

Community Landcare Support Strategy

Goulburn Broken Catchment
Management Authority

2005



GOULBURN
BROKEN
CATCHMENT
MANAGEMENT
AUTHORITY



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Foreword

The future of community Landcare support for the Goulburn Broken Catchment is strong. We have set out in this document a framework for support over the next five years.

The Community Landcare Support Strategy has been developed with input from the Landcare volunteers, the Landcare Facilitators and Coordinators and Local Area Planning Implementation Officers in consultation with key stakeholders and partner agencies.

While the need for continued funding of on-ground works, which underpins Landcare activity, is essential, this strategy is about identifying ways in which we can support Landcare volunteers to ensure that community Landcare in the Catchment not only survives, but thrives, as an active long term partner.

The strategy highlights the importance of a shared responsibility for the protection and enhancement of our natural resources. For community Landcare to thrive, more people need to be involved. Sharing information and knowledge is essential to providing a greater understanding of the issues and opportunities for action.

Community Landcare does not work alone; it accepts a shared responsibility with partner organisations and sustaining and enhancing those partnerships across the Catchment is a vital element of this strategy.

Landcare is about people socialising and enjoying making significant contributions to environmental change within their landscape and the strategy will put in place measures to support these volunteers.

The strategy recognises the vital role that Landcare support staff plays in the success of community Landcare. Measures to recognise the professional nature of these positions, as well as programs to support them will be put in place as a result of the strategy.

Without volunteers there would be no community Landcare. The CMA is committed to supporting regular opportunities to recognise the commitment and achievements of Landcare volunteers across the Catchment.

The local promotion of Landcare activities and achievements across the Catchment is vital to raising broader community awareness and encouraging greater community involvement in Landcare activity.

The strategy presents a vision for community Landcare support in the Catchment which recognises the need to balance social, economic and environmental values, with the provision of opportunities to build and enhance the success of Landcare in the Catchment.

Stephen Mills

Chair, Goulburn Broken Catchment Management Authority.



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Executive Summary

The Goulburn Broken Regional Community Landcare Support Strategy sets the context for community natural resource management activities within the Goulburn Broken Catchment and explains how these activities will be supported to meet the challenges of the next five years.

The strategy describes how Community Landcare is currently supported and outlines the major influences affecting future community involvement in natural resource management. The strategy sets out a future action plan, including responsibilities and time frames. The strategy will only be effective if it continues to reflect the needs of the community and facilitates community involvement in natural resource management throughout the Catchment. In order to achieve this, the strategy includes monitoring and evaluation criteria, to assess the performance measures built into the Strategy.

This Regional Community Landcare Support Strategy will become a sub-strategy of the Goulburn Broken Regional Catchment Strategy and is being developed in response to the Second Generation Landcare Taskforce's Recommended Action;

"Improve Landcare Support through establishing 5-year Regional Landcare support strategies in each Catchment Management Authority area".

In developing the Strategy, a detailed consultation process has been undertaken over five months involving the key stakeholders in each of the three regions of the Catchment, including Landcare groups, Landcare Facilitators and Coordinators, Local Area Planning (LAP) Groups, LAP

Implementation Officers, Environment and Conservation groups, Victorian Farmers Federation, local government, State Government agencies, Goulburn-Murray Water, Goulburn Valley Water, and local members of State and Federal Parliament. A meeting has been held with the North East Cultural Heritage Committee at which a commitment to exploring opportunities for further discussions and to continuing on-going dialogue between Landcare and the local indigenous community was given.

Within the Goulburn Broken Catchment there are 92 Landcare and Land Management groups, and eight LAP groups, involving approximately 3,500 people. The 27 Landcare groups in the Upper Goulburn Region are supported by a Community Programs Manager and four Landcare Facilitators. The Mid Goulburn Broken Region's 23 Landcare groups are supported by three Landcare Facilitators. The one LAP group which is in the Mid Goulburn Broken Region is partially support by one of the Landcare Facilitators, however, this group is mostly supported by the LAP Officers of the Shepparton Irrigation Region (SIR). Within in the SIR there are 42 Landcare groups and seven LAP groups, which are supported by four Landcare Support Officers or Landcare Facilitators and Co-ordinators, 11 LAP Implementation Officers and two other associated positions.

An asset based approach has been used in the development of the Regional Community Landcare Support Strategy. The assets identified are people, skills, experience, knowledge and vision. The assets are also the activities which volunteers undertake which add economic value to the Catchment as a whole.





Across the Catchment, Landcare has raised public awareness of natural resource management issues within the wider community and has encouraged participation in Landcare activities from a broad range of individuals and organisations, not limited to the local community, but also organisations based outside the Catchment.

The breadth and depth of knowledge and experience held by community Landcare across the Catchment is a significant asset which is reflected in the broad range of activities, with which they are interested and involved, including:

- Sustainable farming
- Weed removal and management
- Pest animal control
- Biodiversity enhancement
- Working with community employment programs
- Encouraging broader community involvement
- Riparian restoration
- Wetland protection
- Water quality monitoring
- Erosion control
- Salinity control
- Education and awareness raising
- Building community knowledge and skills
- Fostering a sense of community
- Community business partnerships
- Community and Government agency partnerships
- Urban community action
- Waste removal
- Influencing regional planning and policy.

The consultation process established that Community Landcare in the Catchment is well supported in many areas. The Landcare Co-ordinators and Facilitators and LAP

Implementation Officers have a major role in providing support to Community Landcare, however, the contributions made by other partners and stakeholders is also very valuable. State Government agency support, except where officers are employed to work on LAP implementation or Landcare support, is mostly in-kind support or fee for service support for mapping. This level of support would only increase if the agencies were funded to do so.

The Victorian Farmers Federation (VFF) supports Landcare by providing an incorporated association to help reduce the administrative demands on volunteer office bearers, provides insurance policies for member groups, advice to assist with employment related issues and advocates the need to continue supporting Landcare in Victoria.

Support from Goulburn-Murray Water is in the form of both in-kind support and financial support, specifically to the Drainwatch program and it is likely that this level of support will continue over the next five years.

Support from Goulburn Valley Water (Waterwatch Program) is both in-kind and financial support for Waterwatch Co-ordinators and providing Goulburn Valley Water continue to attract funding for these programs; this level of support is likely to be maintained.

Support from Goulburn Broken Catchment Management Authority is provided through the employment of a Regional Landcare Co-ordinator and a Community Programs Manager, as well as both in-kind and financial support. The level of support currently offered is likely to be maintained.

Most local government support for Landcare in the Catchment is in-kind support. Financial support to Landcare is provided by the Shire of Campaspe where a budget allocation for Landcare in the Shire is set aside each year, and a Landcare Facilitator is employed. The Shire of Moira and the City of Greater Shepparton also provide financial support to the Goulburn Murray Landcare Network (GMLN) for office accommodation. Consultation with local government generally indicated a willingness to continue to provide the current level of support over the next five years. Two of the councils consulted (Shire of Mansfield and Shire of Moira) indicated the possibility of greater involvement with Landcare over the next five years as they move to develop council strategies and plans relating to environment and natural resource management in their areas.

Gaps in community Landcare support were identified, and present opportunities to improve the level of support as follows;

- Not all Landcare groups currently have access to support from a Co-ordinator and Facilitator.
- The support currently offered to groups is considered limited and not effectively contributing to the viability of smaller groups that are struggling to maintain an executive committee.
- Knowledge sharing between government agencies and Landcare could be improved.
- There are no standard conditions of employment for Co-ordinators or Facilitators across the Catchment.
- There are limited monitoring and evaluation tools available to assist Landcare.
- Administrative support packages for Landcare are limited or outdated.

- There are limited resources available for local promotion of Landcare activities and achievements.
- Signage of Landcare across the Catchment is not consistent and recognisable.
- A lack of equipment such as a data projector, lap top computer and other resources that are beyond the financial scope of individual groups to purchase, that could be shared between groups.
- Lack of knowledge regarding resources/equipment held by groups which could be shared by other groups.
- Increasing demands by government for administration is diverting the current resources from other activities such as community education and project co-ordination.
- Strategic community capacity building and community development support has been limited to date.
- There is limited strategic communication occurring.

The strategy presents a collaborative vision for community Landcare support in the Catchment that has evolved as a result of the consultation with Landcare groups and other key partners and stakeholders across the Catchment. The vision recognises the need to balance social, economic and environmental values, with the provision of opportunities to build and enhance the success of Landcare in the Catchment. The vision is;

“Together, as a motivated, enthusiastic and well informed community, working in knowledge sharing and supportive partnerships, we will achieve sustainable and productive agriculture, protect and enhance our region’s natural resources and enjoy living in viable participating communities.”





In developing the strategy, Landcare groups, Landcare Coordinators and Facilitators LAP groups and LAP Implementation Officers were asked to identify their priorities for the next five years. They are as follows;

Build sustainable communities

Everyone in the community needs to accept a shared responsibility for the protection and enhancement of our natural resources. For community Landcare to thrive, more people need to be involved and to provide encouraging social networks.

Share and grow information and knowledge

Information and knowledge sharing is essential to providing a greater understanding of the issues and opportunities for action.

Create sustainable long-term partnerships

Community Landcare does not work alone; it accepts a shared responsibility with partner organisations. Sustaining and enhancing long term partnerships with a wide range of community, government and corporate partners and stakeholders are vital for the future support of community Landcare.

Enjoying Landcare

Landcare is about people socialising and enjoying making significant contributions to environmental change within their landscape.

Value Landcare support staff

Landcare support staff are vital to the success of community Landcare. The professional nature of these positions needs recognition and programs put in place to support them on an on-going basis.

Value Landcare volunteers

Without volunteers there would be no community Landcare. Regular opportunities need to be provided to recognise the commitment and achievements of Landcare volunteers.

Grow and promote Landcare

Local promotion of Landcare activities and achievements is vital in raising broad community awareness and encouraging greater involvement.

The strategy recommends actions to address each priority area. The responsible party/parties for each action are also identified as well as indicative costs, a timeframe for achieving the actions and performance measures to enable on-going evaluation.

A set of targets for the next five years have been derived from the action plan as follows;

- Increase the number of people actively involved in community Landcare in the region by 10%.
- Increase the media profile of Landcare within the Catchment.
- Increase Landcare signage within the Catchment.

- Review Landcare support staff employment conditions to ensure equity and consistency.
- Increase the provision of accredited training and professional development to Landcare support staff.
- Increase the provision of accredited training and development opportunities for Landcare volunteers.

The strategy also identifies the threats and opportunities for Landcare in the Catchment. The threats reflect the concerns expressed by community Landcare about their ability to survive and continue to contribute towards meeting the natural resource management targets of the Catchment. The opportunities are ways in which some of these threats can be addressed to ensure that community Landcare in the Catchment not only survives, but thrives, as an active long-term partner. The strategy looks at options to reduce the impact and manage these threats and examines the strengths and weaknesses of the proposed management options.

Annual performance reviews will be undertaken on the strategy to check on progress in meeting the actions.

The strategy will be reviewed every five years, with the first review of the strategy to commence in September 2009. Public consultation will be a major component of the review process to ensure that the focus of the strategy remains guided by community Landcare within the Catchment.



1.1 About the Catchment

The Goulburn Broken Catchment is situated in Northern Victoria and is part of the Murray Darling Basin. The Catchment stretches from close to the outskirts of Melbourne in the south, to the Murray River in the north, and includes the Goulburn and Broken Rivers and part of the Murray Valley. The Catchment covers 2,431,654 Hectares (ha) or 10.5% of the State of Victoria.

The Catchment also includes Victoria's second largest water storage, Lake Eildon and the Mt Buller Alpine Resort. It covers the municipalities of Moira, Campaspe, Mitchell, Murrindindi, Mansfield, Strathbogie, Benalla Rural City and the City of Greater Shepparton.

There are approximately 1.4 million hectares of dryland agriculture in the Catchment, 270,600 ha of intensive irrigated agricultural land and 800,000 ha of public land. In addition, 70,000 ha of the North Central Catchment forms part of the SIR, and is included in the works program for the Catchment, for ease of management.

The Goulburn Broken Catchment is home to approximately 189,500 people from diverse cultural backgrounds and is regarded by many as the "food bowl" of the Murray Darling Basin. The region's agriculture output is estimated to be worth approximately \$1.35 billion a year and supports a regional economy that has an annual economic output of \$7.8 billion and employs about 77,000 people.

By 2020, it is expected that the population in the Catchment will be 220,000 and the cultural mix will be more diverse. The world

demand for food will continue to increase, driving an expansion of the agriculture sector. This growth in production and population will place increased pressure on the region's natural assets. Over the past 20 years there has been a trend towards intensification of agricultural production. This trend is expected to continue. There is also a trend for land to move from agricultural uses to rural living uses, particularly in areas within easy access of Melbourne.

1.2 Why do we need a Community Landcare Support Strategy?

In May, 2002, the Second Generation Landcare Taskforce produced its report titled "Healthy Landscapes - Sustainable Communities. Victorian Action Plan for Second Generation Landcare."¹

One of the recommended actions of the Taskforce's report was for each Catchment Management Authority to develop a five-year Community Landcare Support Strategy.

This Community Landcare Support Strategy will become a sub-strategy of the Goulburn Broken Regional Catchment Strategy and set the context for community natural resource management activities and support to meet the challenges of the next five years.

The background against which the strategy operates, and how community Landcare is currently supported, is described in the strategy. It outlines the major influences affecting future community involvement in natural resource management. The strategy also sets out a future action plan, including responsibilities and time frames. The strategy



will only be effective if it continues to reflect the needs of the community and facilitates community involvement in natural resource management throughout the Catchment. In order to achieve this, the strategy includes monitoring and evaluation criteria, to assess the performance measures built into the strategy.

While it is recognised that obtaining funding for on-ground works undertaken by Landcare groups is extremely important, this is not the purpose of this strategy, but rather, to set out how to support the Landcare volunteers who undertake these works.

1.3 Development of the Goulburn Broken Regional Community Landcare Support Strategy

In March, 2004, the Goulburn Broken Catchment Management Authority appointed APR Environmental Pty Ltd to work with all stakeholders and prepare the Community Landcare Support Strategy.

During March, 2004, letters were sent to all key stakeholders and partners informing them that the strategy was being developed and inviting their input to its development. A full list of stakeholders consulted during the preparation of the strategy is presented in Appendix 1.

During April and May, 2004, a range of consultation activities were undertaken to gain information about the range of activities and interests of community Landcare, to identify the range of issues that impact on community Landcare and to provide opportunities for the stakeholders to express their vision for the

future of community Landcare. A summary of the responses from the consultation are presented in Appendix 2.

The Preliminary Draft Strategy was released for public comment for a period of four weeks from 7th June, 2004, until 5th July, 2004. A total of 331 copies of the Preliminary Draft Strategy were sent out. Thirty responses were received on the Preliminary Draft Strategy and a list of all who responded is provided in Appendix 3.

The Second Draft Strategy was available for comment from 23rd July until 6th August 2004. Eighty copies of the Second Draft Strategy were sent out. Twelve responses were received on the Second Draft Strategy and a list of all who responded is provided in Appendix 3.

All of the comments received have been taken into account in preparing the Final Draft Strategy.

The Final Draft Strategy was presented to the GB CMA Board for endorsement on the 3rd September, 2004.

2

How the strategy links to key strategic documents



2.1 Victorian Action Plan for Second Generation Landcare

At the International Landcare 2000 Conference, held in Melbourne in March 2000, the then Minister for Conservation and Environment, Sherryl Garbutt, announced the formation of the Second Generation Landcare Taskforce, to advise the State Government on how best to support Landcare into the future.

The Taskforce was asked to;

- “Review the current context and development of Landcare;
- Consult widely with Landcare stakeholders;
- Recommend strategic policy directions and options; and
- Develop an action plan to implement its recommendations.”

The Taskforce saw Landcare as:

“Providing an holistic approach based on balanced economic, environmental and social outcomes that will allow Victorian communities the opportunity to build on and further extend the success of Landcare.”

The Taskforce’s vision for Landcare in Victoria is “Healthy Landscapes - Sustainable Communities”. To achieve the vision the Taskforce recommended three action areas;

1. Strengthening investment in Landcare;
2. Supporting Landcare volunteers; and
3. Helping people manage land.

The Taskforce developed an Action Plan for each of the three action areas, with the following objectives, to:

1. Improve and coordinate Landcare departmental services.
2. Build on significant partnerships with non-Government organisations and industry.
3. Support and increase the broad-based volunteer Landcare movement. and
4. Increase the capability of land managers to develop and implement sustainable natural resource management activities.

Through the Department of Natural Resources and Environment (now Department of Sustainability and Environment), the Victorian Government has committed \$1.5 million per annum towards the implementation of the Victorian Action Plan for Second Generation Landcare (VAPSGL). This investment has funded a Regional Landcare Co-ordinator position in each of the ten Catchment Management Authority regions in Victoria, and a Statewide Landcare Facilitator position has been established. In addition, funding is available for regional and Statewide projects that support the implementation of the VAPSGL.

Recommendation 5, of the 9 recommendations of the VAPSGL, is:

“To improve Landcare support through the establishment of a five-year Regional Landcare Support Strategy in each CMA area”. The Rationale behind this recommended action is that “volunteers are an important part of the fabric of communities and appropriate support to Landcare can help existing Landcare groups and encourage other groups and individuals to participate in Landcare.”



2.2 Goulburn Broken Catchment Management Authority Regional Catchment Strategy

In November, 2003, the Goulburn Broken Catchment Management Authority, (GB CMA) released the Regional Catchment Strategy² (RCS) which included the following vision for the Catchment;

“A Catchment recognised locally, nationally and internationally for quality agricultural produce and where community values contribute to the benefits of abundant and well-maintained environmental assets used for tourism and recreational activities. The environmental footprint of irrigation and dryland farming will be significantly reduced, with farmers occupying less land and using less water whilst managing their resources more sustainably. New opportunities will arise for increasing the ecosystem services provided by the land retired from agriculture and by improved environmental flows. The region’s economy will be robust, with much of the agricultural produce processed within the region, generating employment and wealth creation opportunities for a regional community actively engaging in natural resource management programs.”

The RCS sets out the “blueprint” for achieving the vision. The RCS is a strategic “umbrella” document for the various action plans of the region, as well as the annual Regional Management Plan.

The RCS is supported by a range of sub-strategies, and reports as shown in Figure 1.

All action plans, including LAPs, and sub-strategies including the Community Landcare Support Strategy, need to demonstrate their contribution to achieving the priority outcomes identified in the RCS.

The Community Landcare Support Strategy will become sub-strategy of the Goulburn Broken RCS.

The RCS identifies a range of stakeholders and their roles in implementing the RCS. The role for Landcare stated in the RCS is:

“Landcare groups enable the community to participate directly in natural resource management, particularly by identifying and setting direction for on-ground works and mobilising community involvement in their local area. Landcare groups and networks will continue to play a major role in implementing the RCS.”

The RCS also identifies the following priorities for Landcare support in the Catchment as;

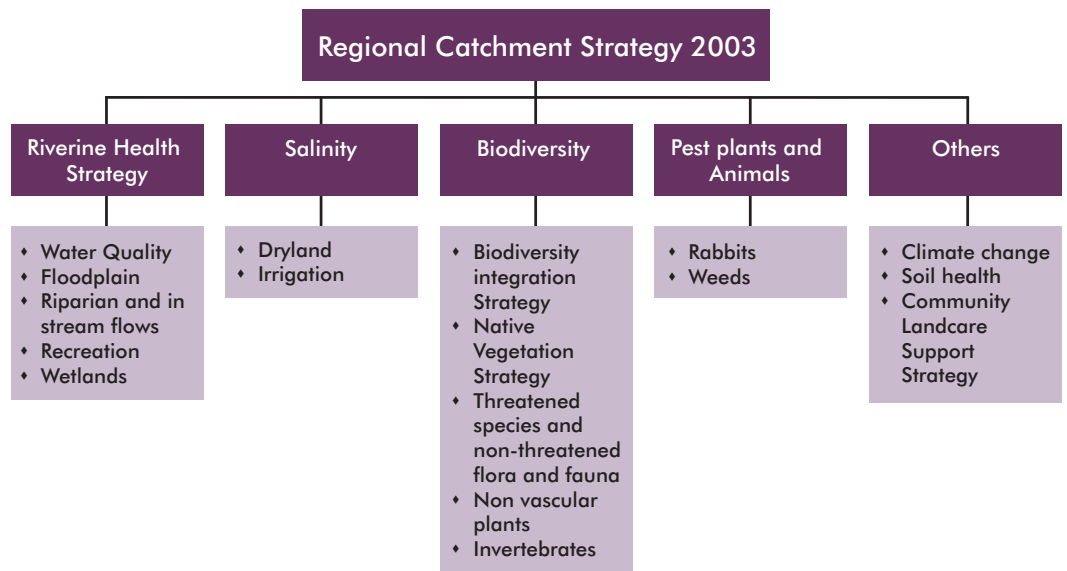
1. “Build the capacity of Landcare executives and group members through skills training (including leadership, group dynamics, motivation, communication, partnership/network building, and in staff employment).
2. Regional Landcare Support Officer training.
3. Further development and implementation of planning to help guide groups with their future direction and programs for their local area.
4. A Catchment-wide approach to, and implementation of, multi-directional Landcare communication, engaging all communities and agencies (including steering committee to manage and guide Landcare support in the Catchment).

² Goulburn Broken Regional Catchment Strategy, November 2003.



5. Co-ordinator and facilitator training (implement training schedule).
 6. Improved communication between CMA and Landcare and other agencies – DPI / DSE, local government (including Landcare co-ordinator/facilitator employment).
 7. Uniformity and standard conditions of employment for all Landcare staff (including regional support officers, co-ordinators and facilitators).
 8. Mechanism for Landcare involvement in work programs.
 9. Landcare forum – support structure, Landcare group driven.
 10. Mechanism to evaluate Landcare network structure.
 11. Develop standard induction process for all Landcare staff.
 12. Tools for self-evaluation of success.”
- These priorities have been explored further during the consultation with Landcare and LAP groups and other stakeholders and have been further developed in the preparation of the Community Landcare Support Strategy.

Figure 1. Supporting sub-strategies and plans



3 Background / History

3.1 Historical perspective of Landcare in the Catchment

Parts of the Goulburn Broken region were settled in the late 1830s by squatters with their flocks and herds along the Goulburn and Murray rivers. The 1870s saw the opening up of the Goulburn Valley for pastoralists and in the 1880s dairying became a major activity following the establishment of the first irrigation trusts. The economic depression of the 1890s coincided with the first recognition of land erosion problems aggravated by the rapid spread of rabbits. By the 1930s the first records of rising water tables and salinity problems around Tongala were seen. The 1950s saw the introduction of superphosphate to increase soil fertility and myxomatosis to control rabbits. However, increased fertility and higher stocking rates exacerbated the spread of annual weeds. The 1970s saw the recognition of the impact of rising watertables and the development of dryland salinity³.

The Soil Conservation Authority^{4,5} which started in 1950, was by the early 1960s encouraging landholders, under the provisions of new legislation to form Group Conservation Areas, which were later called Soil Conservation Groups. These groups, based on the cooperative sharing of work and cost, were then provided with assistance to undertake catchment based projects for soil erosion control works. This was in essence the beginning of the Landcare movement.

The mid 1980s saw the amalgamation of several government departments to form

the Department of Conservation Forests and Lands^{6,7}. This change in government departments from single issue focus (e.g. soils or forests) reflected the beginning of a more wholistic management of catchment issues. This was also reflected in the change by Soil Conservation Groups to establish themselves as Landcare groups, and hence the lead up to what was declared as the "Decade of Landcare"⁸. The first soil conservation group to officially establish themselves as a Landcare group in the dryland area of the Goulburn Broken Catchment was the Warrenbayne Boho Landcare Group in 1986, with many more to soon follow. In the SIR Landcare groups were established from salinity and drainage groups which were based on the same principles of cooperative sharing of work to address issues on salinity and drainage. The first Landcare group to form in the SIR was the Girgarre - Stanhope Landcare group in 1988.

Currently, within the Goulburn Broken Catchment, there are 92 Landcare and Land Management groups, and eight LAP groups involving approximately 3,500 people.

Community-based advisory committees have for many years been part of the natural resource management system. These committees have reflected the numerous changes within the government agencies. In 1997, under provisions in the Water Act of 1989, ten Catchment management Authorities were established within Victoria, each led by a community board.



³ Goulburn Broken Regional Landcare Plan, June 1993.

⁴ Thomson G.T., O.B.E "A brief history of Soil Conservation in Victoria – 1834 – 1961.

⁵ Soil Conservation Authority "An explanation of Group Conservation areas and a guide to their formation", March 1965.

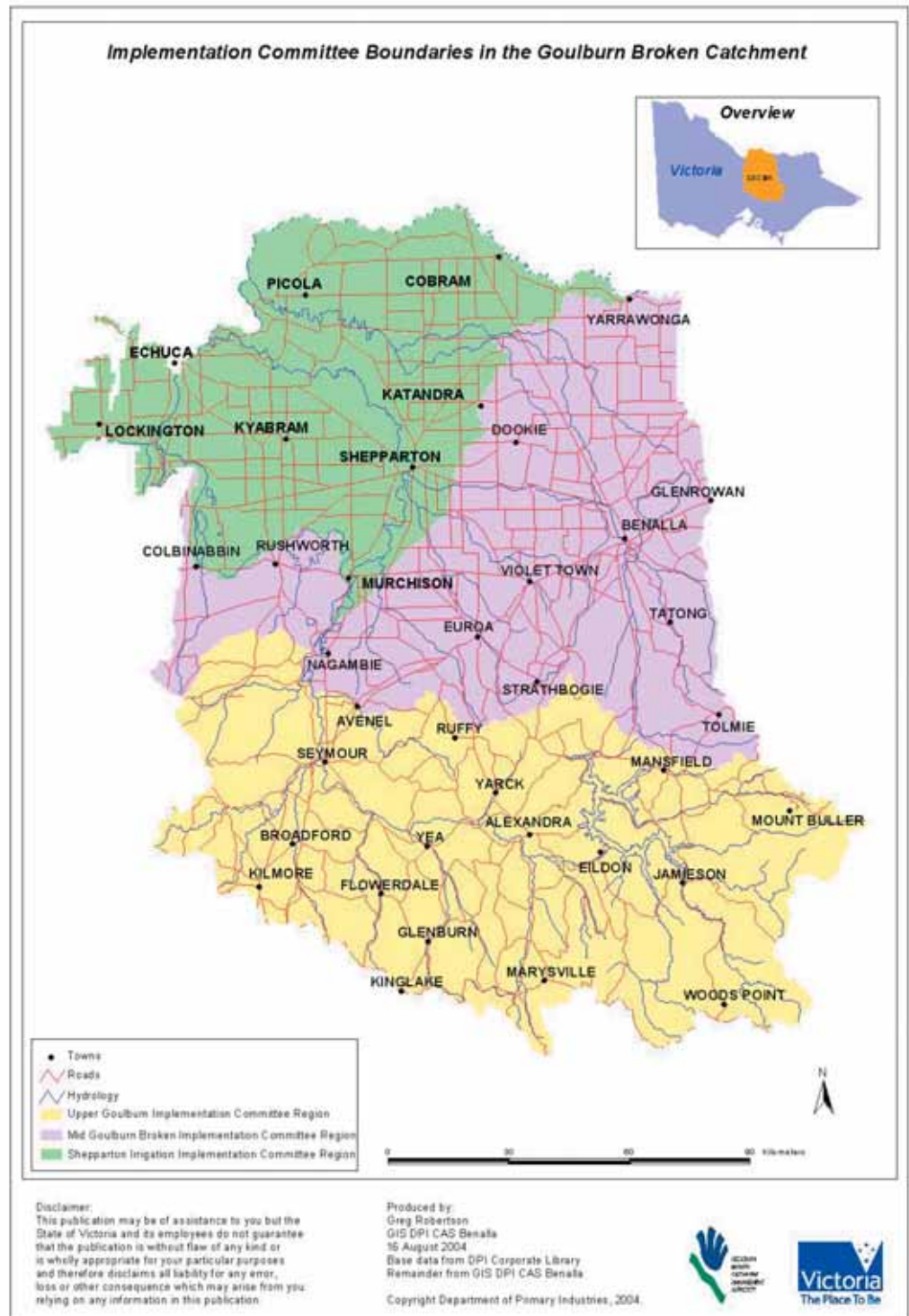
⁶ Soil Conservation Authority "The appointment of district Advisory Committee and their role in relation to soil Conservation in Victoria", May 1976.

⁷ Soil Conservation Authority", 1979.

⁸ Department of the Premier and Cabinet (1992) Victoria's Decade of Landcare Plan.



Figure 2. Implementation Committee Boundaries





To ensure activities and management within the Goulburn Broken CMA region reflect community views, the Board has set up three geographically and community-based Implementation Committees as shown in Figure 2. Each implementation committee has a strong commitment to the continued support and assistance of Landcare groups within the Catchment.

3.1.1 Landcare in the Upper Goulburn Implementation Committee Region

The Upper Goulburn Implementation Committee (IC) Region covers approximately 1,029,509 ha and stretches from Pyalong in the west to Mt. Buller in the east, as far north as Ruffy and south as far as Marysville.

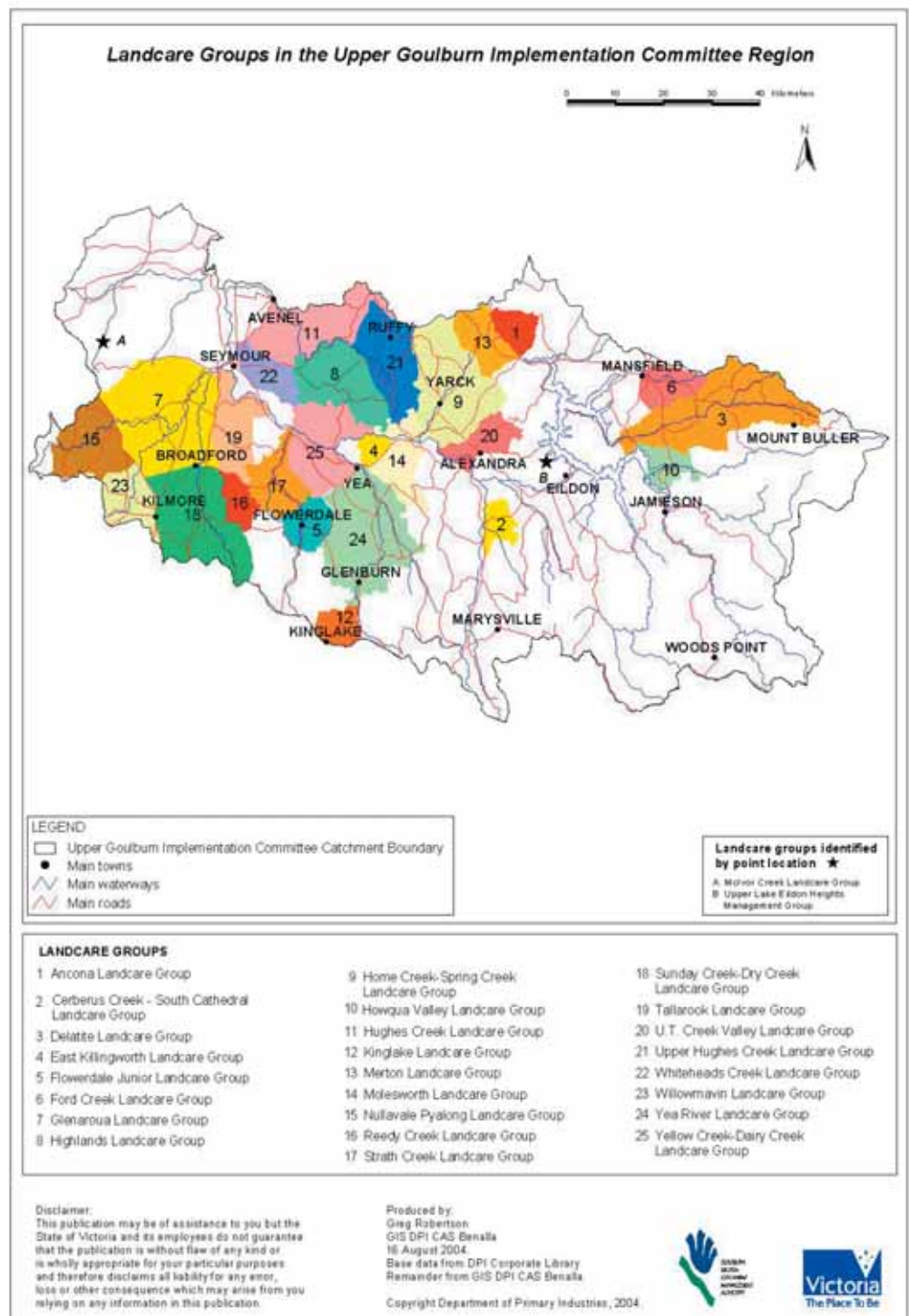
The consultation indicates that the percentage of landholders who are members of a Landcare group in the Upper Goulburn region ranges from 3-9% in the Willowmavin and Glenaroua areas to 30 -90% in the Highlands and Hughes Creek areas.

Within the Upper Goulburn region there are 27 Landcare groups which have joined together to form collaboratives or networks and supported by a community Programs Manager and four Landcare Facilitators as follows;

- Landcare Facilitator - Hughes Creek Catchment Collaborative:
 - ◆ Highlands Landcare Group;
 - ◆ Hughes Creek Landcare Group;
 - ◆ Upper Hughes Creek Landcare Group;
 - ◆ Whiteheads Creek Landcare Group.
- Landcare Facilitator (2) - Upper Goulburn Catchment Group:
 - ◆ Ancona Landcare Group;
 - ◆ Cerberus Creek - South Cathedral Landcare Group;
 - ◆ Delatite Landcare Group;
 - ◆ East Killingworth Landcare Group;
 - ◆ Flowerdale Junior Landcare Group;
 - ◆ Ford Creek Landcare Group ;
 - ◆ Home Creek - Spring Creek Landcare Group;
 - ◆ Howqua Valley Landcare Group;
 - ◆ Kinglake Landcare Group;
 - ◆ Merton Landcare Group;
 - ◆ Molesworth Landcare Group;
 - ◆ Strath Creek Landcare Group;
 - ◆ Upper Eildon Heights Management Group;
 - ◆ UT (Ultima Thule) Creek Valley Landcare Group;
 - ◆ Yea River Landcare Group;
 - ◆ Yellow Creek - Dairy Creek Landcare Group.
- Landcare Facilitator - Sunday Creek - Sugarloaf Sub-Catchment Collaborative:
 - ◆ Glenaroua Landcare Group;
 - ◆ Mclvor Creek Landcare Group;
 - ◆ Nullavale Pyalong West Landcare Group;
 - ◆ Sunday Creek - Dry Creek Landcare Group;
 - ◆ Willowmavin Landcare Group.
- Landcare Facilitator - Dabyminga Catchment Collective:
 - ◆ Reedy Creek Landcare Group;
 - ◆ Tallarook Landcare Group.

The locations of Landcare groups in the Upper Goulburn IC region are shown in Figure 3.

Figure 3. Landcare groups in the Upper Goulburn IC Region



3.1.2 Landcare in the Mid Goulburn Broken Implementation Committee Region

The Mid Goulburn Broken Implementation Committee (IC) region covers approximately 811,765 ha and stretches from Colbinabbin in the west to Glenrowan in the east, as far north as Yarrowonga and south as far as Lake Nillahcootie.

Within the Mid Goulburn Broken region there are 23 Landcare groups and one LAP group. The Cornella LAP Implementation Committee is partially supported by one of the Landcare Facilitators within the Mid Goulburn Broken region; however the majority of support for this group comes from LAP Implementation Officers in the SIR.

The consultation indicates that the percentage of landholders who are members of a Landcare or LAP group in the Mid Goulburn Broken region range from 60-75% for the Burnt Creek and Warby Ranges areas to 15-30% for the remaining areas.

Landcare groups in the Mid Goulburn Broken Region are supported by three Landcare Facilitators as follows:

Landcare Facilitator:

- Balmattum – Sheans Creek Landcare Group;
- ♦ Burnt Creek Landcare Group;
- ♦ Cornella LAP Implementation Committee;
- ♦ Creighton’s Creek Landcare Group;
- ♦ Gooram Valley Landcare Group;
- ♦ Longwood East Landcare Group;
- ♦ Nagambie (incl Molka, Miepol) Landcare Group;

- ♦ Strathbogie Tablelands Landcare Group;
- ♦ Waranga Land Protection Group.

Landcare Facilitator:

- ♦ Boweya - Lake Rowan Landcare Group;
- ♦ Burramine - Tungamah Land; Management Group;
- ♦ Chesneyvale Landcare Group;
- ♦ Devenish - Goorambat Landcare Group;
- ♦ Dookie Land Management Group;
- ♦ Peechelba – Wilby - Boomanoonoonah Landcare Group;
- ♦ South Yarrowonga Landcare Group;
- ♦ Warby Ranges Landcare Group.

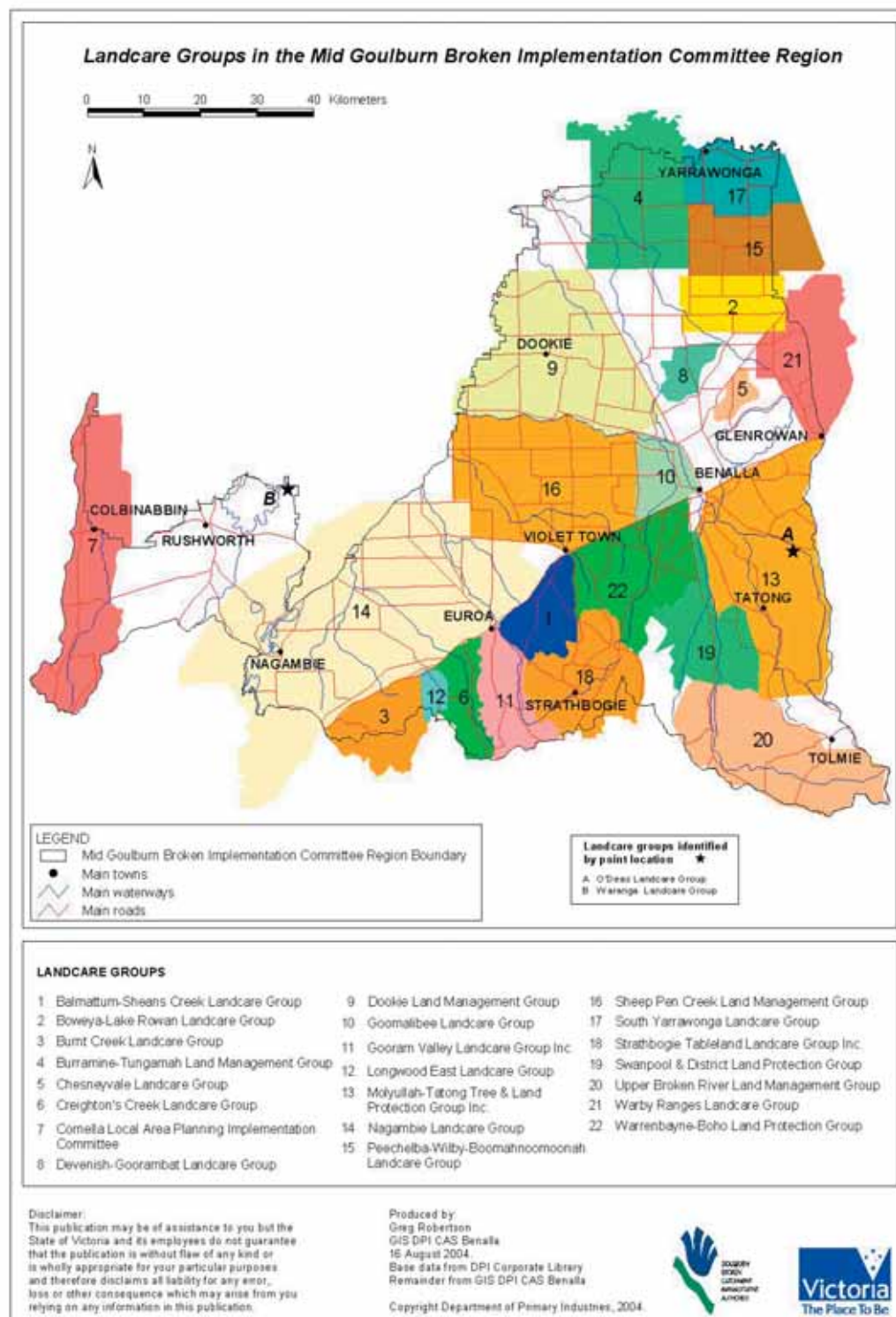
Landcare Facilitator:

- ♦ Goomalibee Landcare Group;
- ♦ Molyullah - Tatong Tree and Land Protection Group;
- ♦ O’Dea’s Landcare Group;
- ♦ Sheep Pen Creek Land Management Group;
- ♦ Swanpool and Districts Land Protection Group;
- ♦ Upper Broken River Land Management Group;
- ♦ Warrenbayne - Boho Land Protection Group.

The locations of Landcare groups in the Mid Goulburn Broken IC region are shown in Figure 4.



Figure 4. Landcare groups in the Mid Goulburn Broken Region



3.1.3 Landcare in the Shepparton Irrigation Region Implementation Committee Region

The SIR IC region is in the lower part of the Goulburn Broken Catchment and covers 565,452ha, of which 280,000ha is irrigated, predominantly for dairying and horticulture enterprises. The SIR stretches from Yarrawonga in the north, to Lockington in the west, Murchison in the south and Dookie to the east.

Within the SIR there are 42 Landcare groups, and eight LAP groups. The consultation indicates that the percentage of landholders who are members of Landcare or LAP groups in the SIR ranges from 1-2% in the Katandra area to 10-30% for the remaining areas.

Landcare groups in the SIR are directly supported by four Landcare support officers or Landcare co-ordinators and facilitators, two associated positions and partially supported by the 11 LAP Officers when the desired project outcomes are shared with the LAP, as follows:

- Landcare Support Officer, DPI;
- Team Leader, Community Education and Landcare Support, DPI part-time;
- Goulburn Murray Landcare Network Landcare Facilitator;
- Shire of Campaspe Landcare Co-ordinator;
- East Shepparton Liaison Officer, DPI (Ethnic Council of Shepparton) (vacant position);
- Drainwatch Co-ordinator, GMLN – part-time.

Landcare support in the is also resourced and delivered through the LAP process. This was developed as the next stage for Landcare groups to be reinvigorated through an issues identification and priority setting process to

target Landcare issues within the region. Landcare groups were prioritised for LAP as determined by GB CMA strategic priorities of Groundwater Management, Biodiversity, Waterways, Surface Drainage and Community Monitoring.

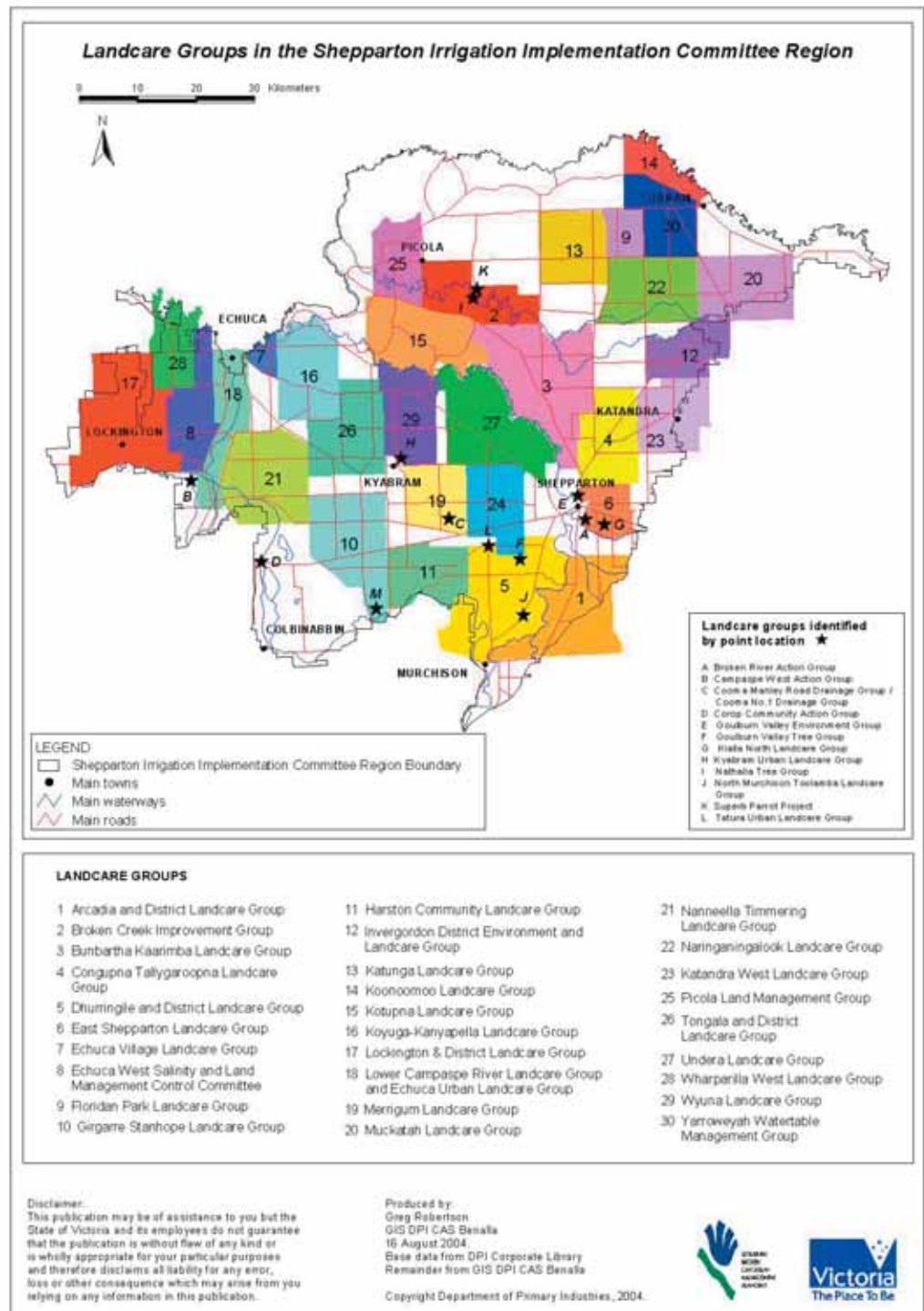
LAP groups in the SIR are supported by 11 LAP Implementation Officers who are responsible for the delivery of RCS programs to landholders and community groups within their LAP areas. LAP group support is as follows:

- Community Facilitator, DPI (Dhurringile and District LAP);
- LAP Implementation Officer, DPI (Invergordon LAP, Muckatah Katamatite and Naringaningalook LAP) – full time;
- LAP Implementation Officer, DPI (Cornella LAP, Nanneella and District LAP) – full time;
- LAP Implementation Officer, DPI (Nathalia LAP, Bunbartha Kaarimba Zeerust LAP) – full time;
- LAP Implementation Officer, DPI (Wyuna LAP, Dhurringile and District LAP) – full time;
- LAP Community Co-ordinator, GMLN (Invergordon LAP, Muckatah Katamatite Naringaningalook LAP) – part-time;
- LAP Community Co-ordinator, GMLN (Cornella LAP);
- LAP Community Co-ordinator, GMLN (Wyuna LAP, Nanneella and District LAP) – part-time;
- LAP Community Co-ordinator GMLN, (Nathalia LAP) – part-time;
- LAP Community Co-ordinator GMLN, (Dhurringile and District LAP) – part-time;
- LAP Community Co-ordinator, GMLN Bunbartha, Kaarimba, Zeerust LAP.

The locations of Landcare groups in the SIR are shown in Figure 5.



Figure 5. Landcare groups in the Shepparton Irrigation Region



3.2 Development

Landcare first started in the Catchment in 1986 with the Warrenbayne Boho Landcare Group. In 1989 a joint submission by the National Farmers Federation (NFF) and the Australian Conservation Foundation (ACF) resulted in the declaration of the 1990s as the Decade of Landcare. At the July 1990 meeting of the Australian Soil Conservation Council, Ministers of all States and the Commonwealth agreed to the preparation of the National Decade of Landcare Plan. Each State produced its own plan under common guidelines and together with the Commonwealth component, a Decade plan was formed.

Victoria's Decade of Landcare Plan⁸ was based on the following principles;

- *The long term viability of our natural resource based industries must be sustained or enhanced over the longer term.*
- *Profitability and conservation must be integrated.*
- *Changes in management practices involving landholders must be achieved through cooperative participation in joint decision making.*
- *Problem solving must be based upon a whole system approach to land management, requiring whole catchment and multi-disciplinary perspectives and the flexibility to deal with specific requirements of locations and problems.*
- *The costs and benefits of programs must be fairly distributed throughout the community.*
- *The role of individuals and groups in implementing positive change must be encouraged.*

One of the key components of Victoria's Decade of Landcare Plan was that regional Landcare plans would be prepared. The Goulburn Regional Landcare Plan⁴ was released in June 1993 after being prepared by a community reference group with assistance from the Department of Conservation and Natural Resource, the Department of Agriculture and the Rural Water Corporation. At the time, the plan set guidelines for Landcare programs in the Catchment and provided an overall strategy for land and water management in the region. The major Landcare issues identified in the plan were:

"Physical aspects of;

- *Maintaining vegetative cover*
- *Protecting water quality and quantity*
- *Private land management - farm*
- *Private land management – non-farm*
- *Public land management*
- *Maintaining floral and fauna diversity".*

The Plan also identified institutional aspects of community and government coordination, communication and cooperation and land use planning.

The vision for Landcare stated in the Plan was:

"Our vision for Landcare in the Region is;

- *The long term sustainability of natural resource based industries*
- *The integration of productivity, profitability and conservation*
- *Improving communication between and across government agencies, community groups and individuals.*
- *Encouraging nature conservation on public and private land."*



⁸ Department of the Premier and Cabinet (1992) Victoria's Decade of Landcare Plan.

⁴ Thompspon G.T., O.B.E "A brief history of Soil Conservation in Victoria – 1834 – 1961.



It is interesting to note that the vision included in the 1993 Plan contains very similar elements to the vision developed in this Strategy, as a result of the consultation process.

The 1993 Plan led to the development of the first Goulburn Broken RCS that was completed in 1996, and was revised and updated in 2003.

In 1999, Goulburn Murray Landcare Network (GMLN), in partnership with the Department of Natural Resources and Environment commissioned the Johnstone Centre at Charles Sturt University to undertake a survey of Landcare groups in the SIR to provide them with information which would enhance the effectiveness and performance of the GMLN and Landcare generally in the SIR. The report "Providing Improved Support for Landcare: A survey of Landcare groups in the Shepparton Irrigation Region"⁵ used a modified version of Maslach Burnout Inventory to define and measure burnout in Landcare participants. The report recommended five key areas to be considered in order to improve the support for Landcare groups in the SIR and reduce potential burnout. These were:

- Training and orientation programs;
- Monitoring and feedback processes;
- Variation in activities;
- Creative supervision/leadership;
- Burnout workshops.

The report led to the development of recommendations which included input from government agency staff as well as GMLN.

3.3 Achievements

Landcare groups in the Goulburn Broken Catchment can be credited with many significant achievements in the last 20 years. Landcare groups have tirelessly been involved in many projects, addressing priority issues such as salinity, water quality and quantity issues, decline in native vegetation and forest cover, habitat and species conservation, soil erosion and fertility decline and pest plant and animal issues. During this time, Landcare groups have also provided an essential structure and social support base for all landholders in their areas, involving whole communities working together. It is this vital role that is Landcare greatest achievement.

In 1999 a Goulburn Broken Landcare Forum¹⁰ was held at the Mitchelton Winery, at Nagambie. The theme for the forum was "Landcare the way forward". Some quotations from the forum are presented below which illustrate some of the priorities and achievements that were reflected on at the time.

Bernie Ebbs (audience) shares some memories:

"We were pretty successful in soil conservation. It was the golden era of agriculture and government funding. We took armies of politicians around to see what we were doing, which helped keep funding flowing. We had great people working on projects and on committees, but lacked the basic ingredient of landholders being there to carry out ongoing maintenance, which I think is the strength of Landcare."

⁵ Soil Conservation Authority "An explanation of Group Conservation areas and a guide to their formation", March 1965.

¹⁰ Goulburn Broken Landcare Forum (1999).

Jock Wallis (audience) who was farming at the time recalls:

"We had 30 rabbit dogs in an endeavor to control the rabbits, and we spent months in the hills trapping rabbits. Then came Whiteheads Creek Landcare, Joan Kirner Minister for Conservation and Natural Resources launched the scheme. We enjoyed being Landcare people, we were all farmers, there were no small blocks about. Small block owners have a tremendous amount of expertise, they may be better Landcare people than farmers. I think Landcare has been a welcome forward move."

It was also acknowledged at the forum that there needs to be recognition of what Landcare groups achieve and the role of the CMA in supporting groups. Ian Wood:

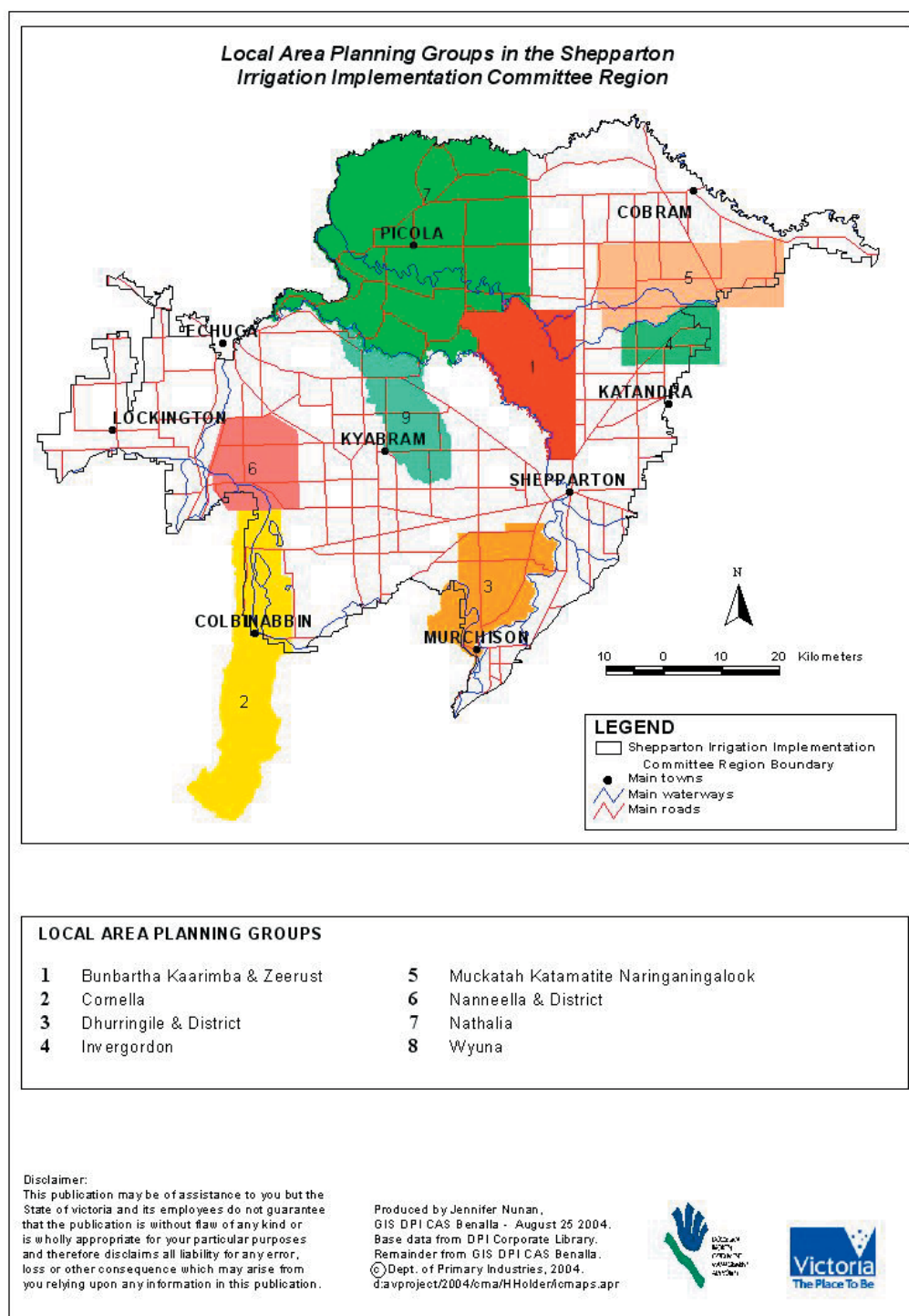
"A lot of groups need to find a new stimulus, groups are looking for new support and recognition. We've got to find new horizons and new challenges. Politicians might be crying out for recognition for their funding, but also Landcare needs recognition for what they are doing."

John Dainton Chair GB CMA:

"Landcare groups like all community groups, need support. This support can come in a number of forms: financial, technical, administrative and emotional."

The purpose of this strategy is to ensure that community Landcare groups within the Catchment get the support they require to continue to thrive over the next five years.

Figure 6. Local Area Planning Groups in the Shepparton Irrigation Region



4

Results of Consultation

4.1 The Consultation process

The consultation process began in March 2004 by identifying the key stakeholders in each of the three regions of the Catchment. The stakeholders in the Catchment included;

- Landcare groups;
- Landcare Co-ordinators and Facilitators;
- LAP groups;
- LAP Implementation Officers;
- Indigenous community;
- Conservation and environment groups;
- Victorian Farmers Federation;
- Local government;
- State Government (DPI, DSE),
- Goulburn-Murray Water,
- Goulburn Valley Water,
- Goulburn Broken Catchment Management Authority,
- State and Federal Members of Parliament;
- Other relevant community groups.

A full list of stakeholders consulted during the development of the Preliminary Draft of the strategy is presented in Appendix 1.

Letters were sent to all stakeholders informing them that the Community Landcare Support Strategy was being developed and inviting their input.

Workshops were held with the Landcare Co-ordinators and Facilitators and LAP Implementation Officers in each of the three IC regions of the Catchment to seek their input into the development of the strategy and to provide training so that they could then run similar workshops with their Landcare or LAP groups. This approach was taken, because they know their groups well and were able to

select an appropriate time and location to suit the groups.

During the preparation of the Preliminary Draft Strategy workshops and meetings were held across the Catchment with 46 Landcare and LAP groups to provide them with opportunities to have their input into the development of the strategy.

The opportunity to provide input through individual feedback sheets was also available for Landcare members who were not able to participate in a group workshop, or who were unable to attend a meeting, or whose groups were in recess. Twelve individual responses were received from members of the following groups:

- Burnt Creek Landcare Group (1);
- Dhurringile and District Landcare Group (1);
- Girgare/Stanhope Landcare Group (5);
- Goulburn Valley Tree Group (3);
- Waranga Land Protection Group (1);
- Wyuna Landcare Group (1).

After many attempts to contact the appropriate people within the Indigenous community, a positive meeting was held in July, 2004. An additional meeting was held in August, 2004, with the North East Cultural Heritage Committee at Mooroopna. This meeting provided an opportunity to outline the role of Landcare in the Catchment and the purpose of the strategy. Many useful contacts were established with both the local Indigenous community as well as State Government representatives working with the local community. It was recognised that attempting to hold one meeting to explore the issues with the Indigenous community was not the most appropriate way to involve the





Indigenous community across the Catchment, however, it was discussed that holding three separate forums within each of the three IC regions could be a positive step forward. A commitment to exploring the possibility of this and to continuing ongoing dialogue between Landcare and the local Indigenous community was given.

Conservation and environment groups and other relevant community groups were also written to about the development of the strategy and invited to participate in the development process. Responses were received from The Broken Creek Field Naturalists Club; The Upper Goulburn Field Naturalists Club; and the Yea Wetlands Committee of Management.

Local government input was obtained through a set of questions which were emailed to local government stakeholders. Five took up the opportunity to meet with the consultant and the Regional Landcare Co-ordinator, to discuss their responses and one responded by mail.

Input from the State Government, Goulburn-Murray Water, Goulburn Valley Water and GB CMA, was obtained through a set of questions which were emailed to them and their responses emailed back.

Eight State and three Federal Members of Parliament were written to, informing them of the development of the strategy and inviting them to participate in its development. They were informed that a series of workshops would be held with Landcare groups across the Catchment, and that they were welcome to attend these workshops. They were

advised to contact the Regional Landcare Co-ordinator for details of workshops that were within their electorate. Responses were received from Mr. Noel Maughan MLA Member for Rodney and Mr. Bill Sykes MLA Member for Benalla expressing interest in the development of the strategy and requesting a copy of the draft strategy when available.

A summary of the responses from the consultation are presented in Appendix 2.

The Preliminary Draft Strategy was released for public comment for a period of four weeks from 7th June, 2004, until 5th July, 2004. Copies of the Preliminary Draft Strategy were sent to all partners and stakeholders involved, including individuals that had requested a copy of the strategy during their participation in the consultation workshops and meetings. Thirty responses to the Preliminary Draft Community Landcare Support Strategy were received. Ten responses were from Landcare groups, seven were from Landcare Coordinators, Facilitators or LAP Implementation Officers, four from State Government, three from local government and one each from Goulburn-Murray Water and Goulburn Valley Water. One response was received from an environment group. One individual comment was received and one response from a Member of Parliament. One response was received from the GB CMA.

The Second Draft Strategy was available for comment from 23rd July until 6th August 2004. Thirteen responses were received, four from Landcare groups, two from Landcare Coordinators and Facilitators, three from State Government, two from Implementation

Committee members, and one each from a GB CMA Board member and a GB CMA staff member.

A list of everyone who provided comments on the Preliminary Draft Strategy and Second Draft Strategy is provided in Appendix 3. The comments received were taken into account when preparing the Final Draft Strategy.

4.2 Issues raised during the consultation which are larger than the scope of the strategy

During the consultation a range of issues were raised which were larger than the scope of the Community Landcare Support Strategy, and cannot be addressed in isolation to the rest of Victoria and Australia.

The need to ensure continued funding for Landcare Co-ordinators and Facilitators and LAP Implementation Officers was one of the major issues raised during the consultation. It is recognised that within the Catchment these positions are vital to maintaining the support for Landcare. Currently funding can only be secured from the State and Australian Governments, on an annual basis, which leads to periods of uncertainty for the people employed in these positions and the groups they support. The GB CMA on behalf of the Landcare community and their employees will continue to discuss with the State and Australian Government the importance of securing funding for longer periods of time.

The rising cost of public liability insurance costs for groups was raised by Landcare groups across the Catchment. This is recognised as a genuine concern for

Landcare groups not only in the GB CMA but across Australia. The Australian Government is currently commissioning a scoping study of public liability. The Landcare community will be kept informed of the progress of this study and any recommendations.

4.3 Issues raised during the consultation which fall outside the scope of the strategy

During the consultation a range of issues were raised which fall outside the scope of the Community Landcare Support Strategy.

The need to ensure continued funding for on-ground works was the issue that was raised most frequently. The GB CMA acknowledges the need for continuing financial support for on-ground works, and has in place sub-strategies of the RCS which set goals for on-ground works and will work with Landcare to secure funding for the implementation of works identified and prioritised in the relevant strategy.

Another issue raised was the need to provide continued support for the Goulburn Broken Native Seed Bank which provides a valuable resource for Landcare within the Catchment. The GB CMA recognises the Seed Bank as a valuable asset in the Catchment and supports the need for the Seed Bank to ensure future revegetation with provenance seed stock within the Catchment.

Following is a list of some issues that were raised during the consultation, which were issues needing recognition by State and Federal Government of the effects and impacts on landholders:



- Reduction in commodity prices;
- Increases in farm input costs;
- Inconsistency in farm incomes;
- Changes in OH&S requirements relating to employment of farm labour;
- Reduction in economic viability of farms and the need for landholders to have off-farm income;
- Seasonal influences such as drought;
- Over abundant native wildlife populations (kangaroos and wombats),

Additional issues that were raised which fall outside the scope of this strategy are summarised in Appendix 4.

5 Current Community Landcare Support, Structure and Activities

5.1 Community Landcare - what is the asset?

An asset-based approach to natural resource management has been encouraged through the National Action Plan for Salinity and Water Quality. This approach has been used in the development of the RCS and is followed in this section of the Community Landcare Support Strategy.

The assets identified are people, skills, experience, knowledge and vision. The assets are also the activities which volunteers undertake which add economic value to the Catchment as a whole.

Landholders and land managers have a duty of care (under the Catchment and Land Protection Act 1994) for the land that they manage and are responsible for making good any damage caused by their actions. The Landcare movement has been influential in promoting stewardship of natural resources. Across the Catchment, Landcare has raised public awareness of natural resource management issues within the wider community and has encouraged a broad range of individuals and organisations to participate in Landcare activities. Broader community involvement is not limited to the local community, as some Landcare groups have established long term relationships with organisations based outside the Catchment (e.g. Glenaroua Land Management Group and Northcote Rotary Club).

During the consultation the Landcare and LAP groups indicated the range of organisations that are involved in community Landcare across the Catchment as follows;

- Schools (e.g. local Primary and Secondary schools as well as Melbourne based schools);
- Service Clubs (e.g. local Country Fire Authority, Country Women's Association, Lions, Apex and Rotary clubs as well as Melbourne based Rotary clubs);
- Recreation clubs (e.g. local football and netball clubs);
- Youth organisations (e.g. Guides, Scouts);
- Employment program participants (e.g. Goulburn Valley Regional Environment Employment Program (GVREEP) Work for the Dole, Green Corps);
- Conservation organisations (e.g. Conservation Volunteers Australia, Tree Project);
- Department of Corrections participants (e.g. Landmate Program Dhurringile Prison).

The breadth, depth of knowledge and experience held by community Landcare across the Catchment is a significant asset which is reflected in the broad range of activities, interests and involvement described in Section 5.2.

Community Landcare groups across the Catchment all have the same broad vision for a Landcare which provides an holistic approach to natural resource management linked to production agriculture and viable local communities. The vision is discussed further in Section 8.3.



5.2 The areas of activity, involvement and interest

Within the Goulburn Broken Catchment there are 92 Landcare and Land Management groups, and eight LAP groups involving approximately 3,500 people. The activities that community Landcare are involved in are wide ranging and include:

- Sustainable farming
 - ◆ Encouraging sustainable irrigation practices;
 - ◆ Promoting sustainable land management practices;
 - ◆ Promoting pasture renovation;
 - ◆ Promoting farm forestry;
 - ◆ Promoting the links between sustainable production and natural resource management;
 - ◆ Early identification of emerging natural resource management issues.
- Weed removal and management
 - ◆ Control of weeds on private land;
 - ◆ Control of weeds on roadsides;
 - ◆ Control of weeds in channels;
 - ◆ Weed removal on Public Land (working together with Public Land managers).
- Pest animal control
 - ◆ Control of foxes, and rabbits.
- Biodiversity enhancement
 - ◆ Fencing remnant vegetation;
 - ◆ Planting understory vegetation;
 - ◆ Planting trees;
 - ◆ Watering plants during the drought;
 - ◆ Native seed collection;
 - ◆ Botanical surveys;
 - ◆ Fauna surveys;
 - ◆ Raising native seedlings.
- Working with community employment programs
 - ◆ Green Corps;
 - ◆ GV REEP;
 - ◆ Landmate;
 - ◆ Work for the Dole.
- Encouraging broader community involvement
 - ◆ Working with field naturalists clubs and other environment groups;
 - ◆ Working with community service organisations;
 - ◆ Working with youth organisations;
 - ◆ Working with sporting clubs;
 - ◆ Organising Planet Ark Tree Planting days.
- Riparian restoration
 - ◆ Fencing creek frontages;
 - ◆ Planting understory vegetation;
 - ◆ Riparian weed removal.
- Wetland protection
 - ◆ Contributing to the development of appropriate management plans for wetlands;
 - ◆ Working with partner organisations to manage and protect wetlands in the Catchment;
 - ◆ Weed control.
- Water quality monitoring
 - ◆ Waterwatch program;
 - ◆ Saltwatch program;
 - ◆ Drainwatch program;
 - ◆ Watertable watch program;
 - ◆ Stormwater program.
- Erosion control
 - ◆ Working with partner organisations on erosion control measures.



- Salinity control
 - ◆ EM 38 surveys;
 - ◆ Watertable Watch monitoring;
 - ◆ Revegetation of recharge and discharge areas.
- Education and awareness raising
 - ◆ Supporting Junior Landcare activities with schools;
 - ◆ Supporting environmental activities in schools;
 - ◆ Organising Field Days;
 - ◆ Preparing and distributing newsletters and flyers;
 - ◆ Preparing media releases;
 - ◆ Publishing and distributing brochures;
 - ◆ Installing community notice boards.
- Building community knowledge and skills
 - ◆ LAP;
 - ◆ Landcare Action Plans;
 - ◆ Field days;
 - ◆ Workshops and training days;
 - ◆ Bus trips to share knowledge and experience;
 - ◆ Promoting Landcare to new landholders;
 - ◆ Publishing and distributing brochures;
 - ◆ Monitoring project outcomes.
- Fostering a sense of community
 - ◆ Organising community social events to bring people together and promote Landcare locally;
 - ◆ Organising community social events to celebrate Landcare successes;
 - ◆ Collecting and recording oral histories, publishing community recollections and recipes to acknowledge past and present practices and contributions made to communities.
- Community business partnerships
 - ◆ Building relationships with local businesses that sponsor Landcare events and activities;
 - ◆ Nurturing existing business relationships;
 - ◆ Promoting successful partnerships with local business;
 - ◆ Promoting successful partnerships with corporate businesses.
- Community and Government agency partnerships
 - ◆ Working with Government agencies and local government to implement natural resource management programs;
 - ◆ Seeking funding for projects.
- Urban community action
 - ◆ Successful Urban Landcare groups;
 - ◆ Partnerships with local government;
 - ◆ Urban rural links project.
- Waste removal
 - ◆ Involvement in “Clean Up Australia” days in partnership with local government and other community groups;
 - ◆ Local rubbish removal from reserves and drainage basins.
- Influencing regional planning and policy
 - ◆ Contributing to the “Living Murray” debate;
 - ◆ Contributing to the White Paper “Securing Our Water Future Together” debate;
 - ◆ Involvement in the “Irrigation Futures” project;
 - ◆ Representation on local government committees;
 - ◆ Representation on GB CMA committees;
 - ◆ Responding to draft policy documents;
 - ◆ Lobbying government.

5.3 The key partners and stakeholders

Throughout the Catchment very strong partnerships exist between many of the key partners and stakeholders and community Landcare, and it is often because of these partnerships, that so much has been achieved in natural resource management within the Catchment. Community Landcare within the Catchment works with a range of partners and stakeholders that includes;

- Landcare groups and networks;
- LAP implementation groups;
- Conservation and environment groups;
- Victorian Farmers Federation;
- Local government;
- State Government (DPI,DSE);
- Goulburn Broken Catchment Management Authority;
- Goulburn-Murray Water;
- Goulburn Valley Water;
- Other community groups.

5.4 Community Local Area Plans and Landcare Action Plans

Throughout the Goulburn Broken Catchment LAP commenced in 1999 with funding from the Natural Heritage Trust, and is a partnership between communities and Government agencies.

In the SIR a LAP is defined as;

“A plan compiled by the community containing concerns and awareness of environmental and social issues and future economic sustainability of a specified area. The plan includes both barriers and solutions to these issues.”

The plans endeavour to:

- Identify problem areas and instigate solutions that are achievable.
- Set direction for the community so we work more effectively toward the same result.
- Bring together agencies and community representatives to agree about actions to ensure a more efficient allocation of resources.
- Prioritise areas of need and accelerate on-ground works.
- Clearly define “who should do what” to achieve results.
- Provide a basis for negotiations with various agencies in order to make funding submissions for future projects.
- Improve on what we currently have to become an example to others and to
- Encourage enthusiasm in the area’s youth.

In the SIR the locations where LAP was undertaken was prioritised according to the GB CMA strategic priorities on the issues of groundwater management, biodiversity, waterways, surface drainage, and community monitoring. Approximately 40% of the SIR is now covered by LAPs. Local Area Plans are being successfully implemented for Cornella, Wyuna, Invergordon, Nanneella and District, Nathalia and District, Bunbartha Kaarimba Zeerust, and Muckatah Katamatite Naringaningalook. The Dhurringile and District LAP is due to be completed this year.

Landcare support in the SIR is resourced and delivered through the LAP process. This was developed as the next stage for Landcare groups to be reinvigorated through an issues identification and priority setting process to target Landcare issues within the region.

In the Upper Goulburn IC region and the Mid Goulburn Broken IC region LAPs are defined as:

- A strategic planning process that aims to speed up the achievement of on-ground works to improve overall sustainability of agriculture, rural communities and the landscape.
- A process that engages community groups in discussions leading to them making recommendations about targets for priority action.
- An opportunity for community groups to contribute to decisions about where and how resources will be directed in their district.
- A process that results in community identification and ownership of the problems.

In the Upper Goulburn region, LAPs have been completed for Whiteheads Creek, Willowmavin, Sunday Creek-Dry Creek, Glenaroua, Pyalong West-Nullavale and Dabyminga Catchment Cooperative.

Some Landcare groups have prepared management plans for high valued sites within their area. One example is the Kinglake Landcare Group which has produced a management plan for Number Two Creek in Kinglake.

In the Mid Goulburn Broken region, LAPs have been completed for Balmattum Sheans Creek, Burnt Creek, Creightons Creek and Longwood East, Gooram Valley, Strathbogie Tablelands, Dookie, Peechelba Wilby Boomahnoomoonah, Yarrawonga South, Burramine, Warrenbayne Boho, Swanpool/Samaria, Molyullah Tatong, Nagambie,

Molka Miepoll, Sheep Pen Creek, Upper Broken River, Upper Boosey including Warby, Chesneyvale, Boweya, Lake Rowan and Goorambat Devenish.

LAP in the three regions of Catchment has been run differently. In the SIR the process has been community driven, well resourced and successful. In the Upper Goulburn region and the Mid Goulburn Broken region the process was government agency driven which together with the lack of funding to resource full time support staff, has resulted in the process being less successful and LAPs not being implemented.

5.5 Regional arrangements

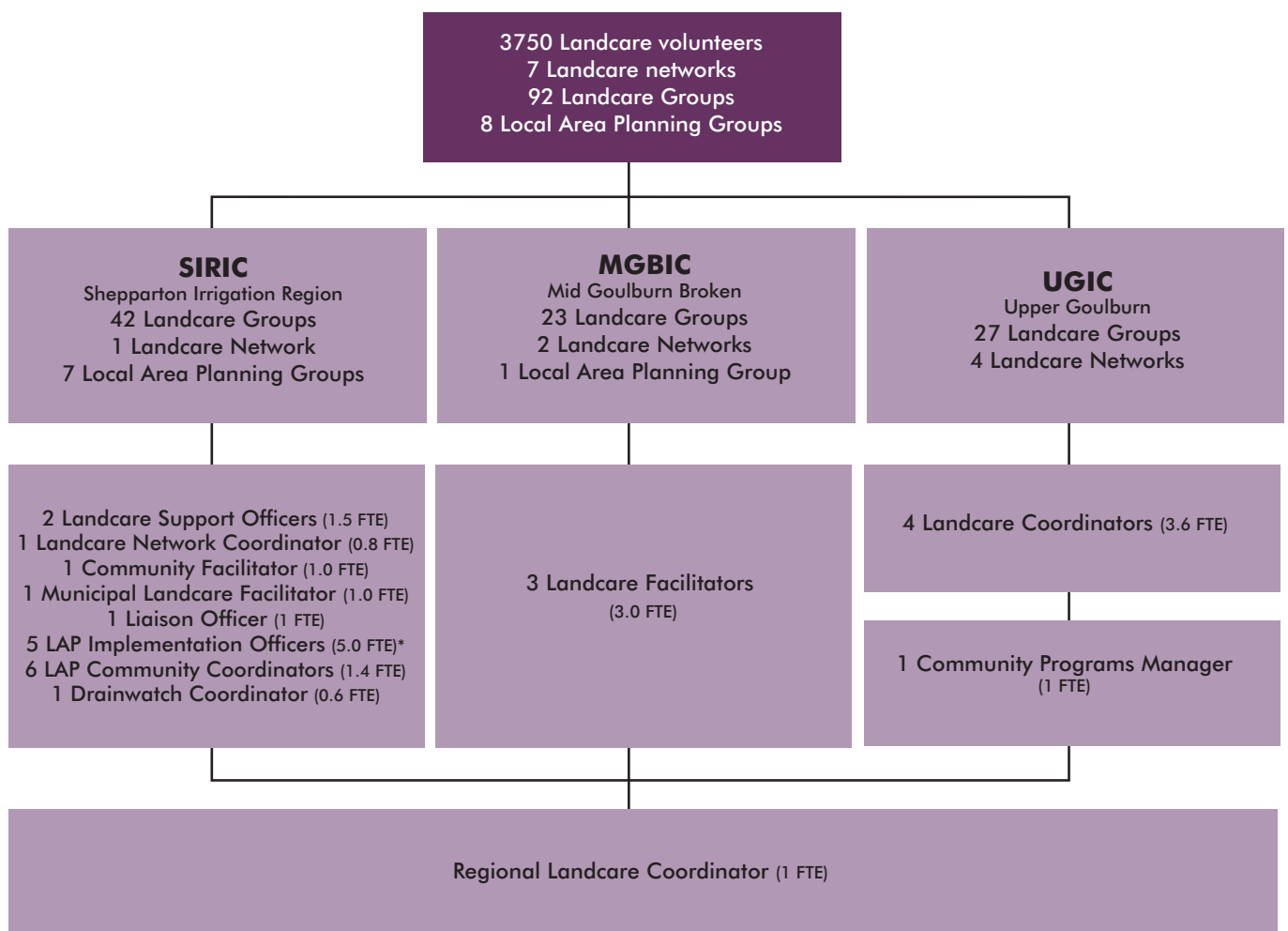
Within the Goulburn Broken Catchment, Landcare groups are supported by a network of Landcare Co-ordinators and Facilitators, Landcare Support Officers, LAP Officers and a Regional Landcare Co-ordinator. Figure 7 represents the structure of this support and shows the number of people employed in terms of Full Time Equivalent (FTE) positions.

5.6 Current assessment of community Landcare support

The Landcare Co-ordinators and Facilitators and LAP Implementation Officers have the major role in providing support to community Landcare within the Catchment, however, the contributions made by other partners and stakeholders is also very valuable. Landcare groups and LAP groups receive varying levels of support from a wide range of other partners as summarised as follows.



Figure 7. Support structure for Landcare groups within the Goulburn Broken Catchment



* LAP Implementation Officers are responsible for the delivery of Regional Catchment Strategy programs to landholders and community groups within their LAP areas.

Community Landcare within the Catchment is currently supported by;

- Landcare Co-ordinators and Facilitators;
- LAP Implementation Officers;
- Victorian Farmers Federation;
- Local government;
- State Government extension officers;
- Goulburn Broken Catchment Management Authority;
- State Government Spatial Information and Mapping Services;
- Other community groups;
- Goulburn-Murray Water;
- Goulburn Valley Water (Waterwatch Program);
- State Government funding programs;
- Australian Government funding programs;
- Landcare Australia Limited funding programs.

Landcare Co-ordinators and Facilitators support Landcare groups by;

- Helping to prepare applications for funding;
- Preparing promotional material such as posters, flyers, paid advertisements and newsletters to promote Landcare group events and activities;
- Organising field days;
- Maintaining and adding to the group mailing list;
- Encouraging broad community involvement in Landcare organised activities, through invitations to other community groups, and general advertising of Landcare events;
- Preparing group calendars of events and activities to send out to members;
- Ensuring that sustainable farming issues are included in Landcare activities, so that people can see, that by implementing environmental / natural resource management issues on their farm, it is also

good for their farming business and family interests;

- Acting as a conduit for information flow between government agencies and Landcare.

LAP Implementation Officers support Landcare projects when the desired outcomes are shared with the LAP by;

- Helping to prepare funding applications;
- Preparing promotional materials such as posters, flyers, paid advertisements, and newsletters;
- Organising field days;
- Encouraging broader community involvement in events and activities;
- Acting as a conduit for information flow between Government agencies and regional community;
- Providing technical advice, expertise and information;
- Providing promotion of partnership opportunities with other organisations;
- Promoting the availability of incentives and grants.

Victorian Farmers Federation supports Landcare by providing;

- An incorporated association which acts as an umbrella body under which member groups are provided with protection for members against the possibility of being personally responsible for organisations debts or liabilities;
- Competitively priced insurance packages which provide public and products liability insurance, personal accident insurance and associations liability insurance which provides protection for office bearers and employees in the course of carrying out their duties;



- Advice and assistance with the responsibilities required for the employment of employees, contractors and consultants;
- Lobbying for the continued support of Landcare in Victoria;
- Victorian Landcare Magazine ensuring that Landcare members are kept informed about Landcare activities from across the State.

Local government supports Landcare by providing;

- Financial contributions towards office accommodation for one Landcare Network;
- Financial contribution towards the salary for one local government based Landcare Facilitator;
- Financial support to Landcare groups for both administrative and on-ground assistance;
- Financial support with insurance costs for Landcare groups within one local government area;
- Establishing local government committees which include representatives of Landcare, to provide advice regarding Landcare support issues, and land management initiatives;
- In-kind support in the development and implementation of LAPs;
- In-kind support regarding the implementation of Roadside Management Plans;
- In-kind support for publicity of Landcare activities.

State Government Extension Officers support Landcare by providing;

- In-kind support with technical advice, expertise and information;

- In-kind support in the development and implementation of LAPs;
- In-kind support with sourcing, and promotion of availability of incentives and grants;
- In-kind support with applications for funding;
- In-kind support with field days and presentations at Landcare meetings;
- Linkages to programs and promotion of partnership opportunities with other organisations;
- In-kind support preparing promotional material such as posters, flyers, paid advertisements, and newsletters to promote Landcare group events and activities;
- In-kind support assisting to organise field days;
- In-kind support maintaining and adding to the group mailing list;
- In-kind support encouraging broad community involvement in Landcare organised activities, through invitations to other community groups, and general advertising of Landcare events;
- Acting as a conduit for information flow between government agencies and Landcare.

Goulburn Broken Catchment Management Authority supports Landcare by providing;

- In-kind support with technical advice, expertise and information;
- In-kind support with sourcing, and promotion of availability of incentives and grants;
- Financial support with grants and incentives;
- In-kind support with applications for funding;
- Financial and In-kind support with field days and presentations at Landcare meetings;

- Financial and in-kind support with community capacity building and knowledge building;
- Linkages to programs and promotion of partnership opportunities with other organisations;
- Employment of a Regional Landcare Co-ordinator;
- Employment of a Community Programs Manager;
- Financial and in-kind support for promotion of Landcare activities and events;
- Financial and in-kind support for training.

State Government Spatial Information and Mapping Services supports Landcare by providing;

- Low cost mapping services to Landcare groups.

Other Community Groups

- In-Kind support with species identification and recording.

Goulburn-Murray Water supports Landcare by providing;

- In-kind support with technical advice, expertise and information;
- In-kind support with sourcing, and promotion of availability of incentives and grants;
- Financial support with water quality monitoring activities;
- Financial support and encouragement for community membership of Working Groups and Committees.

Goulburn Valley Water (Waterwatch program) supports Landcare by providing;

- Financial support with water quality monitoring activities;
- In-kind support with technical advice, expertise and information;
- Financial and In-kind support with promotion of Landcare activities;
- In-kind support for Junior Landcare activities within schools.

State Government funding programs support Landcare by providing;

- Victorian Landcare Program funding including the Second Generation Landcare Grants;
- Rural Extension Program (while not directly funding Landcare, the activities of the program work in partnership with Landcare pest plant control activities).

Australian Government funding programs supports Landcare by providing;

- Numerous funding opportunities
 - Envirofunds
 - National Landcare Program (NLP)
 - Natural Heritage Trust (NHT)
 - National Action Plan for Salinity and Water Quality (NAP)
- Community Employment programs
 - Labour sources to assist Landcare groups with on-ground works.

Landcare Australia Limited

- Funding opportunities
 - Mitre 10 Junior Landcare grants
 - Bunderberg Rum Bush Fund.



5.7 Predictive assessment of community Landcare support

Community Landcare in the Catchment receives a wide range of financial and in-kind support.

State Government agency support, except where officers are employed to work on LAP implementation and Landcare, is mostly in-kind support or fee for service support for mapping. Consultation with State Government agencies indicated that the level of support would only increase if the agencies were funded to do so.

Support from Goulburn-Murray Water is in the form of both in-kind support and financial support, specifically to the Drainwatch program. It is likely that this level of support will continue over the next five years.

Support from Goulburn Valley Water (Waterwatch Program) is both in-kind and financial support for Waterwatch Co-ordinators. Providing Goulburn Valley Water continue to attract funding for these programs, then the level of support is likely to be maintained.

Support from Goulburn Broken Catchment Management Authority is in the form of both in-kind and financial support, the level of support currently offered is likely to be maintained.

Most local government support for Landcare in the Catchment is in-kind support. Financial support to Landcare is provided by the Shire of Campaspe where a budget allocation for Landcare in the Shire is set aside each

year, and a Landcare Facilitator is employed. The Shire of Moira and the City of Greater Shepparton also provide financial support to the GMLN for office accommodation. Consultation with local government generally indicated a willingness to continue to provide this level of support over the next five years. Two of the local governments consulted (Shire of Mansfield and Shire of Moira) indicated the possibility of greater involvement with Landcare over the next five years as they move to develop strategies and plans relating to environment and natural resource management, in their areas.

The Victorian Farmers Federation will continue to provide support for Landcare groups so that Landholders can continue to care for and improve the landscape.

Support from community employment programs is dependant on them receiving funding and Landcare being eligible to use the services they provide.

5.8 Identify gaps in community Landcare support

The consultation process has established that community Landcare in the Catchment is well supported in many areas. However, the process has also identified gaps, where there are opportunities to improve the level of support.

The gaps in community Landcare support are as follows;

- Not all Landcare groups currently have access to support from a Facilitator or Co-ordinator.

- The support currently offered to groups is considered limited and not effectively contributing to the viability of smaller groups that are struggling to maintain an executive committee.
- Knowledge sharing between government agencies and Landcare could be improved.
- There are no standard conditions of employment for Facilitators or Co-ordinators across the Catchment.
- There are limited monitoring and evaluation tools available to assist Landcare.
- Administrative support packages for Landcare are limited or outdated.
- There are limited resources available for local promotion of Landcare activities and achievements.
- Signage of Landcare across the Catchments is not consistent and recognisable.
- A lack of equipment such as a data projector, lap top computer and other resources that are beyond the financial scope of individual groups to purchase, that could be shared between groups.
- Lack of knowledge regarding resources/ equipment held by groups which could be shared by other groups.
- Increasing demands by government for administration is diverting the current resources from other activities such as community education and project co-ordination.
- Strategic community capacity building and community development support has been limited to date.
- There is limited strategic communication occurring.

6 Threats and Opportunities



6.1 What are the threats and opportunities to Community Landcare?

During the consultation process Landcare groups, Landcare Co-ordinators and Facilitators, LAP groups and LAP Implementation Officers were asked to identify, in a qualitative way, the threats and opportunities for Landcare in the Catchment.

The threats identified are shown in Table 1.

The opportunities identified are:

- To recruit new members through advertisement and one on one invitation.
- To have more social functions to get people together.
- To increase the engagement of absentee landholders.
- To provide training and administrative packages to help with group governance issues.
- To explore web based means of knowledge sharing.
- To streamline the provision of information to groups and to explore alternative means of knowledge sharing.
- To have more speakers available to give talks and demonstrations to groups.
- To develop signs to be erected where Landcare projects are occurring.
- To provide assistance and resources to increase the local publicity and promotion of community Landcare.
- To install more community noticeboards for the promotion of Landcare information.
- To increase and improve publicity and information dissemination.
- To demystify the whole grant process.
- To explore new ideas and technologies.

- To streamline administrative roles.
- To grow Junior Landcare.
- To have the capacity to have input into policy making.
- To be able to train the next generation about looking after the land.
- To employ Landcare Co-ordinators and Facilitators and LAP Implementation Officers.
- To continue to fund on-ground works.
- To have more field days (seminars e.g. soil acidity, productivity etc)
- To increase the awareness of the government agencies of land management issues and Landcare achievements.

6.2 Why are they threats and opportunities?

The threats outlined in Section 6.1 reflect the concerns expressed by community Landcare about their ability to survive and continue to contribute towards meeting the natural resource management targets of the Catchment. The opportunities are ways in which some of these threats can be addressed so as to ensure that community Landcare in the Catchment not only survives, but thrives, as an active long term partner.

6.3 Who perceives threats and opportunities?

The threats and opportunities outlined in Section 6.1 were identified during the consultation by Landcare groups, Landcare Co-ordinators and Facilitators, LAP groups and LAP Implementation Officers.



Table 1. Threats

Upper Goulburn Region	Mid Goulburn Broken Region	Shepparton Irrigation Region
Ageing membership	Ageing membership	Ageing membership
Lack of succession planning	Lack of succession planning	Lack of succession planning
Volunteer fatigue	Volunteer fatigue	Volunteer fatigue
Insurance costs	Insurance costs	Insurance costs
Members who are overcommitted within their community and lack time for Landcare involvement.	Lack of time for Landcare involvement.	Lack of time for Landcare involvement.
Lack of administrative skills.	Administrative workload for volunteers.	Administrative workload for volunteers.
Reduced number of members	Reduced number of members. Lack of interest from others in long term involvement with Landcare.	Reduced number of members.
Increased and unrealistic expectation by government of what Landcare can achieve.	Increased and unrealistic expectation by government of what Landcare can achieve.	Increased and unrealistic expectation by government of what Landcare can achieve.
Fear that control of Landcare group may be taken out of Landcare hands.	Uncertainty regarding availability of funding.	Uncertainty regarding availability of funding. Funding needs to be on-going. Volunteer disappointment when funding applications are unsuccessful.
Inflexibility of funding availability and guidelines. Onerous reporting requirements.	Changing funding priorities and onerous reporting requirements	Perception that the group needs government funding to proceed with anything.
Speed of change of programs, personnel and technology.	Changing landuse with increased urbanisation.	Use of technology for communication
Tendency to dwell on the past and how things were done in the past.	No longer seeing Landcare as relevant.	Limited ability to promote Landcare achievements
	Lack of a full time Landcare Co-ordinator	
	Not having a paid treasurer/ secretary	
	DPI, DSE, CMA grants are taking over the role of Landcare	

7 Management Options



7.1 What can we do to reduce the impact of these threats?

This section of the strategy looks at options to reduce the impact of the threats identified in Section 6.1. The threats have been grouped under six headings below with options for managing these threats discussed under each of the headings.

Membership

The membership threats identified during the consultation were:

- Ageing membership;
- Reduced number of members;
- Lack of succession planning;
- Volunteer fatigue ;
- Members who are overcommitted within their community and lack time for Landcare involvement.

The threat of ageing membership and reduced numbers of members can be managed in part by recognising that the achievements of community Landcare are more important than having a large membership. However, having more members allows the workload to be spread amongst more volunteers and increased membership may also increase the achievements. Holding regular events to recognise the achievements of Landcare and to share experiences, confirms the worth of Landcare and LAP groups and their on-going commitment to natural resource management and sustainable production.

The threat of the lack of succession planning may be managed by having maximum length of appointments to executive positions, regularly rotating executive positions, and providing adequate support to volunteers who

take on executive roles to ensure that they have the necessary skills to undertake the role.

The threat of volunteer fatigue and over commitment of members within their community may be managed by encouraging wider community involvement from outside the region, in Landcare activity. Some groups are already doing this with involvement from community organisations and schools from Melbourne. The initial organisation of such wider community involvement may be time consuming to set up, however, once established, the overall benefits of creating such relationships often develop into long term partnerships and prove to be very beneficial to both the local community and those coming from outside.

Funding

The funding threats identified during the consultation were:

- Perception that the group needs government funding to proceed with anything.
- Uncertainty regarding availability of funding, inflexibility of funding availability and guidelines and onerous reporting requirements.
- DPI, DSE, CMA grants are taking over the role of Landcare.
- Lack of a full time Landcare Co-ordinator and Facilitator for each group.

The threat that community Landcare needs government funding to proceed with anything may be managed with assistance with action planning, whereby the group could identify potential projects in their area and then look at what they need to be able to achieve those projects. This is already being done with great success in the SIR where LAP groups have



assistance and support from Implementation officers. In the Dryland part of the Catchment, Landcare groups can be assisted by their Landcare Co-ordinators and Facilitators. Groups may find that there are projects that they can achieve through pooled resources and person power without the need for additional funding.

While it is recognised that the majority of funding and reporting processes administered through the GB CMA have been streamlined in recent years, the timing of funding availability is dependant on State and Federal political processes which intrinsically leads to a level of uncertainty. Other State and Federal funding opportunities are overly burdened by being inflexible and having onerous application and reporting requirements which poses a major threat to groups. These threats may be managed through the use of a simplified application process, at the same time each year, so that groups can plan a program of activities. The model that could be used is similar to the Community Salinity Grants which occur at the same time each year, have a very straightforward application form and a short report form.

Several groups also saw the benefit in being able to apply for \$1,000-2,000 which would allow them the flexibility and autonomy to undertake small projects with limited reporting requirements attached to the funds.

The threat of DPI, DSE, CMA grants taking over the role of Landcare may be managed by including information with the grant about the local Landcare group and encouraging the recipient to make contact with the group.

While the valuable role that Landcare Co-ordinators and Facilitators play in assisting Landcare groups and the need to provide all Landcare groups within the Catchment with access to support is recognised, it is not practical to provide each Landcare group with their own full time Co-ordinator or Facilitator. Landcare group activity is driven by the volunteers in the group, with the Co-ordinator or Facilitator assisting the group to implement those activities. The level of Landcare activity varies from group to group, season to season and year to year. By employing Landcare Co-ordinators and Facilitators who work with several groups, it is possible to both provide them with year round employment as well as meet the varying needs of groups.

Administration

The administration threats identified during the consultation were:

- Administrative workload for volunteers and lack of administrative skills.
- Fear that control of Landcare groups may be taken out of Landcare hands.
- Not having a paid treasurer/secretary.

The administrative workload of volunteers in Landcare groups can be reduced by streamlining the amount of information sent out to groups and providing information summaries which categorise the information and highlight significant dates for action.

The threat of lack of administrative skills may be overcome in part through providing access to appropriate administrative training opportunities. Several local government agencies within the Catchment run free training seminars for executive officers of clubs and other community run organisations.

It may be beneficial for Landcare group members who wish to gain additional skills in this area, to attend these seminars, as required.

Landcare groups want to remain autonomous; however, because they are volunteer organisations they require the support of paid personnel to assist them. The perceived threat that control of the Landcare group may be taken out Landcare hands may be managed in part by specifically including acknowledgement of the Landcare group especially, where achievements have been done in partnership with other stakeholders.

The threat of not having a paid treasurer/ secretary could be managed by the group raising funds to support a volunteer in this role or the group sharing a person in this role across several groups.

Insurance

The threat of insurance costs was identified during the consultation as a significant financial burden, especially to small Landcare groups, where the annual subscriptions collected were no longer able to meet the rising costs of insurance. This threat may be managed in part through groups linking with neighbouring groups and possibly forming an amalgamated group and pool resources to spread the cost of the insurance premiums.

This is an issue that is affecting Landcare groups across the country. It is understood that the Federal Department of Agriculture, Fisheries and Forestry Australia is commissioning a scoping study of public liability and voluntary workers personal accident insurance cover for Landcare and other natural resource management

community groups in Australia. The study was scheduled to commence in July 2004 for completion in late August 2004.

This issue is larger than the scope of this strategy and needs to be addressed at the Australian Government level.

Promotion and communication

The promotion and communication threats identified during the consultation were;:

- Limited ability to promote Landcare achievements;
- Use of technology for communication.

The threat regarding the limited ability to promote Landcare achievements could be managed through greater support for promotional activities, such as paid advertisements, signage, regular newspaper articles and brochures. Actions to address this threat have been included in the strategy.

The threat regarding the use of technology for communication could be managed in part through the provision of local access to training in web-based technology.

Achievements

The achievement threats identified during the consultation were:

- Increased and unrealistic expectation by government of what Landcare can achieve.
- Tendency to dwell on the past and how things were done in the past.

The threat of increased and unrealistic expectation by government of what Landcare can achieve may be managed in part through improved communication between government agencies and Landcare groups and possibly the most appropriate avenues for this to happen is via the extension

officers and through greater contact with the Implementation Committees.

The threat relating to the tendency to dwell on the past and how things were done in the past may be overcome in part through greater promotion and demonstration of new and innovative ways of doing things through field days and guest speakers.

7.2 Risk assessment - what are the strengths and weaknesses of the management options?

The strengths and weaknesses of the management options outlined in Section 7.1 are examined in Table 2.

Table 2. Strengths and weaknesses of the management options

THREAT	MANAGEMENT OPTION	STRENGTH	WEAKNESS
Membership			
Ageing membership	Increased younger members and holding regular events to recognise the achievements of Landcare.	Training the next generation about Landcare. Increased involvement from younger members. Confirm the worth of Landcare and provide opportunities to share experiences.	Increased time commitment from existing volunteers needing to spend time training younger members.
Reduced number of members	Increase membership	Ability to spread the workload amongst more volunteers.	Existing volunteers needing to spend time promoting Landcare to potential new members, leading to a reduction in time spent involved in on-ground activities.
Lack of succession planning	Maximum appointment periods to executive positions and support to volunteers who take on executive roles.	Volunteers more willing to take on executive roles because they know it is only for a limited time and they will be well supported.	Volunteers not sticking to the maximum appointment periods. Insufficient members willing to take on executive roles. Landcare support persons not providing adequate support to executive roles.
Volunteer fatigue	Wider community involvement from outside the region.	Establishing working relationships with other community organisations.	Volunteer time taken in organising participation from other community organisations.
Members overcommitted within community and lack of time for Landcare involvement.	Wider community involvement from outside the region.	Establishing working relationships with other community organisations.	Volunteer time taken in organising participation from other community organisations.
Funding			
Perception that group needs government funding to proceed with anything.	Assistance with action planning, and identification of projects that can be achieved through pooled resources.	Group able to identify local projects that they wish to undertake and can distinguish those that need additional funding from those that could be attempted through pooled resources.	Group unable to identify any projects that could be attempted through pooled resources.

THREAT	MANAGEMENT OPTION	STRENGTH	WEAKNESS
Funding			
Being able to apply for \$1000-\$2000 Local community grants which would provide groups with the flexibility and autonomy to undertake small projects with limited reporting requirements attached to the funds.	Trial of a Catchment wide community project grant for Landcare groups to use to implement small scale local projects.	Provides groups with the flexibility and autonomy to undertake small local projects.	May be insufficient funds available for all groups across the Catchment to benefit from this funding initiative each year.
DPI, DSE, CMA grants taking over the role of Landcare.	Informing grant recipients about their local Landcare and LAP group and encouraging them to make contact with the group.	Potential new members of the group already committed to natural resource management and Landcare ethic.	Recipient may just wish to work on their own property and may not wish to become involved with the groups activities.
Lack of a full time Landcare Coordinator or Facilitators for each group.	Employing Landcare Co-ordinators and Facilitators who work with several groups provides them with year round employment as well as meeting the varying needs of groups.	Co-ordinators and Facilitators workloads driven by the activities and interests of the groups.	If all groups were highly active simultaneously Co-ordinators and Facilitators may not be able to keep up with the workload.
Administration			
Administrative workload for volunteers and lack of administrative skills.	Streamlining the information sent out and providing information summaries.	Reduces the volunteer workload and allows groups to more easily focus on the activities and up coming events that are of direct interest to the group.	Possibilities of errors in providing information summaries, leading to crucial information being missed.
	Providing administrative training as required.	Provides access to existing training opportunities as required. Also provides the opportunity to network with representatives of other community organisations while participating in training.	Group may not wish to participate in training due to their own time constraints.
Fear that control of Landcare group may be taken out of Landcare hands.	Specifically including acknowledgement of the Landcare group involvement especially, where achievements have been done in partnership with other stakeholders.	Wider recognition and acknowledgement of Landcare activities and achievements by all stakeholders and the broader community.	Stakeholders forget to acknowledge Landcare involvement in their projects.

THREAT	MANAGEMENT OPTION	STRENGTH	WEAKNESS
Administration			
Not having a paid treasurer/ secretary.	Raising funds to support a volunteer in this role or the group sharing a person in this role across several groups.	A volunteer receives remuneration for undertaking this increasingly complex administrative role.	Groups unable to raise the funds to remunerate a volunteer in this role and the role not being undertaken adequately.
Insurance			
Annual group subscription no longer able to meet cost of insurance.	<i>This issue is larger than the scope of this strategy and is currently being addressed at the Australian Government level.</i>		
Promotion and Communication			
Limited ability to promote Landcare achievements.	Promotional activities such as paid advertisements, signage, regular newspaper articles and brochures.	Wider recognition of Landcare activities and achievements locally.	Need to source sufficient funding to be able to undertake promotional activities.
Use of technology for communication.	Provision of local access to training in web based technology.	Increased ability and confidence of volunteers in using web based technology for communication regarding Landcare.	Lack of local access to training and reluctance of volunteers to undertake training.
Achievements			
Increased and unrealistic expectations by Government of what Landcare can achieve.	Improved communication between government agencies and Landcare and LAP groups via the extension officers and through greater contact with the Implementation committees.	Better mutual understanding of the capabilities of Landcare, the role of the Implementation committees and of the availability of government extension services.	Time needed to promote communication activities in addition to on-ground works.
Tendency to dwell on the past and on how things were done in the past.	Greater promotion and demonstration of new and innovative ways of doing things through field days and guest speakers.	Greater number of land managers trying new and innovative land management practices.	Lack of funding availability to promote field days and guest speakers.

8 The Strategy, Vision, Objectives and Targets



8.1 What is valued?

Information gathered during the consultation indicates that the values that community Landcare supports are::

- Community focus;
- Passion for natural resource management;
- Combining productive sustainable agriculture, with natural resource management;
- Landcare support staff;
- Knowledge sharing;
- Good communications;
- Promoting Landcare;
- Relationships with partner organisations;
- Social networks;
- Enjoying Landcare;
- Growing Landcare.

8.2 What are the stakeholders and partners' aspirations?

During the consultation process, stakeholders and partner organisations were asked to reflect on what they would like to see, in terms of the future directions for Landcare support in the Catchment. This section presents the aspirations of those stakeholders and partners who provided a response on this issue during the consultation.

Survival of Landcare

The long term sustainability of Landcare and LAP groups was seen as a key issue by all stakeholders and partner organisations, in particular, the ability to attract new members, finding people to take on executive roles, succession planning and good group governance. It was felt that future training offered to Landcare groups needed to focus

more on aspects of group dynamics and community building and less on natural resource management, as members were already knowledgeable in this area and could readily seek additional information. All stakeholders consulted recognise the importance of what Landcare has achieved in the Catchment and want to see Landcare continue to thrive.

Strengthening Communities

The fact that Landcare provides a social network that encourages improved land management was considered important by local government. The social function that community Landcare performs was well recognised by partner organisations, particularly in small rural communities, where the Landcare and LAP groups might be the only means of pulling the community together. The future direction of these groups may be to become a more general community group which gets involved in local community projects, whether they are social or environmental. Local government recognised the need to be more proactive in supporting these groups through changes in issues and adaptive management.

Urban Landcare

Local government in particular, was keen to see an increase in the number of Urban Landcare groups and to support the development of partnerships with these groups.

Improved communication

The importance of good two way communication between community Landcare and all partners and stakeholders, was acknowledged during the consultation



process. Local government in particular, expressed interest in regularly being informed about what Landcare was doing in their area.

Promotion of Landcare

Local government, in particular, felt that there was a need to have greater local promotion of Landcare activities and achievements, in order to raise broader community awareness and encourage greater involvement in Landcare.

Involving “lifestyle” landholders in Landcare

The need to promote the Landcare ethic to new “lifestyle” landholders was recognised by local government, along with the need to support Landcare in doing this. Some local government partnerships with Landcare already exist to provide information to new landholders and additional support is needed to provide this service where it does not currently exist.

Strengthening partnerships

Some local governments already have very strong partnerships with Landcare in their area, those that don't, expressed a desire to further develop and strengthen the partnerships between local government and Landcare.

Partnerships between Landcare and State Government agencies were generally perceived as strong, however, both parties recognise the need to enhance communication and knowledge sharing.

Recognition of Landcare accomplishment

State Government stakeholders were keen to find ways to recognise all of the accomplishments of community

Landcare, in particular the more qualitative accomplishments which are often not picked up in formal reporting processes which tend to focus on the quantitative accomplishments. The qualitative accomplishments are often seen by community Landcare as of equal if not greater value, in terms of community capacity building and overall group cohesion.

8.3 What is the collaborative vision for community Landcare support?

Community Landcare provides a wholistic approach to natural resource management linked to production agriculture and viable local communities. The collaborative vision for community Landcare support in the Catchment has evolved as a result of the consultation with Landcare and LAP groups and other key partners and stakeholders across the Catchment. The vision recognises the need to balance social, economic and environmental values, with the provision of opportunities to build and enhance the success of Landcare in the Catchment. The vision is:

“Together, as a motivated, enthusiastic and well informed community, working in knowledge sharing and supportive partnerships, we will achieve sustainable and productive agriculture, protect and enhance our region’s natural resources and enjoy living in viable participating communities”.



8.4 What are the principles for community Landcare support?

The Landcare movement has been significantly supported and encouraged by government since it began in Victoria in 1986. The Decade of Landcare commenced in 1989 and established the National Landcare Program (NLP) which, together with the Natural Heritage Trust (NHT), was the main mechanism for delivering Australian Government support to private land managers. The main mechanisms now include NHT, National Action Plan for Salinity and Water Quality (NAP), NLP and Envirofunds.

The Landcare Guiding Principles as set out in the Second Generation Landcare Taskforce report titled "Healthy Landscapes - Sustainable Communities Victorian Action Plan for Second Generation Landcare" are:

- Landcare is a shared enterprise relying on partnerships.
- Innovation, integration and diversity are required to address complex situations.
- People achieving and learning together build strong communities.
- Regionalism provides an appropriate scale to maximise access and opportunities for local actions.

This strategy seeks to adopt these principles in order to achieve community Landcare support in the Goulburn Broken Catchment.

8.5 What are the objectives and priorities for community Landcare support?

Landcare groups, Landcare Coordinators and Facilitators, LAP groups and LAP Implementation Officers were asked to identify their priorities for the next five years, during the consultation workshops and meetings. These priorities have been recorded in Appendix 2. As a result of the consultation process, this section of the strategy presents the objectives and priorities for the next five years.

8.5.1 Objectives

Build sustainable communities

Everyone in the community needs to accept a shared responsibility for the protection and enhancement of our natural resources. For community Landcare to thrive, more people need to be involved and to provide encouraging social networks.

Share and grow information and knowledge

Information and knowledge sharing is essential to providing a greater understanding of the issues and opportunities for action.

Create sustainable long-term partnerships

Community Landcare does not work alone; it accepts a shared responsibility with partner organisations. Sustaining and enhancing long term partnerships with a wide range of community, government and corporate partners and stakeholders is vital for the future support of community Landcare.

Enjoying Landcare

Landcare is about people socialising and enjoying making significant contributions to environmental change within their landscape.

Value Landcare support staff

Landcare support staff are vital to the success of community Landcare. The professional nature of these positions needs recognition and programs put in place to support them on an on-going basis.

Value Landcare volunteers

Without volunteers there would be no community Landcare. Regular opportunities need to be provided to recognise the commitment and achievements of Landcare volunteers.

Grow and promote Landcare

Local promotion of Landcare activities and achievements is vital in raising broad community awareness and encouraging greater involvement.

8.5.2 Priority areas for action

As a result of the information provided during the consultation process, priority areas for action over the next five years were identified and are listed below. The list is not ranked as the consultation process did not seek to rank the priorities, but rather to identify them so that actions could be developed to address each. The order in which actions are undertaken to address each of the priorities will be dependant on the availability of funding and an action planning process developed between the Landcare Co-ordinators and Facilitators and the Landcare groups as well as the LAP Implementation Officers and the LAP groups.

- Promote Landcare activities locally;
- Grow Landcare;
- Enjoy Landcare;
- Recognise Landcare volunteers;
- Value Landcare support staff;
- Enhance communication and knowledge sharing;
- Strengthen existing and develop new partnerships.

8.6 What are the targets for community Landcare support?

The targets set out below are for the next five years and are derived from the action plan set out in Section 9.

- Increase the number of people actively involved in community Landcare in the region by 10%.
- Increase the media profile of Landcare within the Catchment.
- Increase Landcare signage within the Catchment.
- Review Landcare support staff employment conditions to ensure equity and consistency.
- Increase the provision of accredited training and professional development to Landcare support staff.
- Increase the provision of accredited training and development opportunities for Landcare volunteers.

9 Strategy Implementation

9.1 Recommended actions, responsibilities and timeframes

This Section of the strategy presents recommended actions to address each of the priority areas for action set out in Section 8.5.2. The lists are not ranked as the consultation process did not seek to rank the priorities, but rather to identify them so that actions could be developed to address each. The responsible party/parties for each action are identified. The actions are accompanied by a time-frame for achieving the actions,

performance measures to enable on-going evaluation and indicative costs.

Specific targets have not been set as these will be identified and developed as the strategy progresses.

Following the finalisation of the Strategy, the implementation will commence. The responsible positions listed for each action, will together address the detailed implementation of each action to ensure that the actions are undertaken within the specified timeframes.

Table 3. Promote Landcare Activities Locally

Actions to achieve outcomes	Responsibility	Time frame	Performance Measure	Indicative costs
Develop, and produce GB CMA Landcare promotional material (e.g. TV advertisement, style guide, signs, display material, brochures, stickers, bookmarks, magnets etc) .	Regional Landcare Co-ordinator, GB CMA, with outside assistance as required.	December 2005. Update as necessary.	Promotional material produced and distributed. Number of new enquiries about Landcare. Number of new members joining Landcare.	\$20,000 – \$25,000
Develop, and produce local Landcare promotional material (e.g. signs, display material, brochures, stickers, bookmarks, magnets etc).	Landcare Support staff, Landcare volunteers with outside assistance as required.	December 2005. Update as necessary.	Promotional material produced and distributed. Number of new enquiries about Landcare. Number of new members joining Landcare.	\$15,000 and/or Local community grant
Prepare a regular Landcare feature for local and regional media.	GB CMA, Regional Landcare Co-ordinator, Landcare Support staff.	Bi-monthly article, on-going.	Record of articles printed. Number of new enquiries about Landcare. Number of new members joining Landcare.	\$3,000
Identify and implement opportunities to promote Landcare and Landcare activities more widely in the local community (e.g. community notice boards, community billboards, local events etc).	Landcare Support staff, Landcare volunteers Regional Landcare Co-ordinator with outside assistance as required.	On-going.	List of opportunities identified. Records of promotional activities. Number of enquiries. Number of new members joining Landcare.	\$0-\$3,000 or Project based funding or Local community grant



Actions to achieve outcomes	Responsibility	Time frame	Performance Measure	Indicative costs
Develop and regularly update web-based Landcare information (e.g. GB CMA Website, Victorian Landcare gateway etc).	Regional Landcare Co-ordinator, Landcare support staff, Landcare groups.	December 2004. Ongoing.	Regular record of the number of visits to the Landcare pages of the web site recorded.	Nil cost
Develop and implement a range of activities to occur during Landcare Week.	Regional Landcare Co-ordinator Landcare support staff Landcare volunteers with outside assistance as required. GB CMA.	August 2005 Annually.	Records of promotional activities. Number of enquiries. Number of new members joining Landcare.	\$3000

Table 4. Grow Landcare

Actions to achieve outcomes	Responsibility	Time frame	Performance Measure	Indicative costs
Identify opportunities for increased involvement in Landcare projects. (e.g. Opportunities to target broader community, other community groups etc).	Landcare support staff, Landcare volunteers, Regional Landcare Co-ordinator as required.	On-going.	Lists of all opportunities for involvement.	Nil cost
Encourage the continued distribution of "Welcome Packs" within local government areas where these have been developed.	Local government, Regional Landcare Co-ordinator, Landcare support staff, Landcare volunteers.	On-going.	Number of "Welcome Packs" distributed, increases in participation resulting from the pack.	Nil cost
Develop and distribute "Welcome Packs" within local government areas where these have not been developed.	Local government, Regional Landcare Co-ordinator, Landcare support staff, Landcare volunteers.	All local governments to completed by Sept 2007.	Number of "Welcome Packs" distributed, increases in participation resulting from the pack.	\$15,000-\$20,000
Welcome, support and encourage new members.	Landcare volunteers, Landcare support staff.	On-going	Increased membership.	Nil cost
Encourage the development of Urban Landcare.	Regional Landcare Co-ordinator, Landcare Support staff, and local government.	On-going as required.	Number of Urban Landcare groups. Participation rates.	Nil cost or Local community grant.
Provide access to administrative support, as required, to all Landcare and LAP groups within the Catchment (e.g. Photocopying, postage, computer use etc).	GB CMA ICs, Regional Landcare Co-ordinator, Landcare support staff, Landcare volunteers.	On-going.	Number of groups using the service and frequency of use.	At the discretion of each IC or Local community grant
Provide access to co-ordination support to all Landcare and LAP groups within the Catchment.	GB CMA IC's, Regional Landcare Co-ordinator, Landcare support staff.	On-going.	Number of groups supported.	Nil cost Reviewed annually by each IC.

Actions to achieve outcomes	Responsibility	Time frame	Performance Measure	Indicative costs
Investigate the availability of a suitable financial management package to assist groups track and report on funding.	Regional Landcare Co-ordinator and Landcare support staff.	September 2006.	Report of findings.	Nil cost or Local community grant
Continue to support and expand environmental education activities (Landcare and schools).	Regional Landcare Co-ordinator, Landcare support staff, Landcare volunteers.	On-going.	Number of environmental activities undertaken.	Nil cost or Local community grant
Encourage and support succession planning within Landcare groups.	Landcare support staff, Landcare volunteers.	On-going.	The number of Landcare groups with succession plans adopted.	Nil cost
Continue to identify, promote and support all funding opportunities. (e.g. funding schedule, assistance with applications etc).	Regional Landcare Co-ordinator, Landcare support staff, Landcare volunteers.	On-going.	Number of successful funding applications.	Nil cost
Design, develop and trial Local Community grants.	GB CMA IC's, Regional Landcare Co-ordinator, Landcare support staff.	Designed by December 2005. Implemented by June 2006.	Grant process approved. Grant applications and guidelines produced. Number of applications. Variety of projects supported. Completion and reporting on projects.	\$20,000 - \$30,000

Table 5. Enjoy Landcare

Actions to achieve outcomes	Responsibility	Time frame	Performance Measure	Indicative costs
Support Landcare and LAP groups in providing a social component to Landcare activities and encourage family involvement.	Landcare volunteers, Landcare support staff, Regional Landcare Co-ordinator.	On-going.	Attendance records at activities, copies of flyers and publicity material, copies of post event evaluation assessment.	Nil cost or Local community grant
Encourage a social component to Landcare meetings.	Landcare volunteers, Landcare support staff, Regional Landcare Co-ordinator.	On-going.	Attendance records at activities, copies of flyers and publicity material, copies of post event evaluation assessment.	Nil cost or Local community grant
Encourage social events between Landcare groups.	Landcare volunteers, Landcare support staff, Regional Landcare Co-ordinator.	On-going.	Attendance records at activities, copies of flyers and publicity material, copies of post event evaluation assessment.	Nil cost or Local community grant

Table 6. Recognise Landcare volunteers

Actions to achieve outcomes	Responsibility	Time frame	Performance Measure	Indicative costs
Develop and implement a process in the SIR to recognise Landcare volunteer accomplishments on an annual basis. (e.g. Landcare awards).	IC Executive Officer and IC members, Landcare support staff, Landcare volunteers.	September 2005. On-going.	Details of recognition functions held. Number of Landcare volunteers recognised.	At the discretion of the SIR Implementation Committee
In the Upper Goulburn IC and the Mid Goulburn Broken IC continue to recognise Landcare volunteer accomplishments on an annual basis (e.g. Landcare Awards).	IC Executive Officers and IC members, Landcare support staff, Landcare volunteers.	On-going.	Number of recognition functions held. Number of Landcare volunteers recognised.	At the discretion of the Upper Goulburn and Mid Goulburn Broken Implementation Committees
Regularly publicise Landcare volunteer accomplishments.	Regional Landcare Co-ordinator, Landcare support staff, Landcare volunteers.	Quarterly. On-going.	Number of media releases, press articles.	Nil cost or At the discretion of each Implementation Committee
Identify and prioritise training and development needs for Landcare volunteers.	Regional Landcare Co-ordinator, Landcare support staff and Landcare volunteers.	Annual review On-going.	List of training needs developed in priority order.	Nil cost
In partnership with local training institutions provide, accredited training and development opportunities for Landcare volunteers.	Regional Landcare Co-ordinator, Landcare support staff.	Annual review. On-going.	Accredited training and professional development identified and undertaken. Numbers of Landcare volunteers achieving accredited qualifications.	\$5,000 or Local community grant

Table 7. Value Landcare support staff

Actions to achieve outcomes	Responsibility	Time frame	Performance Measure	Indicative costs
Continue to seek funding for Landcare Facilitator and Co-ordinator positions.	Regional Landcare Co-ordinator, Landcare support staff and Landcare volunteers.	On-going.	Number of Landcare support staff positions funded.	Nil cost Approximately \$780,000 NHT funding is applied for and received annually – no additional funding required other than normal increases in employment costs

Actions to achieve outcomes	Responsibility	Time frame	Performance Measure	Indicative costs
Continue to provide on-going support for East Shepparton Liaison Officer.	GB CMA SIRIC Regional Landcare Co-ordinator, Ethnic Council, Multicultural Facilitator, SPC Ardmona.	On-going.	Variety of projects supported. Attendance records at activities, copies of flyers and publicity material, copies of post event evaluation assessment.	Nil cost
Continue to seek funding for LAP Implementation Officer positions.	IC Executive Officers and IC Members, Regional Landcare Co-ordinator.	On-going.	Number of LAP support staff positions funded.	Approximately \$500,000
Review Landcare support positions against the recommendations of the "Landcare Support Positions in Victoria Part A; Employment Recommendations" to ensure equity and consistency in standards and conditions for Landcare Support positions.	IC Executive Officers and IC Members, Regional Landcare Co-ordinator.	Annual review.	Landcare Support staff contracts reviewed annually.	Nil cost
Identify and prioritise training and professional development needs for Landcare support staff.	Landcare support staff, Regional Landcare Co-ordinator.	Annual review. On-going.	Identified and prioritised training needs for all Landcare support staff.	Nil cost
Provide opportunities for Landcare Support Staff to undertake accredited training and professional development.	Landcare support staff and Regional Landcare Co-ordinator.	Annual review. On-going.	Accredited training and professional development undertaken. Numbers of Landcare support staff achieving accredited qualifications.	Nil cost Training budgets are provided in employment packages
Continue to provide regular networking opportunities for Landcare support staff to meet and exchange information.	Regional Landcare Co-ordinator and Landcare support staff.	Meetings to be held three times per year. On-going.	Calendar of meeting dates. Attendance records at meetings. Meeting minutes and feedback and evaluation records.	Minimal costs involved met by IC, through Landcare Support staff operating budgets.

Table 8. Enhance Communication and Knowledge Sharing

Actions to achieve outcomes	Responsibility	Time frame	Performance Measure	Indicative costs
Develop and implement effective Landcare communication strategies for each of the three IC regions.	Regional Landcare Co-ordinator, Landcare support staff, IC Executive Officers.	September 2006.	Communication strategy developed. Communication strategy implemented.	\$2000- \$3,000
Continue to support and implement bi-annual Catchment Landcare Forum.	Regional Landcare Co-ordinator, Landcare support staff, Landcare volunteers.	July 2005.	On-going Registration for Forum. Proceedings of Forum. Evaluation of the Forum.	\$2,000

Actions to achieve outcomes	Responsibility	Time frame	Performance Measure	Indicative costs
Collect and document Landcare stories.	Regional Landcare Co-ordinator, Landcare support staff, Landcare volunteers.	December 2004. On-going.	Stories Documented.	Nil cost
Promote and encourage knowledge sharing between all stakeholders, partners and Landcare, including other Landcare or LAP groups.	Regional Landcare Co-ordinator, Landcare support staff, Landcare groups, DPI, DSE.	G-MW, GVW and GB CMA.	On-going Records of Landcare enquiries for information.	Nil cost or Local community grant
In the SIR, continue to promote and encourage opportunities for information and knowledge sharing between the IC, Landcare support staff, Landcare and LAP groups (e.g. attendance at some IC meetings).	Regional Landcare Co-ordinator, IC Executive Officer and IC Members.	September 2006.	On-going Documented minutes of IC meetings recording Landcare information sharing. Record of attendance	At the discretion of the SIR Implementation Committee
In the MGBIC, continue to promote and encourage opportunities for information sharing between the IC, Landcare support staff and Landcare (e.g. Community Forums. Landcare Café, attendance at some IC meetings).	Landcare support staff, IC Executive Officer and IC Members.	Three times per year. On-going.	Documented minutes of IC meetings recording Landcare information sharing. Record of attendance.	At the discretion of the Mid Goulburn Broken Implementation Committee
In the UGIC, continue to promote and encourage opportunities for information sharing between the IC, Landcare support staff and Landcare (e.g. round table discussions, attendance at some IC meetings).	Community Programs Manager, IC Executive Officer, and IC Members.	Annually. On-going.	Documented minutes of IC meetings recording Landcare information sharing. Record of attendance.	At the discretion of the Upper Goulburn Implementation Committee.
Continue dialogue with local indigenous community members and investigate potential forums for information exchange.	Regional Landcare Co-ordinator.	On-going.	Records of meetings held.	Nil cost
Develop and encourage opportunities for knowledge sharing and communication between Landcare and local indigenous community members.	Regional Landcare Co-ordinator Landcare support staff, Landcare volunteers.	On-going.	Records of meetings held and information exchanged.	Nil cost or Local community grants

Table 9. Strengthen Existing and Develop New Partnerships

Actions to achieve outcomes	Responsibility	Time frame	Performance Measure	Indicative costs
Develop, promote and encourage new and existing partnerships with broader community organisations.	Regional Landcare Co-ordinator, Landcare support staff, Landcare volunteers.	On-going.	Records of local involvement with other community organisations.	Nil cost



Actions to achieve outcomes	Responsibility	Time frame	Performance Measure	Indicative costs
Develop, promote and encourage new and existing partnerships with local indigenous community.	Regional Landcare Co-ordinator, Landcare support staff, Landcare volunteers.	On-going.	Records of involvement with local indigenous community.	Nil cost
Develop, promote and encourage new and existing partnerships with Government agencies.	Regional Landcare Co-ordinator, Landcare support staff, Landcare volunteers, GB CMA, DPI, DSE.	On-going.	Records of Landcare contact. Records of joint activities.	Nil cost
Develop, promote and encourage new and existing partnerships with local government.	Regional Landcare Co-ordinator, Landcare support staff, Landcare volunteers, local government.	December 2005. On-going.	Records of contact. Records of joint activities. Report of activities.	Nil cost
Develop, promote and encourage new and existing partnerships with local business.	Regional Landcare Co-ordinator, Landcare support staff, Landcare volunteers, local business.	As required. On-going.	Records of local business involvement with Landcare. Sponsorship of activities.	Nil cost
Develop, promote and encourage new and existing partnerships with local representatives of corporate business.	Regional Landcare Co-ordinator, GB CMA.	On-going.	Records of corporate business involvement with Landcare. Sponsorship of activities.	Nil cost

10 Monitoring, Evaluation and Review

This is a key part of the strategy. Funding has been secured to run a training session for Landcare Co-ordinators and Facilitators in mid September 2004 which will be used to further develop the monitoring and evaluation plan.

10.1 What are the key evaluation questions?

The key evaluation questions are broad at this stage, but will be further refined following the Monitoring and evaluation training, scheduled for September 2004.

The current monitoring and evaluation questions are:

1. Are the values that community Landcare needs supported still relevant?
2. Are the priorities still relevant?
3. What are the priorities now?
4. Have the targets been met?
5. What are the targets now?
6. Can support be provided in a better way?

10.2 Methods used to measure success

Both quantitative and qualitative methods will be used to measure success.

Quantitative Methods

Quantitative methods will be used to record numbers of events, activities and achievements that can be measured in a quantitative way. This will include:

1. Measure how many of the outcomes listed in Section 9 have been achieved.
2. Records of the performance measures listed in Section 9.

Qualitative Methods

Qualitative methods will be used to record such things as attitudinal change and changes in land management practices which can be captured and documented through Landcare Stories.

10.3 What is the process for review?

Annual performance reviews will be undertaken on the Goulburn Broken Community Landcare Support Strategy to check on progress in meeting the actions set out in Section 9.

The strategy will be reviewed every five years, with the first review of the Strategy to commence in September 2009. Public consultation will be a major component of the review process to ensure that the focus of the strategy remains guided by community Landcare within the Catchment.



R REFERENCES

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2. Goulburn Broken Regional Catchment Strategy, November 2003.
3. Goulburn Broken Regional Landcare Plan, June 1993.
4. Thomson G.T., O.B.E "A brief history of Soil Conservation in Victoria – 1834 – 1961.
5. Soil Conservation Authority "An explanation of Group Conservation areas and a guide to their formation", March 1965.
6. Soil Conservation Authority "The appointment of district Advisory Committee and their role in relation to soil Conservation in Victoria", May 1976.
7. Soil Conservation Authority", 1979.
8. Department of the Premier and Cabinet (1992) Victoria's Decade of Landcare Plan.
9. Byron, I., Curtis, A. and Lockwood, M. (1999) Providing Improved Support for Landcare: A survey of Landcare groups in the Shepparton Irrigation Region, Johnstone Centre for Social and Biophysical Environmental Research, Charles Sturt University, Albury.
10. Goulburn Broken Landcare Forum (1999).

A Appendix 1

Appendix 1. List of Stakeholders Consulted Landcare groups – Upper Goulburn Implementation Committee Region

Ancona Landcare Group
Cerberus Creek – South Cathedral Landcare Group
Dabyminga Catchment Collective
Delatite Landcare Group
East Killingworth Landcare Group
Flowerdale Junior Landcare Group
Ford Creek Landcare Group
Glenaroua Land Management Group
Highlands Landcare Group
Home Creek - Spring Creek Landcare Group
Howqua Valley Landcare Group
Hughes Creek Catchment Collaborative
Hughes Creek Landcare Group
Kinglake Landcare Group
McIvor Landcare Group
Merton Landcare Group
Molesworth Landcare Group
Nullavale - Pyalong West Landcare Group
Reedy Creek Landcare Group
Strath Creek Landcare Group
Sunday Creek - Dry Creek Landcare Group
Sunday Creek - Sugarloaf Sub-Catchment Collective
Tallarook Landcare Group
Upper Lake Eildon Heights Management Group
Upper Goulburn Catchment Group
Upper Hughes Creek Landcare Group
UT (Ultima Thule) Creek Valley Landcare Group
Whiteheads Creek Landcare Group
Willowmavin Landcare Group
Yea River Landcare Group
Yellow Creek - Dairy Creek Landcare Group

Landcare and LAP Groups – Mid Goulburn Broken Implementation Committee Region

Balmattum - Sheans Creek Landcare Group
Boweya - Lake Rowan Landcare Group
Burnt Creek Landcare Group
Burramine - Tungamah Land Management Group
Chesneyvale Landcare Group
Cornella Local Area Plan Implementation Committee
Creighton's Creek Landcare Group
Devenish - Goorambat Landcare Group
Dookie Land Management Group
Goomalibee Landcare Group
Gooram Valley Landcare Group Inc
Granite Creeks Project Inc
Longwood East Landcare Group
Molyullah - Tatong Tree and Land Protection Group Inc
Nagambie Landcare Group
O'Deas Landcare Group
Peechelba – Wilby - Boomahnoomoonah Landcare Group
Sheep Pen Creek Land Management Group
South Yarrawonga Landcare Group
Strathbogie Tableland Landcare Group Inc.
Swanpool and Districts Land Protection Group
Upper Broken River Land Management Group
Waranga Land Protection Group
Warby Ranges Landcare Group
Warrenbayne Boho Land Protection Group Inc

Landcare and LAP Groups – Shepparton Irrigation Implementation Committee Region

Arcadia and District Landcare Group
Broken Creek Improvement Group
Broken River Action Group
Bunbartha Kaarimba Landcare Group

Bunbartha Kaarimba Zeerust Local Area Plan Group
 Campaspe West Action Group
 Congupna-Tallygaroopna Landcare Group
 Cooma Manley Road Drainage Group/Cooma No.1 Drainage Group
 Corop Community Action Group
 Dhurringile and District Landcare Group
 Dhurringile and District Local Area Plan Group
 East Shepparton Landcare Group
 Echuca Village Landcare Group
 Echuca West Salinity and Land Management Control Committee
 Floridan Park Landcare Group
 Girgarre Stanhope Landcare Group
 Goulburn Murray Landcare Network
 Goulburn Valley Environment Group
 Goulburn Valley Tree Group
 Harston Community Landcare Group
 Invergordon Local Area Plan Group
 Invergordon District Environment and Landcare Group (IDEAL)
 Katandra West Landcare Group
 Katunga Landcare Group
 Kialla North Landcare Group
 Koonoomoo Landcare Group
 Kotupna Landcare Group
 Koyuga-Kanyapella Landcare Group
 Kyabram Urban Landcare Group
 Lockington and District Landcare Group
 Lower Campaspe River Landcare Group and Echuca Urban Landcare Group
 Merrigum Landcare Group
 Muckatah, Katamatite, Naringaningalook Local Area Plan Group
 Muckatah Landcare Group
 Nanneella and District Local Area Plan Group
 Nanneella Timmering Landcare Group
 Naringaningalook Landcare Group
 Nathalia Local Area Plan Group
 Nathalia Tree Group
 North Murchison Toolamba Landcare Group
 Picola Land Management Group
 Superb Parrot Project
 Tatura Urban Landcare Group

Tongala and District Landcare Group
 Undera Landcare Group
 Wharparilla West Landcare Group
 Wyuna Local Area Plan Group
 Wyuna Landcare Group
 Yarroweyah Watertable Management Group

Landcare Support personnel

Regional Landcare Co-ordinator
 Community Program Manager
 Landcare Support Officers
 Landcare Network Co-ordinators
 Landcare Facilitators and Co-ordinators
 LAP Implementation Officers

Indigenous Community

North East Cultural Heritage Committee

Other Environmental Groups and organisations

Benalla and District Environment Group
 Bird Observers Club
 Environment Victoria
 Euroa Arboretum
 Euroa Environment Group
 Field and Game Australia Inc
 Field Naturalists of Victoria
 Goulburn Broken Indigenous Seedbank
 Goulburn Valley Waste Management Group
 GV Sport Fishing Club
 Light Horse Park Committee
 Primary Care Partnerships: Lower Hume
 Regent Honeyeater Project
 Seymour Angling Club
 Shepparton Field and Game Association
 Shepparton Irrigation Region Farm Forestry Network
 Trust for Nature
 Victorian Farmers Federation
 Yea Wetlands Committee of Management

Local government

Benalla Rural City
City of Greater Shepparton
Mansfield Shire
Mitchell Shire
Moirā Shire
Murrindindi Shire
Shire of Campaspe
Shire of Strathbogie

State Government – DPI / DSE

Catchment Management Officers
Community Engagement Officer
Community Focus Team Leader
Environmental Management Officers
Fisheries Officer
Links Officers
Multicultural Liaison Officer
Program Leaders
Spatial Analysis Officers
Whole Farm Planning Officers

Water Authorities

Drainwatch Co-ordinator
Goulburn-Murray Water
Goulburn Valley Water
Waterwatch Co-ordinators

Goulburn Broken Catchment Management Authority

Implementation Committee Executive Officers
Goulburn Broken Catchment Management Authority Board Members
Goulburn Broken Catchment Management Authority IC Members
Goulburn Broken Catchment Management Authority Staff
Goulburn Broken Catchment Management Authority CEO

Members of Parliament

Member for Benalla Mr Bill Sykes
Member for Benambra The Hon. Tony Plowman
Member for Indi The Hon. Sophie Panopolous
Member for McEwen The Hon. Fran Bailey
Member for Murray The Hon. Dr. Sharman Stone
Member for Murray Valley Mr Ken Jasper
Member for North East The Hon. Bill Baxter
Member for North Eastern Province The Hon. Wendy Lovell
Member for Rodney Mr Noel Maughan
Member for Seymour Mr Ben Hardman
Member for Shepparton Ms Jeanette Powell

A Appendix 2

Appendix 2 Summary of Consultation responses

A2.1 Community-Landcare support persons responses

A2.1.1 Upper Goulburn Region Landcare Co-ordinators

A workshop was held with three of the Upper Goulburn Co-ordinators on 20th April 2004, at which the Co-ordinators outlined the social, economic and environmental issues that they considered were affecting Landcare in the Upper Goulburn Region, as well as the priority issues that they considered should be addressed in the strategy.

Table A 1. Social Issues - Upper Goulburn Co-ordinators

Social Issues	Support Received To Tackle These Issues	Additional Support Group Needs To Tackle These Issues
How to involve absentee landholders in Landcare?	Assisting groups to run social functions to get people together and promote Landcare.	Department of Health and Community Services funding exists to assist community groups to address social issues, however, Landcare groups don't always fit the eligibility criteria for these funds. Need support to run more community activities to bring people together.
Increasing subdivision of land into "lifestyles" blocks.	No support received.	Assistance with publicity of Landcare locally and exploring different ways to engage the broader community. Closer ties with local government to provide information to new landholders regarding land management responsibilities.
Ageing landholders/population.	No support received.	Assistance with publicity of Landcare locally and exploring different ways to engage the broader community.
Increasing size of corporate landholdings.	No support received.	Support to explore opportunities for local corporate landholder to implement Landcare ethic within their enterprise and to support Landcare through sponsorship and discounts.
Volunteers are actively involved in many different community groups.	Co-ordinators assist with the administrative and project planning work load for volunteers.	Ongoing employment of Facilitators and Co-ordinators.
Sense of local community lost because people travel further for their social contacts.	No support received.	Department of Health and Community Services funding exists to assist community groups to address social issues, however, Landcare groups don't always fit the eligibility criteria for these funds. Need support to run more community activities to bring people together.

Table A 2. Economic Issues - Upper Goulburn Co-ordinators

Economic Issues	Support Received To Tackle These Issues	Additional Support Group Needs To Tackle These Issues
Reductions in commodity prices and increases in farm input costs.	No support received.	Recognition of the issue by State and Australian Government.
Drought.	No response provided.	Recognition of the issue by State and Australian Government.

Inconsistency in farm incomes.	No response provided.	Recognition of the issue by State and Australian Government.
Changes in Occupational Health and Safety requirements relating to employment of farm labour and the lack of contractors available to do works such as fencing and weed control.	No response provided.	Recognition of the issue by State and Australian Government.
Landcare insurance costs.	No response provided.	Additional support needed as members subscriptions no longer cover insurance costs.

Table A 3. Environmental Issues - Upper Goulburn Co-ordinators

Environmental Issues	Support Received To Tackle These Issues	Additional Support Group Needs To Tackle These Issues
The need to incorporate requirements regarding the preservation of indigenous vegetation into plans for new subdivisions.	No support received.	Outside the scope of the Co-ordinators role. GB CMA to have closer involvement with local government regarding native vegetation retention and subdivision planning requirements.
Landholders do not recognise land degradation issues on their own property.	Co-ordinators provide information and organise Field Days to educate and raise awareness of issues and best land management practices.	On-going funding for on-ground works as well as education and knowledge sharing.
Concern that the landscape is not sustainable and that the scale of the problem is overwhelming to volunteers.	Co-ordinators provide information and organise Field Days to educate and raise awareness of issues and best land management practices.	On-going funding for on-ground works as well as education and knowledge sharing.
Incremental losses of remnant vegetation.	GB CMA and NHT funding. Co-ordinators act as a conduit for information flow between landholders and DPI / DSE.	On-going funding for biodiversity on-ground works as well as education and knowledge sharing.
Control of woody weeds.	Victorian Landcare Program funding including the Second Generation Landcare Grants. DPI Rural Extension Program. DPI Extension services.	On-going funding for pest plant control and additional resources for DPI enforcement activities.
River health, environmental flows, water quality and riparian land management.	GB CMA funding and extension services.	On-going funding for river health on-ground works as well as education and knowledge sharing.
The environmental implications of increased intensification of agriculture to achieve "double the production of half the land" particularly the greater use of inputs and management of wastes.	No support received.	Support the maintenance of on-going partnerships between Landcare, DPI / DSE, and GB CMA. Develop partnerships with EPA where appropriate.
Emerging issues with regard to new land uses such as vines, horses and intensive animal industries.	No support received.	Support the promotion and awareness of best practice land management and local Landcare activity.

A2.1.2 Priority Issues for the next 5 years – Upper Goulburn Co-ordinators

- Fund Facilitator and Co-ordinator positions.
- Provide standard conditions of employment with flexibility to allow for part time and job sharing opportunities.
- Support groups with succession planning.
- Minimise the amount of paper work volunteers have to undertake to both obtain funds and to report on the activities undertaken with the money.
- Assist groups with the mapping and web based information.
- Provide professional support for Facilitators and Co-ordinators.
- Continue to work with DPI / DSE/CMA to access extension information for Landcare groups.
- Support provided to all Landcare groups in the Upper Goulburn Region.
- Recognise and appreciate the economic value of what Landcare does in the rural environment.
- Express concern to Green Corps regarding their travel limitations which preclude Upper Goulburn Landcare groups from their program.

A2.1.3 Mid Goulburn Broken Region Landcare Co-ordinators

A workshop was held with the three Mid Goulburn Broken Co-ordinators and one of the Upper Goulburn Region Co-ordinators on 6 April 2004, at which the Co-ordinators outlined the social, economic and environmental issues that they considered were affecting Landcare in the Mid Goulburn Broken Region, as well as the priority issues that they considered should be addressed in the strategy.

Table A 4. Social Issues - Mid Goulburn Broken Co-ordinators

Social Issues	Support Received To Tackle These Issues	Additional Support Group Needs To Tackle These Issues
Lack of young farmers involved in Landcare.	No response provided.	Need support to raise general community awareness about the broad range of issues that Landcare is involved in.
Lack of women involved in Landcare meetings.	No response provided.	Need support to explore ways in which women want to be involved in Landcare.
Landholders can access funding for works on their property via GB CMA and DPI incentives without being actively involved in a Landcare group.	GB CMA	Need support to raise general community awareness about the broad range of issues that Landcare is involved in.
General sense of community seems to have been lost.	Drought Relief funding was used it to put on community functions which really pulled communities together.	Department of Health and Community Services funding exist to assist community groups to address social issues, however, Landcare groups don't always fit the eligibility criteria for these funds. Need support to run more community activities to bring people together.
Reduced numbers of people prepared to get involved in Landcare activities.	No response provided.	Need support to raise general community awareness about the broad range of issues that Landcare is involved in.

Table A 5. Economic Issues - Mid Goulburn Broken Co-ordinators

Economic Issues	Support Received To Tackle These Issues	Additional Support Group Needs To Tackle These Issues
The reduction in economic viability of farms and the need for landholders to have off farm income.	No response provided.	Recognition of the issue by State and Australian Government.
Decreasing farm size and Increasing subdivision of land into "lifestyles" blocks.	No support received.	Assistance with publicity of Landcare locally and exploring ways to engage the broader community. Closer ties with local government to provide information to new landholders regarding land management responsibilities.
Seasonal influences such as the drought, no spare cash and insufficient rain to make tree planting viable.	No response provided.	Recognition of the issue by State and Australian Government.
New landholders investing horses, and grapes and so far it has proved difficult to involve these landholders in Landcare activity.	No response provided.	On-going funding to support the promotion and awareness of best practice land management and local Landcare activity.
Increasing size of corporate landholdings.	No support received.	Support to explore opportunities for local corporate landholders to implement Landcare ethic within their enterprise and to support Landcare through sponsorship and discounts.
Changes in Occupational Health and Safety requirements regarding employment and farm safety likely to impact on landholders' ability to employ staff, leaving them with less time for Landcare.	No response provided.	Recognition of the issue by State and Australian Government.

Table A 6. Environmental Issues - Mid Goulburn Broken Co-ordinators

Environmental Issues	Support Received To Tackle These Issues	Additional Support Group Needs To Tackle These Issues
River health, water quality water quantity, upstream farm dams, environmental flows, silting of streams.	GB CMA, Waterwatch	Support for greater knowledge sharing between government agencies and Landcare. On-going support for monitoring, education and awareness.
Riparian management e.g. inappropriate stock access to streams.	GB CMA Incentives.	On-going support for on-ground activities and education and awareness.
Native animal population increases, particularly of kangaroos and wombats.	No response provided.	Recognition of the issue by State and Australian Government.
Minor hill side erosion (tunnel, sheet erosion).	DPI Incentives.	Support for greater knowledge sharing and increased education and awareness regarding new agricultural techniques and land management practices that both increased productivity and enhanced natural resource management.
Wetland management issues such as landholder destruction of water filter areas e.g. bogs and wetlands.	GB CMA, Envirofunds.	On-going support for on-ground activities and education and awareness.

Environmental Issues	Support Received To Tackle These Issues	Additional Support Group Needs To Tackle These Issues
Pest plants and animals (Weeds, rabbits, foxes). Perceived and real lack of effective public land management, particularly in relation to pest plant and animal control.	Second Generation Landcare.	On-going funding for pest plant control and enforcement activities. Improved cooperation from public land managers regarding pest plant control obligations on both Crown Land and along rail reserves.
Grazing management, erosion control and deep perennial grass destruction through overgrazing of hilltops and fence lines.	No response provided.	Greater emphasis on knowledge sharing and increased education and awareness regarding agricultural techniques and land management practices, which both increase productivity and enhanced natural resource management.
Dryland salinity	Community Salinity Grants.	On-going support for on-ground activities and education and awareness.
Protection of remnant vegetation. Corridor plantings perceived as a fire risk by landholders.	DPI.	On-going funding for biodiversity and greater emphasis on knowledge sharing and increased education and awareness.

A2.1.4 Priority Issues for the next 5 years – Mid Goulburn Region Co-ordinators

- Fund Facilitators and Co-ordinator positions.
- Provide access to vehicles for use by Landcare Co-ordinators and Facilitators for work activities.
- Employ Facilitators and Co-ordinators through an organisation committed to natural resource management (i.e. Landcare group or Network, GB CMA or DPI), rather than through an employment agency.
- Provide on-going training for Facilitators and Co-ordinators.
- Continue to work with DPI / DSE/CMA to access information, assistance, guest speakers for Landcare groups.
- Recognise the importance of ongoing Environmental Management Incentives through DPI and waterways grants through the GB CMA.
- Continue to support Landcare groups, so that they can see that there is a future for the Facilitators and Co-ordinators and to know that someone is going to be there for the next five years.
- Standardise Expressions of Interest timelines for funding applications, so that a standard form is available for a three months lodgment period, at the same time each year, with a longer term commitment to funding, say over three years rather than one year.
- Provide expert support to volunteers in project planning and marketing of Landcare locally.
- Provide support to groups to address the social issues that were seen as a priority by the group.

A2.1.5 Shepparton Irrigation Region Landcare Co-ordinators

A workshop was held with the SIR Landcare Co-ordinators and Facilitators and LAP Implementation Officers on 23rd April, 2004, at which they outlined the social, economic and environmental issues that they considered were affecting Landcare in the SIR, as well as the priority issues that they considered should be addressed in the strategy.

Table A 7. Social Issues - SIR Co-ordinators

Social Issues	Support Received To Tackle These Issues	Additional Support Group Needs To Tackle These Issues
Water trading (this is an economic issue as well) particularly, selling permanent water out of the area, dryland farms not being worth as much as irrigated farms and the implications that this has for the local economy. Also the tendency for people to move out of the area as irrigated farms are bought up for the water and consolidated into larger holdings.	Landcare groups involved in LAP have developed both the confidence and skills, which enable them to access what they need in order to deal with social issues, as they arise. Groups provide a central point for discussion of these issues and a common voice to raise concerns.	Continued encouragement for involvement in the public debate regarding these issues especially for Landcare groups not involved with LAP.
Reduced numbers of people prepared to get involved in Landcare activities.	Succession planning workshops held with groups.	Need support to raise general community awareness about the broad range of issues that Landcare is involved in.
Farming families where both partners are working just to survive, leaving them with less time for volunteering.	Co-ordinators provide support for groups in administrative workload.	On-going employment of Landcare Facilitators and Co-ordinators.
Bringing together of multicultural communities e.g. Shepparton East. Farmers with language/cultural barriers finding it more difficult to implement on ground activities	Ethnic Council, Multicultural facilitator, SPC Ardmona.	On-going support for Ethnic Landcare Co-ordinator.
Loss of facilities and services in rural areas leading to a loss of community identity.		
Social activities to try to bring the community together as a cohesive unit.	Landcare groups involved in LAP have developed both the confidence and skills, which enable them to access what they need in order to deal with social issues, as they arise.	Department of Health and Community Services funding exists to assist community groups to address social issues, however, Landcare groups don't always fit the eligibility criteria for these funds. Need support to run more community activities to bring people together.
The ageing community.	No response provided.	Assistance with publicity of Landcare locally and exploring different ways to engage the broader community.
Both increased size of farm holdings as well as a greater number of "lifestyle" blocks and finding ways to engage these new landholders in Landcare.	No response provided.	Assistance with publicity of Landcare locally and exploring ways to engage the broader community. Closer ties with local government to provide information to new landholders regarding land management responsibilities.
Community perceptions of what Landcare represents.	No response provided.	Need support to raise general community awareness about the broad range of issues that Landcare is involved in.

Table A 8. Economic Issues - SIR Co-ordinators

Economic Issues	Support Received To Tackle These Issues	Additional Support Group Needs To Tackle These Issues
The drought	Exceptional circumstances assistance to landholders.	Recognition of the issue by State and Australian Government agencies.
Water trading (see comments under Social Issues and Environmental issues).	No response provided.	Recognition of the issue by State and Australian Government agencies.
Reductions in commodity prices and increases in farm input costs impacting on farmers' ability to do environmental works.	No response provided.	Recognition of the issue by State and Australian Government funding agencies.
The perceived inconsistency in availability of dryland pasture incentives, for farms which become dryland farms, but are located in the SIR.	No response provided.	Recognition of the issue by DPI and GB CMA.

Table A 9. Environmental Issues - SIR Co-ordinators

Environmental Issues	Support Received To Tackle These Issues	Additional Support Group Needs To Tackle These Issues
Water trading, farm dams and water security.	Groups provide a central point for discussion of these issues and a common voice to raise concerns. Public meetings held.	Continued encouragement for involvement in the public debate regarding these issues.
"Securing Our Water Future" Green Paper and "Securing Our Water Future Together" White Paper and the Living Murray Process.	Groups provide a central point for discussion of these issues and a common voice to raise concerns. Public meetings held.	Continued encouragement for involvement in the public debate regarding these issues.
Groundwater issues including deep lead groundwater, and shallow groundwater	No response provided.	
Roadside management issues and perceived lack of appropriate management by local government.	No response provided.	Continued enhancement of partnerships with local government.
Local government community consultation and planning issues.	No response provided.	Continued enhancement of partnerships with local government.
Pest plant and animal issues	Victorian Landcare Program funding including the Second Generation Landcare Grants and REP program.	On-going funding for control and enforcement. Field Days to raise awareness.
The present environmental conditions are not appropriate for planting, which will slow down meeting of Government targets.	GB CMA, DPI, DSE	
Work for the Dole teams Landmate teams.	Recognition of the issue by State and Australian Government agencies.	
The need to support the indigenous seedbank at Dookie to provide local indigenous seed for plantings.	No response provided.	On-going support for the Dookie seed bank.

A2.1.6 Priority Issues for the next 5 years - SIR Co-ordinators

- Employ co-ordinators (community or agency based person) to take the administrative work load away from the volunteers and to assist the groups at whatever level of activity they are at.
- Explore alternative models for community group administrative structures that could be used by Landcare groups and still meet funding, reporting and administration requirements.
- Explore why people are not becoming involved in Landcare, whether it is due to perceptions of what Landcare is, or whether it is because they just haven't been asked to be involved.
- Be receptive to new members, approach everyone and involve everyone.
- Recognise that you don't have to be in Landcare to do Landcare and that Landcare action on the ground is more important than how many people attend a meeting.
- Support groups to measure their achievements and promote their success back to the wider community.
- Employ one Co-ordinator to support every four to five groups.
- Have funding / resources available to the groups at a time when they have the ideas and enthusiasm to do the activities.
- Provide on-going access to skills, knowledge (facilitators and co-ordinators as well as community).
- Allocate realistic amounts of time to facilitators and co-ordinators in employment contracts for them to do their job i.e. more than 15 hours per fortnight and to have the resources to suit the needs of the groups.
- Employ facilitators and co-ordinators on at least three year contracts.

A2.2 Landholders and the community responses

During the preparation of the Preliminary Draft Strategy workshops and meetings have been held with 46 Landcare groups and LAP groups as follows:

Upper Goulburn Region (12)

- Ancona Landcare Group
- Dabyminga Catchment Cooperative, comprising Tallarook and Reedy Creek Landcare groups
- Delatite Landcare Group
- East Killingworth Landcare Group
- Glenaroua Land Management Group
- Hughes Creek Catchment Collaborative
- Nulla Vale Pyalong West Landcare Group
- Strath Creek Landcare Group
- Sunday Creek/Dry Creek Landcare Group
- Whiteheads Creek Landcare Group
- Yea River Landcare Group
- Yellow Creek/Dairy Creek Landcare Group

Mid Goulburn Broken Region (13)

- Balmattum-Sheans Creek Landcare Group

- Goomalibee Landcare Group
- Gooram Valley Landcare Group Inc.
- Granite Creek-Burnt Creek Landcare Group
- Longwood East Landcare Group
- Molyullah Tatong Landcare Group
- Nagambie (incl Molka, Miepoll) Landcare Group
- Sheep Pen Creek Land Management group
- Strathbogie Tablelands Landcare Group
- Swanpool and District Land Protection group
- Upper Broken River Land Management Group
- Warby Range Landcare Group
- Warrenbayne Boho Land Protection Group

Shepparton Irrigation Region (21)

- Bunbartha Kaarimba Landcare Group
- Byrneside Landcare Group
- Cornella Local Area Plan Implementation Group
- Corop Action Committee
- Floridan Park Landcare Group
- Goulburn Murray Landcare Network General Meeting
- Goulburn Murray Landcare Network Executive
- Goulburn Valley Environment Group
- Invergordon District Environment & Landcare Group (IDEAL)
- Katandra West Landcare Group
- Katunga Landcare Group
- Koyuga-Kanyapella Landcare Group
- Kyabram Urban Landcare Group
- Muckatah Landcare Group
- Nanneella and District Local Area Plan Implementation Group
- Nanneella - Timmering Landcare Group
- Naring Landcare Group
- North West Mooroopna Landcare Group
- Tatura Urban Landcare Group
- Undera Landcare Group
- Wyuna Landcare Group

A2.2.1 Landholders and community in the Upper Goulburn Region

During the preparation of the Preliminary Draft Strategy, Landcare groups in the Upper Goulburn Region were asked to think about the social, economic and environmental issues that they considered were affecting Landcare in this region of the Catchment, whether they were currently being supported to address these issues and the type of support they would need in the future. Groups were also asked to identify the priority issues to be addressed by the Strategy.

Table A 10. Social Issues - Upper Goulburn Landcare groups

Social Issues	Support Received To Tackle These Issues	Additional Support Group Needs To Tackle These Issues
Attracting new and younger members.	Landcare co-ordinator assists.	On-going assistance from Landcare Co-ordinator.
Regular group social activities	No response provided.	Financial assistance for community event costs.
Encourage broader community participation in Landcare activities.	Landcare facilitator assists.	Assistance with publicity of Landcare locally and exploring different ways to engage the broader community.
Fast growing urban corridor and proximity to Melbourne.	No response provided.	Establish urban Landcare groups in Kilmore, Broadford and Wandong and encourage greater involvement from local government.
Problems with internet connections.	No response provided.	Telstra.
Relatively low levels of skill in electronic data accessing and processing.	Limited access to assistance as the nearest Neighbourhood Centre is 30-45 minutes drive away and the courses available tend to assume an entry level which deters local landholders.	Landcare based practical training in electronic data accessing and processing.
Absence of schools, sporting clubs and urban centers to provide a community focus for interaction and development.	Self help through Landcare and CFA creating local social functions.	Recognition of the need to establish community and financial support for community facilities and training as well as support for community event costs.
High number of "lifestyle" landholders.	Landcare co-ordinator assists.	Local government to be more proactive in education of new landholders regarding land management responsibilities.
Limited involvement of landholders in Landcare.	No response provided.	Assistance with publicity of Landcare locally and exploring different ways to involve more local landholders.
To encourage land-use change with traditional farmers.	Landcare co-ordinator assists.	On-going co-ordinator support.
Lack of skills and knowledge.	Guest speakers and advice from Government agencies.	Better knowledge sharing of new information and professional development opportunities for the broader community.
Volunteerism and burnout.	Landcare co-ordinator assists.	Continued support from Landcare co-ordinator.
Changing existing Landcare network boundaries based on local government and sub-catchment boundaries not seen as a positive approach as it would result in dividing up the network.	No response provided.	Recognition of the Landcare group desire to leave the network boundaries unchanged.
Landcare has become the "meeting place" in some communities due to the loss of other services to the community.	Landcare co-ordinator assists.	On-going co-ordinator support.

Table A 11. Economic Issues - Upper Goulburn Landcare groups

Economic Issues	Support Received To Tackle These Issues	Additional Support Group Needs To Tackle These Issues
Cost of insurance.	Members' subscriptions.	Additional support needed as members subscriptions no longer cover insurance costs.
Cost of mailing newsletters to members.	Assistance from Mitchell Shire.	Ongoing assistance required.
Cost share arrangements for eligibility for grants. Reduction in farm incomes makes meeting the cost share criteria difficult in some years.	No response provided.	
Increased farming costs and need for off farm income for farming families to survive.	No response provided.	Recognition of the issue by State and Australian Government.
Inability of sons/daughters of landholders who stay on the farm to borrow for the establishment of housing because of lack of formal equity.	No response provided.	Recognition of the issue by State and Australian Government.
Meeting room hire costs.	Member's subscriptions, Kilmore Primary School.	
Financial accounting.	No response provided.	Assistance with a Landcare specific account keeping package to track funding dollars.
Accountability for funds tends to be on a financial year basis whereas the expenditure of funds often does not neatly fit into a financial year (depending on seasonal conditions).	No response provided.	Recognition of the issue by State and Australian Government funding agencies and closer alignment of reporting requirements with the life of the project rather than the financial year.
Farm incomes are down due to the drought.	No response provided.	Recognition of the issue by State and Australian Government.
Lifestyle farmers are bringing money into the region and potentially have the financial resources to undertake on ground works.	Education, awareness and facilitation.	Continued Facilitation and Co-ordination.
Funding for on-ground works.	Victorian Landcare Program funding including the Second Generation Landcare Grants, State and Australian Government funding programs.	Better access to funding for small revegetation projects.
Only having access to 12 months funding rather than two or three years funding impacts on ability to develop longer term plans.	Victorian Landcare Program funding including the Second Generation Landcare Grants, State and Australian Government funding programs.	Funding for two or three years.

Table A 12. Environmental Issues - Upper Goulburn Landcare groups

Environmental Issues	Support Received To Tackle These Issues	Additional Support Group Needs To Tackle These Issues
Salinity in the South West Goulburn is an issue that has its origins in the region but appears to cause very little local on ground effects. As such, it is more difficult to motivate the regions landholders to put time and effort into undertaking on-ground works related to salinity mitigation, which they see as not providing benefits on their own property, but rather benefiting downstream landholders. Landholders in the region are sympathetic to the problem, but consider responsibility for addressing the issue outside the scope of Landcare and should be addressed by government.	No response provided.	Continued support of government agencies and GB CMA, and greater expertise needed to pinpoint and treat problem areas.
Stream bank erosion. Overclearing of stream banks	Envirofunds and GB CMA. Literature, publications, maps.	On-going funding. Greater consistency in annual project budgets and processes.
Paterson's curse	DPI Shire rebate.	DSE / DPI
Perception that as a result of the drought some corridor plantings now present an increased fire risk which is of concern to some landholders.	GB CMA.	Recognition of the issue by GB CMA and DPI / DSE.
Rabbit population increasing.	Second Generation Landcare grants accessed through GB CMA.	On-going funding from GB CMA required.
Soil acidity.		Recognition that this is an emerging issue that will require expensive solutions which are beyond the scope of Landcare to address.
Biodiversity.	NHT/NAP funding accessed through GB CMA.	On-going funding from GB CMA required
Weed control along rail reserves.	No response provided.	Greater cooperation from rail reserve land managers.
Weed control. Concern about heavy reliance on chemical control of weeds and little information about other means of control.	Second Generation Landcare grants accessed through GB CMA.	Increased extension and technical support. Present information in lay terms.
Kangaroos.	No response provided.	Recognition by State Government agencies of the problem and implementing a program of control measures.
Water quality and quantity.	GB CMA funding.	On-going funding from GB CMA required.
Erosion control.	GB CMA funding.	On-going funding from GB CMA required. Increased extension and technical support. Present information in lay terms.
Pest going feral.	No response provided.	
Pasture, grazing and productivity.	Whole Farm Planning.	Continue to provide resources for Whole Farm Planning.

A2.2.2 Priority Issues for the next five years – Upper Goulburn Landcare groups

- Have a standard account keeping package for Landcare groups to assist them in managing and reporting on funding dollars.
- Have financial assistance to cover insurance costs; group membership fees are no longer able to cover these costs.
- Develop closer relationships with local government in their region.
- Work on sub-catchment priorities in their local area and be able to link funding applications more closely with sub-catchment priorities, rather than regional or catchment scale priorities.
- Have a Landcare co-ordinator employed to assist them.
- Have financial support for training, attending Landcare events and local community capacity building activities.
- Have government agencies recognise that Landcare is not necessarily out there in an organised form that is capable of doing extensive natural resource management activities.

A2.2.3 Landholders and Community in the Mid Goulburn Broken Region

During the preparation of the Preliminary Draft Strategy, Landcare groups in the Mid Goulburn Broken Region were asked to think about the social, economic and environmental issues that they considered were affecting Landcare in this region of the Catchment, whether they were currently being supported to address these issues and the type of support they would need in the future. Groups were also asked to identify the priority issues to be addressed by the strategy.

Table A 13. Social Issues - Mid Goulburn Broken Landcare groups

Social Issues	Support Received To Tackle These Issues	Additional Support Group Needs To Tackle These Issues
Too few people to call upon to do Landcare activity and limited time and energy available to be a Landcare volunteer.	No support received.	
The size and age of the population.	No support received.	
Greater proportion of people working off farm.	No response provided.	
Difficult to involve young people in Landcare because of other commitments.	No response provided.	
Lack of broad community understanding of the issues.	No response provided.	Support for broader promotion of Landcare and natural resource management issues.
Decline in community focus.	No response provided.	Need support to run more community activities and informal gatherings to bring people together.
Traditional farming families reluctant to change farming practices. Few farms using alternative techniques e.g. Biodynamic or organic farming.	No response provided.	Support to provide leadership for change and community growth.
Perception that rural cities have a greater focus on urban issues than rural landholder issues.	No response provided.	Opportunity to engage with local government regarding rural landholder issues.
Staff that are employed by large aggregate farms are perceived as being not interested in Landcare.	No support received.	Need support to approach non members to find out what their perceptions of Landcare are and whether they would consider becoming involved.

Social Issues	Support Received To Tackle These Issues	Additional Support Group Needs To Tackle These Issues
Community perception that Landcare is about planting trees and "lifestyle" landholders not interested in this.	No support received.	Need support to raise general community awareness about the broad range of issues that Landcare is involved in.
Absentee landholders particularly regarding pest plant and animal issues.	No support received.	In partnership with State Government agencies and local government need support to inform landholders of their land management responsibilities.
Grants are more directed towards individuals so there is less getting together as a group.	No response provided.	Need support from people with a rural sociology background. Need more community activities to get people together.
Need full time support from a Co-ordinator.	No response provided.	On-going and continuity of funding for a full time Landcare Co-ordinator.

Table A 14. Economic Issues - Mid Goulburn Broken Landcare groups

Economic Issues	Support Received To Tackle These Issues	Additional Support Group Needs To Tackle These Issues
The need for a greater reliance on off farm income, as the primary income source. Farms tending to become more a place of residence than a working farm and as such the land may not be managed as well as it could be.	No support received.	Possibility of tax credits instead of deductions for doing certain works.
There is lower production on the farms with off farm income resulting in less pressure on the land and potentially more land that could be set aside for Landcare works.	No response provided.	
Uncertainty of funding.	NHT / NAP.	Recognition of the issue by State and Australian Government funding agencies. Need for security and continuity of long term Landcare funding.
Increasing cost of farm inputs not matched by increases in market prices for farm produce.	No response provided.	Recognition of the issue by State and Australian Government agencies.
Drought impacts on farm profitability and production as well as reduction in on-ground works undertaken.	No response provided.	Recognition of the issue by State and Australian Government funding agencies.
Insurance costs.	No response provided.	Recognition of the issue by State and Australian Government funding agencies. Funding assistance to cover insurance costs.
Adjustment package needed for farmers who wish to get out of farming.	No response provided.	Recognition of the issue by State and Australian Government funding agencies to provide a way of getting people out of the industry with dignity so that they don't end up with nothing.
Viability and sustainability of farms.	No support received.	Need more support from DPI regarding alternative enterprises to increase profitability.

Table A 15. Environmental Issues - Mid Goulburn Broken Landcare groups

Environmental Issues	Support Received To Tackle These Issues	Additional Support Group Needs To Tackle These Issues
Pushing the land too hard (e.g. over grazing) and pressure to extract more from farm land.	Some education programs relating to grazing management. FarmBi\$, Prograze.	FarmBi\$ support and increased knowledge about pasture management.
Rising watertables.	DPI / GB CMA funding.	On-going funding for Coordinator to raise awareness of the issue and provide information.
Reduction in biodiversity, tree and habitat decline fragmentation and degradation of habitat, and paddock tree decline.	GB CMA incentives.	On-going funding of Co-ordinator and Catchment Management Officers to raise awareness of the issues and promote remedial activities. On-going funding for biodiversity works.
Threatened species.	Grants and Incentives	Maintain on-going funding.
Erosion control and top soil loss.	No support received.	Maintain ongoing funding and technical support. Support for improved grazing management.
Drought.	No support received.	Tax relief, fodder bank subsidies, Field Days for social support.
Salinity.	DPI grants and incentives.	Increased financial support from DPI and public awareness of the issue and promotion of successful mitigation activities.
Weeds includes Patterson's curse. Blackberry control is a priority for Strathbogie farmers. Ivy control.	Victorian Landcare Program funding including the Second Generation Landcare Grants.	On-going funding for pest plant control and enforcement activities. Funding for co-ordinators to develop local management plans with groups. Balmattum Landcare Group would like funding for Patterson's curse control. Strathbogie Landcare Group would like support to control Ivy.
Pest animals, foxes, rabbits, Indian Mynahs.	Victorian Landcare Program funding including the Second Generation Landcare Grants.	On-going funding required and better enforcement and support for action outside priority areas.
New and emerging weed control.	No response provided.	Need support to control Ivy and St Johns Wort.
River and creek health, stream degradation, water quality and water allocation.	GB CMA grants.	On-going funding required. Clarification of use for landowners abutting Lake Nagambie. Greater education about the need for environmental flows.
Roadside vegetation management.	Some funding has been available in the past.	Encourage Landcare and local government to be proactive on this issue.
Acid soils.	No support received.	Require funding to subsidise the transport cost of soil amelioration measures (i.e. lime). Also need greater education to raise awareness of the problem.
Stocking density.	DPI, Farmbi\$ Prograze.	
Improved farming practices.	DPI promotion of new practices.	Continued support and funding required from DPI.

A2.2.4 Priority Issues for the next 5 years - Mid Goulburn Broken Landcare groups

- Have continued funding for a co-ordinator to provide the links and networks between groups and the agencies.
- Have three year contracts for co-ordinators and for a vehicle to be supplied as part of the job.
- Have continued funding to undertake on-ground works.
- Have assistance with the development of local Landcare promotional activities, including training in media skills, and professionally prepared information packs to raise the broader community awareness of local environmental issues.
- Have financial support to assist with the cost of materials and activities aimed at recruiting new members.
- See Landcare more closely linked with local government processes and decision making.
- Have greater involvement in setting and implementing local priorities.
- Have more regular meetings with the IC Executive Officer and the GB CMA CEO to keep them in touch with “grass roots” issues.
- Have Landcare funding being more timely and continuous. There is a perception among the groups that Landcare funding seems to be “cobbled together” from year to year and that it does not have a high priority.
- Have assistance to raise awareness of natural resource management issues in the wider community and to form more partnerships.
- Balance the requirements of production agriculture with the needs of protecting the environment.
- Have funding available for the life of a project and not just linked to outcomes for a particular financial year.
- See funds allocated to the delivery of on ground activities identified as necessary as a result of research project conducted in the Catchment.

A2.2.5 Landholders and Community in the SIR

During the preparation of the Preliminary Draft Strategy, Landcare groups and LAP groups in the SIR were asked to think about the social, economic and environmental issues that they considered were affecting Landcare in this region of the Catchment, whether they were currently being supported to address these issues and the type of support they would need in the future. Groups were also asked to identify the priority issues to be addressed by the strategy.

Table A 16. Social issues - SIR Landcare groups

Social Issues	Support Received To Tackle These Issues	Additional Support Group Needs To Tackle These Issues
Social functions needed to boost community moral.	Drought recovery funds.	Need on-going support for community capacity building activities.
Drought.	Work for the Dole Drought Force Team.	Funding for LAP implementation officers to work on issues and local government support for projects.

Social Issues	Support Received To Tackle These Issues	Additional Support Group Needs To Tackle These Issues
Increasing subdivision of farm properties into "lifestyle" blocks.	No support received.	Need support from DPI to educate these landholders regarding land management responsibilities.
Selling of property to form larger landholdings.	No support received.	On-going assistance from Landcare co-ordinator to engage new property owners in Landcare activity.
Water trading concern that limits to water trading are presently inadequate.	Availability of the right person to talk with about the issues. Groups provide a central point for discussion of these issues and a common voice to raise concerns.	Continued involvement in the public debate regarding these issues.
Raising the profile of urban Landcare.	No support received.	Funding support to undertake activities to raise the profile of urban Landcare and place signs on projects undertaken by urban Landcare groups.
Ageing membership and lack of involvement from young people in Landcare activity.	No response provided.	On-going assistance from Landcare co-ordinator.
Succession planning.	No response provided.	Support needed to help groups with succession planning and to attract new members and support the development of new leaders.
Need to start looking at Landcare as a business, can't keep relying on volunteers.	No response provided.	Adequate funding to pay people to do Landcare work.
Change in the perception of volunteerism, there are more rules and regulations involved now as well as increases in insurance costs.	No response provided.	On-going assistance from Landcare co-ordinator.

Table A 17. Economic Issues - SIR Landcare groups

Economic Issues	Support Received To Tackle These Issues	Additional Support Group Needs To Tackle These Issues
Milk prices	Lobbying.	Higher commodity prices and greater returns to farmers
Water prices	Lobbying.	Need a level playing field for water trading.
Increasing number of mixed farms and hobby farms.	No support received.	Need support from DPI to educate these landholders regarding land management responsibilities and Whole Farm Planning.
Water trading concern about water being traded out of the region.	No response provided.	Continued encouragement for involvement in the public debate regarding these issues especially for Landcare groups not involved with LAP.
Drought.	Drought relief funding.	
Exceptional circumstances funding.	More funding for project support.	

Social Issues	Support Received To Tackle These Issues	Additional Support Group Needs To Tackle These Issues
Insurance costs.	Membership subscriptions no longer able to cover insurance costs.	Financial assistance to groups to assist with insurance costs.
Timely and consistent provision of funding for Landcare activities.	GB CMA funding, Victorian Landcare Program funding including the Second Generation Landcare Grants.	
Shire of Campaspe funding.	On-going funding for Landcare activities and assistance in applying for funds and in administering the reporting obligations.	
Insufficient recognition of the economic value of rural land and native vegetation.	No support received.	Recognition of the issue by State and Australian Government funding agencies.
Need to promote alternative agricultural enterprises to replace dairy farming such as native flower farms and woodlots.	No support received.	Support for diversification of landuse.
Reimbursing the Secretary for out of pocket expenses. Perceived conflict between volunteering to take on the role and being reimbursed.	Some shire funding available.	Support from facilitators and co-ordinators in clarifying roles and responsibilities and in accessing appropriate training.
Lack of reimbursement for fuel costs to travel to meetings to represent the group.	No support received.	Get tax deductibility information, get group support to fund these expenses, explore funding opportunities to support these types of expenses.

Table A 18. Environmental Issues - SIR Landcare groups

Environmental Issues	Support Received To Tackle These Issues	Additional Support Group Needs To Tackle These Issues
Rising watertables.	Waterwatch Program, community groundwater pumps.	On-going funding for monitoring, education and awareness. Additional funding to install monitoring bores.
Salinity.	Watertable Watch Program, Community Salinity Grants.	On-going funding for monitoring, education and awareness.
Drainage.	Drainwatch program Drainwatch Co-ordinator.	On-going funding for Drainwatch Program.
Weeds.	Victorian Landcare Program funding including the Second Generation Landcare Grants.	On-going funding for control and enforcement. Field Days to raise awareness. Encourage partnerships with Landcare in trials of research findings regarding weed control techniques.
Funding for contractors to undertake control works.		
Soil acidity.	No support received.	Support for an education and awareness campaign.
Soil health.	Advice available from DPI.	Funding for an education and awareness campaign.

Social Issues	Support Received To Tackle These Issues	Additional Support Group Needs To Tackle These Issues
Need to increase the amount of land set aside for environmental areas.	No support received.	Support for education and awareness of the issue.
Concern about increased intensification of agriculture especially with respect to increased use of inputs and disposal of wastes.	No support received.	Support for case studies, Field Days and education and awareness.
Biodiversity and revegetation of private land with indigenous vegetation.	DPI and GB CMA funding. Envirofunds, Shire of Campaspe funding.	On-going funding for on-ground works as well as education and knowledge sharing.
Pest animal control e.g. cats, and starlings.	No support received.	Possibility of partnership with local Field and game club.
Knowledge sharing regarding incentives rules.	No support received.	Greater support for knowledge sharing between government agencies and Landcare.
On-going management of Revegetation works on roadsides.	Support from Shire of Campaspe to undertake roadside plantings.	Need Shire to take over the on-going maintenance of the plantings.
Community wood lots.	No support received.	Support for land to be purchased for community wood lots for fire wood.
Protection of Barmah Millewa forest.	Friends of the Earth, VNPA, Yorta Yorta Nations.	Funding support from State and Federal agencies.
River health.	GB CMA, Angling groups.	On-going funding support from State and federal agencies. EPA, G-MW.
Protection and enhancement of Gemills Swamp.	Local government, SIRIC, GMLN, Green Corps, Friends of Gemills Swamp.	Funding to implement the Gemills Swamp Management Plan.
Promote innovative farming that is happening in our own backyard.	No response provided.	Find out more information from State Government agencies regarding what they are looking at currently. Source funding for Bus trips and Field Days to local properties to see innovative farming happening.
Future land use.	No response provided.	Involvement with the Irrigation Futures Project.
Encourage G-MW to manage Lake Cooper as a water reserve, flush water through the system and control environmental flows through the lake system.	No support received.	Need G-MW to support this issue.
Develop an environmental plan for the LAP areas.	No support received.	Need to secure funding to do this.

A2.2.6 Priority Issues for the next 5 years - Shepparton Irrigation Region Landcare groups

- Support groups currently in recess when there is the community enthusiasm to start the group up again.
- Have financial support with incorporation and insurance issues.
- Have on-going funding of facilitator and co-ordinator positions.

- Have assistance to develop professional promotional material for Landcare locally to assist in removing the perception that Landcare is just about planting trees.
- Have support for urban Landcare groups to develop closer ties with local government and encourage representation from local government at their meetings to address local government issues as they arise.
- Encourage for urban Landcare groups to involve the broader urban community in their activities.
- Have on-going and regular access to assistance with visioning, goal setting and activity planning.
- Have funds available for meeting room hire and administrative costs.
- Have greater resources put into knowledge sharing to increase the knowledge base of landholders.
- Explore opportunities with local industries to support Landcare in the region. Support could include sponsorship and discounts for Landcare.
- See more simplified funding applications and reporting obligations.
- See changes to the cost share ratio. Some groups are finding it hard to match the in-kind support with the dollars requested and would like the cost share ratio changed from 50:50 for in-kind and actual dollars to 25:75 thereby reducing the amount of manpower needed.

A2.3 Catchment Management Authority

The Second Generation Landcare Taskforce report "Healthy Landscapes - Sustainable Communities" stated that the critical roles of government for Landcare are:

- funding activities,
- encouraging networking,
- disseminating information, and
- providing appropriate policy settings and support.

The GB CMA was asked questions to explore the role of their programs in relation to Landcare.

The GB CMA provides funding to Landcare groups via several different funding programs (Federal and State). Landcare groups access the funding through an Expression of Interest process in which the Catchment priorities are presented and applications for funding are invited for projects which fit the Catchment priorities.

The GB CMA includes community representation on all of its committees, working groups and the board as follows;

- Eight community representatives on each of the three implementation committees.
- Eight community representatives on the GB CMA board.
- Six community representative on each of the three Waterways workings groups.
- Ten community representatives on the Heartlands Committee.
- Nine community representatives on the Broken Boosey State Park Advisory Group.

- Twelve community representatives on the Surface Drainage Working Group.
- Eleven community representatives on the Groundwater Management Plan Working Group.
- Ten community representatives on the Sub-Surface Drainage Working group.

All community representatives receive a sitting fee.

The GB CMA encourages networking between government and Landcare through a range of forums which includes:

In the UGIC

- Annual “Round table” discussions between the IC and representatives of Landcare groups. These discussions are promoted and encouraged by GB CMA staff.

In the MGBIC

- Community forums – there have currently been three (Mulwala, Nagambie and Benalla) It is anticipated that one to two Community Forums will be organised each year. These forums are promoted and encouraged by GB CMA staff as well as one Landcare facilitator.
- A Steering Committee comprised of representatives from the Landcare groups in the MGBIC to oversee the Landcare Facilitator’s positions. Support for this committee is provided by the Regional Landcare Co-ordinator, GB CMA staff and one IC member.
- The “Landcare Café - The Place of opportunity.” A new initiative aimed at informing Landcare groups of the funding priorities and discussing opportunities for partnership between Landcare groups, and the GB CMA, DPI, DSE.

In the SIRIC

- There are currently no community forums or events organised by the GB CMA.

The GB CMA provides information to Landcare through community forums, direct mailouts of specific information, meeting summaries and minutes, (mail and email), media articles, the GB CMA website, newsletters, reports and annual reports.

The GB CMA has developed a funding newsletter which it intends to distribute three to four times per year. So far two editions have been sent out.

GB CMA support Landcare groups with photocopying and postage when requested and presently the Mid Goulburn Broken IC is examining ways in which it may be able to assist some groups with insurance costs.

The Second Generation Landcare Taskforce report “Healthy Landscapes - Sustainable Communities” also identified three major issues that concern Landcare about the role of Government:

- “A perception that Government support has declined. Although the number of Landcare Co-ordinators and other support staff has increased, recent research suggests that Victorian

and other State Governments have cut their technical extension programs in rural areas, reducing Landcare access to technical support and information”.

- “Public policy settings do not always support the activities of Landcare.”
- “Administrative requirements of the various State and Commonwealth funding programs are a problem to Landcare groups and have contributed to the levels of stress and burnout reported by many groups”.

GB CMA representatives were asked whether all or any of the above issues had been encountered in their local interactions with Landcare. The GB CMA indicated that there had been no reduction in resources but an increase in demand for funding resulting in financial resources having to be stretched further.

The GB CMA indicated that Landcare groups are one of the key stakeholders in the implementation of CMA programs and that Landcare support the CMA programs by being actively involved in the uptake of on-ground works and playing a vital role in various committees within the Catchment.

A2.4 Local government

A2.4.1 Background

All local government stakeholders in the Catchment were written to and telephoned to invite them to participate in the development of the Preliminary Draft Strategy. Meetings were held with:

- Shire of Campaspe;
- City of Greater Shepparton;
- Mansfield Shire;
- Shire of Strathbogie; and
- Moira Shire.

A2.4.2 Local government community development policy

Most of the local governments have in place a corporate plan with environment key result areas as well as other strategies and plans which refer to Landcare groups. References to Landcare support in local government policies, strategies and plans are summarised in Table A19.

Local Government	Corporate Plan	Roadside Management Plan	Environment Strategy	Policy
Shire of Campaspe	"Foster and Support Landcare and environmental groups"	"Coordinate revegetation works, with Shire/DSE and Landcare groups. Ensure best practice in revegetation works". Regarding Pest Plants; "Encourage landholders and Landcare groups to implement weed control on roadsides, and pursue funding where available under programs such as Good Neighbour".	"Promote sustainable management practices to landowners, including through support and encouragement of Landcare groups".	The Shire of Campaspe "Policy Number 23 Assistance to Landcare groups" outlines the approach to be taken in supporting Landcare groups.
City of Greater Shepparton	"Work with key groups, authorities and business leaders on environmental issues".	"Council actively encourages any plans to re-establish indigenous vegetation by Landcare groups although where feasible it is preferable to protect the roadside and allow the area to regenerate naturally." Regarding Pest Plants; "Landcare groups are encouraged to pursue weed funding through state and federal programs".		
Mansfield Shire	"Establish partnerships and sustain a co-ordinated approach with Landcare groups (Goulburn Broken Catchment Management Authority and Department of Sustainability and Environment) to maximize outcomes aimed at enhancing the environment".			
Shire of Strathbogie		The Shire is preparing a Roadside Management Plan.		The Shire of Strathbogie Rural Land Rate Policy allows for a 20% reduction in rates for properties in a Rural Zone providing the landowner meets the relevant Community Land Management Goals which have been developed for each Landcare group area within the Shire.
Moira Shire	"Proactive and coordinated development of policies, strategies and plans in tandem with Goulburn-Murray water, Catchment Management Authorities and Landcare groups will maximize the benefits to the environment.	The Shire is currently reviewing its Roadside Management Plan and is intending to detail how the Shire will work with Landcare groups in the revegetation of roadsides.	Moira Shire is planning to develop a Natural Environment Strategy.	
Benalla Rural City			Benalla Rural City is preparing an Environment Management Strategy.	

A2.4.3 Local government financial and in-kind support to Landcare

The Shire of Campaspe pays for half of the salary and all of the travel and overhead costs for a Landcare Support officer, with the remaining salary cost being paid by North Central CMA through NHT funding. The shire also contributes one third towards the salary for a salinity education officer within the Goulburn Broken Catchment. An annual shire budget allocation of \$30 000 is set aside to support the 21 Landcare groups within the shire, with administrative and on-ground assistance. The shire also supports Landcare groups with in-kind support such as use of photocopiers for copying newsletters and use of shire facilities for Landcare meetings. The Campaspe Landcare Committee is made up of representatives from the Landcare groups within the shire as well as the Councillor with the environment portfolio. The committee provides advice to council about how best to support Landcare.

The City of Greater Shepparton (COGS) supports Goulburn Murray Landcare Network (GMLN) by contributing \$2,000 and providing a reduced rental rate for office accommodation. In-kind support is offered to Landcare groups in the form of assistance with ground preparation for tree planting work on roadsides. COGS supports an urban Landcare group in Shepparton which was formed after a blue green algae incident in the Kialla Lakes, by contributing to the maintenance and on-ground activities recommended by the group. COGS has been involved in providing input to LAPs prepared by Landcare groups within the municipality and will have an on-going role in the implementation of LAPs where implementation actions fall within council responsibility. Since the recent appointment of an environment officer, council has begun to establish greater communication with Landcare groups within the municipality, particularly regarding implementation of councils' Roadside Management Plan.

To date the Mansfield Shire has not provided financial support to the five Landcare groups in the Shire. However, the Merton Landcare group has indicated that in 2002 the then Delatite Shire contributed \$500 towards the cost of publication of "Merton Tastes and Tales". The Mansfield Shire indicated in discussions, that it had received very few approaches from Landcare groups for in-kind support, but that it would be willing to consider group requests for assistance. The shire also indicated that an environment officer position may be created in the future, and that the role may link with Landcare groups.

The Shire of Strathbogie employs a Land Management Program Officer who works in conjunction with Landcare groups to identify the Community Land Management Goals and implement the shires' Rural Land Rate Policy. The shire's Land Management Program Committee, which is made up of representatives of the 15 Landcare groups in the Shire, as well as representatives from the GB CMA, DPI and the shire, provides advice regarding land management initiatives operating in the Shire.

The Shire of Moira supports GMLN by contributing \$1,000 towards the cost of office rental. The shire's support for Landcare is mostly in-kind support in relation to implementation of the shire's Roadside Management Plan. The shire is currently reviewing the plan, to include more clearly

defined actions. The shire indicated in discussions its desire to be more proactively involved in roadside revegetation in the future. In-kind support in the form of advertising of Landcare group events in the shire's page in the local newspaper, has occurred in the past. The shire has recently appointed an Environment Manager who is keen to establish an Environmental Advisory Committee and to seek funding for the development of the Shire's Natural Environment Strategy. Moira Shire has been involved in providing input into LAPs prepared by Landcare groups within the Shire. It also has an on-going role in the implementation of these plans where applicable.

Benalla Rural City provides in-kind support to Landcare on a case by case basis. To date this support has included seedlings, trees and weed control in the Upper Ryans Creek area. Benalla Rural City has also provided in-kind support to other environment groups (Benalla Litter Prevention Group and Benalla and District Environment Group). An annual budget allocation of \$40 000 is set aside for a Community Grants Program to assist community and volunteer groups. Eligible projects under the program include minor capital works, community events, maintenance works for community facilities, community newsletters and community development and building initiatives. The maximum amount funded per application is \$2,500. Benalla Rural City has provided financial support in the form of a grant to the Regent Honeyeater Project. A Forest Officer is employed by Benalla Rural City to oversee environmental issues regarding forest practice on private land. A recently established Environmental Advisory Committee of Benalla Rural City will be seeking a Landcare representative to join the committee. An Environmental Management Strategy is currently being prepared by which will address the range of environmental issues for which the municipality is responsible. Where possible, Benalla Rural City would like to see Landcare integrated into its current environmental projects in order to maximise project outcomes.

A2.4.4 Local government priorities for Landcare support

During the consultation, the future priorities for Landcare support within local government areas were identified as:

- Self sufficient groups;
- Good group governance;
- Continued financial support to Landcare groups;
- Increased number of urban Landcare groups;
- Landcare groups which provide a local encouraging social network within which improved land management happens;
- Strong local communities;
- Well coordinated Landcare activity within local government areas;
- Improved communication between Landcare groups and local government;
- Excellent communication between all stakeholders operating within local government areas;
- All stakeholders working together, to achieve natural resource management outcomes;
- Engaging with lifestyle property owners regarding best practice land management;

- Broader community awareness of land degradation issues and appropriate management actions;
- Greater local promotion of local Landcare activities and achievements to increase broader community awareness;
- Consistent and recognisable local signage to promote awareness of local Landcare works.

A2.5 Victorian Farmers Federation

The VFF through their Farm Tree and Landcare Association Incorporated (FTLA) were asked to provide input into the development of the strategy. One response was received which contained the VFF Farm Tree and Landcare Association statement of purpose and a summary of the services they provide which is summarised in this section.

The VFF Farm Tree and Landcare Association is an incorporated association which acts as an umbrella body under which member groups are provided with protection for members against the possibility of being personally responsible for organisations debts or liabilities.

The Farm Trees and Landcare Association through the VFF provide competitively priced insurance packages which provide public and products liability insurance, personal accident insurance and associations liability insurance which provides protection for office bearers and employees in the course of carrying out their duties

The Farm Trees and Landcare Association through the VFF provide advice and assistance to Landcare groups about the responsibilities required for the employment of employees, contractors and consultants

The Farm Trees and Landcare Association through the VFF act as a strong advocate for Landcare in Victoria.

All members of the Farm Trees and Landcare Association receive a copy of the Victorian Landcare Magazine ensuring that Landcare members are kept informed about Landcare activities from across the State.

There are many Landcare groups throughout the Goulburn Broken Catchment that are members of the Farm Trees and Landcare Association who rely on the services provided by the VFF.

A2.6 State Government

During the development of the Strategy we wrote to 30 local representatives of State Government agencies within the Catchment, seeking their input to the development of the strategy. Six responses have been received and are summarised in this section.

State Government has responsibilities for natural resource management to ensure that land, water, flora and fauna are enhanced for present and future generations. In order to implement

these responsibilities, Government depends on working with those who own and manage the land, including private landholders, indigenous and public land managers.

The Second Generation Landcare Taskforce report “Healthy Landscapes - Sustainable Communities” stated that the critical roles of Government for Landcare are:

- funding activities;
- encouraging networking;
- disseminating information; and
- providing appropriate policy settings and support.

Local State Government agencies were asked questions to explore the role of their government programs in relation to Landcare.

In the SIR officers working in the Environmental Management Program conduct extension activities with and for Landcare groups, and assist Landcare groups with revegetation and remnant protection works. The Community Focus Team, and the LAP Implementation Officers also provide support to Landcare groups by “signposting” to appropriate technical expertise and skills and by organising events and assisting in preparing extension materials. The frequency of the provision of this level of support is approximately monthly.

In the Mid Goulburn Broken Region (Kate Stothers) support is provided to Landcare groups in applying for funding, preparing media releases, providing maps, access to technical information, expertise, presentations, field days and bus trips. The frequency of the provision of this level of support is approximately monthly.

Catchment Management Officers working in the Mid Goulburn Broken Region provide extension and advisory support to landholders (i.e. not just Landcare members) in applying for funding for revegetation, enhancement of remnants and erosion control works, through the GB CMA Environmental Management Incentives. Support is provided with project planning, administration of funds, technical advice, articles for newsletter, developing project ideas and goals.

The Spatial Analysis Group provides low cost mapping services to Landcare groups. However, because the group operates on a cost recovery basis for each piece of work done, Landcare groups need to build these costs into project funding applications, if they require mapping of on ground activities.

In the Upper Goulburn Region (Brad Costin) support is provided via the GB CMA Environmental Management Grants, to run field days, to contact individual landholders, provide articles for Landcare group newsletters and presentations at Landcare meetings.

The Department of Sustainability and Environment, Flora and Fauna program in the Upper Goulburn Region, provides links for Landcare groups into biodiversity programs and projects.

The current Striped Legless Lizard project would not have got going without the support of Landcare co-ordinators and group members in the Upper Goulburn Region. Land for Wildlife, Whole Farm Planning and biodiversity components and some threatened species projects may have mutual benefits to Landcare groups and program deliverers. Opportunities also exist for partnerships with other conservation groups. One example is where farmers were reluctant to take on the 'scientific recording' component of Striped Legless Lizard surveys, so DSE linked then with the local Field Naturalists Club to find people who were willing to assist with that role.

The Second Generation Landcare Taskforce report "Healthy Landscapes - Sustainable Communities" also identified three major issues that concern Landcare about the role of Government:

- "A perception that Government support has declined. Although the number of Landcare Co-ordinators and other support staff has increased, recent research suggests that Victorian and other State Governments have cut their technical extension programs in rural areas, reducing Landcare access to technical support and information";
- "Public policy settings do not always support the activities of Landcare";
- "Administrative requirements of the various State and Commonwealth funding programs are a problem to Landcare groups and have contributed to the levels of stress and burnout reported by many groups".

State Government representatives were asked whether all or any of the above issues had been encountered in their local interactions with Landcare. All of those who responded confirmed that budget cuts had resulted in staff not being replaced, remaining staff carrying extra workloads, leading to a reduction in the ability to provide technical support and information to Landcare. There was also a sense that more landholders were seeking technical information regarding natural resource management issues and that it was often difficult for agency staff to keep up with the demand, in a timely manner. They also indicated that the administrative requirements attached to some grants had increased the paperwork for Landcare, but that in some cases the administration of the grants could be taken on by the GB CMA and that some DPI extension officers can assist with reporting requirements.

Throughout the Catchment very strong partnerships exist between State Government programs and Landcare and that it is often because of these strong partnerships that so much has been achieved in natural resource management. The State Government representatives were asked about how the partnerships between their program and Landcare were supported. The respondents from the Mid Goulburn Region indicated the importance of funding obtained by Landcare groups for the implementation of government policy, which allows a greater focus on high priority issues e.g. education materials or education officer. The Catchment Management Officers in the Mid Goulburn Broken Region have assisted groups that have been unsuccessful in obtaining funding for a project from one source, to find alternative funds to commence part of the project. The importance of having a dedicated extension officer, as the first point

of contact for Landcare groups, was stressed as necessary to maintain effective partnerships between government agencies and Landcare. The factors seen as barriers to maintaining the partnerships, were perceived government bureaucracy and rigidity, and unfair expectation placed on Landcare in terms of complying with administrative requirements. Also the lack of promotion of the availability of extension officers (e.g. Catchment Management Officers) and their roles and responsibilities was seen as a barrier. The DPI Benalla GIS group is presently running a pilot project with the Sheep Pen Creek Landcare Group, regarding better use of spatial resources in Landcare. Information from the pilot project may be applied to other Landcare groups at a later date.

The respondents from the SIR Community Focus Team indicated that although staffing levels had been maintained, resources for materials had been squeezed and that this had led to a change in how work was approached, as well as a reduction in confidence in having project ideas supported.

A2.7 Goulburn – Murray Water

Goulburn-Murray Water (G-MW) has statutory functions to manage the major headworks, irrigation supply and drainage systems, surface water and groundwater diversions within the Catchment. G-MW also promotes best practice land use and development, in all catchments to protect surface and groundwater quality and quantity.

G-MW works closely with its catchment management partners such as the DSE, DPI, EPA and CMA's, to discuss and manage on-going and emerging water quality and natural resource management issues.

G-MW was consulted to find out the extent to which its programs worked in partnership with Landcare, and whether it provided technical extension information to Landcare. Four separate responses were received from:

- Natural Resources Group – Dryland Salinity unit;
- Natural Resources Group – Water Systems Health unit;
- Diversions Group – Streamflow and Groundwater Management Planning;
- Salinity Project Officer.

G-MW's partnership with Landcare in the Mid Goulburn Broken Region and the Upper Goulburn Region occurs in an indirect way via the Implementation Committees through the operation of the Dryland Farm Exploratory Drilling Scheme (FEDS). G-MW provides extension support to Landcare, on request, in the form of presentations to groups. G-MW propose to engage with the three newly appointed Landcare Co-ordinators in the Mid Goulburn Broken Region, to raise their awareness of the Dryland FEDS, so that they will then be able to inform Landcare groups about the groundwater pumping incentives. G-MW identified a need to provide Landcare co-ordinators with adequate training regarding plans and incentive schemes

available in their areas, with the reasoning behind the schemes explained from both a paddock and Catchment scale.

Within the SIR, G-MW works with Landcare through the Drainwatch program run by Goulburn Murray Landcare Network. Funding for the program is provided by NHT and G-MW via the Water Services Committees. Data collected by Landcare volunteers in the Drainwatch program is used by G-MW to complement their own data, and to assist in drain management decisions and priorities. G-MW also provides input to the Waterwatch program operated throughout the Catchment and has provided input to LAPs, particularly on water quality / nutrient issues. G-MW provides in-kind support to Landcare through the provision of staff time within the Water Systems Health unit to become involved with Landcare activities, such as workshops, presentations to meetings and bus tours. G-MW acknowledged the achievements of Landcare and LAP groups in the SIR, in reducing off-farm impacts of agricultural activities resulting in improvements in water quality in streams. G-MW also indicated that Landcare groups in the SIR are trialing new ideas and programs, such as the Murray Darling Basin Commission Dairy Stewardship Trial within the Wyuna and Nathalia LAP areas. This trial, which is one step back from an Environmental Management System, looks at determining the current standard of environmental management on property and identifying the areas for improvement.

In the SIR, G-MW also coordinates the Sub Surface Drainage (SSD) program and works with Landcare and LAP groups to undertake the Farm Exploratory Drilling Scheme (FEDS). The SSD Working Group (Subgroup of the SIRIC) includes community members many of whom are members of Landcare groups. The partnerships that exist between G-MW, DPI, GB CMA and Landcare help in the coordination of progress towards meeting sub surface drainage works targets. Groups are involved in planning works in their area, developing priorities for works and promotional activities. Technical extension material is provided to Landcare groups via both G-MW and DPI.

The G-MW Diversions Group is responsible for surface and groundwater management planning and invites Landcare members to become representatives on various committees, set up to examine such issues as environmental flows, streamflow management plans and water supply protection areas. Community members appointed to these committees receive remuneration at the rate specified by Government. The Streamflow Planning section has provided presentations to Landcare groups and is happy to provide individual copies of technical documents on request.

A2.8 Goulburn Valley Water Waterwatch Program

An important aspect of Goulburn Valley Water's Environment Policy is to promote "Catchment management practices which protect and where practicable, improve water quality, biodiversity values and the Catchment at large" Goulburn Valley Water sponsors the Waterwatch Community Water Monitoring Program. The program works with schools and community groups, such as Landcare, to raise awareness of water quality issues and to encourage practical actions that will improve waterways.

Waterwatch works in partnership with Landcare in the Goulburn Broken Catchment. There are six Waterwatch Co-ordinators. Three of whom are employed through the GMLN. The Waterwatch Co-ordinators within the Catchment, work with Landcare groups to coordinate on-ground activities, such as tree planting activities with schools, macro invertebrate sampling in local creeks and Saltwatch activities with school groups.

Waterwatch Co-ordinators in the Upper Goulburn and Mid Goulburn Broken regions, work with Landcare groups to raise awareness of water quality issues in waterways across the Catchment. Landcare groups carry out water quality monitoring activities to learn about these issues and to collect useful data that may be used in the future to measure improvements in water quality.

The Waterwatch "Drainwatch" Co-ordinator works with members of many Landcare groups in the SIR to raise awareness of water quality issues in irrigation drains. Landcare group members are encouraged to monitor the quality of water in irrigation drains to promote irrigation practices that minimise the contribution of nutrients entering waterways from farms.

Waterwatch actively supports Landcare activities through the provision of expertise and equipment to carry out water monitoring activities. Waterwatch provides training and data interpretation workshops for Landcare members and provides financial assistance to deliver these workshops. Waterwatch facilitates networking between Landcare and resource management agencies at these workshops.

The "Waterwatcher" newsletter is produced three times per year and is distributed to participating Landcare groups. The Waterwatch Co-ordinators also support Landcare groups by attending Landcare group meetings.

Although Waterwatch is the main community education project at Goulburn Valley Water, there has been an increase in resources provided by the Authority to promote other natural resource management issues in the general community, including Landcare, such as water conservation, water production and wastewater management and reuse.

Goulburn Valley Water does not have any involvement with Landcare groups as part of the implementation of its Biodiversity Strategy. Activities that might involve GVW working with Landcare would be limited to tree planting, and similar activities. However, tree planting occurs on GVW property which would be a deterrent to Landcare involvement.

A2.9 Commonwealth Government

Information about the Commonwealth Government has been included as per their support through Federal funding schemes and positions funded throughout the State that the author was aware of.

A2.10 Non-profit organisations

The Broken Creek Field Naturalists Club has 80 members who undertake outings to observe natural history. The response from the group indicated that they are not actively involved in natural resource management and do not currently interact with Landcare. The group does not receive outside support to undertake its activities nor has it identified additional support requirements.

The Upper Goulburn Field Naturalists Club has approximately 30 members who undertake activities which include field excursions, establishment of walking tracks and bird hides, erection of interpretive signs, participation in fauna surveys, rubbish removal and negotiations with the Shire of Murrindindi regarding the status of local reserves. The group does not currently interact with Landcare and any potential future involvement with Landcare would need to be considered by the group on a case by case basis. The group has received financial support from DSE, (Botanic Gardens grants) and Parks Victoria Community Grants and the World Wildlife Funding. The group also receives in-kind support from the DSE for meeting venues. The group has not identified any additional support requirements.

Yea Wetlands Committee of Management is a delegated committee of Management under the local government Act and has nine community members plus one local government representative on the committee. There is also a Friends of Yea Wetlands group with approximately 20 members who support the activities of the committee. The committee is responsible for the overall management of the Yea Wetlands Reserve and is actively involved in developing a Management Plan for the reserve. Two of the committee members are also members of local Landcare groups (Yea River and Strath Creek Landcare groups). The committee also interacts with Landcare through holding weed identification and management workshops, working bees, assistance with funding applications and native species identification. The committee is very keen to work closely with Landcare in the future. The committee also has links with the local Waterwatch group, the Alexandra Field Naturalists, Yea Rotary and Yea and District Tourism Association. The committee has received financial support from the GB CMA for weed control and interpretive signs, Envirofunds to enhance biodiversity throughout the wetlands, and from the State Government Rural Infrastructure Grants to provide pedestrian access from the wetlands to the township. The committee also receives in-kind support from the GB CMA and DSE. The committee identified the following additional support requirements:

- Assistance in developing a longer term Environmental Management Plan for the Reserve.
- Further assistance in species identification and knowledge of local indigenous species.

- Weed control methods that have worked/not worked for others (e.g. management techniques for Phalaris).
- Assistance with physical works (use of plant and machinery).
- Knowledge of chemicals and their impact/use in wetland environments.
- Assistance with promotion (website development/hosting costs high).

A2.11 Other organisations

The Goulburn Valley Regional Waste Management Group has six member local government authorities (City of Greater Shepparton, Shires of Campaspe, Strathbogie, Moira, Mitchell, and Murrindindi) which it assists in all areas of waste management, but particularly infrastructure, policy and education. The group has provided support to Landcare in the form of input into the development and implementation of LAPs in the SIR, as well as attending Landcare meetings to discuss the Drummuster program and other issues related to farm waste (e.g. Silage wrap). The group is particularly interested in partnering with Landcare groups who are keen to pursue activities related to waste minimisation and litter in rural areas.

A2.12 Industry

Kraft foods and the University of Melbourne support the Goulburn Broken Indigenous Seed Bank.

Nestle through its Community Environment program supports Landcare projects in the Tongala area.

A Appendix 3

Appendix 3. List of responses to the Preliminary Draft and Second Draft Community Landcare Support Strategy

Responses to the Preliminary Draft

Total Number 30

Landcare groups (10)

Arcadia Landcare Group (Jackie McCracken)
Burnt Creek Landcare Group (Neil Larson and Kevin Whithear)
Creighton Creek Landcare Group (Barrie Noye)
Goulburn Murray Landcare Network and Girgarre Stanhope Landcare Group (Craig Tuhan)
Kingslake Landcare Group (Chris Cobern)
Merton Landcare Group (Robyn Rathby-Wood)
Molyullah Tatong Landcare Group (Bill Willett)
North West Mooroopna Land Management Group (Murray Solomon)
Sheep Pen Creek Land Management Group (John Lawry)
Warby Ranges/Boweya Lake Rowan Landcare Group (Pat Larkin, Bill Johnson and Julia Clancy)

Other Environment Groups (1)

Goulburn Valley Tree Group

Landcare Coordinators and Facilitators and LAP Implementation Officers (7)

Allison Long Landcare Facilitator
Drew Gailey Shire of Campaspe Landcare Co-ordinator
Jen Pagen LAP Implementation Officer, DPI
Karen Brisbane Goulburn Murray Landcare Network Landcare Facilitator
Libby Reynolds LAP Implementation Officer, DPI
Marg Watters Landcare Support Officer DPI
Rebecca Lukies LAP Implementation Officer, DPI

Implementation Committee Members (1)

Geoff Campbell

State Government Agencies (4)

Lyndall Ash Team Leader Community Education and Landcare Support DPI
Mark Costello State Landcare Coordinator DSE
Joanne Webber DSE
Rachael Spokes Community Facilitator, DPI

Local Government Agencies (3)

City of Greater Shepparton
Moiria Shire

A Appendix 4

Appendix 4. Issues raised during the consultation which fall outside the scope of the Community Landcare Support Strategy

Issues raised by Landcare co-ordinators

- The increase of people with low incomes moving into the Upper Goulburn area, many of whom are living in farm cottages, or sheds, scraping out an existence, with no disposable income to do works on the land.
- Increasing land prices and higher cost of living in rural areas.
- The need to keep youth in the area.
- The Living Murray process.
- Goulburn River audit review.

Issues raised by Landcare groups

- Toxic dump issue.
- Mangalore Food and Logistics precinct.
- Moving water out of the Catchment causing a shift in wealth and community.
- Bush tender.
- Firewood collection.
- Changing rainfall patterns.
- Land clearing.
- Possibility of tax credits instead of deductions for doing certain works.

Issues raised by local government

- Clarification of boundaries SIR / GB CMA / NC CMA.
- Revegetation of land unsuitable for current farming practices.
- Water quality in drains and rivers.
- Communication between Landcare and local government and where there is an issues Landcare being a bit more proactive.
- The importance of water trading and concerns about water leaving the area resulting in social and economic impacts for local communities.
- Areas no longer irrigated could be returned to native vegetation.
- Lower Goulburn Floodplain project need to look at both the flooding issues as well as the social issues.
- Triple bottom line reporting.
- High turn over of property ownership (upper catchment).



