finance	Output 1 – Financial Advice Output 2 – Budget Management and Financial Accounting Output 3 – Treasury Management Output 4 – Financial Control and Audit Output 5 – Banking and Investment Services Output 6 – Taxation and Levy Management Output 7 – Asset Accounting Output 8 – Accounts Payable and Receivable
BS7 – Governance	Output 1 – Governance and Policy Advice Output 2 – Delegations and Authorisations Management Output 3 – Native Title Management Output 4 – Legislative Reform Output 5 – Complaint Management Output 6 – Policy Framework Management
BS8 – Grants	Output 1 – Grant Sourcing Output 2 – Grant Management
BS9 – Information	Output 1 – Access to Council Information Output 2 – Management of Records Output 3 – Mail Processing
BS10 - People and Culture	Output 1 – Organisational Continuous Improvement Output 2 – People and Culture Framework Management Output 3 – Talent Management Output 4 – Employee Experience Management Output 5 – Industrial Compliance Output 6 – Payroll Output 7 – Staff Professional Development Output 8 – Return to Work / Injury Management
BS11 – Procurement	Output 1 – Procurement Framework Management Output 2 – Contract Management Output 3 – Contractor Management
BS12 - Property and Rates	Output 1 – Rates Management Output 2 – Debt Recovery Output 3 – Property Database Management Output 4 – Electoral Roll Output 5 – Property Searches
BS13 - Strategic/Legislative Planning and Reporting	Output 1 – Strategic and Legislative Planning Output 2 – Strategic and Legislative Reporting

GOVERNMENT PRIORITIES – GOVERNMENT OF SOUTH AUSTRALIA

In determining the aspirational goals and strategic outcomes, Council has had regard to the State Strategic goals as follows.

South Australian Economic Statement – Smart. Sustainable. Inclusive

- A smart economy.

South Australia's continued economic prosperity relies on us finding new and better ways of doing things, as well as new things to do. Our capacity to adapt and build new skills makes us more resilient in an ever-changing world.

- A sustainable economy.

Mitigating and adapting to climate change is no longer an option - it is a necessary principle that must underpin our economic choices. Our children's future depends on a more sustainable economy.

- An inclusive economy.

An inclusive economy puts South Australians and their wellbeing front and centre. It recognises that inequality constrains economic growth, and that social inclusion and economic success go hand in hand. The prosperity of communities across the state will underpin our economic vision.

Infrastructure SA 20 Year Strategy

The Strategy takes a state-wide view and aims to achieve the following objectives:

- Sustained economic and jobs growth.
- Planned population growth.
- Connected and productive regions
- A vibrant, global Adelaide
- Envable liveability.

The 30 Year Plan for Greater Adelaide

The 30-Year Plan for Greater Adelaide is under review and will result in the Greater Adelaide Regional Plan. This plan describes how Adelaide should grow to become more liveable, competitive, and sustainable. It will guide the growth of the city and its surrounds including The Barossa Council area for the future.

In summary Council considers the 2024-2044 Community Plan of The Barossa Council supports the intent of the State of South Australia ley strategic framework.

GOVERNMENT PRIORITIES – COMMONWEALTH GOVERNMENT OF AUSTRALIA

In determining the aspiration goals and strategic outcomes Council has had regard to the Commonwealth Strategic goals as follows.

- A Strong Inclusive and Sustainable Economy
- Healthy, Equal, and Resilient Society
- Stronger in the World, United at Home

In summary Council considers the 2024-2044 Community Plan of The Barossa Council supports the intent of the Commonwealth of Australia strategic framework.

OTHER LEGISLATIVE MATTERS

Collaboration and Other Policy and Strategy Alignment

The Barossa Council has considered local and regional plans, policies and directions including those with recent community engagement and having had regard to:

1. Corporate Plan of The Barossa Council.
2. Regional Development Australia Regional Strategic Plan 2022-2025.
3. Barossa Water Security Strategy.
4. Growth and Investment Strategy and Character Area Planning Review.
5. Regional Public Health and Wellbeing Plan.
6. The Barossa Council Local Economic Development Plan.
7. Disability Access and Inclusion Plan.

The Barossa Council is committed to work with local, regional, State and Commonwealth Governments to advance the policy directives over the time of this 20-year plan where there is alignment in goals, outcomes, funding and benefits for the economic, social and community wellbeing and environment. The Barossa Council is a collaborative arm of all governments and has and will continue to partner with business, stakeholders and governments for the betterment of community and where there are demonstrated efficiency of service delivery, outcomes addressing need, policy alignment and financially sustainable.

Financial Performance and Levels of Service

The financial performance and position of Council are outlined in its adopted business plan, budget and long-term financial plan. All plans are aligned to this Community Plan and are reviewed on an annual basis.

Levels of service, asset maintenance and replacement are encased in supporting documentation including:

1. Asset Management Plans; and
2. Corporate Plan.

Debt levels are outlined in the long-term financial management plan.

Currently understood and known services and costs of activities and operations are already factored into the long-term financial plan including those that arise from Council's 35-year intergenerational vision known as The Big Project.

Presently the application of resources and budgets indicate the levels of service set within this Community Plan and supporting Corporate Plan are sustainable as indicated in the Long Term Financial Plan for the 2024-2025 to 2033-2034 financial years key indicators meeting performance levels. Please note the comments regarding following concerns the Concordia development which will have a material impact on the service levels and finances of Council and is the subject currently to extensive planning by the State for the development's delivery.

10 Year Summary Financial Indicators as at time of writing

- **Operating Surplus.** A deficit for two years being 2024/25 to 2025/26; accumulative surplus by year 2033/34 of \$11.188M. The performance indicator standard is met.
- **Operating surplus ratios average 3 years.** Council's forecast retrospective results range from (1.1%) to 3.5%; Annual ranges from (1.5%) to 3.4%. The operating surplus average over the 10-year period is 1.7% and the performance indicator standard is met.
- **Net Financial Liabilities.** The forecast is 93.6% in 2024/25 and peaks at this level and by year 2033/34 is projected to be at 11.8% . The performance indicator standard is met.
- **Asset Renewal Funding Ratio.** The target is being met over the ten-year period, the average being 105.6%. The performance indicator standard is met.

Real Property Development

Modelling of census data from 2021 and with the announcement that the Concordia development will occur in the current period of this plan, there will be significant change in the population, demographic and industry basis of The Barossa Council area. The Council is planning with the State Government, developers, and community for the implementation of this development, along with normal growth trends. It is anticipated that the development will involve upwards of 10,000 allotments and 30,000 people at completion. This is a significant development and will have material impact on the services and financial basis of Council. Council has adopted a vision, mission, and a set of principles for the Concordia development and policy drivers which are consistent with the aspirational goals and strategic outcomes of this Community Plan.

Vision

A vibrant, connected and contemporary Barossa Community created with liveability, sustainability and longevity at its core.

Mission

We will strive to advocate and support a commitment to best practice, quality design and the protection and enhancement of the environmental, landscape, cultural, lifestyle and heritage values of the Barossa region.

Principles



Community

Concordia is a modern and distinctive Barossa community



Connected

Concordia is a connected community that promotes prosperity across the region



Sustainable

Concordia is an innovative and sustainable community



Inclusive

Concordia is a healthy, safe, accessible and inclusive community



Choice

Concordia delivers high quality design, amenity and choice



Environment

Concordia enhances and incorporates the natural environment

Measurement of Performance

Council undertakes measurement of its performance against the Corporate Plan strategic objectives period. Further performance is measured against annual business plans, budgets and annual reporting, quarterly performance reporting and monthly financial reporting, all linked to the Community Plan.

Consistency with Planning Act and Relevant Instruments

Council acknowledges its alignment with the current 30 Year Greater Adelaide Plan which is under review and will become the Greater Adelaide Regional Plan and the legislative framework of the Planning Development and Infrastructure Act. Council has governance, resources, systems and processes in place to provide services and support the goals of the Act and ensure legislative compliance. We continue to support and collaborate with the State in the development of supporting land use policy through the revision of the legislation, 30 Year Greater Adelaide Plan and the Concordia development, in addition to its own strategic work now outlined.

Council has during the current period of the Community Plan completed a Strategic Direction Review of the Character Area to align its intent to protect the rural areas of the Barossa whilst balancing growth and diversification needs. It will pursue relevant Planning and Design Code amendments to support this intent during the time of this Community Plan.

Council has during the current period of the Community Plan commenced and will complete, during the period of this updated plan a comprehensive review of the Council areas growth and investment needs including ensuring alignment to the Strategic Direction Review of the Character Area. It will pursue relevant Planning and Design Code amendments to support this intent during the time of this Community Plan.