

# LachLandcare Inc.

*Creating resilient landscapes and communities*

Annual Report 2016-2017



## LachLandcare Inc Region



**Integrity • Respect • Trust**

**Volunteerism • Continuous Improvement**



**LachLandcare  
Inc.**



# OUR MISSION

LachLandcare operates a Board of community Landcare delegates that provides governance, training and support for our district Landcare networks. It also provides support for landcare activities where there are no existing district networks. LachLandcare advocates, communicates and mentors the Landcare philosophy, action and outcomes in the Lachlan to create resilient landscapes and communities. LachLandcare facilitates and builds collaborative partnerships, and optimises resource investments to help communities and landholders to restore the health of communities and landscapes. LachLandcare has a proven track record of planning, resourcing and delivering sustainable agriculture, biodiversity, productivity, community and financial outcomes.

Our objectives are to:

**Create Partnerships:** Create partnerships with government, non-government organisations, and business and corporate interests, to co-invest and provide technical advice and support to Landcare projects, and record and present the results Landcare achieves.

**Develop Projects:** Build and promote catchment-wide projects, ready for delivery by local Landcare groups, that fit local priorities and which align and influence regional state and national NRM strategies.

**Advocate and Promote:** Advise and collaborate with investors, planners and policy makers on behalf of the Landcare community, and keep local Landcare up to date with policy development and co- investment opportunities.

**Secure Facilitation:** Secure a sustainable model for facilitation of expanding landcare community networks, and employ landcare support staff, for the long term.

**Increase capacity:** Facilitate learning between Landcarers and groups to build knowledge, expertise and capacity so that successful approaches are replicated across the catchment and to proactively expand the landcare network.



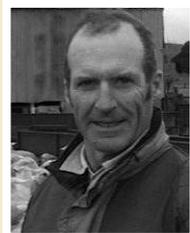
## Our People



**Emma Thomas**  
Chair



**Charlie Arnott**  
Deputy Chair



**Mark Shortis**  
Deputy Chair



**Tony Slade**  
Treasurer



**Steph Drum**  
Secretary



**Nerida Croker**  
Upper Lachlan



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**Katrina Hudson**  
Young District



**James Maslin**  
Weddin District



**Kathryn McGuirk**  
Boorowa CLG



**Keith Hyde**  
Landcare NSW Rep

# Our Journey

## Strong Foundations

LachLandcare Incorporated (LLI) was founded in 2009 as an umbrella organisation to represent grassroots Landcare throughout the Lachlan catchment. Our vision is to create resilient landscapes and communities in the Lachlan catchment through *creative partnerships and strategic action*.

Over the past eight years LLI has transformed into an efficient and effective network underpinned by rigorous governance and a team of passionate and committed staff and volunteers. LachLandcare offers a range of services to its members with the view to coordinating landscape scale change for environmental, sustainable agriculture and community outcomes:

- ❖ **Advocate** – speak out and negotiate for the interests of network members at local, regional and state levels
- ❖ **Strategist** – set a clear strategic direction for the network and develop the necessary capacity to achieve this
- ❖ **Broker** – source funding and connect to information and expertise that meets the interests of members
- ❖ **Project manager** – set up systems to manage projects, staff and finances and keep working relationships within the network transparent and accountable
- ❖ **Group facilitator** – support member groups so that they can maintain membership, capacity and effort and stay connected to wider landscape issues
- ❖ **Community catalyst** – extend the influence of Landcare to other landholders and decisions makers in the community

With changes to institutional boundaries, LachLandcare remains the only community representative body for natural resource management that focuses on the whole of the Lachlan catchment.

## Foreword from the Chair

Welcome to the LachLandcare Annual Report for the year ending 30th June 2017.

I am delighted to report a very positive year in which our people have worked closely with stakeholders to produce benefit to the landcare community across the Lachlan region.

This has been a year of consolidation and growth for LachLandcare as we come towards the end of the 2015 - 2017 Strategic Plan. This provides a wonderful opportunity to reflect on what has been achieved over this time.

It has been a privilege to Chair LachLandcare Incorporated Executive Committee for this year. The team has worked together well with one aim – improvement of the environment in the Lachlan. We have been developing new partnerships to ensure this occurs, with the attendance working closely with four Local Land Services Central West, Riverina, Central Tablelands and South East.

As can be seen by this report, there has been a myriad of activities, including education, pursuing funding, providing advice to local landholders, increasing involvement in urban landcare and much, much more.

I encourage you to enjoy the LachLandcare Incorporated Annual Report and learn about what has been achieved by dedicated team of volunteers supported by our professional Landcare Coordinators.



**Emma Thomas**  
Chair – LachLandcare Incorporated





# Our Partners

## Project Partners

We are working with partners and collaborators throughout the Lachlan catchment to deliver a number of landcare projects and initiatives. Our Landcare Coordinators and Project Officers are supported in their work and day-to-day operations by sub-committees that have representation from all tiers of government, community groups, and Landcare organisations.

Our partners include:

- 🚐 Local Land Services (Central West, Central Tablelands, Riverina, South East, Western)
- 🚐 Landcare NSW
- 🚐 Lake Cowal Foundation
- 🚐 Tarlo-Middle Arm Landcare
- 🚐 Temora Shire Council
- 🚐 Lachlan Shire Council
- 🚐 Bland Shire Council
- 🚐 Hilltops Council
- 🚐 Goulburn Mulwaree Council
- 🚐 Lakes Council
- 🚐 Lakes Alive Progress Association
- 🚐 Department of Prime Minister and Cabinet
- 🚐 Foundation for National Parks
- 🚐 Birds NSW
- 🚐 Yass Area Network
- 🚐 FarmLink
- 🚐 Central West Farming Systems
- 🚐 Greening Australia
- 🚐 Schools throughout the Catchment
- 🚐 Office of Environment and Heritage
- 🚐 Commonwealth Environmental Water Holder
- 🚐 Department of Primary Industry
- 🚐 Mid Lachlan Landcare
- 🚐 Central West Lachlan Landcare
- 🚐 Central Tablelands Landcare

## Our Members

LachLandcare Inc. is delighted to have the support of our District Members, who contribute to our strong governance and capacity to deliver landcare initiatives throughout the region:

**Upper Lachlan Landcare** was formed by the Upper Lachlan Catchment Coordinating Committee to support Landcare activities in the Upper Lachlan Region. They act as the umbrella Landcare Group for the 13 Landcare Groups of the Upper Lachlan catchment and assist local groups with events, projects, funding applications and brokering partnerships with Government and other agencies.

**Boorowa Community Landcare Group (BCLG) & Hovells Creek Landcare Group (HCLG)**

collectively provide district representation to LachLandcare. BCLG was established in 1989 to address the issue of dryland salinity on agricultural land. They host community-based workshops and field days, volunteer tree planting weekends, and a coordinated fox baiting program. Other landcare initiatives include Superb Parrot monitoring and working with Boorowa Council to protect a valuable remnant of Box Gum Grassy Woodland at 'Red Hill Reserve'.

**HCLG** formed in 1995 and has since grown into an important self-help, local area, support body of some 50 farm family members. They act as a professional body to organise field trips, on-farm workshops and field days, as well as managing funding support for important environmental projects. Some regional activities are organised in association with our Boorowa, Crookwell or Cowra based Landcare associates. Current projects include Biodiversity Protection and Habitat Rehabilitation on Lachlan Valley Farmland; Riverslea Travelling Stock Reserve Regeneration; Threatened Species Review in the K2W – Hovells Creek Area; Seed Collection and Propagation of Endangered Local Tree, Shrub and Ground Storey Species; and Biocontrol of Weeds of Regional Farmland Significance.

**Condobolin and Districts Landcare** were founded in 2000 with the aim of improving the long-term productivity, profitability and sustainability of our land and communities. They have an executive committee of six and employ a Landcare Support Officer one day per week.

**Young District Landcare** operates as an independent and voluntary group of producers, landholders and community members who share a common interest and regard for landcare outcomes for the community, farm businesses and landscapes of the district. Their aims are to identify and raise awareness of natural resource degradation issues, encourage adoption of sustainable natural resource management practices, and foster cooperation within the community.

**Weddin Landcare** is production and biodiversity focused, with the objective to maintain and enhance biodiversity in the Weddin Shire whilst promoting sustainable agricultural practices. Grenfell Urban Landcare (a sub-group of Weddin Landcare) was formed in April and immediately established a 'Friends of Company Dam Reserve' group to explore and protect the flora and fauna of Company Dam Reserve. Our recent activities include Backyard Fruit Tree Care and Pruning workshops, Wattle Day and Threatened Species Day events. Activities planned for this coming spring and summer include composting workshops, bird watching and wildflower walks, seed collecting, and native bee workshops.

## Our Staff

LachLandcare is fortunate to have the expertise and enthusiasm of a dedicated team, with five Local Landcare Coordinators, two Sustainable Agriculture Project Officers, and an Administration and Finance Officer:

**Angela McCauley (BSc Geog), Operations Support (to February 2017).** Angela is a highly experienced project manager with a background in regional conservation assessments, natural resource management, vegetation science, cartography and GIS. Angela has worked as an educator, community facilitator, spatial scientist and team leader for NSW State and Local Governments, Australian Government, and the not-for-profit sector.

**Anne Duncan (MBA, BSc(Hons), BSc. Forestry), General Manager (from March 2017).** Anne has degrees in Forestry, Zoology and an MBA, and has a wide range of experience in natural resource management and organisations. Her background includes forestry, wildlife research and strategic planning, rural and remote natural resource management, parks and wildlife, botanic gardens, fisheries and water management. Anne has worked in government at all levels, including as Regional Manager for Parks and Wildlife in Tasmania and Director of the Australian National Botanic Gardens. Currently she works from her own consulting business while completing a PhD in business strategy and sustainability. Anne has a particular interest in integrating good business with sustainable environmental management.

**Mikla Lewis OAM, Local Coordinator for Weddin and Young.** Mikla has been a resident of Grenfell since 2000, where she manages a property with her partner for both biodiversity conservation and sheep production. Mikla has an extensive background in natural resource management and sustainable agriculture and has worked with native animals and plants all her working life. She has been employed as Coordinator for Young District Landcare since 2014 and Weddin Landcare since the beginning of 2016.

**Michelle Barton (Dip Cons. and Land Mgmt), Local Coordinator for Yass Goulburn to Oct 2016.** Michelle grew up in Crookwell and now resides in Goulburn. After setting up her own business and working in health care and hospitality, Michelle decided to undertake further studies while her children were still at home and completed a Diploma in Conservation and Land Management in 2015. This course provided the stepping stones of theory and practical experiences that reinspired her interests and passion in the environmental and agricultural sector.

**Mary Bonet (M. Env. Mgmt., B. L arch, Dip Journalism), Local Coordinator for Yass Goulburn from Feb 2017.** Mary was born and raised in the Goulburn District, where she currently manages a small farm and works as a freelance consultant. Mary is a Landcare professional with years of experience in Landcare and NRM. Mary has held various roles with community groups at district, regional and state level.

**Megan Harris (M. Sust. Agric), Local Coordinator for Bland-Temora.** Megan is based just out of Temora where she lives on a small scale off-grid farm with a micro poultry enterprise. Megan has a background in environmental science and sustainable agriculture and has spent much of her professional career in the carbon forestry sector in plantation establishment, management and systems development with CO2 Australia.

**Libby Roesner (PhD), Local Coordinator for Condobolin District.** Libby has worked in the field of agriculture and natural resource management since 1989. She studied Agricultural Science at Sydney University and completed her PhD in Soil Science. She was the Pasture Research Agronomist and Coordinator for Grain and Graze at the Condobolin Research and Advisory Station. In 2008, Libby and her husband purchased their farm at Condobolin situated on the Lachlan River where they grow both irrigated and dryland crops, run sheep, and spell horses on native and improved pastures.

**Amy Gunn, Local Coordinator for Lake Cargelligo to March 2017.** Amy manages a sheep and cattle enterprise with her husband, north west of Condobolin. She has a background in agribusiness and natural resource management.

**Andrew Lucas, Local Coordinator for Lake Cargelligo from March 2017.** Andrew

has extensive experience in small business, nursery management and innovative employment programs.

**Nicole Gammie (BNR Hons), Sustainable Agriculture Project Officer Sept to Dec 2016.** Nicole has a background in information management, regional planning, education, and natural resource management.

**Ruth Aveyard, Sustainable Agriculture Project Officer Feb 2017 to May 2017,** Ruth worked for CSIRO Entomology in Canberra for 15 years before moving to Goulburn. Ruth also holds a part-time position with Upper Lachlan Landcare as their Landcare Coordinator.

**John Daly (B. Env. Sc.), Sustainable Agriculture Project Officer from Feb 2017.** John grew up in Cowra on the banks of the Lachlan River. He spent much of his childhood planting native trees and helping to rescue and rehabilitate native wildlife. After moving to Canberra to study Environmental Science and Geology he returned to Cowra and the family farm in 2014. After studying planned grazing practices and Alan Savory's Holistic Management techniques he and the family have begun to improve the diversity of their native pastures and health of the soil while running their prime lamb enterprise.

**Linda Thomas (B. App. Sc. (Agric)), Sustainable Agriculture Project Officer from June 2017.** Linda grew up on a farm near Lake Cargelligo and is currently a farmer near West Wyalong. She has a professional background in Agriculture, having worked as a technical officer for soils at the Central West Farming Systems, including on acid soils and salinity. Linda has also worked in the region in mining and agroforestry. IN her spare time, Linda is involved in the Lachlan Fold Wildlife Action Group, a group which promotes habitat protection and restoration around West Wyalong.

**Ciara O'Neill, Finance and Administration Manager.** She moved to Australia from Ireland four years ago and has been living in Condobolin for the past 3 years. She is employed by multiple organisations in the Central West in finance roles. Ciara manages our bookkeeping and payroll for LachLandcare as well as other administration. She says she is very excited to be part of a new team and to be involved in the fantastic new projects that LachLandcare have undertaken.



LachLandcare Coordinators (left to right): Amy Gunn, Libby Roesner, Mikla Lewis, Megan Harris, Michelle Barton



# Highlights

## Our Role in the Region

As a project manager and facilitator this financial year, LachLandcare has continued to deliver \$870,000 of investment sourced for Landcare in the Lachlan catchment. This investment stems from the following initiatives and partnerships:

- 🏠 Local Landcare Coordinator Initiative, a three-and-a-half-year program delivered in partnership with Landcare NSW and Local Land Services;
- 🏠 Rebalancing a Vegetative Landscape project in partnership with Central West Lachlan Landcare, Weddin Landcare, Condobolin District Landcare and Central West Local Land Services; and the
- 🏠 Healthy Soils for Healthy Farms project, funded under the National Landcare Program

Steering Committees have been operating to support our Local Landcare Coordinators and contribute to the development of landcare Action Plans for Goulburn-Yass, Bland-Temora, Young-Weddin, Condobolin and Districts. Further Steering Committees have also been established to support landcare in Lake Cargelligo, and to support the Sustainable Agriculture project.

As a project partner, we have continued to contribute to regional partnerships and communities of practice for the South East, Central West, Riverina and Central Tablelands regions. As an organisation focused on continuous improvement, we have established sub-committees; held planning meetings to identify priorities in the catchment; developed policies and procedures; and recruited support staff and project staff to deliver good governance and project outcomes.

## Activities in the Region

### Local Landcare Coordinators

Our Landcare Coordinators were able to provide many opportunities for collaboration to deliver projects across multiple locations and with efficient use of time and resources. These projects are diverse, engaging, supportive, and at the heart of the landcare movement.

Examples of the work our Coordinators are involved in are profiled in the case studies presented on the following pages. The overall success of the Local Coordinator program is well illustrated in the statistics. Local landcare coordinators together in 2016-17:

- 🏠 Reached over 18, 500 people in seven communities
- 🏠 Wrote over 200 Media articles/posts/newsletters/reports

- ☞ Worked with over 40 partner organisations
- ☞ Facilitated a range of on-ground outcomes on both landholder properties and as part of community activities including; fox baiting, pig trapping, installation of bat boxes; and revegetation and paddock tree protection.

Our Coordinators also continue to share the knowledge, experience and training benefits that arises from participation in four Communities of Practice that operate across the multiple regions of Local Land Services we intersect with. In addition, LachLandcare maintains its own community of practice through regular team meetings and staff training events.

During the year, there was staff turnover. Mary Bonet replaced Michelle Barton as Yass-Goulburn Coordinator, Andrew Lucas replaced Amy Gunn at Lake Cargelligo, and Ruth Aveyard replaced Nicole Gammie and was then replaced by Linda Thomas, as a Healthy Soils project officer.

## **Sustainable Agriculture Project**

LachLandcare received funding in 2015-16 for a Healthy Soils for Healthy Farms sustainable agriculture capacity building project through the National Landcare Program. In 2016-17 it was implemented. A project team of John Daly and Nicole Gammie and then Ruth Aveyard was appointed to run the project. When Ruth unexpectedly resigned, she was replaced by Linda Thomas. The project aimed to develop the understanding of soil health throughout the Lachlan Catchment. Progress was delayed by recruitment processes required during the year, however an implementation plan was developed and an expression of interest process was undertaken to identify six farmers to host six soil health workshops. Well known agro-ecologist David Hardwick was engaged to deliver the workshops ([www.soilandfood.com.au](http://www.soilandfood.com.au)). The workshops are to be undertaken in 2017-18, and a number of u-tube videos and podcasts will be developed as resources for farmers interested in soil health.

## **The Committee and support staff**

The Local Coordinators and Project Officers were well supported by the LachLandcare Committee, which met six times during the year, many more than the three required in the constitution. In addition, a major forum on partnerships was held in November 2016 to highlight achievements, discuss and identify partnerships and collaborations (see Case Study).

The focus of Lachlandcare operational support staff in 2016-17 was to ensure that the Local Landcare Coordinator program was up and running smoothly and that the organisational infrastructure was in place to support them. Annual plans were developed, steering committees appointed and managed, recruitment undertaken, and operational arrangements, policies and procedures were established encompassing administration, finance, information technology and Workplace Health and Safety. Five training sessions were held for local coordinators throughout the year, covering induction,

communications, project planning and budgeting, collaboration tools and social media. In addition, weekly in team teleconferences were moderated to share knowledge, experience and learning. Landcare Coordinators were also supported through sharing of resources such as presenters and educational opportunities for landholders, facilitated through a coordinated collaborative approach.

# YOUNG DISTRICT LANDCARE

## Microbats in the Young District

This project is designed to provide habitat for up to 15 species of microbat through the installation of roosting boxes, the provision of future habitat through tree and shrub planting, and also aims to increase community awareness.

**The issue:** Microbats play an important role in ecosystem services by eating a variety of insects, many of which are pests to people and livestock such as mosquitoes, moths, beetles, caterpillars and termites. On a single night, microbats can eat up to 40% of their own body weight.



Microbats are facing the same threats that many other woodland species face - habitat loss and fragmentation. In 2014, Young District Landcare received funding from Riverina Local Land Services to undertake our project, Microbats in the Young Shire. The project is designed to provide habitat for up to 15 species of microbat through the installation of roosting boxes, the provision of future habitat through tree and shrub planting, and also aims to increase community awareness.

**The solution:** We have installed 140 microbat roosting boxes at various locations across Young. Planting days at Chance Gully and Burrandong Creek have provided future habitat, and a plant giveaway donated 1000 trees and shrubs to the Young Community. Four interpretive signs have been installed at public locations and a factsheet Wildlife of the Young Shire was produced.



We also held 'Bat Night' with an expert speaker that provided information on microbats and included a walk along Burrandong Creek where a demonstration was provided using an Anabat detector. Anabat detectors monitor the echolocation calls of bats to determine species identification. Further funding allowed Young District Landcare to purchase two Anabat detectors and provide training to 10 of our members to enable ongoing monitoring of the roosting boxes.

**The impact:** We have achieved a high level of engagement with the Young community over the course of this project. Our involvement with 10 schools in the Shire has been ongoing, and our interpretive signs at various points in Young have been well received. Improved understanding about the importance of microbats for biodiversity is evident with the high landholder turnout that has occurred at all our microbat events.

### Key facts

- 140 microbat roosting boxes installed
- Revegetation has provided future habitat
- Four interpretive signs installed
- 'Bat Night' held with an expert speaker
- Purchase of Anabat detectors and training

## BLAND – TEMORA LANDCARE

### A Spring Wildflower Walk at Gubbata with local native plant enthusiast, 93 year old Elsie Allison

**The issue:** Increasing the communities knowledge of native plant species and their ability to identify local endemic species in order to build their care for the environment and local natural resources.

It's more likely that individuals and the community will have a vested interest in both the protection and appreciation of native plants when they have improved knowledge of those species that are native and those that aren't.



**The solution:** The annual Bland Shire Wildflower Walk was held on the 7th October 2016. The day is coordinated between Bland Shire Council, the Lake Cowal Foundation, Riverina Local Land Services and LachLandcare.

A bus of keen locals travelled to Gubbata, 90 kilometres north-west of West Wyalong with the incredible 93-year-old Elsie Allison and her granddaughter Linda Thomas.

Elsie is a long-time lover of native plants and wildflowers who has an amazing knowledge of the wildflowers in the district. Did we mention she's 93?! and still making her way through the reserve scouring for plants.



The day allowed people to wander looking for plants, sharing knowledge and discussing identification and anecdotes. Elsie and Linda were supported by an individual from each of the collaborating organisations.

**The impact:** It has been shown that when people learn how to identify plants they are then able to go off and identify the plants on their own property (often not realising just how many local endemic species are present).

This can then help provide them with a greater understanding and care for the natural environment.

Elsie Allison was presented with a certificate acknowledging her longstanding dedication to and willingness share her knowledge of wildflowers in the Bland Shire.

#### Key facts

- 32 people in attendance
- Native plant ID skills improved
- Broad cross section of the community represented
- Many wildflowers spotted from everlastings to orchids to daisies and lots more in between

# LACHLANDCARE INC.

## Partnerships to Prosperity Forum

**The Opportunity:** The aim of the event was to showcase Landcare projects in our region, present our Achievements Book and Report Card for 2016, and launch LachLandcare's new website. The focus of the Forum was successful partnerships at a range of levels. This project is funded by the Central West Local Land Services through the National Landcare Program and Catchment Action NSW.



**The Solution:** The Forum was held on 23 November 2016 in Forbes, NSW. The aim of the event was to showcase Landcare projects in our region, present our Achievements Book and Report Card for 2016, and launch LachLandcare's new website. The focus of the Forum was successful partnerships at a range of levels. This event was held in partnership with Landcare NSW and was co-sponsored by the NSW Environmental Trust.

The Forum included an opening address from LachLandcare Chair, Emma Thomas; a joint presentation on the Local Landcare Coordinator Initiative (LLCI); a workshop session to identify what has been working well in the delivery of the LLCI, what some of the key challenges are and how we can overcome these challenges in future. There were also a number of showcase presentations on partnership projects and initiatives being carried out in the region. The Forum was delivered by LachLandcare Inc., Landcare NSW, Local Land Services, Temora Shire Council, Landcare Coordinators, and Landcare Groups and Networks in the Lachlan.



**Impact:** The event provided a unique opportunity to share knowledge and ideas, to learn about how partnerships are delivering a range of land management initiatives in the region, and to better understand how we can work together. We were able to collect information on key factors and challenges for successful delivery of initiatives to use in planning our future activities and projects. The feedback collected is being used to develop approaches, tools and techniques to more effectively work with our project partners, support Landcare in the region, and collaborate on delivering future initiatives.



# YASS AREA NETWORK OF LANDCARE GROUPS INC

## The Truth About Trees: Restoring connectivity and improving biodiversity and productivity in the Yass area.

**The issue:** Fragmentation of remnant vegetation and loss of paddock trees is recognized by the Yass Area Landcare network (YaN) as a significant issue. Yass has been successful in obtaining funding through the Environmental Trust's Bushconnect program to restore wildlife habitat and vegetation across the working agricultural landscape. By returning areas to native vegetation, linking older remnant stands and protecting the grand old paddock trees across public and private land and aims to improve outcomes for both productivity and biodiversity, however, in order for this to happen the whole community needs to be on board.



**The solution:** The Truth About Trees was an opportunity to bring the local community together with ecologists, practitioners, private and public managers, and other related service providers to hear from the experts, share local knowledge and have a conversation about addressing the issues around habitat loss, fragmentation and declines in productivity and work out how we, as a Landcare community, can work together to improve this situation.



Speakers on the day included Professor David Lindenmayer from the ANU Fenner School, a leading expert in landscape ecology, conservation and biodiversity and two local landholders, Margie Fitzpatrick and Matt Doyle, who have been engaged in major revegetation and landscape repair on their properties over the years and have seen great changes in productivity and biodiversity on their properties and most importantly great satisfaction and improved mental health.

**The impact:** The event was sold out with 140 people registering and a further 20 on waiting list. Many of the people were new to Landcare or had not been involved for some time. The combined effect of having everyone in the room at the same time, all of the funding bodies, practitioner's, researchers and interested and willing landholders has resulted in a great uptake not only in the Yass Habitat Linkages program but also in many of the other opportunities that were on offer such as Greening Australia, Rivers of Carbon, South East Local Lands Services.

### Key facts

- 140 people attended EXPO
- Collaboration between Landcare, Local Lands Services, Greening Australia, other agencies and organisations
- Presentations from experts and local land managers
- Aimed at boosting biodiversity and productivity outcomes

# CONDOBOLIN & DISTRICT LANDCARE

## Condoblin Fox-Baiting Incentive Program

An incentive to promote the collaborative actions of landholders in reducing this feral animal.

**The issue:** Foxes cause damage to the natural ecosystem and the vegetative landscape. They prey on and cause injury to livestock, poultry and many species of native wildlife including many threatened species. In order to reduce the fox populations and the problems they cause many experts agree that we need to increase group control efforts.

Studies have shown that there are definite benefits in controlling foxes in a coordinated effort. The effectiveness of baiting in a group, especially with immediate neighbours up to 2.5km away results in a 20% increase in lamb survival rates, also if working together the area and period of protection from foxes is extended.

**The solution:** Money in the form of a rebate was provided as an incentive to promote the collaborative actions of landholders in reducing this feral animal. An offer of 50% off the cost of fox-baits when applied in coordination with their neighbours was used as incentive for landholders to work together and increase the effectiveness of their fox-baiting efforts.

The discount offer was promoted in the local newspapers of Condoblin and with a flyer that offered the discount to those who rang-in with their interest to be involved. The requirement was for them to have a group of at least three neighbours who were willing to bait together during the months of April and May 2017.

**The impact:** We were successful in getting six (6) groups of landholders involved in the incentive program. The groups ranged from as little as three to as many as twelve landholders prepared to bait together. Their details, including property names, areas to be baited and number of baits required, were compiled by the Landcare coordinator and given to Local Land Services Biosecurity Officers to coordinate the group effort. In total, 30 landholders were involved, purchasing over 4,500 baits and affecting an area of over 70,000 hectares.

This program provided an opportunity to establish partnerships between all involved landholders and their neighbours – some of whom had not worked together previously. Also, a strong relationship was formed between Condoblin Districts Landcare and the Condoblin CW Local Land Services staff. Working together to get invoices from farmer groups as they picked-up and paid for their baits made the reimbursement process simple and effective. The impact of the baiting effort on the fox populations will only be realised in time.



### Key facts

- 50% rebate offered for cost of fox- baits when baiting in neighbourhood groups
- Six (6) local 'fox-baiting' groups were formed
- Landholders are working together to improve their baiting outcomes
- This program also provides incentive for landholders to work together on other issues too



# Progress

## Strategic Plan

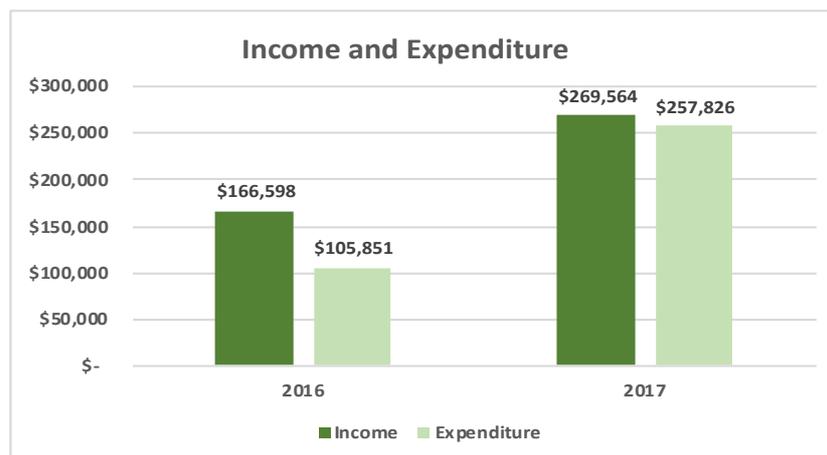
LachLandcare has a clear plan for the future that is focused on creating resilient landscapes and communities in the Lachlan. In 2015, we released a three year strategic plan to outline how we would achieve this vision. The strategic plan has a focus on delivering four key strategies: Leading and Influencing; Building a Robust Organisation; Partnerships and Investment in Ecosystem Services; and Brand Awareness and Promotion.

The Strategic Plan has continued to form the basis of annual operational planning for LachLandcare for 2016-17. Attachment A provides a detailed assessment of progress against the actions identified in the strategic plan in 2016-17. In summary Lachlandcare has made excellent progress - with most actions being fully addressed or implemented and only a few partially or not implemented.

## Financial Summary

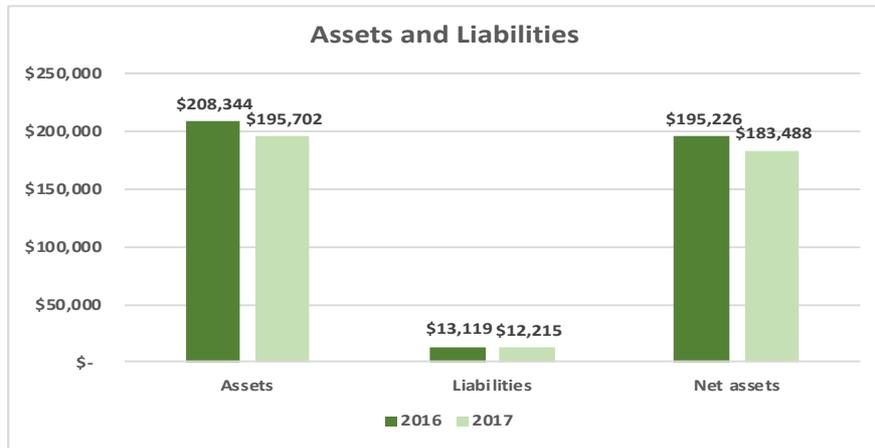
### Income and Expenditure

The income received by LachLandcare for the 2017 financial year was \$269,564. Total expenditure for 2017 was \$257,825.56, an increase by \$151,974, which is 59% more than expenditure in 2016.



### Assets, Liabilities and Net Assets

Total assets held by LachLandcare have increased by \$11,738 over the past year, from \$195,702 to \$208,344 which is an increase of 6%. Total current liabilities have increased from \$12,214 to \$13,119. Net assets have therefore increased by \$11,738 over the same period. Retained earnings at the end of 2017 financial year amount to \$195,225, which is an increase of \$11,738.



## Report Card

The status of each activity has been rated as Advanced, Significant Progress, Underway, Limited Progress and No Progress. The evidence for this rating is explained in the comment field in Attachment A.

STRATEGY	DESIRED OUTCOME	PROGRESS
 1- LEADING & INFLUENCING	Influences external policy that recognises the role of Landcare	Significant Progress
	Advocates on behalf of the districts	Advanced
	Collaborates with key partners for research and evidence in the Lachlan	Advanced
	Communicates	Significant Progress
	Promotes leadership and plans for succession	Limited progress
 2 - BUILDING A ROBUST ORGANISATION	Good governance	Significant Progress
	Systems and processes enable the execution of the Strategic Plan	Significant Progress
	Financial management and reporting systems are in place	Significant Progress
	Risk management is practiced at all levels throughout the organisation	Significant Progress
3 -PARTNERSHIPS AND PLANNING	Builds a robust membership strategy	Limited progress
	Identifies and builds relationships with key partners to increase investment in sustainable land management initiatives in the Lachlan	Underway
 4 - BRAND AWARENESS & PROMOTION	Identifies local Issues	Significant Progress
	A brand is established based on sustainable produce from the Lachlan	No Progress
	Commercial opportunities are designed for LachLandcare	Significant Progress

## Report Card

## Progress against LachLandcare Strategic Plan

30 June 2017.

## Overview

Strategies	Actions fully addressed	Actions partially addressed	Actions delayed
Leading and influencing	8/10	2/10	0/10
Building a robust organisation	11/12	1/12	0/12
Partnerships and facilitating investment	3/6	3/6	0/6
Brand awareness and promotion	1/3	0/3	2/3
	<b>23/31</b>	<b>6/31</b>	<b>2/31</b>

## Detail

The status of each activity is rated as Advanced, Significant Progress, Underway, Limited Progress and Delayed.

Leading and Influencing				
Strategy	Outcomes	Action	Comment	Status
Influence external policy that recognises the role of Landcare	Influence policies that prioritise local landcare	Identify opportunities to work with LLS and deliver on NLP, State Plan and transitional CAPs.	Planning meeting held with RLFs March 2016. Regular participation in all LLS communities of practice (Riverina, South East, and Central West). Lachlan community of practice established.	Significant Progress
	Promote the Landcare NSW LLCI proposal	Support the proposal to the NSW government	LLCI funding obtained and program implemented	Advanced
Advocate on behalf of districts	Funding is available to groups from multiple sources	Set up sub-committees to identify partnership opportunities for co-investment and to write grant applications	Sub-committees established and partnership form held November 2016 to identify opportunities and grants. LLCI and NLP grants applied for and being implemented.	Advanced
	Increase the number of partners	Ensuring funding to deliver the work of Landcare at a district level and establishing district landcare officers	Funding agreement with CWLLS re Re-Balancing a Vegetated Landscape project to fund Landcare in Central West. Agreement with SE Landcare to fund Landcare in Yass/Goulburn	Advanced
Collaborate with key partners for research and evidence in the Lachlan	Evidence that promotes sustainable land management practices in the Lachlan	Promote the opportunity for collaboration and the delivery of extension projects throughout the region Information portal	Ongoing by LLCIs	Underway
Communication	Keep members, partners and investors informed	Database of key stakeholders generated	Key stakeholder database under construction.	Significant Progress

		Newsletter implemented quarterly Website upgrade with current information Social media implemented monthly	Quarterly newsletter implemented Website upgraded Social media implemented.	
	Hold an annual planning meeting with Local Land Services	Annual planning process involves all regional partners	March Planning meeting in Cowra with key partners (Committee, Staff, RLFs)	Completed
	Reporting on key achievements and Annual Report	Annual Report - produced annually Key Achievements are published in print media at least annually	This document.	Advanced
Leadership is promoted and succession is planned	Leadership succession is planned for	A talent pool is generated and leaders are provided with training		Limited Progress
	LachLandcare sets the standard for sustainable agricultural production	Sustainable Agriculture group established ALMS Group		No Progress

### Building a robust organisation

Strategy	Outcome	Action	Comment	Status
Good governance	Transparency Effectiveness Reduced Risk Secure on-going funding	Review and improve the Board Induction process, including a skills matrix and advertising for specific skilled board members.	Skills matrix developed and advertisements for Committee members undertaken.	Significant Progress
Deliver a mandate to advocate on behalf of district landcare groups to secure funding		Sub-committees are implemented for Partnerships and Funding, Risk Management and Project Planning Develop Terms of Reference for each committee	Sub-committees developed with TOR.	Significant Progress
	Set the benchmark standard for sustainable agricultural management in the Lachlan	Build the capacity of the groups and increase the knowledge of the network	Ongoing as part of LLCI planning and support	Significant Progress
	Ensure adequate staffing to deliver the Strategic Plan	Facilitation of the Local Area Plans	Ongoing as part of LLCI planning and support	Significant Progress
Systems and processes that enable the execution of the Strategic Plan	Strategic plan is developed and reviewed annually	Develop and communicate the strategic plan to members, partners and investors	Ongoing as part of meetings and fora	Underway
	Policies and Procedures are in place to deliver the Strategic Plan	Review policies and procedures to deliver the Strategic Plan, financial management and risk analysis.	Health Check undertaken shows improvement since 2015. Financial management policy and procedures developed.	Significant Progress
	Evidence is used to identify opportunities and build projects to leverage investment in ecosystem services	District Health Checks are performed annually	Ongoing as part of planning and support by LLCIs	Underway
	Projects are delivered through a framework	Project planning delivery monitoring and reporting is implemented annually	LLCI, NLP and RBVL requirements met.	Significant Progress
Financial management and reporting systems in place	Transparent financial reporting systems	Reports are provided to evaluate organizational and project performance and to fulfil legal obligations	Monthly detailed financial reporting	Significant Progress
	Contract management is effective and procedures documented	Contract management processes and reviewed and improved	Ongoing	Significant Progress

Risk management is practiced at all levels throughout the organisation, (board, districts and volunteers)	Risks are identified and strategies are in place to minimize or remove.	Training provided to Committee and Districts	Check whether this is required.	
Establishing and developing partnerships, and mapping of key partners at March planning meeting	WHS is implemented throughout the organisation	WHS processes are implemented at all levels	WHS policies and procedures in place and implemented.	Significant Progress

## Partnerships and Investment

Strategy	Outcome	Action	Comments	Status
Build a robust membership strategy	Deliver value for money for members to increase their involvement	Membership strategy Health Check Member area on website Local area plans	Health check undertaken revealed substantial improvement at end of FY 16-17 compared to 15-16. LLCIs all have plans in place. Membership strategy yet to be developed.	Underway
Identify and build relationships with key partners to increase investment in sustainable land management initiatives in the Lachlan	Successfully identify partners	Undertake stakeholder analysis to identify partnership opportunities locally and regionally	Partnership forum (November 2016) identified opportunities.	Significant Progress
	Increase number of active partners from diverse sectors	Establish and develop partnerships	LLCIs explore opportunities for partnerships as ongoing part of their role. A stakeholder engagement plan would improve effectiveness.	Underway
	Proactive local networks that engage in relevant activities	Work with and support local members to embed local partnerships	Ongoing as part of planning and support by LLCIs	Significant Progress
	Evidence of successful partnerships and LLI value proposition	Connecting through our networks and collaborative activities to strengthen and promote our case	Ongoing as part of planning and support by LLCIs – a communication plan would improve effectiveness	Underway
Local issues are identified	Local area plans developed annually with members and communities	Local area plans implemented annually in each district and for all local landcare groups	LLCI annual plans developed and being implemented	Significant Progress

## Brand Awareness and Promotion

Strategy	Outcome	Action	Comments	Status
Establish a brand based on sustainable produce from the Lachlan	Benchmark standard for sustainable agricultural production in the Lachlan	Funding is sourced to develop an ALMS An ALMS group is implemented group in the Lachlan.	Not yet implemented	Delayed
	Market advantage is developed for the LachLandcare brand	LachLandcare brand is initiated by approaching the contacts of Committee members to investigate opportunities	Not yet implemented	Delayed
Design commercial opportunities for LachLandcare	Funding is available to groups from multiple sources	Set up subcommittees to identify partnership opportunities for co-investment and to write grant applications Scope opportunities for social enterprise	Partnership forum held November 2016 and grant applications scoped based on this.	Significant Progress

Text and Graphics provided by: Emma Thomas, Anne Duncan, Angela McCauley, Stephanie Drum, Mikla Lewis, Michelle Barton, Mary Bonet, Libby Roesner, Megan Harris, Ciara O'Neill, Temora Shire Council.

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