



# GLENRAC

Annual Report 2019-2020





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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	Dr Peter Croft	National Parks & Wildlife Service	2011
Sam Baker	Treasurer	2011	Carol Harris	NSW DPI	2013
Rob Banham	Landowner	2019	Col Price	Glen Innes Severn Council	2012
John Bavea	Landowner	2011	Graham Price	Glen Innes Severn Council	2006
Andrew Campbell	Landowner	2016	Jayden Potter	Glen Innes Local Aboriginal Lands Council	2017
Sandy Fitzgerald	Landowner	2017			
Barbara Holliss	Landowner	2019			
Chris Leahy	Landowner	2016			





# STAFF MEMBERS

## GLENRAC



**Kylie Falconer**  
Chief Executive Officer  
and Landcare Coordinator  
kylie@glenrac.org.au



**Jennie Coldham**  
Project Manager  
jennie@glenrac.org.au



**Dr Mahri Koch**  
Project Manager  
mahri.koch@glenrac.org.au



**Kelly Walsh**  
Project Administration  
Support  
kelly.walsh@glenrac.org.au



**Jennene Perkins**  
Project Administration  
Support  
glenrac@glenrac.org.au



**Lucy Munro**  
Communications and  
Project Officer  
lucy.munro@glenrac.org.au

# Chairman's Report

## Presented by Ian Lockwood

The Glen Innes district is certainly in a better situation now when compared with this time last year. The rain did come, and the transformation of the countryside had to be seen to be believed. The land changed from being the worst that land owners had seen in late December 2019 to being the best that they had seen by February 2020.

This transformation, in most cases, was helped enormously by the fact that ideal growing conditions were aided by land owners who had limited stock numbers with nothing left to sell and without money to purchase the highly priced stock that was for sale.

The drought was exacerbated by the bushfires that began in the north, shifted south, then returned to the northern areas. This time there were less firefighting resources and many landholders lost almost everything. The combined fire and drought effect left shattered communities with problems of mental anguish and depression. The Government response, along with charitable institutions and community clubs and organisations, meant that all of this aid had to be distributed to those in need. The charities and local organisations themselves stepped forward, but it was GLENRAC that became a focus for charitable distributions and a centre for drought and bushfire support applications to be completed.

Money for projects became available, projects were proposed, funding gained and the process repeated itself. GLENRAC staff numbers grew as the need increased and committee members discussed the best methods to deliver support. GLENRAC was working for the community.

Projects totalling 1.8 million dollars were funded in the financial year 2019/2020. Major sources of funding were the NSW Environmental Trust, Northern Tablelands Local Land Services (NTLLS), Glen Innes Severn Shire Council (GISC), along with many smaller sources such as the Red Cross, NSW Government, Meat Livestock Australia (MLA) and others.

## Chairman's Report continued...

With the increase in project work I would like to thank all the staff for their tireless efforts. I will quickly mention them and their project areas.

During the year three staff members resigned:

Lucy Faithfull - most recently involved with the Regent Honey Eater project resigned after 9 years of service.

Eliza James - moved back to Western Australia in December 2019

Kyle Hollis - In September 2020 also moved to Western Australia.

Presently employed GLENRAC Staff:

Jennene Perkins - First point of contact at the front desk and now involved with GISC Drought Communities project, Vinnies, Fire Break Dinners and local Shearing School organisations.

Kelly Walsh - Hosted webinars, GISC Drought Communities, NSW Stronger Communities and Be Connected projects.

Mahri Koth - Involved in the Biodiversity area. Gondwana Shield - Rainforest World Heritage Site, Ramsar project at little Llangothlin Lagoon (internationally recognised) and Regent Honey Eater project.

Lucy Munro - NT LLS Core Services projects, NSW Landcare Support Program, All Media, Communications and IT work.

Jennie Coldham - NLP2 Projects Soil & Erosion, NSW Environmental Trust Projects, Pest Animals and Grant Writing.

Last but not least CEO Kylie Falconer has organised the workforce, managed the business, developed partnerships and saw that all Committee Members completed all relevant Governance training and worked together to complete Strategic Plans. Kylie is extremely competent, a motivated leader who is respected by all.

## Chairman's Report continued...

I would also like to thank a very dedicated and talented Committee. A diverse group of people with different areas of expertise and levels of experience. Respect is shown by all and they appear to enjoy their meetings. Thank you for your voluntary contribution over the year.

We have to look to the year ahead and to the direction of future years. The year ahead will no doubt see Government funding reduced at both state and federal levels so that there will be a push for more corporate funding. This will not be easy to obtain and will have many demands attached, meaning that we will have to question our ethical standards and values.

We have recently looked at our Strategic Planning for the next 5 year period from 2020 to 2025. Our vision to look for solutions for a sustainable and productive landscape will remain, however, the social fabric of our community will continue to be emphasised.

This year of adversity with drought, bushfires and COVID 19 has reinforced that in our community, it is the people that are our major resource. We have to look after the social environment along with our natural resources. We have to do this in a professional manner and build trust within the community.

Here is quote from our recent Strategic Planning Workshop: We must 'collaborate with local producers, local state and federal agencies to deliver practical solutions for the practical management of the landscape and social resource base of the Glen Innes district.'

I thank you for giving your time to read my report.

Kind Regards,

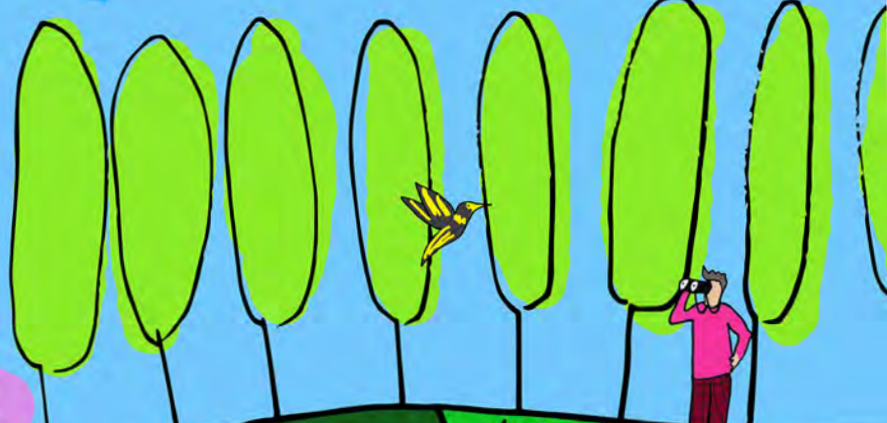
**Ian Lockwood**

**2019-2020 GLENRAC Chairman**





# GLENRAC 2019-2020 SUMMARY OF ACHIEVEMENTS



MEMBERSHIP  
GROWING  
HERE



30%  
INCREASE  
SINCE LAST  
YEAR!



\$GRANTS\$



50  
EVENTS

1877  
PARTICIPANTS

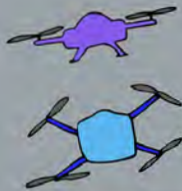
PLUS 45  
TIME OUT  
FROM THE  
DRY  
MEALS

85  
PARTNER  
SHIPS



9650  
NATIVE  
TREES + SHRUBS  
PLANTED

TRAINING IN  
SESSION



LOCAL DELIVERY  
OF 6 FACE-TO-FACE  
TRAINING COURSES  
76 PARTICIPANTS  
VALUE \$45,500

46  
APPLIED  
\$2,725,872

29  
SECURED  
\$1,781,936

1  
PENDING  
\$53,897

A  
FOCUS  
ON  
DROUGHT  
OR  
BUSHFIRE  
RELATED  
ACTIVITIES

EXTENDING REACH



1  
WEBSITE  
18,383  
VISITS  
↑429%



4  
PRINTED  
NEWSLETTERS  
1100 RURAL MAILBOXES



63  
EMAIL NEWS



225  
INSTAGRAM  
FOLLOWERS  
↑90%



918  
FACEBOOK LIKES ↑58%  
1038 FOLLOWERS



LAND GIRLS







**GLENRAC**  
**Strategic Plan**  
**Annual Review**  
**2019-2020**



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  
25  
3

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



\$0  
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



4  
62  
4  
2  
0  
\$10,000







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  
0  
1  
\$0  
0  
28  
1113  
21

**FIT FARMERS**  
TARGETING FARMERS PHYSICAL, MENTAL AND FINANCIAL HEALTH

**THURSDAY 12<sup>TH</sup> SEPTEMBER 2019**  
10:30AM TO 1:00PM  
TATTERSALLS HOTEL, MOORE STREET, EMMAVILLE

**INFORMATIVE PRESENTATIONS:**

- GET YOUR MIND ON TRACK
- RURAL FINANCIAL COUNSELLING SERVICE
- RURAL ADVERTISER HEALTH PROGRAM

**DISPLAYS WILL INCLUDE:**

- NEW ENGLAND WEED BENCHMARK
- GLENFRAC
- RURAL FINANCIAL COUNSELLING
- NEW ENGLAND WEED BENCHMARK
- NORTHERN TABLELANDS LOCAL LAND SERVICES

**RSVP:** 02 8742 3848 or 0827 525 181



**Celebrate in style at Waterloo Station**  
INTERNATIONAL FARM WOMEN'S DAY

**TUESDAY 15<sup>TH</sup> OCTOBER 2019** 9:15AM - 2:15PM

**LEARN:**

- BET ON YOUR BOOKS
- TAX RECORDS - ESSENTIALS AND LEGAL REQUIREMENTS FOR PRIMARY PRODUCERS
- GET RECORDS - STREAMLINING BAS
- MANAGEMENT RECORDS - WHY YOUR RECORDS NEED TO WORK FOR TAX AND MANAGEMENT
- RECORD KEEPING SOFTWARE
- MANUAL AND CLOUD FILING SYSTEM SOLUTIONS
- INTEGRATING FILE STORAGE WITH ACCOUNTING SOFTWARE

**CONNECT & SHARE:** OVER MORNING TEA & LUNCH

**WELLBEING:** WOMEN'S HEART HEALTH - CHASE CHANGE REAL THINGS NEW ENGLAND RIBBYN WEST

**VENUE:** WATERLOO STATION - SHEARERS QUARTERS

**RSVP: 6<sup>TH</sup> OCTOBER 2019**





## Priority B: Managing Water – erosion control, water quality

### GOAL 1

#### **REDUCE RISK OF SOIL EROSION AND REPAIR ACTIVE EROSION SITES**

##### **Actions:**

Funding secured for soil erosion projects	\$99,787.00
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	\$0
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
- Number of biodiversity projects implemented
- Number tree plantings completed
- Number of hectares
- Host biodiversity related events
- Number of attendees
- Number of partner organisations represented

\$187,829.82  
2  
9650  
15.45  
3  
45  
3



## GOAL 2

### PROTECT NATIVE HABITAT

**Actions:**

- Number of articles in GLENRAC media
- Maintain printed materials at GLENRAC
- Information events
- Number of attendees

7  
0  
0  
0



## GOAL 3

### CONTROL OF PEST ANIMALS

**Actions:**

- Funding secured for pest animal projects
- Number of landholders assisted with pest animals
- Host pest animal related events
- Number of Attendees
- Number of partner organisations engaged
- Number of articles in GLENRAC media

\$48,560.00  
166  
8  
166  
8  
2





**GOAL 4**

**BUILDING STRONG ROBUST COMMUNITIES**



**Actions:**

Number of 'people' articles in GLENRAC media	29
Host community Events	4
Number of attendees	414
Number of partner organisations involved	12



**Priority D: Extending GLENRAC Performance**

*Activity Planned*

**GOAL 1**

**EXTEND GLENRAC'S REACH – WIDER AND DEEPER**

**Actions:**

Number of GLENRAC newsletters produced	4
Number of E-flashes produced	63
Website visitation	18383
Social media engagement (increase in Likes)	337



**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	DONE





**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.

2

DONE



**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

\$2,725,872.82

\$1,781,935.82

N/A



# 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

232  
0  
9  
3



## GOAL 2

### DEMOGRAPHICS CHANGING WAYS AND MEANS

#### Actions:

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

0  
0



## GOAL 3

### DIVERSIFYING RISK AND BROADENING PERFORMANCE

#### Actions:

- Value of 'fee for service' income annually

\$1,860.00

## 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  
1  
16





**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  
N/A  
✓  
✓



**GOAL  
7**

**RESEARCH PARTNERSHIPS**

**Actions:**

- No of partnerships maintained

85

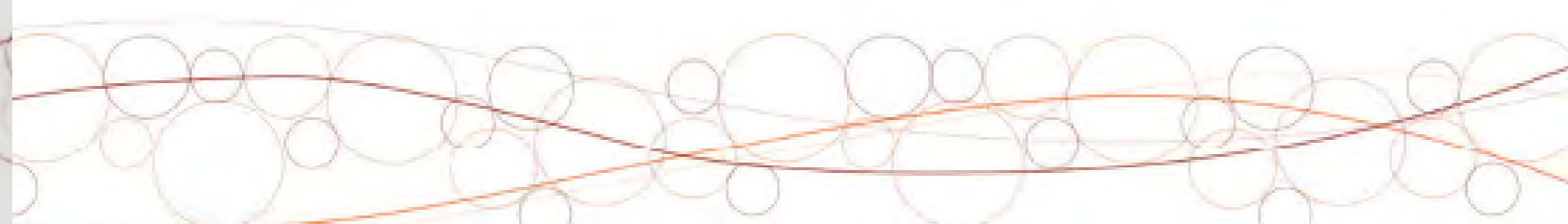
**GOAL  
8**

**ADVOCACY**

**Actions:**

- Continue to promote the positive image of primary production

DONE





# GLENRAC

GLENINNES  
NATURAL RESOURCES  
ADVISORY  
COMMITTEE  
2019-2020

GLENRAC is the Landcare network providing sustainable agriculture and natural resource management services to the Glen Innes Severn community.

GLENRAC is a not for profit incorporated association in operation since 1989.

GLENRAC was the NSW Landcare Group award winner in 2015 and a National Finalist in 2016.



## COMMITTEE OF MANAGEMENT

### IAN LOCKWOOD - Chair

**Committee Member  
since 2016**



Self employed - Cattle and sheep farming, 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

**Committee Member since 2016**



Stock & station agent in Glen Innes for 43-years, Self-employed 1974-1997, 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

**Committee Member since 2018  
Landholder**



Self-employed beef and lamb grazing enterprise east of Glen Innes; Past and present involvement in Landcare, Isolated Children Parents Association and other volunteer community groups.

**Qualifications:** Bachelor of Arts; Grad Dip of Education (Geography & English); Cert III Business Administration

**Interests:** Natural Resource Management to achieve Sustainability in Agriculture, Environment and Communities; Maintaining Biodiversity; Heritage Management; Family

### SAM BAKER - Treasurer

**Committee Member since  
2011**



Self-employed cattle farmer and 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 & Station Agent/Strata Managing Agent

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

# COMMITTEE OF MANAGEMENT

## JOHN BAVEA

**Committee Member since 2011**



Cattle Farming, 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 & profit) achieved in partnership with Natural Resource Manager objectives.

## DR PETER CROFT

**Committee Member since 2007 - NPWS representative**



Currently a Senior Ranger/ Biodiversity Officer with NPWS (28 years); Pasture Research DPI (8 years); Zoo Keeper, Taronga

**Qualifications:** BSc (Sydney Uni), Master of Science, Postgrad Diploma in Natural Resources; Doctorate of Philosophy

**Interests:** Nexus between production and conservation; flora & fauna habitat; fire ecology

## ANDREW CAMPBELL

**Committee Member since 2016 Landholder**



Self-employed cattle and sheep enterprise at Deepwater for 50 years; Former Chair NSW Farmers Association Branch and Member NSW Farmers General Council (8-years); Current Member Northern Tablelands Regional Weeds Advisory Committee

**Qualifications:** Dip. Farm Management

## JANE MUNRO

**Committee Member since 2012 Landholder**



Self-employed cattle and performance horses enterprises.

**Qualifications:** Bachelor of Business

**Interests:** pest animal management, youth in agriculture, business management

## MIKE NORTON

**Committee Member since 2011 Landholder**



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

## COL PRICE - Public Officer

**Committee Member since 2012 Glen Innes Severn Council representative**



Woolgrower and sheep breeder; 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

# COMMITTEE OF MANAGEMENT

## GRAHAM PRICE



**Committee Member since 2006 - Glen Innes Severn Council representative**

Extensive experience in Local Government, and took up his present position as Director of Development, Planning & Regulatory Services at Glen Innes Severn Council in 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.

## CHRIS LEAHY



**Committee Member since 2016 Landholder**

Chris has mainly worked as a Solicitor principally as a trial and appellate advocate in common law, estates and wills, crime, environmental and local government and commercial work

**Qualifications:** Bachelor Arts & Law

## SANDY FITZGERALD



**Committee Member since 2017 Landholder**

Local rural property owner. 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

## CAROL HARRIS



**Committee Member since 2012 - NSW DPI representative**

NSW DPI Glen Innes Research & Advisory Station Research Scientist (Pastures) 1997 to 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

## JAYDEN POTTER



**Committee Member since 2017 Glen Innes Local Aboriginal Land Council representative**

Works at Glen Innes Local Aboriginal Land Council

**Qualifications:** Glen Innes High School

## BARBARA HOLLISS



**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.



# COMMITTEE OF MANAGEMENT

## ROB BANHAM

**Committee Member since  
September 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. Previously employed in the Mining and Timber industries and was employed in the Australian Steel Industry for 29 years throughout the Eastern Seaboard of Australia working for Aquilla Steel, BHP Steel and OneSteel in Management and Senior Sales Management roles. The last position held was Business Development Manager for OneSteel Reinforcing Northern Region (Queensland, Northern NSW and Northern Territory) before moving permanently to the family property in June 2016.

**Qualifications** – Several in-house Sales, Safety and People Management courses

**Interests** – Wool Production, Local Health Care, Renewable Energies primarily Solar, Thoroughbred Horses both Racing and Breeding



# GLENRAC STAFF

## KYLIE FALCONER

**Chief Executive Officer/  
Landcare Coordinator**

2007 - Present

Board administration and support, Human resource management, Project management, Representing the organisation, Media & communications, Event management, Group facilitation, Collaboration with stakeholders

**Qualifications / Education**

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



## Employment History

2007-Present Executive Officer / Landcare Coordinator:  
GLENRAC INC  
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

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

# GLENRAC STAFF

## MAHRI KOCH



### Project Manager

December 2018 – Present: GLENRAC Project Manager

July 2011 to present: Rediscovering Eden: Ecosystems and project management consultancy

June 2008 to June 2011: Landcare Coordinator, GLENRAC

### Qualifications / Education

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

## JENNIE COLDHAM



### Project Manager

2015 - Present  
GLENRAC Project Manager (part-time)  
Project management, Grant writing, Board support, Event management, Collaboration with stakeholders

### Qualifications / Experience

1991 Bachelor of App. Sc. (Systems Agriculture)  
2013 Cert IV Frontline Management  
2013 Statement of Attainment Business Governance

### Employment History

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

## LUCY MUNRO



### Communications and Administration Officer

2019- Present Communications and administration duties; project implementation and delivery

### Qualifications / Experience

Currently studying -Master of Arts (Writing)  
2017 - Bachelor of Design (Honours)  
Certificate III Horticulture

### Employment History

2019: GLENRAC – Communications and Administration Officer  
2017-2019: The Planthunter – Managing Editor and Writer  
2018-2019: The Garden Patch at Say & Co Rural – Nursery Manager

### Our Vision

is to provide solutions for a sustainable and productive landscape.

### Our Mission

is to initiate and coordinate action for landholders and the community surrounds to manage and maintain the natural resource base of the the Glen Innes region for the improvement of both the social and productive environment.



For more information on GLENRAC activities and events visit [www.glenrac.org.au](http://www.glenrac.org.au)  
Location: 68 Church St, GLEN INNES NSW 2370  
Ph 02 6732 3443



# Taking Action

# MEPAAW2-NT-01E

## Controlling the Invasive Indian Myna Bird

GLENRAC Inc



### Identification and trapping techniques to lessen the impact of the invasive species upon drought-affected properties in the Glen Innes region

#### The issue

Since being introduced into Australia in 1863 as a means of controlling insect species in Melbourne market gardens, the Indian Myna bird population has grown exponentially, with the species establishing across most of Eastern Australia, including the New England region, and spreading to other parts of the country. The easy adaptability of these aggressive, territorial and opportunistic birds is a serious threat to native bird populations and other small Australian wildlife species, especially those resting in hollow dwellings where Mynas nest. Indian Mynas are also a carrier of bird mite and have been known to spread avian diseases such as psittacosis and salmonellosis. They thrive in rural landscapes where access to habitat and feeding options are readily available. In return, the messy birds foul on livestock and contaminate feed bins. Due to the current drought conditions experienced in the Glen Innes region and the increase of feed being put out by farmers, the pervasiveness of Indian Mynas has increased. It has been identified that there is a need for landholders in drought-affected communities to up-skill in areas of identification and control to protect their properties, and the ecological systems within them, from the impact of this invasive species.



#### The solution

GLENRAC hosted two information events, the first at Red Range Hall on the 21<sup>st</sup> August 2019 and the second at the Deepwater Brewery on the 28<sup>th</sup> August 2019, to provide landholders with information around identifying and taking action against the threat of Indian Myna birds. Presenters explained how to identify the Indian Myna (commonly mistaken with the Noisy Myna, a native bird species), the impacts of Indian Mynas on Australian birdlife, wildlife and habitat, how to successfully and humanely trap and dispose of Indian Mynas, and where to access more information.

Attendees also received a free copy of the latest version of the Clarence Valley Conservation in Action Indian Myna Bird Project Handbook, devised by Laura and Kevin Noble. Extra copies of these were made available at the GLENRAC office for people who were unable to attend the day. A limited number of traps were also available on the day, and from the office, for attendees to borrow.

#### The impact

On average, the attendees surveyed noted a change from 10% with 'a lot' of knowledge and confidence of how to control and manage the impact of Indian Myna birds before the workshop, to 43% after the event. Attendees left the day with a greater understanding of how to identify the Indian Myna species and how to control population numbers on their properties through trapping techniques. The take home booklet from the Clarence Valley Conservation in Action group was a handy resource for attendees to utilise for future purposes at home.

### Key facts

- Indian Myna birds are a threat to native bird and wildlife species
- The pest species thrives in rural environments, particularly those experiencing drought, where access to feed is readily available
- Indian Myna are commonly mistaken with the Noisy Myna, a native bird species

### 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



# Local Links - Stronger Communities

## MEPAAW2-NT-01D

### Deer Information Evening

GLENRAC Inc



### The impact of deer upon the Glen Innes region and changes to NSW Government legislation surrounding deer game status

#### The issue

Initially introduced to Australia in the 19<sup>th</sup> Century as a game species, deer have quickly become a huge problem for landholders, with over-grazing, destruction of native vegetation, soil erosion, ring barking and the spread of weeds and disease among some of the issues the pest species is responsible for. Due to the drought conditions the Glen Innes region is currently experiencing, the problems caused by deer to landholders are magnified. It has been identified that there is a need for knowledge and up-skilling amongst the farming community in the area of deer management. Major changes to NSW legislation have also caused some confusion amongst landholders regarding the rules and regulations around the control of deer on private land.

#### The solution

GLENRAC hosted a Deer Information Evening at the Glen Innes & Districts Services Club on the 26<sup>th</sup> September 2019 to provide the community with an overview of the impacts of deer upon the region, and control methods available to landholders to manage the effects of the invasive species upon their properties. The event also focussed on the changes to NSW legislation around the relaxed game status of deer and how this affects landholders.

Professional Pest Controller, Ned Makim spoke about the simplest ways for farmers to manage deer populations, including what to look for in deer behaviour and quick and effective strategies to reduce deer numbers.

NSW DPI Compliance Officer, Andrew McCallister, discussed Biosecurity legislation as well as the changes to the licensing required for wild deer management.

Each of the presenters spoke of the importance of geographic collaboration in combatting the effects of deer, and the need for neighbours to communicate and coordinate management programs in partnership. Identification of deer species was also considered, as landholders need to report any sightings of species uncommon to the area.

#### The impact

The attendees surveyed noted a change from 33% with 'a lot' of knowledge of deer management before the event, to 67% after the event, and a change from 28% with 'a lot' of confidence in deer management before the event, to 62% after the evening. Landholders are now able to collaborate with their neighbours to legally and effectively target deer populations. They are also able to identify the type of deer within their area and notify authorities if there is a sighting of an unfamiliar species.



#### Key facts

- Deer populations are currently surging within the Glen Innes region
- Some of the problems deer are responsible for include over-grazing, destruction of native vegetation, soil erosion, ring barking and the spread of weeds and disease

#### Project Partners



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# Taking Action

# MEPAAW2-NT-01C

## Feral Fighters Rabbit Control Field Day

GLENRAC Inc



### Managing rabbit populations in the New England region

#### The issue

Since being introduced to Australia in the late 18<sup>th</sup> Century, rabbits have become an invasive pest species, inflicting serious damage to the landscape and competing with livestock and wildlife for resources and pasture. These problems are magnified in the current drought conditions experienced in the Glen Innes region, with the lack of ground cover exposing the extent of rabbit activity, including rabbit warrens, degraded land, soil erosion and damage to the understorey of sheds and buildings. Despite the dry, rabbit populations continue to thrive, leaving landholders with the task of controlling pest numbers on their properties.

#### The solution

A Rabbit Control Field Day was held in partnership between GLENRAC and the Local Land Services on 3<sup>rd</sup> September 2019 to give landholders in the Glen Innes community the opportunity to develop agency around rabbit control. The current lack of feed due to drought conditions means the rabbit population is stressed and searching for food, so the workshop was held at an optimal time for undertaking control of the species.

The field day was designed to strategically target pest animals in the Glen Innes region, with the primary aim to encourage all landholders to collaborate through group baiting to effectively reduce the rate of re-invasion in the area.

The Local Land Services team guided landholders through best practice rabbit control methods and demonstrated baiting, trapping, ripping and fumigation to attendees. There were also a number of resources available to facilitate landholders' participation in the program.

A second event was held by GLENRAC in collaboration with the Local Land Services and the Rural Fire Service at Bald Nob on the 18<sup>th</sup> September to further spread awareness of rabbit control throughout the region. Local Land Services Biosecurity Officer, Perry Newman, spoke to attendees about the pervasiveness of rabbits in the region and the types of control methods landholders can implement, including best practice rabbit management, tools and strategies available to landholders, rabbit action plans and the Biosecurity Act legislation.

#### The impact

10 people attended the Rabbit Control Field Day and 13 people attended the event at Bald Nob. On average, the attendees surveyed noted a change in 'a lot' of knowledge about the control of rabbits from 18% before the workshop to 66% after, and a change in 'a lot' of confidence in controlling the pest species from 15% before the workshop to 64% after. Attendees can now put into action best practice methods to control the species on their properties, including baiting and, trapping, ripping and fumigation.



### Key facts

- The pervasiveness of rabbits in the Glen Innes region is threatening the health of the landscape and the availability of food for livestock and wildlife
- The current drought conditions magnify the effects of damage caused by rabbits
- Collaboration between landholders through group baiting and rabbit control programs is key to controlling rabbits in a geographic area

### Project Partners



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05 Nov, 2019

# Taking Action

# MEPAAW2-NT-01B

## The Good, the Bad and the Ugly of Invasive Grass Species

GLENRAC Inc



### Increasing community knowledge and management of Chilean Needle Grass

#### The issue

The Glen Innes and wider region is currently under threat from the invasive grass species, *Nassella neesiana*, or Chilean needle grass (CNG), which is growing widespread across parts of the New England district. Regarded as one of Australia's worst weeds, CNG affects both sown and native grasslands, is unpalatable during its vegetative growth stage and can reduce farm productivity by as much as 50%. It has been recognised that there is a need for local landholders to up-skill in areas of identification and control of CNG.

#### The solution

Two morning workshops were held by GLENRAC in Glencoe and Dundee to increase landholder's knowledge of the CNG species, including how to identify the weed and the skills needed to control and manage the growth of the invasive species on their properties.

With the support of Weed Wise and the Local Land Services, GLENRAC hosted a two-and-a-half-hour community event, first at the Red Lion Tavern in Glencoe, and again a week later at the Dundee Hall, in Dundee, to educate landholders about the effects and control methods of CNG.

NSW Department of Industries Research Scientist for Pastures, Carol Harris, shared her knowledge of CNG management and new research being done to combat the weed through essential natural oils and seedbank management strategies.

Guyra farmer, Bill Perrottet, also spoke to landholders about his experience managing CNG as a winter pasture species and his experiments in controlling the weed through organised grazing systems at his property, 'Urandangie'.

Authorities from the New England Weeds Authority and Local Land Services were also on hand to share their knowledge of CNG and how to identify other invasive grass species.

#### The impact

23 people attended the workshop in Glencoe and 13 attended the workshop in Dundee. On average, 81% of workshop attendees surveyed said they had 'a lot' of knowledge of how to manage CNG after the workshops (compared to 36% before the workshops) and 62% surveyed said they had 'a lot' of confidence in controlling the weed species after the workshops (compared to 28% before the workshops). Landholders are now able to identify CNG by its seed, and have developed skills in controlling the weed which might include chemical and natural spraying and winter pasture grazing.



### Key facts

- CNG is an invasive grass species threatening pastures in the New England region
- Identification of the species is key to managing the threat of CNG spread
- New research is being done to explore the effects of natural oils and seedbank management strategies on CNG
- There is potential to control the weed through organised winter grazing systems

### Project Partners



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# Taking Action

# MEPAAW2-NT-01A

## First weeds to appear: Serrated Tussock

GLENRAC Inc



### Bare and disturbed ground makes a happy home for this weed of national significance

#### The issue

Serrated Tussock has the potential to have significant impacts on farm production and economics. It has been deemed “the worst perennial grass weed in Australia” by the MLA and AWI due to its persistent ability to outcompete more desirable species. Not only is it not palatable for livestock, it has very little feed value. So, if it is the only thing left for stock to eat they will perish. Once established, Serrated Tussock can reduce pasture production by up to 95%. The perennial tussock has no preference for land type or companion plants, it does however prefer disturbed and bare soil to take up residence.

#### The solution

Given the ongoing and unprecedented dry conditions in the GLENRAC area, it has been noted that environmental conditions are becoming more favorable for the establishment of Serrated Tussock. Reminding landholders to keep an eye out for this particular weed when it does rain, was the purpose of this event, to ensure control is maintained early on. The ‘Smoko with Friends’ event at Deepwater was held on the 8<sup>th</sup> of August 2019. Guest speakers Josh Biddle and Trent McIntyre from the New England Weeds Authority presented on the impacts and obligations surrounding Serrated Tussock. GLENRAC also published two glove-box identification guides for producers to take home and have handy when driving around checking pastures and paddocks. The postcard and tri-fold flyers also outline tips on prevention and best control measures.

#### The impact

Attendees shared with the room their experiences with Serrated Tussock on their property; including control measures they found had been successful, monitoring strategies and areas they found it was more prevalent. As there isn’t a lot of groundcover around presently, the NEWA representatives reminded attendees what Serrated Tussock looked and felt like by showing around a specimen. They also discussed the best control methods and encouraged landholders to get in touch if they had any questions or suspect looking plants popping up. Attendees learned a great deal at the event, with 100% claiming they had a lot of knowledge after the presentation; as opposed to the 27% who had a lot of knowledge before the event. Similarly, the confidence to control the invasive weed grew, from 27% to 82% with a lot of confidence.



### Key facts

- Thin & bare patches of pasture are at most risk of invasion
- Very important to replace with more desirable seed species
- Cropping with weed control in spring & autumn reduces weed seed bank
- 500 ‘ID On The Go’ Postcards and 500 Identification & Control tri-fold flyers printed

### 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



# Capacity to Deliver

## Let's Talk - Red Cross Christmas Events

GLENRAC Inc



### Supporting drought-affected rural community groups within the Glen Innes district to celebrate Christmas events.

#### The issue

In 2019, 100% of NSW was declared in a state of drought, with the Glen Innes region classified as severely impacted. The physical, financial and emotional strain this placed on farming families in the area was extremely challenging and isolating, and community groups and their regular activities suffered as a result of this extreme pressure.

#### The solution

Annual Christmas events celebrated by small villages and localities across the district were identified as an area that GLENRAC could offer financial support to, to assist with the running of the day. Traditionally, these events provide opportunity for connection, communication and social inclusion, as well as excitement and celebration - elements that are extremely important to cultivate in rural communities, particularly during times of high pressure.

Through funding from the Red Cross, GLENRAC were able to provide financial assistance to 13 Christmas events during November and December 2019 across the Glen Innes District, including Ben Lomond, Wellingrove, Kings Plains, Deepwater (x2), Bolivia, Glen Elgin, Torrington, Pinkett, Emmaville, Dundee, Elsmore and Glen Innes. This support was tailored to suit each particular group and their event, and included catering, lighting equipment, sound systems and gifts - items that were all sourced from local businesses.

#### The impact

Approximately 1,710 attendees participated in one of the 13 Christmas events supported by GLENRAC, a number considered by organisers to be overwhelmingly positive. By relieving the financial burden of some of the elements of the event, community groups were able to put their energy into planning a day that fostered connection and communication within their community group. To quote one of the attendees, "For a day, our focus could be shifted away from the drought and the bushfires, and instead it was on catching up with family and friends during a time of the year that should be about happiness and celebration."



### Key facts

- Providing opportunities for social inclusion and connection in rural communities is essential for the wellbeing of the region, particularly during times of extreme pressure.
- GLENRAC provided financial support to 13 Christmas events across the Glen Innes region, reaching approximately 1710 attendees.

### Project Partners



A partnership between Local Land Services and Landcare NSW Inc. supported by the NSW Government.





# Community Participation

## Drought Support GLENRAC Style

GLENRAC Inc



### Providing support to drought & bushfire affected landholders and working with partner organisations to distribute donations

#### The issue

Our community has been in the grips of severe drought conditions for more than 12 months with many primary producers having to either destock or spend significant amounts of money on livestock fodder and increasingly on livestock water. The ongoing costs and lack of cash flow is having an impact on the whole community. In late 2019 many parts of our region were affected by a number of bushfires, resulting in loss of lives, loss of homes, as well as significant areas of farmland and bushland being burnt.

The need for support and resources is increasing, and while there are generous organisations and communities in other parts of NSW and Victoria who are providing donations of all manner of items, there is a need for coordination to ensure distribution in a timely and equitable way. GLENRAC have been identified by many of these organisations as an effective mechanism, and to be able to manage the coordination GLENRAC requires funding to pay for staff time.

#### The solution

Funding from Community Underwriting Small Grants enabled GLENRAC to deliver support and services to the rural communities of the Glen Innes district, for a period of 10 weeks in early 2020. This has seen a part-time Drought Support Officer assisting primary producers, small business and other community members to access resources during challenging times. There are a number of federal, state and non government administered assistance funds available, these all have application processes of varying levels of difficulty. Landholders focussed on feeding livestock and carting water often don't have the time, and in some cases the capability due to issues like poor internet service, no document scanner or lack of computer skills, so need assistance to not only navigate the diversity of assistance programs available but to also fill in the forms and provide supporting documentation.

#### The impact

In this 10 week period from mid January to end of March 2020, the Drought Support Officer assisted 42 landholders with filling in and submitting forms to access assistance from a number of agencies including NSW Rural Assistance Authority, Rural Aid, Salvation Army and Country Womens Association. They also worked with numerous charitable organisations, like Lions, Rotary, CWA and RSPCA that were receiving donations of food, toiletries, bottled water, working dog food, pet food, clothing, school bag packs, gift vouchers and swim packs to ensure that they reached those rural landholders and community members in need.

This support complemented the other drought work that GLENRAC has been delivering in the regular local "Smoko with Friends" events in villages and localities and "Time Out From the Dry" dinners bringing rural communities together during challenging times.



#### Key facts

- 42 landholders helped to access drought support
- Worked with partner organisations CWA, Lions, Rotary, RSPCA
- Distributed donations of 100 bags of working dog food, 42 school bag packs, 60 ten litre containers of water and much more

#### 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.



# Collaborations

## Let's Talk - Emerging From the Big Dry

GLENRAC Inc



### Bringing rural landholders together around dealing with the financial impacts of drought and bushfires

#### The issue

The prolonged drought conditions in the Glen Innes region has impacted rural landholders in many ways. As well as the physical and emotional toll that on going feeding and watering of livestock is having on primary producers the financial impact is significant. Some landholders have destocked prior to and during the drought, and are now facing the prospect of trying to restock as livestock prices rise. Other have hand fed livestock for many months at great financial cost. Cash flow and available capital are going to be issues for many in coming months and being able to negotiate the complex banking landscape will require skills and knowledge.



#### The solution

With support from PHN Empowering Our Communities and Red Cross, GLENRAC hosted an evening which provided the opportunity for primary producers, and small businesses, to come together and consider one approach to managing through and recovering from drought.

Former local lad, Sam Newsome , Newsome Agriculture, provided members with an insight into the planning process that the groups of producers he works with use, to drive a better Return On Assets Managed. Rob Mulligan, a Walcha based beef and sheep producer, provided a case study of farm and financial planning. Sam worked through what he calls the **Real ROAM** approach which addresses the four key areas of business:

- \* **R** eal Estate (farm development plan) - cost benefit analysis and return on investment.
- \* **O** perations (enterprise mix) - what is your farm good at and what can you be best at?
- \* **A** ssets to enable the plan (infrastructure, plant and finance).
- \* **M** anagement (people: on farm, contractors, service providers, marketing relationships)

#### Key facts

- Data and record keeping is important but using and analysing this information is key
- Know what you are good at and what your farm is good at
- Management is not just the people on farm, it is a team including bank managers, accountants, agronomists

#### The impact

The key messages from the event:

- \* understand your farm financials and review them regularly
- \* importance of monitoring and recording as foundation for sound objective decision making
- \* be in regular contact with your bank manager, particularly if you need additional finance
- \* opportunity to borrow funds from Regional Investment Corporation at 0% interest for the first 2-years of the loan. If this is of interest to your business, get organised and start early!

Fifty two (52) people attended the event, many of them couples, with a diversity of ages and from all parts of the GLENRAC area. While providing some really useful insights into decision making, this event also provided participants with the opportunity to get together, network and share their experiences. This was evidenced by the fact that there were still a number of couples sitting around the tables well after the event and dinner were finished, discussing what had been presented.

#### 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.





## EVENTS



**199**  
HOSTED  
**40**  
PER YEAR  
AVG.



**4876**  
PARTICIPANTS  
**25**  
PER EVENT  
AVG.

## COMMUNICATIONS



**227**  
E-NEWS



**22**  
NEWSLETTERS



**40,612**  
UNIQUE WEBSITE  
VISITS



**918**  
LIKES

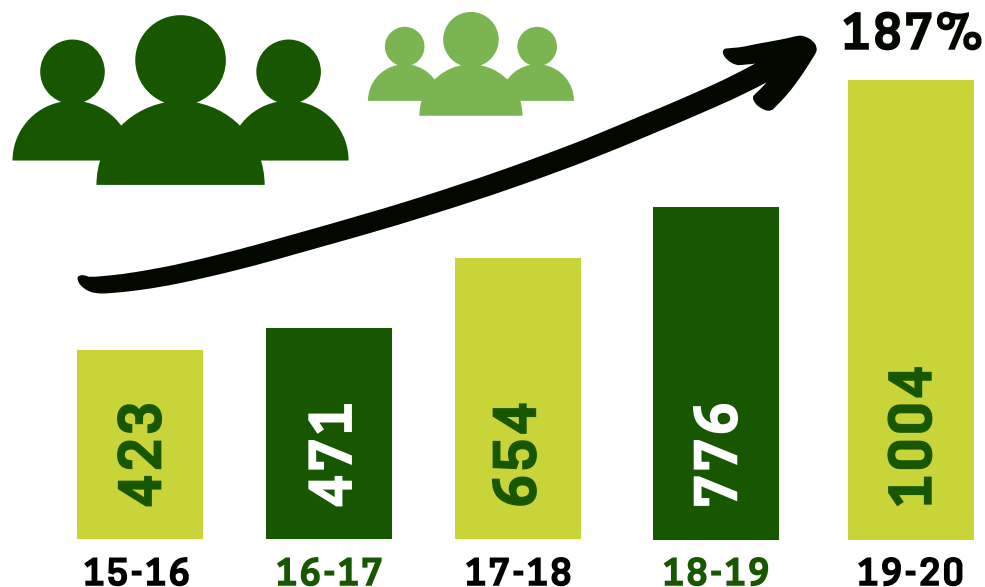


**225**  
FOLLOWERS

# GLENRAC

## 5 YEAR STRATEGIC PLAN 2015-2020 KEY ACHIEVEMENTS

### MEMBERSHIP



### ACCOLADES AND AWARDS



## FINANCIAL RESOURCES



**157**  
GRANTS  
APPLIED  
**\$5,619,473**  
VALUE



**88**  
GRANTS  
SECURED  
**\$2,837,976**  
VALUE

## ON-GROUND WORKS



**60,500**  
SEEDLINGS  
PLANTED



**77**  
HECTARES  
SOIL EROSION  
MANAGED



**5**  
KILOMETRES  
STREAM  
PROTECTED