



MURRAY CONSERVATORIUM STRATEGIC PLAN OVERVIEW 2025-2028

STRATEGIC DIRECTION 2025-2028

Vision

Enriching Lives and Communities through Quality Music Education

Role

Murray Conservatorium is dedicated to providing quality, accessible Community Music education. We are committed to continuous improvement and engagement in lifelong learning for participants and audience members.

Murray Conservatorium plays a vital role in providing quality music education programs in schools with a priority to support the NSW Department of Education's Public Schools.

Partnering with local community groups and funding bodies and businesses helps to ensure that Community Music remains an integral and vibrant part of everyday life in Regional NSW

Values

- Everyone is creative
- All people have a creative centre that can be activated and nurtured
- Lifelong learning
- People are capable of learning at every stage of life
- Sharing with others
- Making music together, and sharing music with others, improves individual and collective wellbeing
- Growing in partnership
- Working with others makes us stronger and diversifies our skills and resources
- Excellence at every stage
- An aspirational mindset is adopted at every stage of learning, teaching, and performing
- Respect for all
- We engage across cultures, ages, abilities, and levels of education with respect

We acknowledge the Wiradjuri people as the Traditional Custodians of the land on which Murray Conservatorium is located. We pay our deepest respects to Elders past, present, and emerging, and we recognize their ongoing connection to land, water, and culture.

We honour the rich traditions, stories, and knowledge that have been shared on this land for thousands of generations. We commit to walking together in the spirit of reconciliation, respect, and unity.

OUR STRATEGIC KEY RESULT AREAS



MUSIC EDUCATION, TRAINING & PERFORMANCE

Deliver music tuition to students of all ages and abilities

Deliver a greater variety of music education programs to a more diverse range of stakeholders

Grow audiences through outreach and engagement activity with diverse stakeholders

Coordinate quality performance opportunities that inspire participation and audience engagement



STRATEGIC PARTNERSHIPS & CLIENTS

Support NSW Public Schools and nongovernment schools by delivering quality music education programs and performances in schools

Build the capacity of public and nongovernment schools in music education

Deliver quality music education programs and performances in early years settings

Coordinate live music performances that inspire and engage school audiences

ACCESS & EQUITY OF SERVICE PROVISION

Cultural diversity and inclusion in the community

Local government partnerships



RESOURCE MANAGEMENT - HUMAN & PHYSICAL

Align the human resources with the strategic priorities of the organisation

Support the recruitment, training and retention of skilled staff members

Activate the potential of volunteers within the organisation

Maximisation of facility usage

Maximise the technological infrastructure of the Conservatorium

Assess physical resources



FINANCIAL MANAGEMENT

Diversify revenue sources

Ensure sustainable revenue models

Quality financial management and record keeping

Robust financial oversight by the Board

GOVERNANCE & COMPLIANCE

Build a skills-based Board that is focussed on strategy and governance

Reporting and Accountability



CONTINUOUS IMPROVEMENT

Focus on strategic direction to facilitate a culture of continuous improvement

Data-informed decision making

Meet short and longterm goals effectively

Quality decision-making

Effective policies to guide best practice governance



RISK MANAGEMENT

Address business model risks

Address competition risks

Address macroeconomic risks

Address regulatory and compliance risks

Address technological risks

Address reputational risks

Address people and culture risks

