

Landcare NSW Inc.



Quarterly Regional Report

Summary

February 2019

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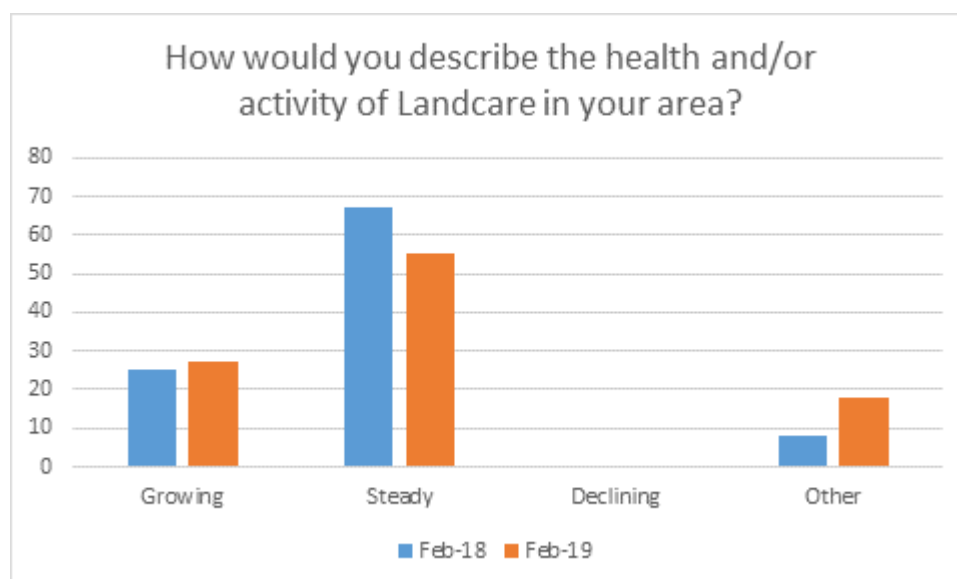
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Background

Landcare NSW regularly asks for feedback from our Councillors. We currently use the Form Assembly survey which allows 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 February 2019. We are aware that the information contained here includes only the known information the individual person submitting a response was able to collate from their networks at this particular time and does not necessarily reflect the entire Landcare situation in a region. However, the information is of immense value in guiding future actions (see pg 13). 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

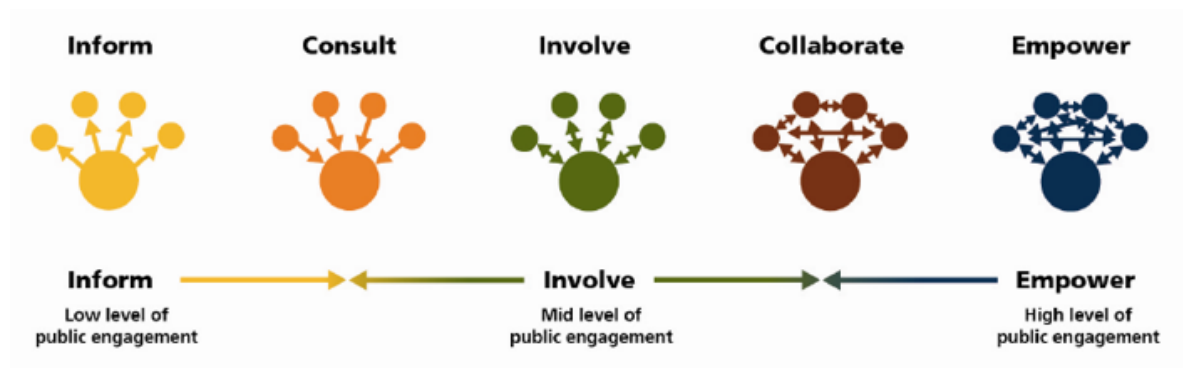
As of February 2019, responses around the activity of Landcare showed 27% of Landcare regions recorded 'growth', 55% as 'steady' and 0% in 'decline'. This is consistent with responses from the previous reporting period in November 2018 and 12 months ago in February 2018.



TREND: Landcare activity has been stable in the 12 month period between February 2018 and 2019.

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: Our diverse network of passionate, switched-on landholders

North Coast Regional Landcare Network: People and projects: strong legacy.

Strong track records of delivering on river restoration projects which has lead to broad community networks and productive working relationships with delivery partners (Council, Fisheries, LLS, OEH etc)

Murray: Continuing the spirit of collaboration rather than competition despite increasing pressures to the contrary.

Hunter: A stronger committee than in the past with fresh faces and a wider range of background skills.

Western Landcare: Our relationship with Western LLS and the fact that we have 3 new coordinators that have hit the ground running and maintained a smooth transition considering we only have 5 months remaining in the current LLCI contract.

Greater Sydney: Having LLCs to run programs, applying for funding and keep momentum going.

Lachlandcare: Strong growing local Landcare groups receiving funding support for local projects

Central Tablelands Landcare Collective: Proactive committees who are working to set themselves up for the future and looking at improved ways of doing business. This includes strong partnerships within the region with local government, LLS and other organisations, council etc.

Central West: The Coordinator role was recognised as our greatest strength and moving forward with funding proposals put forward by both major parties, there is some assurance that this role will be ongoing in the longer term

New England North West: Networks working well together and with LLS.

South East: The experience in our volunteer committees and the support of the coordinators

Issues

Landcare regions are currently facing the following issues:

Funding/Capacity/Uncertainty with LLCI

- Project Funding:
 - Lack of funding for small to medium on ground projects in non-priority areas
 - Lack of grant funding for urban areas
 - The Lachlan ET EOI
 - Securing of project funds
- LLCI Funding:
 - lack of funding for support positions, especially not having our RLF to support us
 - Future funding for Local Landcare coordinators
 - Future funding to support our Regional Landcare manager position
 - Continuance of LLCI - hopefully resolved with the elections.
 - Lack of funding for coordination (and on ground)
 - Employment of LLCI positions - underway for 2 networks and continuity of support to networks
- Capacity:
 - Relatively high population of absentee landholders with less time for NRM
 - Health of our member groups
 - Mental health
 - Ageing population
 - Improving support from local and state Government in a space with dwindling staff and resources.
 - Recruitment
 - Finding the time to support all the great community projects and actions going on.
 - Attracting volunteers
 - Building profile and understanding of GSLN and Landcare NSW
 - Leadership

Environmental issues

- Drought was identified as a significant issue across 7 regions, including the following detail:
 - Drought and everything that goes with it (soil loss, animal welfare, cost of feeding stock, mental health).
 - On-going impact of drought and climate change/adaptability
 - Drought especially in the Upper Hunter
 - Drought, river health
- Climate change impacts:
 - More heat and less frequent, more intense and localised rain events contributing to a vicious circle of landscape dehydration, soil degradation compounded by overgrazing, loss of ground cover and bare earth.
 - Bushfires
 - Storm damage
- Land management issues:
 - Weeds, farming practices, waterways
 - Soil acidity
 - Lack of feed
 - Weeds
 - Salinity
 - Habitat fragmentation

- Water management issues:
 - River health
 - Water management and sharing. Irrigation v's environment. Balancing the viability of rural communities with sustainability of the natural features which are so intertwined and complex.
 - Health of our waterways - water quality, bank stability, weed infestation

When asked about the biggest problem/challenge faced, Landcare regions indicated:

Funding

- Lack of funding for coordination- both at local and regional scales. There are lots of opportunities that we could pursue to support our on-ground groups and NRM activities, but we cannot pursue them without staff time. It is a real limiting factor.
- Future funding for our LLC and regional manager positions
- Limited funding through NLP2 and the work in applying for funding in which we have little chance of securing.
- Lack of funding for coordination and on-ground activities, coupled with unrealistic expectations of what Landcare can provide & overburdened staff and volunteers
- Declining group capacity and morale due to lack of funding opportunities and the low return on investment for all the work going into attracting funds and the uncertainty about funding to maintain staff. Groups are hanging on but it's getting tougher.
- Uncertainty about LLCI support and losing good staff or not being able to attract them due to uncertainty.

Other

- Risk of burnout of key volunteer committee members/group convenors
 - A challenge is ensuring that local project design has real relevance to the community, and not just box-ticking from a Govt. agency that has money to spend.
 - Currently maintaining the health of our member groups. Due to current climatic conditions, people are starting to mentally and physically burn out or are looking for quick fix solutions to issues that need time and energy. Just getting people to leave their property/business for a meeting is becoming increasingly more difficult.
 - Financial impacts on landholders due to drought, especially if we are heading into a dry autumn/winter.
 - Landholders in many areas are still feeding/supplementing stock, which can be very labour intensive and does not leave many opportunities for involvement with Landcare. It is difficult looking towards sowing and the risk of dry sowing and no rainfall.
 - Developing a Landcare program that is non dependent of the influence of LLS funding constraints.
- Ideally, the network as a voice for the groups would be supporting and funding the hopes and aspirations of the local community rather than conforming to the direction of LLS.

Ideally it is hoped that the aspirations of the Landcare groups and the direction of LLS would be in accord and so reduce any anxiety.

- To continue to grow networks and partnerships.

In response to these challenges, the following solutions were proposed by Landcare regions:

- Succession planning and supporting members to take on more responsibility in the network
- Don't focus solely on the practicalities of who is delivering what and when, but also on how the project itself is designed. Ensuring that all relevant stakeholders are in the room for the design phase. Lets not assume that we know how and what our stakeholders think.
- We are investigating fee for service options, but until they actually start earning money, we will continue to lobby government and raise this issue with the people bearing opportunities to help them understand the REAL cost of working with Landcare. Increase the opportunities for regional collaboration via industry forums and strategic planning. Developing an external community practice that is flexible but outcome focused.
- Up to date mental health first aid training for new coordinators. Road trips for Coordinators in each of their respective areas to visit group members and have a physical presence with capacity building. Showing our member groups that we actually care about them. Taking on some of the burden of the paperwork involved with setting up and maintaining a group to help them through this challenging period. WLNSW has applied to FRRR for funding to run some workshops on Financial management during drought and beyond; environmental management during drought and beyond; mental health.
- Not sure what we can do about it directly other than support each other. Ride out the state and federal election roller-coaster and hope that whatever the result we will at least have some clarity of intent from our main funders.
- Clarity after election and lots of communication to both Coordinators and Host orgs about what is happening. Is there the ability to carry over funds into next FYI if there are funds unspent?
- Re-evaluating timing for sowing, seasonal conditions and techniques. The traditional timings are only working for particular sections of the Central West and many landholders are having to adapt to later sowing options or changing crops or varieties.
- NLP2 to fund more Landcare projects.
- Currently we are experiencing positive relations with Hunter LLS and we hope that this will continue. The Landcare networks in the region need to be more proactive in expressing their aspirations.
- State or commonwealth funding support
- The grant that we have just won should give us a sound basis for building more connections and working partnerships.

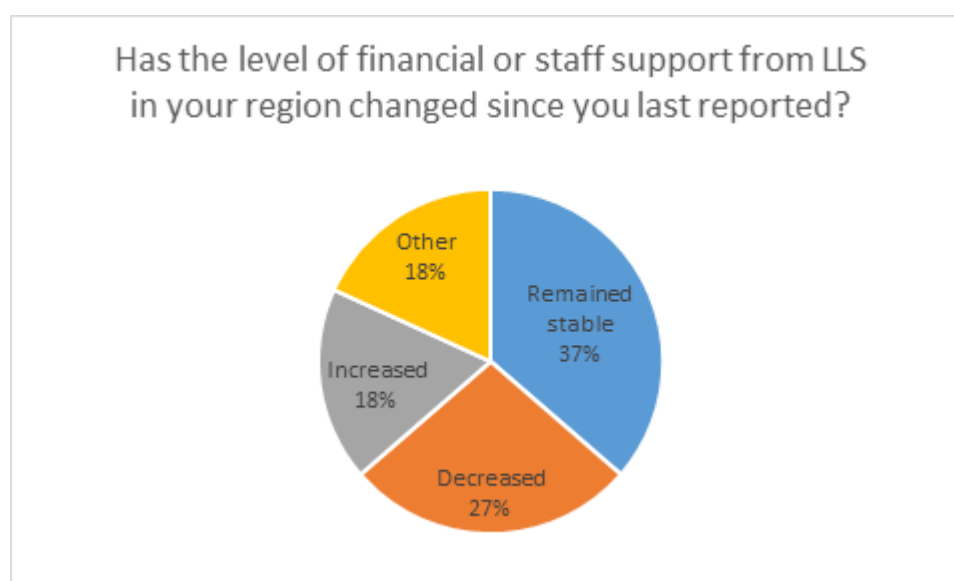
TREND: There is continued concern across the state about the limited availability of funding for on-ground projects as well as on-going security for coordinators. However, the recent pledges by the major political parties ahead of the state government election provide some optimism. The capacity of groups to remain viable whilst addressing volunteer recruitment and considering local demographics is a concerning and complex issue. The extent and impact of drought is evident as a driving force upon group capacity and the wider community as well as significant environmental impacts. Climate change including its extensive and varied impacts require collaborative management and appropriate resourcing for support through organisations such as Landcare to engage community momentum and deliver on-ground outcomes for long-term sustainability.

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.

Landcare regions were asked whether there has been a change in the level of financial or staff support from LLS for group/network operations since November 2018.



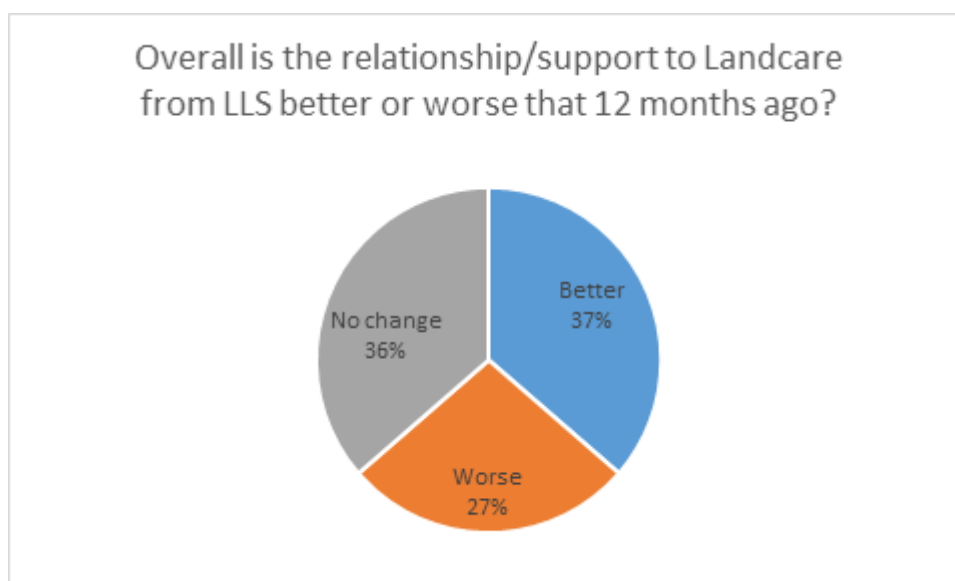
When asked to explain how support or relationships with LLS had changed since the November 2018 report, responses included:

Increased Support	Stable	Decreased Support
<ul style="list-style-type: none"> LLS Western have been able to provide some funding for staff support relative to the State 	<ul style="list-style-type: none"> Remained stable since improving from an already solid base, with the engagement of a proactive RLF based mostly in Taree - we continue to enjoy a close working relationship and good support 	<ul style="list-style-type: none"> Loss of coordinator funding from LLS. Reduction in staffing. A move to an agricultural / bio security focus. NLP2 funding through LLS

<p>Conference steering committee (10hrs/wk). We have also received funds to run our 'Healthy soils' schools project. This may be ongoing annually through NLP2.</p> <ul style="list-style-type: none"> • Loss of NLP funding through LLS for LLC positions, impact on ability of local Landcare groups to deliver services. 	<p>both from partnership workshop funding and from technical staff.</p> <ul style="list-style-type: none"> • There has been no change since our last report- i.e., the single funding contract to NCRLN is due to finish at the end of March. There is no other financial support from LLS available. • The importance of developing one on one relationships with staff is recognised here, rather than expecting that someone in a particular role will just want to work with Landcare. 	<p>has a federal focus which often is not seen locally.</p> <ul style="list-style-type: none"> • No community team, reduced staff and expertise on offer, very low level of LLS project activity to engage with let alone seek funding from. • Financially it has decreased but LLS staff continues to proactively contribute to Landcare in our region and support networks as needed.
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An extra \$8000 for the current year and a further \$22,500 for the next financial year. This funding will allow for a regional event (not been held from 2011 to the present) to provide recognition to the work of Landcare groups. I believe such events were held in the past).

When asked whether the relationship/support to Landcare from LLS is better or worse than 12 months ago, Landcare regions responded:



Comments further explaining this response are as follows:

Better	No Change	Worse
<ul style="list-style-type: none"> We have moved to a more frank and productive relationship, based on outcomes-focussed project delivery at the regional scale. Limited contact between LLS staff and local networks. Positive relations have been developing between HRLN and Hunter LLS on an individual basis and HRLN is seeking to formalise this with an MOU based on the LNSW and LLS model at the state level. 	<ul style="list-style-type: none"> We have always had good, open communication with our LLS. They support us financially (when viable for them to do so) and also with thousands of dollars of in kind support. Where possible within NLP2 they are working to include Landcare networks in projects. Landcares relationship with the LLS on the Northern Tablelands is very good. 	<ul style="list-style-type: none"> Less representation and participation in Landcare events There are no longer grants from LLS for urban projects.

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

- Very limited funds for on-ground works for groups in non-priority areas and issues. Groups interest and drive are not being matched by programs - seen as a top down, city based approach to funding ignoring local community concerns, issues and actions.
- Well - some areas have good LLS / local Government relations. Working together they can still provide a good level of support. Good support with feral animal programs and Farmer networks

- 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.
- The relationship we have with LLS has worked well from the beginning. We both firmly believe in open, honest communication and work through any consequences like the adults we all are.
- RALF is still trying to provide support and the Pest Animals and Weeds Coordinators are engaging with the groups.
Uncertainty due to political instability and state and federal level until after elections has everyone waiting until some clearer direction is set.
- Our RALF is very proactive at supporting Landcare in our region. Accessing funds for projects is extremely challenging.
Over the period of the LLCI, the coordinators within our region and also Central West have increased their networking and relationships to work together and support each other.
- Delivery of smaller projects under the CWLLS National Landcare Program funding.
- LLCI and LLS have allowed Landcare to survive in a diminished capacity with the lack of federal government funding through the NLP2 program which has obviously funnelled funds away from Landcare related activities.
- The contribution of the Local Landcare Coordinators is significant and HRLN is pleased that the program will continue into the next 4 years. The bodies that are developing in each of the Lower, Mid and Upper Hunter have also made positive impacts in contributing to the LLC role and helping to guide the direction of activities in each sub region into the future.
- Local liaison, regional liaison
Tension re future funding for key positions as above
- Vanessa Keyzer has been promoted however is still keen to support Landcare across the region. LLS is very restricted in what they can do for urban Landcare.

Councillors added additional comments, issues and lessons as follows:

- Addition from Chair of Killabakh & Lower Cedar Party: The main issue from my perspective are around weeds such as Giant Parramatta Grass, Crofton Weed and fireweed. These three weeds are all having a great impact on the environment and are prolific spreaders. The discontinuance of the biological solutions of control especially for Crofton weed and the difficulties experienced related to the use of biological solutions for giant Parramatta grass show a lack of advocacy and commitment by government agencies to move to a non-chemical approach. The use of glyphosate / Roundup is now disputed and Landcare should now place pressure on Government to move toward more biological solutions.
The other issue is feral pest such as wild dogs. The education program for this should be ongoing as and should continue to be a focus by LLS in collaboration with local Landcare coordinators.
- Most regions feel that Landcare is doing a lot of Government's core business in the social and environment space with little recognition or support
- 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.

- Change is inevitable. We all need to work toward change for the better. The next 4 years are going to be important and we need to work toward a new LLCI program that is both relevant to Landcare and beneficial to all stakeholders involved.
- We have a wealth of knowledge within both Landcare and LLS and it's critical that the 2 orgs continue to work closely together. Post 1 July, it would be good to explore office housing with LLS as the isolation for staff that work from home can be an issue.
- All of our networks have reduced work hours in last 12 months due to the lack of projects in NLP2. LLCI has allowed the survival of Landcare on the Northern Tablelands. Otherwise we are really only working as a partner or some would say contractor to the LLS.
- In the sub region where we have experienced most of the staff turnover there has been a disappointment in the productivity of the role but that is changing with our recent appointment.

Where the position has a part time component, the hours and activities of the officer involved cannot be proscribed. In one instance the officer also had a role in council and whilst this may not have caused a conflict from HRLN's viewpoint, it raised concerns from community members perspectives (especially when relations were not good with the council.) This is not now an issue with our LLC's.

- Groups building LLC support into operational projects

TREND: These results demonstrate that despite recent changes in the relationship between LLS and Landcare, e.g. the RALF arrangement, LLS support for Landcare is greatly valued. There is still a regional variation in this relationship and support as has been reported for the last year. In some regions, projects provide resourcing to support the LLS/Landcare relationship, but the short-term duration of these projects undermine the stability and permanency of the relationship. Some regions have noticed diminished Landcare support as LLS, along with other agencies at different levels of government, navigate changed political priorities, uncertainty and under-resourcing. Committed ongoing support from LLS via strong regional relationships is critical for the effective delivery of a new Landcare support program.

Current Opportunities

FRRR Tackling Tough Times Together

Landcare NSW is interested to demonstrate to the Federal Government how local and regional Landcare supports communities during drought. We asked councillors about specific funding opportunities sought, drought-related issues addressed and other support provided to communities.

Even though the majority of councillors (60%) stated that FRRR applications were not submitted, several stated that their groups had been approached to apply. These projects were not pursued for various reasons including LLCI uncertainty and potential private benefit.

Landcare groups or networks supported their communities in drought in other ways including:

Social

- Drought Dinners in SNELC area

- Bega Valley - social event for families "Bling on the Rain"
- Mental health workshops. Women's health workshops.
- Local social activity, promotion of LLS regional drought management seminars

Other

- In the Western Region, we have been working with schools, P&Cs, member groups for funding to run a number of expos and drought get togethers.
- Neighbours helping water new plantings, lots of discussions re when to plant- many holding off till rains come
- Community workshops on a range of topics: using seasonal forecasts and soil moisture information to inform pasture availability and buy/sell/feed decisions, pasture assessment and recovery, drought feeding workshops etc
- Landcare groups have been running workshops to support landholders and supported LLS run events as well as local social activities. Some events have been run for low cost or FOC.
- Mainly working with the LLS, feral animals cats Indian minors. Support information service.

Smart Farms

Landcare regions provided feedback about their experience with National Landcare Program

Smart Farms including how many projects were submitted:

- I am aware of 3 successful projects from Round 1. Similarly, aware of 3 projects applications for Round 2
- Smart Farms has not met the needs of Landcare very well. I am aware of 6 (NCRLN, Bellinger, BVL, NVL x 2, MLN), and likely more from on-ground groups. It was great to have the new program on CCB, but the small amount was limiting- and it was confusing and hard to differentiate between the different tranches. Feedback also came in re capital investment and its definition. Guidelines were not very well written. It was extremely competitive, and the application was not clear (e.g. no funding for 'construction', but staff were not able to determine if construction and whether erosion control, fencing or planting were included). The second round was run at a bad time of year (over Christmas) which meant pulling an application together was difficult.
- WLNSW submitted 5 applications and had 1 application funded. Extremely long winded process. Need more funds to be devolved 'on ground'.
- Estimate 15-20. Still hard to pin down what they want but at least provided some more diversity in what can be applied for this time.
- A regional project was applied for by CTLLS on behalf of networks but no individual applications.
Looking at approved project lists from round 1 had an emphasis on production groups and universities as well as very heavily geared to productivity gains.
- 7 smart farms small grants from NT networks.
- After a number of unsuccessful applications in the first round the network did not apply for any in the second round of funding.
- Challenging, the application process is a nightmare, definitely not very smart!

TREND: Landcare is multi-faceted and contributes to local and regional communities in many ways beyond on-ground environmental outputs. In drought-affected areas, the Landcare network has reached out to communities and individuals by recognising and delivering/promoting social activities, mental health workshops, information sessions and pursuing funding opportunities. The NLP Smart Farms program was subscribed to by many Landcare networks across the state, however the process and timing was frustrating for some.

Communicating New Opportunities or Initiatives

As Landcare NSW explores new opportunities for fundraising and exploring non-traditional partnerships, councillors were asked to consider the willingness and capacity of Landcare regions to embrace these opportunities and their own potential roles in this.

Are councillor's best placed to act as an information conduit for information dissemination and collection between Landcare NSW and groups/networks/coordinators for new opportunities and development of further partnerships? Responses were supported with the following comments:

Yes	No
<ul style="list-style-type: none"> • Yes, Many Landcarers are not aware of a state body, (and its differentiation from LAL) this could assist in raising the profile of LCNSW • YES, BUT: only if acting as a conduit, not as a proxy staff member and doing analysis/development work. Councillors are volunteers so cannot be expected to do too much. It is also essential that sufficient time be allowed for the sharing of information and responses provision. Many coordinators work 1-2 days a week, and their time is regularly entirely booked out. At least 1 month turn-around/notice is required. It may be better to centralise the data collection from with Landcare NSW if staff resources permit. This would reduce the admin burden of councillors and reduce double handling • As part of fulfilling this role, I need to be chatting with the various networks to understand their needs and feed this up to LNSW as well as share what is coming from LNSW • Just utilising the base of committed Councillors to be advancing social media within our regions would be a huge benefit. We all need to be more proactive with liking and sharing from Landcare NSW....but Landcare NSW also need to be interacting more with local groups on social media. • Generally yes. The council is made up of volunteers and staff, and this brings a broad range of views but the direct communication with staff through LLCI is the best way to inform staff. • Ideally the network would have contact with all of the groups in the region. The reality is that in the Hunter this has not been the experience of the past few years. The relationship between groups in the region has weakened over time and it is taking a considerable effort to reconnect groups. This is happening with and through the LLCI however there is still some way to go. • Need for adequate funding and information packaging support 	<ul style="list-style-type: none"> • If there's no formalized and regular meeting structure in regions acting as a conduit beyond the current dissemination and regional reporting puts a much greater burden on the councillors. I think a much better way will be to utilise the regional coordinator component of the new LLCI to support councillors in communicating with their regions. • I think with our LLCs in place they are in a better position to share information around the networks and members. Councillors have their role too - to inform their committees and ensure LLCs have an understanding of issues.
<p>Uncertain: I'm not sure. Yes we are in contact with all the networks, whether they have LNSW funding or not, but so are the RLF's. I would like to have more time to talk with the networks, but not always easy as a volunteer. It may well be different across the regions?</p>	

As new opportunities and initiatives are explored, how willing are groups to participate? The online Fundraising Campaign was recently instigated and how was it received?

- Groups are willing to explore new avenues that are easy to manage, have minimal paperwork and reap rewards that are tangible to the group aims.
- Most feedback showed that the fundraising campaign was not well received. Some volunteers felt they were being asked to donate a second time when they were already donating their time. Spend more time highlighting to Govt. just how many of their policies Landcare covers with its community projects and activities, and get them (Govt.) along with folks not involved in that big "caring for our earth" space to do the donating.
- Yes, they are: to a certain degree. Lack of time limits exploration, especially where gain is uncertain. We are slow to change in our organisational processes- we have dug a fairly solid identity for ourselves, and it is hard to see beyond this. I am unsure how the online campaign was received- I liked it myself, but I didn't see much from LNSW about it? Coordinators are certainly willing to consider all opportunities, but conscious that we primarily address problems in public areas and/or shared resources, and therefore the costs should be shared across society through government funding. If we are dependent on crowd funding etc, the future will be much more uncertain and dependent on the ability of the community to pay, which is challenging in socially disadvantaged areas. Activities that distract from core business become unsustainable to manage. Scale and return on investment is also a significant factor. Consider the operational costs to maintain a Landcare Coordinator, office, vehicle etc.
- Our network is willing to consider new opportunities as long as they fit our values and our vision and mission.
The online fundraising campaign was not taken up by Western. Main reason was that this type of fundraising is 'old news' and we are competing with many bigger organisations for a slice of the pie. Also, we felt we would be preaching to the converted in our region. Lastly, we felt that asking for a mere \$2000 actually devalued what a Landcare coordinator was all about.
- Willing to consider new opportunities but those opportunities need to coincide with the time, motivation and capacity to make use of them. The online fundraising campaign wasn't seen as an opportunity, just another hand out for donations.
- They are but need a clear value proposition and clearly understand what it means for them and their members.
- Reluctant.
- Staff don't have time, unless the dollars were there first. Which is not the case. A chook and egg problem.
- Most groups want assistance with specific projects and some funding to enable the project to go ahead with local input. People can provide the labour and project support but fall short with the finances to get the task under way.
- Not many groups were either aware of it or responded to it. Other priorities - surviving drought pressures.
Target market for fundraising?
- I think most volunteers feel they are giving a lot of their time and shouldn't be expected or asked to provide funds too. They believe government should support Landcare - we need to

do more and regular reporting on the value provided by Landcare. Personally I think we need to focus on a bigger on ground issue and target fund raising for that issue. Landcare Australia are fund raising for drought across Australia. I think a focus on helping communities connect habitat corridors for the benefit of producers and flora and fauna has possibilities.

How could Landcare NSW improve on future fundraising campaigns?

- One thought - locate suitable and willing regions to focus on pilot programs (corporate and big business Landcare support packages for example). Involve all the right people in the design phase (the people you are trying to influence need to be present in the design process).

Focusing on pilot areas will possibly see the process not being diluted across the State.

- Perhaps more communication to the network before the venture is launched? The pre Xmas campaign felt a bit rushed, and like its reach could have been greater with a bit more lead in and comms. Scale and return on investment is also a significant factor. For example MEEPAW - better communication and smoother process. Having to submit an EOI in a week is a big ask.
- Potentially run a dual - levelled marketing campaign. State and Regional. Perhaps the marketing arm for LNSW needs to be more transparent and targeted.
- Using the LLCs as the basis for donation effectively targets people who understand the roles and care about people in them so it effectively aimed at the Landcarers who are already giving so much. I think it could work better if groups were pitching at that level themselves on whatever issue or topic will be successful in their region. If LNSW is going to undertake that sort of fundraising it needs to aim much higher and think about how to better target non-landcarers. Don't know what it cost or what it raised but I suspect it would have cost a lot more than it made?

Unfortunately I think we are trying to beat Landcare Australia at their own game and as much as we think we have more right to that space than they do, we haven't been able to find that distinction in the promotion yet.

- Have a range of examples from across the state as to how these things might roll out and what the impacts would be. With an ageing population of volunteers, these sorts of things can often challenge them and be confronting. Internet access is still a big challenge for our area and this impacts on everything from systems they use to the use of social media or even financial accounting.
- There needs to be more support from the network and Landcare NSW sharing information back through their social media and contributing through liking and sharing.
- Difficult if in competition to LAL.
- A possibility would be to act as a fund source clearing house for donors and for Landcare groups seeking funds. (Was this the role of LAL?)
- Identification of potential support target market.

How do local/district groups or regional bodies perceive they will manage resources (especially coordinators time) to accommodate new opportunities?

- BCT contact has been made, relationship in its infancy and time commitment/reward has not been assessed

- Networks with a lot going on could benefit from a part-time manager person. This could relieve the stress and pressure felt by volunteer committees.
I know locally, we are being asked to be involved in so much more than just Landcare group support. It's a question that needs more discussion.
- After the cuts of NLP2, we are running at very low staff levels. If required, we are ready and willing to recruit new staff to take on specific project roles. We would suggest that any new opportunities MUST include proper costing for staff time at local and regional scale to plan, design and coordinate projects. Projects must also be at a scale that is worthwhile (e.g. for on-ground works, we don't see projects <\$15,000 worth it at the district scale). On-ground local groups may be able to work with smaller grants for individual sites however. We will approach new opportunities much the same as we do now - identify the number of funded hours, work to a plan, review and improve as required. However, we will be unable to take on new projects without an increase in funding and therefore time.
- LNSW needs to decide exactly what it will incorporate into the LLCI2 as overarching targets and we need to work down from there.
Every network staff member needs to have a workplan in place. They also need a strategic plan and an action plan so there is no confusion regarding what outcomes and outputs are, even though each region may undertake to achieve them via different goals/methods.
- The coordinators should be working with the groups to help them identify and engage with these opportunities and ensure that whatever they come up with can work without the LLC doing all the work. There will inevitably be variation and some project work by LLCs is probably unavoidable but it should be a smaller component. If they are consumed by specific project tasks they are not identifying the next opportunity or developing the next relationship so it's all good while they are there but builds dependence not independence.
- There are opportunities provided that the \$ match up and enable them to do more than just employ someone for more hours. They also need to be able to make a values call on their involvement.
- I think that it will be a challenge for coordinators with smaller groups with less support from their Committee
- Again, we can only pay staff if resources are available. Be careful of conflicts of interest in expanded roles.
- It may well mean that a fundamental change will need to take place in the structure of regional boards so that all involved have qualifications associated with board management and regular updating of members to continue in their roles.
- Time, funding and incorporation of some LLC funding support into each project.
- LLCs are generally stretched already. New opportunities need to provide more paid hours to deliver.

What impact do you consider these new opportunities may have on group and network committees?

- If not managed well, and there is increased responsibility and workload for volunteers. People will wear out and walk away.
But, if there are resources to manage it well, the opportunity is great.

- More work required from volunteers, increasing expectations of professionalism, increased need for business knowledge and experience. More pressure placed on regional committees whose effort is duplicated across local/district/regional scales. More pressure to be across multiple projects. More careful budget/financial management.
Positive- more opportunities to develop committee skills, variety of projects increases our range and reach and increases likelihood of new membership. More income potentially means more profit to reinvest into our network. New opportunities that allow us to set our rates per output will increase this likelihood.
- We feel that any impact regarding a new LLCI will be positive and enable us to take Landcare in the Western Region to the next level - something we have been working towards for the past 12 months.
- Depends how they are handled. There is potential for them to be a great way to achieve some outcomes and be well paid to do so. Some will significantly increase the governance and organisational accountability requirements (anything involving RMS, Inland Rail etc) of groups so they need to understand those requirements and make structural adjustments or partner with a group or organisation that has that capacity. Committees need to be sure about what they are getting into.
The opportunities have the potential to unify groups or cause deep competition. Let's get on the front foot and make sure we work together up front to avoid competition because otherwise a feast for one could be a famine for everyone else.
- It will depend on the individual opportunity and what's been asked of them. Many will not want to be seen that the support of Landcare can be bought. They will need to believe their is value and that it supports their mission and strategic goals
- For my group it would be embraced and provide opportunities for expansion. There are other groups that are going to require more support from a regional and state level to deliver. This may also be improved with training and mentoring!
- Some activities may not be within the charter of regions. This should be explored at workshop for further discussion in March at LLCI workshop.
- It may force the volunteer committees to collapse under the increased financial load associated with the funds being handled and the changes taking place in community expectations in the light of boards in the Banking Royal Commission being subject to increased scrutiny.
- Expansion of the diversity of Landcare activity and funding support
- Our GSLN committee is made up of people who are already fully committed to business, networks and projects on ground - outside of GSLN - it may be a stretch but if LLCs are funded then committee can cope.

TREND: It is clear that with future funding uncertainty, Landcarers are realistic about the need to diversify funding streams and explore new opportunities and partnerships. However, future endeavours must be well-considered as the Everyday Heroes campaign felt rushed, poorly pitched and ill-timed. Groups are concerned about the extra load these non-traditional ventures will place on coordinators and volunteers, and emphasised that financial remuneration is essential. Other concerns were also raised including the importance of alignment with the values and strategic direction of the opportunities with participating groups; potential competition in the fundraising

space (with LAL, between groups, or around issues e.g. drought); up-skilling required and potential conflicts of interest with expanded roles.