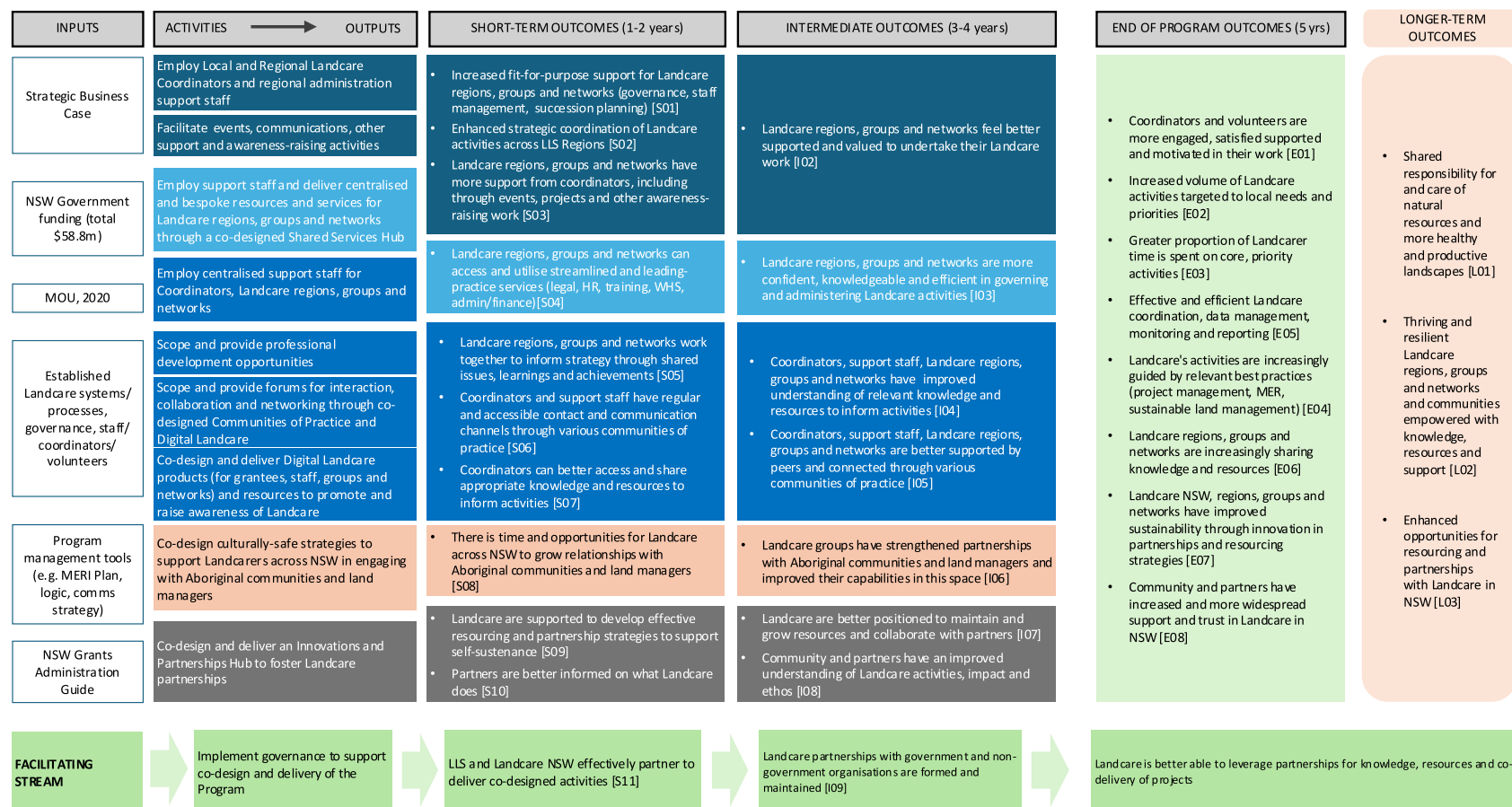**OPPORTUNITY STATEMENT**

With more sustainable resourcing models, partnerships and strategies, NSW Landcarers will be able to continue their vital work in caring for land and supporting their communities in NSW.

PROGRAM OBJECTIVES

Improve capacity – Improve the efficiency of resourcing models so that Landcarers can focus more on delivering meaningful work to meet local, regional and state priorities.

Expand capability – Provide more opportunities to partner, share knowledge and expand and sustain skills so that Landcarers can do more effective work for improved outcomes.

Support self-sustenance – Foster innovative resourcing strategies to enable a resilient and adaptive organisation that allows Landcarers to continue their vital work in the longer-term.

INPUTS	ACTIVITIES → OUTPUTS	SHORT-TERM OUTCOMES (1-2 years)	INTERMEDIATE OUTCOMES (3-4 years)	END OF PROGRAM OUTCOMES (5 yrs)	LONGER-TERM OUTCOMES

INPUTS

- Strategic Business Case
- NSW Government funding (total $58.8m)
- MOU, 2020
- Established Landcare systems/ processes, governance, staff/ coordinators/ volunteers
- Program management tools (e.g. MERI Plan, logic, comms strategy)
- NSW Grants Administration Guide

ACTIVITIES → OUTPUTS

- Employ Local and Regional Landcare Coordinators and regional administration support staff
- Facilitate events, communications, other support and awareness-raising activities
- Employ support staff and deliver centralised and bespoke resources and services for Landcare regions, groups and networks through a co-designed Shared Services Hub
- Employ centralised support staff for Coordinators, Landcare regions, groups and networks
- Scope and provide professional development opportunities
- Scope and provide forums for interaction, collaboration and networking through co-designed Communities of Practice and Digital Landcare
- Co-design and deliver Digital Landcare products (for grantees, staff, groups and networks) and resources to promote and raise awareness of Landcare
- Co-design culturally-safe strategies to support Landcarers across NSW in engaging with Aboriginal communities and land managers
- Co-design and deliver an Innovations and Partnerships Hub to foster Landcare partnerships

SHORT-TERM OUTCOMES (1-2 years)

- Increased fit-for-purpose support for Landcare regions, groups and networks (governance, staff management, succession planning) [S01]
- Enhanced strategic coordination of Landcare activities across LLS Regions [S02]
- Landcare regions, groups and networks have more support from coordinators, including through events, projects and other awareness-raising work [S03]
- Landcare regions, groups and networks can access and utilise streamlined and leading-practice services (legal, HR, training, WHS, admin/finance) [S04]
- Landcare regions, groups and networks work together to inform strategy through shared issues, learnings and achievements [S05]
- Coordinators and support staff have regular and accessible contact and communication channels through various communities of practice [S06]
- Coordinators can better access and share appropriate knowledge and resources to inform activities [S07]
- There is time and opportunities for Landcare across NSW to grow relationships with Aboriginal communities and land managers [S08]
- Landcare are supported to develop effective resourcing and partnership strategies to support self-sustenance [S09]
- Partners are better informed on what Landcare does [S10]

INTERMEDIATE OUTCOMES (3-4 years)

- Landcare regions, groups and networks feel better supported and valued to undertake their Landcare work [I02]
- Landcare regions, groups and networks are more confident, knowledgeable and efficient in governing and administering Landcare activities [I03]
- Coordinators, support staff, Landcare regions, groups and networks have improved understanding of relevant knowledge and resources to inform activities [I04]
- Coordinators, support staff, Landcare regions, groups and networks are better supported by peers and connected through various communities of practice [I05]
- Landcare groups have strengthened partnerships with Aboriginal communities and land managers and improved their capabilities in this space [I06]
- Landcare are better positioned to maintain and grow resources and collaborate with partners [I07]
- Community and partners have an improved understanding of Landcare activities, impact and ethos [I08]

END OF PROGRAM OUTCOMES (5 yrs)

- Coordinators and volunteers are more engaged, satisfied supported and motivated in their work [E01]
- Increased volume of Landcare activities targeted to local needs and priorities [E02]
- Greater proportion of Landcarer time is spent on core, priority activities [E03]
- Effective and efficient Landcare coordination, data management, monitoring and reporting [E05]
- Landcare's activities are increasingly guided by relevant best practices (project management, MER, sustainable land management) [E04]
- Landcare regions, groups and networks are increasingly sharing knowledge and resources [E06]
- Landcare NSW, regions, groups and networks have improved sustainability through innovation in partnerships and resourcing strategies [E07]
- Community and partners have increased and more widespread support and trust in Landcare in NSW [E08]

LONGER-TERM OUTCOMES

- Shared responsibility for and care of natural resources and more healthy and productive landscapes [L01]
- Thriving and resilient Landcare regions, groups and networks and communities empowered with knowledge, resources and support [L02]
- Enhanced opportunities for resourcing and partnerships with Landcare in NSW [L03]

FACILITATING STREAM

Implement governance to support co-design and delivery of the Program → LLS and Landcare NSW effectively partner to deliver co-designed activities [S11] → Landcare partnerships with government and non-government organisations are formed and maintained [I09] → Landcare is better able to leverage partnerships for knowledge, resources and co-delivery of projects

FACILITATING STREAM: comprises the elements of partnership governance between LLS/Landcare related to achieving the Program outcomes

LOCAL AND REGIONAL LANDCARE COORDINATOR STREAM	SHARED SERVICES HUB STREAM	PROFESSIONAL DEVELOPMENT COMMUNITY OF PRACTICE STREAM	ABORIGINAL PARTNERSHIPS GRANT PROGRAM STREAM	INNOVATION AND PARTNERSHIPS GRANT PROGRAM STREAM