



GLENRAC

Annual Report 2017-2018





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COMMITTEE MEMBERS

| Name | Position | Year Apt | Name | Position | Year Apt |
|-----------------|-----------|----------|--------------------------------|--|--------------|
| John Bavea | Chairman | 2011 | Sandy FitzGerald | Landowner | 2017 |
| Tony Corcoran | Secretary | 2016 | Jane Munro | Landowner | 2014 |
| Sam Baker | Treasurer | 2011 | Carol Harris | NSW DPI | 2013 |
| Jim Benton | Landowner | 2008 | Graham Price or Ian Trow | Glen Severn Shire Council | 2006 2012 |
| Mike Norton | Landowner | 2010 | Col Price | Glen Severn Shire Council | 2012 |
| Chris Leahy | Landowner | 2016 | Peter Croft | National Parks & Wildlife Service | 2007 |
| Ian Lockwood | Landowner | 2016 | Jayden Potter | Glen Innes Local Aboriginal Land Council | 2017 |
| Andrew Campbell | Landowner | 2016 | Mark Donovan | Public officer | 2016 |
| Rose Gettens | Landowner | 2016 | | | |



STAFF MEMBERS

GLENRAC



Kylie Falconer

Landcare Coordinator

Mobile: 0427 325 901

Telephone: (02) 6732 3443

Email: kylie@glenrac.org.au



Lucy Faithful

Landcare Coordinator

Telephone: (02) 6732 3443

Email: glenrac@glenrac.org.au



Jennie Coldham

Project Manager

Mobile: 0427 260 258

Telephone: (02) 6732 3443

Email: jennie@glenrac.org.au



Kelly Walsh

Project & Administration Officer

Telephone: (02) 67323443

Email: office@glenrac.org.au

Chairmans Report Presented by John Bavea

As Chair, I speak for an organisation representing a membership exceeding 600 persons. As Chair I have the privilege of working with an active and diverse committee of management and a great staff.

The depth of knowledge, commitment and experience that comes to the committee of management table is prodigious and to chair such a group is indeed a rare thing.

GLENRAC's Management Committee has directly, and through its sub committees worked closely with our staff. We have a staff of which we can all be proud. Thank you Kylie, Lucy, Jennie and Kelly. These people all work part time. In full time equivalents the paid hours worked equates to 1.2 full time equivalents.

What has been delivered has been achieved with limited resources. The output of our people is well in excess of any comparable norm. We acknowledge that.

What has been achieved from an operational perspective will be outlined by Kylie in her presentation. I will not steal her well-earned thunder.

As always our challenge is to find sufficient funds to facilitate services and deliver projects both aligned to our strategic objectives and relevant to our membership.

Your Committee of Management and, in particular your Executive, comprising myself, Ian Lockwood Vice Chair, Tony Corcoran Secretary and Sam Baker Treasurer have sought to position GLENRAC for what is shaping up as being a more difficult time.

Along with many organisations working in a similar "space" our access to funding has continued to reduce (it is not just the countryside that has been drying up) and with such reduction our ability to service the community in the manner we have become accustomed is threatened.

Federal funding has been reduced both of a project nature and "core funding" i.e. the dollars that keep staff employed, an office open and a vehicle maintained. A reduction from \$43,000 per annum to \$26,000 per annum fixed for 5 years with no CPI is an indication of what we are confronting. Project funding has been similarly reduced.

At this juncture funding from the State Government sources for "core funding" threatens to expire mid 2019 with an indication having been given at the outset that it will not be continued

beyond that date. We are hopeful that this will not prove to be the case.

We have forged a new "key partnership" with Local Land Services as part of a consortium including our sister organisations in Tenterfield, Inverell and Armidale.

Federal funding (albeit reduced) was contingent on us becoming part of a government – community partnership with the governance and ability to deliver across the whole New England geographic footprint in a "single" and yes competitive tender. We did so, and we did tender with the upshot being we will be able to continue servicing you, our membership.

It is likely, however, that some changes to total staff and office hours may need to be reviewed.

GLENRAC continues to actively pursue opportunities and yes, we have a powerful message to sell. There are "irons in the fire" and fortunes do turn. Our strength and inspiration comes from you, our membership, and it is your support that provides us with the determination to continue delivering. GLENRAC is strong and a leader in the world of Landcare.

An independent study of GLENRAC commissioned this year revealed that GLENRAC \$3 million worth of benefit / services to the community from grant funds secured in that period. Being part of GLENRAC represents plenty of bang for the buck.

We have remained active and will continue to be. We are financially solvent, our Treasurer Sam will attest to that. Our membership continues to grow. Our services are increasingly in demand. GLENRAC is both strong and united.

I think, I would have to say on balance, it has been a good year.

Thank you.





GLENRAC

Strategic Plan 2015 – 2020



Summary - Annual Review 2017-2018

GLENRAC has a vision to provide solutions for a sustainable and productive landscape.

MEMBERSHIP

39%

Membership has increased by 183 members



EVENTS

36 events
861 participants

(average of 24 participants at each event)



SUPPORTED

9 Landcare Groups



GRANTS

We have received

9 new grants valued at
\$162,228



SOCIAL MEDIA

60% increase

Our Facebook "Likes" has increased by 143

74 followers

1 Instagram account

250% increase

Website visits 8718



PARTNERSHIPS

51 Partnerships maintained



STAFF

3 Part time staff, equivalent of 1.2 full time



PRODUCTS

4 printed newsletters

38 e/flashs sent (email newsletters)

1 Organisation Capacity Statement – committee and staff



TRAINING

1 training event 'Governance Training' attended by the Committee of Management Members





GLENRAC

Strategic Plan

Annual Review

2017-2018



Glen Innes Natural Resources Advisory Committee



Priority: A. Sustaining Land – vegetation, soils, weeds, land use

GOAL 1

Enhance vegetation cover and water use efficiency

Actions:

- Host one annual pasture / groundcover event
- Number of attendees
- Number of partner organisations represented



1
27
7

- What's Next for Powering Productive Pastures, Dundee

- Farmers Update 19/4/2018 & GLENRAC Committee of Management Presentation 20/4/2018

GOAL 2

Healthy soils for healthy landscapes

Actions:

- Seek funds for soils projects - total value of soils projects.
- Number of soils projects initiated
- Number of landholdings involved in soils projects

\$136,161
0
0

GOAL 3

Reduce the impact of weeds

Actions:

- Host an annual weeds event
- Number of attendees
- Number of partner organisations represented
- Number of weeds projects initiated
- Number of landholdings involved in weeds projects
- Value of weeds projects implemented

2
66
6
0
0
0

WHAT'S NEXT FOR POWERING PRODUCTIVE PASTURES?

All producers are invited to attend this event for an update on pasture related topics for the grazing industry.

Friday 8th June 2018 9:00am to 1:00pm Dundee Hall, Severn River Road, Dundee

| SPEAKERS | TOPICS |
|--|---|
| Philip Graham, Monaro Farming Systems | Producer group activities at MPS - Soils Club, Worm Club, What works & why |
| Larry Friesell, Precision Pastures and the Newsome Family, Deepwater | "Vineyardlands" Demonstration 2017/2018 Overview of the demonstration activities and lessons learnt A summary of MLA Producer Innovation Fast Track project |
| Brooke Sauer, McGrigor Gourley | What can the grazing industry learn from broodmare ag? In terms of practicality and adoption of PA technology |
| Cameron Allen, Meat & Livestock Australia | MLA R&D Update & Where to from here? |

RSVP: 6th June 2018 5:00pm
Phone: 02 6732 3443 Email: kylie@glenrac.org.au
Free to attend. Morning tea & lunch provided

MLA, Local Land Services, Northern Tablelands Local Land Services, Northern Tablelands Local Land Services



GOAL
4

Landholder education

Actions:

Facilitate one Property Planning course per annum

Number of Attendees

Number of Partners

Funding \$ secured for participants of Property Planning

Number of projects implemented

Other training / awareness raising events

No. participants

No. partners

1

10

1

\$-

0

7

258

5

- Ben Lomond Farmers Event (28/7/2017)
- Livestock biosecurity information event (26/9/2017)
- 2 x NLIS workshops (16/11/2017 + 23/ 5/2018)
- 2 x Household Compost workshops (11/5/2018 +12/5/2018)
- Public Reserves Fund Information Night (15/2/2018)



GOAL
1

REDUCE RISK OF SOIL EROSION AND REPAIR ACTIVE EROSION SITES

Actions:

| | |
|---|-----|
| Funding secured for soil erosion projects | \$- |
| Number of soil erosion projects implemented | 0 |
| Host Soil Erosion related events | 0 |
| Number of Attendees | 0 |
| Number of partner organisations represented | 0 |
| Number of hectares treated for soil erosion | 0 |

GOAL
2

PROTECT WATERWAYS AND RIPARIAN ZONES

Actions:

| | |
|---|-----|
| Funding secured for riparian projects | \$- |
| Number of riparian projects implemented | 0 |
| Number of metres treated | 0 |
| Number of hectares | 0 |

GOAL
3

PARTICIPATE IN REGIONAL WATER QUALITY MONITORING ACTIVITIES

Actions:

| | |
|---------------------------------------|---|
| Number of training events facilitated | 0 |
| Attendees at training events | 0 |



Priority C: Achieving Balance – biodiversity, flora-fauna, pest animal and people

GOAL
1

BIODIVERSITY UNDERSTANDING AND ENHANCEMENT



Actions:

| | |
|---|------------|
| Funding secured for biodiversity projects | \$6,950.00 |
| Number of biodiversity projects implemented | 3 |
| Number tree plantings completed | 0 |
| Number of hectares | 0 |
| Host biodiversity related events | 7 |
| Number of attendees | 158 |
| Number of partner organisations represented | 7 |

- Save our Threatened Species information night; Trees on small farms field day, 3 Rummerys Hill Landcare 'Walk on the wildside' events, Maratus screening, January 2018 Focus event Frogs & Turtles

GOAL
2

PROTECT NATIVE HABITAT

Actions:

| | |
|---------------------------------------|----|
| Number of articles in GLENRAC media | 6 |
| Maintain printed materials at GLENRAC | ✓ |
| Information events | 3 |
| Number of attendees | 69 |

- Sustainable Land Management Events 11/9/2017 Glen Innes & 14/9/2017 Pinkett
- 4/4/2018 Biodiversity Conservation Trust Information breakfast

GOAL
3

CONTROL OF PEST ANIMALS



Actions:

| | |
|--|----------|
| Funding secured for pest animal projects | \$450.00 |
| Number of landholders assisted with pest animals | 160 |
| Host pest animal related events | 2 |
| Number of Attendees | 50 |
| Number of partner organisations engaged | 5 |
| Number of articles in GLENRAC media | 11 |

- Regional Pest Animal Forum (31/8/2017)
- Indian Myna control workshop (7/9/2017)



GOAL 4

BUILDING STRONG ROBUST COMMUNITIES

Actions:

| | |
|--|-----|
| Number of 'people' articles in GLENRAC media | 25 |
| Host community Events | 12 |
| Number of attendees | 208 |
| Number of partner organisations involved | 15 |



- Find Your Voice, Fit Farmers event, 2 x Tackling Office Technology workshops
- 2 x Socially Savvy workshops, 3 Governance workshops
- Understanding Farm Financial Statements, Got Your Ducks in a Row?
- Farmers Exchange Roadshow, Focus Event - Get Connected

Priority D: Extending GLENRAC Performance

GOAL 1

EXTEND GLENRAC'S REACH – WIDER AND DEEPER

Actions:

| | |
|---|-------|
| Number of GLENRAC newsletters produced | 4 |
| Number of E-flashes produced | 38 |
| Website visitation | 8,718 |
| Social media engagement (increase in Likes) | 143 |

Website visitation increase by 250%

GOAL 2

PROFESSIONAL PROJECT MANAGEMENT

Actions:

| | |
|--|------|
| Annual employee performance review conducted | DONE |
| Annual professional development plan completed | DONE |
| Employee training opportunities secured (no) | 2 |
| Annual skills / capacity audit completed | YES |

60% increase in Facebook Likes

GOAL 3

MONITOR, EVALUATE AND REPORT

Actions:

| | |
|---|------|
| Present results of annual Monitoring Evaluating & Reporting activities at GLENRAC AGM | DONE |
|---|------|



GOAL
4

PROVIDE A VOICE FOR GRASSROOTS LANDHOLDERS

Actions:

No of opportunities Chair represents GLENRAC at regional / state meetings
Report on above activities at GLENRAC AGM.

5

1

- Annual Report 2016-17 created and available online

GOAL
5

SECURE RESOURCES FOR EFFECTIVE IMPLEMENTATION

Actions:

Secure funding for NRM, sustainable agriculture & environment focused activities
Value of funds secured
Number of landholdings funded

\$1,121,354.00

\$255,728.00

\$-



Priority E: Working Forward – a stronger GLENRAC

GOAL 1

COMPLEXITY – BUILDING CAPACITY

Actions:

Increase in GLENRAC membership numbers
Number of new groups established
No. groups supported
No. meetings attended?

183
0
9
12

Membership
increased by
39%

GOAL 2

DEMOGRAPHICS CHANGING WAYS AND MEANS

Actions:

Identify new / emerging target markets for engagement
Opportunities / events to engage new target markets (no)

1
1

GOAL 3

DIVERSIFYING RISK AND BROADENING PERFORMANCE

Actions:

Value of 'fee for service' income annually

\$4352.5

GOAL 4

EDUCATION – INTERNAL AND EXTERNAL

Actions:

Complete annual review of committee skills
Provide flexible / support work environment

DONE
DONE

GOAL 5

RENEWABLE ENERGY

Actions:

No of articles in GLENRAC media on renewable energy
No of events / activities on renewable energy
Attendance at renewable energy events

1
0
0



GOAL 6

PERFORMANCE – CORPORATE GOVERNANCE

Actions:

No of Board meetings held
Annual reporting to NSW Fair Trading lodged
Annual reporting to ACNC lodged
Annual LNSW Organisational Health Check complete

7

✓

✓

✓



GOAL 7

RESEARCH PARTNERSHIPS

Actions:

No of partnerships maintained

51

GOAL 8

ADVOCACY

Actions:

Continue to promote the positive image of primary production

DONE



Reaching Out

LLCI031-027

GLENRAC Finds Focus

GLENRAC Inc



GLENRAC has piloted short evening information events over 2018 as a way to attract new participants to Landcare activities.

The issue

GLENRAC has been looking for new ways to engage our community in Landcare activities. We are aware many interested community members and land managers work through the daytime, our traditional time of day for holding events.

To actively attract new participants and to meet the needs of those who work through the week we needed a new solution. We did not have a large budget to support these events so the solution needed to be innovative as well.

The solution

The concept of a piloting a monthly evening GLENRAC Focus event was developed in late 2017 by staff and committee members. The first event was held in January 2018. The basic event program is short, sharp presentation followed by an evening meal and discussion.

We have hosted a wide range of event topics including a farmer update; dieback in eucalypts; farm family communication; the social license of farming.

The costs for staff time and venue hire are met by existing funded projects. Catering costs are met by participants paying a cover charge of \$10 per head. We have deliberately targeted topics where we can engage presenters who will either donate their time or can cover their fees through paid employment.

Event promotion has been restricted to GLENRAC email updates, website and social media posts, Facebook and Instagram. We have not paid for advertising in local print or radio media.

The impact

GLENRAC has now hosted 8 Focus events in 2018. These events were attended by a total of 203 participants. We are actively planning the 2019 Focus program of events. To expand the program we have developed funding applications to support payment of speakers fees and paid advertising for future events.

The Focus events have allowed us to explore topics we may not have otherwise hosted in Glen Innes. The events have been a 'taster' for future events and ideas for future project applications.

The Focus events have also created new working partnerships with other organisations including the Australian Museum, SkyMesh, Go Ahead Business Solutions and Integrity Systems.

Two events connected participants with funding opportunities through NSW Crown Land Public Reserve Management Fund program and the NSW Biodiversity Conservation Trust.



Key facts

- New monthly evening events
- Short, sharp presentations
- Wide range of topics
- Average of 25 participants per event

Project Partners



The Local Landcare Coordinator Initiative Program that enables the promotion of these case studies on the Gateway, is funded by the NSW Government and is supported through the partnership of Local Land Services and Landcare NSW



Reaching Out

LLCI031-029

Building a Socially Savvy Community

GLENRAC Inc



GLENRAC has delivered a nine social media training events over the last 24-months. These events have targeted new and novice users to social media platforms such as Facebook and Instagram.

The issue

The landscape for communicating with our Landcare members and the wider community has changed considerably over the past 5-years. More people are utilising electronic means to access information instead of the traditional media channels, print media, bulk mail-outs and community billboards. Information, opportunities and events are arriving with short time lines for promotion and no budget for promotion.

GLENRAC has adapted to this new landscape with investment in a website, Facebook and Instagram pages. But, how do we ensure our members are able to access this information?

The solution

Over the past 2-years we have delivered nine workshops with four training providers to build community capacity for our members to engage with confidence on social media platforms. We have hosted workshops for beginners and advanced Facebook users, new users to Instagram and for rural women to build a public profile on social media.

Financial resources to support these events has provided through various funding programs including Meat & Livestock Australia; Foundation for Regional and Rural Renewal; Department of Social Services and the NSW Department of Primary Industries Rural Resilience Program.

These events have been attended by 123 participants representing rural landholders; urban residents; community groups and small business owners. We have had repeat participants who may have attended an introductory workshop who have come back for a more advanced workshop later. These activities have helped GLENRAC connect with new participants to Landcare and attract new members to our organisation.

The impact

Through our community capacity building activities and ongoing updates online GLENRAC has increased our reach online. In the 12-months from 1st July 2017 to 30th June 2018 GLENRAC's Facebook 'Likes' have increased by 60% and our number of unique website visits increased by 250%.

These increases are important to our organisation for a few key reasons, it demonstrates our relevance to our target audience; we can deliver important messages quickly to many users; the cost of delivery is low compared to traditional media channels.

Increasing our online presence has also allowed GLENRAC to connect with new partners in natural resource management, sustainable agriculture as well as local and regional community and interest groups. By building relationships with organisations with a similar objectives we are able to have our posts shared and our reach further increased.



Key facts

- Connecting our community
- New ways of communicating with our members
- Activities funded from a variety of sources
- New partnerships formed

Project Partners



Rural Resilience Program



The Local Landcare Coordinator Initiative Program that enables the promotion of these case studies on the Gateway, is funded by the NSW Government and is supported through the partnership of Local Land Services and Landcare NSW



09 Jan, 2019

Local Links - Stronger Communities

LLCI031-028

Harnessing Household Composting, Glen Innes

GLENRAC Inc



GLENRAC worked in partnership with Glen Innes Severn Council to deliver two household composting workshops during International Compost Awareness Week in 2018.

The issue

Green waste entering land fill is a universal problem across the world and Glen Innes is no different. In our small rural community kerbside green waste collection is not available for residents. In an effort to raise awareness and knowledge of the home composting Glen Innes Severn Council engaged GLENRAC to run two workshops to increase community capacity and to inspire residents to 'have a go' at composting at home.

The solution

Glen Innes Severn Council provided the financial resources for GLENRAC to deliver these events. We organised an experienced and enthusiastic presenter, Nichole Walker to come to Glen Innes and deliver the two workshops. Nicole has extensive personal and professional experience in household composting and worm farms. Two workshops were held on a Friday afternoon and a Saturday morning.

The workshops were free to attend, open to the whole community and were short in duration (2.5 hours). Nichole's delivery style was informal and interactive and was well received by participants. The practical demonstrations were supported by the production of a 12-page 'how to' guide that was available on the day and is now available on the GLENRAC website. The workshops were attended by 40 participants representing both urban and rural residents.

GLENRAC and Glen Innes Severn Public and TAFE Library staff organised a display in the library foyer to promote International Compost Week, the local workshops and the printed resources available for residents. We were also able to access printed resources from Northern Inland Regional Waste to promote a range of household sustainability practises including worm farming, composting, energy saving ideas and water saving devices.

The impact

These workshops engaged new participants to Landcare activities. By hosting one workshop on a Saturday we were able to attract participants that would have been unable to attend events held during work hours.

This activity has helped to strengthen the working relationship between GLENRAC and our local council. We have had early discussions about repeating this activity in 2019.

The workshops were also supported by local retailers who provided display materials including compost bins, worm farms and related accessories to showcase products available to support household green waste recycling.



Key facts

- Landcare and local government working together
- 2 workshops, 40 participants
- New participants to Landcare
- GLENRAC is now a Love Food Hate Waste business partner

Project Partners



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08 Jan, 2019