Focus area 1: LANDCARE SUPPORT

Goal: To provide ongoing support for UCLN member groups and recognition of their achievements

Strategies/actions	Outcome	Measure/evidence	Importance	Urgency	Rationale/co
A. Understand needs and aspirations of member Landcare Groups • Formal survey of member groups to assess current interests, needs and challenges • Attend member group meetings • Analysis of North Central Landcare Health Survey results	UCLN develops a benchmark 'situation report' for member groups.	• Benchmark report, including feedback from member groups • Number of meetings (formal + informal) attended by UCLN facilitator over next 6 months	HIGH	HIGH	At present th groups. In or understand t their prioritie [1]provides a u survey to gro to meet with qualitative in
B. Regular (seasonal) forums with Landcare Groups to learn about activities, progress, issues, opportunities • Forums structured as 'listening' events	4 seasonal forums coordinated by UCLN with participation by >70% of member groups.	• Level of participation in seasonal forums (number of groups/members represented) • Analysis and documentation of post-forum feedback	HIGH	MEDIUM	Common fee could be stru recommende and achiever for member g
C. Identify and actively support collaboration between member groups	There is active and enduring collaboration between UCLN groups in strategic landscape scale projects and capacity building and knowledge sharing activities	• Review of current landscape-scale projects with relevant groups to assess their status and future needs • Documentary evidence of collaboration between UCLN groups in both on-ground and capacity building projects (e.g. joint project planning, events)	HIGH	MEDIUM	One of the ke joint projects collaborative unclear as to interest from
D. Utilise website, social media and traditional media to promote more effective information sharing	UCLN website is a source of current, accessible, relevant and useful content and social media platforms.	• Number and frequency of postings on website, Facebook and Instagram • Tracking/analytics of website and social media data • Level of contributions from member groups to website news and social media • Number of traditional media articles	MEDIUM	MEDIUM	The current v 'up to date' i investigating and update c content (at le Instagram). A quarterly bas UCLN has enj interests of t broadened.
E. Advocate for UCLN Landcare Network and member groups through regional and state-wide forums	The UCLN is regarded as a successful, organised and effective Landcare Network at a local, regional and statewide	• Participation of UCLN executive in Landcare Victoria Inc. • Participation of UCLN	MEDIUM	MEDIUM	My assessme compared wi opportunity t level of the U

member groups • Record of current membership and recent trends across all member groups • Identify successful strategies that have been used to member groups to increase membership and participation	level of participation in Landcare activities • Targets to be set in consultation with groups and when benchmark is understood	activities/groups • Level of participation in activities			is clear that v membership attract and re projects. On demographic keen interest Landcare gro
B. Identify ways to improve direct engagement with landholders • Identify current landholder engagement programs and service providers (including through Landcare groups) • Identify opportunities for UCLN to deliver engagement services, either cooperatively or 'stand-alone'. • Identify how effective engagement can be built into current/new projects.	UCLN has effective strategies for engaging with landholders <u>and</u> effective partnerships with relevant agencies and organisations.	• Number of landholders engaged • Number of hours of engagement • Number of collaborative engagement programs involving other organisations/agencies	**MEDIUM**	**MEDIUM**	At present th in the form o Direct engag needs to be g Opportunitie provide local appropriately MRSC provid
C. Support the development of resources that improve landholder and community understanding of catchment and NRM issues • Undertake a 'stock take of existing resources and provides links to these via UCLN website • Liaise with member groups to understand the need for specific resources and in what form • Promote development, access and use of locally relevant resources	UCLN is regarded as a key focal point in the Upper Campaspe region to develop and access useful and useable NRM resources	• Directory of existing resources on UCLN website • Number and type of new resources developed by UCLN over the next 12 months • Extent of use of electronic resources (website analytics)	**MEDIUM**	**MEDIUM**	Access to use hard copy, w impact of the A number of that could be Supporting th guides) can b and can dem
D. Effective involvement in regional Landcare Support activities • Facilitator network events	The UCLN facilitator is actively involved in the North Central Landcare Facilitator Network	• Facilitator reports to UCLN executive • Communication of network activity to UCLN member groups via website and eNEWS	**MEDIUM**	**MEDIUM**	This forum is the activities receiving info
E. Collaboration with surrounding	The UCLN is actively engaged	• Number of joint	**MEDIUM**	**MEDIUM**	A number of

Focus area 3: ACHIEVING ENVIRONMENTAL OUTCOMES

Goal: To demonstrate the impact of Landcare Group activities and projects on the natural environment of the Upper Campaspe region

Strategies/actions	Outcome	Measure	Importance	Urgency	Rationale/co...
A. Work with member groups to document the extent and impact of group based projects/activities • Develop a simple template/process for documenting on-ground works undertaken by UCLN member groups • Explore how this information can be aggregated to demonstrate landscape scale impacts • Ensure that collated results are provided back to member groups and also to key stakeholder/partner organisations as evidence of collective impact	The UCLN develops and maintains a spatial record of the projects and activities of member groups that is supported by appropriate qualitative data and information	• Quantitative measures of key on-ground actions (e.g. area remnant protection, weed control, revegetation; km of waterways fenced • Coordinated collection of qualitative supporting information (stories, narratives, photo points etc.) • Annual report that describes collective impact of groups	HIGH	MEDIUM	Demonstratin... challenging, l... recording co... It is recomme... for member g... will be a few... but once the... impact to pro...

B. Identify opportunities to support the implementation of projects that have catchment scale impacts e.g.
  o Strategic and feasible biolinks
  o Riparian connectivity/water quality
• Assess current landscape scale plans/projects for relevance, acceptability and feasibility with Landcare groups – modify or drop as required
• Explore opportunities with partner organisations and agencies to broker increased resourcing for the UCLN
	The UCLN is a key partner in planning, delivery and engagement of landscape scale projects in the Upper Campaspe	• Level of involvement of member groups in landscape-scale projects
		• Contribution/Impact of on-ground works and activities towards these projects (linked to 3A)
		• Level of funding/resourcing from partner organisations and agencies
			HIGH	HIGH	The UCLN ha... projects (e.g.... it is unclear a... which these...
					
					While it won... the upper Ca... downstream... and the Nort... active role in... engagement... pursued is a l... member grou... ongoing reso...
					
					Recent succe... community e... opportunities...

C. Support citizen science monitoring that is linked to network projects and goals • Identify the linkages between existing projects and citizen ...	The UCLN plays a coordinating role in citizen science initiatives that enhance community engagement and understanding of priority NRM issues and project in the catchment...	• Level of participation in citizen science initiatives • Extent to which data collection and monitoring results: o Are part of a clear feedback ...	MEDIUM	MEDIUM	Citizen scien... of UCLN men... citizen scienc... government... will wane un... role across th...

Strategies/actions	Outcome	Measure	Importance	Urgency	Rationale/co...
and how the UCLN can support the implementation of relevant local/regional strategies and plans	organisational goals and priorities of its key partners and	priorities of key project partners and stakeholders (NCCMA, Coliban Water, DELWP, Macedon Ranges Shire, Hepburn Shire, Dja Dja Wurrung, DEDJTR etc.).			Catchment St Integrated Ca Macedon Rar These strateg priorities and community c implementat
B. Harness the efforts of member Landcare Groups in responding to regional/local strategy development	The UCLN coordinates and supports local Landcare group input into the development of relevant NRM strategies and plans	• Level of involvement in strategy development/community consultation activities • Extent to which upper catchment issues and priorities are recognised in strategies and plans	HIGH	MEDIUM	The North Ce Catchment St UCLN and me catchment va that NRM pri
C. Actively seek to broker joint projects with key partners • Explore opportunities to 'showcase' project achievements and priorities with board members and staff of partner organisations • Actively involve partner organisations and agencies in the development of funding proposals	The UCLN is regarded as an effective and trusted partner in the planning, coordination and delivery of community Landcare initiatives in the upper Campaspe catchment	• Number of joint project proposals submitted • Success rate (% of funded proposals) and level of funding achieved	HIGH	MEDIUM	To a large ex otherwise fo projects or d communicati Groups.

Focus area 5: BUILDING ORGANISATIONAL CAPACITY AND CAPABILITY					
Goal: To support the establishment of a					
Strategies/actions	Outcome	Measure	Importance	Urgency	Rationale/co...
A. Develop annual business plan and review process	The UCLN has clearly documented annual goals and priorities and is adequately resourced to deliver on them.	• Template and process developed for planning and review • Annual budget forecast developed	MEDIUM	MEDIUM	This should b
B. Support the engagement of highly skilled and capable personnel • Mentoring and professional development • Performance review processes in place • Development of quarterly and	The UCLN is recognised by Landcare Groups and partners for the high level and quality of facilitation and coordination activities.	• Documented role and responsibilities of Facilitator • Formal performance planning and review • Professional development and learning program for	MEDIUM	MEDIUM	It was clear d groups as to of the netwo
C. Significantly increase the level of	The UCLN has a full time Land...	...	HIGH	HIGH	It is ... that t

funding partners, including government agencies, NGOs and philanthropic organisations					seek additior
D. Increase and broaden skills base/diversity of Committee • Undertake a skills audit and identify gaps • Actively seek additional committee members • Enhance knowledge and skills of committee (professional development) • Utilise the skills the Committee members bring with them from their professional backgrounds	The UCLN Committee is recognised for its diversity of backgrounds, skills, knowledge and experience.	• Number of committee members of increased breadth of geographic location and skills • Participation of committee members in relevant professional development activities (NRM, governance, financial management)	**HIGH**	**HIGH**	Effective gov At present th and there is a It is recomme local commu the Landcare responsibiliti
E. Purposeful involvement in network wide projects • Clear processes for project identification and development • Review and assess merit of current projects • Develop simple checklist that supports assessment of new project ideas	The UCLN has a clear set of project priorities and seeks resources to deliver on these projects, as opposed to being opportunistic 'seekers' of funding.	• Results of review of current projects • Application of checklist to new projects	**MEDIUM**	**MEDIUM**	There has be discriminatin involvement developed th