



**GOULBURN
BROKEN**
CATCHMENT
MANAGEMENT
AUTHORITY

ENGAGING
SECURING THE FUTURE
LEADERSHIP
WOODLAND BIRDS
OPERATE
FUN, FRIENDSHIP AND
SUSTAIN
FARM
EDU
NEW ACTION
FUN FIELDS

Community NRM Action Plan

2013 -2018

ENGAGE

COLLABORATE

DO

OPERATE

TELL



EMPLOY
COLLABORATE
APPRECIATING NATURE
WETLANDS
BRINGING
NATURE
HOME
HEAL
FARM
KNOW
BIO
GLIDERS AND
SON
UNA



Landcare
Victoria



**CONSERVATION
MANAGEMENT
NETWORK**

Contents

Introduction	2
Community NRM within the Catchment	3
Supporting Community NRM	4
Developing the Action Plan	5
Vision and Goals of the Community NRM Action Plan	6
Delivering the Plan	7
Priority Actions	10
Monitoring Evaluation and Reporting	16
Appendix 1: Strategic Alignment	18
Appendix 2: Timeline of Engagement in the development of the Community NRM Action Plan	20

Introduction

The Goulburn Broken Catchment covers 2.4 million hectares, extending north from near the outskirts of Melbourne to the River Murray on the border with New South Wales. The Catchment boasts a diversity of landscapes, including seasonally snow-covered alps, forests, granitic outcrops, gentle sloping plains, box woodlands and red gum floodplains. Average annual rainfall varies across the Catchment, from 1600 millimeters in the high country to 400 millimeters in the north-west. Two major river basins, the Goulburn and the Broken, cover two per cent of the Murray-Darling Basin, or about 10.5 per cent of Victoria. Inflows to the Catchment are 3,559 gigalitres per year, or about 11 per cent of the total annual inflows to the Murray-Darling Basin.

Partnerships between organisations, including community groups and other agencies have been critical to successful management of the Goulburn Broken Catchment for more than two decades. The successful implementation of the new Goulburn Broken Regional Catchment Strategy 2013-2018 (GBRCS) will depend on the continued effort and investment of individual land managers and groups across the Catchment.

The Goulburn Broken CMA Community NRM and Landcare Support Action Plan 2013-2018 (the Plan) has been developed by the Goulburn Broken Catchment Management Authority (CMA) in partnership with representatives from the many Community NRM Groups within the Catchment. The Plan articulates the Vision and Goals for Community NRM and Landcare over the coming five years and outlines how their achievement will contribute to the implementation of the GBRCS.

The aim is to create a flexible and adaptable document that will be reviewed annually to ensure its relevance to changing community and political priorities. While the driver for the development of this plan is the Victorian Landcare Program Strategic Plan, it also acknowledges that federal and state governments support community NRM activities.

Therefore alignment with the Australian Framework for Landcare and any new federal legislation or initiatives (such as Local, Simple and Long term planning) is important.

Regionally, this plan will be a sub-strategy of the Goulburn Broken Regional Catchment Strategy (GBRCS), delivering actions across community NRM groups and network boundaries in a way that supports the Social Ecological System thinking described in the GBRCS.

Appendix 1 lists the relevant strategies that have been considered in the development of this document.

Purpose

Aligned to the Community articulated Vision and Goals, the Plan outlines the actions that the Goulburn Broken CMA will undertake and support to deliver on two of the key strategic priorities of the GBRCS, that is "Strengthening Partnerships" and "Embedding Resilience". Embedding resilience is a significant step in helping individuals, communities and organisations achieve their goals in the face of ongoing change.

Community NRM within the Catchment

Landcare first started in the Goulburn Broken Catchment in 1986. There are currently around 94 Landcare and Land Management groups across the Catchment involving over 5,000 volunteers. The majority of these groups are supported by overarching Landcare Networks that employ support staff and assist in planning, funding and implementation of projects.

Landcare activities address NRM issues such as revegetation, water quality, pest plant and animals, threatened species, soil health, sustainable agriculture, and wetland protection. Across the Catchment, Landcare actively raises public awareness and engages the broader community in NRM within the Catchment.

In 2003 the first of now five Conservation Management Networks (CMNs) was established within the Goulburn Broken CMA. The Broken Boosey CMN was established through legislation as a result of the Box Ironbark Forests and Woodlands Investigation by the Environment Conservation Council (2001). The five CMNs currently have over 1,300 members. CMNs, although also community-based, differ from Landcare in several ways:

- CMNs are bounded by specific vegetation communities, not geographic boundaries;
- CMNs are tenure blind, operating across both public and private land;
- CMNs engage both agencies and private land managers as members of their network; and
- CMNs are biodiversity focused.

The Catchment is fortunate to have many Landcare, Conservation Management, Friends of, Sustainable Farming, Environment groups and networks all operating within its boundaries. Collectively we now title all of these groups as "Community NRM".

The GB CMA does not delineate nor favor any of these groups over the other. The works and activities of Community NRM Groups strongly contributes to the management of natural resources within the Catchment and significantly assists in the delivery of the GB RCS and a range of State and Commonwealth Government Strategies (See Appendix 1 – Strategic Alignment).



Supporting Community NRM

Our community NRM groups & networks are currently supported by 8.7 (FTE) facilitators and coordinators employed by the Community NRM networks to assist and maximise the volunteer effort. Of the 19 individuals employed in these roles, some work full time, while others work only five hours per week.

Funding for these positions is frequently short-term - for the life of the project - with employment on a contract basis. Fortunately, the networks received funding for 3.5FTE, (seven positions) from the state-funded Local Landcare Facilitator Initiative program (2013-2015), which has been received very well by the community who are keen to maintain this level of support.

Coordinator and facilitator positions are vital to maximising the volunteer effort. It is widely acknowledged that in the delivery of projects the volunteer in-kind component commonly outweighs the government contribution by more than 2:1.

This in-kind activity includes on-ground labor, land, equipment, cash, knowledge and planning. It is this component that really makes community NRM groups and networks so effective in the efficient delivery of projects, and allows targeted investment to deliver large outputs.

Investment in staff to support this volunteer effort is vital to allow our volunteers to "get the job done". The importance of continued efforts to advocate to state and federal governments in order to maintain or improve the existing level of coordinator and facilitator support cannot be underestimated.

Within the Goulburn Broken CMA, the following positions work to strengthen and support Community NRM:

- **Regional Landcare Coordinator:** funded by the State Government, this position coordinates the implementation of the Community NRM Action Plan and supports the work and professional development of the coordinators and facilitators across the catchment.

- **Regional Landcare Facilitator:** funded by the Commonwealth Government, this position also supports Landcare, farm and industry groups with sustainable practices.
- **Landcare Corporate Partnerships Facilitator:** funded by the State Government, this is a state-wide role hosted in the Goulburn Broken CMA that works at a network level assisting in the process of engaging corporate organisations in Landcare activities.

Landcare groups also receive varying levels of support from officers employed by a number of partner organisations, such as Department of Environment and Primary Industries (DEPI), Parks Victoria, Trust for Nature and Local Government.



Developing the Action Plan

In 2005, a five year Community Landcare Support Strategy was developed for the Goulburn Broken CMA. In 2008, this Strategy was reviewed.

The review process included regional workshops held in Shepparton and Yea, meetings with Implementation Committees, Landcare coordinators / facilitators, and interviews with Landcare network representatives. The process reviewed the progress of the 2005 Landcare Community Support Strategy and considered goals, priorities and actions for the future. The review process included Landcare volunteers and groups, Landcare facilitators and networks, Goulburn Broken CMA staff and staff from partner agencies. The review process concluded with the drafting of a revised Community Landcare Support Strategy in 2009.

The Community NRM Action Plan 2013-18 has been developed based around the 2009 Community Landcare Support Strategy and from the extensive consultation process and feedback gathered in that process. The Plan is also based on, and aligns with, the community consultation undertaken during the development of the GBRCS, in particular drawing on the community interviews and forums that informed the identification and descriptions of the sub-Catchment Social Ecological Systems (SEs), including management measures.

In some cases, possible specific actions identified in the GBRCS have been identified for implementation or support in this Plan.

The draft Plan was taken out to the broader NRM community for testing, input and feedback including meetings with Landcare coordinators and facilitators, Landcare networks, and CMN meetings.

In 2014 the Goulburn Broken CMA will be undertaking a local planning process that will produce six specific local delivery plans across the Catchment, aligned with the geographically based SES detailed in the GBRCS. The GB CMA Community NRM Action Plan will be a strong resource in the development of these plans as will be the NRM Community. In the rapidly changing environment we operate in, it is likely the Community NRM Action Plan will need to be modified to reflect community discussions and feedback. This process will be built into the annual review cycle.

Appendix 2 shows the timeline of engagement used in the development of the Action Plan.



Vision and Goals of the Community NRM Action Plan

VISION FOR COMMUNITY NRM AND LANDCARE

As a motivated and enthusiastic community we will achieve sustainable and productive agriculture and protection and enhancement of the catchment’s natural resources.

THE GOALS OF THE COMMUNITY NRM ACTION PLAN

Each year the GB CMA surveys its community groups and networks. Results of this survey produce a self-assessment of group/network health. Over the past three years the survey has shown that while our networks are in good shape, the community groups find it challenging to attract new volunteers to boost the efforts of the current 5,000 volunteer base.

To attract more volunteers we need to be able to demonstrate how participation and delivery of NRM activities are beneficial

to individual farming enterprises, community social structure and the broad health of the Catchment.

This need to revitalize the volunteer base was a key driver of the consultation process used in developing this plan. Through this process five clear goals emerged. These goals are intermediate outcomes - or stepping stones - towards achieving the vision as articulated by Community NRM groups, and align closely to the delivery of the GB RCS. The goals will be achieved through the delivery of the priority actions listed later in this document.

Community articulated goals		Strategic objectives of the Goulburn Broken Regional Catchment Strategy
Functioning and enthusiastic Community NRM groups that are part of Catchment NRM projects	↔	To embed the resilience approach To strengthen partnerships
Development and enhancement of long term partnerships	↔	To strengthen partnerships
Motivated community leaders taking up leadership positions in NRM and Catchment management	↔	To embed the resilience approach To strengthen partnerships
Improved knowledge base in the community on NRM and new and emerging NRM issues	↔	To embed the resilience approach To strengthen partnerships To adapt to land-use changes
Adoption of Best Management Practice by land managers	↔	To adapt to climate variability To adapt to increased farm production To adapt to water policy reform

Delivering the Plan

The Goulburn Broken RCS recognises common characteristics and connections between people and the environment - social-ecological systems (SES), which include elements such as land form, vegetation types, land uses, and social structures and dynamics (Figure 1).

SES exist at a range of connected scales, from a site to the whole-of Catchment. The scale chosen for decision making considers the balance between being small enough to understand the details sufficiently, while being large enough to allocate resources efficiently.

Within the GBRCS, two scales of SES are detailed, the whole-of Catchment and six sub-Catchment areas. SES don't have sharp boundaries, and because of their shared social and ecological characteristics, they align well but not identically, with existing Community NRM groups (see Figure 2 on next page).

In the development of this Plan, actions have been identified at both the whole-of Catchment and sub-Catchment SES scales. This is in recognition that many of the actions undertaken by the Goulburn Broken CMA to support Community NRM Groups are applicable Catchment wide (eg investment planning), even though their implementation will be tailored to specific SES or even smaller geographic areas such as that covered by an individual group or within a specific landscape with common characteristics.

FIGURE 1: THE SOCIAL-ECOLOGICAL SYSTEM MODEL

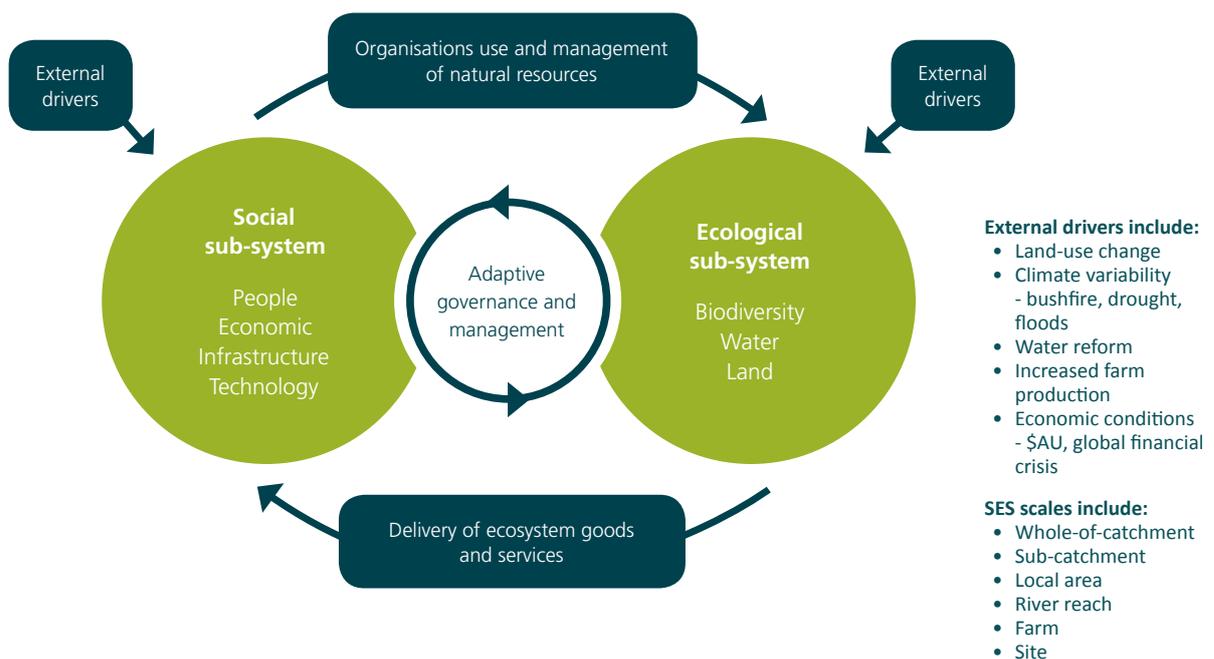
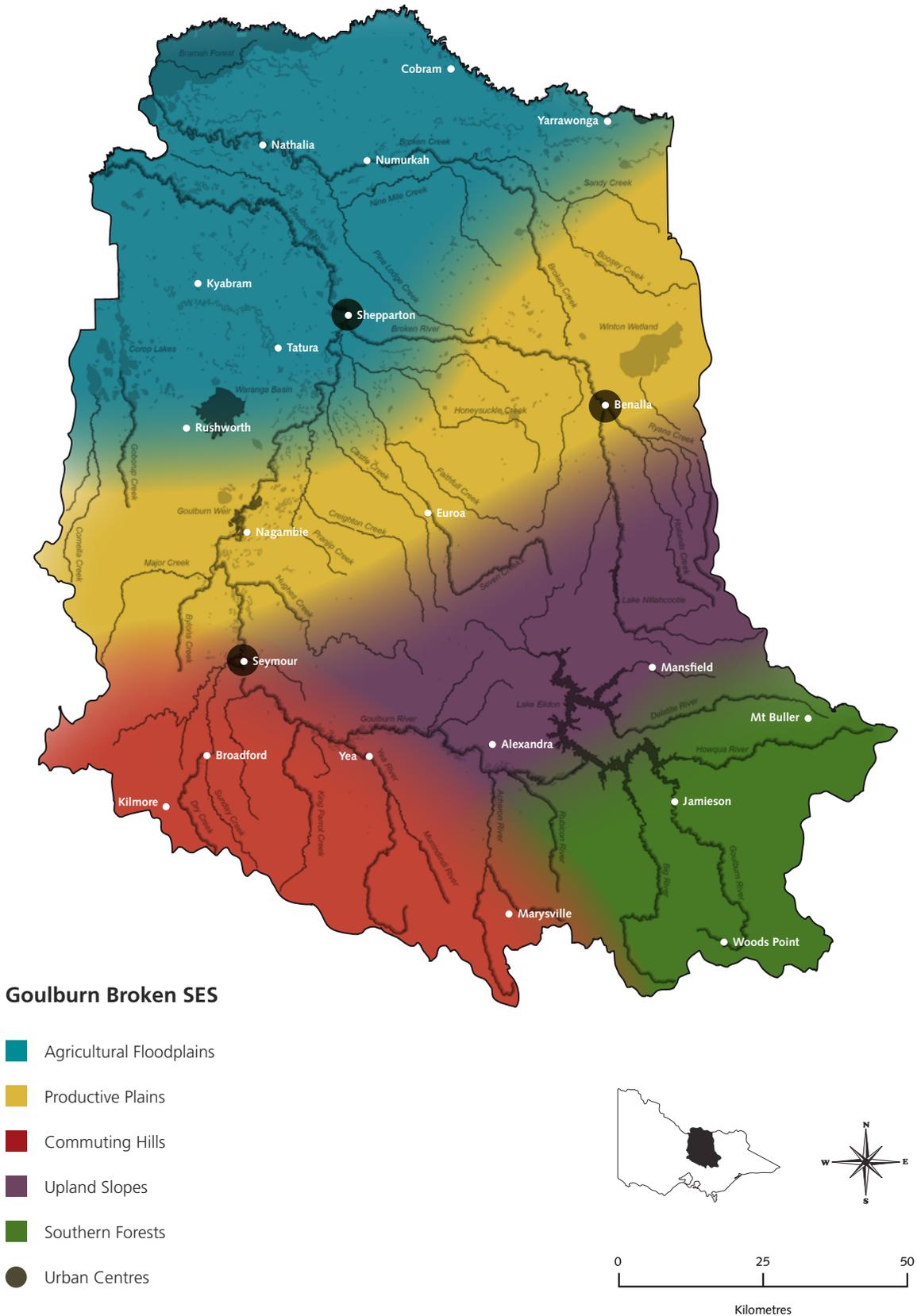


FIGURE 2: ALIGNMENT OF LANDCARE GROUPS TO THE SESs OF THE GOULBURN BROKEN CATCHMENT



Priority Actions

The goals of the Community NRM Action Plan are will be achieved by undertaking a set of priority actions, many directly aligned to management measures from the GBRCs. Priority actions have been assessed for alignment to the five functions outlined in the Victorian Landcare Program Strategic Plan (Operate, Engage, Collaborate, Do and Tell).

FUNCTIONING AND ENTHUSIASTIC COMMUNITY NRM AND LANDCARE GROUPS THAT ARE PART OF CATCHMENT NRM PROJECTS

Management Measure / Objective	Engage	Collaborate	Do	Operate	Tell	Priority Action <i>Note: Delivery Priority shown ① ② ③</i>
Whole-of-Catchment SES						
Community NRM groups are actively involved in the development and implementation of an adaptive planning process for social-ecological systems	●	●				① Facilitate Community NRM group participation in the development of SES Integration plans to identify and prioritise local activities aligned with GBRCs objectives
Strengthen partnerships through the promotion of Community NRM groups' achievements and activities	●	●		●	●	① Publish stories in the Victorian Landcare Magazine to show what Goulburn Broken CMA Landcare have been achieving ② Collect community NRM stories of achievements and activities for local media ③ Create Landcare Gateway website link on Goulburn Broken CMA website to list current projects, list groups and contact details, include useful links, stories and testimonials ③ Use Goulburn Broken CMA media resources to assist Landcare to tell its story
Strengthen partnerships by celebrating achievements and successes	●		●		●	① Annual Landcare awards night hosted by Goulburn Broken CMA ② Promote State and Federal Landcare awards events regionally ② Celebration event(s) for 30 years of Landcare ② Celebration event(s) for 15 Years of CMNs in the Goulburn Broken CMA

Management Measure / Objective	Engage	Collaborate	Do	Operate	Tell	Priority Action Note: Delivery Priority shown ①②③
Whole-of-Catchment SES (cont.)						
Build capacity in existing and new NRM groups to deliver Catchment management projects	●	●	●	●		<ol style="list-style-type: none"> ① Support networks by coordinating training / professional development for their facilitators <ul style="list-style-type: none"> - Align funding and support with NRM group needs and local issues by: <ol style="list-style-type: none"> ① Identifying potential funding opportunities that align with CMN and Landcare group needs and local issues ① Promoting Expression of Interest (EOI) project process ① Use a service delivery model to engage community NRM groups in the delivery of catchment-wide projects ② Ensuring that Community NRM groups have the skills to successfully write funding applications
Develop an understanding of social capital and community connectivity	●				●	<ol style="list-style-type: none"> ① Produce annual Community NRM report card and conduct annual group health survey to identify opportunities and challenges ② Collate relevant information and publish report card
Sub-Catchment SES specific						
Work with landholders to protect and improve biodiversity on private land and build understanding of its contribution to sustainable and profitable farming	●	●	●			<ol style="list-style-type: none"> ① Work with Community NRM Groups to deliver strategic pest plant and animal control activities <ul style="list-style-type: none"> - Indian Myna control (Urban Centres) - Chilean Needle Grass (Productive Plains) - Gorse (Commuting Hills) - Blackberry (Upland Plains)
Create awareness and acceptance of practices to protect and improve the condition of natural assets	●	●	●			<ol style="list-style-type: none"> ① Promote the integration of community NRM activities and programs into the Goulburn Broken CMA led CFOC sustainable Farming Practices program (<i>Beyond SoilCare & Regional Landcare Facilitator</i>) ① Work at a network level to support innovative and sustainable farming initiatives <ul style="list-style-type: none"> - Pasture cropping (Productive Plains) - Equine Landcare (Commuting Hills) - Soil Health (Catchment Wide) - Alternative Fertiliser Trials (Upland Plains)
Utilise information from Annual Community NRM Report Card	●				●	<ol style="list-style-type: none"> ② Refine SES Integration Plans based on information collected from the annual group health survey to tailor support to community groups

DEVELOPMENT AND ENHANCEMENT OF LONG TERM PARTNERSHIPS

Management Measure / Objective	Engage	Collaborate	Do	Operate	Tell	Priority Action <i>Note: Delivery Priority shown ① ② ③</i>
Whole-of-Catchment SES						
Develop an adaptive planning process for SESs to build and enhance their resilience	●	●	●	●		<ul style="list-style-type: none"> ① Develop an annual Community NRM review and planning cycle aligned with SES integration planning ① Annually review the Plan in conjunction with groups and networks ② Encourage and assist networks/groups to develop action plans to guide activities and identify project partnership and resourcing needs
Define roles and relationships with regional delivery partners	●	●				<ul style="list-style-type: none"> ② Develop and enhance the CMN and Landcare partnership with CMA programs and other potential partners (DEPI, Corporates, Local Government) ② Encourage networks to collaborate in the delivery of cross border activities
Build capacity in existing and new NRM groups to deliver Catchment management projects	●	●				<ul style="list-style-type: none"> ① Convene on a quarterly basis the Networks Chairs meeting ① Work through existing advocacy channels to encourage increased investment in human capital for the delivery of on-ground works. ① Deliver training and assistance in the engagement of traditional owner groups. ② Encourage community NRM staff to attend officer level partnership meetings such as: Land and Biodiversity Integration Forum, Biodiversity Reference Group, Landcare Coordinator and Facilitators Group etc.
Sub-Catchment SES specific						
Build community and agency capacity to respond together to drivers of change	●	●				<ul style="list-style-type: none"> ① Seek representation from the community NRM groups on strategic planning forums related to issues in a particular SES ② Work with local government to form links with community NRM groups at a shire scale



MOTIVATED COMMUNITY LEADERS TAKING UP LEADERSHIP POSITIONS IN LANDCARE AND CATCHMENT MANAGEMENT

Management Measure / Objective	Engage	Collaborate	Do	Operate	Tell	Priority Action <i>Note: Delivery Priority shown ① ② ③</i>
Whole-of-Catchment SES						
Develop and support community leaders in NRM and Landcare		●	●	●		<ul style="list-style-type: none"> ② Identify support and training needs for network and group leaders ② Encourage and promote attendance at local leadership programs for community members in leadership positions e.g. Fairley Leadership Program, Alpine Valleys Leadership Program
Build capacity in existing and new NRM groups to deliver catchment management projects	●	●		●		
Sub-Catchment SES specific						
Engage with community leaders on localised NRM issues						<ul style="list-style-type: none"> ① Encourage local issue based groups to become part of a broader NRM network



IMPROVE KNOWLEDGE BASE IN THE COMMUNITY ON NRM AND NEW AND EMERGING NRM ISSUES

Management Measure / Objective	Engage	Collaborate	Do	Operate	Tell	Priority Action <i>Note: Delivery Priority shown ① ② ③</i>
Whole-of-Catchment SES						
Build capacity in existing and new NRM groups to deliver Catchment management projects	●	●	●	●		<ul style="list-style-type: none"> ① Deliver a small grants program annually focused on community education activities ② Develop and promote a program of community education activities ③ Support school education programs such as Waterwatch, and other school based programs ③ Promote the use of electronic information sharing tools such as blogs, websites, Facebook, Twitter, Chough Chat, etc.
Sub-Catchment SES specific						
Develop an adaptive planning process for SESS						<ul style="list-style-type: none"> ② Develop and promote a program of community education activities by holding 2-4 issues based forums each year (including new and emerging issues). Forums to rotate around SESS to identify priority actions for community education



ADOPTION OF BEST MANAGEMENT PRACTICE BY LAND MANAGERS

Management Measure / Objective	Engage	Collaborate	Do	Operate	Tell	Priority Action <i>Note: Delivery Priority shown ① ② ③</i>
Whole-of-Catchment SES						
Increase adoption and acceptance of sustainable management practices to improve land and soil condition	●	●	●	●		<ul style="list-style-type: none"> ① Support community led NRM activities that promote Best Management Practices such as field days, demonstration sites etc. ② Promote Goulburn Broken CMA grant and incentive programs across the Catchment ② Invest in the delivery of large information forums on topics relevant to the current production system needs
Provide / promote funding opportunities for networks and groups to deliver substantial on-ground works programs	●	●	●	●		<ul style="list-style-type: none"> ① Promote funding opportunities to deliver on-ground works in line with SES plans and community NRM local planning needs ① Use the existing Goulburn Broken CMA EOI process to flag opportunities for community NRM groups to access funds for a variety of sources
Sub-Catchment SES specific						
Promote land-use capability assessments and implementation that includes management of water	●	●	●	●	●	<ul style="list-style-type: none"> ① Promote property planning approach through the Landcare networks and local media (Agricultural Floodplain) ① Promote Whole Farm Planning program sessions (eg. Beyond Soilcare, EBMP, etc.) through the Landcare networks and local media (Productive Plains, Commuting Hills, Upland Slopes)
Take a partnership approach to the protection of public and private assets from the impact of pest plant and animals.	●	●	●	●	●	<ul style="list-style-type: none"> ① Align DEPI and Community NRM Pest Plant & Animal control programs <ul style="list-style-type: none"> - Gorse – (Commuting Hills) - Rabbits – (Upland Slopes) - Blackberries – (Upland Slopes, Southern Forests, Productive Plains)

Monitoring Evaluation and Reporting

The main aim of the monitoring, evaluation and reporting component of the Plan is to provide a process for understanding, improving and communicating the achievements and impacts of the implementation of on-ground activities carried out by community NRM groups in the Goulburn Broken Catchment.

An annual planning and review cycle will be undertaken by the Goulburn Broken CMA with community NRM group support staff and group/network leaders. The review will collect data on:

- Number of participants completing Whole Farm Planning courses
- Number of responses to the Expression of Interest call
- Number of issues based forums and attendance numbers
- Number of community NRM groups/networks and their support staff
- Number of project proposals submitted for funding by Landcare groups

- Number of community NRM groups engaging with traditional owner groups
- Number of projects funded, dollars leveraged for community NRM Groups
- Data of works completed (eg km of fencing, hectares revegetated, hectares of weed control etc)
- Spatial recording of on-ground works within SES regions.
- Number of collaborative works/projects (Landcare, CMA, CMNs and partner organisations)
- Group/Network health survey results
- Attendance at professional development opportunities by support staff and volunteers

Community consultation will be a key component of the review process. The evaluation process should identify both the achievements and the impact of the plan in terms of outcomes. This will require the evaluation to use both qualitative and quantitative data.

The quantitative data can be sourced from the annual data collected through the Community NRM Report Card. This data helps to evaluate the achievements of the Action Plan and the activities completed.

The qualitative data can be collected using the Most Significant Change Story technique. This technique captures stories of change, outcomes and impact and could be particularly useful to illustrate the outcomes and effects of the plan.

In addition to outlining the achievements and impacts, the evaluation process needs to capture lessons learnt, things that worked really well, and any unexpected outcomes. This can help to inform the development of the plan by taking an adaptive management approach.

Information coming out of the annual reviews influence the following years' delivery and form the Goulburn Broken CMA component of the State Landcare Report Card.





Appendix 1: Strategic Alignment

There are a number of regional, state and national policy directions and strategies that influence community NRM operations in the Goulburn Broken Catchment. These include:

THE GOULBURN BROKEN REGIONAL CATCHMENT STRATEGY 2013 - 2019

The GBRCS emphasises the need to develop resilience in and connections between our biodiversity, land, water and people. Some of the key strategic priorities identified in the GBRCS that the plan will focus on and contribute to include:

- Adapt to climate variability risks
- Respond to and recover from climatic events
- Use water efficiently on farms
- Capture opportunities from a low carbon future
- Manage risks to agricultural production
- Establish sustainable agricultural practices
- Increase biodiversity in agricultural land use

VICTORIAN LANDCARE PROGRAM STRATEGIC PLAN 2013

The new Victorian Landcare Program Strategic Plan outlines the priorities for the Victorian Government to focus support for Landcare into the future. It identifies five functions for Government to support Landcare to:

1. **Operate** efficient and effective groups and networks
2. **Engage** groups, networks and communities in environmental stewardship
3. **Collaborate** with others to enhance skills and possibilities
4. **Do** on-ground works that make a difference
5. **Tell** people about the successes and lessons in the Landcare story

CONSERVATION MANAGEMENT NETWORK VICTORIA – A STRATEGIC PLAN 2008

Eight strategic directions have been developed through a process of consultation with all CMNs and partner organisations. They are intended as a high level focus for CMNs across the State. Different CMNs are at different stages of evolution, and so will be positioned differently in relation to these directions.

The important thing however, is that they represent a collective sense of direction, and can be used at a strategic level as a focus for thinking and future effort.

- **Articulate a clear role for CMNs in achieving improved biodiversity outcomes at a local, state and national level:** CMNs add value across a range of policy areas, and also add value in integrating across land tenure. Local integration is a key strength of CMNs, as well as their focus on biodiversity.

- **Planning to support implementation of local biodiversity objectives:** CMN planning supports existing local, regional and state frameworks, and also ensures increased consistency in planning approaches.
- **Nurture and formalise relationships with key partners to achieve improved biodiversity outcomes:** relationships with key partners need to be nurtured, and mutual obligations and the level of commitment clearly articulated.
- **Support CMNs to engage and empower a diverse cross section of community in biodiversity conservation at a landscape scale:** facilitators are seen as a key driver for community engagement so it is important that resources to support facilitators and transfer knowledge to community are developed.
- **Implement programs to increase the number, quality and connectivity of sites within the CMN network:** developing programs to improve protection and management of sites as well as the connectivity.

- **Demonstrate the effectiveness of CMNs in delivering biodiversity outcomes at a landscape level:** developing appropriate monitoring frameworks, and facilitating the sharing of knowledge and techniques across networks.
- **Implement appropriate governance & explore sustainable resourcing for existing and new CMNs:** work with existing governance arrangements to ensure their appropriateness for the scale and nature of the organisations, and further explore funding and resourcing options that better meet the needs of networks.
- **Improve linkages between CMNs at a state and national level:** continue and expand current networking activities, and ensure links to the Victorian CMN Advisory Group.

AUSTRALIAN FRAMEWORK FOR LANDCARE 2010 - 2020

The Australian Government, through the Australian Landcare Council (part of the Department of Agriculture, Fisheries and Forestry), have identified seven key elements to guide and support a sustainable future:

- **Opportunities to be involved** - all people are inspired to participate.
- **Effective information and knowledge sharing** - mechanisms are available for generating and sharing knowledge and information.
- **Acknowledging change-** the differences Landcarers make are measured and acknowledged.
- **Links to plans at all levels** - the Landcare approach is intrinsic to the big picture of sustainable resource management in national, state, regional and local planning.
- **Succession planning** - the vitality of people involved is maintained into the future by engaging all generations and cultures.
- **Celebration** - the achievements of Landcarers are recognised and celebrated by all Australians, together with the potential of the Landcare approach to meet future environmental challenges.
- **Professional credentials established** - individuals, groups, support staff and networks involved in the Landcare approach achieve high standards of governance and professionalism.

Appendix 2: Timeline of Engagement in the development of the Community NRM Action Plan

The Goulburn Broken Community NRM Action plan was developed in consultation with the many well-established advisory and partnership groups that operate across the catchment:

1. Coordinators and Facilitators meeting 22nd May
2. GB CMA Board meeting 23rd May
3. Victorian State Landcare Team meeting 24th May
4. GB CMA Network Chairs meeting 29th May
5. Draft GB CMA Community NRM Action Plan open public comment 7th June
6. Goulburn Murray Landcare Network 12th June
7. Draft GB CMA Community NRM Action Plan closed public comment 5th July
8. Gecko CLaN (Landcare Network) 7th August
9. Coordinators and Facilitators meeting 5th September
10. GB CMA Network Chairs meeting 18th September
11. GB CMA Board meeting 28th November
12. Coordinators and Facilitators meeting 4th December
13. GB CMA Board Sub-committee 12th December
14. GB CMA Board meeting 19th December

We thank them for their input and look forward to their ongoing involvement in NRM planning and delivery.

LOCAL OPERATE ENGAGE
 COMMUNITY ACTION FUN FIELD DAYS
 ON-GROUND ACTION RESILIENCE
 BRINGING OUT THE BEST IN THE BROKEN BOOSEY
 COMMUNITY SUPPORT
 INTEGRATING KNOWLEDGE WITH ACTION
 STEWARDSHIP FOR THE FUTURE INNOVATION
 EMPOWERMENT RELATIONSHIPS
 COLLABORATE
 APPRECIATING NATURE
 WETLANDS
 BRINGING NATURE HOME
 TELL
 GLIDERS AND PHASCOGALES
 HEALTHY FARMING
 KNOWLEDGE
 BIODIVERSITY
 BUILDING IN AGRICULTURAL LANDSCAPES
 DISCOVERY AND EXCITEMENT
 WETLANDS
 WORKING WITH NATURE AND THE NEIGHBOURS
 CREATING BIOLINKS
 AGRICULTURE
 NEW IDEAS AND BEST PRACTICE
 LEARNING
 INNOVATION
 SUPPORT
 SECURING THE FUTURE
 LEADERSHIP
 WOODLAND BIRDS
 ENGAGING
 YELLOW GUMS AND GOLDFIELDS
 GOOD CHOICES FOR GOOD LIVING
 FUN, FRIENDSHIP AND SUSTAINABLE FARMING
 PEST PLANTS

