

# Landcare NSW Inc

## Quarterly Regional Report Summary

### November 2018



*Many Hands, One Voice*  
 Wiranā Wiranā! One Voice

Prepared by  
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## Background

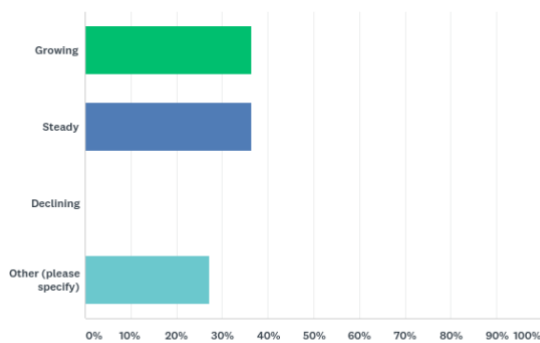
Landcare NSW regularly asks for feedback from our Councillors. For this report we used the Form Assembly survey which allowed Councillors to share the form amongst other networks in their region by downloading and saving the survey. Responses have been collated and analysed in some instances. This document summarises the current position of Landcare across NSW at November 2018. The purpose of analysing these trends is to provide feedback to the Regional Landcare bodies to assist in their planning and understanding of the state-wide picture of Landcare across NSW. This information is also used by Landcare NSW in our reporting, promotion and representational efforts. It is encouraging to see regional council representatives sharing the survey form with networks to form a wider feedback mechanism.

## LANDCARE HEALTH CHECK

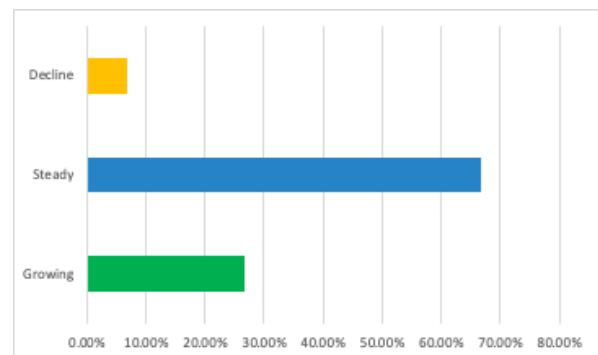
As of November 2018, responses around the activity of Landcare showed 27% of Landcare regions recorded 'growing' and 67% 'steady' and 7% declining, with no particular qualifications on their response. *These results show a more positive indicator of health when compared to August 2018, where 9% were in decline and only 9% reported that activity was growing.*

**TREND:** The response indicates there has been some improvement since the last report but when compared to this time last year there was no reported decline a potential direct reflection of the high point of Landcare support that was November 2017.

### 2017



### 2018



**Figure 1.** Survey responses from November 2017 and November 2018 to question regarding health of Landcare in NSW regions.

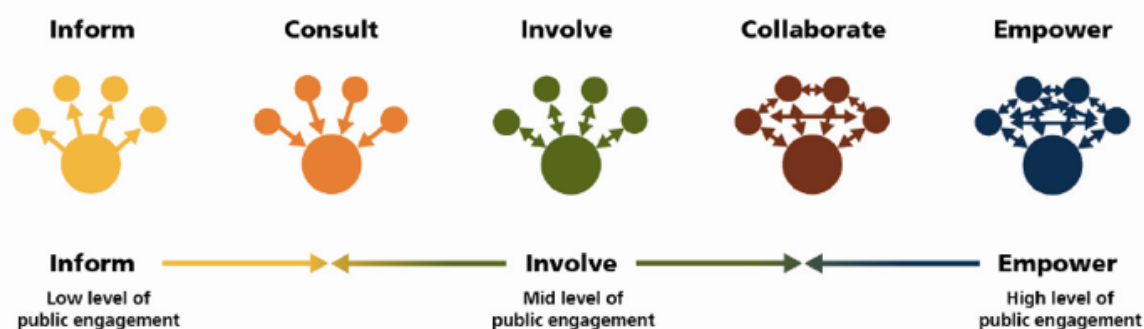
*The Landcare NSW Council Forums and regional reporting are supported through the following programs*



## Strengths:

When asked “what are the greatest strengths Landcare has” in their regions:

<https://www.bangthetable.com/blog/what-is-community-engagement/>



**Mid Coast to Tops:** Committed volunteers. Having the co-ordinators be able to facilitate community needs. High level of community interest. Landcare office in the main street, easily accessible community resource centre.

**North Coast:** Strength of collaboration, passion and dedication of Landcare groups and members

- The built capacity of our Landcare community, generated over 30 years of government and community partnership
- The volunteer members of our groups and networks who give their time on committees and/or work to protect, restore and rehabilitate our beaches, dunes and foreshores, streams and rivers, parks and farms and natural areas. The people who care and look after their local environments where they live. This is our greatest strength
- Connectivity and our 30 year history in some coastal areas of strong volunteer commitment. Paid support staff. Our volunteers (committee & care group) and wider Landcare network.

**Riverina:** We are connecting via social media with people who in general like the idea of caring for the environment, in other words what "Landcare" represents. We have had up until very recently a very active network managed by a co-ordinator that has been with the group for a long period. Her employment situation has changed and support for our network will be now limited. I believe the greatest strength was the support of this co-ordinator.

**Murray:** The capacity which has been built over the last few years will help buffer the decline in Landcare for a while. Some groups have become more resilient and prepared for the drop of in funding opportunities and will hopefully stay active until things turn.

**Hunter:** A stronger executive committee for the year ahead. Fresh faces and more enthusiasm.

**Murrumbidgee:** Regional network provides collaboration opportunities -10-12 members

**Western Landcare** is a resilient network. We think outside the square, we communicate well, have a good working environment and have a good relationship with LLS.

**Greater Sydney:** The LLCs and a dedicated committee are our biggest strength. We have new projects in mind just need to find how to fund and implement them.

**Lachlandcare:** Committed network of very capable Landcare coordinators

**Central West:** Our ability to engage with schools and improve community relations. Our willingness to partner with other organisations. We are a trusted organisation to work with.

**North West:** The community of practice has provided Landcare in the North West a strong framework for developing robust networks with relationships you can trust. The community of practice is the sort of working collaboration that leads to pooling of resources, provides a support crew for coordinators who sometimes feel like they are doing it on their own and encourages training on a regular basis that otherwise would not happen based on past experience.

**South East:** Passion and enthusiasm, team work

## Issues:

### When asked what issues are Landcare regions facing currently

#### Funding/Capacity/Uncertainty with LLCI

- *Lack of funds for on ground works to do works that are too big for volunteers - chronic issue*
- *Succession Planning - there seems to be a lot of Landcarers out there suffering from burn out and not wanting to take on executive positions. There is a need to invest in leadership and resilience training for the next generation of office holders in volunteer organisations.*
- *Lack of NLP funding options for Landcare means that more time is spent on applying for more obscure grants for smaller amounts of money. So instead of having a couple of large grants with less admin there will be numerous small grants which doubles the admin workload for coordinators and volunteers alike.*
- *Reduction in funding for on ground works and provision of extension services.*
- *Severe loss of capacity in LLS resulting in loss of technical expertise and ability to support or partner with Landcare.*
- *Threat of further funding cuts or zero funding to run Landcare in the Western Region.*
- *Workload for existing volunteers too high- many volunteering for local group and/ or local network and/ or regional network and/ or state network.*
- *What will happen at June 2019 when the LLCI program runs out. Being unable to commit to partnering or sub-contracting 4-5 year projects with LLS as there is no surety there will be coordinators after June 2019. If no coordinators, we have next to no or very little capacity to be a capable and credible partner. Maintaining and increasing the hours of Local Coordinators*
- *Lack of funding for on-ground works, funding needs to be commensurate with the magnitude of issues being tackled (eg weeds, riparian management, soil loss)*
- *Replacing our Regional Landcare Coordinator position to maintain support and services to our 11 networks, maintain our connections to regional organisations and to LNSW. To maintain ability to apply and be part of appropriate regional projects.*
- *Staffing - due to the fact that staff & Executive members in the Western Region have achieved the LLCI charter ahead of schedule, we have found that Coordinators aren't happy to hang around until the next instalment/version and have bagged positions in greener pastures.*
- *Engaging younger Landcares to provide succession in our groups.*
- *Expanding on-ground activities with partners/ Following on from lack of on-ground funding and lack of landholder engagement, lack of professional capacity in Landcare organisation due to low-EFT positions.*
- *Lack of funding opportunities for urban areas - for next year no funding for urban areas via LLS.*
- *I see the biggest issue as getting all the people who express interest in an ideal (i.e. 1000+ views on Facebook) to actual bodies on the ground actually doing something tangible.*

#### Environmental issues

- *Drought, climate readiness - more rain less often/drought more fragile landscapes, more opportunity for erosion > water quality.*
- *Loss of biodiversity, changing landowners, council recently removing tree preservation order across expanded council area.*

- *Riparian condition along Richmond River and Upper Richmond catchment creeks due to vine weed threat (particularly cats claw) and associated poor water quality. Bank erosion concerns due to loss of riparian vegetation. Development pressure and poor river health*
- *Bell Minor Associated Dieback*
- *Koala habitat and fragmentation of habitat areas*
- *Emerging lack of support for groups in the biodiversity space. Apart from a couple of programs such as Saving Or Species and Environmental Trust grants, there is little focus on the environment. Heavy Ag investment. Getting momentum for the formation of council aligned networks*
- *Reveg and protection of native flora*
- *"Keeping up" with the weeds and flourishing pest animal populations!*
- *New legislation regarding logging of state forests- intensive logging in biodiverse rich areas, reduce buffer zones, less procedure to protect endangered species (surveys etc).*
- *Riparian Weeds*
- *Cane Toads - feral animals*
- *Threatened species - Coastal Emu*

**TREND:** There is a general message that the uncertainty of a new Landcare support program, lack of regional cohesion, reduced funding budgets coupled with extreme weather conditions and continuing biophysical problems has prompted the need for succession planning and or resilience training. This is Landcarers loosing enthusiasm and in some instances, paid staff seeking more secure employment. It is deeply concerning that more guarantee around the future of a supported Landcare is still an unknown after years of this distinctly successful model of localised action and results. Populations and land pressure continues to escalate and is it critical that society as a whole takes responsibility for the degradation of environs. A supported Landcare offers that opportunity.

#### **When asked what are some solutions to these issues, Landcare regions indicated:**

- *Landcare co-ordinators, committees & groups need to be reassured that there is a genuine, long term commitment to a Landcare program.*
- *Reinstate a regional coordinator working directly with and for Landcare supporting collaborative project pursuits and associated funding opportunities and enabling strong communications with other stakeholder groups.*
- *Full time coordinator positions for LLCI, training for volunteers on work life balance, leadership and developing and growing their Landcare businesses. Governance training is great but it is also those intangible skills of networking, time management and learning how to manage your passion so you're not wasting energy.*
- *LLC has been a good start for paid support staff job security/ retention but if funding beyond June 2019 not confirmed soon we will start losing coordinators. Re volunteers need to consider what is realistic for volunteers to contribute re time etc. Recognise that more need be done by paid staff e.g. book keepers, admin support etc*
- *Resources to support the promotion of the Landcare movement, to increase community awareness and support on-going momentum.*
- *A government that cares about its people*
- *Adequate commitment to providing resources to community Landcare that goes beyond political term cycles*
- *Appointing Landcare (from national to local) as the organization that is entrusted to provide community engagement, provide information and manage community driven projects in the area of natural resources and environment.*
- *The precedent has been set with the provision of non community driven environmental stewardship of the Barrier reef given to one NFP*
- *Regional Landcare strategic plan implementation will assist in alignment, communication and engagement if it can be successfully launched and resourced. But resourcing may depend on reinvention of business model. Options for business model need to facilitate revenue from multiple sources, e.g. hybrid consulting model, similar to NRMOs in other states.*
- *More detailed information about possible LLCI scenarios might assist preparation of business and/or transition planning.*

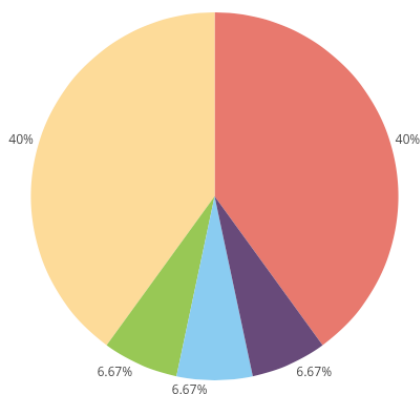
- *Our phone survey is reaching more people - raising a little awareness and finding out the issues. Results of survey will be compiled in December. Next year we need to concentrate on putting out a consistent message and personally reaching more groups and coordinators.*
- *Commitment from NSW Government.*
- *Having a strong and sustainable committee in place who are willing to look at diverse options and stay focused on the single Landcare goal and not be side-tracked by easy options.*
- *Develop our business opportunities in a Landcare community way. There are many ideas that can be developed that will deliver a service for both community and government. If we have some ability to generate our own funds then we can keep Landcare operating at a more sophisticated level. Getting a change in mindset is hard, scary etc but we are in the business of change management and this is difficult for many!*
- *Continuing discussions with Councils and exploring the development of MOU's with each Council in the region.*
- *Support for the networks is paramount to them being successful.*
- *Lobbying government and community, supporting the efforts of Landcare NSW to extend the LLCI, developing new partnerships which reduce our reliance on government funding.*
- *Diversify income streams (donations, partnerships with other organisations, projects)*
- *Being as efficient as possible to create more outcomes with less.*
- *Prioritize network operations so in the event of funding cuts we know where to concentrate our efforts.*

## PARTNERSHIPS: Local Land Services

**Council representatives are asked each quarter a series of questions designed to examine the state of relationships with their Local Land Services region.**

Has the level of financial or staff support from LLS for group/network operations in your region changed since you last reported?

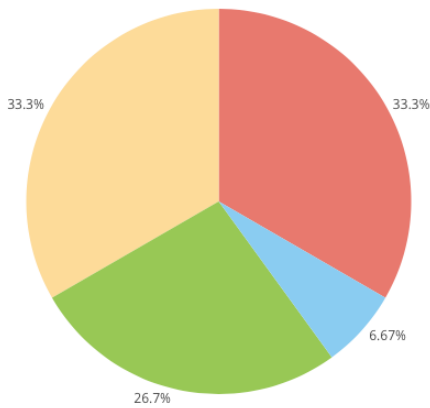
Landcare - LLS Partnership11.&nbsp;Has the level of financial or staff support from LLS for group/network...



CHOICE	RESPONSES	PERCENTAGE
Decreased	6	40%
Remained stable	6	40%
(no answer)	1	6.67%
Increased	1	6.67%
Other (please specify)	1	6.67%

Overall, is the relationship/support to Landcare from LLS better or worse than 12 months ago?

13. Overall, is the relationship/support to Landcare from LLS better or worse than 12 months ago?



CHOICE	RESPONSES	PERCENTAGE
Better	5	33.3%
Worse	5	33.3%
No change	4	26.7%
(no answer)	1	6.67%

**When asked how support or relationships had changed, responses included;**

- *Reduced funding overall to LLS so reduced funding through to Landcare.*
- *Maybe some better funding partnerships so to fit both the targets of the LLS and the Landcare movement.*
- *Our relationship with LLS is being kept a float by the engagement of the current RALF, who has a Landcare background.*
- *The total amount of grant funding has decreased along with a reduction in devolved funding to Landcare in the North West. This decrease in funding coincides with an increase in sub-contracts to deliver projects. So rather than partnering with LLS the change in dynamic has been to become a sub-contractor to carry out projects.*
- *NCRLN has a new contract with LLS to continue development of NCRLN business plan and other tasks (\$50K for 5 months). For development of our own strategic direction this is a good outcome. It will not however, fund our Regional Landcare Coordinator which we will need to keep the process going. Like any business or service provider you need staff and cannot rely on volunteers to deliver large scale projects unaided.*
- *No real change. Projects finish, new opportunities arise and as long as the collaboration between the agencies continues we will work well together.*
- *The end result is we will not have a RLF (coordinator) managed by NCRLN in near future.*
- *Totally reliant on LLCI for coordination now and no targeted on ground projects across the region for Landcare to roll out, only a couple of roles within LLS developed projects*
- *No RLF - RALF now with LLS. No resources to do regional communication and engagement.*
- *Previously grants both small up to \$2,000 and larger up to \$30,000 have been available - but now with cuts to LLS budgets and forced focus on agriculture there will be no grants available for urban areas.*
- *Limited capability / resources within LLS to provide meaningful advice / help*
- *More staff involvement and engagement - through delivery of NLP2*
- *In Murray LLS, communities team no longer exists, RALF position is entirely agriculture focused, loss of project level staff in both agriculture and biodiversity teams, uncertainty in funding and staff tenure means we can't really have any meaningful partnership discussions at the moment.*
- *We have been awaiting a confirmation of the grassy Box Woodland project and our role in it for the next four years. There are expectations that this will be clarified shortly.*
- *I believe that as the organisations have changed from Landcare through to the now LLS structure the support and participation has diminished with each successive change to now where I expect our network will be under pressure in the short to medium term to maintain relevance in our area.*

**OBSERVATIONS:** Highlighted here is the critical role of a Regional Link between LLS and Landcare, alongside a strategic shift in thinking on how to sustain operations or what to change. Without a dedicated component for regional operations/communications/networks, there is less ability to work collaboratively with LLS

Regional Bodies. The change in federal government priorities has also meant that Local Land Services focus has changed and how they view Landcare, not necessarily as a partner, but as one stakeholder amongst many. A business mind-set has developed. There has been some attempt with a couple of regional Local Land Services to find transitional funding to continue to support positions and activities which has helped restore communications between the two parties, but to what end?

## **In terms of support for Landcare in your region what's working well and what's not working well? Why?**

### **Landcare and LLS relationship**

- *LLCI project has been excellent, partnership with LLS OK, and support from federal government terrible.*
- *RALF keeps us informed of LLS events and funding.*
- *NW LLS are still dealing with Landcare despite their reduction in funding. We have retained the 1 EFT devolved position of the RALF. The RALF is in the working group with LLS planning and delivering on their NLP projects. The LLCI coordinators are working so well they are generating more work than they can keep up with on a part time basis. There is pressure on executives to find other income sources to provide more employment. Landcare Groups are feeling the pressures to become savvy businesses making the most of opportunities. For some board members running growing businesses can be stressful and full of unwanted pressures when all they wanted to do when they first joined Landcare was care for our land or their patch.*

*The relationships across the region between Landcare and the LLS are definitely improving and everyone is starting to work together along with Councils, DPI and Health organisations. As other organisations are starting to seek out LLCI coordinators to assist them in running their projects. coordinators need more time to be able to attend meetings, liaise and coordinate with more people.*
- *LLCI works well - Loss of CCB has been detrimental. The extension of our own strategic planning through the regional coordinator has helped progress activities. But the executive now need to consider how they want to operate into the future - this is still not clear.*
- *Both Landcare and LLS utilise the other's community email contact lists.*

*Feral animal projects are working well*
- *LLCI working well but inadequate to allow full potential to be achieved. Demand for coordinator support on North Coast would need 11 full time coordinator positions at a minimum*
- *Lack of core funding to run regional network effectively, from which to build Landcare support and engagement (which is necessary to obtain more resources...)*
- *Some parts of the Region are in hibernation with regards to Landcare due to the drought.*
- *LLS is to focus on agriculture and core roles such as biosecurity. We are still hosted in the LLS office - support and guidance is provided when we ask.*
- *Improved communication, particularly in the lead up to events in the areas that we are working.*
- *Local Landcare Coordinators still working well. Seems to be more engagement by Pest Animal and Weeds Coordinators.*

*Support has all but evaporated in most other areas.*
- *The impact of the Coordinators remains significant in placing Landcare activities in public view. They are both very enthusiastic about their roles and are a great encouragement to Landcarers and to the HRLN committee.*
- *Working well- consistency with newsletters, media releases, etc is slowly building our membership and supporters, consistent statistical record keeping (inquiries, media releases, presentations, etc) shows our improvement over time.*

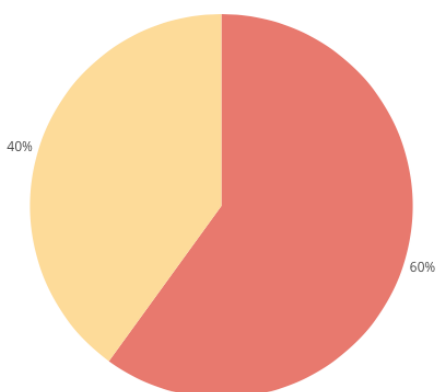
*Not working well- no regional support, no one to call on when a coordinator needs Landcare advice or guidance.*

### **Regional Landcare Facilitator to Regional Agricultural Landcare Facilitator**

The RLF Program is complete and the new RALF Program is rolling out. In an attempt to build on the picture of what is occurring across NSW, we asked councillors to indicate whether any connection has been made with

these new roles. The regional roundup provided some information on who the RALFs were and how they might link to Landcare.

16. Are you aware of whether a RALF has commenced working in your region?



CHOICE	RESPONSES	PERCENTAGE
Yes	9	60%
No	6	40%

As we move toward the end of the year and we reflect on what has been experienced from the current State government program, we asked the following questions.

**What has been the most significant impact of the LLCI in your region?**

*With the drying up of grants, it has helped keep the doors open, but I feel that without grants to support the project, then working as a partner within LLS projects, which often don't fit the bottom up support which Landcare has always been good at, is one option.*

*3 year time frame for co-ordinators has allowed for leveraging of funds & increased community participation. It has helped groups consolidate, improve governance, plan and attract new members.*

*Ongoing and consistent coordination support without hard output controls, meaning the support can be delivered exactly as our community asks. After 6 month CCB contracts in the 2 years preceding LLCI, this has felt like a real 'long term' program! Longer term strategic thinking!*

*Opportunity to focus on building the capacity of individual groups (member groups) based on their individual needs.*

*Re-engaging with defunct Landcare Groups, facilitating new groups, assisting current groups with how they manage projects and mentoring groups to obtain alternate funding sources.*

*Professionalism, community follow-up, governance, cohesion, less of a scattergun approach.*

*Regaining support directed to local groups. More a feeling of belonging again. Old faces reappearing with enthusiasm again and new people joining.*

*"Landcare" activity is bringing people together to work together on local projects - both building social capital and increasing interest in regional towns about the landscape they are living in. For farmers they provide an opportunity to become aware of alternative ways of doing things.*

*The reinvigoration of Landcare as a whole - building our network from 8 active groups to 27 and also building governance and capacity within all of the groups. Community engagement in activities.*

*Having 6 young people expanding on the abilities and alleviating some time restraints of existing people in key roles in Landcare throughout the region. Love their enthusiasm and the knowledge that they have brought with them and their fresh ideas. Through them we have partnered with many groups, individuals and Councils especially with regards to young people engagement and Cumberland Plain restoration activities on public and private land.*

*Ability to take on more and biggest Landcare projects*



## **If the LLCI was not funded next year, what do you see as the consequences?**

*An indication from our network chairs meeting, some groups may be unviable, leading to eventual closure. Drastically reduced Landcare co-ordinator time in the short term. To stretch our minimal reserves our Landcare office will close, co-ordinators hours will be drastically cut.*

*Projects that have maintenance requirements will be prioritized, knowledge loss, disconnect between groups, loss of opportunities to collaborate and share resources. Loose ability to disseminate new knowledge. Less cost effective.*

*The coordinators are getting major traction now - the momentum is resulting in massive returns to the land and environment.*

***All the momentum would be lost**, partnerships developed with councils, DPI, LLS and other external agencies and businesses would not be able to be maintained and our capacity to partner in the delivery of projects would be greatly reduced. Already we are unable to make a commitment to projects which go on past June 2019 as we do not know for sure we will have a coordination resource at all so can't make any commitments which is very frustrating.*

### **No Landcare leadership to empower and inspire people and lead change**

*Landcare groups feeling isolated, disconnected to the bigger picture of Landcare and unsupported, leading to reduced motivation and empowerment to make change, **no avenue for groups to connect with government agencies or organisations**, next to no Landcare groups or landholders applying for funding to improve our local landscape, nowhere for community members and new landholders to come to for advice on NRM issues and become part of a supportive community network.*

*People come in for plant IDs, weed control techniques, appropriate government contacts, funding opportunities etc. no government agency supports the community in this way. No resources to maintain public/community relationships, organisational partnerships, systems and processes, newsletter, websites offices etc.*

*Retreat to localism, a **loss of momentum**, and a big slap in the face to the thousands of Landcare volunteers. A slow and bitter demise of some networks and some would have to close their doors within weeks. There would be no support for groups, no one to contact and no help with project applications. It would come down to local groups plodding on totally on their own*

***The loss of an integrating and positive force for social change in vast areas of NSW** would cause a reduction in community cohesion and general level of awareness of the importance of sustainability in people's lives. Reduced network capabilities leading to a redesign of Western Landcare.*

*Drastic - we would be back to just doing what is necessary to keep the network going with basic functions. I think some of our committee would resign and potentially GSLN would not survive.*

***Losing good quality staff** and the ability to deliver projects for Landcare.*

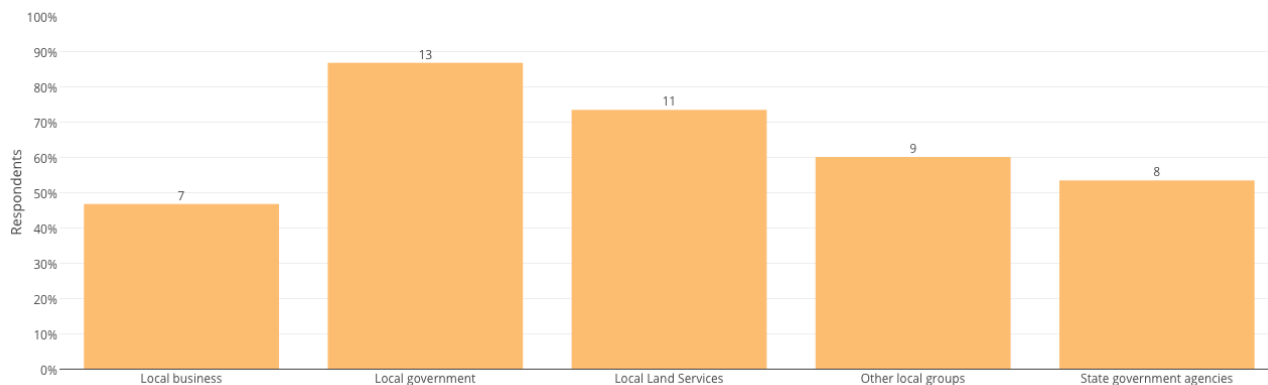
*We would have to cease employing our coordinator (our only staff member). Our network would cease providing community support or coordinating programs for our 130 + member groups.*

*It is likely that we would continue to keep the network active as an Incorporated Association to apply for occasional grants if any of our volunteers had the capacity to apply and manage projects. project funds needing to cover the valuable work it supports but with very little potential for this to happen.*

***It will put networks and individuals at risk if things go wrong.***

**Has the LLCI improved partnerships in your region with the following? Tick as many as you like.**

21. Has the LLCI improved partnerships in your region with the following? Tick as many as you...



**Whilst we work to build our partnerships and opportunities continue, we are interested to know about any potential income stream opportunities you may be considering pursuing in your region and how Landcare NSW could assist your efforts?**

- Any opportunities in which involve communities and the environment would be helpful, maybe working with NSW environmental trust on small projects with lower paper work, to help groups that missed NLP2 funding.
- Lobbying insurance companies to invest in prevention - specifically as relates to flood mitigation
- At the regional level we are considering developing a fee-for-service business opportunity providing advice to landholders on land management issues. LNSW may be able to help us seek seed funding to fully develop and test this business idea. At the regional level there are also several partnership opportunities which may generate income for networks. One of the issues we are finding in these discussions is the reluctance of some volunteers to engage in "for profit" "business" activities, which they see as potentially coming in conflict with the volunteer ethic of Landcare. We could do with some support from LNSW in helping us better communicate around these matters (eg NFT does not mean not for loss). Perhaps a fact sheet on business operations, profit raising activities, ethics and how they can support volunteer programs?
- The support package to networks with the 'benefits of supporting Landcare' information. Locally, networks feel they are lacking the professionalism to contact large organisations. Networks could provide information to LNSW of prospective businesses. Instigate a targeted approach in specific regions
- LNSW could assist NCRLN in its efforts to remain a viable regional representative and supporting network to the 11 networks. Some of the lessons LNSW has learnt in evolving into a more commercially orientated organization whilst still being guided by the people on the ground could be used through mentorship, workshop etc
- We have just done up a proposal to our local council for funded support-Landcare NSW could look at the proposal and give advice (are we going for the right amount, the best way to deliver and who should receive, etc?)
- We have DGR status and want to start attracting donations- support in setting up a strategy and way of attracting donations.

**Comment:** Many of the aspirations and suggestions here are aligned with potential collaborations Landcare NSW is looking at from a state level. There will surely be mutual benefit in sharing information with regions and communicating progress and whether opportunities are more appropriately managed at state level or that regions are supported as they progress ideas.

### Strategies or ideas to improve upon the Trees in the House

Trees in the House will continue to be a seminal event and it is important that we are inclusive and remember that this is an opportunity to connect Landcare with our state politicians, bringing them up close to the real Landcare. The following comments provide some great ideas, particularly in terms of linking this event to council and allowing Landcarers to observe how the representational council forum works as these events are held on consecutive days.

- *With Trees in the House you could definitely find sponsors, also Landcare Groups would be happy to sponsor their own members to attend. This leads on to succession planning on LNSW Council in the same way. I believe each region should be able to bring an observer from their region to one of the four quarterly meetings for A) information sharing and spreading the good word about LNSW and what we do for members and B) create a succession plan of people knowing what becoming Councillor is all about and may be quicker to put their hands up for the opportunity if they have a clearer understanding of what happens at meetings.*
- *Accept Expression of Interest from Coordinators/ Volunteers - assess based on set criteria*
- *State coordinators liaise with RLF's to find those folk who are comfortable to get up in crowds and tell the story. Everyone has a good story, it's just that not everyone is keen to do so.*
- *Definitely as part of youth leadership program include the current participant for the year. such person being acknowledged and maybe even given opportunity to speak at the event*
- *Perhaps draw straws as part of the conference or muster - so everyone feels that they have an opportunity. Tapping people in the shoulder is not very inclusive.*
- *fund them on prerequisite of a power point talk for presentation. Ask for nominations the next gathering make it a bonus for good work.*
- *each event could focus on a theme or geographic area, and coordinators/volunteers working in that space could be targeted.*
- *Quality video clip we can share with our networks.*

**The State Landcare and Local Land Services Conference-what would you or your organisation hope to gain from attending this in 2019?**

*I feel that there was a mixed response to the federal conference, with long time attendees feeling that many messages were repeated, but felt that it was good for newcomers. Maybe focus on how we can fund community groups such as Landcare in a reduced funding environment.*

*Social strengthening and collaborations in response to the drought. Landcare in the space of health and wellbeing of community.*

*Future planning, resilience training for well being, project planning, how to run a community consultation Networking on a state scale, different project ideas and methods that Western NSW groups may be using Learning, sharing, having bucket loads of fun.*

*A dedicated train sponsored by State Rail with Landcare logos all over it to travel to Broken Hill. A mobile muster for all able to attend*

*The differences and the special problems of outback NSW in delivering Landcare. What are their issues and projects.*

*Highlight the young people and their involvement in Landcare. It will be so different especially to the coast We are planning to use this as an opportunity to promote Bushcare/Landcare and organise a bus tour from Greater Sydney with Landcare activity stop offs on the way. Always appreciate hearing muster discussions.*

*Contact with other coordinators, regional / group executives  
Strategies to grow Landcare membership / support*

*Thought provoking plenary sessions are also important. (Bill Gammage at the recent National Conference).*