

LachLandcare Inc.

Creating resilient landscapes and communities

ACHIEVEMENTS IN 2015 - 2016



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 all of our district Landcare 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 delivery of biodiversity, landscape services, 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.





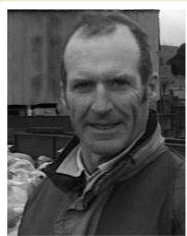
Our People



Emma Thomas
Chair



Charlie Arnett
Deputy Chair



Mark Shortis
Deputy Chair



Tony Slade
Treasurer



Steph Drum
Secretary



Nerida Croker
Upper Lachlan



2015 – 2016

1. Our Journey	1
Strong Foundations	1
The Year in Review	2
2. Our Partners	5
Project Partners	5
Members	5
Our Staff	6
3. Highlights	9
Our Role in the Region	9
Activities in the Region	9
4. Report Card	19
Strategic Plan	19
Financial Summary	23



Margot Jolly
Central West Lachlan



Katrina Hudson
Young District



James Maslin
Weddin



Kathryn McGuirk
Boorowa



Keith Hyde
Landcare NSW Rep



Angela McCauley
Operational Support



*“... the continuation of LachLandcare is
a reflection of the strength of Landcare
as an organisation and movement in
Australia”*

Charlie Arnott, 2015



Our Journey

Strong Foundations

LachLandcare Incorporated 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 seven years since its incorporation, 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 needs and 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 recent changes to institutional boundaries, LachLandcare now remains as the only community representative body for natural resource management that focuses on the whole of the Lachlan catchment.

From the Chair - the year in review



Welcome to the LachLandcare Incorporated Annual Report for the year ending 30th June 2016. 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 implementation and consolidation of the LachLandcare Incorporated Strategy for 2015 – 2017. This document is the result of being two thirds of the way through delivery of our Strategic Plan and provides the opportunity to reflect on what has been achieved against the priorities identified in 2015.

It has been a privilege to Chair the LachLandcare Incorporated Executive Committee for this year. The team work together very well with one aim - improvement of the environment in the Lachlan. As can be seen from this report, activities have included preparing grant applications, education, representation of district groups, employment of Landcare Coordinators, pursuing funding, providing advice to local landholders, increasing involvement in urban landcare, and much, much more.

LachLandcare continues to work in partnership with key stakeholders across the region, in particular the Local Lands Services Central West, Central Tablelands, South East and Riverina.

Built on past achievements

The strengths of LachLandcare have created outstanding results. During the bid for the Landcare Coordinator initiative, LachLandcare was able to support a number of regions by providing a clear voice of the importance of Landcare representation in these districts. These districts secured funding to continue the great work of the Landcare groups in the areas of Young and Weddin, as well as reinvigorating new Landcare initiatives in Lake Cargelligo, Temora, Bland and Goulburn. This resulted in the appointment of four positions across the Lachlan from Yass/Goulburn in the upper reaches to Lake Cargelligo in the west. The positions cover a shared position between Lake Cargelligo and Condobolin, one position for Temora and Bland, one position for Young and Weddin, and one for Yass and Goulburn.

Success stories

LachLandcare was successful in obtaining a grant under the National Landcare Program Sustainable Agriculture program; thanks go to Stephanie Drum and Angela McCauley for putting together a highly competitive and successful application. This grant will be delivered over the next eighteen months and promises to generate better environmental outcomes on farms and an increase in the involvement in Landcare by the farming community, throughout the Lachlan.

Key events

In March 2016 LachLandcare hosted a workshop near Forbes. This workshop was delivered as a partnership with the rural resilience project and covered drought preparedness, through best practice management of perennial pastures. During 2016 we have held a number of planning events to develop projects that we can seek funding for. We will now work to develop partnerships with other likeminded organisations to assist in delivering the on ground activities we have planned.

Strong governance

This year has provided LachLandcare with many new opportunities. The landcare community is better off in the Lachlan as a result of a number of new initiatives. One of LachLandcare's key strengths is its outstanding corporate governance. We are proud to say we are able to provide corporate services to a number of new groups to assist them in employing staff and undertaking projects. This is testament to our Executive committee who bring to the board extensive skills in strategy, financial and project management.

This year we have been implementing a number of internal projects to the overall governance. We have developed a set of sub committees to manage specific functions of the organisation, to reduce the overall demand on each board member. This has proven to be very successful with the sub committees covering extensive new governance requirements and implementing new systems across financial management, project management and partnerships.

Volunteers and Staff

At our AGM in September Charlie Arnott stepped down as President after serving since 2009 as the inaugural Chair. I would like to acknowledge the work Charlie has done over the years as Chair and thank Charlie for his commitment to the organisation as he takes on the role of Vice Chair - this position is jointly shared with Mark Shortis. We welcomed Stephanie Drum as a new member of the Executive Committee, in the role of Secretary.

I would like to welcome the new staff who have come to work with LachLandcare during the 2016 financial year. These include the Landcare Coordinators Megan Harris, Mikla Lewis, Amy Gunn, Libby Roesner, and Michelle Barton. The Coordinators started their roles in March with a trip to Stockland to attend the State Landcare Program Forum, which provided an opportunity to understand the program, to network and find key partnerships and opportunities to assist them in their new roles.

Thank you goes to Angela McCauley who has achieved outstanding results for LachLandcare as the Regional Coordinator in 2016. Angela shows a dedication and efficiency that has enabled LachLandcare to achieve more than 75% of the outcomes of our Strategic Plan. Welcome to Ciara who started as the Administration role for LachLandcare.

I very much thank the support of Rob Dulhunty, Sonia Williams and Landcare NSW over the past 12 months. The alliance has delivered results as shown in this report and the continuing mentoring provided by both Rob and Sonia is invaluable.

I really believe the future is bright for LachLandcare, with many opportunities available to the network to deliver a variety of initiatives to the community, which in turn provides environmental outcomes. Thanks to volunteers and staff who work tirelessly for the Landcare cause. The continuing success of LachLandcare has not been achieved by only one individual but as a collective of staff and volunteers working together to improve environmental and community outcomes for the Lachlan.



Emma Thomas

Chair – LachLandcare Incorporated



Our Partners

Project Partners

We are working with our partners throughout the Lachlan catchment to deliver a number of landcare projects and initiatives. Our Landcare Coordinators and Project Officer 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
- ❖ Yass Area Network
- ❖ Lake Cowal Foundation
- ❖ Tarlo-Middle Arm Landcare
- ❖ Temora Shire Council
- ❖ Goulburn Mulwaree Council
- ❖ Lakes Council
- ❖ Lakes Alive Progress Association
- ❖ Department of Prime Minister and Cabinet

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.

Central West Lachlan Landcare is about the community, businesses, schools, local industry, people within townships and farm families, working together to effectively use and manage natural resources within the overall goal of promoting and enhancing a sustainable and productive environment. The Central West Lachlan Landcare Committee is made up of representatives from our local area who donate their time and expertise to keep up to date on events and opportunities for Landcare in our area.

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, a Sustainable Agriculture Project Officer, and an Administration and Finance Officer:

Mikla Lewis OAM 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. She has recently re-established Grenfell Urban Landcare, a group which she and her partner first initiated in 2000. Her great passions are native plants and animals and she loves conducting wattle and wildflower walks.

Michelle Barton grew up in Crookwell and now resides in Goulburn, where she recently opened a new Landcare Office. 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. Michelle is the Landcare Coordinator for Goulburn and Yass districts.

Megan Harris (MSustAgriculture) 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. Megan is the Landcare Coordinator for Bland and Temora and is working on a number of projects, including an Environmental Liaison Committee for Bland Shire Council, Community Gardens in both Temora and West Wyalong, and Backyard Fruit Tree workshops.

Libby Roesner PhD 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. Libby joined LachLandcare in March 2016 and job-shares the Condobolin and Districts Landcare Coordinator position with Amy Gunn.

Amy Gunn (BAGSc) manages a sheep and cattle enterprise with her husband, north west of Condobolin. She has a background in agribusiness and natural resource management.

Nicole Gammie (BNR Hons) is our newest staff member and joined us in September as our Sustainable Agriculture Project Officer. Nicole has a background in information management, regional planning, education, and natural resource management. She has also worked for numerous organisations across eastern Australia currently works part-time for Hovells Creek Landcare as their Landcare Support Officer. Nicole is based in Orange.

Ciara O'Neill joined LachLandcare in May 2016 as the new Finance and Administration officer. 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 now looks after the bookkeeping and payroll for LachLandcare as well as other administration duties. 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



I believe Landcare will continue to grow both in Australia and overseas – because it is fundamentally a good idea that provides a model to deal with major issues facing our environment and society.

Rob Dulhunty, Landcare NSW

Highlights

Our Role in the Region

As a broker this financial year, LachLandcare has been successful in attracting over \$870,000 of investment 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, and Central West Local Land Services;
- ❖ Healthy Soil for Healthy Farms project, funded under the National Landcare Program;
- ❖ Strengthening Communities Volunteer Grant for Lakes Alive, Lake Cargelligo.

As a project manager we have established Steering Committees to oversee and support our Local Landcare Coordinators and contribute to the development of Landcare Action Plans for Goulburn-Yass, Bland-Temora, Young-Weddin, and Condobolin and Districts.

As a project partner, we have contributed to regional partnerships and communities of practice for the South East, Central West, 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

With the support of our Landcare Coordinators, we are 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 on the following pages.

Our Coordinators also access the activities and benefits from four Communities of Practice that LachLandcare participates in due to being located across multiple regions of Local Land Services. We are also able to provide support to Landcare Coordinators to share resources such as presenters and educational opportunities for landholders, through a coordinated collaborative approach.

YOUNG-WEDDIN & BLAND-TEMORA LANDCARE

Fruit Tree Care and Pruning Workshops



A series of fruit tree care and pruning workshops were rolled out across four districts in late July and early August this year. Young District Landcare, Weddin Landcare, Lake Cowal Foundation and Temora Shire Council were supported by LachLandcare through the Local Landcare Coordinator Initiative in the delivery of the workshops, which were held in Maimuru, Grenfell, West Wyalong and Temora and were attended by over 120 people.

Landcare Coordinators Mikla Lewis and Megan Harris collaborated on the workshops. *"Young District and Weddin Landcare groups have previously collaborated on other events and projects. It is great to be working with Megan for the first time to include the Temora and Bland shires in bringing these fruit tree workshops to fruition in the local communities that we represent."*, Mikla said.

The workshops were designed for people with established backyard fruit trees in need of some care and those considering establishing a backyard orchard. Some participants simply wanted to improve their pruning techniques and were able to practice pruning for themselves with the presenter's assistance. The workshops were presented by Nicholas Gerhard from Soil by Design. A certified permaculture designer and teacher, Nicholas is also trained in Allan Savory's Holistic Management practices, commercial market gardening, aquaponics design, mushroom cultivation and bio-intensive growing practices. Nicholas's wife Jennie assisted with the workshops.



YOUNG – WEDDIN LANDCARE

Barb Busters

In June this year Young District Landcare teamed up with WIRES Weddin-Lachlan Branch to remove barbed wire from internal fences on a Young property.

The landholder is a member of Young District Landcare and WIRES Weddin-Lachlan Branch who specialises in the care of gliders and possums.

When an animal's tail found hanging from a barbed wire fence on the property was later confirmed to be that of a Squirrel Glider, a nocturnal gliding possum listed as Vulnerable under the NSW Threatened Species Act, the landholder set up an infrared camera to see if other Squirrel Gliders were present. Once this was confirmed the landholder decided to improve the habitat for them by planting wattles and eucalypts and removing the barbed wire to prevent others getting caught.

So a Barb Busters working bee was organised and over three kilometres of barbed wire was removed from all internal fences within a few hours by a team of enthusiastic volunteers.



Each year thousands of native animals from more than 75 wildlife species face death or injury from entanglement on barbed wire fences. Both mammals (25 species) and birds (50 species) are victims and most are nocturnal. The Squirrel Glider and its smaller cousin the Sugar Glider are particularly vulnerable. Other mammals such as flying-foxes and insectivorous microbats are also common victims, as are the macropods – wallabies and kangaroos. Nocturnal birds such as the insectivorous Tawny Frogmouth, as well as owls (some of which are listed as Threatened Species) are particularly vulnerable.

BLAND – TEMORA LANDCARE

National Tree Day



In collaboration with Temora Shire Council a Native Plant Giveaway was held on July 29th as part of National Tree Day. Aside from promoting and increasing local involvement in National Tree Day, the aim of the giveaway was to assist in raising awareness of the renewed drive in Landcare related activities in Temora Shire as part of the Local Landcare Coordinator Initiative.

The stall was held in the main street (Hoskins St) of Temora from 9.30 am until 2pm. The giveaway saw 120 native plants given away to very enthusiastic local community members. People were very keen for advice about the right native plants for their particular situations. The stall also provided a great opportunity to connect with the community and to talk about the other Landcare projects in development for the area including the Community Garden and Native Plant Propagation Nursery which is in development at Hillview Park in Temora.



HOVELLS CREEK LANDCARE

Tree Plantings and Shelter Belts



Hovell's Creek Landcare has recently employed Nicole Gammie as their Landcare Support Officer. A major part of Nicole's role is to collate findings on former group projects that were funded by state and federal governments as well as some works funded by landholders themselves. A number of these projects have involved fencing and tree planting. Landholders will be interviewed and sites inspected to gain an insight into what has worked and what has not. Where possible, photos will be included to show how this landscape has changed.

Some of the tree plantings extend back to the late 1990's. This information will be collated into a book. While there have been good survival rates for many of the shelter belts, one challenge is that some wattles within the tree belts have died and not regenerated



CONDOBOLIN & DISTRICT LANDCARE

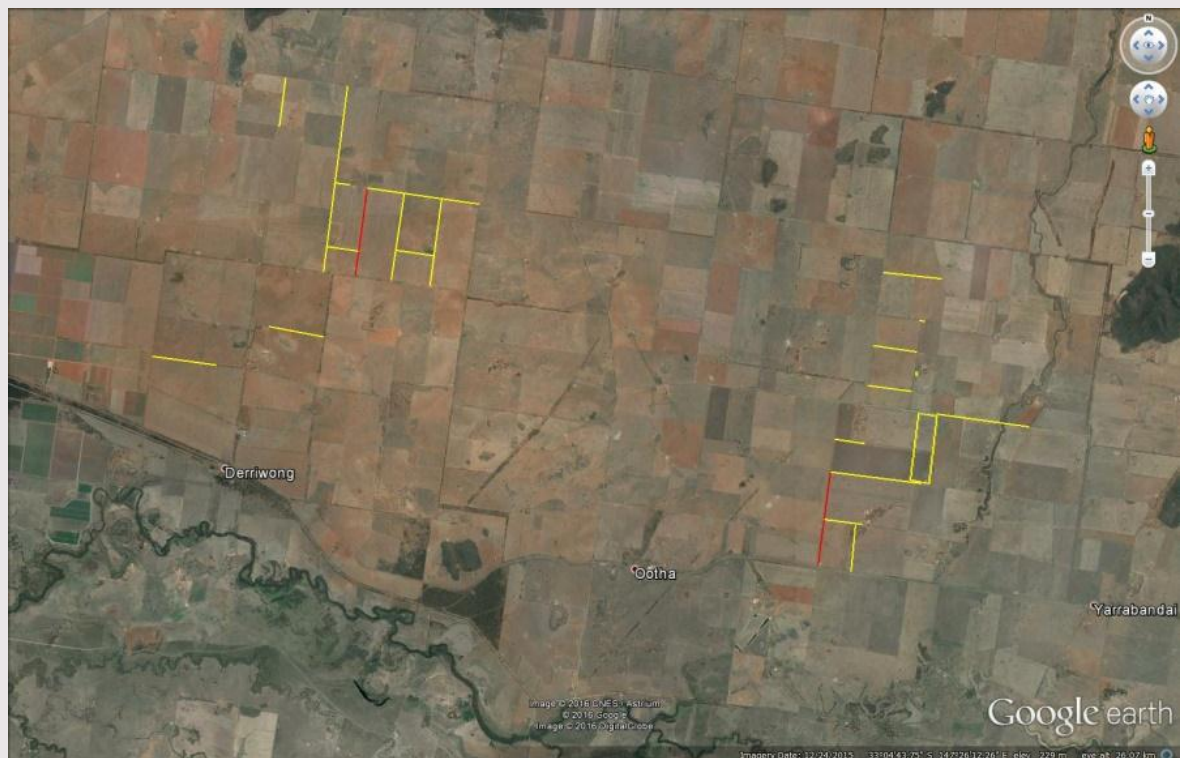
Connecting Ecological Communities

This project will see a large corridor of farm land restored to native vegetation in the Derriwong & Ootha districts of central NSW. The activities will engage passionate landholders, Landcare, the Condobolin Green Army team and community in undertaking revegetation activities that will connect two threatened ecological communities, providing a significant area of native vegetation to extend existing corridors and increase biodiversity.

The project will provide multi-beneficial conservation and agricultural outcomes in this productive grain, lamb and wool region. This will be done by including provision of habitat and refuges for threatened woodland and migratory birds and other wildlife, connectivity with existing remnant vegetation, a valuable seed collection resource, stock shelter and improved grazing management.

Outcomes from this project include:

- ❖ 28,800 tree & understorey species planted with 15 tree & understorey species, 14 of which have a potential height of >2m thereby contributing towards the 20 million tree target. Plantings will be conducted over the two consecutive autumns of 2017 and 2018.
- ❖ Improve the extent & condition of native vegetation and re-establish resilient linkages between existing wildlife corridors for 6 threatened bird species, including 2 migratory birds.
- ❖ Community engagement - The project will have a strong focus on effective community engagement through a robust three-way partnership of 10 passionate landholders, 2 Landcare organisations, and Indigenous engagement through the Condobolin Green Army team.



BOOROWA COMMUNITY LANDCARE

Central School Learning Program



On Tuesday 31st May, a small group of year 7 students and Teachers from Boorowa Central together with Boorowa Community Landcare Co-ordinator, had an awesome excursion to Australian National Botanic Gardens in Canberra. The gardens gave us an opportunity to explore Australia's diverse and spectacular flora amongst Canberra's bushland setting. It is really the only place in the world that you can see the diversity of Australian Native plants in one location. We then walked on to the Red Centre garden, where we experienced the unique landscape and colours of Central Australia. We also found a restful spot to relax on the Eucalyptus lawn to picnic, surrounded by more than 70 species of famous trees. After lunch we found the Native Bee Hotel, which was especially interesting for the students, as Ms Fagan had been teaching them about our essential pollinators and how we can help to create an environment for them to breed.

Bees drive biodiversity through pollination, as pollination enables seed formation and fruit development. Bees are important pollinators of many food crops such as vegetables, berries, nuts, coffee and more. Very simply – No bees, No food!

We can also provide additional nesting habitat that are similar to their natural ones. BCLG, together with Boorowa Central, taught the students how to create these from bundles of hardwood, bamboo and rammed earth blocks. Brilliant creations from this community engagement program were donated to landcare members at the follow up Fruit Tree Pruning workshop.

Thank you to Boorowa Central for sharing this experience with Boorowa Community Landcare Group



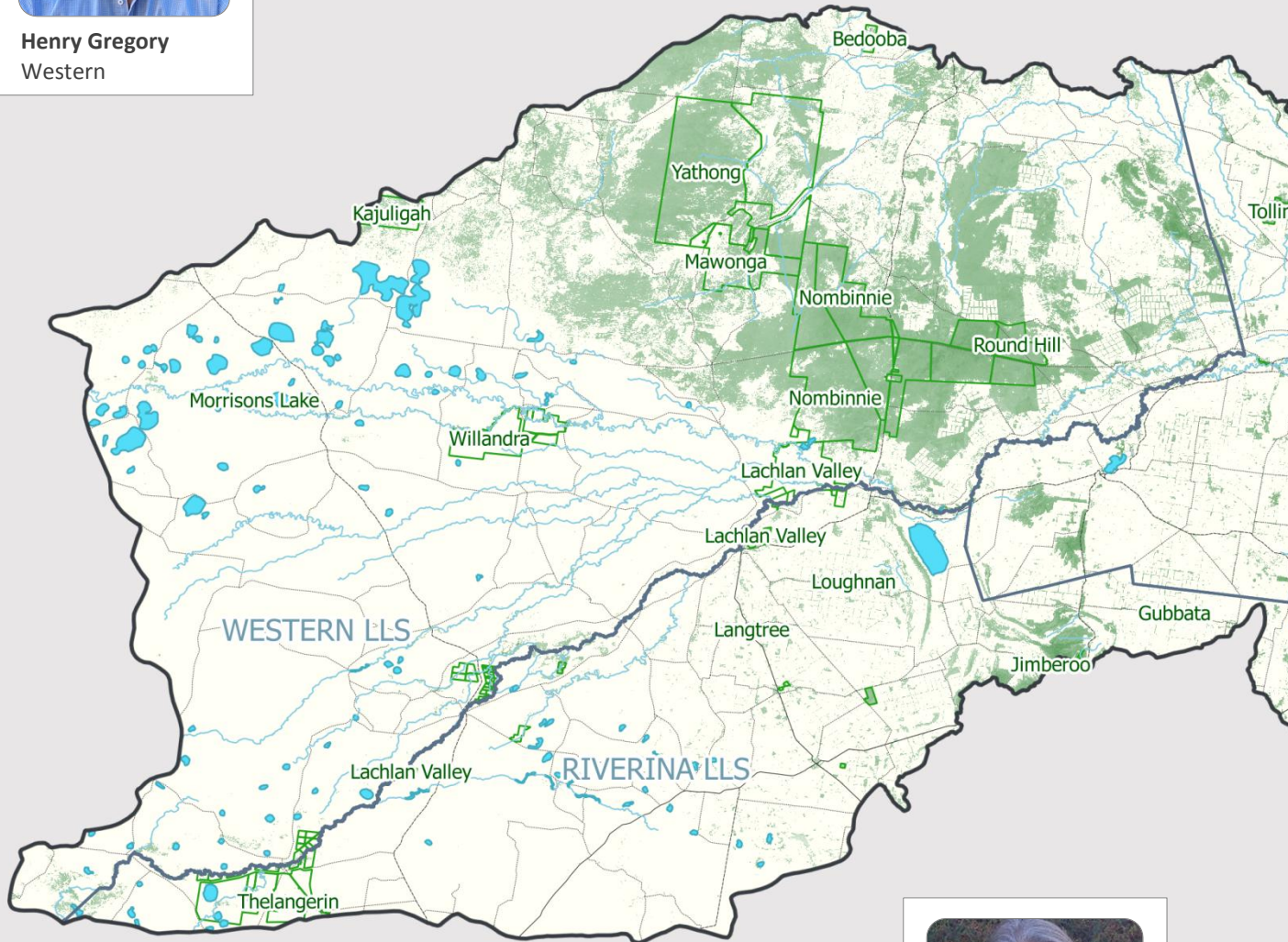
Henry Gregory
Western



Amy Gunn
Condobolin & Districts



Libby Roesner
Condobolin & Districts



Annabel Lugsdin
Hay & Rangelands



Megan Harris
Bland Temora



Mikla Lewis
Young Weddin

Landcare in the Lachlan

Landcare Coordinators across the Catchment



Marg Applebee
Central West Lachlan



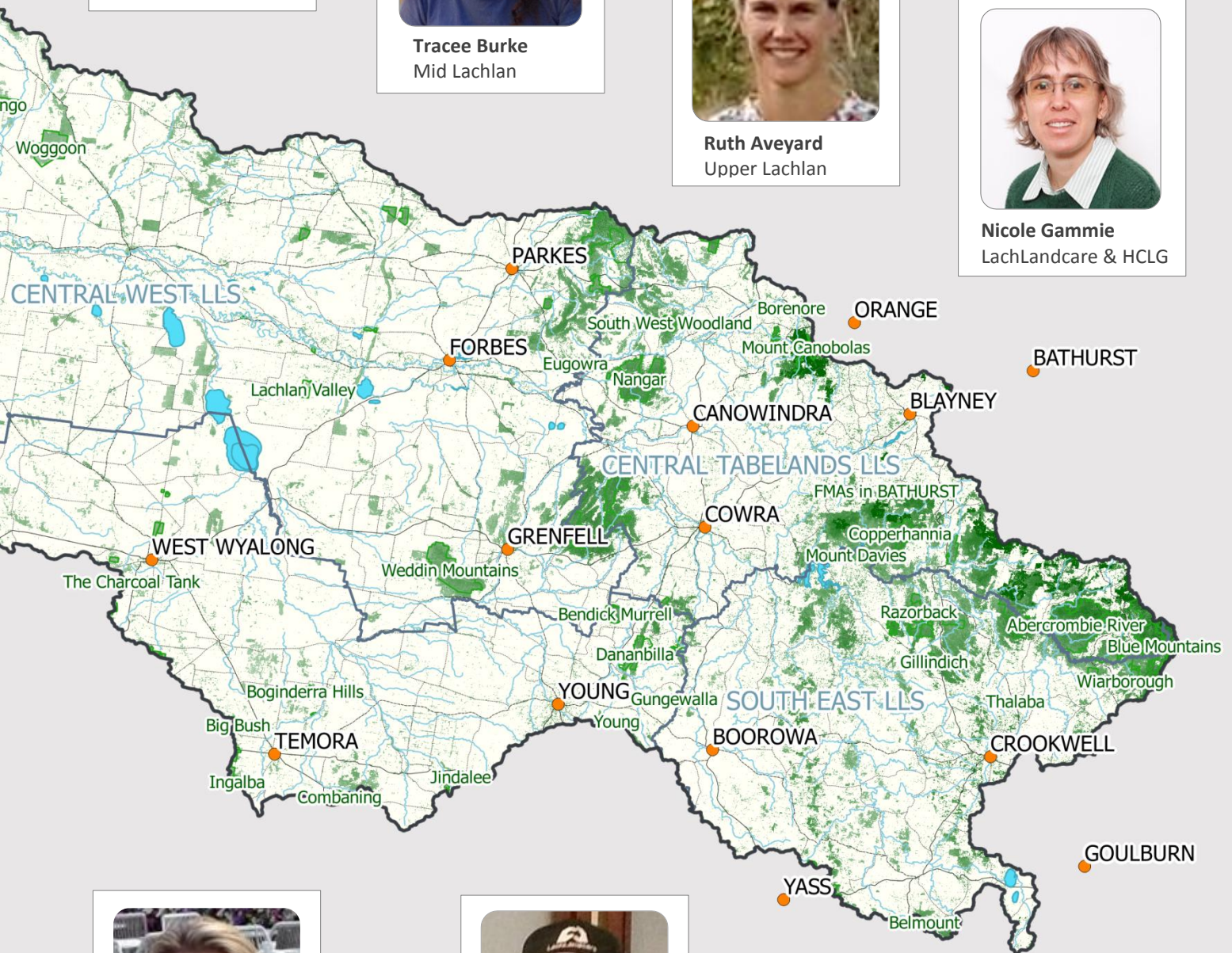
Tracee Burke
Mid Lachlan



Ruth Aveyard
Upper Lachlan



Nicole Gammie
LachLandcare & HCLG



Linda Cavanagh
Boorowa



Michelle Barton
Goulburn Yass

The Local Landcare Coordinator Initiative is funded by the NSW Government, and is supported through the partnership of Local Land Services and Landcare NSW.

Looking after the Lachlan catchment

LachLandcare is proud to support the communities, natural environments and productive landscapes of the Lachlan catchment. This year we secured funding of over \$780,000, created 10 part-time positions and directly supported 11 local Landcare organisations.

Proportion of New South Wales:

11.35%

Funding secured:

\$781,700

Part-time positions created:



Landcare organisations supported:



Measuring Our Progress

As we are now mid-way through the planning period, it is time to review our progress and report on the many initiatives set out in the Strategic Plan.

Our Executive and District Landcare Members scored our progress with each initiative on a scale of 0 to 5 using a specifically designed online survey.

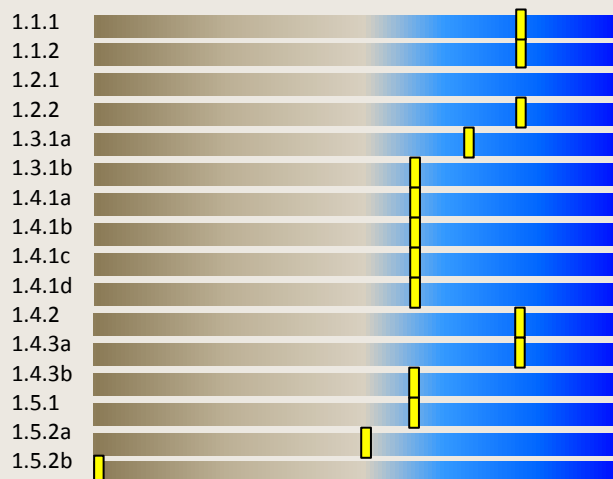
- [0] *Don't know, unsure or not my area of responsibility.*
- [1] *No longer considered a relevant initiative, plans have changed, initiative abandoned.*
- [2] *No progress, not started, but still a relevant initiative.*
- [3] *Planning has begun, just started, limited progress.*
- [4] *Significant progress or ongoing active work.*
- [5] *Completed*

Report Card

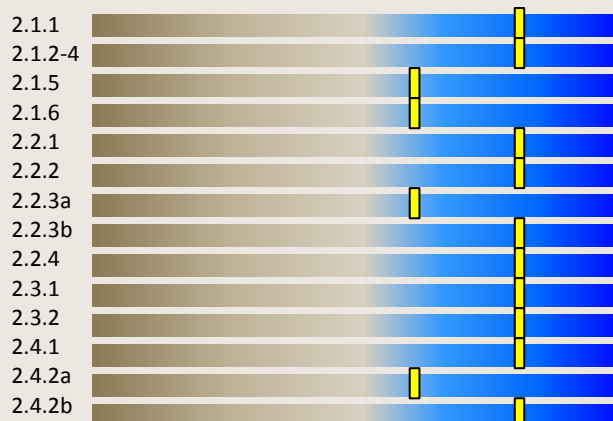
Progress is illustrated along a colour spectrum using the most frequent score (mode). See page 21 for more details.



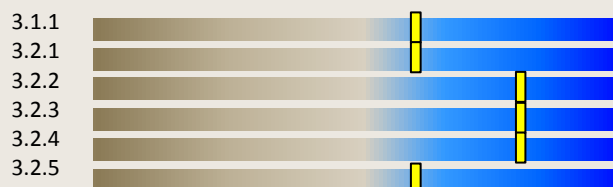
Leading and Influencing



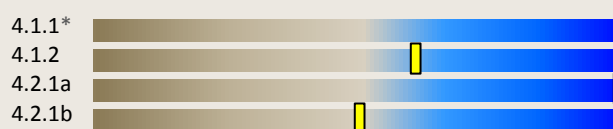
Building a robust organisation



Partnerships & investment



Brand awareness and promotion



Report Card

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. To determine how we are tracking in delivering these strategies, an on-line survey of LachLandcare Executive and District Members was conducted in September 2016. The results of this survey are illustrated opposite, and a brief description of the activities that most contributed to progress under each Strategy is listed below.

Strategy 1: Leading and Influencing (S1)

Under this strategy, LachLandcare Inc. advocates, communicates and mentors the Landcare philosophy; facilitates and builds collaborative partnerships; and optimizes resource investments to help. The activities that most contributed to progress under this Strategy include:

- ❖ Attracting funding through the Local Landcare Coordinator Initiative and National Landcare Program for the Sustainable Ag project
- ❖ Ensuring funding to deliver the work of Landcare at a district level and establishing district landcare officers
- ❖ Great communication and solid networks and partnerships, particularly with Local Land Services
- ❖ Establishing sub-committees and identifying partnership opportunities for co-investment and to write grant applications
- ❖ Establishing a sustainable agriculture group to assist with delivering the NLP project
- ❖ March Planning meeting in Cowra with key partners
- ❖ Supporting the Landcare NSW Proposal to the NSW State Government
- ❖ Encouraging members to write to their local members to increase their awareness of Landcare
- ❖ Promoting the opportunity for collaboration and the delivery of extension projects
- ❖ Generating a database of key stakeholders
- ❖ Annual planning meetings involving Regional Landcare Facilitators and other key stakeholders in developing key areas for investment, project concepts and partnerships and opportunities for delivery
- ❖ Annual report and website redevelopment

Strategy 2: Building a Robust Organisation (S2)

LachLandcare Inc. provides governance, training and support for all of our district Landcare networks; and conducts strategic, financial and risk management. The activities that most contributed to progress under this Strategy include:

- ❖ Establishing governance policies and procedures, particularly for records management and work health and safety
- ❖ Contributions and expertise from our staff
- ❖ Establishing sub-committees and terms of reference to progress each strategy
- ❖ Advertising non-executive board positions and appointing two new board members
- ❖ Reviewing and improving contract management processes
- ❖ Providing reports on which to evaluate organisational and project performance, and to fulfil incorporation obligations
- ❖ Annual Reporting of achievements to our partners

Strategy 3: Partnerships and Investment in Ecosystem Services (S3)

LachLandcare Inc. partners with community and landholders to restore the health of communities and landscapes; and facilitates planning, resourcing and delivery of eco-services, sustainable productivity and resilient community outcomes. The activities that most contributed to progress under this Strategy include:

- ❖ Good communication and fostering previous relationships
- ❖ Participating in NRM working groups and Communities of Practice
- ❖ Establishing and developing partnerships, and mapping of key partners at March planning meeting
- ❖ Regular contact with key partners including Local Land Services, district landcare groups, landcare coordinators, Regional Landcare Facilitators, and Landcare NSW
- ❖ Drawing on the expertise of Local Land Services staff on Steering Committees
- ❖ Holding a meeting of all Landcare Coordinators in the Lachlan catchment
- ❖ Working with and supporting local members to embed local partnerships





Strategy 4: Brand Awareness and Promotion (S4)

Under this strategy, LachLandcare Inc will establish a brand for sustainable produce in the Lachlan; and explore commercial opportunities for LachLandcare (social enterprise). The activities that most contributed to progress under this Strategy include:

- ❖ Progressing the upgrade of our website
- ❖ Establishing sub-committees and terms of reference
- ❖ Establishing sub-committees to identify partnership opportunities for co-investment and to write grant applications





Report Card

As part of the on-line survey, LachLandcare Executive and District Members scored each of the desired outcomes listed in the Strategic Plan on a scale of 0-5 in terms of progress. The results of this survey are presented in this table.

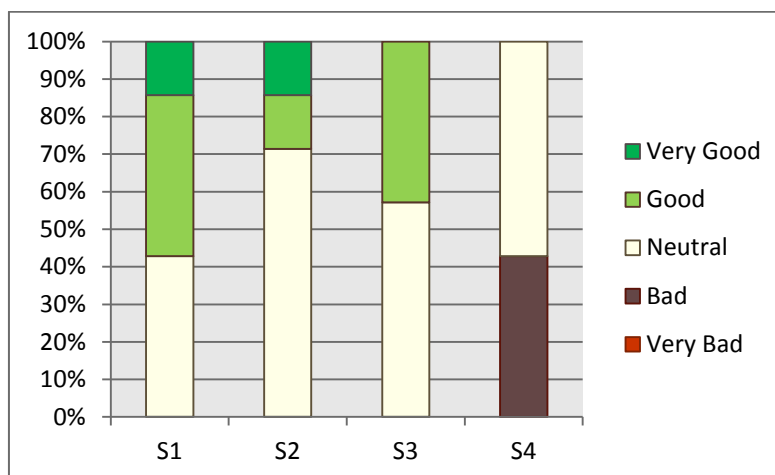
No.	TABLE OF INITIATIVES 2014 -2017	SCORE / 5
	LEADING AND INFLUENCING	
1.1.1	Board strategy identifies opportunities to work with LLS and deliver NLP, State Plan and Transitional CAP's	4
1.1.2	Support the Landcare NSW Proposal to the NSW State Government by February 2015	4
1.2.1	Set up sub-committees to identify partnership opportunities by April 2015	5
1.2.2	Ensure funding to deliver the work of Landcare at a district level by late 2015	4
1.3.1a	Promote opportunities for collaboration & delivery of extension projects throughout the region by June 2015	3.5
1.3.1b	Information portal by June 2015	3
1.4.1a	Database of key stakeholders generated by November 2014	3
1.4.1b	Newsletter implemented quarterly by March 2015	3
1.4.1c	Website upgrade with current information on a weekly basis	3
1.4.1d	Social media implemented on a monthly basis	3
1.4.2	Annual planning process involves all regional partners by April 2015	4
1.4.3a	Annual Report - produced annually	4
1.4.3b	Key Achievements are published in print media at least annually	3
1.5.1	A talent pool is generated and leaders are provided with training	3
1.5.2a	Sustainable Ag group	2.5
1.5.2b	ALMS Group	0
	BUILDING A ROBUST ORGANISATION	
2.1.1	Review and improve the Board Induction process, including skills matrix and advertising by February 2015	4
2.1.2-4	Sub-committees are implemented; terms of Reference developed for each committee by April 2015	4
2.1.5	Build the capacity of the groups and increase the knowledge of the network	3
2.1.6	Facilitation of the Local Area Plans each April	3
2.2.1	Develop and communicate the strategic plan to members, partners and investors annually	4
2.2.2	Review policies & procedures to deliver the Strategic Plan, financial management & risk analysis by Feb 2015	4
2.2.3a	District Health Checks are performed annually each February	3
2.2.3b	Annual Reporting of achievements to our partners annually in July / August	4
2.2.4	Project planning delivery monitoring and reporting is implemented annually	4
2.3.1	Reports provided on which to evaluate performance and fulfil incorporation obligations by February 2015	4
2.3.2	Contract Management processes are reviewed and improved by April 2015	4
2.4.1	Risk management is implemented and audited regularly	4
2.4.2a	Training is provided to the Board and districts by April 2015	3
2.4.2b	WHS processes are implemented at all levels	4
	PARTNERSHIPS AND PLANNING	
3.1.1	Membership strategy, Health Check, Member area on website, Local Area Plans & WHS templates by April 2015	3
3.2.1	Undertake a stakeholder analysis to identify partnership opportunities locally and regionally by February 2015	3
3.2.2	Establish and develop partnerships and report evidence annually	4
3.2.3	Work with and support local members to embed local partnerships	4
3.2.4	Connecting through our networks and collaborative activities to strengthen and promote our case	4
3.2.5	Local Area Plan implemented in each district and for all local landcare groups annually	3
	BRAND AWARENESS AND PROMOTION	
4.1.1	An ALMS group is implemented in the Lachlan. Funding is sourced to develop this project	n/a
4.1.2	LachLandcare Brand initiated by April 2015	3
4.2.1a	Set up sub-committees to identify partnership opportunities by April 2015	5
4.2.1b	Scope opportunities for social enterprise by late 2015	2.5

Scoring Scale: [0] don't know, unsure, not my area of expertise. [1] no longer relevant, plans have changed, initiative abandoned. [2] no progress, not started but still relevant. [3] planning has begun, just started, limited progress. [4] significant progress, ongoing active work. [5] completed.

To determine progress achieved under each strategy, the scores for the forty initiatives were averaged and assigned a rating of no progress, underway, advanced, or significant progress.

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	Underway
	Communicates	Underway
	Promotes leadership and plans for succession	Not progressed
 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	Significant Progress
	Identifies and builds relationships with key partners to increase investment in sustainable land management initiatives in the Lachlan	Underway
	Identifies local Issues	Underway
 4 - BRAND AWARENESS & PROMOTION	A brand is established based on sustainable produce from the Lachlan	Underway
	Commercial opportunities are designed for LachLandcare	Significant Progress

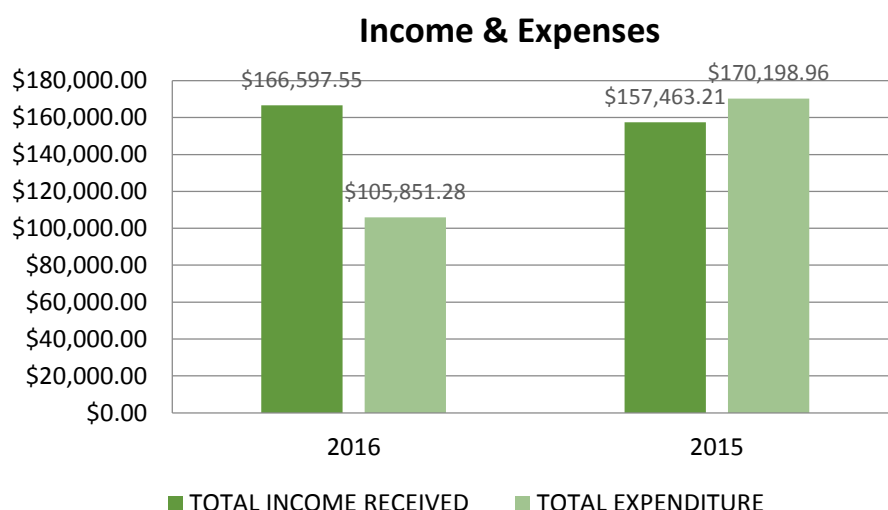
Participants involved in the online survey also ranked LachLandcare in terms of overall performance under each strategy, ranging from very good to very bad, as shown in the graph below. Clearly, significant progress has been achieved with delivering the desired outcomes of the strategic plan but there is more work to do in some areas.



Financial Summary

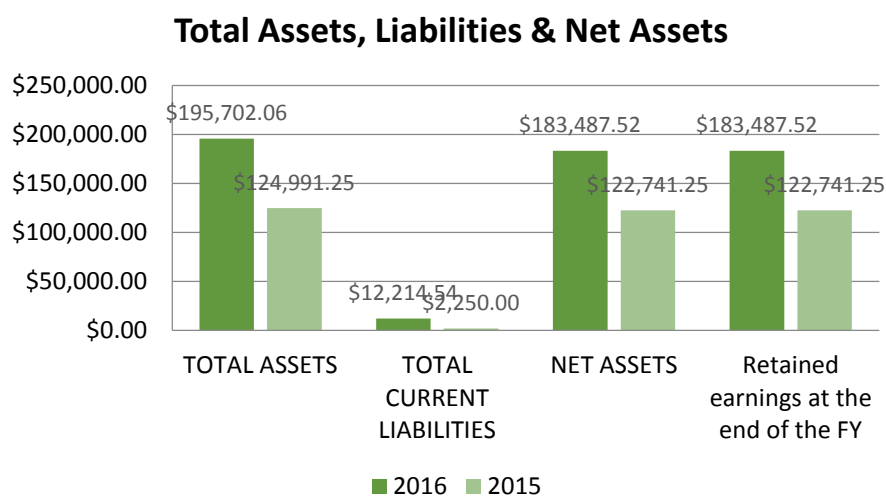
Income and Expenses

The income received by LachLandcare for the 2016 financial year was \$166,597 which is an increase of \$9,134 or 5.8% on the previous year. Total expenditure for 2016 declined by \$65,627, which is 38.6% less than expenditure in 2015.



Assets, Liabilities and Assets

Total assets held by LachLandcare have increased by \$70,710 over the past year, from \$124,991 to \$195,702 which is an increase of 56.6%. Total current liabilities have increased from \$2,250 to \$12,214. Net assets have increased by \$60,746 over the same period. Retained earnings at the end of 2016 financial year amount to \$183,487, which is an increase of \$60,746 or 49.5% on last year.



Thanks to our partners and supporters of Landcare in the Lachlan !



The LachLandcare Annual Report 2015 – 2016 was prepared for LachLandcare Inc. by Geomancia Pty Ltd, September 2016.

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