



Richmond  
**Landcare**  
Inc.

**ANNUAL REPORT**  
**2021–2022**



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## About us

Richmond Landcare Incorporated (RLI) is a not-for-profit, community-led Landcare network formed in 1998 to support Landcare in the Richmond River catchment on the far North Coast of NSW.

RLI recognises we live in a catchment that is unique in its indigenous cultural values and biodiversity and strives to support and enhance these valuable attributes within our catchment. In order to do this RLI provides support to new and established Landcare groups and is building effective working partnerships with other groups within the Bundjalung community that have a similar objective. We also support best practice by private landholders for managing land and water across all landscapes .

RLI is a participating member of both the regional Landcare body, North Coast Regional Landcare Network and the state group, Landcare NSW.

### Our mission statement

Inspiring and supporting the community in caring for the Richmond River catchment.

### Our vision

- To facilitate and advocate for individuals, groups, and the wider community for Landcare
- To provide education opportunities on best practice for land and water management
- To embed a Landcare ethos of caring for land, water and community
- To engage with the Bundjalung community on caring for land and water.

### Our core values

- Represent our members and our community to ensure that they have a voice on issues that concern Landcare in our catchment
- Build and maintain strong relationships with environmental organisations
- Adopt effective governance and best practice in our work
- Foster a positive work culture with staff, contractors, and networks
- Seek informed and knowledgeable volunteers to operate and administer our organisation
- Commit to training, education and continuous improvement in the way we and our members undertake the activities for Landcare
- Effectively communicate with our member groups
- Adhere to corporate governance principles in the operation of RLI, managing ourselves ethically, with transparency and accountability
- Engage and manage staff and contractors in accordance with national employment/engagement policies

## Our Governance

The RLI leadership team is made up of a committee of volunteers drawn from representatives of its member groups. This committee guides the strategic direction and governance of Richmond Landcare Inc. In 2021–2022 it met 9 times. During the 2021–2022 financial year the committee reviewed its governance, in particular policies and procedures relating to employee and committee welfare and to employment conditions.

### The Committee

Chair - Shaun Eastment



Shaun represents Lennox Head Landcare, joining them in 2009. Prior to that she had a career in education for 32 years with a variety of leadership roles in schools. At the same time she was actively involved across the Sydney Metropolitan area in professional support for teacher education and across the state in programs to develop student participation in the sciences. Shaun had never even had a garden until she arrived in Lennox Head in 1996 but she is now a committed advocate of re-establishing native vegetation systems and supporting wildlife in urban and peri-urban areas by using local natives for gardens wherever possible

Vice-Chair - Jim Kinkead



Jim represents Tregeagle Landcare, having been involved in Landcare since 2007. Jim is President of Tregeagle Landcare, Vice-Chair of Richmond Landcare Committee, and President of North Coast Regional Landcare Network. One of his key drivers currently is to consolidate recognition of the Landcare movement on the North Coast as a preferred partner for environmental repair and enhancement by both private and government agencies and organisations

Jim is retired from a career in NSW government in administration management at District, Regional and State level mainly with environmental departments.

### Treasurer - Peter Biddles



Peter represents Soilcare Inc. He is a retired Industrial Chemist, specialising in surface coatings, metallic and no-metallic corrosion, cathodic protection, adhesives and sealants. Peter lived and worked in South East Asia for 20 years as the CEO of a group of companies with manufacturing and sales operations in Indonesia, Singapore, Malaysia, Thailand, Hong Kong, and Japan. He returned to Australia after retiring and, in 2001, moved to a 50 Ha property out of Alstonville. He joined Tuckombil Landcare in 2005 and has been Treasurer since 2015. He and his wife downsized and sold the property three years ago and now live at Palm Lake.

### Committee Member - Jeremy Stewart



Jeremy's family has been in the Wilsons River area for about 5 generations. He currently runs a small rural earthmoving business, though has past employment as a secondary teacher and professional basket maker. Jeremy and his family have been involved in Landcare activities in and around Whian Whian for about 15 years. This has confirmed a deep appreciation and sense of custodianship for our landscape. He is drawn to matters of strategic catchment health and waterway appreciation, cultural heritage and reconciliation, conserving native biodiversity, and restorative land management. He has also been an active Committee member of the Lismore Floodplain Management team.

### Committee Member - Kelly Sanderson



Kelly joined the Committee in 2018, serving as Secretary for two years. She is a trained NRM practitioner and professional Bush Regenerator with experience in a variety of areas around Sydney before moving to the Northern Rivers. One of Kelly's key commitments is restoration of environmental water quality within the Richmond River catchment. Kelly joined Lennox Head Landcare in 2013 and has served as their Vice President for most of that time

### Committee member - Lyn Thomson



Lyn represents Bagot Park Landcare. She has given up counting how many times she has now retired. Lyn joined RLI back in 2010 and went on to become our school's officer for some years. She is currently a Board member of LNSW, representing the North Coast Regional Landcare Network. Lyn has also worked for the Australian Native Bee Company as their educational officer. Some of her other passions are her new nursery, her chooks and looking after her numerous worm farms. In 2020 Lyn and her husband bought a farm at Swan Bay where they are restoring the swamps and wetlands and employing regenerative farming practices on the remainder of the land. Unfortunately, approximately 100 acres of their farm was inundated in the 2022 floods, so they are rethinking their planning for the floodplains. Thankfully, their home and nursery area were unaffected.

### Committee Member - Dr Hedy Bryant



Hedy joined the Committee in December 2021. She represents Ballina Coastcare, joining them in 2019 when she moved to the Northern Rivers from Bathurst. Hedy is an adjunct lecturer at Charles Sturt University (CSU), teaching leadership and communication. She has been a director of an ecology centre and of a community employment and training services provider. She has held a diversity of roles - in leadership and change at CSU; in vertebrate pest research and exotic disease preparedness with NSW DPI, coordinating the establishment of the Australian Wildlife Health Network; and in catchment management in Lithgow

### Committee member - Megan Lewis



Megan joined the committee in December 2021 as a representative of Australian Seabird & Turtle Rescue. She is keen to connect community organisations that share an interest in restoring our precious environment and caring for our incredible wildlife. After a 33 year career in disability and human services, Megan is pursuing her passion for aerial and still photography, documenting and celebrating our ecosystems.

### Committee Member - Barry Jeffress

Barry has been a representative of Tuckombil Landcare. He has been variously a committee member, Vice-Chair and Chair of Richmond Landcare Inc. since 2014. In his other life Barry was a local solicitor. Barry resigned from the Committee in October 2021 in order to move south with his family

## Our Staff

Executive Officer - Josie Banens



Josie is Richmond Landcare's first Executive Officer commencing in February 2021. Her role is aimed at easing pressure on RLI's volunteer committee and building capacity to support environments and community in the Richmond catchment. Josie has a background in communication and stakeholder engagement, working for the CSIRO Climate Adaptation Flagship, UNSW and various environment departments.

She has been engaged in Landcare since 2013, starting as a volunteer Landcare Coordinator. After completing a Graduate Certificate in Environmental Management she moved to on-ground action in the ACT and South-East NSW before relocating to the Northern Rivers. She is passionate about Aboriginal land management, climate adaptation and biodiversity conservation

Local Landcare Coordinator - Hannah Rice-Hayes



Hannah has been in this role since 2012. Hannah has spent the past 11 years working in on-ground and community-facing natural resource management and community engagement roles on the NSW North Coast. She has experience in delivering community consultation and capacity building projects in NRM and Sustainable Agriculture fields and expertise in conservation land management, weed control and community engagement and facilitation. In her spare time she volunteers with the Bush Fruits LGBTIQ+ and Clunes Landcare groups (RLI members) and is also studying towards a Masters in Regenerative Agriculture.

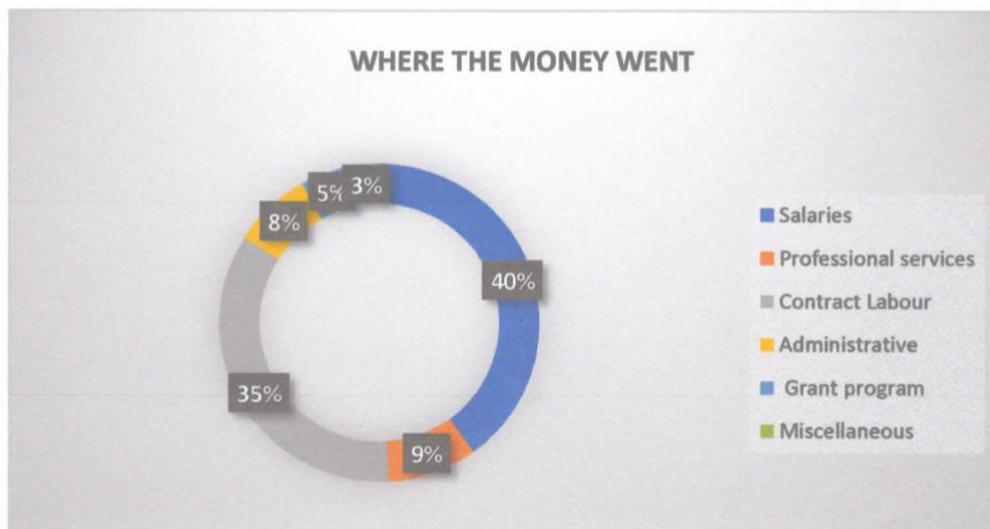
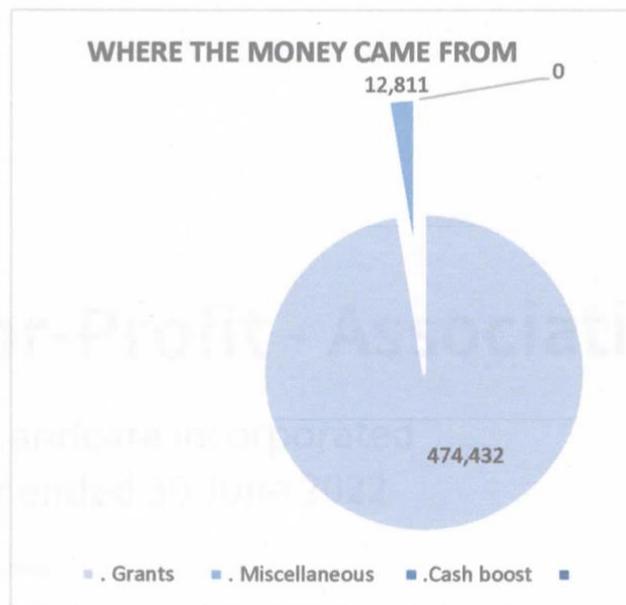
Project Officer - Sarah Odgers



Sarah has a Bachelor of Environmental Science with a major in Natural Resource Management. She has participated in projects in Nepal and PNG and is now studying for the Cert III in Conservation and Land Management. Prior to joining RLI, Sarah gained experience as a bush regenerator in the Northern Rivers, working with bush regeneration contractors and also with Border Ranges Richmond Valley Landcare Network. Her passions include ecological restoration, fire ecology, water management and community-based projects.

## Financial summary

|                     |                  |
|---------------------|------------------|
| <b>Income</b>       | <b>474,432</b>   |
| <b>Other</b>        | <b>12,811</b>    |
| <b>Total income</b> | <b>\$487,243</b> |
| <b>Expenditure</b>  | <b>409,411</b>   |
| <b>Net earnings</b> | <b>\$77,832</b>  |



## Our Projects

During 2021-2022 our staff successfully delivered 14 projects worth a total of over \$690,000. These projects covered a range of themes from support for Landcare groups, to bushfire recovery, environmental weed control, riparian zone repair, education activities for the local community, delivering property assessments for Land for Wildlife status and support for landslip assessments, management and maintenance following the disastrous flood events of February and March 2022.

### Projects:

- Nightcap Resilience 2 Restoring Nightcap Connector Forests
- NSW Landcare Support Program 2019-2023
- Koala-focused Land for Wildlife project
- Restoring Resilience to Nightcap Connector Rainforests
- Job's Tears project
- Mysore Thorn project
- Lismore LGA Landcare Support
- Emergency assessment and remediation of landslips on Land for Wildlife properties - Flood Relief Funds
- Regional Nest Box for Bushfire Recovery
- Mitigation of Diffuse Pollutants by Riparian Vegetation
- Landslide management and maintenance education project
- Science Walks Science Talks
- Post-bushfire nest box monitoring program
- Land For Wildlife

## Membership

Membership of RLI is open to any Landcare-type group in the Richmond River catchment subject to approval by the management committee. A life membership is available at a fee determined by the committee. Our membership support program is currently under review and we are in the process of developing a stronger Landcare community among our member groups as well as improved access to training and educational opportunities.

Currently we have over 100 member groups.

## NSW Landcare Program 2019–2023

This Program is a collaborative endeavour of Local Land Services (LLS) and Landcare NSW Inc. (LNSW), supported by the NSW Government. It recognises the value of government and Landcare working together and aims to support and enable partnership outcomes for both Landcarers and Local Land Services. The Program’s purpose is to play a role in empowering local Landcare volunteers by contributing to the systems, partnerships and structures that underpin their capacity to achieve outcomes.

Under this program RLI has a contract with North Coast Regional Landcare Network (NCRLN) to employ a Local Landcare Coordinator. The role of the Coordinator is that of an enabler for local community Landcare. Local Coordinators will work with their host organisation and the Landcare groups and organisations of their area to support and empower them to achieve their own goals; participate in Landcare; partner with Local Land Services; and deliver on the target outcomes of the NSW Landcare Program 2019–2023.

## Relationships and Partnerships

We have built relationships and partnerships with local organisations that support Landcare including:

- Traditional Custodians of the Bundjalung Nation for project delivery including Jagun Alliance Aboriginal Corporation, Ngulingah Local Aboriginal Land Council, Jargoan Heritage Consulting and Gilbert Laurie.
- Landcare Australia and the National Landcare Network on a landscape-scale bushfire recovery project which engaged with around 20 local businesses and organisations and dozens of members of the Nightcap community.
- a MoU with Lismore City Council that helps us support Landcare groups and the broader Natural Resource Management community
- an agreement with the Community Environment Network to carry out Land for Wildlife assessments
- New partnerships with WWF Australia and NRCF
- ongoing working relationships with a wide range of organisations and networks, including Northern Rivers Science Hub, Northern Rivers Group of Environmental Educators, Ballina Shire Council, Ballina Shire Coastal Advisory team, North Coast Local Land Services and Rous County Council
- collaboration with neighbouring local Landcare networks and the North Coast Regional Landcare Network on funded and non-funded projects
- engagement with local political representatives in relation to support for Landcare related activities

## Our Key Achievements

- Initiation of a networking and training support program for member groups.
- Supporting our community in flood recovery through sourcing of funding for landslide assessments and education, lobbying local representatives, participating in flood recovery meetings and events and making a submission to the NSW flood inquiry
- Provision of land management advice to private landholders and farmers
- Initiation of an NGO-led project to drive grassroots action focussed on improving water quality in the Richmond River catchment
- Initiation of a cooperative working relationship with Ngulingah Local Aboriginal Land Council and Rangers.
- Consolidation of our expanded operational structure
- Establishment of an Employee Assistance Program
- Establishment of charity status..
- Doubling of our annual turnover through successful externally funded projects.
- Collaboration with Lismore City Council, Rous County Council and Inspiring Australia on funded and partner projects
- Proactive participation in the ongoing development of the LNSW Governance Project
- Establishment of a suite of new policies and procedures covering all workers (staff, volunteers and subcontractors..)
- Provision of support for private landholders in the form of grant-driven projects for environmental restoration (especially bushfire recovery projects) and improving climate resilience.
- Delivery of events and field days to engage and educate members of our community including:
  - Landslip forum
  - Bushfire recovery events with the Nightcap community
  - Rising Strong climate adaptation workshop
- Engagement with our regional, state and national umbrella Landcare bodies through committee representation, community of practice events and conferences,
- Supporting the local business community by subcontracting more than 10 businesses, including bush regenerators, ecologists, Aboriginal land managers, NRM professionals, caterers and finance professionals.

## Looking Ahead

In the coming year our focus will be to:

- continue to facilitate and advocate for individuals, groups, and the wider community for Landcare
- continue to provide education opportunities on best-practice for land and water management
- continue to embed a Landcare ethos of caring for land and water within our community
- further develop our engagement with the Bundjalung community in caring for land and water
- consolidate the NGO led project focussed on improving water quality in the Richmond River catchment
- develop a Reflect Reconciliation Action Plan
- develop a communication strategy and update our website
- achieve deductible gift recipient (DGR) status
- continue to advocate for and provide support to local landholders experiencing landslips.
- investigate ways to support local landholder participation in the emerging environmental services voluntary market
- continue to strengthen our governance
- consolidate our existing partnerships whilst identifying opportunities to expand our range of partnerships with local government, local businesses, organisations and community groups
- expand and maintain an effective program providing networking opportunities and training for our member groups

Endorsed by RLI Committee August, 2022