

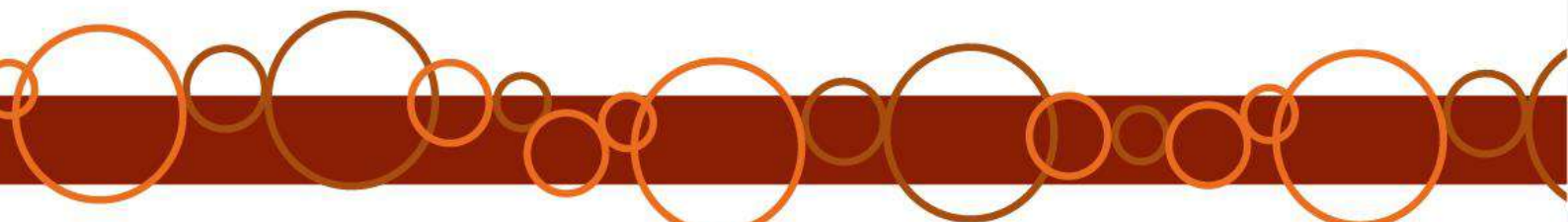
*R.D.'s Photography*

**GLENRAC**

**Annual Report**  
2022-2023



Glen Innes Natural Resources Advisory Committee



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# COMMITTEE MEMBERS

<b>Name</b>	<b>Position</b>	<b>Year Apt</b>	<b>Name</b>	<b>Position</b>	<b>Year Apt</b>
Julie Firth	Chair	2018	Sandy Fitzgerald	Landowner	2017
Ian Lockwood	Vice Chair	2011	Barb Holliss	Landowner	2019
Tony Corcoran	Secretary	2016	Selena McMullen	Landowner	2022
Sam Baker	Treasurer	2011	Mike Norton	Landowner	2011
Suzy Meyer	Landowner	2022	Ben Wirth	Landowner	2022
Andrew Campbell	Landowner	2016	Jane Munro	Landowner	2012
Koen Dijkstra	National Parks & Wildlife Service	2022	Rob Banham	Glen Innes Severn Council	2019
Carol Harris	NSW DPI	2012	Gayleen Burley	Glen Innes Severn Council	2022

# STAFF

<b>Name</b>	<b>Position</b>	<b>Year Apt</b>
Kylie Falconer	Chief Executive Officer	2007
Dr Mahri Koch	Project Manager	2018
Jennie Coldham	Project Manager	2015
Christine Davis	Project Manager & Landcare Coordinator	2020
Karen Bavea	Projects & Administration Officer	2021
Katie Shaw	Project Administration Support	2021
Emma Tilley	Project Officer (Sustainable Agriculture)	2022



Like so many of us, the FY 2022-23 and the period since the last AGM has been a very busy time for the staff and committee at GLENRAC. Kylie will speak in more detail during her report, but the FY 2023 Results Summary provides a snapshot of just how busy things have been. Some great results mentioned there.

Our community and our local environment and rural industry receives significant benefits from the efforts of GLENRAC staff, under the direction of the Committee of Management: whether that be tree planting, weed and pest control projects to restore landscapes; education and extension activities for better land management or to prepare for extreme weather; or programs and projects to increase skills and capacity to advocate for rural communities. And we couldn't do that without the amazing efforts of our staff. The Team continually go above and beyond to make sure projects are brought into the community in an organised and proactive way. To all of the staff, thank you – our members and all of Glen Innes appreciate your efforts. To our CEO, Kylie Falconer, thank you.

But the operational staff are only part of the GLENRAC Team – there is also the Committee of Management, a diverse and enthusiastic crew who are responsible for setting the strategic direction. There were so many ideas at our Blue Sky Thinking training event, and our regular bimonthly Friday morning meetings have been a pleasure to Chair with all of your generous and proactive involvement. Thank you.

And finally the Executive – Ian Lockwood, Vice Chair; Sam Baker, Treasurer and Tony Corcoran, Secretary, thank you. The Executive, or office bearers, are the link between the Committee and the staff, through Kylie Falconer as our CEO: the link between the operational and strategic – while it's a more time consuming role due to the size of GLENRAC as a NFP business, it's fascinating and rewarding.

It has been a busy year for GLENRAC on the governance front as well. In June we updated the Constitution to better reflect our current arrangements and bring it more in line with the requirements of the NSW Office of Fair Trading's Model Constitution. Succession is an important component of governance for GLENRAC, so we can continue to thrive into

the future. And you'll see this reflected in the office bearer nominations this evening. Selena McMullin has agreed to replace Ian Lockwood as Vice Chair. Thank you Ian for your support while I have adjusted to steering the GLENRAC ship over the last year. And Suzy Meyer has agreed to the Secretary's nomination to replace Tony, so tragically taken from his family and this community.

Time has also seen some changes in staffing since the last AGM. We said reluctant goodbyes to Lucy Munro in December 2022, Emma Tilley in May; Mahri Koch in June; Jennie Coldham in August and most recently Katie Shaw in early November; while in June we welcomed Katie Barnett to the Sustainable Agriculture role and Storm Black in October for reception and admin support roles.

A key part of our success is the ability of our Team to successfully collaborate with a variety of stakeholders and funding bodies. These are uncertain times. Inflation and the cost of living crisis are in the headlines, while what seems to be extreme weather events and the impact of a changing climate disproportionately affect rural communities and rural industries. Government funding bodies are looking for ways to increase efficiencies and tax-payer return on investment, while recent changes of government at both the federal and state level have been impacting on the number of opportunities for NFP groups, regardless of the sector. GLENRAC has sought to mitigate some of these risk by pursuing philanthropic avenues and investigating novel and innovative alternatives, like crowd funding. I'd like to highlight a most valuable, relatively recent collaborative funding partner – the Foundation for Rural and Regional Renewal. This philanthropic organization, who you'll be hearing about through our guest speaker this evening, has as their vision: "a vibrant, resilient and revitalised remote, rural and regional Australia". Over recent years they have trusted GLENRAC to roll out several locally-driven programs at both the district and regional level. They recognise the value and role of the grassroots in bringing transformative change in rural areas and we thank them for their support.

The last month has also seen the finalization of the New England Landcare Network's application for funding under the NSW Landcare Enabling Program 2023-27. A mammoth task requiring collaboration between the networks across the region with a very tight deadline. Should the

application be successful, amongst other benefits, it will see the doubling of GLENRAC's Local Landcare Coordinator's role from its current level of 0.5 FTE hours to 1FTE staff member. This will be very welcome to help fund the communication and organization capacity of our group.

I would also like to draw attention to some of the stand-out pieces of recognition that the GLENRAC Team have been a part of since the last AGM in Nov 2022:

- A sincere thank you to Regional Australia Bank and the Glen Innes community for the donation provided through their Community partnership Program; and to the NSW State Government and Adam Marshall on the successful grant application that enabled us to buy a new Hilux in early September.
- In Jan 2023 GLENRAC, in partnership with the Guyra CWA, was presented with the 2023 Community Event Australia Day Award for our collaboration with the CWA evening branch in holding the 2022 Rural Womens Gathering, while just last month, GLENRAC was honoured to be the recipient of the 2023 Glen Innes Business Chambers Award for Excellence in Community Organisations and Committees.
- In May Mahri Koch was a finalist and narrow runner up for the Individual Landcarer Award at the NENW Landcare Awards. You'll always be the winner in our hearts, Mahri. Congratulations on your retirement on 30 June and for all of your years of service to our organization and community.

Finally in early August, Emma Tilley re-donned her GLENRAC hat to join Kylie at the NSW Weeds Conference. Together they gave a presentation with the catchy title "Multi-stakeholder Collaboration Between Private and Public Landholders to Address Weed Species" or, as it was known at GLENRAC "the Severn River Honey locust Project". I mention this because it is a first, and a new avenue for GLENRAC – to successfully submit an application to present the results of our on-ground achievements to a wider (non Landcare) professional and academic community. While it provided a great tool for staff professional development, it's also an example of how the Team, led by Kylie, are always looking for innovative ways to increase the recognition, reach and reputation of GLENRAC as an organization that achieves real results on the ground and at the grassroots.

So, turning our strategic vision into on the ground action for the benefit of landholders, the environment and the wider public good. It's something we'll aim to continue to follow in the years to come.

*Julie Firth*

Julie Firth



Glen Innes Natural Resources Advisory Committee





## PRIORITY A. Strong people for a strong community

### GOAL 1

#### Being a Professional Organisation with skilled staff and Committee Members

##### Actions:

- Number of annual staff performance reviews completed
- Professional development plans created
- Number of training activities completed for staff
- Number of training activities completed for Committee members
- Meet both personal and professional goals for staff
- Complete Annual Skills Audit (Committee)
- Complete Annual Skills Audit (Staff)
- Develop an annual capacity statement document

5



21

2



### GOAL 2

#### Supporting Community Capacity

##### Actions:

- Number of GLENRAC members
- Number and percentage of increase in membership numbers
- Number of Landcare groups supported

1,712

263, 26%

8

**FREE DIGITAL SKILLS SESSIONS**

**GET CONNECTED - BASICS**  
10:00AM - 12:00PM

**GET STARTED ONLINE**

**TUE 8 NOV 2022: GETTING TO KNOW YOUR DEVICE**  
**THU 15 NOV 2022: STAY SAFE ONLINE**  
**THU 17 NOV 2022: CLOUD STORAGE**  
**FRI 25 NOV 2022: SOCIAL MEDIA**

**GREAT FOR BUSINESS & COMMUNITY GROUPS**

**SOMETHING EXTRA**  
5:30PM - 7:30PM

**TUE 8 NOV 2022: CANYA FOR BEGINNERS**  
**MON 20 NOV 2022: JOTFORM & OTHER USEFUL APPS & TIPS**

**HIGHLANDS HUB TRAINING ROOM**  
107 GREY STREET GLEN INNES

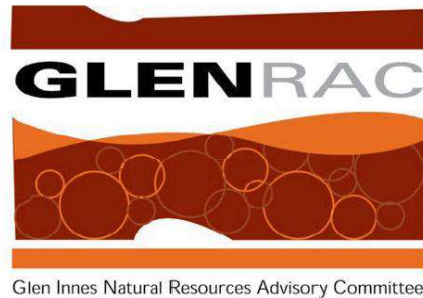
RSVP 3 days before event to karen.baves@glenrac.org.au or (02) 6732 3443

Logos: Be Connected, GLEN, FRFR, paul hartsley foundation



# GLENRAC

Strategic Plan  
2020-2025  
Annual Review  
2022-2023



*Rural Women's Day*

**FRIDAY 14 OCTOBER 2022**  
9:00AM FOR 10:00AM START  
BEN LOMOND HALL

**SAVE THE DATE!**

Restoring your powerful staff

Proudly supported by

Logos: GLEN, NSW



# PRIORITY B. Sustaining Land – ground cover, soils and water

GOAL 3

## Building Strong Robust Communities

### Actions:

- Host community events
- Number of attendees
- Number of partner organisations involved
- Number of grants
- Value of grants

54  
1,184  
60  
12  
\$243,189



GOAL 4

## Providing a voice for grassroots landholders

### Actions:

- Connect with community and landholders
- Positive image for primary production
- Number of Landcare meetings
- Number of regional committees attended
- Number of community submissions

6  
3  
1



GOAL 1

## Sustainable Land Management

### Actions:

- Number of events
- Number of participants
- Number of partners
- Number of grants
- Value of grants

12  
294  
59  
3  
\$29,514



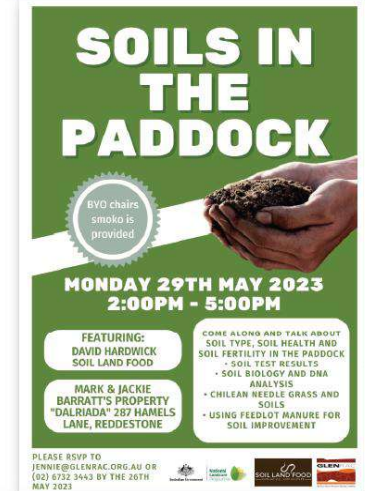
GOAL 2

## Healthy Soils for Healthy Landscapes

### Actions:

- Value of grants
- Number of grants
- Number of farms
- Number of events
- Number of participants

\$3,542  
1  
36  
20  
261



GOAL 3

## Reducing the Impact of Weeds

### Actions:

- Value of grants
- Number of grants
- Number of farms
- Number of hectares
- Area of public land mapped for weeds
- Area of public land weed control undertaken
- Number of events
- Number of participants

\$1,500  
1  
34  
17,724  
814ha  
814ha  
3  
66





**GOAL 4**

**Reducing Risk of Soil Erosion and Repairing Active Erosion Sites**

**Actions:**

Number of events	0
Number of participants	0
Value	\$0
Number of projects	0
Number of farms	4
Number of hectares	17



**GOAL 5**

**Protecting Waterways and Riparian Zones**

**Actions:**

Value	\$49,700
Number of projects	1
Number of farms	2
Number of metres	0
Number of hectares	0



**GOAL 2**

**Protection of Native Habitat**

**Actions:**

Number of events	2
Number of participants	94
Maintain GLENRAC community resource centre	✓

**GOAL 3**

**Control of Pest Animals**

**Actions:**

Number of events	10
Number of participants	204
Number of partners	15
Value	\$0
Number of projects	0



2  
94  
✓

10  
204  
15  
\$0  
0

**PRIORITY C. Achieving Balance – biodiversity, flora-fauna and pest animals**

**GOAL 1**

**Biodiversity Understanding and Enhancement**

**Actions:**

Number of events	8
Number of participants	137
Number of partners	16
Value	\$0
Number of projects	2
Number of properties	22
Number of hectares	112





**GOAL 1** *Securing Resources for Effective Implementation*

**Actions:**

Number of grants submitted	34
Value of grants	\$2,250,961
Number of grants secured	18
Value of grants	\$327,445
Number of farms	144
Value of fee for service income	\$5,942



**GOAL 2** *Ensuring Good Governance*

**Actions:**

Number of Committee of Management meetings	8
Complete ACNC Annual Report	✓
Complete Landcare NSW Organisational Health Check	✓
Prepare Annual Review of Performance against Plan	✓
Priorities and strategies for the AGM	✓
Publish Annual Review	✓
Publish Annual Report	✓



**GOAL 3** *Extending GLENRAC's Reach - Communications*

**Actions:**

Number of newsletters	4
Number of copies of newsletter	4,400
Number of email newsletters	53
Number of website visits	8,211
Maintain Facebook page	✓
Number of Facebook likes	2,173
Number and percentage of increase in Facebook likes	701, 48%
Maintain Instagram account	✓
Number of Instagram followers	513
Number and percentage of increase in Instagram followers	34, 7%



**GOAL 4** *Building Strong Relationships*

**Actions:**

Number of partnerships	93
Number of new partnerships	21
Number of sources for grants	12





# GLENRAC FY 2023 RESULTS SUMMARY



www.glenrac.org.au



**107** events attended by **2,173** people  
**1,705** members **18%**

**7**  
staff employed  
in Glen Innes



**2,173** Likes **18%**

**8,211** Website Visits

**513** Followers **11%**

**53** Email Newsletters

**229** Followers

**4** Printed Newsletters



**30+**  
projects  
under  
management

**\$705,193**  
Project Income

Secured **18** grants  
**\$327,445**  
**34** grant applications  
**\$2.25 million**

**14**  
sub contractor  
agreements



**Dr Mahri Koch**

Finalist - 2023  
New England  
Landcare  
Individual  
Landcarer Award



**32,770**  
stems planted

**100**  
nest boxes installed

**112** ha fenced to  
protect biodiversity



Weed  
monitoring  
**6,142** ha

Weed control  
**17,724** ha



**36** farms  
completed **74** soil  
tests

**4** properties  
completed soil  
erosion works  
across **17** ha

**3** gully erosion  
structures



## Protecting habitat through recovery

**GLENRAC Inc**



### **GLENRAC has recently completed over 2,900ha of weed monitoring and control of Velvety Tree Pear north-west of Glen Innes.**

#### **The issue**

Velvety tree pear is a weed native to central Mexico and has been in Australia since at least 1912. This invasive cactus that competes with native plants, reduces food and habitat for native animals and competes with pasture plants reducing productivity. The weed spreads by seed and vegetatively and can spread very quickly.

This project was identified as a priority for investment following the 2019 Black Summer bushfires events. Private land managers adjacent to the Torrington State Conservation area were engaged to be part of the project. A project plan and budget were developed, and funding secured through the Australian Government's Bushfire Recovery for Wildlife and Habitat Community grants program. The grant value was \$119,345.

#### **The solution**

A drone survey of the weed population on four properties was completed prior to control being undertaken to gain a baseline measurement. Control works were completed by local sub-contractors with the velvety tree pears controlled using approved herbicide control measures.

A post treatment drone survey was completed at the end of the second round on control activities. Over the life of the project the project was worked across 6 private landholdings to assist in identifying and controlling a weed that is a threat to both productive agriculture and the environment.

#### **The impact**

The project has engaged 6 private properties covering over 2,900 hectares in a landscape that connects to a key habitat area, the Torrington Nature Reserve as well as the headwaters of the Beardy River, at the headwaters of the Murray Darling catchment.

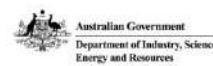
The project area and the adjacent conversation area contain significant areas of the Endangered Ecological Community White Box-Yellow Box-Blakeley's Red Gum Grassy Woodland and some areas of New England Peppermint woodlands. The project activities will enhance the habitat for both flora and fauna species known to be present in the area including the Regent Honey-Eater and Spotted Tailed Quoll.



### **Key facts**

- Bushfire recovery project
- 6 private landholdings
- 2,900 hectares
- Pre and post treatment drone surveys

### **Project Partners**



This initiative made possible by the NSW Landcare Program. A collaboration of Local Land Services and Landcare NSW Inc. supported by the NSW Government.





## Targeting Honey Locust on the Severn River

GLENRAC Inc



### Improving river health and habitat values on the Severn River between Strathbogie and Ashford in Northern NSW through baseline monitoring and on ground control works.

#### The issue

This project aimed to improve the health and habitat values of the Severn River, in the headwaters of the Murray-Darling Basin, as well as protecting priority species and their ecosystems by reducing the threat from invasive weed species Honey Locust ( *Gleditsia triacanthos* ). Honey locust is a thorny woody weed that poses a serious threat to catchment areas and riparian communities.

Funding of \$49,957 was secured from the Australian Government's Murray-Darling Healthy Rivers Program (Round 1) to address the issue.

#### The solution

Collaboration across a range of stakeholders was a highlight of the project. We engaged both private and public land managers with connections to farmers; Landcare; government agencies - National Parks & Wildlife; Crown Lands; Local Land Services and Local Government (Inverell and Glen Innes) and Local Aboriginal Land Councils- Glen Innes and Ashford, throughout the project.

In November 2022 an aerial helicopter survey was completed along a 50km stretch of the Severn River between Kwiambal National Park and Pindari Dam to form a baseline for the current level of infestation.

Following the aerial survey, expressions of interest to participate in on-ground works was called for. In total 17 private landholders and 1 Local Aboriginal Lands Council were engaged in the project. These properties completed control on 145-ha along 61km of the Severn River.

Assistance for control works was provided in the form of with chemical, knapsacks and reimbursement for diesel costs and a limited number of properties having access to contractors to complete the control.

#### The impact

Baseline monitoring was collected in 2013 through separate funding and this project builds on that dataset. In the intervening years no ongoing support was available to continue the onground works. Over the same period the region has experience drought, bushfires and floods.

Property ownership has also changed significantly with an estimated 50% change in ownership compared with 2013. This project has engaged new participants in landscape scale weed control; reinvigorated previous project participants and through the provision of resources enabled landholders to focus on this key weed.

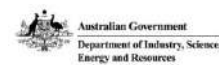
This weed has now been listed as a regional priority weed for Containment in the 2023-2027 Northern Tablelands Regional Strategic Weed Management Plan.



#### Key facts

- This weed is a threat to production agriculture and the environment.
- 145-ha control completed
- 50km aerial survey
- Follow up is required.

#### Project Partners



This initiative made possible by the NSW Landcare Program. A collaboration of Local Land Services and Landcare NSW Inc. supported by the NSW Government.







## Providing Homes and Habitat for Gliders & Glossy Black Cockatoos

GLENRAC inc.

**This project will support the recovery of two vulnerable species, Squirrel Gliders and the Glossy Black Cockatoo, involving public and private land managers and raise community awareness of the impacts of the fires across the Torrington & Currys Gap areas.**

### The Issue

The Torrington and Currys Gap State Conservation Areas and surrounding areas were significantly impacted by high-intensity wildfires in 2019.

Intense fires completely remove larger, older trees by under-burning the trunk, causing the tree to fall, resulting in the loss of homes for hollow-dependant birds and arboreal mammals (including gliders).

These fires followed three years of intense drought, which is known to cause failures in seed production – especially of Allocasuarina species, the principal food trees of the vulnerable Glossy Black Cockatoo.

Following the wildfires, 60% of all hollows in Torrington SCA were burnt and Currys Gap SCA had a "complete dearth" of tree hollows. This combination of drought and intense wildfires resulted in very low records of glider sightings and a lack of breeding of Glossy Black Cockatoos in 2019 on the Northern Tablelands.

### The Solution

The Australian government's Bushfire Recovery for Wildlife and Habitat Community Grants Program provided funding to engage land managers and community members to support the recovery of the vulnerable-listed Squirrel Glider and Glossy Black Cockatoo.

Activities included:

- two community workshops to construct glider nest boxes
- revegetation of habitat and food tree/shrub species for both target fauna species
- installation of artificial hollows for both target fauna species
- a Community Open Day, showcasing the project outcomes and increasing the knowledge of the attendees, encouraging them to undertake recovery activities in their local environments.
- a portable camera will monitor nest box activity on an on-going basis.

### The impact

The project planted 6,000 seedlings of various tree and shrub species, providing habitat and food for the target species (and other native species) within two State Conservation Areas (Torrington and Currys Gap) and two private properties near Torrington.

100 artificial hollows were constructed and installed within the Torrington and Currys Gap SCAs and on two private properties (at Torrington and nearby Stannum).

The skills of community members increased when constructing glider nestboxes at two workshops, where they also improved their knowledge regarding the impact of wildfires on native species and the importance of tree hollows.



### Key facts

- Post-bushfire destruction of habitat significantly reduced /destroyed nesting hollows for two vulnerable-listed species.
- The two targeted species were provided with homes (100 nestboxes) and future food sources (6,000 seedlings).
- Habitat was improved across both public and private properties.
- Community members gained new skills, knowledge regarding the importance of tree hollows and confidence to create habitat on their own properties.
- Ongoing monitoring of nestbox activity will provide educational opportunities and vulnerable species population data to project partner NPWS, scientific databases and local communities.

### Project partners



This initiative is made possible by the NSW Landcare Program. A collaboration of Local Land Services and Landcare NSW Inc. supported by the NSW Government.



Australian Government





## CASE STUDY: Corn silage a cost-effective fodder reserve at Dundee

John and Caroline Chappell run 320 Angus breeders and 2,000 Westvale blood Merino ewes on 1,400 ha at “Bridgewater” Dundee in the Northern Tablelands of NSW. The soils are a mix of granites ranging from course to blue. The annual average rainfall for the region is 825mm (Glen Innes).

In 2020, the Chappell’s agreed to become a demonstration site for the MLA funded Northern Pastures Group, investigating pasture improvement strategies, after the drought of 2018 and 2019.

A 23ha paddock that had been sown with lucerne and brassica in 2016 was chosen for renovation. The initial plan was to re-sow the paddock with Lucerne. However Chilean Needle Grass was discovered in spring 2021. The need to control the Chilean Needle Grass combined with a desire to re-plenish fodder reserves post drought led to the decision to sow corn for silage in spring 2021.

Corn silage can yield up to 22 t DM/ha. It has high phosphorus and potassium requirements and provides a range of options for chemical control of weeds pre and post emergence. Prior to sowing, feedlot manure was spread on the paddock at a rate of 22 t/ha and the paddock was sprayed twice with Roundup. After sowing in November, Dual Gold and Prime Extra Gold was applied for post emergent weed control.

The wet conditions during the summer of 2021/22 (rainfall 452mm across the growing season) made weed control less effective. As a result, approximately 2ha of the paddock could not be harvested.

Contractors harvested the corn in May 2022, delivered it to the pit, rolled and inoculated the silage with 3 bacteria. The total yield of corn silage was 900 t wet, which represents a wet yield of 39 t/ha over the area sown. At 50% moisture this equates to 19.5 t DM/ha.

The total cost of silage delivered to the pit was \$67/t wet and \$133/t dry assuming 50% dry matter. John’s silage has not been feed tested, however advice from his agronomist indicates that corn silage normally provides 10 MJ/kg DM of energy and 7.5% crude protein. He is delighted to have re-stocked his drought reserves in such a cost-effective manner, with silage of reasonable nutritional value.

John indicated that the advice from Paul Tudor (Grazag Glen Innes) was critical to this successful corn crop. Thanks also to the Pietsch family for contract planting and post plant spraying, and the Judd Brothers Contracting for the chopping and ensiling.

Table 1 details the corn silage cost benefits.





Table 1. Corn silage - cost benefit

Growing costs	Cost/ha
Feedlot manure - spread	\$648
Pre-crop Roundup X 2	\$115
Disc paddock X 2	\$132
Seed, sowing & post emergent chemical	\$522
<b>Sub total</b>	<b>\$1,417</b>

Ensiling costs	Cost/ha
Plastic	\$99
Fuel	\$106
Chop, transport and roll	\$818
Incoulant	\$159
<b>Sub total</b>	<b>\$1,181</b>
<b>Total cost per ha</b>	<b>\$2,598</b>
<b>Total cost per wet tonne ensiled</b>	<b>\$67</b>
<b>Total Cost per estimated dry tonne ensiled</b>	<b>\$133</b>

For more information about this Case Study or the Northern Pastures Group please contact the Glen Innes Natural Resources Advisory Committee (GLENRAC).



**GLENRAC**  
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Glen Innes NSW 2370  
02 6732 3443  
[www.glenrac.org.au](http://www.glenrac.org.au)



## CASE STUDY: Pasture improvement using fodder cropping for weed control ensures good returns

Richard and Kerryn Ogilvie moved from South Australia in 2013 when they purchased Te-Angie and Forest Lodge near Ebor on the northern tablelands of NSW. Together with their son Michael and his partner Claire, they run a Hereford stud, commercial Herefords, a composite prime lamb flock and trade cattle and lambs on 4,050 ha.

The soils across the properties are a mixture of grey loams, light trap and basalt. The average annual rainfall is 1,000 mm. The properties had historically been used for grazing fine wool Merinos with limited applications of superphosphate. The average stocking rate was 5 dse/ha.

Richard believed he could substantially improve the productivity of the property through a program of pasture improvement and associated application of fertiliser, using his cropping skills gained from farming in South Australia.

As part of the MLA funded Producer Demonstration Site program, we monitored the productivity and returns from a 120ha paddock through three phases of pasture improvement.

- Phase 1** The paddock was sprayed with Roundup, Cutless and insecticide in October 2020 and sown with millet in November 2020. The millet was grazed with trade cattle until the autumn of 2021.
- Phase 2** The paddock was sprayed out in autumn 2021 and sown with Bennett's Wheat. The wheat was grazed with cows and calves, ewes and lambs and trade cattle until spring 2021.
- Phase 3** The paddock was sprayed out again in spring 2021 and fallowed until January 2022 when it was sown with a mix of Tower Fescue, Prairie Grass, Holdfast Phalaris, Howlong Cocksfoot, chicory, plantain and red clover at a rate of 16 kg/ha. This sowing was brought forward as a consequence of the wet conditions in the summer of 2021/22 and concerns about trafficability in the autumn. From March 2022 the paddock was stocked with heifers.





The returns from each phase of pasture improvement, detailed in Table 1, are based on actual weight gains of trade cattle and agistment rates applied for grazing by breeding cows and ewes. No allowance has been made for changes in livestock inventory value during the period of grazing.

Table 1

Summary	Gross Margin/ha/year	Return on investment
Millet phase	\$390	126%
Wheat phase	-\$21	-7%
Permanent pasture - 5years	\$558	317%
Permanent pasture - 10 years	\$558	436%
Permanent pasture - 15 years	\$558	499%

The millet phase of grazing produced 23,683 kg of liveweight gain at an average cost of \$1.88 per kg of liveweight gain. The weight gain was valued between \$4.20 and \$5.20/kg liveweight at the point of sale. The gross margin was \$390/ha and the return on investment in the millet phase 126%.

The wheat phase was disappointing, conditions were wet and crop growth disappointing. Agistment rates were applied to cows and calves and ewes and lambs grazing the paddock. Actual liveweight gain for trade cattle was valued at \$5/kg. The wheat phase made a small loss of \$21/ha but allowed for additional weed control. In future Richard will use Triticale rather than winter wheat as he believes it will handle the cold wet conditions better.

The permanent pasture was sown in January 2022 and has been grazed since March. The stocking rate of the paddock is conservatively estimated to have increased from 5 dse/ha to 14 dse/ha on a year-round basis. Using an average gross margin value of \$62/dse, the value of the additional 9 dse/ha carrying capacity is \$558/ha/year after allowing for maintenance applications of fertiliser. The returns in the first year pay for the pasture improvement costs. The return on investment increases the longer the period until the pasture has to be renovated. Even with a 5-year lifespan the return on investment is \$317%.

The Northern Pastures Group will continue to monitor the performance of this paddock to confirm the estimated improvement in carrying capacity and returns.

Richard has identified additional benefits from pasture improvement. Calf weaning weights from improved pastures are up to 100 kg higher than calves from unimproved paddocks. Similarly, cows weaning calves off improved pastures are significantly heavier. The pasture improvement program at Te-Angie is also contributing to the capital value of the farms.

For more information about this Case Study or the Northern Pastures Group please contact the Glen Innes Natural Resources Advisory Committee (GLENRAC).



**GLENRAC**  
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# Collaborations

LP008-008

## The 29th Rural Women's Gathering goes off with a bang in Glen Innes!

GLENRAC Inc



### More than 100 women from across the New England gathered in 2022, celebrating the 29th Rural Women's Gathering and relaunching the NSW Rural Women's Network.

#### The issue

NSW Rural Women's Gatherings began in NSW in 1993 and were held annually - until the disruptions of COVID-19 - with the aim to connect, celebrate and empower regional, rural and remote women in NSW. However, there was uncertainty about their future in changing times.

#### The solution

With support from the NSW Government, this collaboration between GLENRAC and Guyra CWA Evening branch included an evening at the Glen Innes Chapel Theatre on Thursday 13 October, followed by Friday 14 October day at Ben Lomond Memorial Hall, re-launching the NSW Rural Women's Network in an event themed 'Restoring Our Colourful Selves'.

At the Glen Innes Chapel Theatre on Thursday 13 October, MC and Guyra CWA President, Anne Starr noted that 'the key part of all rural communities is the female friendships.'

Adam Marshall MP also attended Friday's event at Ben Lomond Hall, where Caitlin Furlong, Chief of Staff, ABC NENW, was MC. The headline speaker, NSW Minister for Women, Regional Health and Mental Health, the Honorable Bronnie Taylor MLC, announced 'Rural women... we're back!' highlighting rural women as the backbone of effecting change in rural communities: 'Rural women are amazing. We are industrious, we don't take no for an answer, we are practical, we don't ask for the world, and we bring people into the middle. It really is our superpower. That's why days like today are so important, not only to top up our own souls but to be able to come together and to connect, to form groups to discuss what we need to advocate for.'

#### The impact

New connections were created, existing relationships were strengthened, and a range of topics were discussed relating to rural women, including health, business and inspiring youth leaders. A special mention also for the Welcomes to Country, from Alkira Bain (in language) and Tremaine Patterson.

#### Learnings

The great importance of including young women who are pursuing their passions in their chosen fields at public forums such as this, in providing valuable experience and exposure, encouraging and promoting their capabilities as future female leaders for our rural communities.



### Key facts

- More than 100 women celebrated the 29th Rural Women's Gathering over two days.
- The NSW Rural Women's Network was relaunched.
- The Hon. Bronnie Taylor MLC, highlighted rural women as the backbone of effecting change in rural communities.

### Project Partners



This initiative made possible by the NSW Landcare Program. A collaboration of Local Land Services and Landcare NSW Inc. supported by the NSW Government.



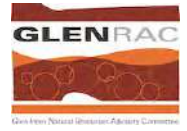


# Capacity to Deliver

LP008-009

**The 2022 Fit Farmers event provided valuable learnings from the personal experiences of our local farmers.**

**GLENRAC Inc**



**GLENRAC's annual Fit Farmers events create a space for farmers from around the region to catch up and check in, not only with themselves, but also each other, to promote better health outcomes.**



## The issue

Encouraging our farmers to take a day away from their property to focus on their physical, financial and emotional health is often challenging. The key to the success of these events is to provide a variety of speakers and address current issues, featuring farmers who share their real-life experiences.

## The solution

GLENRAC's annual Fit Farmers events highlight the importance of keeping on top of the physical, financial and emotional health of farmers in the New England region.

The 2022 event, supported by the Foundation for Rural and Regional Renewal, targeted all aspects of farmers' well-being, including free mini-health checks, advice regarding the available financial assistance, details of safety equipment rebates, avenues of support for rural businesses in the form of mental health resources, assistance in troubleshooting phone and internet connectivity issues and the personal stories of two serious, rural health challenges.

## The impact

The personal stories of two local farmers provided valuable insight into the life-changing impacts of their experiences.

Nicki Scholes Robertson was diagnosed with Chronic Kidney Disease in 2010 after an unexpected illness. She began peritoneal dialysis in March 2014 and received a living donor kidney transplant from her brother, Andrew Burgess, in November 2014.

Nicki is now a spokesperson for the Rural Kidney Association and is passionate about improving the outcomes of people in rural, regional and remote Australia.

Another farmer shared their experience of how, despite working with stock for many years and having an awareness of farm safety risks, an altercation with a large animal caused serious injuries, from which they were still in recovery.

## Key facts

- Encouraging our farmers away from their property to focus on their health is often challenging.
- The key to the success of annual events is to provide interesting and current content.
- The impact of peer learning is invaluable.

## Project Partners



This initiative made possible by the NSW Landcare Program. A collaboration of Local Land Services and Landcare NSW Inc. supported by the NSW Government.





# CAPACITY STATEMENT 2022-2023

# GLENRAC

GLEN INNES NATURAL RESOURCES ADVISORY COMMITTEE



## EXECUTIVE COMMITTEE OF MANAGEMENT

Glen Innes Natural Resources Advisory Committee Incorporated (GLENRAC INC.) is a community driven association that has more than 30 years experience in delivering sustainable agriculture, natural resource management and community capacity building activities for the Glen Innes and wider community.



### JULIE FIRTH - CHAIR

Landholder, Glen Innes & Red Range Committee member since 2018

Beef grazing enterprise east of Glen Innes. Past and present involvement in Landcare, Isolated Children Parents Association, and other community groups.

**Qualifications:** Bachelor of Arts, Grad Dip of Education (Geography & English), Cert III Business Administration, Dip of Library & Information Services (ongoing).

**Interests:** Natural resource management, sustainability in agriculture, environment and communities, maintaining biodiversity, heritage management.



### IAN LOCKWOOD - VICE CHAIR

Landholder, Deepwater Committee member since 2016

Self-employed - Cattle and sheep farmer. Agricultural secondary school teacher Glen Innes and Yanco Agricultural High Schools (16-years). Current member of Northern Tablelands Regional Pest Animals Management Committee.

**Qualifications:** Bachelor of Rural Science, Dip. Education, Master of Business Administration.

**Interests:** Sustainable agriculture and resource management, the associated areas of productive pastures, pest and weed control.



### TONY CORCORAN

Secretary - Landholder, Stonehenge Committee member since 2016

Stock and station agent in Glen Innes (43 years), Self-employed 1974-1997, Elders Branch Manager (9 years), Director of Diana Corcoran Real Estate.

**Qualifications:** Licenced Stock, Station, Real Estate and Business Agent, Accredited Auctions Plus Assessor for cattle & sheep, Cert IV Business.

**Interests:** Education and extension in agriculture and landscape biodiversity. Veterans cricket and horses.




### SAM BAKER


Treasurer & Public Officer - Landholder, Glen Innes Committee member since 2016

Self-employed cattle farmer. Director and equity partner of Mareeba Aged Care, Maclean. All levels of real estate since 1992.


**Qualifications:** Bachelor of Business in Land Economy - UWS, Register Valuer, Licenced Real Estate Agent/ Stock and Station Agent/Strata Managing Agent.

**Interests:** New land management options, planting trees for shelter, my local community, Landcare.

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# COMMITTEE OF MANAGEMENT



## ANDREW CAMPBELL

Landholder, Deepwater  
Committee member since 2016

Self-employed cattle and sheep enterprise at Deepwater for 50 years. Former Chair NSW Farmers Association.

Branch Member NSW Farmers General Council (8 years).  
Current member Northern Tablelands Regional Weeds Advisory Committee.

**Qualifications:** Dip. Farm Management.



## SANDY FITZGERALD

Landholder, Yarraford  
Committee member since 2017

Self-employed rural property owner and land manager – Glen Innes.  
Active Landcare member since 1987.

Long term community engagement in local natural resource management, environment, heritage, human services and creative arts. Career employment - TAFE and Glen Innes High School.

**Qualifications:** Bachelor of Arts; Grad Dip Ed (History /Sociology), Masters of Education (Teacher Librarianship).

**Interests:** Managing natural assets on farms - vegetation, trees, water, soil, rocks, human and biodiverse flora and fauna are the ecological underpinnings for sustainable productive agriculture.

Recognising and economically valuing ecosystem services and pro-nature land stewardship is critical for resilient agricultural landscapes.



## BARB HOLLISS

Landholder, Pinkett  
Committee member since 2019

Self-employed beef cattle producer from Pinkett, south-east of Glen Innes  
Actively involved in many local community organisations including Secretary of Pinkett & Red Range Wild Dog Control Association.

**Interests:** Balancing farm productivity and sustainability, farm viability, pest animal management; building community capacity for better land management.



## SELENA MCMULLEN

Landholder, Glencoe  
Committee member since 2022

Local rural property owner,  
Property Valuer.

**Qualifications:** Associate of Australian Property Institute; Certified Practicing Valuer.

**Interests:** Pest and weed management, sustainable farming, farm regeneration, gardening.



## SUZY MEYER

Committee member since 2022

Small business owner/ operator since 2005, self employed remedial massage therapist / clinical aromatherapist since 2004, tree planting contractor, casual employee Native Grains Australia, cattle farmhand.

**Qualifications:** Diploma Remedial Massage, Diploma Aromatherapy, Cert IV in Kahuna Bodywork, Fellow Member of Australian Traditional Medicine Society.

**Interests:** Maintaining habitat and biodiversity, community engagement, Regenerative Agriculture, having a vibrant town and community.



## MIKE NORTON

Landholder, Glen Innes  
Committee member since 2011

Self-employed beef grazing farmer.  
Former business consultant with expertise in change management to significantly improve business performance.

**Qualifications:** Cert IV Workplace Training and Assessment; Certified Personality Profiler.

**Interests:** Agricultural management, community building and advancing Glen Innes Severn.



## BEN WIRTH

Landholder, Glen Elgin  
Committee member since 2022

Extensive beef cattle management experience including breeding and feeder steer production in addition to feedlot and saleyards experience.

**Interests:** Improving beef cattle management for better animal health and welfare outcomes; educating young Australians where their food comes from and reducing the urban/rural divide.

# COMMITTEE OF MANAGEMENT



## JANE MUNRO

Landholder, Pinkett  
Committee member since 2012

Self-employed cattle and performance horse enterprises.

**Qualifications:** B. Commerce.

**Interests:** Pest animal management, youth in agriculture, business management.



## ROB BANHAM

Glen Innes Severn Council Representative  
Committee member since 2019

Mayor, Glen Innes Severn Council,  
Partner in Wattle Hill Partnership -  
Grazier Woolgrower for 15 years at  
Emmaville.

Director WHP Solar Cleaning, Chairman Vegetable Creek  
MPS Emmaville Local Health Committee, 29 years in  
Management and Senior Sales Management roles with  
Aquila Steel, BHP Steel and OneSteel prior to the 2016  
move to family property

**Qualifications:** In-house Sales, Safety and People  
Management courses.

**Interests:** Wool Production, Local Health Care, Renewable  
Energies - primarily solar, Thoroughbred horses (racing and  
breeding).



## GAYLEEN BURLEY

Glen Innes Severn Council Staff  
Representative  
Committee member since 2022

2022 - Present: Director of Place and  
Growth, Glen Innes Severn Council;

2018 - 2022 Manager Commercial Business, Kempsey Shire  
Council - Responsible economic development including  
agribusiness in the Macleay Valley including the  
development Kempsey Regional Saleyards Facility.  
Extensive experience in Local Government.

**Qualifications:** Bachelor of Business with double majors in  
Local Government and Human Resource Management;  
Graduate Diploma in Safety Science; Graduate Diploma in  
Urban & Regional Planning; and Diploma of Leadership &  
Management.

**Interests:** To support sustainable development of Glen Innes  
Severn agribusiness sector to realise new industry  
development, growth and retention of existing  
agribusinesses, and increased agri-tourism activity that  
contribute to the positive economic impact and employment  
of the region.



## KOEN DIJKSTRA

National Parks and Wildlife Service  
Representative  
Committee member since 2021

2009 - Current: NPWS Ranger Northern  
Tablelands Area

**Qualifications:** Master of Science, Dip. Education.

**Interests:** Getting kids, community and myself into nature and  
National Parks; protecting our natural assets through smart  
pest and weed control.



## CAROL HARRIS

NSW Department of Primary Industries  
Representative  
Committee member since 2012

2019 - Present: NSW DPI Glen Innes  
Research & Advisory Station - Director

1997 - Present: NSW DPI Glen Innes Research & Advisory Station  
Research Scientist (Pastures)  
Executive Member & Editor of Grasslands Society of NSW  
Executive Member Australian Grasslands Association

**Qualifications:** Master of Science in Agriculture; Bachelor of  
Rural Science (Hons).

**Interests:** Agronomy of pasture systems, grazing management,  
perennial grass weed management, community.





# GLENRAC STAFF



## KYLIE FALCONER

Chief Executive Officer

2019 – Present: Chief Executive Officer

**Qualifications / Education:** 1997 Bachelor of Rural Science (Hons); 2007 Cert IV Training and Assessment; 2016 Diploma of Business (Governance); 2019 Dip. Community Coordination and Facilitation; 2022 Graduate Australian Institute of Company Directors.

**Employment History:** 2019–Present: Chief Executive Officer, GLENRAC; 2007–2018: Executive Officer / Landcare Coordinator, GLENRAC; 2005–2007: Business Manager (Feedlots), Intervet Australia; 2003–2007: Area Manager, Southern Qld Intervet Australia; 1998–2003: Technical Sales, Bundaberg Molasses.

**Awards:** 2011 Northern Rivers Landcare Coordinator Award winner; 2013 NSW Landcare Coordinator Finalist – Highly Commended; 2020 Australia Day Environmental Champion – Glen Innes Severn; 2021 National Agricultural Leadership Program.

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Email: kylie@glenrac.org.au



## CHRISTINE DAVIS

Landcare Coordinator & Projects Officer

2020 – Present: Project Manager, Landcare Coordinator

**Qualifications / Education:** 2006 Bachelor Env. Mgmt. (Natural Systems & Wildlife -Honours).

**Employment History:** 2018–2020: Administration Assistant, Arts North West; 2015–2017: Regional Landcare Facilitator, New England North West Landcare Chairs Inc; 2007–2015: Project Support Officer, Queensland Murray-Darling Committee Inc. Toowoomba, Qld.

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Email: christine.davis@glenrac.org.au



## DR. MAHRI KOCH

Project Manager

2018 – Present: Project Manager, National Landcare Program Projects

**Qualifications / Education:** 1999 B. Sci (Hons); 2004 PhD; 2010 Cert. IV Workplace Assessment and Training;

2011 Cert. III Governance; 2013 Dip. Agriculture; Justice of the Peace.

**Employment History:** 2018 – Present: Project Manager, GLENRAC; 2011 – Present: Ecosystems and Project Management Consultant, Rediscovering Eden; 2008–2011: Landcare Coordinator, GLENRAC.

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Email: mahri.koch@glenrac.org.au



## JENNIE COLDHAM

Project Manager

2015 – Present: Project Manager

**Qualifications / Education:** 1991 Bachelor of App. Sc. (Systems Agriculture); 2013 Cert IV Frontline Management; 2013

Statement of Attainment Business Governance.

**Employment History:** 2015–Present: Project Manager, GLENRAC 2009–Present: Director, Coldwood Pastoral Pty Ltd; 2015 – 2020: Member Services Officer (P/T) Landcare NSW; 2011–2015: Regional Landcare Facilitator, New England North West Landcare; 1996–2011: Project Manager and Landcare Coordinator, Granite Borders Landcare; 1992–1995: Field Assistant, NSW Agriculture Weeds Research.

**Awards:** 2021 Australia Day Environmental Champion – Glen Innes Severn

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Email: jennie@glenrac.org.au



## KAREN BAVEA

Projects & Administration Officer

**Qualifications / Education:** 2014 Master of Public Health; 2011 Bachelor of Business.

**Employment History:** 2021–Present: Project & Administrative Officer, GLENRAC; 2017–2021: Creditors Officer, Glen Innes Severn Council; 2014–2017: Customer Service / Admin Support, Glen Innes Severn Council; 2012–2013: Program Service Support Coordinator, Australian Red Cross; 2009–2010: Administration Manager, The Fred Hollows Foundation NZ.

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Email: karen.bavea@glenrac.org.au

# GLENRAC STAFF



## KATIE SHAW

Project Administration Support

**Qualifications:** Cert IV in Real Estate; Currently studying Cert IV Business Administration.

**Employment History:** 2022 – Present: Project & Administration Support, GLENRAC; 2018-2019: Administration Officer/Bookkeeper D& R Labour Services; 2020-2021: Office Manager/Receptionist/Sales Agent, Country Wide Property Real Estate.

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katie.shaw@glenrac.org.au



## EMMA TILLEY

Project Officer (Sustainable Agriculture)

**Qualifications / Education:** Bachelor of Science (Zoology Major) Class 1 Honours.

**Employment History:** 2022 – Present: Project Officer (Sustainable Agriculture), GLENRAC.

**Awards:** 2022-2023 APEN Growing Emerging Leaders Program.

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Email: emma.tilley@glenrac.org.au



## AWARDS & RECOGNITION

GLENRAC's capabilities have been recognised with the following awards:

- ✓ 2022 NSW Landcare NSW Awards – Partnerships for Landcare, Protecting Little Llangothlin for Future Generations (RAMSAR) ~ Finalist
- ✓ 2021 NSW Get Ready Community Award ~ Highly Commended
- ✓ 2021 Australia Day Awards – Community Event of the Year (Christmas Smoko)
- ✓ 2020 Glen Innes Highlands Business Awards – Best Local Business to Business Supporter Winner
- ✓ 2019 New England Northwest Landcare Awards – Partnership for Landcare Award, Glen Innes Severn Council
- ✓ 2016 National Landcare Awards – Community Group Finalist, GLENRAC Inc.
- ✓ 2015 NSW Landcare Awards – Community Group Winner, GLENRAC Inc