

5. Actions

The objectives and actions that aim to protect or enhance the identified assets, and reduce the impact of the identified threats within the LCG area, are grouped under the following outcome themes:

- Climate change mitigation and adaptation.
- Community support, engagement and capacity building.
- Cultural and historical heritage protection and management.
- Pest plant and animal management.
- Protection, enhancement and restoration of biodiversity.
- Salinity and soil health management.
- Agricultural Best Practice.
- Waterway and wetland protection and enhancement.

This section presents priority actions for works and activities. The Objectives/Actions table lists a reference number, the type of objective/action, priorities or targets for the implementation of the action, methods or techniques that may be employed to implement the action and a list of key stakeholders or partners that may assist or support the delivery of the action.

5.1. Objectives/Actions for the Leigh Catchment Group Area

Ref.	Objective/Action	Priorities/location	Methods	Stakeholders/Partners
1	Climate change mitigation and adaptation			
1.1	Investigate opportunities to establish carbon offset/trading programs for the LCG area.	<ul style="list-style-type: none"> • Auditing programs • Carbon sequestration programs 	<ul style="list-style-type: none"> • Information sessions, workshops and meetings • Trial sites 	<ul style="list-style-type: none"> • Carbon offset/trading groups • Landholders
1.2	Support and promote carbon emission reduction programs.	<ul style="list-style-type: none"> • Carbon emission reduction programs for agriculture • Household emission reduction education programs 	<ul style="list-style-type: none"> • Arrange meetings between LCG officers/executive and program coordinators • Provide opportunities for presentations and information sessions • Publicise programs in LCG media material 	<ul style="list-style-type: none"> • DELWP • CCMA • Sustainability Victoria • Landcare/community groups
1.3	Investigate impacts of climate change on catchment assets, NRM management techniques and biodiversity.	<ul style="list-style-type: none"> • Waterway and wetland change • Adaptation of revegetation methods • Weather events • Reduced water availability • Be mindful of impacts on sustainable agriculture 	<ul style="list-style-type: none"> • Develop and/or support projects investigating the impact of climate change on natural resources in the Corangamite region. • Engage with climate change initiatives e.g. South West Climate Change Portal, Future Landscapes 	<ul style="list-style-type: none"> • Tertiary institutions and research groups • DELWP • CCMA • LGAs
1.4	Develop a carbon neutral policy for the Leigh Catchment Group.	<ul style="list-style-type: none"> • LCG activities 	<ul style="list-style-type: none"> • Undertake carbon audit for LCG activities. • Set emissions targets • Identify actions for reducing emissions • Reduce waste-recycle paper, use recycled paper for publishing 	<ul style="list-style-type: none"> • Sustainability Victoria

Ref.	Objective/Action	Priorities/location	Methods	Stakeholders/Partners
2	Community support, engagement and capacity building			
2.1	Provide support to LCG Landcare groups and individuals	<ul style="list-style-type: none"> • LCG member Landcare groups • Related community environmental groups • Develop alternative models for engagement of individuals 	<ul style="list-style-type: none"> • Project management • NRM advice and information • Funding opportunities • Networking • Site assessments • Implementation of Landcare support strategy processes and recommendations • Publicity • Meetings 	<ul style="list-style-type: none"> • Landcare/community groups • CCMA • Individuals
2.2	Promote landholder involvement with Landcare groups.	<ul style="list-style-type: none"> • Private landholders within the LCG area 	<ul style="list-style-type: none"> • Field days • Event displays • Promotional material • Media releases 	<ul style="list-style-type: none"> • Landcare/community groups • CCMA • DELWP • Greening Australia
2.4	Increase community awareness and knowledge of NRM issues, activities and methods.	<ul style="list-style-type: none"> • General community 	<ul style="list-style-type: none"> • Develop Communications Plan • Undertake education and information program targeted at small acreage landholders • Conduct information sessions, field days, catchment tours and workshops. • Undertake and promote surveys of remnant vegetation patches • Develop/support community based fauna survey/field day events • Produce newsletters and media releases • Develop and maintain internet based resources. • Provide information sources and reference material to landholders 	<ul style="list-style-type: none"> • Landholders • Landcare/community groups • Greening Australia • CCMA • DELWP • Schools and tertiary institutions
2.5	Engage with local schools based education programs or activities.	<ul style="list-style-type: none"> • Primary and secondary schools within the LCG area 	<ul style="list-style-type: none"> • Develop and run practical activities for students. • Promote and assist established citizen science programs such as Young Landcare, Waterwatch • Undertake school/community research joint projects • Maintenance and monitoring of project sites 	<ul style="list-style-type: none"> • Schools • Landcare/community groups • DEET • ARI
2.6	Build local community capacity to enable groups/networks to be self-sustaining	<ul style="list-style-type: none"> • LCG member Landcare groups 	<ul style="list-style-type: none"> • Promote and coordinate training opportunities for Landcare groups e.g. Farm Chemicals course, plant ID, chainsaw Use • Promote networking between Landcare groups and other networks e.g. Farm walks, bus tours, dinners, information sessions 	<ul style="list-style-type: none"> • LCG • Landcare groups • Training providers
2.7	Healthy communities	<ul style="list-style-type: none"> • Individual health outcomes through connection to the land – Nature Deficit Disorder 	<ul style="list-style-type: none"> • Promote health benefits from nature • Develop and run practical activities 	<ul style="list-style-type: none"> • LCG • Health agencies • Community groups

Ref.	Objective/Action	Priorities/location	Methods	Stakeholders/Partners
3	Cultural and historic heritage protection and management			
3.1	Increase community awareness and knowledge of cultural and historic features of the LCG area.	<ul style="list-style-type: none"> General community 	<ul style="list-style-type: none"> Conduct workshops and/or field days Provide information sources and reference material to landholders Abide by the appropriate legislation 	<ul style="list-style-type: none"> LCG Landcare groups Landholders Wadawurrung Registered Aboriginal Party Wathaurong Aboriginal Cooperative Ballarat and District Aboriginal Cooperative OAAV Heritage Victoria Historical societies
3.2	Assist landholders and land managers to protect significant cultural and historic sites.	<ul style="list-style-type: none"> Private landholders Identified significant cultural and historic sites 	<ul style="list-style-type: none"> Provide information and facilitate communication/agreements between landholders and relevant groups and agencies 	<ul style="list-style-type: none"> LCG Landcare groups Landholders Wadawurrung Registered Aboriginal Party Wathaurong Aboriginal Cooperative Ballarat and District Aboriginal Cooperative OAAV
3.3	Increased awareness and knowledge of traditional land management techniques	<ul style="list-style-type: none"> Grassland and woodland fire burning 	<ul style="list-style-type: none"> Liaison with key indigenous representatives Attendance at training and planned burns 	<ul style="list-style-type: none"> Wadawurrung Registered Aboriginal Party Wathaurong Aboriginal Cooperative Ballarat and District Aboriginal Cooperative OAAV LGAs CFA

Ref.	Objective/Action	Priorities/location	Methods	Stakeholders/Partners
4	Pest plant and animal management			
4.1	Undertake targeted control of CaLP Act listed weeds for the Corangamite area.	<ul style="list-style-type: none"> Areas supporting priority EVCs Waterways High conservation status roadsides Locally significant sites identified through Local Action Plans. Public and private land 	<ul style="list-style-type: none"> Coordinate with key agencies Chemical, physical and biological control treatments, as developed, of infestations. Link landholders to registered training programs e.g. ACUP Weed identification training Monitoring, mapping (drone) 	<ul style="list-style-type: none"> Landholders DELWP Gorse Task Force Serrated Tussock Task Force CCMA ARI
4.2	Work on joint projects with Good Neighbour Program, Task Force, local government and similar programs.	<ul style="list-style-type: none"> Designated priority areas Priority weed infestations adjacent and within public land Private land 	<ul style="list-style-type: none"> Coordinate with relevant agencies and groups 	<ul style="list-style-type: none"> Landholders Landcare/community groups VGTF, VBTF, VSTF DELWP LGAs Parks Victoria
4.3	Support integrated weed control programs	<ul style="list-style-type: none"> Private and public land projects High conservation roadsides Remnant vegetation 	<ul style="list-style-type: none"> Field days/ information sessions re varied control method options, best practice Undertake local weed audits Support local group initiatives Support programs that target WONS 	<ul style="list-style-type: none"> Landholders Landcare/community groups VGTF, VBTF, VSTF DELWP LGAs
4.4	Support targeted pest animal control	<ul style="list-style-type: none"> Priority areas defined by the CCMA Rabbit Action Plan Sites supporting rare/or threatened flora and fauna Areas identified by NRM agency programs Sites supporting CCMA priority EVCs Locally significant sites identified through Local Action Plans. Roadsides with high conservation values Urban/Semi urban areas 	<ul style="list-style-type: none"> Accepted pest animal control treatments including habitat destruction where appropriate Develop strategies to assist rural-urban areas Ensure best management practices related to control around threatened species e.g. Brolgas Consultation with landholders, community groups and NRM agencies 	<ul style="list-style-type: none"> Landholders Landcare/community groups CCMA DELWP TSN

Ref.	Objective/Action	Priorities/location	Methods	Stakeholders/Partners
5	Protection, enhancement and restoration of biodiversity, native vegetation, threatened flora and faun			
5.1	Manage remnant vegetation and fauna habitat on private land for conservation.	<ul style="list-style-type: none"> Priority sites defined by national, state and regional strategies Areas known to support threatened flora and/or fauna. Areas covered by Vegetation Protection Overlays, Environmental Significance Overlays, Salinity Management Overlays or Erosion Management Overlays. Urban and semi-urban areas subject to development. Native grasslands Locally significant sites identified through Local Action Plans. 	<ul style="list-style-type: none"> Fencing for site management Cease clearing and timber removal Support and encourage enforcement of native vegetation protection legislation Ecological burning Controlled grazing for biomass and weed control Pest plants and animals control Restore degraded or missing vegetation components, Understorey enhancement Ecological thinning Scattered tree protection Educational activities including new landholders Promotional activities - local newsletters, Leighway, e news, social media 	<ul style="list-style-type: none"> Landholders Landcare/community groups CCMA DELWP LGAs Greening Australia Seeding Victoria CFA Land for Wildlife
5.2	Support agencies and other groups to protect, enhance and restore remnant vegetation and fauna habitat on public land and crown land reserves	<ul style="list-style-type: none"> Priority sites defined by national, state and regional strategies Roadsides with general high conservation value. Roadsides that connect, or potentially connect remnant patches of vegetation. Areas known to support threatened flora and or fauna Local significant sites identified through Local Action Plans 	<ul style="list-style-type: none"> Identify and establish joint/collaborative revegetation and remnant protection projects Advise road managers of LCG NRM projects being undertaken adjacent or in close proximity to road reserves. Support and encourage enforcement of native vegetation protection legislation Foster new relationships and good communication with existing organisations Advise relevant land managers of LCG NRM projects being undertaken adjacent or in close proximity to areas of public land. Identify and establish joint/collaborative projects for sites that cover public and private land. 	<ul style="list-style-type: none"> VicRoads VicTrack Local Government Adjoining landholders CFA Parks Victoria DELWP Ballarat Environment Network Friends/Community Groups Community Management committees Schools
5.4	Revegetate areas on private land for biodiversity protection and enhancement.	<ul style="list-style-type: none"> Areas directly adjacent to roadsides supporting remnant vegetation. Vegetation/habitat corridors or linking patches between remnant vegetation patches or past revegetation sites. Areas adjacent to sites known to support rare and/or threatened native fauna. Areas adjacent to permanent or semi-permanent water including major waterways and wetlands. Locally significant sites identified through Local Action Plans. 	<ul style="list-style-type: none"> Implement standard revegetation methods to establish a range of lifeforms/strata that match the relevant local EVCs Incorporate habitat features for a range of wildlife. Assist with species selection to ensure revegetation with suitable species adjacent to threatened EVCs. Publicise potential native weeds to the community 	<ul style="list-style-type: none"> Landholders Landcare/community groups VicRoads Local Government CCMA DELWP Parks Victoria Greening Australia Seeding Victoria
5.5	Support fauna and flora survey/ assessments.	<ul style="list-style-type: none"> Roadsides and rail reserves Remnant vegetation on private land Revegetation sites Areas with no or few existing plant or animal records. 	<ul style="list-style-type: none"> Collaborate with relevant organisations or groups to develop survey and research projects Promote information on Carbon initiatives and other carbon sequestration schemes Identification posters posted in local schools, shopping areas, Landcare groups Highlight significant flora & fauna Support new methodologies and technologies to undertake surveys/ assessments. 	<ul style="list-style-type: none"> Research institutions Field Naturalist groups Bird observer groups DELWP Greening Australia Landcare/community groups Schools Tertiary institutions TFN Landholders

Ref.	Objective/Action	Priorities/location	Methods	Stakeholders/Partners
6	Soils and agricultural land management			
6.1	Establish priority salinity management areas.	<ul style="list-style-type: none"> • LCG area • Priority salinity areas 	<ul style="list-style-type: none"> • Collate existing information on the LCG area and history including Waterwatch and Saltwatch records • Provide management advice • Support Waterwatch and Saltwatch activities 	<ul style="list-style-type: none"> • DELWP • CCMA • Landcare/community groups
6.2	Identify sites still susceptible to erosion.	<ul style="list-style-type: none"> • LCG area 	<ul style="list-style-type: none"> • Susceptibility mapping 	<ul style="list-style-type: none"> • CCMA • DELWP • Landcare/community groups
6.4	Control existing gully, sheet and rill erosion using site specific treatment methods.	<ul style="list-style-type: none"> • CCMA Soil Health Strategy priority investment areas. • Sites supporting remnant native vegetation. • Locally significant sites identified through Local Action Plans. 	<ul style="list-style-type: none"> • Engineering treatments such as rock fills and earthworks • Biological treatment such as vegetation re establishment 	<ul style="list-style-type: none"> • Landholders • Landcare/community groups • CCMA • DELWP
6.6	Coordinate and or support industry/agency programs, targeted soil health field days/ workshops.	<ul style="list-style-type: none"> • Target landholders in areas prone to soil health issues. • Priority soil health issues in the Leigh landscape zone including waterlogging, soil structure decline, soil acidification and nutrient decline 	<ul style="list-style-type: none"> • Hold meetings with key delivery agencies. • Provide information to landholders and land managers. • Facilitate and/or promote workshops, information sessions and presentations. 	<ul style="list-style-type: none"> • Landcare/community groups • CCMA • DELWP

Ref.	Objective/Action	Priorities/location	Methods	Stakeholders/Partners
7	Agricultural Best Practice			
7.1	Support and/or promote farming or environmental best practice programs.	<ul style="list-style-type: none"> • Broad acre and small acreage landholders • Whole farm planning 	<ul style="list-style-type: none"> • Arrange meetings between LCG officers/ executive and program coordinators • Provide opportunities for presentations and information sessions e.g. pasture management, grazing issues, agricultural carbon offsets • Publicise programs in LCG media material • Provide information sources and reference material to landholders • Coordinate, promote and/or support farm planning training courses • Coordinate, promote and/or support field days and workshops. 	<ul style="list-style-type: none"> • DELWP • DEDJTR • CCMA • Greening Australia • Landcare/community groups • Southern Farming Systems
7.2	Sustainable agribusiness	<ul style="list-style-type: none"> • Systems updates • Succession planning 	<ul style="list-style-type: none"> • Industry workshops • Training events • Peer to peer learning 	<ul style="list-style-type: none"> • Landholders • Landcare/community groups • DELWP • DEDJTR • CCMA • Southern Farming Systems • Registered Training Organisations
7.3	Healthy Landholders	<ul style="list-style-type: none"> • Landholder wellness • Increased networks – farmers/women 	<ul style="list-style-type: none"> • Wellness on farm workshops • Women on farms support 	<ul style="list-style-type: none"> • Landholders • Landcare/community groups • CCMA • Registered Training Organisations/Consultants • Dept of Health

Ref.	Objective/Action	Priorities/location	Methods	Stakeholders/ Partners
8	Rivers, waterway and wetland protection and enhancement			
8.1	Riparian revegetation.	<ul style="list-style-type: none"> Nationally, regionally or locally important waterways. Extensions to intact riparian vegetation. Waterways connecting patches of remnant vegetation. Waterways or gullies susceptible to erosion. CCMA Waterway Strategy priority investment areas. Locally significant sites identified through Local Action Plans. 	<ul style="list-style-type: none"> Standard revegetation methods to establish a range of lifeforms/strata that match the relevant local EVC(s). Incorporate habitat features for a range of wildlife including aquatic fauna. Promote and encourage involvement in NRM agency river restoration and improvement programs. 	<ul style="list-style-type: none"> Landholders Landcare/community groups CCMA DELWP Greening Australia Local government Seeding Victoria Schools
8.2	Protect and enhance riparian zones.	<ul style="list-style-type: none"> High conservation significance/quality waterways or waterways supporting remnant vegetation and/or fauna habitat. Urban Yarrowee system Waterways or gullies susceptible to erosion. Locally significant sites identified through Local Action Plans. 	<ul style="list-style-type: none"> Restore/enhance urban waterways/channels Fencing for site management Cease clearing and timber removal Controlled grazing/burning for biomass and weed control Control pest plants and animals, willows Restore degraded/missing vegetation components/Instream habitat enhancement. Off stream watering Encourage sustainable farm practices Erosion control/streambed stabilisation Promote and encourage involvement in NRM agency river restoration and improvement programs. 	<ul style="list-style-type: none"> Landholders Landcare/community groups CCMA DELWP Greening Australia Local government Seeding Victoria Schools CFA
8.3	Monitor water quality data to demonstrate and identify priorities	<ul style="list-style-type: none"> All waterways where data is available 	<ul style="list-style-type: none"> Review Waterwatch, Index of Stream Condition and Index of Wetland Condition data Liaise with CCMA staff 	<ul style="list-style-type: none"> CCMA CHW Waterwatch
8.4	Protect, restore and/or enhance wetlands and associated native vegetation and fauna habitat.	<ul style="list-style-type: none"> Internationally, Nationally or Regionally significant wetlands. Wetlands supporting rare and/or threatened flora or fauna Locally significant sites identified through Local Action Plans. Farm dams. 	<ul style="list-style-type: none"> Remove artificial hydrological regimes that degrade wetland condition Fencing for site management Cease clearing and timber removal Ecological burning Controlled grazing for biomass and weed control Control pest plants and animals Restore degraded or missing vegetation components. Establish artificial fauna habitat Identify landholders of priority waterway sites and provide information and promote LCG programs. Wetland habitat improvement earthworks 	<ul style="list-style-type: none"> Landholders Landcare/community groups CCMA DELWP Greening Australia Local government Seeding Victoria Schools CFA
8.5	Restore native vegetation adjacent to wetlands to augment and buffer biodiversity values.	<ul style="list-style-type: none"> Internationally, Nationally or Regionally significant wetlands. Wetlands supporting rare and/or threatened flora or fauna Locally significant sites identified through Local Action Plans. Farm dams. 	<ul style="list-style-type: none"> Standard revegetation methods to establish a range of lifeforms/strata that match the relevant local EVC(s). Incorporate habitat features for a range of wildlife including aquatic fauna. 	<ul style="list-style-type: none"> Landholders Landcare/community groups CCMA DELWP Greening Australia Local government Seeding Victoria Schools
8.6	Promote and encourage involvement in NRM agency river and wetland restoration and improvement programs.	<ul style="list-style-type: none"> Private land managers and landholders 	<ul style="list-style-type: none"> Provide information to landholders and land managers. Facilitate and/or promote workshops, information sessions and presentations. Assist CCMA with implementation of the Corangamite Waterway Strategy 2014-2022 	<ul style="list-style-type: none"> CCMA DELWP Greening Australia Schools

Ref.	Objective/Action	Priorities/location	Methods	Stakeholders/Partners
9	Disaster Recovery			
9.1	Advocate for protection and rehabilitation of assets within the LCG area post disaster	<ul style="list-style-type: none"> Emergency Management Victoria subcommittees – Natural Environment and Economic environment Local government led Community Recovery Committee 	<ul style="list-style-type: none"> Seek representation on subcommittees – Natural environment and Economic environment Develop, seek funding and deliver onground projects in disaster affected area 	<ul style="list-style-type: none"> DELWP DEDTJR Local government CCMA
9.2	Support communities immediately post disaster	<ul style="list-style-type: none"> Immediate social support Community resilience 	<ul style="list-style-type: none"> Nominate LCG Board member and staff member for immediate response Coordinate local social events Seek representation on Community Recovery Committee 	<ul style="list-style-type: none"> Landholders Landcare/community groups Local government Community support services e.g. Red Cross
9.3	Support ongoing community and catchment healing	<ul style="list-style-type: none"> Community education/training Delivery of onground restoration and enhancement projects 	<ul style="list-style-type: none"> Coordinate agency and expert attendance at social events Plan and coordinate education and workshop events post disaster 	<ul style="list-style-type: none"> DELWP DEDTJR Local government CCMA Landholders Landcare/community groups

6. Implementation

6.1. Local Action Plans

The implementation of objectives/actions listed in Section 5 would be facilitated at the local level by local NRM action plans developed by Landcare or other community groups. These plans would incorporate the knowledge, interests and priorities of local landholders and land managers. The Strategic Plan provides background information and context for the development of the local action plans and highlights areas or issues for potential NRM projects that could be undertaken through a Landcare or other community group with assistance from the LCG.

A template is provided in Appendix 3 to assist community based groups to develop a local NRM action plan.

6.2. Leigh Catchment Group structure and administration

In April 2013, the Leigh Catchment Group became independently incorporated through Consumer Affairs Victoria under the name of Yarrowee Leigh Catchment Group Inc. (YLCG). This entity now governs all the business and Board matters in relation to our work, however we still promote ourselves as Leigh Catchment Group (LCG).

In September 2016, a new constitution was adopted for Yarrowee Leigh Catchment Group Inc.

The Board consists of up to ten and no less than five elected YLCG members. The Board is supported by Landcare Coordinator staff and Administrative Support staff as required. The Landcare Coordinators coordinate and manage projects and activities undertaken through LCG and provides support to the Landcare group members. The key organisational features and processes that will support the LCG in delivering successful initiatives are outlined in Section 6-3.

Board Membership

Any person who supports the purposes of the YLCG, and meets at least one of the following criteria, is eligible for membership:

- Any member of an associated Landcare group or community-based natural resource management group which makes up the YLCG.
- Landholders not being a member of a Landcare group who reside within the YLCG area
- Any person not being a landholder but who supports the purpose of the YLCG.

6.3. Actions for LCG governance, network and processes

Ref.	Action	Priorities/location	Methods	Stakeholders/Partners
1	Board Governance			
1.1	Conduct at least 5 Board meetings per year including the Annual General Meeting	<ul style="list-style-type: none"> Set Board and AGM meeting dates 	<ul style="list-style-type: none"> Secretary to confirm dates at Board meetings Publicise AGM according to Constitution 	<ul style="list-style-type: none"> Board members YLCG members Landcare groups
1.2	Conduct at least 2 General meetings per year	<ul style="list-style-type: none"> Groups, and individuals in LCG area Landcare Connect events 	<ul style="list-style-type: none"> Publicise general meetings throughout LCG area Provide different meeting formats to engage broad audience across LCG area 	<ul style="list-style-type: none"> Board members YLCG members Landcare groups Agencies Community
1.3	Board Succession Planning	<ul style="list-style-type: none"> Skills based Board Membership 	<ul style="list-style-type: none"> Actively seek new members and Board recruits 	<ul style="list-style-type: none"> Board members YLCG members
1.4	Comply with regulation	<ul style="list-style-type: none"> Federal and State statutory/ workplace regulations 	<ul style="list-style-type: none"> Review/update operating procedures as required 	<ul style="list-style-type: none"> Board members YLCG members

Ref.	Action	Priorities/location	Methods	Stakeholders/Partners
2	Network support, engagement and capacity building			
2.1	Provide support to LCG network Landcare and other community environment groups	<ul style="list-style-type: none"> LCG network Landcare groups Other community environment groups Opportunity for Landcare group presentations and information sharing Opportunity for raising Landcare issues for Board consideration 	<ul style="list-style-type: none"> Provide Landcare Coordinator support for: <ul style="list-style-type: none"> Project development NRM advice and information Group support Funding opportunities Provide networking opportunities – Landcare Connect Implementation of Landcare support strategy processes and recommendations Support and publicise Landcare group activities via LCG communications 	<ul style="list-style-type: none"> Board members YLCG members Landcare groups Community groups

Ref.	Action	Priorities/location	Methods	Stakeholders/Partners
3	Administration			
3.1	Maintain LCG community hub	<ul style="list-style-type: none"> LCG Office in accessible location for community 	<ul style="list-style-type: none"> Ensure On costs funding is incorporated into grant and funding applications Maintain partnerships with Royal Park Committee of Management 	<ul style="list-style-type: none"> Board members LCG staff Friends of Royal Park City of Ballarat
3.2	Maintain/Increase LCG Landcare Coordinators	<ul style="list-style-type: none"> Minimum 1 Full time Equivalent Landcare support staff member (preferably at least 2 part time roles) Project aligned Support to Board 	<ul style="list-style-type: none"> Ensure sufficient funding through grant and funding applications Support advocacy groups for Landcare support staff e.g. Landcare Victoria Inc 	<ul style="list-style-type: none"> Board members LCG staff DELWP CCMA LVI
3.3	Maintain/extend LCG administrative support	<ul style="list-style-type: none"> Support to Treasurer Support to Board 	<ul style="list-style-type: none"> Ensure On costs funding is incorporated into grant and funding applications 	<ul style="list-style-type: none"> Board members LCG staff

Ref.	Action	Priorities/location	Methods	Stakeholders/Partners
4	Staff support			
4.1	Maintain/expand HR subcommittee	<ul style="list-style-type: none"> • HR Operating Procedures • Staff review systems • Board expertise 	<ul style="list-style-type: none"> • Update Operating procedures as required • Ensure adequate staff review opportunities • Undertake governance training as required • Utilise external expertise as required 	<ul style="list-style-type: none"> • Board members • LCG staff
4.2	Staff Professional Development	<ul style="list-style-type: none"> • Training • Mentoring • Networking opportunities 	<ul style="list-style-type: none"> • Support/encourage training requests • Provide induction materials for new staff • Support conference attendance • Support attendance at Landcare coordinator networks 	<ul style="list-style-type: none"> • Board members • LCG staff • CCMA • LVI
4.3	IT/equipment support	<ul style="list-style-type: none"> • Equipment and facilities • External Professional support 	<ul style="list-style-type: none"> • Staff training • Software upgrades as required • Equipment upgrades as required • Ensure on cost funding is sufficient 	<ul style="list-style-type: none"> • Board members • LCG staff

Ref.	Action	Priorities/location	Methods	Stakeholders/Partners
5	Partnerships			
5.1	Maintain/extend network membership	<ul style="list-style-type: none"> • NRM/landscape networks • Sustainability networks • Community networks • Agency networks 	<ul style="list-style-type: none"> • Appoint Board members/staff as representatives • Support network initiatives as appropriate 	<ul style="list-style-type: none"> • Board members • LCG staff • Agencies
5.2	Develop project based partnerships	<ul style="list-style-type: none"> • LCG network projects • Landscape scale projects • CMA/State based initiatives 	<ul style="list-style-type: none"> • Landscape and Local Action planning • Utilise NRM Portal 	<ul style="list-style-type: none"> • Board members • LCG staff • Agencies • Bunanyung Landscape Alliance