



# Clarence Landcare Strategic Plan 2016 - 2020



sustainable  
land, agricultural, water,  
vegetation and biodiversity management

Clarence Landcare Inc.

## OUR MISSION STATEMENT

Our social, cultural and environmental mission is to promote sustainable land, agricultural, water, vegetation and biodiversity management practices and principles to the wider community and to develop their capacity to manage the local natural resource base.



## ABOUT CLARENCE LANDCARE

Clarence Landcare is a not-for-profit community organisation operating in the mid-lower Clarence Catchment located in the NSW North Coast Region (roughly aligned with Clarence Valley Council geographical area).

Clarence Landcare Inc. formed in 1995 and is made up of member Landcare groups\* (and their members) and individual Clarence Landcare members and is managed by a volunteer management committee which is elected each year at the Annual General Meeting to represent all members. Clarence Landcare is a member of the North Coast Regional Landcare Network and Landcare NSW.

Funding for the organisation is mostly on a competitive basis via project grant applications and contract tenders through regional, state and commonwealth government grant rounds and philanthropic trusts. Clarence Landcare is run and managed by a volunteer community management committee and staff employed on a project/ program basis.

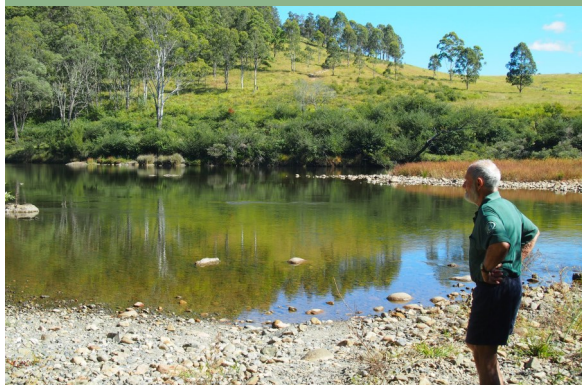
*\*Landcare groups encompass Dunecare, Coastcare, Bushcare, Rivercare and any other member groups working on natural resource management (NRM).*



## OUR OBJECTIVES

1. PROVIDE SUPPORT FOR MEMBERS TO ACHIEVE ON GROUND CHANGE
2. OPERATE PROFESSIONALLY
3. INCREASE AWARENESS AND KNOWLEDGE / EDUCATION IN NATURAL RESOURCE MANAGEMENT (NRM)
4. ACTIVELY ENGAGE WITH NRM ORGANISATIONS
5. ACHIEVE FINANCIAL SECURITY
6. SUPPORT AND PROMOTE SUSTAINABLE AGRICULTURE
7. SUPPORT ABORIGINAL COMMUNITIES
8. PROTECT AND IMPROVE BIODIVERSITY
9. FACILITATE AND PROMOTE VOLUNTEERISM AND COMMITMENT





## 1. PROVIDE SUPPORT FOR MEMBERS TO ACHIEVE ON GROUND CHANGE

Supporting members to achieve on ground change / improvement on both private and public land

### WORKING TOWARD THIS

#### OBJECTIVE BY:

1.1 Maintaining the Clarence Landcare network structure and membership

1.2 Providing governance support and assistance to member groups

1.3 Assisting in liaison between local and state government land managers

1.4 Identifying training / information needs & members on ground issues

1.5 Act as a project sponsor for groups to apply for grants

1.6 Manage NRM projects over multiple properties

#### ACTIONS/ OUTPUTS ACHIEVED:

- ◆ Number of Clarence Landcare Inc. Management Committee meetings
- ◆ Number of Clarence Landcare Inc. General meetings
- ◆ Number of Hectares of weed control undertaken (Clarence Landcare)
- ◆ Number of groups assisted to form,
- ◆ Number of individuals and Groups assisted with grant applications
- ◆ Number of Groups as members
- ◆ Number of membership forms received
- ◆ Number of annual logbook returns,
- ◆ Number of new members—Groups and Individuals,
- ◆ Number of Groups merging / inactive / winding up.



## 2. OPERATE PROFESSIONALLY

### WORKING TOWARD THIS OBJECTIVE BY PROVIDING:

#### **A: Staff Employment & Organisational Management**

- 2a.1 A safe equal work environment for staff and volunteers
- 2a.2 A clear job description for employment and annual work appraisals
- 2a.3 Appropriate training / education for the skills needed to undertake the required work
- 2a.4 Relevant technical/ safety equipment to undertake work
- 2a.5 Striving for continued good organisational governance and governing documents
- 2a.6 A high standard of Workplace Health and Safety governance and practices
- 2a.7 Promoting achievements in an Annual Report

#### **B: Project Management**

- 2b.1 Developing project plans, structures and budgets
- 2b.2 Ensure projects are properly budgeted for in time staff and resources
- 2b.3 Managing funded projects and delivering on time
- 2b.4 Assisting members to develop and manage funded projects
- 2b.5 Manage projects with / on behalf of partners to deliver joint projects.

### ACTIONS / OUTPUTS ACHIEVED:

#### **A: Staff Employment & Organisational Management**

- ◆ Number of staff employed
- ◆ Number of contract staff engaged including Aboriginal
- ◆ Number of Staff Training events undertaken/ attended
- ◆ Number of Organisational Health Check for Landcare network and for member groups
- ◆ Number of Job Descriptions developed/ updated/ current
- ◆ Number of Fortnightly Staff Timesheets recording hours on projects
- ◆ Number of staff Monthly Reports submitted
- ◆ Number of staff work Appraisals submitted and interviewed
- ◆ WHS document & practices reviewed / updated
- ◆ Production and review of governance documents such as
  - ◆ Strategic Plan
  - ◆ Code of Conduct
  - ◆ Capability Statement
  - ◆ Annual Report

#### **B: Project Management**

- ◆ Number of project reports to funding bodies—(progress reports and final reports),
- ◆ Number of finished projects debriefed to committee and staff.





### 3. INCREASE AWARENESS AND KNOWLEDGE / EDUCATION IN NATURAL RESOURCE MANAGEMENT

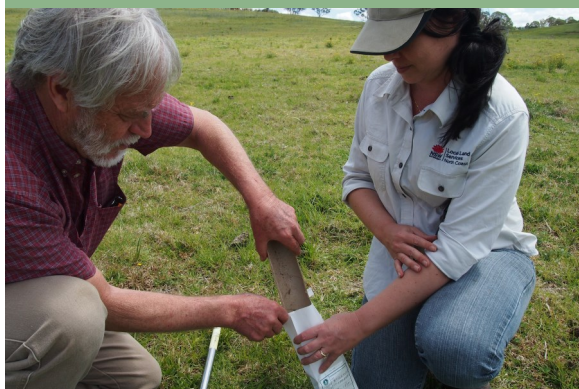
#### Providing Community Education

#### WORKING TOWARD THIS OBJECTIVE BY PROVIDING:

- 3.1 Training with or without accreditation
- 3.2 Workshops for interactive learning and information dissemination/ sharing
- 3.3 Field days for onsite learning example on the farm, riverbank or coast.
- 3.4 Extension services undertaken by staff and volunteers to provide information or links to further technical information
- 3.5 Newsletters, website, social media, radio, television, displays and information stands
- 3.6 Provide information/ support to all levels of formal education from preschool to tertiary.

#### ACTIONS / OUTPUTS ACHIEVED:

- ◆ Number of events undertaken workshops, training field days etc
- ◆ Number of community awareness displays
- ◆ Number of people trained / educated,
- ◆ Number of media media total — including Newspaper & Newsletter Articles, facebook (circulation),
  - ◆ **Newspaper** print and web articles
  - ◆ **Signs**
  - ◆ **Newsletters/ articles**
  - ◆ **Facebook** posts and number of people reached,
- ◆ Number of educational institutions assisted.



## 4. ACTIVELY ENGAGE WITH NATURAL RESOURCE MANAGEMENT (NRM) ORGANISATIONS

WORKING TOWARD THIS OBJECTIVE BY WORKING WITH AND INTEGRATING WITH THEIR GUIDING DOCUMENTS WHERE APPROPRIATE with:

- 4.1 State agencies such as Local Lands Services, National Parks, Crown Lands, DPI etc.
- 4.2 Clarence Valley Council and associated plans eg. Clarence Valley Council Biodiversity Strategy, Riparian Management Strategy and State of Environment Reporting
- 4.3 other catchment based Landcare networks, North Coast Regional Landcare Network, Landcare NSW and the National Landcare Network
- 4.4 Local, regional and commonwealth community based organisations (NGO's)
- 4.5 Commonwealth agencies and strategies such as caring for Our Country and the National Landcare Programme

### ACTIONS / OUTPUTS ACHIEVED:

- ◆ Number of partnerships forged,
- ◆ Number of NRM meetings attended,
- ◆ Number of times agencies and organisation have sought advise/ input on guiding documents etc



## 5. ACHIEVE FINANCIAL SECURITY

Sourcing funding opportunities for Clarence Landcare, members and the wider community.

### WORKING TOWARD THIS OBJECTIVE BY PROVIDING:

- 5.1 Identifying potential project needs and funding opportunities
- 5.2 Developing creative and innovative projects
- 5.3 Applying for regional, state and federal government and philanthropic grants
- 5.4 Tendering for contracts
- 5.5 Explore business opportunities for long term financial stability.

### ACTIONS / OUTPUTS ACHIEVED:

- ◆ Number of Grant applications / tenders submitted,
- ◆ Number of meetings regarding project planning,
- ◆ Number of successful and unsuccessful project applications,
- ◆ Steps taken toward business planning.

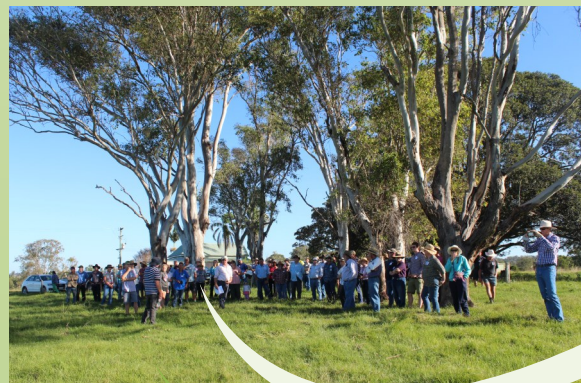
### WORKING TOWARD THIS OBJECTIVE BY PROVIDING:

- 6.1 Developing links to existing agricultural pursuits in the Clarence
- 6.2 Facilitating new and emerging sustainable land use/ agriculture
- 6.3 Facilitating awareness raising events

## 6. SUPPORT AND PROMOTE SUSTAINABLE AGRICULTURE

### ACTIONS / OUTPUTS ACHIEVED:

- ◆ Number of Agricultural businesses liaised with / supported / assisted,
- ◆ Number of events attended for improved knowledge etc.,
- ◆ Number of attendees.







## 7. SUPPORT ABORIGINAL COMMUNITIES

### WORKING TOWARD THIS OBJECTIVE BY :

- 7.1 Providing advice to Local Aboriginal Land Councils within the Clarence Landcare area
- 7.2 Assisting with natural resource management, cultural and economic planning for Aboriginal Land
- 7.3 Engaging local communities to become involved in land management
- 7.4 Creating training and employment opportunities
- 7.5 Widening community education about Aboriginal sites / artefacts in the landscape and how this relates to private land management

### ACTIONS / OUTPUTS ACHIEVED:

- ◆ Number of working relationship forged,
- ◆ Number of projects developed in partnership with LALCs,
- ◆ Number of Aboriginal Land sites worked on,
- ◆ Number of Aboriginal People employed,
- ◆ Number of days of work (provided / completed),
- ◆ Number of events organised / attended,
- ◆ Number of Aboriginal groups as members.



#### WORKING TOWARD THIS OBJECTIVE BY :

- 8.1 Raising awareness of significant flora and fauna and their values
- 8.2 Prioritising the protection of threatened species and populations
- 8.3 Supporting and promoting the range of property conservation agreements and their value to conservation

## 8. PROTECT AND IMPROVE BIODIVERSITY

#### ACTIONS / OUTPUTS ACHIEVED:

- ◆ Number of threatened species addressed in projects,
- ◆ Number of new populations found,
- ◆ Number of known species limit extended,
- ◆ Number of conservation agreements facilitated,
- ◆ Number / size of areas weeded and / or regenerated.

#### WORKING TOWARD THIS OBJECTIVE BY :

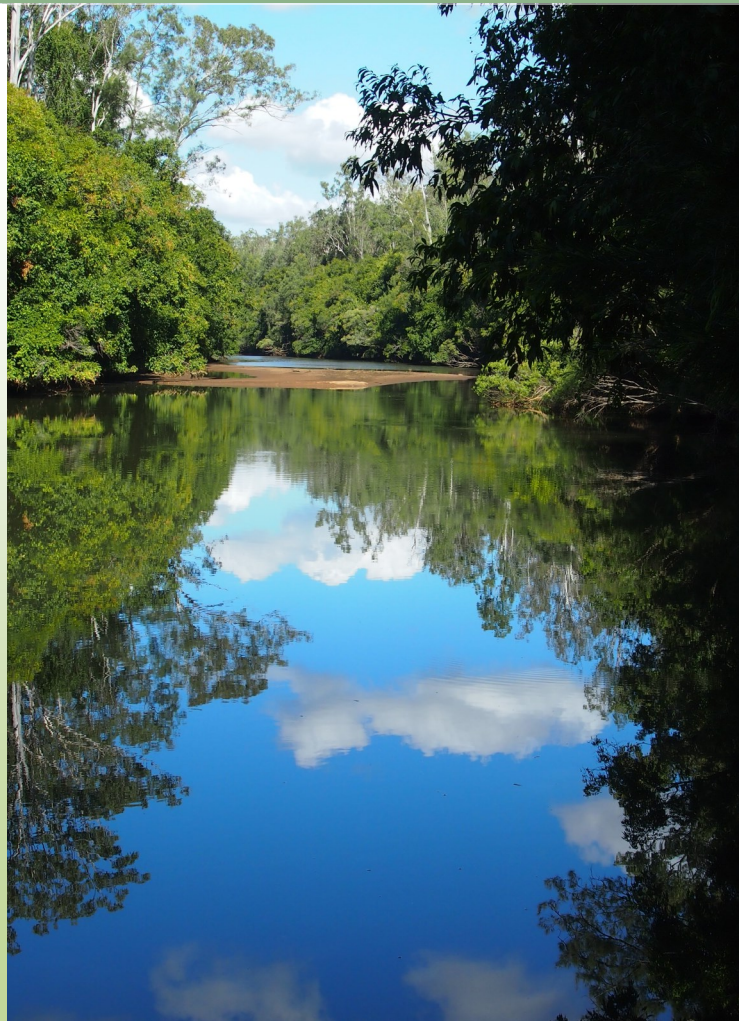
- 9.1 Recognising, supporting, advocating and promoting committed and dedicated Landcare member individuals and member groups
- 9.2 Celebrating and promoting achievements
- 9.3 Promoting environmental volunteerism and the personal and community benefit.
- 9.4 Providing structures and support for Centrelink encouraged volunteer work and labour market programmes with a NRM focus.
- 9.5 Ensuring volunteers agree with the Landcare mission and work accordingly

## 9. FACILITATE AND PROMOTE VOLUNTEERISM AND COMMITMENT

#### ACTIONS / OUTPUTS ACHIEVED:

- ◆ Number of Local, Regional, State and National Awards involved in,
- ◆ Number of Volunteers linked to groups,
- ◆ Number of community celebratory events,
- ◆ Number of Centrelink volunteers facilitated (recorded in log books).





## Clarence Landcare Inc. Strategic Plan 2016-2020

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