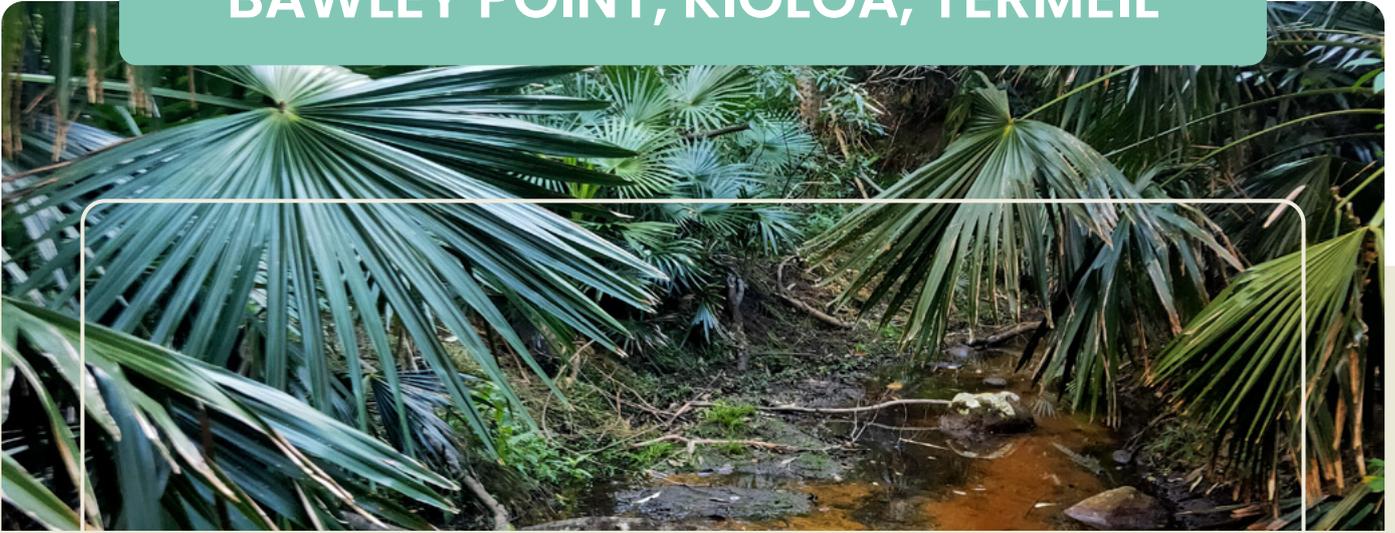


Three Villages Community Strategic Plan

BAWLEY POINT, KIOLOA, TERMEIL



THRIVING • SUSTAINABLE • CONNECTED

2025 to 2035

VERSION: September 2025



*“Three thriving villages united
by a shared purpose and an enduring connection
to coast, country and community”*

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This Community Strategic Plan for Bawley Point, Kioloa and Termeil identifies the community's priorities and aspirations for the decade 2025 – 2035. By harnessing the powerful voices of local residents and friends to influence the development, growth and sustainability of our region, it is a vital tool for strengthening and protecting our future.

Hundreds of invested community members have committed time and energy to guide the development of this roadmap for our future. Those community voices have come together to express a direction for our future development and the core refrain is that we seek a future that delivers:

- Healthy, sustainable places to live
- Thriving children and families
- Strong local businesses
- Colourful and creative cultural connections
- An abundance of sporting and wellness opportunities
- A flourishing foreshore with beautiful, healthy and protected beaches and waterways
- Land and marine reserves
- Safe and well maintained roads and public facilities
- Strong connectedness between our villages and people

A community vision, along with values and strategies, helps residents and governments understand what community members most value about where and how we live. It enables partners and stakeholders to work with us when making policy and planning decisions that affect our future.

The evolution of this plan will enable more local people to participate in community decision-making, thus achieving a greater say over what happens in our villages in the coming years.



Bawley Point, Kioloa and Termeil are three thriving villages united by a shared purpose and an enduring connection to country, coast and community. We are committed to protecting our beautiful natural environment, biodiversity and “coastal village” character and lifestyle. We seek to ensure that all future growth and development is sustainable and the needs of our community remain at the forefront of all planning decisions.

We work together to be:

- 
CARING
 Supporting and investing in the wellbeing and health of residents across all ages by fostering connectedness and providing amenities that promote active, engaging and healthy lifestyles
- 
PROGRESSIVE
 Supporting investment in innovative, sustainable businesses and projects
- 
WELCOMING
 Celebrating and sharing our cultural heritage and unspoilt natural environment
- 
RESPONSIBLE
 Protecting our coastal villages, tranquil lifestyle and natural assets



Our Values reflect the heart and soul of our community. They capture the essence of what we as residents, renters and ratepayers, interested in the wellbeing and health of our local region, truly value as the core elements of a cohesive, agreeable and happy community.

These Values were identified by community members as part of the consultations.

OUR SEVEN COMMUNITY VALUES



CHARACTER

our rural-coastal village character and heritage



ENVIRONMENT

national parks, beaches, wildlife, biodiversity, regeneration



RESILIENCE

pulling together through adversity



INNOVATION

aligned growth and supported local enterprises



CONNECTEDNESS

community engagement and mutual respect across all age groups



PEACE & TRANQUILLITY

an unspoilt haven and low-key lifestyle



SUSTAINABILITY

low-density living, light footprint, off-grid water and sewer

This Strategic Plan was developed in response to community interest in identifying our vision, values, character, aspirations and priorities. It reflects how the community wants our homes, natural environment, roads and public spaces, sports facilities, land development, services and businesses to develop and be managed into the future.

This Plan will provide a clear framework for community involvement in policy decisions affecting our future. The Plan will contribute not just to our local community, but to the Shoalhaven region, the State and potentially, the Nation. It will operate over the period 2025-2035.

The Plan will be managed under the auspices of the Bawley Point, Kioloa, Termeil Community Association (BPKTCA). As such, we seek recognition by Shoalhaven Council and the NSW Government as the formal instrument which gives the community the authority it needs and warrants.

The objectives for this Community Strategic Plan are to:

- ▶ Develop a clear shared vision for the future that articulates the values, aspirations and needs of residents and stakeholders
- ▶ Build on the constructive working relationships, partnerships and alliances between our three villages
- ▶ Provide a means by which opportunities for social, educational and economic initiatives can be identified and grown
- ▶ Build capacity within local government and the community to address and manage sustainable growth and community development
- ▶ Develop effective and transparent engagement, communication and reporting processes for the community
- ▶ Create a formal mechanism to ensure early-stage consultation with SCC and/ or NSW Government on sustainable planning proposals and developments for our community/ region

This Plan was developed through consultations, collaborations and research involving community individuals and groups, advocates and business owners. Significant effort was invested to ensure that everyone had the opportunity to contribute. It includes consultation with elected and employed local, state and federal government representatives. We engaged community members of all ages including homeowners, renters, businesses, interest groups, families and individuals for input. Importantly, the Plan is representative of the views of a diverse range of people living, visiting, working in and supporting our villages.

A small working group representing the three villages, under the auspices of the Bawley Point Kioloa, Termeil Community Association (BPKTCA), drove the consultation and information gathering processes. The working group sourced demographic data from community groups (e.g. Men's Shed, Community Garden, RFBs, Sport & Rec, Marine Rescue etc), to provide insights into the community's history, health, education, lifestyles, service gaps and infrastructure needs. Workshops, pop-ups (in person interviews and surveys at markets, shops, cafes etc), dedicated "come and have your say" events and public forums, in depth individual interviews, electronic surveys, posters and community newsletters were harnessed for community consultation. This consultation occurred over 9 months, from November 2024 to April 2025.



The working group also sourced demographic data from local and state government agencies, planning bodies, infrastructure suppliers and businesses. Key external data sources included:

- Australian Bureau of Statistics Census Data 2021
- Endeavour Energy Microgrid Team
- Shoalhaven City Council Planning documents
- SCC Shoalhaven 2035 Community Strategic Plan
- NSW Planning/ Housing/ Transport/Health/ Education/ Environment
- Community Surveys
- Business Reports
- Annual Reports
- Community Plans from other villages and towns



Background information collected from contributors included:

- Age bracket (e.g. 15-25/ 26-45/46-65/65+)
- Location (e.g. Termeil, Bawley Point, Kioloa, other)
- Local status (e.g. resident, visitor, renter, ratepayer/homeowner, business owner, etc)
- Employment status (e.g. retired, semi-retired, part time/ full time employee, business owner, student, visitor etc)

OUR POPULATION (2021 Census)

Total Population: Close to 1,400 people

Bawley Point: 844 people



Kioloa: 292 people



Termeil: 273 people

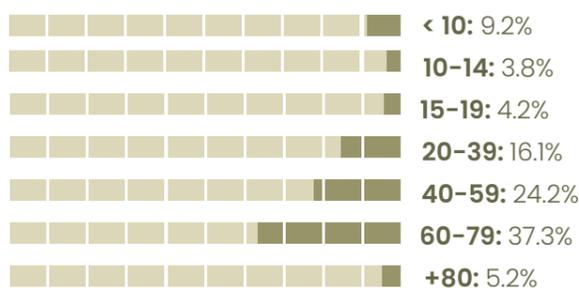


OUR AVERAGE AGE

Overall Average Age: 56 years



AGE DISTRIBUTION



OUR HERITAGE



The community has a proud connection with country, championed by the local Yuin people



OUR HOMES AND LIFESTYLE



A happy mix of coastal village and rural lifestyles - Includes permanent residents, part-time residents and seasonal holidaymakers



Homes are typically single dwellings on generous land parcels - often passed down through generations, giving a deep sense of heritage



No town water or sewerage - we rely on off-grid, sustainable systems (rainwater tanks and septic systems) which define our growth limits. There is little interest in town water or kerb and guttering



Beautiful natural settings: beaches, bush, pristine waterways, abundant wildlife and National Parks



Peace, tranquillity and a gentle pace of life is highly valued

WORKING LIFE

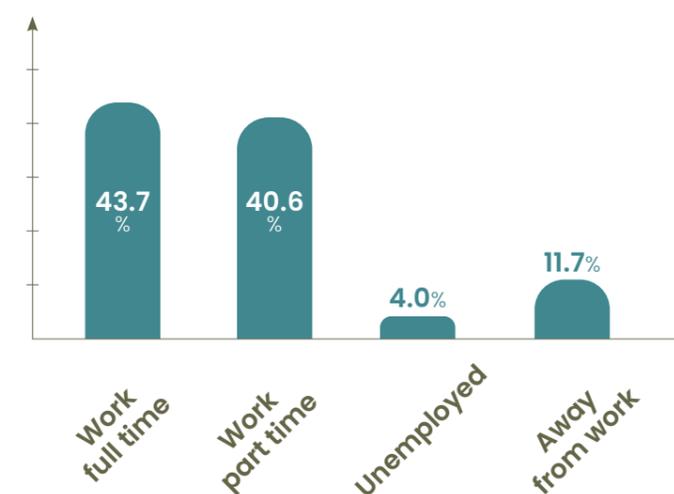


In the labour force



Not in the labour force

EMPLOYMENT STATUS



The full time working population is small, mainly in building/construction, hospitality cleaning, local retail or home-based work

The highest priority strategic themes, built from our Community Affirmations, Vision and Values and confirmed through community consultation have been identified. Each theme is supported by a specific objective, with commentary to provide some context.

SEVEN HIGH PRIORITY THEMES WERE IDENTIFIED:

1. Environmental Protection and Awareness

2. Community Spirit, Character and Connectedness

3. Sustainability and Innovation

4. Recreation and Community Facilities

5. Infrastructure Management and Enhancement

6. Responsible Tourism

7. Planning, Development and Government



Each of the seven priority themes has been assigned a specific objective to guide progress towards achievement of the community's vision and implementation of the Plan.

There is close alignment between community priorities and those themes that Shoalhaven City Council has set in its 2035 Strategic Plan for the region, which should facilitate a smooth and supported implementation of our Community Plan. As a responsible community partner, we seek to support Council's success in achieving its own mission, while ensuring our villages receive the attention, support and investment needed from Council to achieve our Vision for 2025-2035.

Throughout the community consultation, a range of ideas for projects and activities emerged to assist in bringing our Plan to life. At the facilitated ANU workshop, these projects were discussed by a cross section of the community. The working group then cross-referenced these with the ideas and aspirations of the whole community. From this, the working group created a table of key initiatives and projects that were most strongly supported by the community for action and progress in the final plan. Each project or initiative was aligned with one of the Three Villages' strategic themes. How our projects align with the local Council strategies was also reflected, as seen below:

THEME 1 – ENVIRONMENT PROTECTION AND AWARENESS

STRATEGIC OBJECTIVE / ALIGNMENT WITH SCC

To design and implement a shared Community/Council environmental awareness and management plan.

Aligns with SCC Objectives:

2. Sustainable environments and liveable communities

2.1. Sustainable management of the natural environment

2.2. Liveable neighbourhoods and sustainable development

2.3. Safe built environment & business operations

KEY INITIATIVE / DESCRIPTION

An environmental plan will be developed by a community group in concert with officers of SCC and NPWS and local Indigenous leaders

It will encompass a range of initiatives around the preservation and protection of local lakes and waterways, conservation and regeneration, biodiversity, indigenous culture, area 'clean-ups' and waste management/recycling

This plan would also include a program of cultural burns, coordinated by community Indigenous leaders



THEME 2 – COMMUNITY SPIRIT, CHARACTER AND CONNECTEDNESS

STRATEGIC OBJECTIVE / ALIGNMENT WITH SCC

To enhance social bonds between the three villages and reinforce awareness and respect for our shared history, First Nations heritage and warm, rural-coastal character

Aligns with SCC Objectives:

- 1. Vibrant, safe and active communities**
- 1.1. Community life, civic engagement and community support
- 1.2. Creativity, culture and lifelong learning

KEY INITIATIVE / DESCRIPTION

This initiative will be driven by community groups that will design and implement programs, events and communication, which could include:

- **Community Gatherings** – e.g. annual villages festival, community dinners, street parties
- **Health & Wellbeing Program** – e.g. movement & recovery groups, active seniors program
- **Interest Groups** – e.g. history club, snorkeling, board riders, walking, book, art, music
- **Swap Shop & Sharing** – clothes/household/food
- **Newsletters, quarterly updates** from the Council
- **Community Noticeboard and Calendar of Events**
- **Message Boards** – relaying cultural and historic information, First Nations and timber history etc

THEME 3 – SUSTAINABILITY AND INNOVATION

STRATEGIC OBJECTIVE / ALIGNMENT WITH SCC

To maintain and enhance the off-grid water and sewerage systems and other assets including the microgrid. To encourage innovation and growth of local businesses.

Aligns with SCC Objectives:

- 2. Sustainable environments and liveable communities**
- 2.1. Sustainable management of the natural environment
- 2.2. Liveable neighbourhoods and sustainable development
- 2.3. Safe built environment and business operations
- 3. Resilient local economies and enabling infrastructure**
- 3.1. Economic opportunity and diversity

KEY INITIATIVE / DESCRIPTION

This initiative will be driven by a community group, working with Shoalhaven City Council. Together they will create a plan to:

- Encourage investment in innovation and businesses in the villages
- Protect and enhance the existing off-grid water and sewerage systems
- Address the issue of compliance with the water and sewerage management regulations by holiday and resort parks



THEME 4 – RECREATION AND COMMUNITY FACILITIES

STRATEGIC OBJECTIVE / ALIGNMENT WITH SCC

To provide new and enhanced sporting, community and recreational facilities that promote wellbeing, community engagement and youth development. These facilities should be appropriate to the size of our community and spread across all three villages.

Aligns with SCC Objectives:

1. Vibrant, safe, and active communities

- 1.1. Community life, civic engagement and community support
- 1.2. Creativity, culture and lifelong learning
- 1.3. Active lifestyles
- 1.4. Safe behaviour and relationships

KEY INITIATIVE/ DESCRIPTION

This objective will address a series of capital-intensive major projects. These will be undertaken in partnership with Shoalhaven City Council and funding bodies and will be led by a project team:

- 1. An upgrade of the Kioloa playing field to support ball and running sports such as soccer, touch football, cricket and athletics. The upgrade will include practice nets, outdoor gym equipment and family friendly facilities such as seating and BBQs
- 2. A new family-based recreation park –for wheel sports such as a skatepark, BMX pump track and adventure playground or combination of these. To include picnic areas, BBQ and public amenities. This facility would be located on a site yet to be selected and separate to the Kioloa sports precinct. This would allow for a greater spread and reach of participants and activities across the three villages
- 3. Upgrade to Kioloa Community Hall – the extension of Kioloa Hall to accommodate a broader range of events for community engagement and to enhance Sport & Recreation’s book fair storage, presentation and fundraising for the community
- 4. The Bawley Boat Ramp to Gantry Walk – an historic walkway that will be safe and accessible for all ages

“Our homes are often handed down – it’s about legacy and connectedness, not turnover.”

THEME 5 – INFRASTRUCTURE MANAGEMENT AND ENHANCEMENT

STRATEGIC OBJECTIVE / ALIGNMENT WITH SCC

To achieve a high level of well-maintained infrastructure to serve the current and emerging needs of the community. This will include roads, pathways, picnic areas and public spaces, transport, stormwater and drainage, green waste recovery and local businesses.

Aligns with SCC Objectives:

2. Sustainable environments and liveable communities

- 2.1. Sustainable management of the natural environment
- 2.2. Liveable neighbourhoods and sustainable development
- 2.3. Safe built environment and business operations

4. Transparent leadership with good governance

- 4.3. Effective collaboration and engagement

KEY INITIATIVE/ DESCRIPTION

This objective will be addressed through a series of projects, each to be investigated and led by a project team. Alignment with the SCC strategic plan will be critical in enlisting Council’s support.

- 1. Improved pedestrian access and amenities at beaches including improved pathways, sitting areas, composting toilets, picnic areas and boat ramps
- 2. Walking / cycle bush path from Termeil to Bawley Point to connect the three villages and facilitate greater recreational / leisure opportunities for all residents
- 3. Transport enhancements including EV chargers, electric signs, pedestrian crossing/ traffic calmers; an annual roads maintenance program and an approved alternative ingress/ egress route for emergencies



THEME 6 – RESPONSIBLE TOURISM

STRATEGIC OBJECTIVE
/ ALIGNMENT WITH SCC

To support responsible practices among owner/operators and visitors, we will work with Council to ensure compliance with environmental, safety, social and legal regulations.

Aligns with Council Objectives:

- 2.Sustainable environments and liveable communities
- 2.1. Sustainable management of the natural environment
- 2.2. Liveable neighbourhoods and sustainable development
- 2.3. Safe built environment and business operations

KEY INITIATIVE
/ DESCRIPTION

This community group is likely to be the same as the sustainability and innovation group. They will specifically work to establish an MOU or equivalent formal agreement with Council to ensure that holiday parks, tourists and local residents consistently observe, respect and comply with local water, sewerage and public spaces management requirements.



THEME 7- PLANNING, DEVELOPMENT AND GOVERNMENT

STRATEGIC OBJECTIVE
/ ALIGNMENT WITH SCC

To protect the villages from poorly aligned, urban scale development and unsustainable growth that does not respect the natural environment and is at odds with the region's country-coastal character.

Aligns with Council Objectives:

- 2. Sustainable environments and liveable communities**
- 2.1. Sustainable management of the natural environment
- 2.2. Liveable neighbourhoods and sustainable development
- 2.3. Safe built environment and business operations
- 4. Transparent leadership with good governance**
- 4.2. Transparent leadership
- 4.3. Effective collaboration and engagement

KEY INITIATIVE
/ DESCRIPTION

A community planning group will lead this initiative and work with Council planners to align any future development or growth proposals and Council LEP, DCP and policies with the zoning categories, character and values of our three villages, using the Community Strategic Plan as a guide.

To recap, the phases involved in the development of the Three Villages 2025-2035 Community Strategic Plan are:

Phase 1: Pre-Planning

Phase 2: Research and Initial Consultation

Phase 3: Engagement: Have your Say

Phase 4: Engagement: Idea Generation

Phase 5: Strategic Themes and Objectives

Phase 6: Drafting the Plan

Phase 7: Community Review

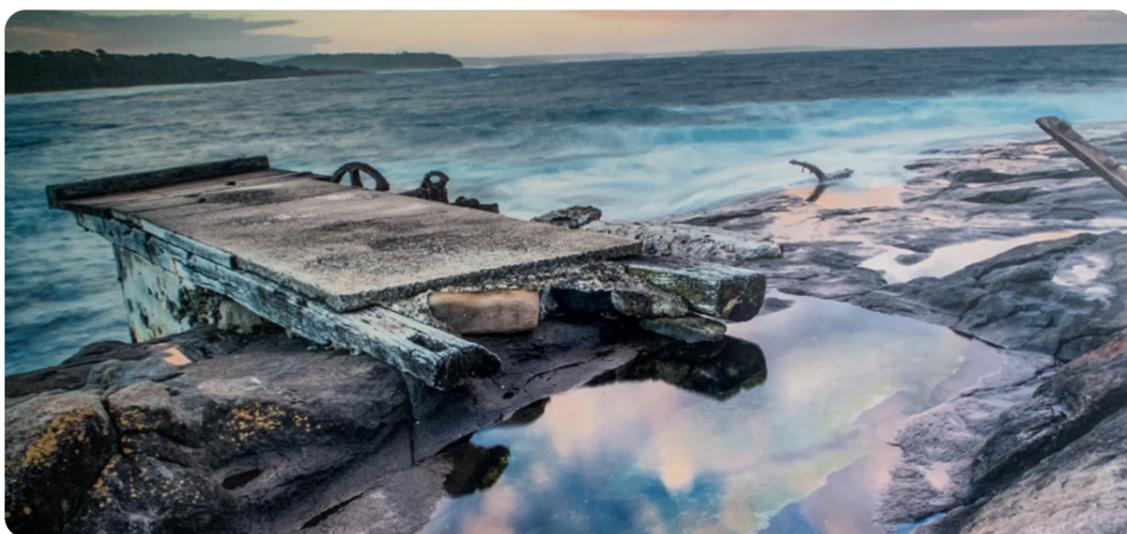
Phase 8: Final Plan

Phase 9: Endorsement of Plan by Community Association

Phase 10: Endorsement of Plan by Shoalhaven City Council

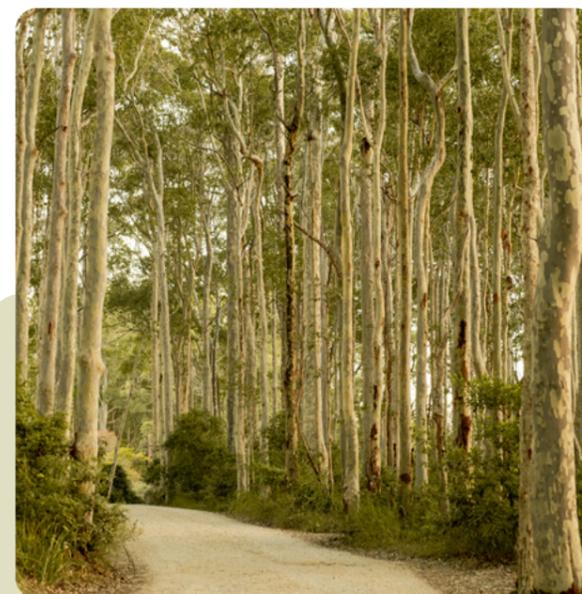
Phase 11: Implementation by community and Council – ongoing and for regular review

Following acceptance of the CSP through the BPKTCA (Phase 9), the Plan will be submitted to Council for formal acknowledgement and endorsement. We will use the CSP in the coming years to measure our performance against our vision. We will work with the Shoalhaven City Council to ensure planning, development and environment protection and investment proposals are in accordance with our Plan and are developed in consultation with our community.



More than one third of our community, involving 400 plus members across our three villages and from a broad range of age groups, contributed to the initiatives that have been proposed in our CSP. Some of these can be implemented quickly. Others require partnering with Council and other agencies. Some initiatives will require considerable commitment to scoping, planning and identifying resource and capital funding arrangements.

As implementation of the Community Strategic Plan progresses, further initiatives may be proposed to enrich its outcomes. This Plan is organic – it is designed to evolve as the community works toward achieving our Vision. Much will depend on the investment into various projects and focus areas by community members, and the investment and support we receive from Council.



Once the Community Strategic Plan is accepted, a detailed Implementation Plan will be developed with community members through the BPKTCA. This will give people opportunities to work on the priority projects identified to advance our objectives in the first three years. This implementation plan will focus on a number of infrastructure, recreational and facilities projects that will require capital investment and Council support and a larger number of community-led projects that require volunteer effort and drive, but not necessarily significant financial investment.

Individual community members will be invited to commit to support various projects. Existing community groups (e.g. Sport & Recreation Club, Men's Shed, Community Garden, RFBs, Marine Rescue etc) will also be invited to take ownership/ leadership of the implementation of some of these projects. Each project will be led by a designated group of community members who have indicated a willingness to help drive it and have the capacity to commit time and resources to achieving the project's objective.

The Community-Led Projects will typically follow the recently developed online guidelines and process provided by Shoalhaven City Council, as consultation and collaboration are a key part of a successful timely Community Led Project.

I. COMMUNITY PROFILE

In preparing for the community consultations, the Working Group collected key information and observations about our three villages that provides a snapshot of the community and our region. This provides helpful context for future decision making:



The Three Villages boast a happy mix of coastal and rural lifestyles. It comprises a combination of permanent and part-time residents and seasonal holiday makers. All three villages are surrounded by beautiful natural settings of beach and bush, with pristine waterways, foreshores and headlands. National Parks surround the villages to the north, west and south.

Many residents have robust and often inter-generational, ties with their village. There is a strong and proud connection with country, championed by the local Yuin people and supported by non-Indigenous residents. Newcomers are welcomed and helped to settle into the community culture.

The land, sea and environment are valued and respected, with a high level of awareness and responsibility to ensure they are carefully managed and protected. Key risks to the environment lie in the acceleration of climate change and pressure on housing availability and affordability. The latter could lead to overdevelopment by commercial operators who have little or no commitment to the health and wellbeing of the overall community, nor to the natural environment.



I. COMMUNITY PROFILE

Coastal assets and marine life and their management and protection are critical to the identity, wellbeing and local character of the community. They face severe risks from erosion, pollution, and climate change, as well as from poor water management and sewerage practices by commercial accommodation providers.

Our coastline includes beaches and sand dunes from Meroo to Merry Beach. The dune and coastal zones act as a buffer between the land and sea. It's a special place to live, play and relax and is home to a rich biodiversity of native plants, mammals, birds, insects and reptiles.



The population of each village is small, with a total (2021 census) over the three villages of approximately 1,400 people. Residents include retirees, young families, local tradespeople, homeowners who are full or part time residents and rate payers who visit during holidays. Currently, recreational and outdoor educational facilities for young people are limited and could be expanded across the three villages. It is important to establish youth engagement initiatives in order to attract new residents and families to the area.

The working population is small and mostly engaged in building and construction trades, hospitality, cleaning services, local retail or home based work.

The area is accessible from the Princes Highway by one road only. There is no alternative egress route if this one road is blocked during emergencies.

I. COMMUNITY PROFILE

Housing supply is limited, as is land for development. Houses are typically built on large urban/ half acre blocks or small acreages. The absence of town water and sewerage naturally defines the level of growth and development available. The absence of kerb and guttering, the accessible beaches and coastline, the limited retail outlets, the obvious presence of kangaroos, wombats and other animals in the public areas and the strong community cooperation and engagement, all contribute to the warm and friendly, open character of our neighbourhoods.

Seasonal tourism is the most significant business activity, with three holiday park/ resorts, Airbnb and local hospitality businesses providing accommodation during holiday periods. Overpopulation during holidays has the potential to cause degradation of foreshores, trees and roads and risk community wellbeing if poor water, sanitation and waste management practices are allowed to continue.

Challenges include an aging population, a lack of accessible local healthcare, underdeveloped infrastructure, poorly maintained roads, the risk of bushfire emergencies, over utilisation of existing facilities during peak seasons, abuse of national parks and beaches, pets that impact wildlife and beach hygiene and bush regeneration.

Our coastal character and environment are under pressure from development, public use and climate change. Illegal dumping, illegal camping in the national parks and on headlands, exotic vegetation, weed invasion, disruption to soil, stormwater discharge, damage to dunes and uncontrolled domestic pets are examples of issues affecting our fragile coastal ecosystem which require protections to be put in place.

The demographic composition and profile of the three villages was important in preparing this Plan and includes the following:



I. COMMUNITY PROFILE

2021 Census All Persons	Bawley Point	Kioloa	Termeil	Total Weighted Average
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All People (number)	844	292	273	1409
Avg age	56.0	58.0	53.0	55.8
Age (all people)				
under 10 (%)	9.8	6.0	10.7	9.2
10-14 %	4.3	2.5	3.7	3.8
15-19 %	4.5	2.8	4.8	4.2
20-39 %	14.8	16.4	19.8	16.1
40-59 %	23.3	24.1	27.1	24.2
60-79 %	37.9	41.0	31.4	37.3
80 plus %	5.3	7.1	2.6	5.1

First Nations profile				
Indigenous %				1.9
Non-Indigenous %				93.0
Not stated%				5.1

Type of education institution				
Attending preschool #	18	0	8	26
Attending primary school #	53	15	15	83
Attending secondary school #	32	11	12	55
Attending tertiary #	26	9	15	50

Avg people per household	2.2	2	2.5	2.2
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Participation in labour force				
In the labour force %	45.1	43.4	54.9	46.6
Not in the labour force %	49.4	47.3	37.8	46.7
Not stated %	6.0	8.9	6.9	6.7

I. COMMUNITY PROFILE

Employment status				
work full time %	44.4	36.6	49.2	43.7
worked part time	41.4	45.5	32.8	40.6
away from work	9.0	6.2	13.3	9.3
unemployed	3.4	7.1	2.3	4.0

Occupation (%)				
Professional	24.2	11.7	15.6	19.9
Technician & trades	17.7	15.5	20.3	17.7
Managers	16.8	12.6	12.5	15.1
Sales workers	11.6	5.8	10.9	10.3
Community & personal service	9.0	10.7	7.0	9.0
Labourers	7.7	23.3	11.7	11.7
Clerical & admin	7.1	12.6	8.6	8.5
Machinery operator & driver	1.6	5.8	7.0	3.5

Long term health conditions (%)				
Arthritis	14.9	12.0	10.6	13.5
Any other	7.6	11.6	6.6	8.2
Asthma	7.8	9.2	3.7	7.3
Mental health	6.8	11.3	4.4	7.3
Heart disease	5.0	8.6	3.3	5.4
Diabetes	5.3	5.8	1.8	4.7
Cancer (incl remission)	4.9	2.7	4.0	4.3
Lung condition	3.4	2.1	1.8	2.8
Stroke	1.4	1.0	0.0	1.0
Kidney disease	1.7	1.4	0.0	1.3
Dementia	0.4	0.0	0.0	0.2
No long term health conditions	55.9	45.5	57.9	54.1
Not stated	8.4	13.7	11.4	10.1

Population Growth - historical	Bawley Point	Kioloa	Termeil	
2016-2021	0.98%	2.25%	1.39%	

II. WHAT PEOPLE SAID ABOUT “WHY THEY LOVE WHERE THEY LIVE”

The pristine beauty of the coastal and rural landscape awash with national parks and an abundance of birds and wildlife, native bushland, historical middens and natural beauty marries well with the gentle, respectful lifestyles of residents of the three villages. Commonly and historically referred to as “hamlets”, these villages are cherished for the absence of large commercial developments, pubs and hotels and multi-dwelling complexes. Local businesses, events and initiatives that align with the village culture, which encourage community engagement and support appropriate local development, are proudly accommodated.



Building on previous community input and collective decision-making, the overwhelming majority of community members appreciate their rainwater tanks and septic systems as encouraging independent and sustainable water and waste management. There is little or no interest in town water, kerb and guttering that larger town cultures encourage. Lawns and yards often meet between neighboring properties without a clear property delineation. This creates an open and connected environment and streetscape, encouraging interaction and collegiality between neighbours and locals.

Homes are typically single dwellings on reasonably generous parcels of land. Often these homes have been passed down through families over many generations, giving our community a deep and rich sense of heritage and ownership, as well as pride and responsibility.

II. WHAT PEOPLE SAID ABOUT “WHY THEY LOVE WHERE THEY LIVE”

When confronted with adversity, our three villages have demonstrated extraordinary resilience and resourcefulness. The response to the 2019 bushfires is the most recent example of that resilience and cooperation, but is also reflected in multiple local markets, music, sporting and cultural events throughout each year. These are strongly and proudly supported by local people and visitors alike.

Our community is proud, responsible and accountable for protecting, managing and nourishing its many assets. People appreciate that we are responsible, self-driven and committed to achieving a high level of self-sufficiency and sustainability, while also supporting innovation, growth and appropriate development.

Through strong engagement and shared leadership, aligned decision-making with Local, State and Federal governments and frequent communication and cooperation with and between residents, we will continue to be great custodians of the region we love, so that those coming after us can enjoy its natural beauty and character.



III. STAKEHOLDERS

Multiple special interest groups, individuals, business owners and government representatives across the three villages were important to this planning process. Their opinions were sought throughout the consultation process and the feedback received embedded in the resulting analysis and outcomes.

Community Groups

- ✓ First Nations community
- ✓ Bawley Point Kioloa Termeil Community Association
- ✓ RFB- Bawley & Kioloa
- ✓ Kioloa Bawley Point Sport & Recreation Club Inc
- ✓ Marine Rescue Kioloa
- ✓ Bush Care & Landcare
- ✓ Men’s Shed
- ✓ Community Garden
- ✓ Murramarang Mermaids
- ✓ Book clubs
- ✓ Surfers
- ✓ School Parents and Children
- ✓ Community Playgroup
- ✓ Yoga, Nia, Pilates, Tennis, Friendship, Quilters, Waminda

Business & Employers

- ★ Retailers – IGA, Newsagency, Pharmacy, Bottle Shop, Bakery
- ★ Tourism – Bawley Vale Winery, Jackson Ranch, Mimosa Eco Retreat, Bawley Bungalows, Bundle Hill cottages etc
- ★ Willinga Park
- ★ ANU Kioloa Campus
- ★ Holiday Parks – Tasman and Ingenia
- ★ Hospitality – Flo, Luci’s Café, Saltwood, Merry St Restaurant and Cafe
- ★ Local trades and small businesses

Government

- Federal member for Gilmore
- State member for South Coast
- SCC Mayor, Councillors, Staff
- National Parks Murramarang & Meroo



IV. COMMUNITY AFFIRMATIONS

Analysis of the data obtained during the community engagement process revealed several strongly supported trends and beliefs. These affirmations reflect the community's character and highlight some of the areas where members will work to protect and enhance the character of the region. These statements provide directions to the Local Council, developers, businesses and residents about how to align any future growth and development initiatives across our three villages.

- ✧ *We are a community of three villages that protects and honours our coastal traditions, culture and character, while embracing innovation to enhance wellbeing*
- ✧ *We achieve results and progress through volunteer-led community, government and philanthropically funded initiatives.*
- ✧ *Engaging the skills and expertise of residents and local volunteers is essential to our success*
- ✧ *We are fiercely protective of our natural environment, waterways, beaches and foreshores, flora and fauna*
- ✧ *We are proud of the sustainable practices and systems that support us and will work hard to protect and enhance these systems to continue to be environmentally responsible.*
- ✧ *We encourage local innovation and new enterprises that align with our community vision and values*
- ✧ *We support low-scale, sustainable development (residential, retail, commercial) that:*
 - *enhances local-level service needs*
 - *is aligned with our coastal character and identity, lot sizes, water management plans, effluent management and zoning limitations*
 - *does not exceed nor stress existing infrastructure capacity*
- ✧ *We do not support residential or commercial development of an urban scale*
- ✧ *We expect all people to act responsibly and protect our environment in accordance with local laws and regulations, including residents, tourists and visitors and commercial operators.*
- ✧ *We expect environmentally responsible tourism management to be exercised and enforced in our villages. Such management should enrich visitor experiences, support local enterprise, comply with water and waste management regulations and preserve our natural and community assets for future generations.*
- ✧ *We actively pursue opportunities to enhance the wellbeing, recreational and lifestyle opportunities available to community members across all ages.*

V. CONSULTATION TIMELINE

The detailed community consultation process proceeded as follows:

- Local community leaders, opinion leaders, BPKTCA members received an introductory briefing and were encouraged to engage with other community members to build understanding and support for the Plan (Nov-Dec 2024)
- Local, State and Federal Government representatives informed of the process and the community's intent to develop a Community Strategic Plan (Nov-Dec 2024)
- Data gathering from external sources undertaken by the working group eg ABS, SCC, Endeavour Energy, Tourism, NSW Planning etc (Nov 2024 -Feb 2025)
- Communication pieces prepared and published via flyers, posters, letter-box drop, social media, community newsletter and pop-ups in local shops and markets to keep residents and stakeholders informed of the process and progress (Nov 2024-April 2025)
- Electronic survey issued to all ratepayers, residents and holidaymakers (Dec-Jan 2025)
- Community Consultation 1 – Have your Say Day at Bawley Vale Vineyard (Sat 2nd Mar 2025)
- Community Consultation 2 – Have Your Say Day at Kioloa Community Hall (Fri 7th Mar 2025)
- Community Workshop at ANU – to review and respond to community ideas and suggestions and form the framework for the final Community Strategic Plan (Sun 6th Apr 2025)



VI. COMMUNITY FOCUS AREAS AND PROJECTS (DETAILED)

CLASSIFYING COMMUNITY INITIATIVES

A range of ideas for projects and activities emerged throughout the community consultation. At the facilitated ANU workshop, these ideas were discussed by a cross section of the community and referenced back to the aspirations of all members of the community that were previously collected. From this, the action plan was developed showing the priority initiatives to be progressed against each of the seven themes and objectives.

For reference and as background only, each project was classified into a specific category that identified the level of support and engagement required over the life of the project. The categories are:

Significant Project Initiatives (SPI) - initiatives that will require substantial resources, concept development plans, funding, community and Council approval and support. They are likely to evolve over the mid to longer terms.

Community Partnerships Environment (CPE) - initiatives that are focused on maintaining or improving our environment. They are likely to require funding and would need to be undertaken in partnership with the Shoalhaven City Council.

Community Partnerships Planning (CPP) - initiatives that focus on strategic partnerships with Council and Council officers to ensure our community has active involvement in the review and development of planning policies and any resultant development applications that may impact on our community.

Local Community Led Initiatives (CLI) - initiatives that can largely be 'self-managed' by interested members of the community and generally focus on the themes of Community Spirit and Connectedness. However, some initiatives will need to be scoped, brought together where synergies are identified, and potentially involve Council, State Government and health professionals.

Ungrouped Community Initiatives (UCI) - initiatives that need to be considered and evaluated by the community and, if viable, developed further or otherwise integrated with other initiatives emerging from community collaboration.



VI. COMMUNITY FOCUS AREAS AND PROJECTS (DETAILED)



ENVIRONMENTAL PROTECTION AND AWARENESS

OBJECTIVE	To design and implement a shared community/ Council program of awareness and management of our beaches, wildlife, forest reserves, waterways and biodiversity, that protects and nurtures our precious environment for generations to come. (CPE)
COMMENTARY	The community was unanimous in its passion for the natural environment. They see the importance of educating local people and visitors on what is special about our villages and how best to protect, conserve and regenerate them. There was concern expressed about the adequacy of tourist park water and waste management and calls for better regulation and compliance, including upgrading/replacing sewerage and water management systems, plant and equipment owned by commercial operators that are not delivering in line with best practice
FOCUS AREAS/ SUGGESTIONS	<ul style="list-style-type: none"> • Preservation & protection of Willinga Lake & tidal lakes & waterways • Conservation/ regeneration projects • Cultural burns with brigades • Wildlife corridors protected & enhanced • Adopt a local endangered species • Tree planting Bawley Beach to Cormorant Headland • Removal of weeds at South Gannett • Reintroduce Koalas

VI. COMMUNITY FOCUS AREAS AND PROJECTS (DETAILED)

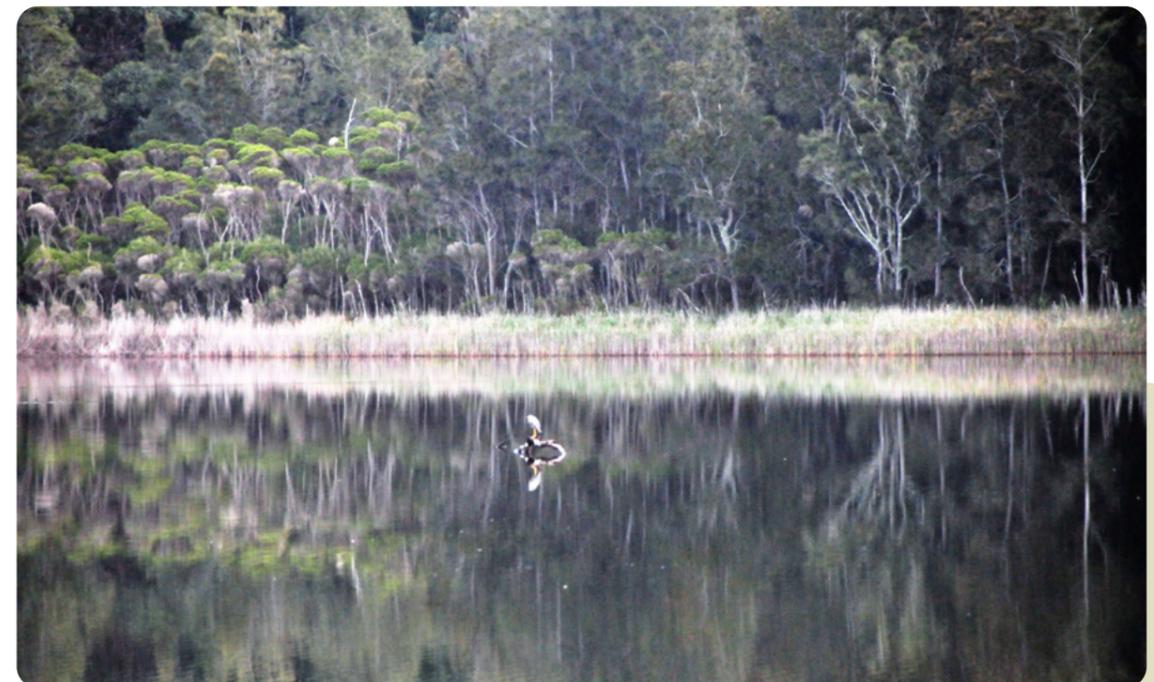
COMMUNITY SPIRIT, CHARACTER AND CONNECTEDNESS

OBJECTIVE	To enhance the social bonds and engagement opportunities between the three villages and reinforce the awareness and respect for our shared history, First Nations heritage and warm, country-coastal character. (CLI)
COMMENTARY	<p>The community has long fostered a culture of support for others within and across the three villages. Residents are conscious of an aging population that needs assistance, companionship and a watchful eye beyond family and friends. There is a commitment to maintain existing and long-standing social support networks as well as creating new ones. The views of all our residents across all age groups need to be listened to and respected. The community wants more frequent, inclusive and accessible communication and engagement.</p> <p>Community members frequently record the pleasure that comes from living in small villages ‘off the main track’. They appreciate the peace and tranquillity and slower pace of life and the small-scale of retail and commercial facilities. The community’s plea to tourists is that, while welcome in our community, they need to be respectful of our values and adjust to the ‘pace’ of life in our villages.</p>
FOCUS AREAS/ SUGGESTIONS	<ul style="list-style-type: none"> • Community Gatherings – e.g. Annual three village festival, community dinners, street parties • Health & wellbeing program e.g. movement & recovery groups, active seniors program • Interest groups – e.g. history club, snorkeling, board riders, walking, book, art workshops • Swap shop & sharing - Clothes/ household items/food • Newsletters, Community App, Quarterly updates from the Council • Pathway to connect Termeil with BP and Kioloa • A social & cultural hub for residents • More sporting facilities • Access to medical care and early childhood education <ul style="list-style-type: none"> • Care services for elderly • Information / messaging service e.g. community app or notice board • History boards across the villages – First Nations and European history • A community brand e.g. Murramarang Magic • Indigenous culture and bush tucker programs • Endangered species education • Invasive species education • Biodiversity education • Local History – education awareness, walks, tours • Historical walk from Bawley Beach to Gantry

VI. COMMUNITY FOCUS AREAS AND PROJECTS (DETAILED)

SUSTAINABILITY AND INNOVATION

OBJECTIVE	To maintain and enhance the off-grid water and sewerage systems and other assets including the microgrid, and encourage innovation and growth of local businesses. (CPE)
COMMENTARY	The community appreciates our existing commitment to those innovations and research that attract investment and enhance our character and amenity. The community also values the off grid, sustainable water and sewerage management systems in place and encourages innovative practices that enhance the sustainability of our environment, culture and lifestyle.
FOCUS AREAS/ SUGGESTIONS	<ul style="list-style-type: none"> • Bushfire risk & readiness education; support RFB units • Micro-Grid • Recycling & Pollution education and workdays • Enforce holiday park compliance with water/sewerage management <ul style="list-style-type: none"> • Invest in green bin program • Discuss with SCC a proposal for the renewal of the shopping centre • Support innovative projects for local needs • Partner with sustainability agencies



VI. COMMUNITY FOCUS AREAS AND PROJECTS (DETAILED)

RECREATION AND COMMUNITY FACILITIES

OBJECTIVE	To provide a network of new and enhanced sporting, community and recreational facilities appropriate to the size of our community and spread across all three villages, that promotes wellbeing, community engagement and youth development. (SPI)	
COMMENTARY	The community is keen to maintain and enhance existing recreational, social and sporting facilities and provide a better spread of facilities for families, individuals and visitors across the three villages. There is support for exploring a new youth-oriented recreation hub separate to the existing Kioloa playing fields and sporting precinct. This idea is yet to be investigated but could include activities including BMX pump track, skate park, adventure playground and related family friendly facilities. Extension to the Kioloa community hall to facilitate a greater range of community events and engagements was well supported.	
FOCUS AREAS/ SUGGESTIONS	<ul style="list-style-type: none"> A new family-based recreational park – for wheel sports such as a skatepark, BMX pump track, adventure playground, or any combination of these. To include picnic areas, BBQ and public amenities. This facility would be located on a site yet to be selected and separate to the Kioloa sports precinct and significant coastal reserves, to allow for a greater spread and reach of participants and activities across the three villages, for young and older people alike. Progressive upgrade to Kioloa playing field to support ball and 	<ul style="list-style-type: none"> running sports such as soccer, touch football, cricket, athletics along with practice nets, outdoor gym equipment and family friendly initiatives including seating, BBQ Upgrade to Kioloa Community Hall – the extension of Kioloa Hall to accommodate a broader range of events for community engagement and to enhance Sport & Rec book fair storage and presentation Sport for kids & families – e.g. after school & holiday programs Bawley Boat Ramp to Gantry Walk

“Markets, music, wellness – we turn up, we pitch in.”

VI. COMMUNITY FOCUS AREAS AND PROJECTS (DETAILED)

INFRASTRUCTURE MANAGEMENT AND ENHANCEMENT

OBJECTIVE	To achieve a high level of well-maintained infrastructure to serve the current and emerging needs of the community, to include roads, pathways, picnic areas and public spaces, transport, septic systems, stormwater and drainage and local shopping centre. (CPE/ CPP)	
COMMENTARY	<p>The community strongly expressed the view that the three villages should not be serviced by town water and sewerage management as the current off-grid systems serves its needs effectively and has done for generations. The introduction of town water and sewerage management would likely raise costs for homeowners substantially and create unwanted opportunities for extensive overdevelopment. There is a view that roads and related infrastructure are inadequately maintained and cannot cope with the volume of traffic using them, particularly at peak visitor times of the year. The standard of repair needs to be raised to ensure regular pothole repairs are effective.</p> <p>The community is highly supportive of the construction of pathways connecting our villages, in particular the completion of a pathway connecting Bawley Point and Kioloa and the design and construction of a rail-trail style of pathway from Bawley Point to Termeil. The electricity supply to the community has at various times over the years been very unreliable. The community supports the microgrid and proper steps to provide our community with greater resilience in the face of fires and other major incidents. Access to an alternate egress route is strongly sought by the community. An upgrade to Bawley shops, to include other amenities such as a social hub, early childcare centre, play area, deli-health foods style café and hardware store were constructive suggestions.</p>	
FOCUS AREAS/ SUGGESTIONS	<ul style="list-style-type: none"> EV charging stations Improved access roads Sustainable water & septic systems Annual maintenance program for road repairs and road safety Improved amenities at beaches eg pedestrian access, composting toilets at Gannet, BBQ areas and seating on headlands, 	<ul style="list-style-type: none"> upgraded boat ramps and fish-cleaning facilities, outdoor gyms, telescope at headland, car parking, sea pool. Connecting walk/cycle path between Termeil & BP Transport enhancements – e.g. community bus, EV chargers, electric signs, pedestrian crossing/ traffic calmers, second road in and out

VI. COMMUNITY FOCUS AREAS AND PROJECTS (DETAILED)

RESPONSIBLE TOURISM

OBJECTIVE	To support responsible tourism management practices of existing operators and visitors and work with Council to ensure compliance with environmental, social and legal regulations. (CPP)	
COMMENTARY	The community has strong views about the responsibilities and role of caravan parks/ resorts in our community. There is concern that they are continuing to grow and lobby for more permanent accommodation, moving away from the traditional transient camping/ holiday role. The expansion of on-site cabins and increase in visitor numbers that this allows is putting pressure on community infrastructure. It has also become evident that not all Resort Parks have the internal infrastructure to cope with the greater number of visitors, including outdated sewerage management systems. Sewerage spills onto pristine beaches have become more frequent events. It has been necessary for the community to enlist the support of the EPA to help regulate compliance. This is seen as one of the biggest threats to health and wellbeing.	
FOCUS AREAS/ SUGGESTIONS	<ul style="list-style-type: none"> • SCC Planning controls to align with character and protect against foreshore development • Better regulation and oversight of commercial tourism park operators to ensure compliance 	<ul style="list-style-type: none"> with environmental and social regulations • Partnership agreement between BPKTCA and SCC to manage and report on environmental controls of tourism park operators

PLANNING, DEVELOPMENT AND GOVERNMENT ALIGNMENT

OBJECTIVE	To protect the villages from poorly aligned, urban scale development and unsustainable growth that does not respect the natural environment and is at odds with the region's country-coastal character. (CPP)	
COMMENTARY	The community has made it clear that retention of our small-scale villages and low-key lifestyle is a high priority. There was particular concern about the impact of caravan/resort parks on the community's infrastructure. These tourist parks put pressure on villages during peak tourism periods and need to be properly integrated into planning controls and local area plans. Any development needs to align with the coastal character and structural limits of the villages and the preservation of the environment.	
FOCUS AREAS/ SUGGESTIONS	<ul style="list-style-type: none"> • SCC land use and design controls (LEP and DCP) to clearly articulate a commitment to observe character and culture in any future development and protect against fragmentation of land 	<ul style="list-style-type: none"> sizes & zoning, developer influence on Council & Government decision making & loopholes • Annual Council/ Community program for bushland management & clearing



GET INVOLVED

More than 400 community members across our three villages have contributed to this Plan.

Join us in bringing it to life.



Contact BPKTCA to Join a Project Team!

www.bawleykioloatermeil.org.au

Our community is proud, responsible and accountable for protecting and nourishing our many assets.

We Are Custodians of our Region



The BPKTCA acknowledges and thanks the members of the Working Group who have contributed to the preparation of this Plan: Peter Longstaff, Lynn Cowley, Tony Sattler, John Meyer, Sandy Betts, Roger Lucas, Lindsay Cane.



The BPKTCA acknowledges and thanks John Hudson and the other community members who have contributed their photographs to this community document.