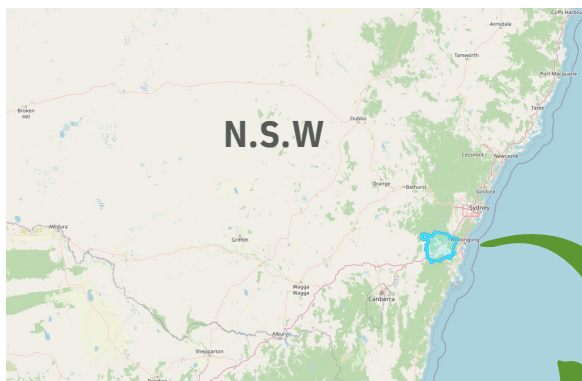


Southern Highlands Landcare Network STRATEGIC PLAN 2020-2025

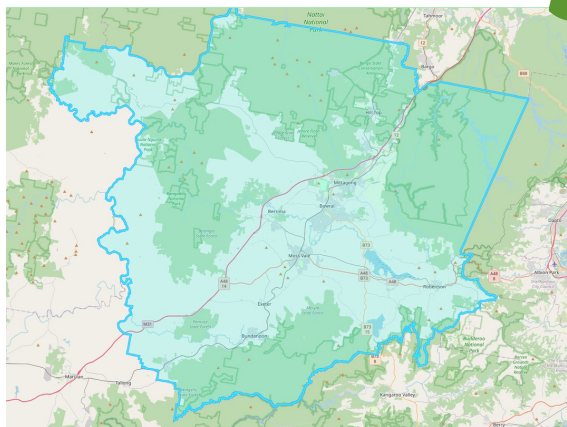
Purpose

This Strategic Plan provides the strategic directions of Southern Highlands Landcare Network (SHLN) for 2020- 2025. It provides a framework to support the Board's sound decision making, enable on ground action, measure performance and develop consistent budgets and workplans.

It builds on previous plans and conveys SHLN's vision for the next five years as well as reflecting our group progress and evolution over time.



Wingecarribee Shire



Where we work

The Southern Highlands Landcare Network (SHLN) is a leading community-based organisation dedicated to the sustainable management of natural resources in the Wingecarribee Shire region of New South Wales.

With a focus on fostering collaboration and knowledge sharing, SHLN works closely with local government, state agencies, private landholders, and other stakeholders to deliver projects and programs that have a positive impact on the region's environment.

SHLN's activities are diverse and reflect the unique challenges and opportunities facing the Southern Highlands. These include:

- Supporting landholders to undertake on-ground works such as revegetation and weed control.
- Providing training and resources to landholders on sustainable land management practices
- Advocating for policies and programs that support Landcare and natural resource management
- Facilitating research and monitoring to improve understanding of the region's natural environment

SHLN is also actively involved in a number of specific projects and initiatives that are relevant to the Southern Highlands region. These include:

- The Southern Highlands Bushcare
- The Southern Highlands Biodiversity Project
- The Southern Highlands Rivercare Program

Through its work on these and other projects, SHLN is making a significant contribution to the protection and enhancement of the Southern Highlands' natural environment.



Southern Highlands Landcare Network STRATEGIC PLAN 2020-2025

VISION

A thriving rural community where economic prosperity and social cohesion go hand in hand with a deep commitment to environmental stewardship.

MISSION

Our purpose is to empower our rural community to achieve lasting improvements in agricultural productivity, environmental sustainability, and social capacity within the region.

GOAL

To be a thriving, member-driven, nationally recognized, and financially secure organization that cultivates opportunities for enhancing natural resource management and sustainable agriculture outcomes in the Southern Highlands.

1 SHLN boasts a thriving and interconnected membership that is consistently expanding, with their needs being effectively met.

STRATEGY 1.1 Conduct in-depth engagement with members to ascertain their needs and develop projects and initiatives that cater to those needs.

STRATEGY 1.2 Offer a range of core member services that are accessible, relevant and valued by our members

MEASURES OF SUCCESS

- Financial membership increases
- Member engagement in activities increases
- Over 90% of members rate SHLN as providing good or very good service in the following areas:
 - Providing relevant services and information
 - Creating benefits for members
 - Communicating effectively with members
 - Demonstrating a deep understanding of member needs

2 SHLN has delivered a diverse range of high-quality services that have enhanced the capacity of our rural community to embrace improved farming practices and achieve positive natural resource management outcomes.

STRATEGY 2.1 Deliver information to members and community through a wide range of extension and engagement activities

STRATEGY 2.2 Act as a conduit for knowledge transfer between members, industry, government and other stakeholders

STRATEGY 2.3 Form partnerships to provide access to up to date and relevant technical expertise and subject matter

STRATEGY 2.4 Be a source of information through undertaking trial, demonstration and monitoring activities

STRATEGY 2.5 Facilitate on ground change through the delivery of devolved grants programs to landholders

STRATEGY 2.6 Co-ordinate on ground change through direct provision of services or through volunteer activity

MEASURES OF SUCCESS

- Number and type of activities delivered
- 90% of feedback on the quality of services is good or better
- Improvement to awareness, knowledge, skills and intent through pre – post activity surveys
- Measure of adoption of practices and attribution of changes to SHLN activity through surveys
- Area under management agreement
- No. of trees or hectares/km of revegetation
- Area or length of riparian zone protected
- Area or length of erosion management
- As appropriate for projects, improved vegetation extent, vegetation condition, water quality etc against baseline measurements

VALUES



MEMBERS: We are dedicated to serving our members, who take immense pride and satisfaction in our landscape, our community, and our collective contribution.



TAKING ACTION: Our goal is to encourage widespread voluntary participation in sustainable agricultural practices and environmental conservation efforts.



GOVERNANCE: Our organisation boasts of a sound governance structure and reliable systems. We welcome partnerships with like-minded organizations that share our vision for enhancing the environment, productivity, and networks.



ESTABLISHING TRUST: Our role is to be an efficient and reliable point of contact, bridging the gap between farmers, land managers, researchers, agribusinesses, agencies, investors, and consultants.



LEADERSHIP: Our organisation is nationally recognised as a significant producer and a pioneer in participatory research and demonstration, with extensive networks and robust partnerships.



PROMOTING INNOVATION AND CARE FOR THE LAND
Our reputation for working closely with farmers is built on our commitment to innovation and environmental sustainability.

3 To derive stable and sufficient funding to deliver on the strategic goals from a diverse range of valued partners and investors

STRATEGY 3.1 Actively establish and develop relationships with investors and partners who share our vision and values

STRATEGY 3.2 Clearly articulate, communicate and demonstrate the value of SHLN

STRATEGY 3.3 Undertake representation and

advocacy

and take a leadership role in creating an external environment which recognises and supports Landcare

MEASURES OF SUCCESS

- Funding is secured from a range of different sources
- Funding secured enables SHLN to maintain service delivery to achieve its strategic goals
- Funding secured to provide a minimum of 18 months of life across the life of the strategic plan

4 SHLN has maintained and enhanced it's robust, effective and accountable governance systems

STRATEGY 4.1 Establish and maintain robust gap analysis and review processes for policies and procedures

STRATEGY 4.2 Provide skills and knowledge development for Board and staff to ensure capacity to maintain high standards of governance

STRATEGY 4.3 Utilise recognised and transparent systems for information management to demonstrate accountability and reliability

MEASURES OF SUCCESS

- Deliver unqualified audited financial statements annually
- Policies are reviewed and endorsed as fit for purpose
- Policies are supported by operational procedures and enacted by staff
- Demonstrated ability to effectively measure and evaluate success against strategic goals

Southern Highlands Landcare Network

Landcare has a long and proud history in the Southern Highlands, with volunteers undertaking weed control and tree planting for decades. However, the work done during the "Decade for Landcare" between 1990 and 2000 has largely been forgotten.

The Mt Gibraltar Landcare & Bushcare Group is the oldest of the groups that started in the early 1990s. They have been working tirelessly on the Gib, removing ivy for 25 years. Other groups have worked along Mittagong Creek in Bowral, Mt Alexandra, Gibbergunyah Creek in Mittagong, and on the Wingecarribee River at Bong Bong and Berrima. Both Hammock Hill and Mansfield Reserve in Bowral have also been the focus of Landcare efforts for many years. In the Bundanoon area, groups have been active for many years at the Currabundah Wetlands, Glowworm Glen Track, and Indigo Creek. More recently, work has been undertaken along the old Governor's Road, Reedy Creek, and Leaver Park. Another long-lasting group has operated alongside State Forests in Penrose, removing pine wildlings from the natural bush around pine forests.

After 2000, some new Landcare groups were established, including the Moss Vale Landcare group, which revegetated about 3 kilometres along Whites Creek. This created a corridor extending through the Moss Vale Golf Club, through Mack Street Reserve and behind Coles, and then picking up after St Paul's College on the Berrima Road all the way to Gibbons Road. There was also a Youth Landcare Group which planted on the Suttor Road side of Bong Bong Bridge.

In 2000, Council appointed an Environment Officer named Larry Millikin. He was instrumental in the successful campaign for an Environmental Levy on rates. The Environment and Sustainability Committee was established to oversee the spending of the levy money, and to ensure it was used for environmental works. This led to the employment of two Bush Regenerators and the purchase of the necessary vehicles and equipment.

As time went by, Council encouraged Landcare groups to give up their independent status and become Bushcare groups under Council. The Bushcare groups always work under the supervision and guidance of the Bush Regen Teams. This has gradually led to a loss of autonomy, as Council decides where work will be done and what investment will be made into an area.

In recent years, the Southern Highlands Landcare Network has been reformed to work on private land, mainly along the Wingecarribee River. The Network is also involved in Shire-wide activities, such as combining with other local environment groups to move established trees.

The Southern Highlands Landcare Network is also very concerned about animal welfare. They have lobbied against dangerous yabbie traps and are working to reduce roadkill. They are also involved in efforts to protect areas from being cleared.

The Southern Highlands Landcare Network is a vital part of the community and is committed to protecting and enhancing the natural environment of the Southern Highlands.

Southern Highlands



Landcare

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