



# GLENRAC

**Annual Report  
2021-2022**



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# COMMITTEE MEMBERS

| Name            | Position                        | Year Apt | Name             | Position                     | Year Apt |
|-----------------|---------------------------------|----------|------------------|------------------------------|----------|
| Ian Lockwood    | Chairman                        | 2011     | Jane Munro       | Landowner                    | 2014     |
| Julie Firth     | Vice Chair                      | 2018     | Mike Norton      | Landowner                    | 2010     |
| Tony Corcoran   | Secretary                       | 2016     | Sandy Fitzgerald | Landowner                    | 2017     |
| Sam Baker       | Treasurer                       | 2011     | Barbara Holliss  | Landowner                    | 2019     |
| Suzy Meyer      | Landowner                       | 2022     | Col Price        | Public Officer               | 2012     |
| John Bavea      | Landowner                       | 2011     | Rob Banham       | Glen Innes<br>Severn Council | 2019     |
| Andrew Campbell | Landowner                       | 2016     | Kane Duke        | Glen Innes<br>Severn Council | 2022     |
| Koen Dijkstra   | National<br>Parks &<br>Wildlife | 2022     |                  |                              |          |

# GLENRAC STAFF

| Name            | Position                                  | Year Apt |
|-----------------|---|----------|
| Kylie Falconer  | Chief Executive Officer                   | 2007     |
| Dr Mahri Koch   | Project Manager                           | 2018     |
| Jennie Coldham  | Project Manager                           | 2015     |
| Christine Davis | Project Manager<br>& Landcare Coordinator | 2020     |
| Karen Bavea     | Projects & Administration Officer         | 2021     |
| Katie Shaw      | Project Administration Support            | 2021     |

GLENRAC has had another successful year with approximately \$3 million worth of projects under management and approximately 1,500 members. We now have a staff of 7 including our CEO Kylie Falconer.

Our success is due to the attitude and dedication of both the Committee, the staff and our ability to source funding. GLENRAC is an enjoyable workplace for both the staff and the Committee. One only has to walk into the office and be greeted by Katie at the front desk then talk to any of the staff. They are cheerful and involved in the assigned project work and are also eager to discuss the project. They know that they have a safe workplace and have the CEO and the Committee to back them if the need arises. I thank them for their efforts. I especially would like to thank Kylie for her tireless effort and enthusiasm.

The C of M contribute in many ways to the success of GLENRAC. I would ask you all to go to the GLENRAC Website and peruse the qualifications of the Committee. You will note that there is a diverse group of males and females of all ages, expertise and experience. This group of different people function very well as a Committee. In the area of governance, the Committee has accounted for itself highly with recent training and assessment.

There is an obligation to be made by all of the Committee of Management members. We are dealing with a relatively large Not for Profit Organisation, and we all have a fiduciary duty function accurately and honestly. We all attend meetings to have an enjoyable get together approximately every six weeks however there is also a serious side to the meetings with discussion about current projects, finances and staffing.

I cannot thank the Executive team enough for their support this year. Julie Firth as Vice Chair, Sam Baker as Treasurer and Tony Corcoran as Secretary have all helped Kylie and myself immensely. Julie will become Chair for the next year as I will move to Vice Chair. This change has been planned as part of GLENRAC's succession. Younger people with new ideas and beliefs are to be encouraged if GLENRAC is to keep forging ahead to service the community.

GLENRAC still has our traditional stakeholders such as LNSW, Local Land Services, State & Federal Government and the Glen Innes Severn Council. Recently we have partnered with MLA and the Drought Hub based in USQ Toowoomba via an association with UNE Armidale.

We are now in the middle of our 2020 – 2025 Strategic Plan. This Plan is available to the public and has four areas of Priority. Each of these priority areas have been addressed with the relevant details contained within the Annual Review 2021 -2022.

The Committee of Management is confident of fully implementing this plan in 2025. There have been many challenges of the last 4/5 years with Drought, Fires and Covid. Now we have a third La Nina event and the associated Flood damage to infrastructure, riparian zones and soils. We should however remember the old saying "that more money is made out of mud than dust". It does

illustrate the diverse nature of our climate and create an awareness of the fact that we have to care for the environment.

We are in uncertain times, and we are reliant upon funding to operate and achieve our Strategic Plan. GLENRAC is quite nimble and can quickly adapt so that we should be able to design projects that achieve our goals and receive funding.

Read widely and you realise what we all have to do to protect our environment for the future. The following has been taken from an Aust Govt 2022-23 Budget paper, Dept Ag Fisheries and Forestry.

"We will have to be climate smart, foster sustainable agriculture practices, build carbon in our soils, reduce carbon in the air, reduce emissions, build our natural capital, boost farm productivity and then watch the rest of the world transition to net zero emissions. This will mean that we are going to be busy well into the future and this will also be where our next lot of projects will be sourced."

To finish I would like to inform you that our Committee of Management is to lose two of our members. John Bavea has been on the GLENRAC Committee of Management since 2011 and he has occupied the position of the Chair for 3 years. GLENRAC would like to thank John for all his years of service and expertise.

Col Price is also leaving the Committee after also serving as a GISC councillor and Mayor. They will both be missed at GLENRAC, and we thank them for their contribution.

*Ian Lockwood*

Ian Lockwood



# GLENRAC

## 2021-2022



**96**  
Events **2,365**  
Participants



**1,449**  
Members



**93**  
Partners including  
23 new partners

### AWARDS



**Highly Commended Finalist –**  
2021 NSW Get Ready Awards  
(Community Group)



**Finalist - NSW Australian**  
Government Partnerships for  
Landcare Award ~ Protecting  
Little Llangothlin (RAMSAR) for  
Future Generations

### EXTENDING REACH



**WEBSITE**  
7,904 visits



**NEWSLETTERS**  
4 printed newsletters  
posted to 1,100  
addresses per edition  
free of charge



**E/FLASH**  
54 e/flash  
newsletters sent

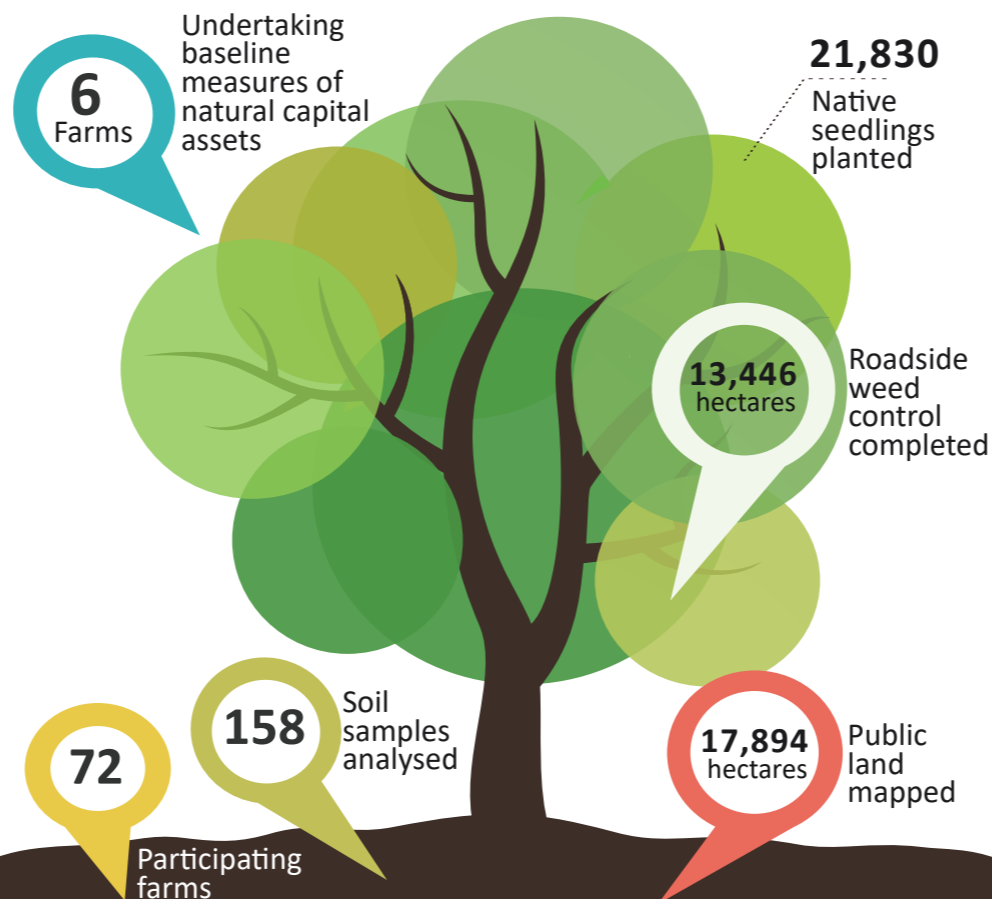


**INSTAGRAM**  
479 Instagram Followers  
18% increase



**FACEBOOK**  
1,472 Facebook Likes  
20% increase

### ON GROUND WORKS COMPLETED



### GRANTS



**38**

Grant applications  
\$3,086,609



**12**

New grants  
secured  
valued at  
\$1,104,894



**12**

Current grants  
attracted from  
12 different  
funding sources

### FOCUS:



Drought preparedness  
& education



Soil erosion  
remediation



Understanding  
soils



Increasing  
biodiversity on  
farms

### TRAINING COURSES



FIRST AID



MENTAL  
HEALTH FIRST  
AID



CHEM USERS  
CARD

**5** courses

**81** students

Funding secured  
for local delivery  
**\$19,095**



**5** Gun Safety  
training events for  
youth & women

**63** students

Training delivered  
using local trainer  
valued at  
**\$6,237**



# 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

7  
✓  
7  
1  
✓  
✓  
✓  
✓



## GOAL 2

### Supporting Community Capacity

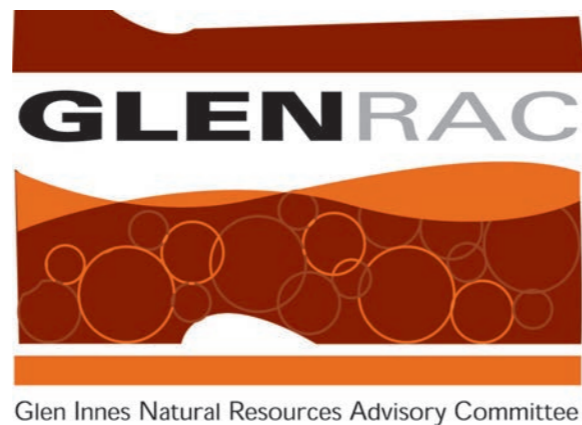
#### Actions:

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

1449  
189, 19%  
8



# GLENRAC Strategic Plan 2020-2025 Annual Review 2021-2022



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

GOAL 3

## Building Strong Robust Communities

### Actions:

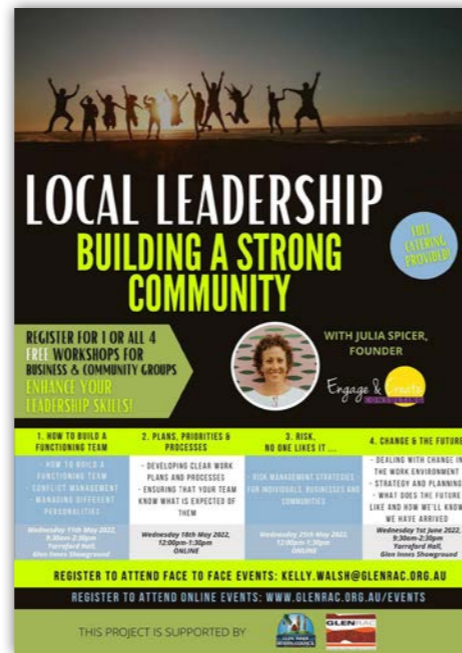
|  |           |
|--|-----------|
| Host community events                    | 34        |
| Number of attendees                      | 1221      |
| Number of partner organisations involved | 42        |
| Number of grants                         | 8         |
| Value of grants                          | \$353,119 |

GOAL 4

## Providing a voice for grassroots landholders

### Actions:

|  |   |
|--|---|
| Connect with community and landholders | ✓ |
| Positive image for primary production  | ✓ |
| Number of Landcare meetings            | 3 |
| Number of regional committees attended | 3 |
| Number of community submissions        | 0 |



GOAL 1

## Sustainable Land Management

### Actions:

|                        |           |
|------------------------|-----------|
| Number of events       | 21        |
| Number of participants | 484       |
| Number of partners     | 59        |
| Number of grants       | 2         |
| Value of grants        | \$139,267 |

GOAL 2

## Healthy Soils for Healthy Landscapes

### Actions:

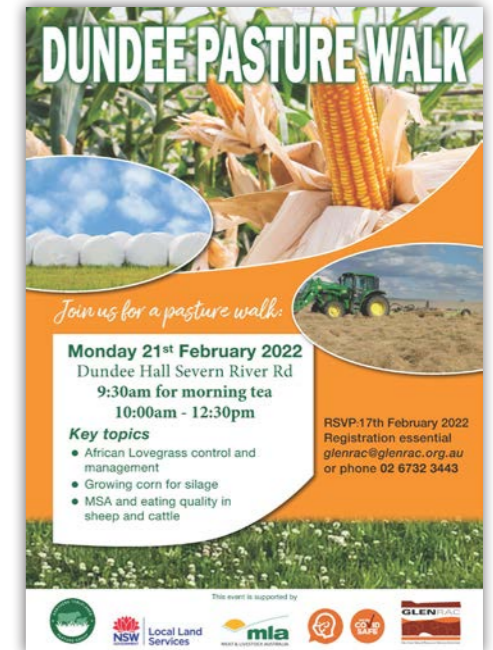
|                        |           |
|------------------------|-----------|
| Value of grants        | \$173,639 |
| Number of grants       | 1         |
| Number of farms        | 2         |
| Number of events       | 9         |
| Number of participants | 126       |

GOAL 3

## Reducing the Impact of Weeds

### Actions:

|   |          |
|---|----------|
| Value of grants                             | \$90,000 |
| Number of grants                            | 1        |
| Number of farms                             | 25       |
| Number of hectares                          | 9475     |
| Area of public land mapped for weeds        | 8948ha   |
| Area of public land weed control undertaken | 8940ha   |
| Number of events                            | 9        |
| Number of participants                      | 255      |



**GOAL 4** *Reducing Risk of Soil Erosion and Repairing Active Erosion Sites*

**Actions:**

|                        |          |
|------------------------|----------|
| Number of events       | 0        |
| Number of participants | 0        |
| Value                  | \$99,975 |
| Number of projects     | 1        |
| Number of farms        | 2        |
| Number of hectares     | 8.61     |



**GOAL 5** *Protecting Waterways and Riparian Zones*

**Actions:**

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

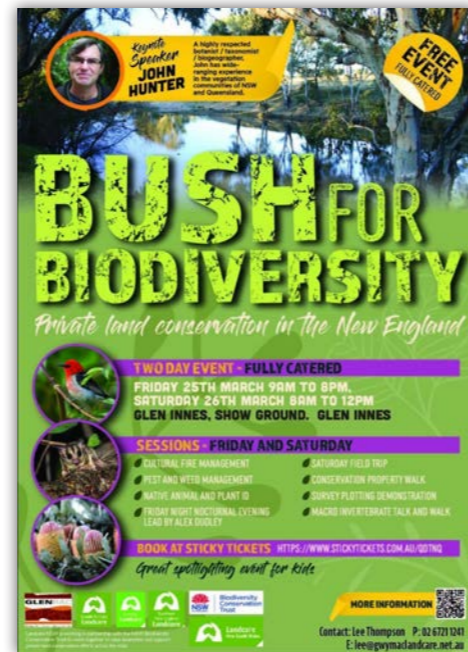


**PRIORITY C. Achieving Balance – biodiversity, flora-fauna and pest animals**

**GOAL 1** *Biodiversity Understanding and Enhancement*

**Actions:**

|                        |           |
|------------------------|-----------|
| Number of events       | 13        |
| Number of participants | 161       |
| Number of partners     | 26        |
| Value                  | \$389,853 |
| Number of projects     | 3         |
| Number of properties   | 10        |
| Number of hectares     | 72        |



**GOAL 2** *Protection of Native Habitat*

**Actions:**

|  |    |
|--|----|
| Number of events                           | 1  |
| Number of participants                     | 15 |
| Maintain GLENRAC community resource centre | ✓  |

**GOAL 3** *Control of Pest Animals*

**Actions:**

|                        |     |
|------------------------|-----|
| Number of events       | 8   |
| Number of participants | 98  |
| Number of partners     | 10  |
| Value                  | \$0 |
| Number of projects     | 0   |



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

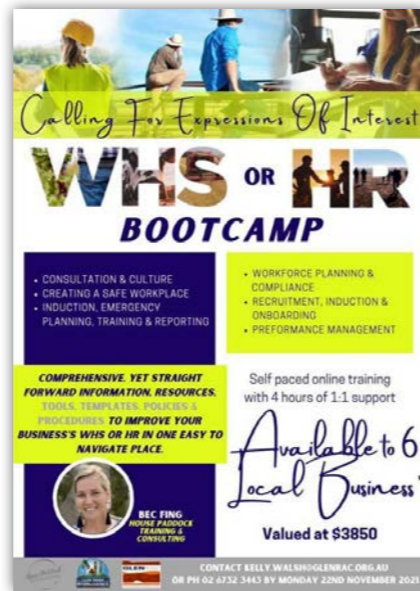
**Actions:**

|                                 |             |
|---------------------------------|-------------|
| Number of grants submitted      | 38          |
| Value of grants                 | \$3,086,609 |
| Number of grants secured        | 12          |
| Value of grants                 | \$1,104,894 |
| Number of farms                 | 72          |
| Value of fee for service income | \$4,461     |

**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:**

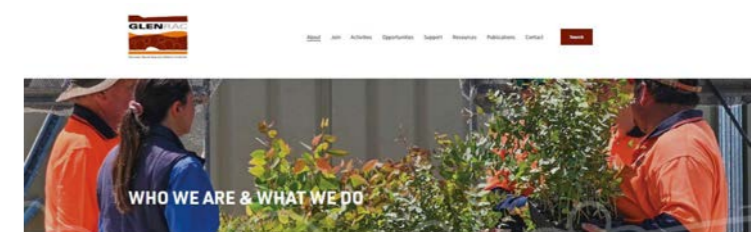
|  |          |
|--|----------|
| Number of newsletters                                    | 4        |
| Number of copies of newsletter                           | 4400     |
| Number of email newsletters                              | 54       |
| Number of website visits                                 | 7904     |
| Maintain Facebook page                                   | ✓        |
| Number of Facebook likes                                 | 1472     |
| Number and percentage of increase in facebook likes      | 248, 20% |
| Maintain Instagram account                               | ✓        |
| Number of Instagram followers                            | 479      |
| Number and percentage of increase in Instagram followers | 72, 18%  |



**GOAL 4** *Building Strong Relationships*

**Actions:**

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





### Communities coming together reaps rewards!

GLENRAC Inc



#### A community-wide collaboration to recover and thrive after natural disaster.

##### The issue

With the Glen Innes region experiencing an extended period of natural disasters including a continuing drought, bushfires of unprecedented intensity during the Black Summer period of 2019/2020, and then damaging floods in early 2021, the inherent resilience of this rural community was sorely tested.

Individuals and businesses were negatively impacted both financially and psychologically and GLENRAC aimed to make a positive difference by bringing together a diverse range of partner organisations to provide services, information, resources and donations.

##### The solution

In creating the Natural Disaster Response and Recovery Program: 'Supporting Our Community Glen Innes', GLENRAC encouraged community participation in a variety of training and learning activities.

The aim was to help community members to access assistance, reduce social isolation and re-establish existing or create new connections, which are fundamental to community cohesion.

Individuals were also able to drop into the GLENRAC foyer and access a range of donated goods.

New and existing partnerships with local community organisations, including RSPCA, CWA, Lion, Lioness and Rotary Clubs and local businesses and government agencies, provided a comprehensive platform for GLENRAC to engage with the wider community.

##### The impact

The program received an outstanding community response from contributing organisations and individuals, creating a legacy of partnerships across the whole community, that will continue to safeguard the resilience of the region into the future.

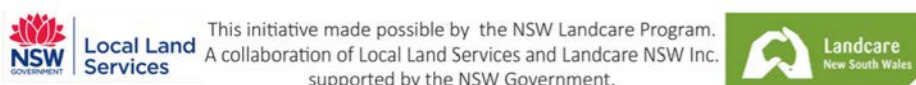
GLENRAC delivered more than 200 events, fielded 661 enquiries, secured more than \$2.5 million in government rebates and disaster assistance for community members and was extremely honoured to be recognised with a number of local and state awards:

- Glen Innes Severn Council's 2021 Environmental Citizen of the Year was awarded to GLENRAC staff member Jennie Coldham
- GLENRAC's Christmas 'Smoko' event was also awarded GISC's 2021 Community Event of the Year
- Described as "quiet achievers with big impact", GLENRAC received a Highly Commended in the prestigious 2021 NSW Resilient Australia Awards / Get Ready NSW Community Awards - which recognises the grassroots efforts of communities to work towards improving community resilience and disaster recovery outcomes for communities.



#### Key facts

- GLENRAC's Natural Disaster Response and Recovery Program: 'Supporting Our Community Glen Innes' delivered 200 events, fielded 661 enquiries and secured more than \$2.5 million in government rebates and disaster assistance. members.
- The Program attracted two local government awards in the 2021 Environmental and Community categories.
- A Highly Commended was received in the 2021 NSW Resilient Australia Awards/Get Ready NSW Community Awards.



28 Jun, 2022

### Rural Women are Inspiring!

GLENRAC Inc



#### 2021 Rural Women's Day event delivers again for connecting, learning and sharing.

##### The issue

The effects of prolonged drought are not confined to the brown, dusty pastures and emptying dams - they are also felt in increased farm expenses alongside dwindling farm profits, reduced spending at local businesses, psychological stress and social isolation.

Before the drought-ending rain arrived, this community also experienced first-hand the devastating impacts of the 2019-2020 Black Summer bushfire period in the surrounding villages and localities.

Rural women - both farming and non-farming - often carry a significant burden in challenging times because of their multi-faceted roles within families, communities and businesses.

##### The solution

GLENRAC has held Rural Women's Day Events since 2013, attracting women from across our district to gather, learn, share and connect.

Each year we seek guest speakers to inform and inspire those attending to connect with like-minded women, widen their social circles and support networks, access the available mental and physical health service providers and support or even create small businesses.

On a cool New England day in October 2021, 61 rural women gathered at the sheltered, outdoor setting within the Glen Innes Showground to enjoy delicious food, catch up with old (or make new) friends and hear interesting presentations by health and legal professionals, as well as from a passionate young businesswoman.

Representatives from local support groups included Healthwise, Salvation Army and the CWA. Local small businesses also held displays and, despite the restrictions of COVID-19 health and safety procedures and the limitations of the cool climate environment of Glen Innes, the day was a heart and soul-warming event.

##### The impact

What better way to describe the impact than to share just a few of the many positive feedback messages from the women attending?

"Excellent speakers with a good variety of topics for rural women. Amazing to bring rural people together, when geographically we can be isolated from one another"

"Absolutely fantastic, informative, fun & friendly. It covered a huge range of topics which were very useful. Catering was delicious and am looking forward to the next event."

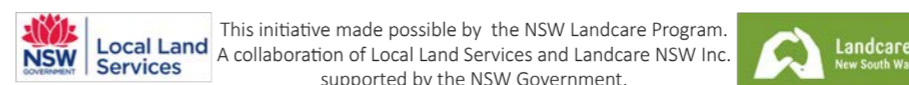
"So great to hear from Women in our Rural Communities doing amazing things with their lives! Valuable to share the day with other Rural Women"



#### Key facts

- 61 rural women gathered in Glen Innes to learn, share and connect.
- Speakers included health and legal professionals and a passionate young businesswoman.

#### Project Partners



30 Jun, 2022

# PROTECTING & ENHANCING BIODIVERSITY: Threatened Ecological Communities

Case Study: September 2022

GLENRAC, in partnership with NSW Environmental Trust, has been developing landholder networks to share information and provide support for private land through the *Protecting and Enhancing Biodiversity: Threatened Ecological Communities* project.

The project aim has been to protect biodiversity by revegetating areas across the Glen Innes district where New England Peppermint grassy woodlands and White Box-Yellow Box-Blakely's red gum grass woodland Threatened Ecological Communities (TECs) exist.

## HIGHLIGHTS

- 🌿 17,320 seedlings planted
- 🌿 26 participating landholders
- 🌿 35 sites
- 🌿 2 Threatened Ecological Communities promoted
- 🌿 4 partnerships



# PROTECTING & ENHANCING BIODIVERSITY: Threatened Ecological Communities

Case Study: September 2022

## THE ISSUE

Many of the Northern Tableland's ecosystems have been partially or mostly cleared over past decades, leading to a number of Eucalypt species becoming threatened or endangered.

Natural woodlands promote and provide essential nutrients for primary production pastures. Yet, restoration of natural systems, and whether land managers can sustain long term regenerative activity to promote TECs, is an issue that affects many properties.



## THE SOLUTION

Through funding for this project from the NSW Environmental Trust, GLENRAC facilitated more than 17,000 native tree seedlings being planted at 35 different sites in the Glen Innes district, engaging 26 landholders and 4 community partnerships in the process. Whilst species selection was suited to each site, there was a focus on restoring two TECs - New England Peppermint grassy woodlands and White Box-Yellow Box-Blakely's red gum grass woodland.

Continuation of funding to restore ecosystems across the Northern Tablelands is essential to enhance biodiversity and protect endangered woodlands, now and into the future.



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



GLENRAC  
68 Church St  
Glen Innes NSW 2370  
02 6732 3443  
www.glenrac.org.au

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



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Glen Innes NSW 2370  
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# GLENRAC

GLEN INNES NATURAL RESOURCES ADVISORY COMMITTEE



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.

## EXECUTIVE COMMITTEE OF MANAGEMENT

### IAN LOCKWOOD - CHAIR COM since 2016



- Cattle and sheep farmer at Deepwater
- Agricultural Secondary School Teacher Glen Innes and Yanco Agricultural High School's (16-years)
- Current member of Northern Tablelands Regional Pest Animals Management Committee

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

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

### TONY CORCORAN - SECRETARY COM since 2016



- Stock & station agent in Glen Innes for 43-years
- Elders Branch Manager 9-years
- Director of Diana Corcoran Real Estate

**Qualifications:** Licenced Stock, Station, Real Estate & 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.

### JULIE FIRTH - VICE CHAIR COM since 2018



- Beef and lamb 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; Master of Arts (Environmental Advocacy)

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

### SAM BAKER - TREASURER COM since 2011



- Cattle farmer in Glen Innes
- 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, Licensed Real Estate Agent/ Stock & Station Agent/Strata Managing Agent

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

## COMMITTEE OF MANAGEMENT

### ROB BANHAM COM since 2019



- Grazier/Woolgrower for 15 years at Emmaville
- Partner in Wattle Hill Partnership
- Director WHP Solar Cleaning
- Chairman Vegetable Creek MPS Emmaville Local Health Committee
- Employment in the Mining, Timber and Steel industries for 29 years throughout Eastern Australia working for Aquilla Steel and BHP Steel in Senior Sales Management roles
- Business Development Manager for OneSteel Reinforcing Northern Region (Queensland, Northern NSW and Northern Territory)

**Qualifications:** Several inhouse sales, safety and people management courses.

**Interests:** Wool production, local health care, renewable energies primarily solar, thoroughbred horses both racing and breeding.

### ANDREW CAMPBELL COM since 2016



- Cattle and sheep farming enterprise at Deepwater for 50 years
- Former Chair NSW Farmers Association Branch
- Member NSW Farmers General Council (8-years)
- Member Northern Tablelands Regional Weeds Advisory Committee

**Qualifications:** Dip. Farm Management

### CAROL HARRIS NSW DPI representative COM since 2012



- NSW DPI Glen Innes Research & Advisory Station Research Scientist (Pastures) 1997-Present
- 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.

### JOHN BAVEA COM since 2011



- Cattle farmer at Ben Lomond
- Formerly Qld State Manager Bell Potter Securities Ltd/Credit Suisse
- Regional Manager Elders Stock & Station Industry
- Chairman Capricorn Helicopter Rescue Service
- Rotary International – Paul Harris Fellow
- Central Qld District Health Council

**Qualifications:** Master of Business Administration (Executive) Monash

**Interests:** Agricultural sustainability (production and profit) achieved in partnership with Natural Resource Management objectives.

### SANDY FITZGERALD COM since 2017



- Rural property owner and farmer in Glen Innes
- Active Landcare member since 1987
- Teacher-Librarian
- Community oriented

**Qualifications:** Bachelor of Arts; Dip. Education; Masters of Education (Librarianship)

**Interests:** Biologically rich and water absorbing soils/ asking questions/diversity of ideas/weaving, walking, yoga and podcast listening.

### BARB HOLLISS NSW DPI representative COM since 2019



- Self-employed beef cattle producer at 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.

## JANE MUNRO COM since 2012



- Self-employed cattle and performance horses enterprises
- Department of Primary Industries Recovery Support Officer

**Qualifications:** Bachelor of Business

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

## COL PRICE Glen Innes Severn Council Representative COM since 2012



- Woolgrower and sheep breeder in Glen Innes
- NSW Dept. Education 1973-84
- GISC - Councillor 2004-present (Deputy Mayor 2005-15, Mayor 2012-16)

**Qualifications:** Bachelor of Agricultural and Resource Economics

**Interests:** Merino sheep breeding, grazing interface (livestock/agronomy), rotational grazing.

## IAN VIVERS COM since 2020



- Owner/Partner Eaglehawk Angus and Beefmark Breeding centre (embryo collection centre)
- 2x properties, one at Kings Plains and one near Ebor

**Qualifications:** Associate Diploma Farm Management - Orange Ag College, Finance and Marketing- Sydney Uni, Ausmeat Assessor, Past Director/Treasurer Australian Beef Association

**Interests:** Regenerative/sustainable agriculture, Enhancing and improving our land assets for future generations, sticking up for the beef industry during a one sided climate debate.

## MIKE NORTON COM since 2011



- Self-employed beef grazing cow-calf operation at Mount Mitchell
- Former business consultant
- Expertise in change management to significantly improve business performance
- Experience in sales planning and management and personnel management

**Qualifications:** Cert IV Workplace Training & Assessment, Certified Personality Profiler

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

## GRAHAM PRICE Glen Innes Severn Council Representative - Staff COM since 2006



- Rural property owner and farmer in Glen Innes
- Extensive experience in Local Government
- Director of Development, Planning & Regulatory Services at Glen Innes Severn Council since 2006

**Qualifications:** Graduate Certificate in Arts (Urban & Regional Planning), Certificate of Accreditation A1 Building Surveyor, Certificate of Qualification Health & Building Surveyor, Short Course Environmental Protection

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



**GLENRAC is a proud member of the Australian Charities and Not-for-profits Commission**

## KYLIE FALCONER Chief Executive Officer



2019–Present  
Chief Executive Officer  
2007–2018  
Executive Officer / Landcare Coordinator  
Board administration,  
Human resource management,  
Representing the organisation, Partnerships

### Qualifications / Education

1997 Bachelor of Rural Science (Hons)  
2007 Cert IV Training & Assessment  
2016 Dip. of Business (Governance)  
2019 Dip. Community Coordination & Facilitation

### Employment History

2007–Present Executive Officer / Landcare Coordinator, GLENRAC  
2005–2007 Business Manager (Feedlots), Intervet Australia Pty Limited  
2003–2007 Area Manager, Southern Qld Intervet Australia Pty Limited, Toowoomba  
1998–2003 Technical Sales, Bundaberg Molasses

### Awards + Recognition

2011 Northern Rivers Landcare Coordinator Award winner  
2013 NSW Landcare Coordinator Finalist – Highly Commended  
2020 Australia Day Environmental Champion – Winner

## CHRISTINE DAVIS Project Manager



2020–Present: Project Manager

### Qualifications / Education

2006 Bachelor of Environmental Management - Natural Systems and Wildlife (Honours)

### Employment History

2020–Present Project Manager, GLENRAC  
2018–2020: Administration Assistant, Arts North West Inc  
2015 -2017: Regional Landcare Facilitator, New England North West Landcare Chairs Inc  
2007-2015: Project Support Officer, Queensland

## DR MAHRI KOCH Project Manager



2018–Present: Project Manager, National Landcare Program Projects

### Qualifications / Education

2004 PhD  
2013 Dip. Agriculture  
2011 Cert. III Governance  
2010 Cert. IV Workplace Assessment and Training  
1999 B. Sci (Hons)

### Employment History

2018–Present: Project Manager, GLENRAC  
2011–Present: Rediscovering Eden: Ecosystems and project management consultancy  
2008–2011: Landcare Coordinator, GLENRAC

## JENNIE COLDHAM Project Manager



2015–Present: Project Manager  
Project management, Grant writing,  
Board support, Event management,  
Collaboration with stakeholders

### 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: Coldwood Pastoral Pty Ltd Director  
2015 – 2020 Landcare NSW Member Services Officer (part-time)  
2011–2015: New England North West Landcare Regional Landcare Facilitator  
1996–2011: Granite Borders Landcare Project Manager & Landcare Coordinator  
1992–1995: NSW Agriculture Weeds Research Field Assistant

### Awards + Recognition

2021 Australia Day Environmental Champion – Winner

## KELLY WALSH

*Project Officer*



2020–Present: Project Officer  
2016–2019: Project Administration Support  
Webinar coordination and delivery, database management, project delivery

### Qualifications / Education

2020–Present: Dip. Social Media Marketing  
Dip. Community Coordination & Facilitation (4 units completed) – Community Co-ordination & Facilitation  
Certificate IV Business Administration

### Employment History

2016–Present - Projects Administration Support, GLENRAC  
2016–2019 - Farm management, Ascot Cattle Co  
2011–2016 - Foaling Unit 2IC, Waikato Stud & Vinery Stud

### Awards + Recognition

2017 New England North West Landcare Awards,

## LUCY MUNRO

*Communications & Project Officer*



2019–Present: Communications & Projects Officer, Communications and media duties, graphic design, project implementation and delivery, Landcare Coordinator

### Qualifications / Education

2019–Present: Master of Arts (Writing) University of New England  
2017 Bachelor of Design – Textiles and Graphic Design (Honours) University of NSW  
2018 Certificate III Horticulture

### Employment History

2019–Communications and Projects Officer, GLENRAC  
2017–2020: Managing Editor and Writer, The Planthunter  
2016–Present: Freelance Writer and Graphic Designer  
2018–2019: Nursery Manager, The Garden Patch at Say & Co Rural

## JENNENE PERKINS

*Project Administration Support*



2020–Present: Project Administration Support, Office and administrative tasks, data entry, front-of-house management

### Qualifications / Education

Living on a mixed cattle and sheep property in Glen Innes with husband, Lyle. Jennene has raised two children in Glen Innes who are now living and working away.  
Certificate VI in Business Administration  
Justice of the Peace

### Employment History

2020–Present Project Administration Support, GLENRAC  
2000–2019: Admin at Roberts & Morrow Chartered Accountants  
Previously worked for local businesses in Glen Innes in administrative roles.

## AWARDS + RECOGNITION

**GLENRAC's capabilities in our field have been recognised with the following awards:**

- 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.