

2015-2019 East Gippsland Catchment Management Authority Regional Landcare Support Plan



Snowy West Landcare working on restoration of the East Gippsland Rail Trail at Newmerella



**Regional
Landcare**
East Gippsland

**EAST GIPPSLAND
CATCHMENT
MANAGEMENT
AUTHORITY**



Contents

1.0 Purpose.....	3
2.0 Introduction.....	3
3.0 Background.....	5
3.1 The Australian Framework for Landcare.....	5
3.2 The Victorian Landcare Program.....	5
3.2.1 The Victorian Landcare Program Strategic Plan (2012-2016)	5
3.4 East Gippsland Catchment Management Authority	6
3.4.1 East Gippsland Regional Landcare Facilitator	8
3.4.2 The East Gippsland Regional Catchment Strategy (2013-2019).....	8
3.5 Challenges for Landcare groups and networks in East Gippsland	10
3.6 Summary of the Plan Influences	11
4.0 The Regional Landcare Support Plan	11
4.1 Purpose.....	11
4.2 Plan Objectives	12
4.3 Support Action Plan.....	12
5.0 Monitoring, Evaluation and Reporting	18
5.1 Monitoring and Reporting.....	18
5.1.1 Monitoring	18
5.1.2 Reporting.....	18
5.2 Evaluation	19
6.0 Appendices.....	20
Appendix One – Australian Landcare Framework key elements and issues for landcarers, stakeholders and partners.....	20
Appendix Two – Actions supporting delivery of the Five Functions in the Victorian Landcare Program Strategic Plan	22
Appendix Three –Summary of Regional Landcare Coordinator commitments to Investor (Victorian Government).....	24
Appendix Four - Regional Catchment Strategy priorities for Landcare.....	25

1.0 Purpose

The East Gippsland Catchment Management Authority Regional Landcare Support Plan outlines actions the East Gippsland Catchment Management Authority (CMA) will undertake to support Landcare.

2.0 Introduction

Landcare in East Gippsland is vibrant and active with 31 groups, 3 networks (Figure 1) and over 1,400 financial members. Member demographic is largely urban residents (34%), with smaller but significant representation from full-time farmers (23%), life-style landholders (24%) and part-time farmers (19%). In the past 10 years Landcare members and other community volunteers in East Gippsland have enhanced nearly 100,000 hectares, planting 832,000 seedlings and restoring 3,000ha of vegetation.

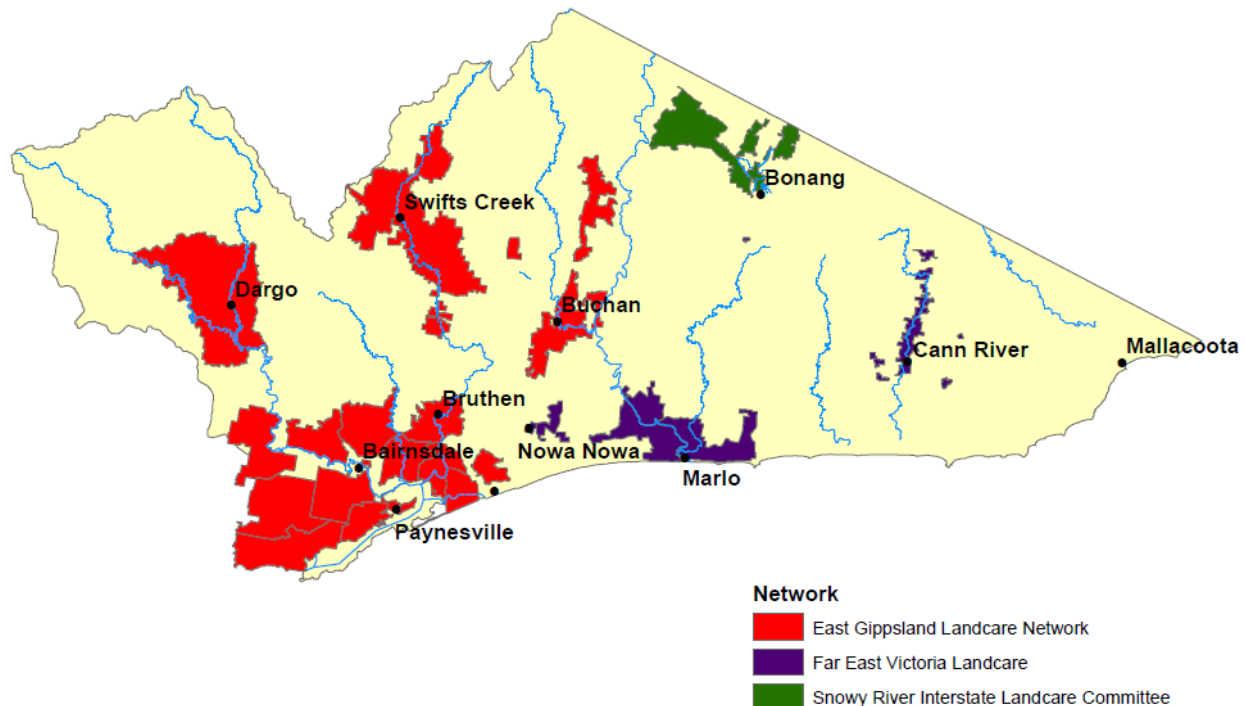


Figure One: distribution of East Gippsland Landcare groups by network (see legend for network coverage).

The contribution Landcare makes to maintaining and restoring our environment for current and future generations, and the social and economic values Landcare brings are well recognised. This is reflected in commitment to support Landcare at a national, state and regional level. Nationally, the Australian Framework for Landcare (2010-2020) guides support for Landcare. At a state level, support is provided through the Victorian Landcare Program and Community Engagement and Partnerships Framework for Victoria's Catchment Management Authorities. At a regional level it is reflected in this document, the East Gippsland Regional Landcare Support Plan (the Plan), through the East Gippsland CMA, and

the East Gippsland Regional Catchment Strategy (RCS). To varying degrees, each of these have influenced this Plan.

This Plan supersedes the previous Landcare Support Action Plan (2010 – 2014). The intent of the 2010-2014 Support Action Plan was to improve productive partnerships between Landcare and EGCMA ‘by aligning mutual needs and priorities within the capacities of the partners’. The previous plan was reviewed and evaluated to assess its effectiveness and relevance. Many of the objectives and key outcomes in the plan have been implemented; and have been incorporated into this plan to continue to achieve the objectives.



Wairewa Landcare restoring and reconnecting Wombat Creek after Tostaree bushfire, Far East Victoria

3.0 Background

3.1 The Australian Framework for Landcare¹

The Australian Governments Framework for Landcare defines the Landcare approach as a combination of Landcare ethic, the Landcare movement and the Landcare model.

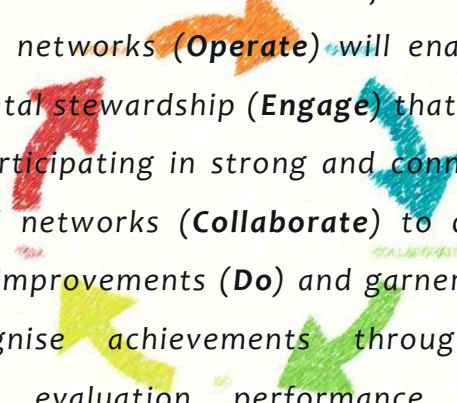
Fulfilment of this vision is supported by key elements and issues listed in the Framework (Appendix 1), which aim to guide landcarers, stakeholders and partners to achieve this.

3.2 The Victorian Landcare Program

The Victorian Landcare Program is funded by the Victorian State Government. The Victorian Landcare Program supports the Regional Landcare Coordinator position, Victorian Landcare Grants and other initiatives.

3.2.1 The Victorian Landcare Program Strategic Plan (2012-2016)

The Victorian Landcare Program developed the Victorian Landcare Program Strategic Plan² which guides targeted support to help Landcare groups and networks achieve **five key functions** – operate effectively, engage the community, collaborate, do on-ground works and tell the Landcare story. As the Victorian Landcare Program Strategic Plan states;



*“These functions are linked: well-functioning Landcare groups and networks (**Operate**) will enable widespread environmental stewardship (**Engage**) that will be enacted through participating in strong and connected Landcare groups and networks (**Collaborate**) to deliver tangible on-ground improvements (**Do**) and garner public support and recognise achievements through appropriate monitoring, evaluation, performance reporting, and general communication (**Tell**).”*

The framework underpinning this is summarised below (figure 2) and illustrates how the Victorian Landcare Program support services and initiatives assist the development of environmental, social and economic benefits. The actions identified to support

¹ The Australian Framework for Landcare (2010-2002). To view the complete Australian Framework for Landcare (2010-2002) visit Landcare Australia Resources page (http://www.landcareonline.com.au/?page_id=3350).

² To view the complete Victorian Landcare Program Strategic Plan, visit the DELWP website Environment and Wildlife page (<http://www.DELWP.vic.gov.au/environment-and-wildlife/community-programs/landcare/victorian-landcare-program>).

implementation (Appendix 2) are designed to provide guidance to make the Victorian Landcare Program more effective in supporting Landcare into the future.

Program Logic for the Victorian Landcare Program

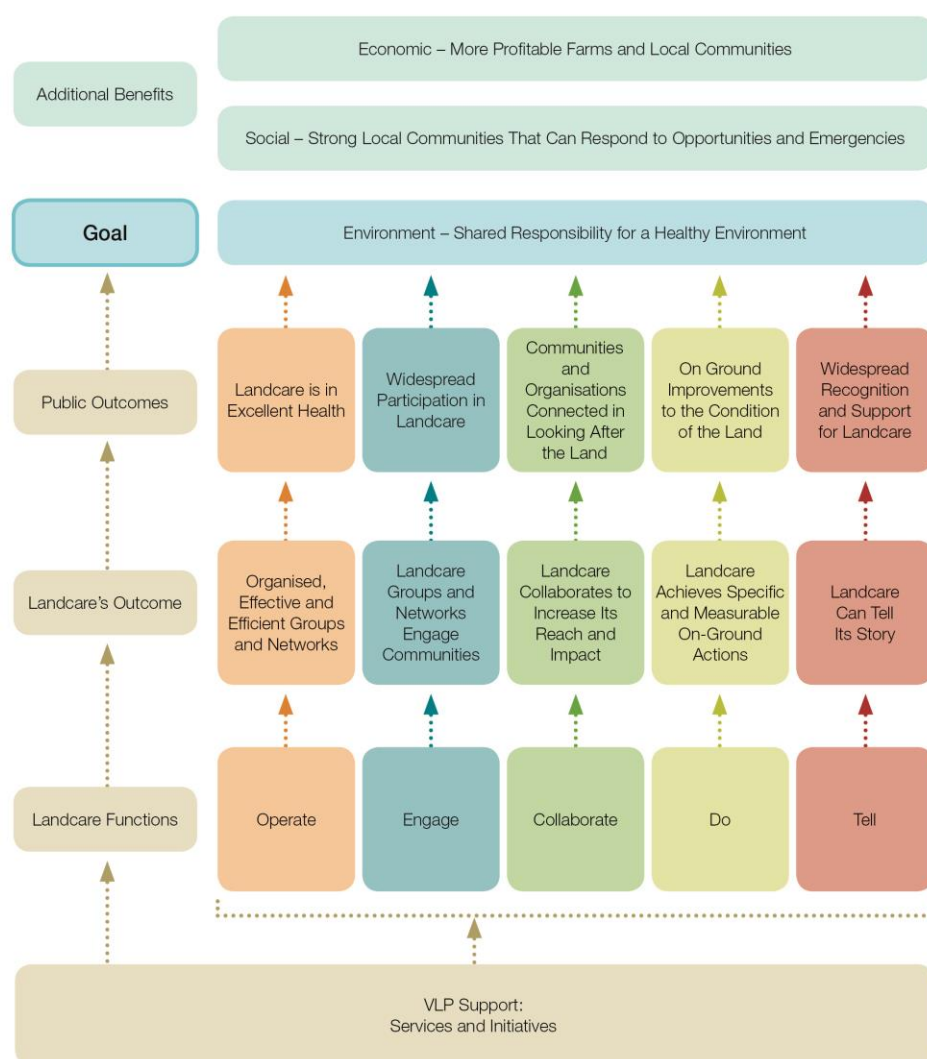


Figure Two: Program logic for the Victorian Landcare Program.

3.4 East Gippsland Catchment Management Authority

Catchment Management Authorities across Victoria are responsible for facilitating and coordinating the management of catchments according to the Catchment and Land Protection Act (1994) (CaLP), the Water Act (1989) and respective Statement of Obligations (2006, 2007). Catchment Management Authorities' are also responsible for developing and

monitoring implementation of their respective Regional Catchment Strategy. The CMA's, however 'do not own or directly manage natural resources and must achieve agreed outcomes and meet our responsibilities by partnering with those that do...recognising the value of effective engagement and partnerships in achieving the best outcomes for natural resource management.'³ As such, partnerships are critical. Establishing and sustaining relationships to enable parties to achieve outcomes which would not be achievable individually, are fundamental to delivery of the Regional Catchment Strategy.

Landcare and other Community Based Natural Resource Management groups (CBNRM) play an important role in this. The East Gippsland CMA has long valued the contribution Landcare makes to environmental and agricultural outcomes across the region. The East Gippsland CMA is committed to continuing and improving the partnership. This commitment is reflected in the Corporate Plan⁴ and Engagement Plan, identifying Landcare as a key business partner.

The East Gippsland CMA employs the East Gippsland Regional Landcare Coordinator and manages the Victorian Landcare Grant funds allocated to the region. The expectations of the Regional Landcare Coordinator and Victorian Landcare Grants are expressed in annual service level agreements between the Department of Environment, Land, Water and Planning (DELWP) on behalf of the Victorian Government, and the East Gippsland CMA. In summary, DELWP expects Regional Landcare Coordinators will;

1. Participate in delivering the Victorian Landcare Program Strategic Plan regionally in partnership with DELWP
2. Actively support DELWP funded state-wide positions of Aboriginal Landcare Coordinator and Recruitment/Education Landcare Facilitator in their regional adoption and impact
3. Provide DELWP with agreed sets of data. Includes biannually reporting on Victorian Landcare Grants and Regional Landcare Coordinator outputs and on nominated Landcare health parameters
4. Support any State Government initiative that is aligned with the delivery of the Victorian Landcare Program
5. Support delivery of the annual Victorian Landcare Team's Work Plan (further details are provided in Appendix 3)

Activities undertaken to meet these obligations are presented in the Support Action Plan (section 4.3, activities 1.0 – 5.10).

³ Community Engagement and Partnership Framework for Victoria's Catchment Management Authorities, Victorian Catchment Management Forum, 2012

⁴ To view the EGCMA Corporate Plan, visit About Us on the EGCMA website (<http://www.egcma.com.au/about-us/161/>).

3.4.1 East Gippsland Regional Landcare Facilitator

The Australian Government funded East Gippsland Regional Landcare Facilitator, provides opportunities for farmers to develop skills and knowledge in sustainable agriculture. The RLF aims to stimulate thinking so change and experimentation becomes a matter of principle, and assists the creation of a sustainable farming community that is resilient and can adapt to change.

Funding for the position is provided by the EGCMA to the Far East Victoria Landcare (FEVL) network, to host the position on behalf of the region. A locally based Steering Committee provides guidance to the activities of the RLF.

3.4.2 The East Gippsland Regional Catchment Strategy (2013-2019)

The East Gippsland RCS articulates the strategic management of natural assets in our region. It is structured around five program areas: four sub-regional landscape areas and one region wide (Figure 3).

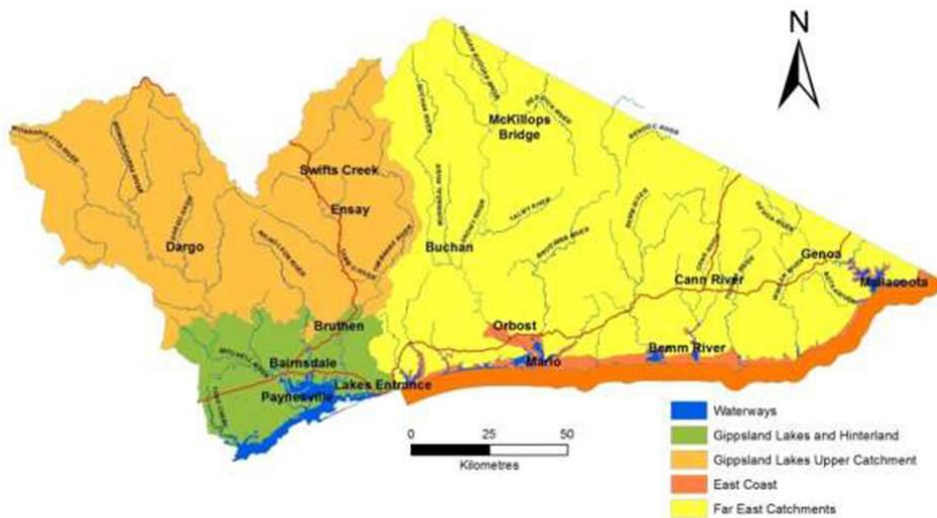


Figure Three: East Gippsland RCS program areas. Depicted are the Gippsland Lakes and Hinterlands (GLH), Gippsland Lakes Upper Catchment (GLUC), Far East Catchments (FEC) and East Coast (EC) program areas. The region wide program area incorporates all of these program areas.

The development of the Regional Catchment Strategy involved consultation to prioritise asset values for each program area based upon contribution to the following criteria;

- Productive agricultural land,
- Formally recognised significance, e.g. legislative protection,
- Presence of rare or threatened species, communities or ecosystems,
- Condition, or
- Other significant values, e.g. geological significance, drought refuge.

Considered together with asset threats, a ‘condition trajectory’ for each asset defines long term RCS Objectives (20 years) and shorter term RCS Management Actions (6 years). These have been identified as the most effective management actions that can be undertaken which contribute to the 20 year objectives⁵.

To assist with an integrated implementation, Program Working Groups have been established. Program Working Groups include delivery partners participating in delivery of RCS Management Actions and contribute to the collaborative delivery of targets across the region (for more details, see section 7.1 of EG RCS⁵).

Landcare has an important and valued role in the management of natural assets in East Gippsland, and has already contributed to RCS Management Actions. Management Actions of particular strategic relevance to Landcare and the RCS Objectives to which they contribute are summarised below. For more details of the associated priority areas, see Appendix 4.

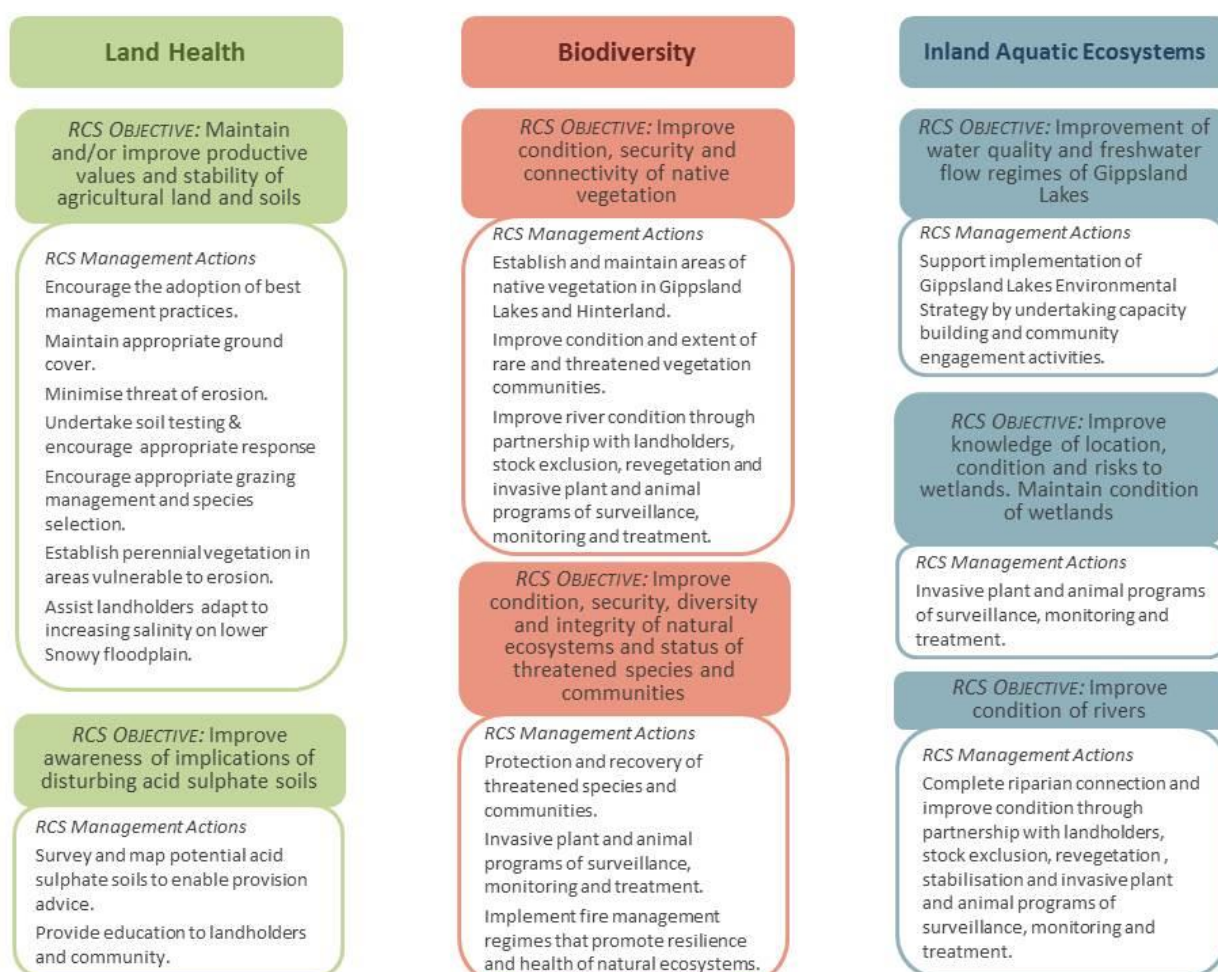


Figure Four: Summary of pertinent East Gippsland RCS Objectives and associated Management Actions for Landcare to improve Land Health, Biodiversity and Inland Aquatic Ecosystems.

⁵ To view the entire East Gippsland RCS visit Resources on the EGCMA website (<http://www.egcma.com.au/166/>).

3.5 Challenges for Landcare groups and networks in East Gippsland

In consultation with Executives from the East Gippsland Landcare Network (EGLN), Far East Victoria Landcare (FEVL) and Snowy River Interstate Landcare Committee (SRILC), the following have been identified as areas challenging Landcare efficiency and productivity, public perception and involvement. These provide the basis for activities 6.0 to 11.0 in the Support Action Plan (section 4.3).

1. *Administrative Burden*

Reducing administrative burden for Landcare networks and groups has the potential benefits of encouraging greater participation by volunteers, allowing group focus to be on-ground, benefiting the local community and landscape, and reducing duplication of process.

2. *Planning for the Future*

Keeping abreast of environmental and agricultural research and innovation enables networks and groups to be proactive rather than reactive, to plan in an informed and inspired way. Thinking and planning longer term allows time and consideration for fostering practice change.

3. *Knowledge Management*

Collating and storing information centrally reduces duplication of effort and resources, and can also simplify and inform exploration and development of ideas and projects.

4. *Active Engagement*

Engagement is central to Landcare effectiveness within the Landcare community but also in the broader community. The ability to actively engage enables successful meetings and working bees, but it also helps get the Landcare story out there and cultivates an understanding of Landcare relevance and context at a community level.

5. *Reinvigoration of Landcare*

Landcare activity can be cyclic, enthusiasm can wax and wane. As can perception and understanding of what Landcare is and does. Working at making Landcare fun and not getting bogged down, can help keep volunteers and the broader community engaged and be involved.

6. *Develop and Maintain a Collaborative Relationship with East Gippsland CMA*

Having an open and honest relationship ensures all parties are heard and understood, priorities and expectations are clear. Fostering this enables productive and positive relationships.

3.6 Summary of the Plan Influences

The diagram below (Figure 5) represents factors presented above which have influenced the Plan development.

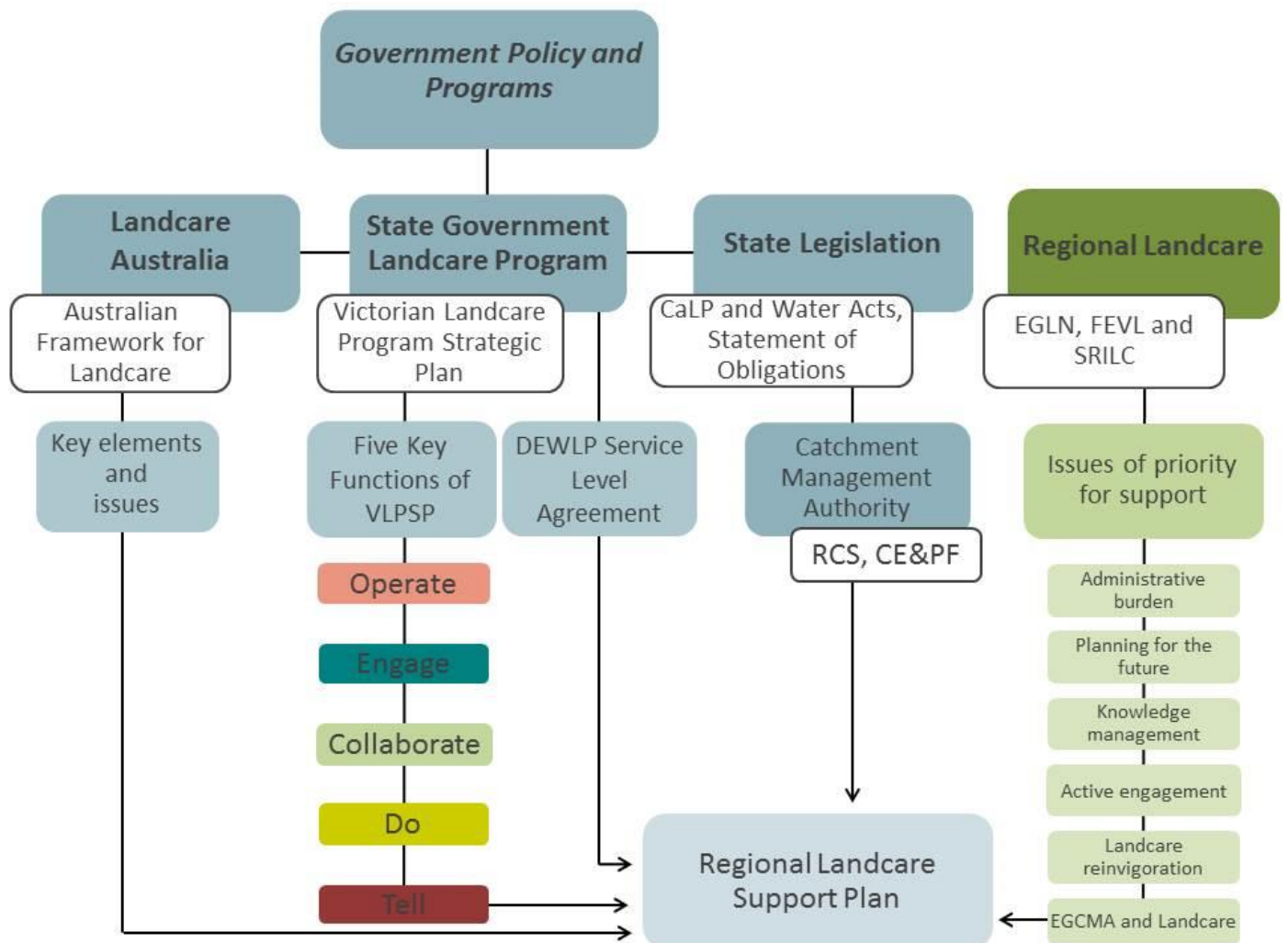


Figure Five: Diagrammatic representation of influences on the development of the Plan.

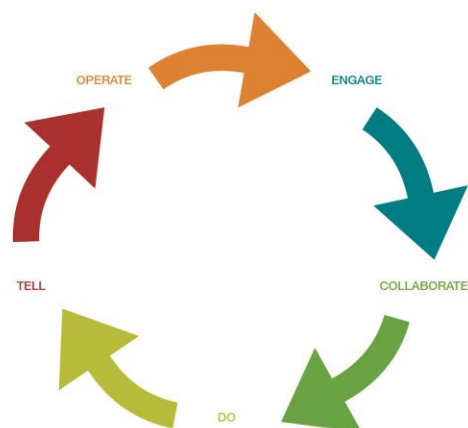
4.0 The Regional Landcare Support Plan

4.1 Purpose

The purpose of this Plan is to provide a 5 year framework for the East Gippsland CMA to support Landcare groups and networks across the region. The framework outlines actions the East Gippsland CMA will undertake support Landcare to address key challenges identified in section 3.4.

4.2 Plan Objectives

As described in section 3.2.1, the Victorian Landcare Program Strategic Plan guides targeted support to assist Landcare groups and networks achieve five key functions depicted to the right. Capacity in each function underpins productive and effective Landcare groups and networks. As such, the Plan objectives are for East Gippsland CMA to support Landcare to Operate, Engage, Collaborate, Do and Tell, particularly in relation to issues identified as key challenges to Landcare in East Gippsland (section 3.4).



Tambo Bluff Landcare Coastcare restoring rainforest to Middle Gully, Metung

4.3 Support Action Plan

The following table of support actions has been developed to deliver state government expectations of the Regional Landcare Coordinator, and address key challenges to Landcare in East Gippsland. The table of action (table 1) shows how the East Gippsland CMA will support Landcare in the region, and how each action contributes to developing Landcare capacity in the Plan objective (five key functions).

Table One: Activities the East Gippsland CMA will undertake to support Landcare in the region

Activity		Timing	Measure	Operate	Engage	Collaborate	Do	Tell
State Government Expectations for Regional Landcare Coordinator								
1	Participate in delivering the Victorian Landcare Program Strategic Plan regionally in partnership with DELWP	2015	Develop Regional Landcare Support Plan	✓	✓	✓	✓	✓
2	Provide DELWP with agreed set of data.	Biannual	Annual, Progress and Final reports for VLG, RLC projects.					✓
		Annual	Performance story reporting					✓
3	Support any State Government initiative that is aligned with the delivery of the Victorian Landcare Program	As requested	Administration of funding programs, e.g. Volunteer Recruitment Program, Victorian Landcare Program Strategic Plan release	✓	✓	✓	✓	✓
4	Actively support DELWP funded state-wide positions of Aboriginal Landcare Coordinator and Recruitment/Education Landcare Facilitator in their regional adoption and impact	Periodic	Support Aboriginal Landcare Coordinator and Recruitment/Education Landcare Facilitator provide opportunity for improving skills and knowledge in cultural heritage and recruitment	✓	✓	✓	✓	
5	Support delivery of the annual Victorian Landcare Team's 10 Point Work Plan							
5.1	Implement the Regional Landcare Action Plan	2015	Produce Regional Landcare Support Plan	✓	✓	✓	✓	✓
		Annual	Identify and communicate to DELWP delivery priorities and mechanisms for Support Plan implementation	✓	✓	✓	✓	✓
		Annual	Review plan to ensure currency and relevance	✓	✓	✓	✓	✓
5.2	Implement Victorian Landcare Grants (project and maintenance grants)	Annual	Call for applications, evaluation, issue agreements, report biannually (outputs and spatial data) and site visits.	✓	✓	✓	✓	✓

Activity		Timing	Measure	Operate	Engage	Collaborate	Do	Tell
5.3	Regional Landcare Report Card	Annual	Survey Landcare groups and networks.					✓
			Publish a Regional Report Card					✓
5.4	Recognition event and Landcare Awards – hold recognition event to celebrate Landcare. Promote within the region and support nomination of regional nominees to State Awards	Biennial	Regional Landcare Awards run in 2015, 2017, 2019.		✓	✓		✓
		Biennial	Landcare recognition/celebration event run 2016, 2018		✓	✓		
5.5	Secure additional investment	Periodic	Support Landcare groups and networks to seek funds from other sources complimentary to Victorian Landcare Grants. Develop and support partnership bids within and across the region	✓	✓	✓	✓	
5.6	Landcare gateway	Periodic	Contribute to re-development, launch and promotion of up-graded gateway	✓	✓	✓	✓	✓
5.7	Spatial mapping tool	Periodic	Increase the use of regional mapping tools, such as free programs QGIS and VicMap for collecting and sharing spatial data with the Landcare community. Provide support to groups and networks to gain proficiency is using these tools.	✓	✓			✓
		Annual	Provide opportunity for skills and knowledge development on spatial mapping tools	✓	✓			✓
5.8	Social media	Periodic	East Gippsland CMA website Landcare publications	✓	✓			✓
		Annual	Provide opportunity for skills and knowledge development on media tools	✓	✓	✓	✓	✓
5.9	Develop and implement mechanisms to attract new volunteers to Landcare	Periodic	Collaborate with Recruitment/Education Landcare Facilitator to provide opportunities for improving skills and knowledge for encouraging new volunteers.		✓		✓	

Activity		Timing	Measure	Operate	Engage	Collaborate	Do	Tell
5.10	Maintain a regional Landcare database and contribute the development of a state-wide database of Landcare in Victoria	Annual, and as requested	Collect and provide to DELWP as defined in SLA, e.g. network/group boundaries, list of groups/networks, support staff, groups and networks supported, investment figures, in-kind funding, KPI's for Budget Paper 3 and the Supporting Landcare for the Future Initiative.					✓
Challenges Facing Landcare in East Gippsland								
Administration and Governance Support								
6.0	Support Landcare improve knowledge and proficiency in administration and governance. Support and identify ways to reduce administrative burden o Landcare groups and networks	Annual	Provide training opportunities to increase skills and knowledge in governance	✓			✓	
		Periodical	As opportunities arise, explore and report options to reduce administrative burden for Landcare groups and networks., e.g. enquire at Victorian Landcare Team meeting	✓			✓	
Planning for the Future								
7.0	Support Landcare to stay abreast of agricultural and environmental innovation and research. Support Landcare look and plan ahead.	Biennial	Run a regional forum showcasing innovation and successful projects/trials		✓	✓	✓	✓
		Periodical	Share events/opportunities which improve skills and knowledge as they arise.	✓	✓	✓	✓	
		Annual	Provide opportunity for Landcare networks and groups to explore and plan for the future, e.g. training, facilitated workshop	✓	✓	✓	✓	✓

Activity		Timing	Measure	Operate	Engage	Collaborate	Do	Tell
Knowledge Management								
8.0	Support Landcare manage and share knowledge to prevent duplication and encourage information distribution.	Quarterly	Include agenda item at quarterly regional team meeting to discuss with Landcare staff. Collate and share information, e.g. information packages.	✓	✓	✓	✓	
		Periodic	Share information utilising existing tools and explore alternatives.			✓	✓	
		Biannually	Utilise East Gippsland Sustainable Agriculture Network in collaboration with Regional Landcare Facilitator to share information on regional projects and contacts.			✓	✓	✓
Active Engagement								
9.0	Support Landcare to actively and effectively engage with Landcare members and the broader community.	2016	Support Landcare networks to develop a Regional Community Engagement Plan.	✓	✓	✓	✓	✓
		As planned	Assist Landcare networks implement the Regional Community Engagement Plan, e.g. facilitate community or Landcare meetings or workshops		✓	✓		
		2016	Provide opportunity for development of Landcare volunteers' ability to deal with conflict, e.g. training.	✓	✓	✓	✓	✓
Reinvigorating Landcare								
10.0	Support the reinvigoration of Landcare in the region.	2016-2017	Assist Landcare networks develop ways to recognise achievements in Landcare, e.g. farm gate sign recognising landholder participation in environmental/agricultural improvements		✓			✓
		Quarterly	Support Landcare 'story telling' by publishing interesting and inspiring stories on East Gippsland CMA website. Utilise alternate media where possible.		✓	✓		✓

Activity		Timing	Measure	Operate	Engage	Collaborate	Do	Tell
		Periodic	Provide training and education ideas from East Gippsland Landcare groups and networks to Victorian Government Recruitment/Education Facilitator to improve training opportunities for East Gippsland.	✓	✓	✓	✓	✓
		Annual	Provide opportunities to increase skills and knowledge in engagement, e.g. training, guest speaker	✓	✓	✓	✓	
Landcare and EGCMA relationship								
11.0	Support the development and maintenance of good relationships between Landcare and the East Gippsland CMA	Quarterly	Coordinate and attend meetings with network executives and East Gippsland CMA CEO	✓		✓		
		2015	Offer invitation to have representation on Program Working Groups and project steering committees	✓	✓	✓	✓	
		As scheduled or invited	Attend network meetings			✓		
		Biannual	East Gippsland CMA staff as guest speaker at regional meeting, Landcare gatherings	✓		✓	✓	
		Quarterly	Share information on river health works by regularly emailing East Gippsland CMA Works Update		✓	✓		
		Biannual	Coordinate and facilitate Landcare network forum. First meeting to prioritise area(s) of focus for the year Review Support Plan progress and priorities.	✓	✓	✓	✓	✓

5.0 Monitoring, Evaluation and Reporting

Monitoring, evaluation and reporting ensures the Plans implementation is on-time, meeting expectations and is still relevant and current.

5.1 Monitoring and Reporting

5.1.1 Monitoring

Monitoring the progress of the Plan provides information for periodical reporting to investors and the East Gippsland CMA, and will inform the mid and final evaluation of actual implementation. Biannual reviews, as described in the Support Action Plan will occur to monitor progress and appropriateness.

Evaluation Categories and Key Evaluation Questions (KEQ)	How will KEQ be monitored?
Impact – To what extent have the support actions addressed the areas challenging Landcare in East Gippsland?	<ul style="list-style-type: none">• On-going activity impact survey• Evaluation information from events and activities compiled annually
Effectiveness – To what extent have planned project activities been achieved? How effective have the support actions been in addressing the areas challenging Landcare in East Gippsland?	<ul style="list-style-type: none">• Number of events• Achievement against project milestones, budget and timelines in annual reporting• Analysis of participant opinion, e.g. survey pre and post support action delivery
Efficiency – Were the support actions delivered in the most efficient way?	<ul style="list-style-type: none">• Number of support actions delivered on time and on budget
Appropriateness – Were the delivery mechanisms (e.g. training, meeting, event, trainer) adopted the most appropriate to produce intended outcomes?	<ul style="list-style-type: none">• On-going evaluation of impact surveys• Annual review• Mid-term evaluation

Table 2 – A description of Evaluation categories and key evaluation questions. The plan for monitoring Plan progress is also included, which will inform the biannual and final reviews.

5.1.2 Reporting

Reporting of activities and evaluation will be according to

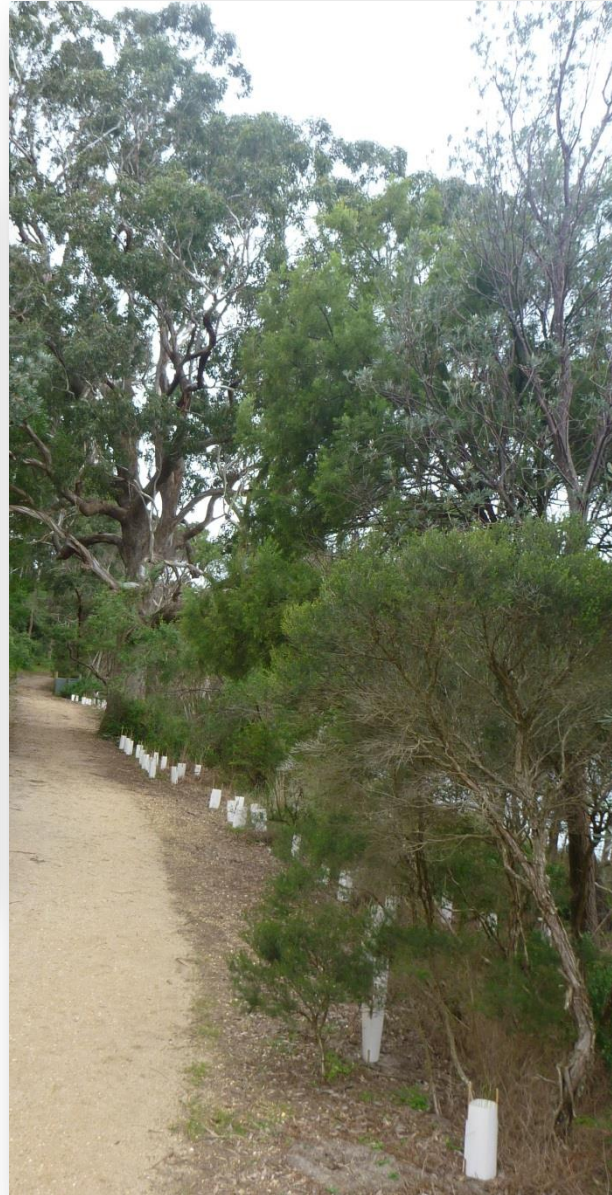
- Six-monthly investor reporting requirements as defined in the Service Level Agreement (referred to section 3.3) , and
- EGCMA reporting program.

5.2 Evaluation

Annual and mid-term review and evaluation of the Plan delivery and achievements will be performed in consultation with Landcare executives and the East Gippsland CMA. This allows for adaptive management, acknowledging possibility of changing priorities, new information and knowledge, and need for currency.



Bruthen Bridge to Bridge walking track enhancement by Bruthen and District Landcare.



Paynesville Landcare Coastcare revegetation along the Sunset Cove Walking track, Paynesville

6.0 Appendices

Appendix One – Australian Landcare Framework key elements and issues for landcarers, stakeholders and partners.

Key elements

The following elements are central to the future development of the Landcare approach and to the contribution the people involved can make. These key elements are directly related to the critical sustainability and environmental issues in the next section. The way in which these elements are addressed has significant implications for the maintenance of the ongoing Landcare effort as well as its enhancement.

Opportunities to be involved:

- All people are inspired to participate.

Effective information and knowledge sharing:

- Mechanisms are available for generating and sharing knowledge and information.

Acknowledging change:

- The differences landcarers make are measured and acknowledged.

Links to plans at all levels:

- The Landcare approach is intrinsic to the big picture of sustainable resource management in national, state, regional and local planning.

Succession planning:

- The vitality of people involved is maintained into the future by engaging all generations and cultures.

Celebration:

- The achievements of landcarers are recognised and celebrated by all Australians, together with the potential of the Landcare approach to meet future and environmental challenges

Professional credentials established:

- Individuals, groups, support staff and networks involved in the Landcare approach achieve high standards of governance and professionalism.

Critical sustainability and environmental issues

Critical sustainability and environmental issues for Australia are of particular concern to landcarers. The Landcare approach will be a significant factor contributing to the analysis of these issues and to the development and implementation of action plans to address them.

The key issues are:

- Strong Landcare and related groups and involved individuals.
- The engagement and participation of all Australians.
- Sustainable management systems (covering land, water and marine areas).
- A healthy natural environment — encompassing the physical environment and the plants, animals and ecosystem services it supports.
- Climate change — variability and adaptability.
- Food security
- Monitoring of progress and reporting on achievements.

Stakeholders and partnerships

All Australians have a place in the Landcare vision. Partnerships add enormous value to the capacity and scope of the outcomes ultimately achieved and they are an essential feature of the Landcare approach.

Individuals can participate by:

- taking Landcare principles into account in day to day decision making
- improving their awareness of sustainable resource use and conservation
- joining a Landcare or related group and helping to sustain its efforts
- taking an active part in local, regional, state and national networks and advisory committees.

Communities can act through:

- local group action
- encouraging the Landcare philosophy in schools and throughout their communities
- local involvement in public and Indigenous land management
- forming networks at all levels, from local to national
- developing partnerships.

Land owners and managers can take action by:

- applying sustainable approaches to soil, water and vegetation management
- meeting the challenge of integrating the needs of food and fibre production with environmental management
- improving their understanding of landscape function
- improving management skills
- becoming involved in Landcare or other management groups developing and implementing farm plans based on sustainability principles
- taking action to protect and conserve biodiversity and critical habitats.

State and national Landcare organisations can assist by:

- representing and promoting the Landcare approach
- celebrating Landcare achievements
- supporting and coordinating Landcare activities in their jurisdictions
- contributing to government policy and program development.

Corporations/Industry can participate by:

- applying Landcare principles in their day to day operations and demonstrate this through advertising and promotions
- encouraging employees to become engaged in Landcare activities
- forming partnerships with groups/ networks and other stakeholders
- providing financial and other support to Landcare operations.

Non-government organisations can act by:

- participating in achievement of the Landcare vision
- forming partnerships with groups/ networks
- engaging Landcare groups in their activities.

Governments at all levels have a role through:

- recognizing the Landcare approach as a major contributor to the achievement of sustainable development locally, regionally, nationally and internationally acknowledging the contribution to the health and welfare of local communities

- coordinating national, state/territory and local government approaches
- providing a suitable institutional and legislative framework which allows the Landcare community to operate effectively
- providing financial and human resources for Landcare activities
- generating and communicating research and development.

Regional/Catchment organisations have a role through:

- acting as service delivery agencies
- execution of strategic plans
- engaging with landcarers in planning and decision making
- forming partnerships with groups and networks to undertake on-the-ground delivery of projects
- providing resources to support local groups and networks.

Appendix Two – Actions supporting delivery of the Five Functions in the Victorian Landcare Program Strategic Plan

Operate
effectively and efficiently

Engage
communities in
environmental stewardship

Collaborate
with others to enhance
skills and possibilities

Do
on-ground works that
make a difference

Tell
people about the
successes and lessons



OPERATE

Establish	Maintain	Train	Grow	Facilitate	Coordinate	Streamline
Assist the establishment of new or lapsed groups and networks	Help maintain existing groups and networks by assisting them to meet basic operating requirements	Invest in training and development to build the operational skills of groups and networks	Support groups and networks to strengthen and/ or grow to meet the needs of their community	Provide support to professional Landcare staff working as coordinators or facilitators at the local and landscape scale	Manage the delivery and coordination of core services and initiatives at the regional and state scale	Streamline administrative requirements and other interactions between the Victorian Landcare Program and Landcare

ENGAGE

Research	Recruit	Reform	Innovate	Include	Seek
Provide advice in respect to current research and information, and commission research to fill gaps where appropriate	Support Landcare to connect with, and recruit and retain volunteers including people for leadership and office bearer positions	Assist in raising people's awareness and level of understanding of local landscapes and associated natural resource management issues and management practices	Promote innovative thinking to help people engage with groups and networks	Emphasise the inclusive nature of Landcare in all communications and promotions	Support Landcare in seeking help from new sources of volunteers

COLLABORATE

Listen	Nurture	Cooperate	Share	Guide
Encourage agencies at all levels of Government to listen to Landcarers when developing planning, priority-setting and policy	Develop the relationship between Landcare, the Victorian Landcare Program, and other Government natural resource management and sustainable agriculture programs	Support groups and networks to find linkages with other organisations to collaborate on planning, and coordinating action	Assist Landcare groups and networks to share information on, and experiences of, best practice at the local and landscape scale	Provide guidance on potential collaborators for Landcare, and information on, how to negotiate and undertake partnerships

DO

Strategise	Design	Act	Scale
Support the development of regional Landcare support strategies and local action plans	Encourage Landcare groups and networks to design appropriate solutions to their priority issues	Support Landcare groups and networks to undertake actions to improve the condition of the environment	Where the capacity and desire exists, encourage Landcare groups and networks to work on large-scale landscape change

TELL					
Simplify	Collect	Store	Publish	Celebrate	Publicise
Ensure that the monitoring, evaluation and reporting interactions between the Victorian Landcare Program and Landcare are as simple yet effective as possible	Support groups and networks in collecting the information needed to tell Landcare's story	Retain data and information so that it can be accessed, and easily interpreted and shared	Publish the story about the performance of Landcare	Enjoy success and reward effort with recognition events	Promote the work done by Landcarers and others to tell the Landcare story

Appendix Three –Summary of Regional Landcare Coordinator commitments to Investor (Victorian Government)

1. Participate in delivering the Victorian Landcare Program Strategic Plan regionally in partnership with DELWP
2. Actively support DELWP funded state-wide position of Aboriginal Landcare Coordinator and Recruitment/Education Landcare facilitator in their regional adoption and impact
3. Provide DELWP with agreed set of data. Includes biannually reporting on VLG and RLC outputs and on nominated Landcare health parameters
4. Support any State Government initiative that is aligned with the delivery of the Victorian Landcare Program
5. Support delivery of the annual Victorian Landcare Team's Work Plan
 - I. Implement the Regional Landcare Action Plan - provide DELWP with copy of plan, and identify and communicate annual delivery priorities for implementation
 - II. Implement Victorian Landcare Grants – call for applications, evaluation, issue agreements, report biannually (outputs and spatial data), site visits, provide media/event opportunity to Minister
 - III. Regional Landcare Report card
 - IV. Recognition event and Landcare Awards – hold recognition event to celebrate Landcare. Promote within the region and support nomination of regional nominees to State Awards
 - V. Secure additional investment – support Landcare groups and networks to seek funds from other sources complimentary to Victorian Landcare Grants. Develop and support partnership bids within and across the region
 - VI. Landcare gateway - contribute to re-development, launch and promotion
 - VII. Spatial mapping tool – promote the need, benefits of and regional tools for collecting and sharing spatial data with the Landcare community
 - VIII. Social media
 - IX. Develop and implement mechanisms to attract new volunteers to Landcare
 - X. Maintain a regional Landcare database and contribute the development of a state-wide database of Landcare in Victoria

Appendix Four - Regional Catchment Strategy priorities for Landcare

The following table provides a simplified presentation of the RCS Objectives and Management Actions towards which community based environmental groups are encouraged to contribute.

RCS Objectives	RCS Management Actions
Land Health	
<p>Maintenance and/or improvement of the productive values and stability of agricultural land and soils in the following (AMU,) areas:</p> <ul style="list-style-type: none"> • Red Gum Plains • Bairnsdale Foothills • Lindenow and Bruthen Flats • Coastal Hills (Johnsonville to Newmerella) • Dargo • Tambo Valley (Bindi to Tambo Crossing) • Buchan Mountain Basin (Suggan Buggan to Buchan South) • Snowy River Flats, and • Snowy Mountain Basin (Deddick to Bendoc, Goongerah). <p>1 Asset management units as described in the <i>East Gippsland Soil Erosion Management Plan</i> (DPI, 2009)</p>	<p>Encourage the adoption of best management practices</p> <p>Maintaining appropriate ground cover</p> <p>Minimising the threat from erosion</p> <p>Remediating erosion at high priority locations</p> <p>Undertake soil testing and encourage appropriate response where remedial action or change of practice is advisable</p> <p>Encourage appropriate grazing management and species selections and management</p> <p>Establish perennial vegetation in areas vulnerable to erosion</p> <p>Assist landholders to adapt to increasing salinity in the lower parts of the Snowy River floodplain</p>
<p>Improved awareness of the implications of disturbing potential acid sulfate soils by the landholders of the lower Snowy agricultural land</p>	<p>Survey and map potential acid sulfate soils in the Lower Snowy agricultural land to enable provision of advice.</p> <p>Provide for education of landholders and community on the implications of disturbance of acid sulphate soils.</p>
Biodiversity	
<p>Improvement of the condition, security, diversity and connectivity of native vegetation in the following areas:</p> <ul style="list-style-type: none"> • Gippsland Lakes and Hinterland (particularly the Red Gum Plains) • Dargo Mountain Basin • Tambo Valley • Monaro Tablelands <p>Improvement of the condition, security, diversity and connectivity of</p>	<p>Establishment and maintenance of areas of native vegetation in the Gippsland Lakes and Hinterland, particularly on the Redgum Plains, with focus on the following:</p> <ul style="list-style-type: none"> • Existing native vegetation patches on the Redgum Plains with potential for connection. • Native vegetation where land meets water in riparian, wetland and estuarine environments, e.g. stream corridors, fringing wetlands of the Gippsland Lakes. • Areas susceptible to wind erosion.

<p>wetland and riparian (estuarine and riverine) native vegetation in the following areas:</p> <ul style="list-style-type: none"> • Along the Wonnangatta River • Lower Snowy and Brodribb rivers and Cabbage Tree Creek • Floodplains of the Combienbar, Cann and Genoa rivers 	<p>Improve the condition and extent of rare and threatened vegetation communities in the Tambo Valley and on the Monaro tablelands.</p> <p>Improve condition of the Upper Mitchell, Upper Tambo, Dargo, Wonnangatta, Lower Snowy and Lower Brodribb rivers; Cabbage Tree Creek; and Cann, Combienbar and Genoa floodplains through partnerships with landholders, stock exclusion, revegetation and invasive plant and animal programs of surveillance, monitoring and treatment.</p>
<p>Improvement of the condition, security, diversity and integrity of natural ecosystems and the status of threatened species and communities</p>	<p>Protection and recovery of threatened species and communities, including the following:</p> <ul style="list-style-type: none"> • manage priority threatened species and communities that require direct intervention to support their recovery • implement direct interventions where needed, as guided by recovery plans and action statements • improve integration of threatened species and community recovery activities with other land management programs. <p>Invasive plant and animal programs of surveillance, monitoring and treatment</p> <p>Implement fire management regimes that promote the resilience and health of natural ecosystems.</p>
<p>Inland Aquatic Ecosystems</p>	
<p>Improvement of the water quality and freshwater flow regime of the Gippsland Lakes</p>	<p>Support implementation of the <i>Gippsland Lakes Environmental Strategy</i> by undertaking capacity building and community engagement activities that compliment projects included in the Gippsland Care Groups ‘Caring for the Gippsland Lakes’ project proposal for 2014-15. Activities may include communication of key messages to the public, assist community knowledge sharing about the values and health of the Gippsland Lakes, and encouraging positive behaviours that contribute to protecting the values of the Lakes.</p>
<p>Improved knowledge of location, condition and risks to wetlands on the Redgum Plains, Lower Mitchell and Lower Tambo rivers</p> <p>Maintenance of the condition of wetlands between Lake Tyers and the Snowy River, near the Thurra and Wingan rivers, and east of Mallacoota</p>	<p>Conduct invasive plants and animals monitoring, assessment and treatment.</p>
<p>Improvement of the condition of:</p> <ul style="list-style-type: none"> • the waterways in the upper catchment to the Gippsland Lakes, particularly along the Mitchell and Nicholson rivers 	<p>Complete riparian connection along the Mitchell and Nicholson rivers from their source to the Gippsland Lakes through partnerships with landholders, stock</p>

- the Lower Nicholson and Lower Mitchell rivers
- the upstream reaches of the Cann River.

exclusion, revegetation and invasive plant and animal programs of surveillance, monitoring and treatment.

Improve condition of the upstream reaches of the Cann River through stabilisation works, partnerships with landholders, stock exclusion, revegetation and invasive plant and animal programs of surveillance, monitoring and treatment.



Art by Nagle College students inspired by the year 9 natural resource management 'EcoWarrior' program, Bairnsdale